

TACOMA COMMUNITY COLLEGE

Meeting of the Board of Trustees

January 27, 1972

3:30 P.M.

Northwest History Room

AGENDA

1. Roll Call
2. Minutes
3. Correspondence
4. Unfinished Business
 - (a) Proposal to remove incinerator (discussion) -- Mr. Van Mieghem
 - (b) Request by TCCA for released time for TCCA President (discussion -- Sup. 4-b)
 - (c) Guidelines for elections to determine bargaining agent for academic employees -- Dr. Ford, AAG Robert Patterson
5. New Business
 - (a) Supplementary faculty appointments (Sup. 5-a) -- Dr. Jacobson
 - (b) Rezoning request to County Planning Commission (discussion -- Sup. 5-b)
 - (c) Request for acquisition of relocatable buildings (Sup. 5-c)
 - (d) Resolution re. emergency absence reimbursement policy -- Dr. Jacobson
 - (e) Resolution re. authority to appoint substitutes -- Dr. Jacobson
6. Reports
 - (a) ASB -- Mr. Whitbeck
 - (b) WACCSG -- Mr. Miller
 - (c) TCCA -- Mr. Jansen
 - (d) TCCSA -- Mrs. Hotel
 - (e) Student Services -- Dr. Lathrop
 - (f) Instruction -- Dr. Jacobson
 - (g) Community Services -- Mr. Schafer
 - (h) Occupational Education -- Dr. Rhule
 - (i) Instructional Resource Center -- Mrs. Amoroso
 - (j) Administrative Services -- Mr. Van Mieghem
 - (k) Planning and Program Development -- Dr. Falk
 - (l) President's Report -- Dr. Ford
 - (m) Trustee Comments
7. Information

TACOMA COMMUNITY COLLEGE
BOARD OF TRUSTEES

MINUTES OF MEETING
January 27, 1972

The regular meeting of the Board of Trustees was held on Thursday, January 27, 1972 in the Northwest History Room at Tacoma Community College.

Members and Officers of the Board in Attendance:

Rev. Robert M. Yamashita, Chairman
Dr. Dewey Tuggle
Mr. Don E. Anderson
Mr. Robert O. Springer
Dr. Thornton Ford, Secretary

Absent:

Mr. Charles L. Edmunds, Vice-Chairman

Administrative Staff, Students, and Others Who Regularly Attend:

Mr. Gene Achziger	Mr. Leonard Lukin
Mrs. Doreen Amoroso	Mr. Lou McCabe
Mr. Barry Boyer	Mr. Robert E. Patterson
Mr. Paul Creyssels	Dr. Robert R. Rhule
Miss Cheryl Doten	Mr. H. J. Schafer
Dr. Richard C. Falk	Mr. Tod Sharlow
Miss Barbara Grubbs	Mr. Robert Thornburg
Mr. Dennis Hale	Mr. George Van Mieghem
Mrs. Carolyn Hotel	Dr. Dale Wirsing
Mr. George Huffman	Mr. Ed Zimmerman
Dr. Paul Jacobson	
Mr. Luther Jansen	
Dr. Robert C. Lathrop	

Guests:

Mr. Ross Rieder
Mr. Jack Rosenow
Mr. Robert J. Sproul

CALL TO ORDER

The meeting was called to order at 3:45 P.M. by Chairman Yamashita. The Chair noted that Mr. Edmunds was out of town for personal reasons. A quorum was present with four members of the Board in attendance.

APPROVAL OF MINUTES

The minutes of the December 16, 1971 meeting stand approved as mailed.

CORRESPONDENCE

Dr. Ford called the Board's attention to a letter from the Seattle Community College District to John Mundt, State Board Director, regarding the crisis that district faces--i.e., a possible strike vote by their faculty. The Seattle District would appreciate any help as they feel the problem is system-wide.

The College Entrance Examination Board has selected two TCC students, Johnny N. Henderson and Gertrude F. Young, to receive upper division scholarships.

The Department of Health, Education, and Welfare has informed TCC that certain completed capital projects on this campus are up for review. HEW has requested an on-campus program review for this Title I project on Friday, February 11, 1972 at 9:00 A.M.

Another HEW letter was received regarding the transfer of federal surplus properties, including the old USO building in downtown Tacoma.

UNFINISHED BUSINESS

Disposal of an incinerator located on the campus was discussed (see Sup. 4-a). No action was required at this time as disposal has already been authorized by the Board.

A request by the TCCA for one-third released time for their president (Sup. 4-b) was discussed. It was noted that Board approval on October 22, 1970 of the TCCA in lieu of a Faculty Senate, as required by state law, was for the balance of the academic year 1970-71, and thus has expired.

Motion: Mr. Anderson moved and Dr. Tuggle seconded that the Board support President Ford's memorandum of January 21, 1972 to the Board of Trustees (Sup. 4-b) including the four points outlined therein, and deny the request by the TCCA for one-third release time for the TCCA president.

Motion carried 3-0. Mr. Springer abstained.

NOTE: Mr. Anderson suggested that in the near future the Board look at a policy statement for this type of activity, and Dr. Tuggle asked that the Attorney General's Office advise the Board of what the law is in this regard. Dr. Ford will provide some material in writing for the Board and faculty to take a look at as soon as this has been received.

Guidelines for elections to determine a bargaining agent for academic employees was discussed extensively. After considerable discussion, the following action was taken:

Motion: Mr. Anderson moved that all full-time academic employees and those part-time academic employees who have a consistent employment record at Tacoma Community College--who would be considered to have a continuing interest in the college--be included in the rationale of guidelines for elections and be allowed to vote in such election for the selection of a bargaining agent to represent academic employees, and further, that Dr. Ford and Mr. Patterson come up with the qualifications of continuing interest in order to determine who, in fact, would be eligible to vote.

After further extensive discussion, Mr. Springer seconded the motion.

Considerable discussion followed.

Following that, the motion carried unanimously.

NOTE: When the above has been accomplished, the matter will again be brought before the Board for approval.

The meeting recessed at 6:10 P.M. and reconvened again at 6:25 P.M.

NEW BUSINESS

Mr. Schafer and Dr. Jacobson gave background information to the Board regarding Supplement 5-a listing the recommended supplementary faculty for Winter Quarter, 1972.

Motion: Mr. Anderson moved and Mr. Springer seconded that the Board approve Sup. 5-a listing the recommended supplementary faculty for Community Services credit and non-credit courses, and General Education and University Parallel courses, and further, that President Ford be authorized to enter into an agreement with each candidate at a rate of pay consistent with the college's part-time pay schedule.

Motion carried unanimously.

Resolution No. 72-2 (Sup. 5-d) -- a policy governing payment to contracted employees who serve as substitutes when an emergency, such as a long illness, results in the extended absence of an instructor, was discussed.

Motion: Dr. Tuggle moved and Mr. Springer seconded that the Board adopt Resolution No. 72-2.

Motion carried unanimously.

Resolution No. 72-3 (Sup. 5-e) was discussed. The resolution was revised as follows:

RESOLUTION NO. 72-3

IT IS HEREBY RESOLVED, by the Board of Trustees of Tacoma Community College, That the President or his designate be empowered to ((~~appoint~~)) employ substitutes for academic employees in the event of emergency absences from the campus.

Motion: Mr. Springer moved and Dr. Tuggle seconded that the Board adopt Resolution No. 72-3, as revised.

Motion carried unanimously.

NOTE: AAG Robert Patterson suggested that the above be written and filed in the Board's office (by the President).

A rezoning request from Robert Sproul, et al., to the Pierce County Planning Department (for a lower zoning classification) was explained by Dr. Falk (see Sup. 5-b). The particular parcel of land is located in the county (not in the City of Tacoma and not in the Town of Fircrest). The property is located directly across South 19th Street from the college campus. The concern, Dr. Falk said, is that the zoning be such as to assure everyone that there is some ordered plan of development.

Mr. Robert Sproul appeared before the Board in his own behalf explaining that because of the use of his neighbor's land as commercial he was requesting the Board's support in the rezoning of an 8.9 acre tract from multi-family residential to Commercial 1 or 2.

The TCC Board reaffirmed its earlier position on the matter of rezoning and let their original policy statement of opposing it stand.

Board member Robert Springer asked to be recorded as saying that if a vote was taken at this time he would "vote with Mr. Sproul."

Resolution No. 72-1 (Sup. 5-c) regarding relocatable buildings was discussed. Dr. Falk said the college has until February 1, 1972 to express an interest in this matter. He added that this building would provide additional cafeteria and meeting spaces, and that it would demonstrate the need for additional permanent buildings at TCC in the future. The request, he said, would have to be considered along with other requests.

Motion: Mr. Springer moved and Mr. Anderson seconded that the Board adopt Resolution No. 72-1 empowering the president to request that the State Board for Community College Education assign approximately 2,000 square feet in relocatable buildings to Community College District No. 22.

Motion carried unanimously.

REPORTS

ASB.--No report.

WACCSG.--No report.

TCCA.--No report.

TCCSA.--No report.

Student Services.--Dr. Lathrop reported four people are working on a policy statement on admission requirements to the high school completion program which, hopefully, will be up for action at the February Board meeting.

Community Services.--No report.

Occupational Education.--Dr. Rhule, director, said that advisory committees are being reviewed to try to get new people involved.

The community, he said, is becoming quite anxious about the nursing degree program. Forty-seven inquiries have been received in this regard since January 5, 1972. Dr. Rhule advised that the planning grant money has not yet come through.

Dr. Rhule also mentioned a possible grant from the National Institute of Mental Health.

Instructional Resource Center.--No report.

Administrative Services.--No report.

Planning and Program Development.--Dr. Falk reported that accreditation work moves on, and chairmen have been appointed.

The college is continuing to explore the possibilities with Western Washington State College for a summer training program for elementary teachers to be available on the TCC campus.

Dr. Falk said, "We have been asked to meet with the Metropolitan Park District on an environmental center." There is the possibility of co-sponsoring a request for a planning grant in the area of long-range planning. Other institutions, as well, will be asked to cooperate on this project.

President's Report.--Dr. Ford reported on the current legislative program. He said WACC and TACC groups have entertained C. Montgomery Johnson regarding tactical procedure, and hope to come up with enough money to retain the same legislative consultant firm through the 1973 legislature. The legislative package developed and agreed upon was with the cooperation of WACC, TACC, faculty organizations and student organizations. He added that no community college legislative proposals have moved beyond committee. Dr. Ford said he would like to prepare a draft of a letter for the Board to take action on at the next meeting encouraging the legislature to give a better level of support.

Trustee Comments.--Mr. Anderson suggested the TCC Board take a look at the Six-Year Plan prepared by the State Board for Community College Education to see whether or not "we are responding favorably to the objectives that they have set up."

INFORMATION

A copy of a letter from State Board Director John C. Mundt to Mr. Walter C. Howe, Jr., Director of the Office of Program Planning and Fiscal Management in Olympia, was included for the Board's information. The letter relates to the difference of interpretation of RCW 28B.50.360, and is apparently a resolution of the matter.

NEXT MEETING

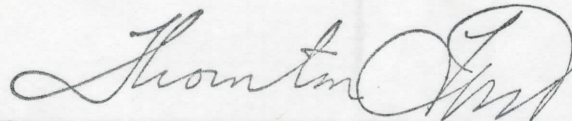
The next regular meeting will be held on February 24, 1972 at 3:30 P.M. in the Northwest History Room of the college.

ADJOURNMENT

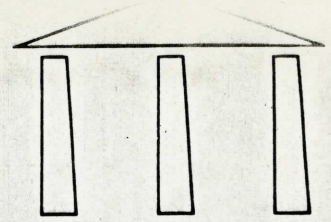
Motion: Dr. Tuggle moved and it was seconded that the meeting adjourn.

Motion carried unanimously.

The meeting adjourned at 8:15 P.M.



Thornton Ford, Secretary



BOARD OF TRUSTEES

January 17, 1972

Mr. John C. Mundt, Director
Office of the State Board for
Community College Education
319 Seventh Avenue (Box 1666)
Olympia, Washington 98504

Dear Mr. Mundt:

Fiscal frustration has created a crisis in which the Seattle Community College Board of Trustees has voted against a salary increase needed by faculty and the faculty leaders have called for a strike vote meeting on January 22, 1972.

The need for a salary increase scarcely requires documentation. Dr. Terrey reported in connection with the December SBCCE meeting that there has been a steady erosion of purchasing power of community college faculty. He further stated that this year's loss in buying power will be between 4.2% and 5.2% while in 1972-73, as compared to 1970-71, the loss will be 8.1% to 11.2%. In practical terms this means that our faculty works for a dollar that is discounted to 95 cents at the grocery store as compared to last year. This situation might be endured if prospects for next year were not equally depressing. Current funding expectations as we understand them are that 1972-73 dollar allocations, although somewhat higher in absolute amounts, will be lower in dollars per FTE; i.e., more work for less money.

Increasing costs of several kinds, the dysfunctions of reducing present services through budget reallocations, and relatively declining state support were the bases on which the Board of Trustees very reluctantly voted (3-2) to refuse salary increases at this time.

In response, the faculty leaders who view declining support as a factor which we and the SBCCE have a responsibility to reverse and who state their belief that existing funds would support a salary increase have reached a crisis of confidence in the system and will present their case for a strike. We assume that the purpose of the strike, if called, would be--among other things--the forcing of a reallocation of funds within the District for faculty salary increases and the calling of attention to an inequitable situation in the state.

Mr. John C. Mundt

Page 2

January 17, 1972

The 10% salary increase recommendation to the legislature on the part of the Community College Legislative Council is encouraging. We note that two Seattle representatives, Trustee Cameron DeVore and AFT president John Barton, are contributing to this effort. However, the Governor's recommendation for a 3% increase, falling 70% short of the goal set by the colleges, is inadequate even though appreciated as a help and a recognition of the need.

May we urge and help you to do the following:

1. Support with every resource available the recommendation of the Community College Legislative Council for funds to grant 10% salary increases in 1972-73.
2. Ask the State Board for Community College Education to use every resource at their command to increase funding for the system. We believe that Seattle's problem is symptomatic of frustration throughout the system.
3. Urge the practical fact that the system funding has been relatively declining and we have reached a point where further loss of support per FTE is more likely to result in loss of quality and spreading discontent with overloads than in so-called efficiency.
4. Continue the excellent efforts of yourself and your staff to reach a reasonable expectation for the level of service to be provided by the Seattle system. We especially appreciate the meeting with you on January 6, 1972, and are gathering data per your request to continue this analysis.

We stand ready to provide any help or data available to us and to organize any contact you may wish with the faculty who have pledged by resolution a desire to cooperate in every way possible.

Although the Seattle District is expressing this problem vigorously, we feel that it is a system-wide problem of the first urgency.

Your help will be greatly appreciated by all of us.

Sincerely,

Marvin E. Glass

Marvin E. Glass, Chairman
Board of Trustees

Cecil Baxter

Cecil Baxter, Jr., Chairman
Executive Committee

MEG/CB:rd

cc: Governor Evans
SSSD Faculty
FAC/WACC



College Entrance Examination Board

888 Seventh Avenue, New York, New York 10019

(212) 582-6210

Upper Division Scholarship Program

January 21, 1972

Dr. Thornton M. Ford, President
Tacoma Community College
5900 South 12th Street
Tacoma, Washington 98465

Dear Dr. Ford:

We are pleased to announce that on your nomination Upper Division Scholarships from the College Entrance Examination Board are being awarded to the following students in your college:

Johnny N. Henderson
Gertrude F. Young

The enclosed envelopes are to be presented to each winner and contain all the materials necessary to familiarize them with the conditions of this scholarship. These materials include three important forms which the awardee is to complete and return to us:

1. Acceptance of Award Form -- due February 15
2. Financial Aid Questionnaire -- due February 15
3. Report of Acceptance at a Four-Year Institution -- due June 1

Please ask the appropriate staff official to assist each winner in processing these forms, and arranging for admission to the senior institution of his choice, and also in applying for additional financial aid, if needed.

We are writing directly to the Honorable Mention students from your college about their recognition. Although Honorable Mentions do not receive a scholarship, their names and home addresses will be included in the roster which will be distributed to the directors of admission of all four-year, degree-granting senior colleges and universities in the United States.

Please feel free to make any news announcement you wish about the success of these students. We would appreciate a copy of any releases you may issue.

Thank you for helping to make this program a success and for giving worthy students the opportunity to continue their studies towards the baccalaureate degree.

Sincerely yours,

Stephen J. Wright
Director

Enclosures
SJW:sep



DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
REGION X
ARCADE PLAZA BUILDING
1321 SECOND AVENUE
SEATTLE, WASHINGTON 98101
19 JAN 1972

OFFICE OF EDUCATION

Dr. Thornton M. Ford
President
Tacoma Community College
5900 South 12th Street
Tacoma, WA 98465

Subject: Higher Education Facilities Act Project #WASH 3-9-00277-0 (3-0023), Institutional Program Review; New Construction of a Classroom-Lecture Hall, Science Hall, Two Classroom Buildings, Two Lecture Halls, Administration Building and a Faculty Office Building.

Dear Dr. Ford:

Under provisions of the Higher Education Facilities Act of 1963 (Public Law 88-204), on-campus reviews are conducted on pre-selected construction projects which have been completed and are closed out. One of the purposes of these reviews is to provide an opportunity for the U. S. Office of Education to assess the effectiveness of financial assistance provided under the Higher Education Facilities Act in the capital expansion programs of institutions.

A review of our records indicates that your above referenced project was completed, the files were closed on April 29, 1970, and final payment under the Title I Grant was made shortly thereafter.

We have, therefore, scheduled tentatively an on-campus program review for this Title I project for Friday, February 11, 1972, to commence on or about 0900 hours. In order that we may confirm this date and time as convenient to you, I would appreciate receipt of your reply by February 1, 1972.

To assist us in promptly concluding this review, it is requested that the following information be furnished this office no later than three days before the scheduled site visit:

1. Written confirmation of the insurance coverage on this facility.
2. Your written assessment of the contribution this facility has made to the College.

cc. Dr. Ford
Geo. Van Meghen

Dr. Thornton M. Ford - Page 2

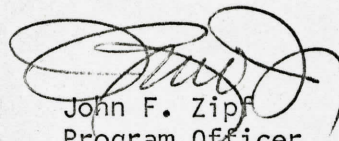
3. The fall term full-time equivalent enrollment data from 1965 to present versus the projected full-time equivalent enrollment contained in your U. S. Office of Education application for this facility.
4. A brief schedule of the use of these facilities from class schedules, course descriptions, etc. (which may be partially contained in the College catalog).

It would also be most helpful if certain members of your staff having a relationship to this project, such as your Business Manager, a representative from the related academic department(s) and Plant Superintendent, etc., could be available during the course of the review.

Should you have any questions regarding this program review, please contact Mr. Marcus M. Lowthorp or myself at Area Code 206 - 442-4962.

Your cooperation and assistance is appreciated indeed.

Sincerely,



John F. Zipf
Program Officer
Higher Education Facilities

cc:

Mr. Robert M. Mommsen, Regional Engineer

bdg members

Tacoma Community College



MEMORANDUM

Date: January 12, 1972
To: Dr. Ford
From: Frank Mitchell
Subject: Disposal of Incinerator

As you know the incinerator located near your back door has never operated as it was intended to. The reason is not in the incinerator, but the lack of gas to fire it. The gas Co. will deliver gas in no greater pressure, (on the customers side of the meter) than six ounces. The loss of pressure over distance to the incinerator from the gas meter does not leave enough to make it burn.

I have inquired about having them install a meter at the incinerator and their objection to this is that they will not supply any lines on our property with gas at a pressure above six ounces. The only way the gas Co. will accept the responsibility for high pressure gas lines, is if they own the gas line and have a permanent easement across the state land. This has been discussed with several people and determined that such a condition would be if not impossible, undersiable.

In June 1970, we asked for approval of the state Division of Purchasing to dispose of the incinerator, permission was granted and it was advertised at that time. One bid was entered for \$10.00. This did not at that time seem to be a reasonable bid and was rejected. It was again put up for bid in December 1971. At that time no one entered a bid for it.

I think that before we applied for a authority to dispose of state property, such action was discussed with the board.

I am sending along a copy of a letter from State Surplus Property also our a authority to sell it.

Sincerely yours,

Frank E. Mitchell

cc: W. Hazelton
FEM/dm

January 12, 1972

Tacoma Community College
5900 South 12th Street
Tacoma, Washington 98465

Attention: Mr. Frank Mitchell

Dear Mr. Mitchell,

I purpose to remove the incinerator located at Tacoma Community College cafeteria at no cost to the college.

I will repair any damage caused by the removal of this equipment and leave the area clean and free from litter.

Removal and cleanup will be completed within 15 days after acceptance of this proposal.



Mr. C. C. Bowen
Meyers Auto Wrecking

Department of General Administration

WILLIAM E. SCHNEIDER, DIRECTOR
OLYMPIA, WASHINGTON 98501



DANIEL J. EVANS
GOVERNOR

STATE OF WASHINGTON
SURPLUS PROPERTY SECTION
DONABLE FOOD SECTION
STATE PROPERTY DISPOSAL SECTION
RICHARD ZOOK, SUPERVISOR
4140 EAST MARGINAL WAY SOUTH
SEATTLE, WASHINGTON 98134

January 4, 1972

Tacoma Community College
5900 S. 12th Street
Tacoma, WA 98465

Dear Mr. Hazelton:

We have attempted to dispose of the gas fired incinerator reported as excess on your Request to Sell or Exchange State Property number GA-70-3047, your number 70-001, without success.

All possible users at the State, County, City, and Government Agencies as well as School Districts have been contacted without success. We have also listed the incinerator on two (2) different catalogues.

We are returning this authority to you for whatever action you can take to dispose of this incinerator. We must assume that this item has no sales value in its present form.

We are reluctant to give up, but we feel that we have explored all possibilities open to this agency.

Sincerely yours,

RICHARD J. ZOOK
Supervisor

Kenneth E. Stein
KENNETH E. STEIN
Assistant Supervisor

KES:rs

S

Sale 10 - Lot 13 - \$10,000 not accepted
offer to WSA - IS 5/24/70
JUN 1



REQUEST AUTHORITY TO SELL OR EXCHANGE STATE PROPERTY

AUTHORITY RCW 43.19.190 AS AMENDED

AGENCY AUTHORITY NO.	G. A. AUTHORITY NO.
70-001	GA-70-3047
DATE	
6/1/70	

TO: DEPARTMENT OF GENERAL ADMINISTRATION
DIVISION OF PURCHASING
OLYMPIA, WASHINGTON 98501

FROM: TACOMA COMMUNITY COLLEGE
5900 S. 12TH STREET
TACOMA, WASHINGTON 98465

TO BE COMPLETED WHEN AUTHORITY IS REQUESTED					TO BE COMPLETED AFTER SALE OR EXCHANGE		
QUANTITY	ARTICLES	ESTIMATED VALUE		WHEN ACQUIRED	FUND	DISPOSITION	AMOUNT REALIZED
1	<u>INCINERATOR</u> Capacity: 60 Lb. Hr. Type I WASTE Gas Fired Midway Fabricators Burn-Rite Incinera- tor. Mod. PSN 600 Type 3 Retort Original Cost: \$6,200.00			1964			

I HEREBY CERTIFY THAT THE ITEMS LISTED
HEREIN HAVE BEEN DISPOSED OF AS INDI-
CATED AND AMOUNT REALIZED IS CORRECT.

SIGNED

TITLE

REASON FOR DISPOSAL:

Insufficient gas pressure to incinerator. Unable to operate.

SIGNED

STATE INVENTORY MANAGER

TITLE

PURCHASING & BUDGET CONTROL

DISPOSAL OFFICER

OFFICER

APPROVED

APPROVED

DISAPPROVED

DISAPPROVED

Tacoma Community College



MEMORANDUM

Date: January 21, 1971
To: Members of the Board of Trustees
From: Tom Ford
Subject: REQUEST BY TCCA FOR RELEASED TIME FOR
THEIR PRESIDENT (LETTER OF DECEMBER 14, 1971)

The attached letter from Luther Jansen, President of TCCA, has been discussed in considerable detail at the administrative staff level. The following points were given particular attention:

- (1) The fact that TCCA was formally accepted in lieu of a faculty senate during the 1970-71 academic year is a questionable rationale for granting the request because (a) no duties, responsibilities or procedures have ever been identified for fulfilling such a role and (b) no action has been taken to designate any organization to serve in lieu of a faculty senate for the current year.
- (2) The college negotiates with two other employee bargaining units (Sub-chapter Local 53 of the Washington Federation of State Employees and the International Union of Operating Engineers, Local 286) on campus and "meets and confers" with at least one other organization (TCCFT). Consequently, the question of equity arises and it can be anticipated that the other bargaining units would have a similar claim on such an arrangement.
- (3) The evidence is substantial that we will be forced to operate with a reduced per FTE student allocation for 1972-73. Hence, we face alternatives which may mean a reduction of staff and/or increased work loads for everyone next year.
- (4) The request, it seems to me, is a legitimate matter for formal negotiation and probably should be handled through that process.

In view of the above I am denying the request by TCCA. This memo is intended to clarify my position to you. Since the TCCA letter was briefly discussed at the December Board meeting I have placed it on the January agenda for discussion at the Board's pleasure.

TF

TF:sh

cc: Luther Jansen

Attachment (1)

TACOMA COMMUNITY COLLEGE ASSOCIATION

5900 So. 12th St.

A/C 206 SK 2-6641

TACOMA, WASHINGTON 98465

December 14, 1971

Dr. Thornton M. Ford
President
Tacoma Community College
5900 South 12th Street
Tacoma, Washington 98465

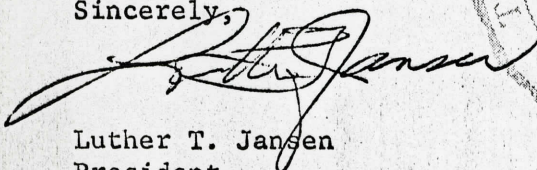
Dear Dr. Ford:

At the meeting of the Tacoma Community College Association last Thursday, December 9, 1971, it was unanimously decided to request the college administration to grant 1/3 release time for the President of the Tacoma Community College Association to begin not later than Spring Quarter, 1972. We hope that a decision and commitment to do this can be made just as early as possible.

Since the Tacoma Community College Association has been accepted as an organization in lieu of a Faculty Senate, it has a dual role, part of which is to function within the college structure. For this reason, we see no impediment to this sort of arrangement. We know, also, that it is being done at several other community colleges in the state.

I hope that we can have a favorable response from you very soon.

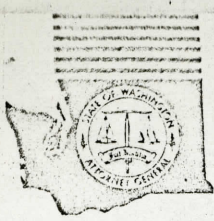
Sincerely,



Luther T. Jansen
President
Tacoma Community College Association

LTJ:aj

CC: Robert Yamashita
Paul Jacobson



OFFICE OF THE ATTORNEY GENERAL

Inter-office Correspondence

Date: January 27, 1972

To: Board of Trustee - Tacoma Community College
From: Robert E. Patterson, Assistant Attorney General
Subject: Eligibility to Vote in Representative Election

The purpose of this memorandum is to set forth the criteria governing exclusion of certain "academic employees" from the proposed election for a bargaining representative. Both the Tacoma Community College Association (currently certified) and the Tacoma Community College American Federation of Teachers (challenger) have requested that the Board's rules governing the election exclude those "academic employees" who teach less than one half the equivalent of full time from the voting process.

In the course of considering whether or not all academic employees should be allowed to vote the board must keep in mind: 1) The provisions and purpose of the academic employees act (chapter 196, §2, Laws of 1971, 1st ex. sess.), and 2) the facts as they exist in connection with an individual academic employee's employment with the district.

The declared purpose of the act is to: "strengthen methods of administering employer-employee relations through the establishment of orderly methods of communication". In turn, the subject matter of such communications (negotiations) shall, at the employee organization's option, consist of the professional judgment of the academic staff with respect to such matters as: curriculum; text-book selection; in-service training; personnel; hiring and assignment practices; leaves of absence; salaries and salary schedules; and noninstructional duties.

The act also makes it clear that: 1) All part time and full time academic employees are within the same bargaining unit and 2) that the employee organization has a duty to represent all part time and full time academic employees.

On the basis of the foregoing, the most secure legal position is to allow all "academic employees" as defined in the act to vote in connection with the selection of their bargaining representative. This position is supported essentially by the rationale that (1) the legislature has defined the unit as including all "academic employees" 2) They are all to be represented by the same employee organization whether they are allowed to vote or not, 3) they all (at least faculty members) perform essentially the same function -- teaching,

January 27, 1972

and 4) have an interest in most of the items subject to communication and/or negotiations which are set forth in the act.

The two subject employee organizations, however, have asserted as their rationale in support of excluding certain part timers, that such academic employees do not share a sufficient community of interest with full time faculty members. Their assertion has merit and is supported by practices in the private sector of employment governed by the National Labor Relations Act.

It is the practice of the National Labor Relations Board to allow the exclusion of certain members of a defined bargaining unit from the election process. In such cases "eligibility to vote depends on whether an employee is sufficiently concerned with the terms and conditions of employment in a unit to warrant his participation in the selection of a bargaining agent". Shoreline Enterprises v. N. L. R. B., 262 F.2d 933, 944 (5 Cir., 1959) [36 L.C. ¶ 65, 158]

Thus, under National Labor Relations Board practice, seasonal employees (summertime) who do not have a reasonable expectancy of forthcoming regular employment and other irregularly employed individuals have been excluded from the election process. Cf., N. L. R. B. v. Joclin Mfg. Co., 314 F.2d 627 (2 Cir., 1963) [46 L. C. ¶ 18, 069 (1963)]; N. L. R. B. v. Belcher Towing Company, 284 F.2d 118 (5 Cir., 1960); and Fruitpoint Community Schools and AFSCME Michigan Council # 55, Michigan Employment Relations Commission Case No. R 70 C-114, July 16, 1970, in which teachers who performed custodial work during the summer were excluded from voting in connection with the certification of the custodial employees bargaining representative, but where part time student employees were allowed to vote.

In each case, the National Labor Relations Board looks to the factual pattern surrounding an individual employees employment duties. The fact that an employee may spend less than 50% of his time performing duties similar to the employees in the unit or that he works part time only and is employed full time elsewhere are not alone determinative of his eligibility to vote. See National Labor Relations Board v. Joclin, supra.

In the event the board desires to exclude certain "academic employees" from the election process, they too must look to the facts. This is particularly imperative in light of the fact that the board's actions constitute "state action" and are measured against the standards of the Equal Protection Clause of the 14th Amendment to the U. S. Constitution and otherwise must not be arbitrary or capricious. In essence then, the board's action in excluding certain employees from the privilege of voting (technically discriminatory) must be relevant to achievement of a legitimate state objective (i.e., strengthened employer-employee relations) and be

January 27, 1972

supported by the facts. See, my memorandum to the Joint Committee on Education dated December 9, 1971, a copy of which is attached.

Factually, the employment of part-time faculty (at least faculty members) at Tacoma Community College is distinguishable in some respects from that of a full-time faculty member. While all faculty members perform essentially the same function in the classroom (i.e., teaching), part-time faculty members are employed on a quarter-by-quarter basis; are not entitled to tenure and certain fringe benefits; and are not required to participate as fully in the development of institutional policies. With respect to the latter, part-time faculty are not required to participate in faculty committee functions and other major institutional committee work.

In addition, an analysis of part-time faculty employment for the last five academic quarters (excluding the 1971 summer quarter and including the current winter quarter) reveals that the turnover rate of part-time faculty is apparently higher than that of full-time faculty, and that all part-time faculty are not regularly employed by the district. In this respect the following figures are available: 1) During the subject five-quarter period, a total of 299 part-time faculty were employed for at least one quarter; 2) 141 were employed for only one of the five quarters; 3) of those who were employed during the 70-71 academic year, 128 did not return this year; 4) of those who have or are teaching this year, 104 are new employees as contrasted to those employed during the 70-71 year; and 5) of the total 299, 67 have been employed for at least one quarter during the 70-71 year and the current 71-72 year.

These facts indicate a relatively high turnover in part-time faculty employment. However, even under N.L.R.B. practice this is not determinative of a group's eligibility to vote. Again, the facts surrounding an individual's employment must be looked to. Below, in light of the late hour, I have merely set forth my briefing of three cases involving certification of a bargaining representative at certain private universities. In these cases you will note that the factual situations generally correspond to that of part-time employment by the district and that, with certain exceptions, the N.L.R.B. upheld the right or privilege of faculty members to participate in the election process. For the reasons and caveats stated above, and the fact that the academic employees' communication and/or negotiations act is by no means a collective bargaining act such as the N.L.R.A., I am reluctant to recommend that any academic employee be excluded from the proposed election.

The three cases mentioned have been briefed as follows:

January 27, 1972

University of New Haven, Inc., and University of New Haven Faculty Federation; University of New Haven Board of Faculty Welfare; and University of New Haven Faculty Senate, Case No. 1-RM-770, May 21, 1971, 190 NLRB No. 102 [77 LRRM 1273]

Held - Unit of full-time faculty members must include adjunct faculty members, since evidence indicates that these faculty members are regular professional employees whose qualifications and work functions are identical with those of full-time faculty.

"Adjunct faculty members teach anywhere from three to 12 hours a week each semester, most teaching less than six hours. With the exception of one individual they do not participate in fringe benefits and they are not eligible for tenure. Most teach at night, but some also teach during the morning and the afternoon. There is a higher rate of turnover among part time faculty than among full time teachers (30 percent as opposed to 6 percent) but their average tenure of service is five to seven years. Like full time faculty members, they have academic ranking. There have been several instances of part time teachers becoming full time faculty members. They are not represented on the Board of Faculty Welfare but are on the University's board of governors. Aside from the number of hours involved, their function -- teaching, the manner in which they perform it, and the conditions under which they operate -- appears to be identical to the corresponding work of the full time faculty."

"The above facts demonstrate that the adjunct faculty members are regular part time professional employees whose qualifications and work functions are identical with those of the full time faculty."

University of Detroit and the University of Detroit Chapter -- American Association of University Professors, Case No. 7-RC-10402, October 6, 1971, 193 NLRB No. 95

Petitioner sought to limit unit to full time faculty. University sought to include part time faculty.

Held - Part time faculty to be included in the unit and allowed to vote subject requirement they teach a minimum of three hours or more per week.

"Part-time faculty members are involved in curriculum planning where appropriate and, in certain instances, represent their schools in the university senate. Most university fringe benefits are not available to part time faculty members; viz, life insurance, health insurance, retirement benefits, travel allowances, reduced tuition, etc. Tenure can never be attained by part time faculty members and, if student demand for a course diminished, the involved part time instructor may be released. Despite this apparent lack of job security, most part time faculty members have taught at the University for several years. Part time and full time faculty

January 27, 1972

members have the same educational background and in the classroom engage in exactly the same activity -- teaching."

"However, we agree with the Petitioner that the circumstances herein require that the Board develop a test for this case to insure that only those part time faculty members having a substantial and continuing interest in the wages, hours, and working conditions of unit employees be eligible to vote. In New Haven, the Board concluded that part time faculty members teaching three hours or more per week during the semester were regular part time employees having a community of interest with full time faculty members teaching 12 hours per week. . . .

"Accordingly, we find that part time faculty members teaching three hours or more per semester in all university schools except the Schools of Law and Dentistry are regular part time employees eligible to vote in the election. . . ." Same 4 to 1 ratio applied to those schools . .

Fordham University and American Association of University Professors, Fordham University Chapter et al., 193 NLRB No. 23, Cases Nos. 2-RC-15500 and 15507, September 14, 1971 [NLRB Decisions - Cited 1971 CCH NLRB ¶ 23,473]

Held - PART TIME FACULTY - "Part time faculty members are appointed for one or two semester to teach one or two specific courses. They may be reappointed for a year at a time. They are paid on the basis of credit hours taught. Most have full time jobs elsewhere. They are not eligible for tenure or for fringe benefits, and do not participate in faculty policy decisions. Regular part time faculty members must be included in the same unit as the full time faculty, absent agreement to exclude them. If the parties cannot agree as to the regularity of individual faculty members, those individuals may vote subject to challenge."

I trust the foregoing will be of assistance to you.

REP

jd

TACOMA COMMUNITY COLLEGE
MEETING OF THE BOARD OF TRUSTEES
JANUARY 27, 1972

The following candidates are recommended as supplementary faculty for Winter Quarter, 1972. It is further recommended that the Board authorize President Ford to enter into an agreement with each candidate at a rate of pay consistent with the college's part-time pay schedule.

COMMUNITY SERVICES CREDIT COURSES

COMMUNITY SERVICES NON-CREDIT COURSES

GENERAL EDUCATION AND UNIVERSITY PARALLEL COURSES

TACOMA COMMUNITY COLLEGE

COMMUNITY SERVICES
SUPPLEMENTAL FACULTY

WINTER QUARTER
1972

NON-CREDIT PROGRAMS

Isa Nicholson, B.A.

Art

George Scott, M.A.

Organ

CREDIT PROGRAMS

Worku Wondimu, B.A.

Business

McChord

(PART 4)

BIOGRAPHICAL SKETCHES OF GATE INSTRUCTORS

- Billie Bailey 1052 South 27th #9, Teach General Math
 Attended Stadium High School,
 Received GED 1971.
 Currently studying Accounting at
 Bates Vocational School.
- Carol Brown 934 South Cushman, Teach Black Sociology
 Lobbyist 2 years, Self help housing
 Organizer 2 years, Headstart Community Aide
 1 year, Outreach Worker 4 years,
 Electronics 2 years Vocational School
 2 years college.
- Teresa Cato 2515 South M Street, Teach Typing, Job
Seeking and Interviewing
 Communications Operator McChord AFB 3 years
 Typist, Ft. Lewis Logistic Center 10 years
 Unique Social Club President 2 years
 Kappa Theta Rho Sorority President
 Vocational Training IBM Computer
 Operations 2 years
 College 2 years, Business Administration
- Addie M. Cooper 2516 South J Street, Teach Sewing
 has been in sewing 20 years,
 Certified in Tailoring,
 Red Cross, First Aid Instructor for Firemen
 Policemen and Nurses Guild
- Hugh Ellis Volunteer Instructor, Teach Consumer Protection
and Public Affairs.
 Former President Law School Students Organiza
 tion. Law Clerk 1 year
 Practicing Attorney 1 year.
- *Lela Francois 2326 South L Street, Teach Day Care
Licensing
 Practical Nurse in Japan, 6 years as a
 Foster Mother, 2 years Day Care Mother,
 10 weeks Vocational Training in Child Care,
 Hobby Crafts.
- Ranny Gaschk 3415 North Huson, Teach Fix-it
 Mary Bridge Hosp. Equipment Maintenance
 5 years, KTVW Equip. Maintenance 7 years
 2 years Vocational School studying in
 Electricity, Gas and Electric Welding.

* Returning GATE Instructor

- *Johnny Jackson 4230 Faris Drive, Teach Child Development
Counselor Olympic Mental Health Center
1 year, Camp Liaison Officer McNeil Island
Penitentiary 4 months, Leadership, President
Black Student Union.
- Betty Muse 2527 South Cushman, Teach Art
Painted for exhibits Puyallup Fair,
Tacoma Mall and South Center in Olympia
Taught Arts and Crafts to Children
Diploma from Clover Park Vocational School
in Commercial Art.
- Martha Nash 702 South 25th Street #83, Teach Typing
Supervisor with Tacoma Credit Bureau 3 years,
Vocational School Business and Cosmetology
2 years, College 1½ years, Major in Music.
- *Allie Peyton 1724 East 61st, Teach Home Management
Civil Service Steno Typist, Supervisor
12 years, Extension Aide with Pierce County
Co-op Service 2 years, Counselor for U.S.O.
1 year, B.S. Degree in Education.
- *Horace D. Robinson 1212 South Cushman, Teach Basic Arithmetic
Supervisor McChord AFB Lab. 3 years
Supervisor Madigan General Hospital 19 years
Leadership with American Legion
B.S. Degree in General Science.
- *Gail Sawyer 1429 East 46th Apt. 22, Teach Typing
Typist at McChord AFB
Leadership roles in Girl Scouts
Univ. of Wn. 1½ years, Major Sociology
Taught Typing in the first phase of GATE
- Lillian P. Selby 1943 South L Street, Teach Knitting
Headstart Instructor and Follow Through Class
Aide 2½ years,
Completed 9 years of schooling.
- Roberta E. Sevdy 718 South Yakima, Teach Literature and
Reading
Completed 9 years of schooling,
Worked with retarded children, Self-taught
Writes poetry and musical lyrics.
- Nancy A. Synakowski 926 South Ainsworth, Teach Basic Education
Instructor Ft. Steilacoom Comm. College
1 year, Instructor Dupont Ft. Lewis Schools
2 years, Scout Leader
M.A. in Social Science

* Returning GATE Instructor

*Georgia Underwood

1615 South 23rd Street, Teach Sewing
5 years Commercial Sewing, Leadership in
Sunday School, Teacher for Town & Country
Garden Club, 5 years schooling beyond
High School.

*Ward Van Arnam

1007 Greenway, Teach Adult Basic Education
and Teaching Techniques
Work experience as Div. Manager Sears Roebuck
Scout Leader, Elementary School Teacher and
Extended Education with Tacoma Public Schools
Administration Teacher Training Institutes,
U.C.L.A., Oregon College of Education and
San Francisco State College,
M.A. in Education

*Peter N. Wanguri

1216 North 6th, Teach Swahili
Swahili Instructor at Ft. Steilacoom
Community College, Swahili African History
at Tacoma Public Schools
R.E.O. Researcher in Tacoma,
B.A. Degree in Economics

Melva A. Williams

1230 South Ridgewood, Teach Cashier Training
Accounting Clerk 1 year, Manager 1 year
Director Church Choir 5 years
Sunday School Teacher, vocational training
Secretarial work 1 year, 1 year College.

* Returning GATE Instructor

TACOMA COMMUNITY COLLEGE
GENERAL EDUCATION
AND
UNIVERSITY PARALLEL COURSES

WINTER QUARTER 1972
CREDIT PROGRAMS

Boutelle, Christopher, J.D.

Business Law

Webb, Mary, B. S.

English

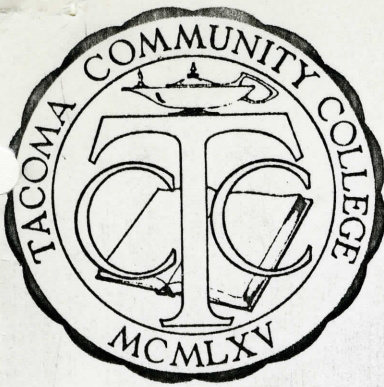
Substitutes Because of Instructor Illness

Hiatt, Donald, M.A.

Speech

Luttrell, Thornton
Appropriate Experience for
Proctoring a Class

Speech



Tacoma Community College

5-B

5900 SOUTH 12TH STREET
TACOMA, WASHINGTON 98465

LO 4-7200

MEMORANDUM

Date: January 24, 1972

To: Tom Ford
Robert Yamashita, Chairman, Board of Trustees
Don Anderson
Charles Edmunds
Robert Springer
Dewey Tuggle

From: Dick Falk

Subject: ZONING REQUEST TO COUNTY PLANNING COMMISSION

Late in December the college was notified that a request for change in zoning classification had been filed with the Pierce County Planning Commission, which concerned property directly across S. 19th. Street from the college campus. After examining the issue at hand and conferring with representatives of the City of Tacoma Planning Dept., Pierce County Planning Dept., and the Town of Fircrest, a course of action was determined which appeared to be in the best interests of the college and supported by previous board consideration of a similar matter.

Accordingly, a letter of objection to the requested reclassification was filed with the Pierce County Planning Commission (similar action was simultaneously taken by the City of Tacoma Planning Dept. and the Town of Fircrest).

This matter was formally considered by the Pierce County Planning Commission in regular session on January 13, 1972. I appeared representing the college and two council members from the Town of Fircrest attended as well. After hearing the objections from each of us and in recognition of the objections filed by the several other governmental agencies, the Pierce County Planning Commission recommended in favor of the applicant.

You may recall that in July of 1970, a similar zoning request was filed which related to the same land. (The 1970 request was by Sproul and others, requesting the rezoning of approximately 15 acres of county land. The more recent request was specifically for 8.9 acres of the same land, but the request was for a lower zoning i.e., C-1 and C-2).

Page two

Since this general move had previously been determined to not be in the best interests of the college, we have pursued the question based on the general determination made by the board in 1970, i.e., that it would be in the best interests of the college to cooperate with the other governmental agencies in determining some overall zoning which would hopefully be in the best interests of the public at large, with regard to the zoning of the entire 31 acre tract of open land across from the southern boundary of the campus. I have been advised that this matter will be considered by the County Commissioners before it is formally approved. I would appreciate further guidance from the board with regard to appropriate actions in this regard.

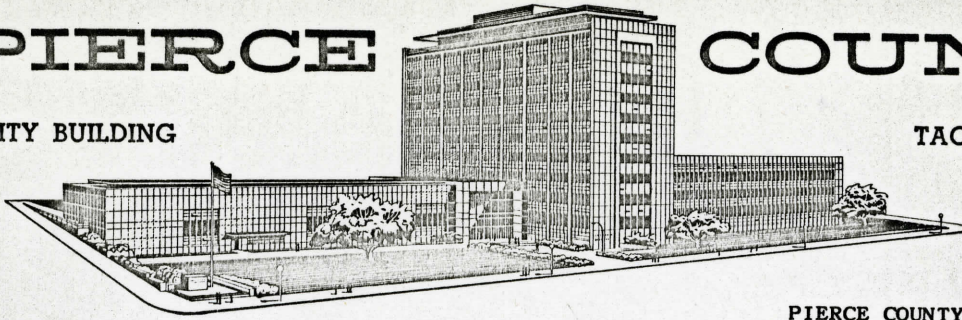
RCF/nt

Attachments

PIERCE COUNTY

COUNTY-CITY BUILDING

TACOMA, WASHINGTON



PIERCE COUNTY PLANNING DEPARTMENT
J.N. SHENSKY, Director

23 December 1971

Dr. Thorton Ford, President
Tacoma Community College
5900 South 12th Street
Tacoma, Washington 98466

Dear Dr. Ford:

Robert Sproul et al have filed an application with the Pierce County Planning Department requesting a change of zone classification from RMP Planned Multi-Family Residence to C-1 Neighborhood Commercial and C-2 Community Commercial on property described as an irregular shaped 8.9 acre tract of land extending 630' South of 19th St. West, beginning approximately 500' East of Mildred St. and extending between 350' and 785' further east (see attached map).

The subject property is a portion of a parcel classified RMP Planned Multi-Family Residence in October, 1970; this RMP district is presently subject to the following conditions:

1. Residential densities shall be as provided in the RMH Multi-Family Residence classification
2. All uses allowed by RMH will be permitted except for mobile home parks and trailer courts.

January 13, 1972 has been set as a date for public hearing on the matter. We would appreciate receiving any comments or suggestions you might have, prior to January 5, so that they may be incorporated into the Field Trip and Study Session of January 6, 1972.

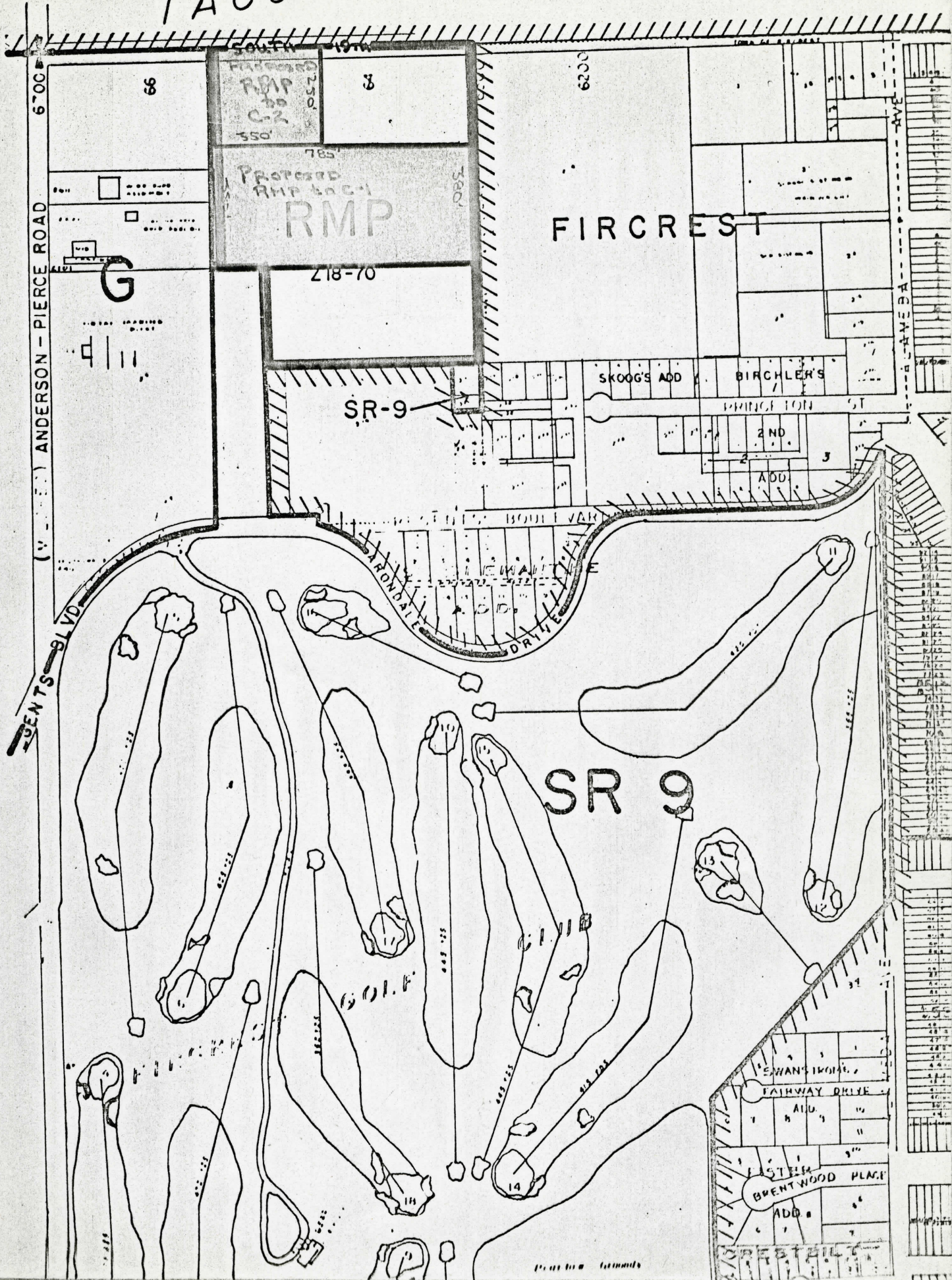
Very truly yours,

J. N. Shensky

by Lyn Johns
Assistant Planner

LJ:js
Enclosure

TACOMA





Tacoma Community College

5-C

5900 SOUTH 12TH STREET
TACOMA, WASHINGTON 98465
LO 4-7200

January 27, 1972

Mr. John Mundt
State Board for Community College Education
P. O. Box 1666
Olympia, Washington 98501

Dear Mr. Mundt:

This letter responds to the recent SBCCE memorandum relating to the availability of one of the relocatable structures (Memo No. 1-72, Bill Julius, January 4, 1972).

The central food services unit for Community College District No. 22 was originally designed for expansion when the campus student population reached 2500. That level of usage was surpassed several years ago. Because of continued legitimate demands from students for provision of adequate spaces for food service and related dining and socializing, Tacoma Community College respectfully requests use of this relocatable unit at no cost to SBCCE. Since there is little immediate prospect of receiving authorization and funding to expand such permanent facilities to meet present and projected need, use of this unit would permit an interim solution to a basic problem which cannot be resolved without adequate capital funding.

The student body president and other student leaders have participated in the decision to make this request.

Sincerely yours,

Thornton Ford
President

TF/nt

Enclosure (Board resolution, 1/27/72)

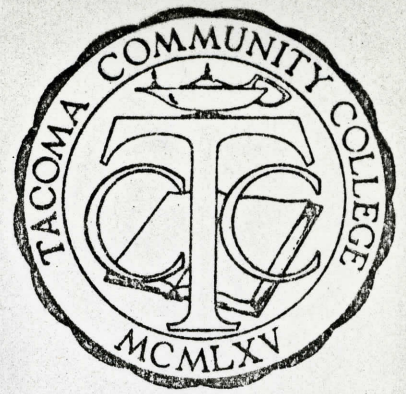
ROUGH DRAFT

RESOLUTION NO. 72-1

IT IS HEREBY RESOLVED by the Board of Trustees of
Tacoma Community College, That the President be empowered to
request that the State Board for Community College Education
assign approximately 2,000 square feet in relocatable buildings
to Community College District No. 22.

Adopted 1/27/72

Tacoma Community College



MEMORANDUM

Date: January 21, 1971
To: Tom Ford
From: Dick Falk
Subject: POSSIBLE USE OF RELOCATABLE STRUCTURE FOR TEMPORARY
EXPANSION SPAN FOR FOOD SERVICES, CONFERENCES AND SEMINARS

Recent communication from SBCCE (Memo 1-72) invites application for use of one 36' x 57' (approximately 2000 useable square feet) relocatable facility from the state pool of relocatables. This moveable building has been considered for possible use as a means of expanding our present limited cafeteria service (for added food services, socializing and meeting spaces).

We have been advised that the facility can be moved and installed on our campus for a reasonable cost. Campus Development Committee will present its recommendation at the January Board meeting.

RCF

RCF:sh

Audit - Tacoma



STATE OF WASHINGTON

state BOARD for community college education

John C. Mundt, Director

P. O. Box 1666

Olympia, Washington 98504

Telephone: (206) 753-2000

January 6, 1972

Mr. Walter C. Howe, Jr., Director
Office of Program Planning and Fiscal Management
House Office Building
Olympia, Washington 98504

Dear Walt:

You called to my attention certain concerns you had relative to Tacoma Community College and the State Auditor's Report No. 2841.

We have reviewed the problem and have prepared an advisory memorandum (No. 2-72) which has been sent to all districts. The purpose of the memo is to clarify beyond doubt the procedures districts are to follow in depositing tuition money to the Capital Project Account. A copy of the memo is enclosed for your information.

We met with President Ford of Tacoma Community College and reviewed the procedures with him. He understands the procedures and has assured us that they will be followed. In addition, he complied with our instructions by sending to us a check for \$2,781.77--the amount of interest earned by the college as a consequence of interest earned on investments of funds which should have been transferred to the state treasury. The check has been deposited with the Treasurer as verified by Cash Receipt Journal Summary No. 10736, dated January 6, 1972. A copy of Dr. Ford's letter is attached.

We have also discussed with our assistant attorney general the legal issues related to this matter. He can see no legal steps available to the State Board. There has been no misappropriation of funds, in his opinion, insofar as no

Mr. Walter C. Howe, Jr. January 6, 1972

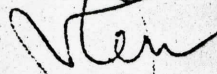
Page 2

third party benefitted in the matter. There is an honest difference of interpretation of RCW 28B.50.360. This difference has been settled clearly in favor of your interpretation. That clarification will guide the conduct of all districts in the future.

Frankly, after reviewing the case and its issues, I believe a reasonable resolution has been obtained, and I would hope that the resolution would satisfy you so that no further legal action will be deemed necessary.

Again, Walt, I wish to express my appreciation to you for permitting the State Board to resolve the issue. I hope our resolution merits your approbation.

Sincerely,



John C. Mundt
Director

JCM:dc

Enclosures: 2

CENTRALIA COLLEGE
Centralia, Washington

Board Members:

This is just for your
information. TF

January 24, 1972

TO: Community College Presidents
FROM: Nels W. Hanson
RE: Two Court Decisions

The attached news item reports two court decisions which for the first time clarify "adequate negotiations" and the need for "agreement".

This court interpretation seems in harmony with the way most Boards have been reading the law.

Thursday, January 20, 1972

IN NORTH THURSTON CASE

Court Rules For Board

Thurston County Superior Court Wednesday ruled that an elected school board, not its hired teachers, is going to run the school district—at least as far as determining the amount of special levies is concerned.

Involved in the case were Thurston County School District Board and North Thurston Education Association.

On motion from the school district's counsel, Bruce Cohoe, Judge Robert J. Doran in mid-hearing dismissed action brought by NTEA to prevent the school board from authorizing and the County Auditor from validating a 16.5-mill levy proposition to go on the ballot for a February 8 election.

Taking the position that the levy was too small and that the amount had been set by the board before completing negotiations with NTEA, the education association sought a permanent restraining order. The body was represented by Parks Weaver.

Judge Doran ruled that testimony provided by the complainant's two witnesses, NTEA President Ed Sprague and its negotiator, Gene Fry, indicated negotiations on the levy amount had been conducted in good faith through a series of meetings. The board's authority to make a final decision, said the judge, is clearly stated in the Negotiations Act under which board-faculty business relations are conducted.

Judge Doran last week ruled in favor of the education association in another matter in which sufficiency of negotiation was questioned. In this instance the salaries of four administrators were increased by the board independently of NTEA.

By yesterday no further action had been taken on this case, according to members of the school board and District Superintendent John Gott, who said they will need to consult with their attorney before deciding their next step. On the other hand, NTEA's attorney Weaver said "Whatever happens in this matter, I think we can safely say the administrators in question will not be damaged."

Presumably the effect of the court's decision would be to wipe out the administrators' raises in salary.

RESOLUTION NO. 72-2

WHEREAS, it has been found advisable to develop a policy governing payment to contracted academic employees who serve as substitutes; and

WHEREAS, the attached policy has been developed by the Executive Committee of the Instructional Council and endorsed by the Administrative Council; therefore, be it

RESOLVED, That the Board of Trustees of Tacoma Community College adopt the attached policy.

Adopted 1/27/72

TACOMA COMMUNITY COLLEGE

Proposed Emergency Absence Reimbursement Policy

When an emergency, such as illness, results in the extended absence of an instructor, it will be the responsibility of the college to provide a substitute instructor. In instances where regular faculty members agree to teach the classes of the absent instructor, they will be reimbursed at the regular part-time instructional rates. Normally, substitutes will be employed by the college no later than after three consecutive instructional hours of a class have been missed. When the absence is scheduled in advance (an operation, for instance), substitute instruction will normally begin on the first scheduled day of absence.

RESOLUTION NO. 72-3

IT IS HEREBY RESOLVED by the Board of Trustees of Tacoma Community College, That the President or his designate be empowered to employ substitutes for academic employees in the event of emergency absences from the campus.

Adopted 1/27/72