

**MEMORANDUM OF UNDERSTANDING: Faculty Compensation**

The purpose of this Memorandum of Understanding between the United faculty of Evergreen (“UFE”) and The Evergreen State College (“Evergreen”) is to memorialize agreements reached between the parties during negotiations pursuant to a reopener provision in the collective bargaining agreement by and between the Evergreen State College and United faculty of Evergreen, which was negotiated as a Memorandum of Understanding for a successor agreement to the Collective Bargaining Agreement for 2021-2023, signed and dated on November 19, 2021 (the “Agreement”).

The Agreement incorporates by reference the Collective Bargaining Agreement by and between Evergreen and UFE, 2018-2021 (“2018-21 CBA”). The terms of faculty compensation in the 2018-21 CBA were modified by a Memorandum of Understanding on a reopener provision dated May 22, 2019; and were further modified by a Memorandum of Understanding regarding faculty compensation and furlough dated September 15, 2020.

**Recitals**

The Agreement contains a limited reopener to address the economic terms for the Agreement’s final year. The parties have now completed the bargaining contemplated by the reopener and have memorialized the elements of their agreement in this Memorandum of Understanding.

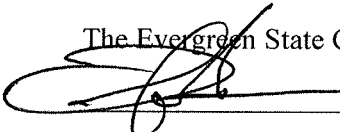
**Agreement**

Now, therefore, the parties agree as follows:

1. The current faculty salary grid, which went into effect September 1, 2019 (also known as the “2019-20 salary grid”), will be increased by three and one quarter percent (3.25%) effective September 1, 2022, as reflected in attachment A to this Memorandum.
2. Except as provided in this Memorandum, and additional Memoranda of Understanding previously executed by the parties and incorporated into the agreement, the terms of the Agreement will remain unchanged and in full effect for the remaining duration of the Agreement.

Signed and Dated this 9<sup>th</sup> day of JUNE, 2022.

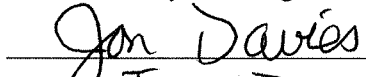
The Evergreen State College



By TREVOR SPELLER

Its VICE-CHAIR

United Faculty of Evergreen

  
By JON DAVIES

Its UFE BARGAINING CHAIR

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Attachment A: Faculty Salary Grid 2022-23

Experience Year	Academic Year 2022-23
1	\$43,946
2	\$45,970
3	\$47,952
4	\$49,893
5	\$51,792
6	\$53,652
7	\$55,473
8	\$57,250
9	\$58,988
10	\$60,683
11	\$62,338
12	\$63,951
13	\$65,526
14	\$67,057
15	\$68,552
16	\$70,002
17	\$71,412
18	\$72,781
19	\$74,109
20	\$75,397
21	\$76,644
22	\$77,850
23	\$79,013
24	\$80,139
25	\$81,222
26	\$82,264

Experience Year	Academic Year 2022-23
27	\$83,265
28	\$84,226
29	\$85,145
30	\$86,026
31	\$86,864
32	\$87,659
33	\$88,415
34	\$89,131
35	\$89,804
36	\$90,439
37	\$91,032
38	\$91,583
39	\$92,095
40	\$92,566
41	\$92,995
42	\$93,383
43	\$93,730
44	\$94,036
45	\$94,341
46	\$94,650
47	\$94,959
48	\$95,269
49	\$95,579
50	\$95,890
51	\$96,203
52	\$96,518

Experience Year	Academic Year 2022-23
53	\$96,830
54	\$97,146
55	\$97,464
56	\$97,782
57	\$98,100
58	\$98,420
59	\$98,742
60	\$99,063