

Tentative Agreement
Collective Bargaining Agreement Between
The Evergreen State College (TESC) and United Faculty of Evergreen (UFE)

TESC and UFE are signing a one-year collective bargaining agreement. Both TESC and UFE initially started bargaining in 2016 with the goal of a longer contract, but due to various campus and non-campus issues, the parties agree to a one-year agreement, allowing the parties to discuss and prepare various proposals for the next collective bargaining agreement. The parties agree to suspend several current CBA sections only for the 2017-2018 year; and agree to include a one year-adjustment to the salary grid, incorporate the MOU regarding professional development specific to institutional racism, equity and inclusiveness and keep all other provisions of the TESC/UFE 2015-2017 CBA intact for this one year-contract.

The agreement is as follows:

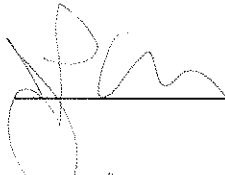
1. **Salary Grid Increases:** For the 2017-2018 academic year, experience years increases in Article 12.1.4 will be fully funded and the salary grids will increase 2% effective September 1, 2017.
2. **Professional Development: Institutional Racism, Equity and Inclusion.** The Memorandum of Understanding between TESC and UFE to jointly prepare annual mandatory professional development on institutional racism, equity and inclusion is incorporated into this agreement. The TESC VP/VP for Equity and Inclusion will coordinate these professional development activities with the UFE Chair.
3. **Adjunct Transition Policy.** UFE and TESC agree on the need for a transition policy of adjunct positions into regular positions. The parties will negotiate new contractual language on a transition policy during the 2017-2018 academic year in preparation for incorporation in the upcoming collective bargaining agreement. In the 2017-2018 academic year, CBA 10.2.3 remains in effect and position descriptions for the four transition positions previously agreed to will be created, based on 10.2.3 (i.e., teaching histories). Before the position descriptions are advertised, UFE-Management Committee will assess the descriptions to ensure that they meet the commitments in 10.2.3. These positions will be advertised no later than fall 2018.
4. **Revitalizing Curricular Work Structures.** TESC and UFE agree to negotiate working conditions associated with curriculum planning structures, processes, and practices. These include subjects in the CBA such as the work of Planning Units and Planning Unit Coordinators as well as recommendations from the Standing Committee on the Curriculum and recommendations from TESC faculty DTFs, study groups, and UFE-TESC Joint Committees like the 2013-14 Planning Unit Coordinators (PUC) DTF. The parties will negotiate new contractual language on these working conditions during the 2017-2018 academic year in preparation for incorporation in the upcoming collective bargaining agreement. No changes in the CBA or in current practices that affect working conditions will be made during 2017-18.
5. **Review Process for Retention Initiative for lower class sizes for first year students.** The lower class size initiative is in effect for 2017-2018. TESC and UFE agree to assess the initiative's impact on curriculum and on retention. By the end of Winter Quarter of 2018, the assessment will be complete. Extension of the initiative will occur only if the parties agree that the impacts have been sufficient to

merit the continued dedication of college resources to class-size reductions. Assessing the impacts of class size reduction will include a comprehensive review of the program itself.

6. Status Quo for remaining current CBA. Excepting the sections above, the current CBA remains in effect for this one-year contract. Contract provisions specific to 2017 are extended to 2018. The salary grid for Summer 2018 will increase by 2%.

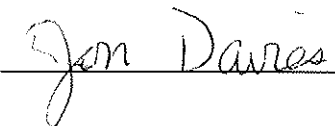
7. Duration: This contract begins on September 1, 2017 and ends August 31, 2018. The agreement shall take effect following ratification by UFE members and upon ratification by the TESC Board of Trustees. The CBA will be enacted retro-actively to September 1, 2017.

The Evergreen State College



Date 9-14-2017

United Faculty of Evergreen



Date 14 SEPT. 2017