

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 to extend the Collective Bargaining Agreement by and between The Evergreen State College and United Faculty of Evergreen (September 1, 2023 – August 31, 2025) (the “Agreement”) for two additional years.

Recitals

In light of the ongoing joint efforts between the faculty and Evergreen to grow programs and enrollment, the substantial revisions to the Agreement reached during negotiations completed less than two years ago, and new leadership at UFE and the College, the parties have agreed to extend the Agreement by two additional years, with changes to only the Agreement’s Compensation provisions. The parties have entered into this Memorandum to memorialize their agreements.

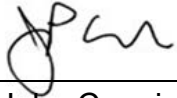
Agreement

Now, therefore, the parties agree as follows:

1. Effective September 1, 2025, the Faculty Salary Grid in effect as of August 31, 2025 (Section 12.1.5 of the Agreement), will be increased by the amount allocated to Evergreen by the Washington State Legislature for general salary increases applicable to faculty during fiscal year 2026. For example, if the Legislature provides Evergreen with funding for a three percent (3.0%) salary increase for all faculty, the Faculty Salary grid will be increased by three percent (3.0%).
2. Effective September 1, 2026, the Faculty Salary Grid in effect as of August 31, 2026, will be increased by the amount allocated to Evergreen by the Washington State Legislature for general salary increases applicable to faculty during fiscal year 2027.
3. When the amounts of the increases described in Paragraphs 1 and 2 above have been set by action of the State Legislature, a new Appendix G including the Faculty Salary Grids for the periods from September 1, 2025 through August 31, 2026, and September 1, 2026, through August 31, 2027, will be added to the copy of the Agreement posted by Evergreen on its public website.
4. Except as provided in this Memorandum, the terms of the Agreement will remain unchanged and in full effect through August 31, 2027.
5. This Memorandum will take effect upon ratification by both parties and will expire on August 31, 2027.

Signed and Dated this 17th day of April, 2025.

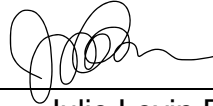
The Evergreen State College



By John Carmichael

Its President

United Faculty of Evergreen



By Julie Levin Russo

Its Co-Chair