

MEETING OF THE BOARD OF TRUSTEES
OF THE EVERGREEN STATE COLLEGE

Room 6, Senate Chambers
Legislative Building
Olympia, Washington
August 15, 1968

The meeting was called to order on August 15, 1968, by the chairman,
Al E. Saunders. Trustees present were:

Mrs. Neal Tourtellotte
Mr. Trueman L. Schmidt
Mr. Al E. Saunders

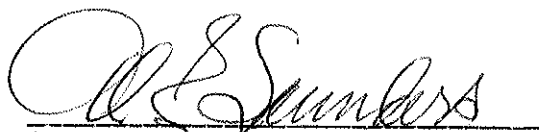
Staff members present were:

Mr. Dean E. Clabaugh, Executive Director
Mr. Buel B. Brodin, Assistant Executive Director
Mr. Ward Bowden, Interim Public Information Officer
Mrs. Candy Stamey, Secretary

Mr. Saunders announced that the purpose of this meeting was to ask for
nominations for the position of President for The Evergreen State
College.

68-68 Mr. Schmidt moved that Dr. Charles J. McCann, presently
dean of faculty and professor of English at Central
Washington State College, be appointed to the presi-
dency of The Evergreen State College. The motion was
seconded by Mrs. Tourtellotte and carried unanimously.

The meeting was adjourned.


AL E. SAUNDERS, Chairman


MRS. NEAL TOURTELLOTTE, Secretary

ORIGINAL

MEETING OF THE BOARD OF TRUSTEES
OF THE EVERGREEN STATE COLLEGE

Room 6, Senate Chambers
Legislative Building
Olympia, Washington
June 28, 1968

The meeting was called to order at 2:10 p.m., June 28, 1968, by the chairman, Trueman L. Schmidt. Trustees present were:

Mr. Roger F. Camp
Mr. Al E. Saunders
Mrs. Neal Tourtellotte
Mr. Halvor Halvorson
Mr. Trueman L. Schmidt

Staff members present were.

Mr. Dean E. Clabaugh, Executive Director
Mr. Buel B. Bredby, Assistant Executive Director
Mr. Ward Bowden, Interim Public Information Officer
Mrs. Candy Stamey, Secretary

Others present were.

Burton Goldberg, Arthur D. Little, Inc.
Roger Malek, Arthur D. Little, Inc.
Raymond J. Young, Arthur D. Little, Inc.
Donald Grugel, Quinton Engineers, Ltd.
Skip Patterson, Attorney General's Office
Warren Brown, Department of General Administration
Leroy M. Hittle, SWSCC, Olympia

The press:

Clayton Fox, Daily Olympian
Dale Nelson, Associated Press
Gordon Schultz, Lacey Leader

Mr. Schmidt asked for reading of minutes of the last meeting.

Mr. Saunders moved that minutes of the previous meeting be approved as submitted. Motion seconded by Mr. Camp and carried.

Progress reports were given by Roger Malek, Dr. Raymond Young, and Burton Goldberg, representatives of Arthur D. Little, Inc., the educational consultants for the college.

A progress report was given by Mr. Donald Grugel of Quinton Engineers, Ltd., the site master planning consultants for the college.

Trustee Halvorson reported that site acquisition was progressing well, with 24 parcels totalling 356.9 acres having been purchased.

Trustee Halvorson reported on office space for the college staff.

68-58 Mr. Halvorson moved that the Executive Director be instructed to secure space in the Capital Apartments, at a monthly rental rate of \$125.00 per month to be used as temporary office space for the college staff. Motion seconded by Mr. Camp and carried.

Mr. Camp reported on retirement plans for the college, action on which had been deferred from the May 29 meeting to this meeting. He reported that the State Public Pension Commission had approved the resolution on retirement coverage for personnel of The Evergreen State College.

68-59 Mr. Camp moved that the Board of Trustees adopt the detailed resolution for retirement coverage under TIAA-CREF (copy attached). Motion seconded by Mr. Halvorson and carried.

Mr. Camp reported on the annual leave plan for The Evergreen State College, remarking that the plan is currently used by the other three state colleges and Washington State University.

68-60 Mr. Camp moved that the Board of Trustees adopt the annual leave plan for the college based upon the standard for four of the five senior state institutions of higher education (copy attached). Motion seconded by Mr. Saunders and carried.

Staff salaries were discussed by Mr. Camp.

68-61 Mr. Camp moved that the Board approve a five percent salary increase, effective July 1, 1968, for five current employees at a total monthly cost of \$203, as follows:

Dean E. Clabaugh.....	\$1,619 per month
Buel B. Brodin.....	1,312 per month
Mrs. Candy Stamey.....	578 per month
Mrs. Joan Morand.....	404 per month
Mrs. Charlotte Withrow.....	3.15 per hour

Motion seconded by Mr. Halvorson and carried.

68-62 Mr. Camp moved that the Board of Trustees formally approve the salary for Mrs. Helen Spears, bookkeeper for the college, at the rate of \$531 per month. Motion seconded by Mr. Halvorson and carried.

The services of a Public Information Officer were discussed by Mr. Roger Camp. It was concluded that a person in this capacity should be employed in order to maintain liaison between the public and the Legislature, and to keep the public aware of progress of the college. Mr. Camp explained that appointment of the Public Information Officer would be subject to approval of the president.

68-62 Mr. Camp moved the employment of Mr. Dick Nichols as Public Information Officer on or about September 1, 1968, at a salary to be set and approved at the next meeting. Motion seconded by Mr. Halvorson and carried.

Mrs. Tourtellotte reported on the activities of the Temporary Advisory Council on Public Higher Education.

Trustee Saunders gave the financial report on the appropriations for operations and site acquisition through June 30, 1968. He quoted a balance of \$168.75 for operations and a balance of \$585,067.20 for site acquisition.

68-64 Mr. Halvorson moved the acceptance of this report by the Board. Motion seconded by Mrs. Tourtellotte and carried.

Chairman Schmidt called on Mr. Leroy Hittle to report on the activities of the Thurston County Committee for Referendum 19 and SJR 17. He distributed pamphlets to the members concerning these two measures. He also mentioned that the plan to award honorary alumni certificates at the "Evergreen State College Night" of September 19, 1968, would be modified.

Mr. Camp, on behalf of the members of the Board, expressed appreciation for the hospitality received at the Southwestern Washington State College Committee reception held the evening of June 27, 1968.

Trustee Camp made a progress report on the development of the presidential selection program.

Chairman Schmidt asked the Executive Director to report on the retreat plans for the Board of Trustees. Mr. Clabaugh stated that since the Hayden Lake facility would not be available, there were two others that could be considered: one is Waikiki Retreat of Gonzaga University at Spokane, and the other is the University of Washington retreat at Lake Wilderness. It was decided to hold the retreat the afternoon of the 25th of July, following the Presidential Selection Committee meeting in the morning, and all day July 26th.

Mr. Schmidt relinquished the chair to the Executive Director for election of officers for the coming year, July, 1968 through June, 1969.

Mr. Schmidt nominated Mr. Al Saunders for chairman.

68-65 Trustee Halvorson moved that nominations be closed and a unanimous ballot cast for Mr. Saunders as chairman. Motion seconded by Mr. Schmidt and carried.

Trustee Halvorson nominated Roger Camp for vice chairman.

68-66 Mr. Schmidt moved that nominations be closed and a unanimous ballot cast for Mr. Camp as vice chairman. Motion seconded by Mr. Halvorson and carried.

Trustee Camp nominated Mrs. Tourtellotte for secretary.

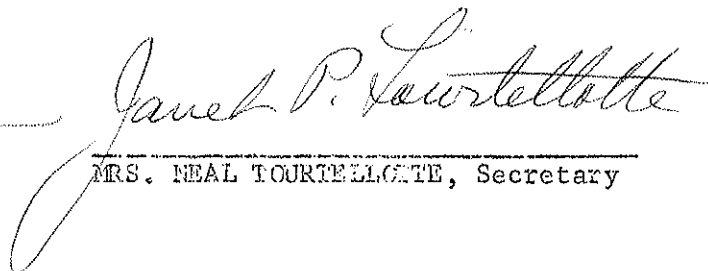
68-65 Mr. Saunders moved that nominations be closed and a unanimous ballot cast for Mrs. Tourtellotte as secretary. Motion seconded by Mr. Schmidt and carried.

Mr. Saunders assumed the chair as the newly elected chairman of the Board of Trustees.

There being no further business, the meeting was adjourned.



TRUMAN L. SCHMIDT, Chairman



MRS. NEAL TOURTELLOTE, Secretary

RESOLUTION 68-1

THE EVERGREEN STATE COLLEGE

RETIREMENT RESOLUTION

A retirement plan is hereby established for The Evergreen State College with Teachers Insurance and Annuity Association - College Retirement Equities Fund, hereinafter referred to as TIAA-CREF.

I. Participation in the Plan.

- A. Participation is restricted to and is mandatory for regular members of the instructional staff, the professional library staff, and such administrative officers as the Board of Trustees may designate, EXCEPT THAT:
 - 1. Members of the State Teachers' Retirement System may elect at the time of their appointment to retain their membership in that system either permanently or temporarily;
 - 2. Members of the State Employees' Retirement System may elect at the time of their appointment to retain their membership in that system, either permanently or temporarily.
- B. Eligible faculty and staff members are required to participate in the TIAA-CREF program upon completion of two years service but they may participate immediately upon appointment. Immediate participation is required for those who already own TIAA annuity contracts.
- C. Membership in OASI shall begin immediately upon appointment.

II. Contributions. Contributions to this retirement plan shall be made in accordance with the following schedule:Contributions as Percent of Salary

	<u>By the</u> <u>Participant</u>	<u>By the</u> <u>Institution</u>	<u>Total</u>
On the first \$4800 of annual salary	4 1/2%	4 1/2%	9%
On salary above \$4800 annually	7 1/2%	7 1/2%	15%

The Evergreen State College shall forward the combined sum to Teachers Insurance and Annuity Association for the purchase of retirement benefits for the participant as follows:

- (a) At the election of the participant, either 100 per cent, 75 per cent, 50 per cent, or 25 per cent of such combined sum will be applied as a premium for a TIAA retirement annuity contract on the participant's life.
- (b) The balance, if any, of such combined sum will be applied as a premium for a CREF retirement annuity certificate on the participant's life.

- III. Ownership of Annuity Contracts. The participant shall have full title to his TIAA and CREF policies.
- IV. Retirement Income. The sources of retirement income shall be as follows:
 - A. Benefits from Old Age and Survivors Insurance (Social Security).
 - B. Income derived from TIAA and CREF policies.
- V. Retirement Age. Except as provided in Section VI, all participants in this retirement plan shall retire at the end of the academic year in which they attain age 65, herein called normal retirement age.
- VI. Extension of Service. By special vote of the Board of Trustees, extensions of service beyond normal retirement age may be made for definite periods not to exceed one year each, but no such extensions shall postpone retirement beyond the end of the academic year in which age 70 is attained.
- VII. Administration. The administration of this retirement system shall be by a retirement officer appointed by the President.
- VIII. Effective Date. The effective date of this retirement plan shall be November 20, 1968.

Approved by:

[Signature]
(Chairman)

[Signature]
(Secretary)

Date: November 20, 1968

ANNUAL LEAVE PLAN FOR FACULTY AND EMPLOYEES
OF THE EVERGREEN STATE COLLEGE

CLASSIFIED EMPLOYEES

For the purposes of this rule, each classified employee shall be assigned to one of the following two work schedules:

PLAN B. Employees whose duties are primarily professional or supervisory, or who are assigned the responsible charge of a work program that cannot be restricted to a specific schedule of hours.

PLAN A. All other full-time classified employees.

Classified employees shall earn annual leave at rates based on the schedule of their duties, as follows:

Annual leave with pay shall accrue to employees whose work is scheduled under PLAN A at the rate of one working day for each month of continuous service if their employment is continuous for six months or longer.

- (1) With each of the second, third, and fifth years of continuous employment, one additional working day of annual leave shall be allowed.
- (2) Beginning with the tenth year of continuous employment, in recognition of continuity of service, one additional working day of annual leave shall be allowed for each additional year of continuous service thereafter until a maximum of twenty-two (22) working days of annual leave is allowed.

Annual leave with pay shall accrue to employees whose work is scheduled under PLAN B at the rate of twenty-two (22) working days.

Where less than full-time service is required, annual leave shall accrue at the appropriate fraction of the rates set forth herein.

New employees may not take annual leave until they have completed their probationary period of six months' service.

Annual leave shall be scheduled by the employing department at a time most convenient to the work of the department, the determination of which shall rest with the employing official. As far as possible, leave will be scheduled in accordance with the wishes of the employee in any amount up to the total of his earned leave credits.

Unused annual leave credits may be accumulated to a maximum of thirty (30) working days, except that if an employee's request for leave is deferred by the employing official and a statement of the necessity is filed with the personnel director, then the maximum of thirty (30) days' accrual shall be extended for each month that the leave is deferred. No extra compensation in lieu of annual leave shall be paid the employee.

Upon separation from the classified service in good standing after six months of continuous employment, annual leave pay shall be allowed to the extent of the employee's accrued and unused annual leave credits as shown by the records of the personnel director.

TEACHING FACULTY (LESS THAN TWELVE-MONTH CONTRACTS)

No annual leave with pay shall accrue to any faculty member employed for a contract of less than twelve months.

ADMINISTRATIVE FACULTY, EXEMPT ADMINISTRATIVE EMPLOYEES, AND FACULTY EMPLOYED FOR A TWELVE-MONTH CONTRACT

Annual leave with pay shall accrue to administrative faculty, exempt administrative employees, and faculty employed for a twelve-month contract at the rate of twenty-two (22) working days.

Where less than full-time service is required, annual leave shall accrue at the appropriate fraction of the rates set forth herein.

New faculty members and employees may not take annual leave until they have completed their probationary period of six months' service.

Annual leave shall be scheduled by the employing department at a time most convenient to the work of the department, the determination of which shall rest with the employing official. As far as possible, leave will be scheduled in accordance with the wishes of the faculty member or employee in any amount up to the total of his earned leave credits.

Unused annual leave credits may be accumulated to a maximum of thirty (30) working days, except that if a request of a faculty member or employee for leave is deferred by the employing official, then the maximum of thirty (30) days' accrual shall be extended for each month that the leave is deferred. No extra compensation in lieu of annual leave shall be paid the faculty member or employee.

Upon separation after six months of continuous employment, annual leave pay shall be allowed to the extent of the accrued and unused annual leave credits of the faculty member or employee.