

MAY 22 2019

Office of the Vice President for  
Academic Affairs and Provost

## MEMORANDUM OF UNDERSTANDING

The purpose of this Memorandum of Understanding between the United Faculty of Evergreen (“UFE”), and The Evergreen State College (“Evergreen”) is to memorialize agreements reached between the parties during negotiations pursuant to a reopener provision in the Collective Bargaining Agreement by and between The Evergreen State College and United Faculty of Evergreen (June 15, 2018 – August 31, 2021) (the “Agreement”).

### Recitals

The Agreement contains a limited reopener to address the economic terms for the Agreement’s final two years, and limited additional issues raised by the parties. The parties have now completed the bargaining contemplated by the reopener, and have memorialized the elements of their agreement in this Memorandum.

### Agreement

Now, therefore, the parties agree as follows:

1. The Faculty Salary Grid in effect as of August 31, 2019, will be increased by three percent (3.0%) effective September 1, 2019, as reflected in Attachment A to this Memorandum.

2. The Faculty Salary Grid in effect as of August 31, 2020 (Attachment A), will be increased by three percent (3.0%) effective September 1, 2020, as reflected in Attachment B to this Memorandum.

3. A new section will be added to Article 6 to reflect the responsibility that all faculty members have to complete required training regarding legal risks, College policies, ethical rules and related matters of significance to all College faculty:

6.1.7 Training. All faculty members are required to complete training regarding legal risks and responsibilities, obligations of State employees, College policies and related matters. Training will be offered through a variety of online materials and live presentations; provided that unless otherwise agreed, required live training will not exceed four (4) hours per year, and required online training will involve materials that can generally be completed in a total of four (4) hours over a two-year period. Also unless otherwise agreed, live training will be offered during times otherwise reserved for College governance activities. Live training will include non-discrimination policies and procedures, sexual harassment and sexual misconduct, and Title IX, among other topics. The College will provide timely, advanced notice to all faculty of required trainings, including the time by which training needs to be completed and the need to periodically repeat or update training on one or more topics.

4. For the remaining term of the Agreement, Section 10.2.3 of the Agreement, describing a process through which the College has transitioned certain half-time positions to regular faculty positions, will be suspended.

5. Except as provided in this Memorandum, and additional memoranda of understanding previously executed by the parties and incorporated into the Agreement, the terms of the Agreement will remain unchanged and in full effect for the remaining duration of the Agreement. Execution of this Memorandum will complete the parties' obligations regarding reopener negotiations pursuant to Section 30.1 of the Agreement.

6. By a separate memorandum of understanding, the parties agree that the College will offer a voluntary separation agreement to regular faculty members meeting certain eligibility criteria.

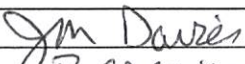
7. This Memorandum will take effect upon ratification by both parties, and will remain in effect until the parties have ratified a successor to the Agreement.

Signed and Dated this 22<sup>nd</sup> day of MAY, 2019.

The Evergreen State College

United Faculty of Evergreen

By   
Its VP Finance + Operations

By   
Its Bargaining Chair

**Attachment A**  
**Faculty Salary Grid 2019-2020**

Experience Year	Academic Year 2019-20		Experience Year	Academic Year 2019-20		Experience Year	Academic Year 2019-20
1	42,563		21	74,231		41	90,067
2	44,523		22	75,399		42	90,443
3	46,443		23	76,526		43	90,780
4	48,322		24	77,617		44	91,076
5	50,162		25	78,665		45	91,371
6	51,964		26	79,675		46	91,671
7	53,727		27	80,644		47	91,970
8	55,448		28	81,575		48	92,270
9	57,131		29	82,465		49	92,570
10	58,773		30	83,318		50	92,872
11	60,376		31	84,129		51	93,175
12	61,938		32	84,900		52	93,480
13	63,463		33	85,632		53	93,783
14	64,947		34	86,325		54	94,088
15	66,394		35	86,977		55	94,396
16	67,799		36	87,592		56	94,704
17	69,165		37	88,167		57	95,012
18	70,490		38	88,701		58	95,322
19	71,777		39	89,196		59	95,633
20	73,024		40	89,652		60	95,945

**Attachment B  
Faculty Salary Grid 2020-21**

Experience Year	Academic Year 2020-21
1	43,840
2	45,859
3	47,836
4	49,772
5	51,667
6	53,523
7	55,339
8	57,111
9	58,845
10	60,536
11	62,187
12	63,796
13	65,367
14	66,895
15	68,386
16	69,833
17	71,240
18	72,605
19	73,930
20	75,215

Experience Year	Academic Year 2020-21
21	76,458
22	77,661
23	78,822
24	79,946
25	81,025
26	82,065
27	83,063
28	84,022
29	84,939
30	85,818
31	86,653
32	87,447
33	88,201
34	88,915
35	89,586
36	90,220
37	90,812
38	91,362
39	91,872
40	92,342

Experience Year	Academic Year 2020-21
41	92,769
42	93,156
43	93,503
44	93,808
45	94,112
46	94,421
47	94,729
48	95,038
49	95,347
50	95,658
51	95,970
52	96,284
53	96,596
54	96,911
55	97,228
56	97,545
57	97,862
58	98,182
59	98,502
60	98,823