

MEMORANDUM OF AGREEMENT

The purpose of this Memorandum of Understanding between the United Faculty of Evergreen (“UFE”), and The Evergreen State College (“Evergreen”) is to memorialize an agreement reached between the parties prior or during negotiations for a successor to the Collective Bargaining Agreement by and between The Evergreen State College and United Faculty of Evergreen (2012-2014) (the “Agreement”).

RECITALS

For the 2012-13 and 2013-14 academic years an agreement concerning planning programs at a reduced faculty student ratio has been in place, amending the 2012-14 CBA, Article 7.1 as follows:

Programs that offer 100 percent (100%) of available seats to first-year students (students who have earned less than forty-five (45) credits) will be planned at a targeted student/faculty ratio of 18:1, and

Programs that offer a minimum of fifty percent (50%) of available seats to first-year students (students who have earned less than forty-five (45) credits) will be planned at a targeted student/faculty ratio of 20:1.

Since this two-year agreement expires after the 2013-14 academic year and CBA negotiations for 2014-15 and beyond are not yet underway, there is a need for an interim agreement if the UFE and Evergreen are to continue the practice of reducing class size for programs serving first-year students for an additional two years (2014-15 and 2015-16).

AGREEMENT

Now, therefore, the parties agree as follows.

For the academic years 2014-2015 and 2015-2016:

1. Interdivisional team-taught programs that offer 100 percent (100%) of available seats to first-year students (students who have earned less than forty-five (45) credits) will be planned at a targeted student/faculty ratio of 18:1.
2. Interdivisional team-taught lower-division programs that offer 50 percent (50%) of available seats to first-year students (students who have earned less than forty-five (45) credits) will be planned at a targeted student/faculty ratio of 20:1.

For the purposes of this agreement, “interdivisional program” is defined as a program taught by two or more full-time faculty for which credits are planned in areas of study from at least

two academic divisions (from among the five divisions the College lists in its accreditation reports: art, humanities, natural/physical science, math/quantitative and symbolic reasoning, and social science).

This agreement does not abrogate UFE or Evergreen's duty to negotiate on mandatory subjects of bargaining such as compensation and duration in the successor agreement to the 2012-2014 collective bargaining agreement. Should the parties negotiate new language in the upcoming contract negotiations regarding issues addressed herein the terms of the successor agreement will control.

Signed and dated this 13th day of December, 2013.

The Evergreen State College

United Faculty of Evergreen

By [Signature]
Its Vice President for Academic Affairs

By [Signature]
Its Chair