

MEMORANDUM OF UNDERSTANDING
between

The Evergreen State College

MAY 22 2019

The United Faculty of Evergreen
and

Office of the Vice President for
Academic Affairs and Provost

The Evergreen State College

Regarding Faculty Separation Incentive

The United Faculty of Evergreen and The Evergreen State College (the College) agree that the following voluntary separation incentive will be made available to eligible faculty who voluntarily accept the terms and conditions:

1. Regular faculty are eligible for this limited incentive if they:
 - a. held continuing appointments at experience year 29 or above during the 2018-19 academic year; and
 - b. voluntarily release their property right to employment at the college as regular faculty with a continuing appointment.
2. The incentive is subject to the following terms and conditions:
 - a. Full-time faculty who accept this offer will receive a payment of \$50,000, plus \$25,000 for each quarter of awarded sabbaticals that have not been taken at the time of the requested date of separation from the College, up to a maximum total payment of \$100,000. The amounts will be prorated proportionally for regular faculty members with part-time continuing contracts;
 - b. The incentive will be offered as a one-time taxable supplemental payment made after the date of separation from the college;
 - c. Faculty who accept this offer release their rights to a post retirement contract as specified in section 5.4 of the CBA, but will remain eligible to stand for emeritus status;
 - d. Unless otherwise prohibited by law, faculty will remain eligible for consideration for open adjunct positions, but will not be eligible for rehire at the College to regular faculty positions for at least 5 years following the date of separation for the college; and
 - e. To accept the offer, faculty will be required to sign an application and agreement that includes a waiver of any and all claims against the College.
3. Faculty who accept this offer must request a date of separation between September 15, 2019 and June 15, 2020.
4. This offer is limited to the first 15 eligible faculty who apply by the deadline of 5pm on July 15, 2019; provided that the College may, with notice to all eligible faculty, extend the application deadline if it has not yet received 15 applications.

Signed and dated this 22 day of MAY, 2019

The Evergreen State College

By [Signature]
Its VA Finance + Operations

The United Faculty of Evergreen

By [Signature]
Its BARGAINING CHAIR