

Letter of Understanding: Spring 2026 Master in Teaching Program Salaries

This is a one-time, non-precedent setting Letter of Understanding between The Evergreen State College (“Evergreen”) and United Faculty of Evergreen (“UFE”) regarding spring 2026 work for regular faculty in the Master in Teaching (MiT) program.

There are some regular faculty at Evergreen whose usual full-time contract does not begin in fall quarter, according to program requirements (e.g. working summer-fall-winter, or spring-summer-fall). In these cases, we have agreed to recognize faculty workload by adjusting start and end dates for individual faculty contracts and compensating faculty during the summer according to the academic year salary grid (CBA 12). During the quarter which does not constitute the period of their regular faculty contract, these faculty have historically been paid on the summer salary schedule (CBA 29.2).

Evergreen has developed curriculum for the MiT program such that students enter that program during summer quarter as part of their regular course of study. We recognize that the summer quarter of the Master in Teaching program is part of a multi-quarter offering which is required for student progress.

In spring 2026, Evergreen and UFE agree to compensate regular faculty teaching in MiT according to the academic year salary scale (CBA 12), rather than the summer salary schedule (CBA 29.2). Regular faculty will be prioritized to supervise student-teacher placements.

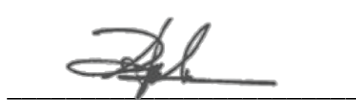
The quarter will generally be treated as occurring outside the academic year: faculty will not accrue sabbatical nor accrue experience years for their teaching; teaching partners accrued during this quarter will not be counted toward contract conversion or teaching partner obligations; and the quarter will not be counted as one of the quarters required for contract conversion. Regular faculty in MiT will be expected to perform all academic year governance assignments during this quarter.

Given a program redesign, both parties recognize the need to revisit questions of workload and compensation for regular faculty in the MiT program. The arrangement above may or may not be the compensation structure in future. We agree to revisit these questions by December 31, 2026.

Signed this 20th day of March, 2026



Kyle Pittman, UFE Co-Chair



Trevor Speller, Vice-Provost Budget & Operations