

TENTATIVE AGREEMENT

By and Between

THE EVERGREEN STATE COLLEGE and UNITED FACULTY OF EVERGREEN

The parties have tentatively agreed to amend the Article referenced below for the successor agreement to the October 26, 2015 – August 31, 2018, collective bargaining agreement (CBA). However, per section 9 of the parties' *Ground Rules*, no tentative agreement will become final until ratified by both the UFE membership and the College's Board of Trustees.

11.3 Conversion of a Regular Faculty Member on Term Contract to a Regular Faculty Member on Continuing Appointment.

11.3.1 Initial Eligibility Criteria for Conversion. (Note: Summer quarters do not count towards initial eligibility for conversion.)

- a) The candidate is a regular faculty member who has been re-appointed to a second three (3)-year term contract.
- b) The candidate has completed the equivalent of at least nine (9) but not more than eighteen (18) quarters of work as defined by his or her regular term contract within, at most, eight (8) years.
- c) The candidate has participated in a Third-Year Review (see Section 9.3).
- d) For faculty members other than library faculty, the candidate has team-taught in programs with a cumulative total of six (6) or more Evergreen faculty members, and has taught with each of these faculty members for at least one (1) quarter. At least three (3) of these teaching partners must have continuing status either at the time of the teaching partnership or at the time of the candidate's conversion.
- e) For candidates previously on adjunct contracts, teaching partners accrued during such contracts will count toward the totals outlined in (d).
- f) For library faculty members, the candidate has team-taught full-time for at least two (2) quarters with a cumulative total of three (3) or more non-Library faculty members. At least two (2) of these teaching partners must have continuing status either at the time of

the teaching partnership or at the time of the candidate's conversion.

- g) At the end of the candidate's fifth (5th) year the deans and the Provost, acting collectively, may waive the teaching partner requirement for that candidate. This waiver may be given only when the candidate has been requested to meet an extraordinary demand in the College curriculum.

Agreed this day of 2018.

The Evergreen State College

United Faculty of Evergreen

John Carmichael
Chief of Staff to the President

Jon Davies,
Bargaining Team Chair