

**Memorandum of Understanding  
between  
Everett Community College District V  
&  
American Federation of Teachers, Everett Higher Education Local 1873, American  
Federation of Teachers Washington, AFL/CIO (the “AFT”)**

This Memorandum of Understanding (this “MOU”) by and between the Board of Trustees of Everett Community College, State of Washington Community College District V, (the “College”) and the American Federation of Teachers, Everett Community Colleges, Local 1783, American Federation of Teachers Washington, AFL/CIO (the “AFT”) amends Appendix K of the current Collective Bargaining Agreement between the parties (the “CBA”) pursuant to Article 1.50.E of the current CBA.

Effective January 1, 2026 and upon execution of the MOU:

- 1) Humanities will be created as an independent department under Appendix K of the current CBA.
- 2) A line reading “Humanities” will be added to Appendix K of the current CBA.
- 3) Faculty who primarily teach in the following academic subject areas will be reassigned from their current department to the Humanities department upon execution of this MOU:
  - a. Creative Writing;
  - b. Humanities;
  - c. Literature;
  - d. Journalism; and
  - e. Philosophy.
- 4) The incumbent tenured faculty members in the positions with the following position control numbers will be reassigned to the new Humanities department. As such, their supervisor will be the associate dean of arts, humanities, and social sciences, regardless of current supervisor:
  - a. Position Number 00011876;
  - b. Position Number 00012101; and
  - c. Position Number 00012150.
- 5) The World Languages department will cease operating as an independent department pursuant under Appendix K of the current CBA.
- 6) The line reading “World Languages” will be stricken from Appendix K of the current CBA.

- 7) Faculty assigned to the World Languages department prior to the execution of this MOU will be reassigned to the Humanities department upon execution of this MOU.
- 8) The line reading "Arts and Journalism" in Appendix K of the current CBA will be amended to "Arts – Visual and Performing".

The parties, by their signature below, accept and agree to the terms and conditions of this MOU.



12/11/2025

Dr. Chemene Crawford  
President, Everett Community College

Date



12/11/2025

Nina Benedetti  
President, AFT

Date