

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.

6.1.5 Professional Development. All faculty members are expected to demonstrate continued professional development such as new learning gained through teaching, conferences, workshops, or other activities including independent creative or scholarly work. We share a mutual interest in ensuring that all Evergreen students receive an education that is culturally competent, culturally relevant, and acknowledges the negative effects of bias.

- a) All faculty members must participate in annual mandatory professional development opportunities to address subjects including but not limited to institutional racism and the needs of students of color, LGBTQIA students, undocumented students, victims of sexual assault, and students with disabilities.

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