



Regular Meeting of the Board of Trustees

The Evergreen State College
2700 Evergreen Parkway NW, Suite 3200 Boardroom
Olympia, WA 98505
Monday, September 30, 2024
9:00 a.m. – 10:00 a.m.

Remote Meeting

(All panelists participating via Zoom)

Public Zoom link: <https://evergreen.zoom.us/j/84147839458>

“Ever Evolving Since 1971”

AGENDA

- 9:00 a.m. 1. Call to order, determination of quorum
 2. Public Comment*
 3. Open Public Meetings Act combined exempt and executive session**
 4. Classified Staff Contract
 a) Action item: *motion to ratify the 2025-27 CBA with Classified Staff.*
- 10:00 a.m. 5. Adjourn

* The Board of Trustees welcomes public comment. It can be submitted in writing or made orally during the meeting. Written comment will be distributed to the Trustees per the [Board of Trustee’s Public Comment Policy](#). Please submit written comment, or sign up to make oral public comment, no later than 10:00 a.m. Wednesday, September 4, 2024, by signing in at the meeting location or by emailing trustees@evergreen.edu.

** The Board will meet in a combined exempt and executive session to discuss bargaining (RCW 42.30.140(4)); discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party (RCW 42.30.110(1)(i)); and/or any other legally authorized grounds for executive session enumerated in RCW 42.30.110(1).

For more information or accommodations, please email trustees@evergreen.edu.



EXECUTIVE SUMMARY

To: The Evergreen State College Board of Trustees

From: John Carmichael, President

Date: September 24, 2024

Subject: Approval of the classified employees' 2025-2027 collective bargaining agreement with the Washington Federation of State Employees

1) **Administrative Recommendation**

A motion to approve the negotiated 2025-2027 classified employees' collective bargaining agreement between The Evergreen State College and the Washington Federation of State Employees (WFSE). The WFSE is currently conducting the ratification vote by the bargaining unit membership. The ratification voting process ends at 12:00 p.m. on September 30, 2024.

2) **Explanation**

- a) Present policy comparison: On March 8, 2024, the Board appointed a negotiating team for collective bargaining with the Washington Federation of State Employees representing the college's classified staff (two bargaining units). Associate Vice President for Human Resource Services, Laurel R. Uznanski, served as Chief Negotiator.
- a) Proposed by: David Kohler, Chief Financial Officer
- b) Background: The Public Employment Relations Commission certified the Washington Federation of State Employees as the exclusive bargaining representative of Evergreen's classified employees. The current classified employees' agreement expires on June 30, 2025. The successor agreement will be submitted to the Office of Financial Management by October 1, 2024.
- c) Alternate view: None provided.

3) **Scheduling**

The negotiated collective bargaining agreement requires financial feasibility certification by the Office of Financial Management and legislative action before it goes into effect. If these actions are taken, the agreement would go into effect on July 1, 2025.

4) Fiscal Impact

The negotiated agreement provides a 3% pay increase on July 1, 2025, and a 2% pay increase on July 1, 2026, for classified employees during the term of the agreement.

The agreement requires affirmative legislative action to become effective.

5) Legal Process

The college negotiates with the classified employees' union under the terms of RCW 41.80. Board of Trustees Resolution 2019-12 reserves for the Board the authority to appoint the management negotiating team for collective bargaining, set management objectives for negotiation, and approve final negotiated agreements.

6) Staff Review

DK David Kohler, Chief Financial Officer

LU Laurel Uznanski, Associate Vice President for Human Resource Services

AB Andrew Beattie, Secretary to the Board of Trustees