

## 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 an agreement reached between the parties during negotiations for a successor to the Collective Bargaining Agreement by and between The Evergreen State College and United Faculty of Evergreen (2008-2011) (the "Agreement").

### Recitals

The parties have begun negotiations for a successor collective bargaining agreement to take effect at the expiration of the Agreement. Among the topics introduced in bargaining is the College's need to react to budget cuts imposed by the Legislature that have substantially reduced Evergreen's level of funding for the 2011-13 biennium. Evergreen needs to adopt a budget for the biennium that addresses its required budget cuts prior to the expiration of the Agreement. To allow finalization of the budget, and to ensure that there is not uncertainty over the compensation applicable to faculty while the parties continue negotiations for a successor agreement, the parties have reached agreement on the compensation provisions for a successor agreement. The parties wish to implement those terms through this Memorandum.


### Agreement

Now, therefore, the parties agree as follows:

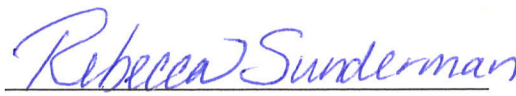
1. The Faculty Salary Grid in effect as of August 31, 2011, will remain in effect until August 31, 2013. Effective September 1, 2011, and September 1, 2012, faculty members who have achieved an additional experience year as described by Section 10.3 of the Agreement will move to the appropriate experience year on the Faculty Salary Grid.
2. The remaining terms of the Agreement will remain in effect following the August 31, 2011, expiration of the Agreement while the parties complete the bargaining process for a successor agreement. The parties will make good faith efforts to complete bargaining for the successor agreement by the end of Fall Quarter 2011.
3. Funding for release time for faculty members performing the role of Planning Unit Coordinator, which was identified as a potential budget cut, will not be cut in the 2011-12 budget; provided that the parties will discuss the potential elimination or reconfiguration of this funding and the accompanying responsibilities as part of their ongoing negotiations.
4. During the 2011-12 academic year, Evergreen will either hire additional faculty into full-time, continuing positions or begin a process to identify such positions for future hire.

Signed and Dated this 28<sup>th</sup> day of June, 2011.

The Evergreen State College

  
By THOMAS L. TURCE  
Its President

United Faculty of Evergreen

  
By Rebecca Sunderman  
Its Bargaining Chair