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Central Washington College of Education
Ellensburg, Washington

MINUTES OF THE MEETING

April 30, 1959

A meeting of the Board of Trustees was held Thursday, April 30, 1959, at eight p.m. in the Faculty Lounge of the Union Building. Present Dr. Roy Wahle, Mr. Herbert Legg, Dr. Archie Wilson, President Robert E. McConnell and Mr. Kenneth Courson, Secretary. Others present Mrs. Sidnie Mundy, Dr. Keith Rinehart, Mr. Ed Erickson, Dr. Wesley Crum, Dr. Elwyn Odell, Mr. Leo Nicholson, Mr. Paul Bechtel, Dr. E.E. Samuelson, Mr. Norman Schutt, and Mr. Omar Doblle.

MOTION NO. 102. It was moved by Dr. Wilson, seconded by Mr. Legg, that Dr. Wahle be nominated Acting Vice-Chairman of the Board. Motion carried.

Dr. Wahle opened the meeting by saying that since this was the first meeting of the Board since the demise of Mrs. Frick everyone present would stand for a moment to pay silent tribute to Mrs. Frick. Dr. Wahle also asked that the following eulogy be placed in the minutes of this meeting:

Mrs. Frick was called upon by the people of the Columbia Basin in many capacities related to church, youth, and public work. Despite these demanding commitments and recurring periods of ill health and accident she was a faithful attendant at Board meetings and college functions. In Board of Trustee meetings she won the deep affection and respect of all by her careful preparation, seasoned with a courteous consideration of the experience and opinions of others.

President McConnell stated that an additional authorized signature of a member of the Board was needed for the signing of checks for the interim financing of the Dormitory Building Construction Account.

MOTION NO. 103. It was moved by Dr. Wilson, seconded by Mr. Legg, that the Acting Chairman be authorized to sign checks which require the signature of a Board member. Motion carried.

MOTION NO. 104. It was moved by Mr. Legg, seconded by Dr. Wilson, that the minutes of the meeting of March 28, 1959 be approved. Motion carried.

MOTION NO. 104. It was moved by Mr. Legg, seconded by Dr. Wilson, that the agenda for this meeting be approved. Motion carried.

President McConnell suggested that items a, b, c, and d of item 2 on the agenda be considered in one general discussion before motions were

made. He stated that Central's request to the legislature for the 1959-61 biennial period had been reduced \$1,010,000.00. A meeting of the Presidents of the three Colleges of Education, along with representatives, staff, and Committee of Nine, was held to discuss budgetary problems. The three institutions did not come out with the same total, therefore, a new set of salary ranges had to be reached which would take care of all three colleges. None of the salaries at Central would reach the top of the proposed scale. It was felt that since all salaries were being cut we should not give full raise to students, and it was agreed that the rate would be 95¢ per hour. The administrators on twelve month basis should be given the same treatment as ten months faculty; junior administrators should receive \$50 and senior administrators \$70 per month increase. The campus personnel should be given approximately a 4.4% increase. It appeared, however, that some of the personnel needed to be adjusted upward before the general raise was given. Some were recommended for a small increment in order to equalize their salaries, and then the \$15 per month raise would be added.

President McConnell stated that the salaries of office personnel was a more difficult problem to work out. Two long meetings and one short meeting were held at which time each one of the thirty-five office employees was discussed and evaluated. Consideration was given to responsibilities involved in job and length of service. Most employees would receive \$10, \$15, or \$20. \$10 would be the increase for the least experienced people, up to senior secretaries who will get \$20, and two will receive \$30.

President McConnell explained that in order to accomplish the salaries that were needed, it was necessary to cut operations funds by 40-50%, and every Division Chairman was asked to reduce his requests for this reason.

Mr. Legg asked how the figures for the coming biennium compared with those of the budget for the last two years. Mr. Courson stated that there was an increase of 27% for operations funds and 20% for salaries. Mr. Legg asked how Central's salary raises would compare with those of the other two colleges. President McConnell stated that all would adjust to scale, but instead of a general raise of \$200 for faculty, Western would grant \$400 and Eastern \$200 or \$300.

Mr. Legg asked if the Board could have comment from faculty representatives relative to their thinking on this matter. Dr. Lundberg commented that he had watched the development of the salary program, and he could see that Central was meeting the maximum salaries that they could afford. The three salary representatives had met for discussion, and it was brought out that we should be prepared for a difference in average salaries at end of this biennium. We are proposing \$200, Western \$400 and Eastern \$200 + \$200 general increments. This will show up in average figures as both schools pull out ahead of us in some of the ranges, and there seems to be no foreseeable way of avoiding this. However, it might give Central the opportunity to move ahead in the next biennium.

Dr. Wahle brought up the point that the other institutions are getting less staff than they requested a legislature. Dr. Lundberg answered that according to Dr. Carlyle, Western would pick up the additional

staff by the end of the biennium in second half and ten in first half. This gives them 18 at \$6,500. He remarked also that in a sense Western is living up to their request. President McConnell stated that Central would be able to add part-time faculty totaling about $8\frac{1}{2}$ staff members, plus one or two the second year. We had hoped for seven additional staff the first year and five the second. Dr. Crum pointed out that out of the 8.5 approximately $1\text{-}1/3$ is employment of persons on special State programs and are paid out of special State funds, so we are literally adding $5\frac{1}{2}$ to $5\text{-}2/3$ new people as far as the teaching program is concerned.

Mr. Legg asked what would happen if the Attorney General rules that \$1.00 per hour is the minimum wage law for student help. Dr. Wahle mentioned the motion that was entered in the meeting of the Joint Boards relative to this, and Mr. Courson stated that the opinion on this would soon be forthcoming. Mr. Schutt has asked for an opinion to determine whether or not the minimum wage law applies to college student employees. Mr. Schutt stated that Section 12 of the revised law stated that all employees of the State were covered unless specifically excluded herefrom. President McConnell stated that if we are required to do so we will have to pay the \$1.00 rate although our budget is based on 95¢ per hour for student employment.

Dr. Wahle asked if there were further comments on salaries of staff and professors. He asked about the \$400 increment at Western and near that at Eastern in the categories for professors, is it our understanding that our salaries will reflect higher or be comparable with them. Dr. Crum answered that the ranges will be same. President McConnell stated that Central's general increment would be \$200 for those eligible.

Dr. Wilson raised a question relative to the 1959-60 budget figures for summer session which he noted were increased by 25%, whereas the percentage increase for teaching faculty is 10%, and he asked if more people were being employed this summer than in past summer sessions. President McConnell explained that we do have a larger faculty this summer and all these salaries will be reflected in summer school budget. Summer school salaries are based on the proposed pay increases at two-ninths of the annual ten months salary. Dr. Crum stated that there was another factor involved. On the staffing formula we had slid further behind on summer faculty than on the annual staff. The second summer of the biennium will need to be reduced.

Mr. Legg asked what the practice in the other two colleges relative to administrators' salaries would be. President McConnell stated that the salary of twelve months people would be adjusted the same as regular staff members. Twelve months person has continuous employment. Teacher could always get employment in summer. Others have to rotate. They do get paid more for the two summer months than administrators. Teachers get two-ninths and administrators get two-tenths. Dr. Wahle asked if the two-tenths is in line with the other two schools. Mr. Courson stated that the Joint Boards have gone on record that administrators should receive the two-ninths as do faculty members. Mr. Legg asked if it had been figured out whether or not percentagewise the administrators receive the same as faculty. President McConnell answered that monthlywise it is the same, but percentagewise it is not.

Mr. Legg asked if the junior and senior administrators were new classifications of personnel. President McConnell answered that it was not. None of the assistants are on same plane as top administrators. There are four junior administrators, two in Business Office, one in Registrar's Office and one in Central Stores, who are without rank.

The pay increases for campus personnel were discussed. Mr. Norman Schutt, Executive Secretary of the Washington Federation of State Employees of AF of L and CIO, asked if the \$15 a month raise was to be in effect on July 1, 1959 and was it to be the only raise for the biennium. Also he asked if this would apply to personnel employed under local funds, such as dormitories, etc. He stated that in the salary program he found only minimums and maximums - there were no steps in between - it was his understanding that the pay scale for janitors started at \$295 and go \$10 up. He asked further, if there was any program for granting merit increase for length of service. President McConnell answered that there is no program for length of service pay increase, and no guarantee for an annual raise. These employees are to be raised within the set brackets. None have arrived at top of the bracket yet. Mr. Schutt commented that according to this the basic rate for the job was not changing at all.

President McConnell stated that six men of the Physical Plant are to be given some recognition in adjustment of pay. The scale will be brought up first, then the \$15 increase is to be added. Some will get \$10 plus \$15 per month to bring them in line with the responsibilities of their position.

Mr. Legg asked Mr. Schutt to explain about the difficulty that occurred sometime ago between dormitory and local fund employees. Mr. Schutt answered by considerable comment on the matter. He stated that the College has changed the faculty minimum and maximum and the State is making an across the board pay increase. The proposal is not to do that here. The minimum rate is proposed to remain the same as at present. The new man is going to go in at same base minimum as before, and his group would like to register objection to that procedure. They would like to see some program put into effect where there is a rule of procedure and uniformity in practice rather than the personal matter. He asked how long an employee would have to work before he is entitled to an increment. They are concerned in seeing that everybody would be started at the minimum and where they would fall between minimum and maximum. They recommend that there not be segregated action in singling this category of employees out without an increase in the minimum and maximum salary scale.

Mr. Legg asked what was being proposed at other two schools. Mr. Schutt said that nothing definite has been done as yet. They are thinking of the five percent increase as recommended by the Joint Boards. Dr. Wahle asked if there was existent at this time at either of the other two colleges the plan of increment for satisfactory service. Mr. Schutt answered that that is so at Eastern, but he is not yet sure in regard to Western's plan.

President McConnell stated that a change in rank was not necessary, but a resolution might be passed stating that after six months an employee would receive a \$10 increase putting him in line with the other employees. Mr. Bechtel stated that our job classification was patterned after that of Eastern's, and we are comparable on the pay scale. In an-

swer to Dr. Wahle's question, whether or not we have changed our minimum and maximum salary bracket, Mr. Bechtel answered that they had not changed.

Dr. Wahle brought up the point of estimating the cost factor in moving up the whole scale, since the minimum and maximum figure which reflects the \$15 increase was not changed. Mr. Schutt explained that the cost would not be affected at all. Dr. Crum stated that only the new people employed would be affected by the change in brackets. President McConnell mentioned that two new campus employees were being hired and that some were retiring. Dr. Wahle mentioned that the change in brackets would be protection for the new people coming in.

Mr. Schutt stated that they were concerned about scales. If the scale here shows \$295-350, and other institutions change, this institution will be lower than others.

Dr. Wahle stated that in relation to the matter there are two factors in terms of cost to the College. The new hirings are hardly worth considering at this time, but if the brackets are moved upward and everybody hangs on, this must be a cost to be considered. Mr. Schutt said that the adjustments should be an adjustment of salary range of \$15 for budget purposes.

Mr. Schutt asked how faculty salaries are arrived at in brackets. President McConnell answered that first, if the bracket is changed the faculty member goes into same spot in new as in the old academic rank. They are promoted from one rank to another. The general increment moves them up. Mr. Legg asked Mr. Schutt if he was suggesting that the campus employees would like to have different brackets. Mr. Schutt answered that they would eventually.

Mr. Bechtel asked what should be done in the case of an employee that is deserving to be promoted out of step; where does eligibility start? Mr. Schutt answered that he should merely be promoted to higher pay grade. The rule in promotion is one step increase. If across the board increase is granted, then the new pay grade he is placed in starts him in same step as he was in. Mr. Bechtel stated that he had the pay scale for Eastern at hand when he was making up the statement of pay increases, but he was not aware of what they were doing about it now. Mr. Schutt said that Eastern was making an adjustment in their pay plan by moving the whole figure up.

Mr. Legg said that one of the questions under discussion has to do with some concern of the Union group regarding job classifications. There was an understanding that the College administration would be glad to meet with the Union group to work out these problems otherwise to be referred to the Board for further discussion.

Mr. Bechtel explained that an adjustment in salaries was being made for some men who were originally employed at a lower rate, and who have not been raised to bring them up within range of comparable work. Mr. Schutt said that his group would like to recommend that \$15 be granted by adjusting pay range by \$15, secondly, that this would apply to everybody regardless of source of funds, and thirdly, the group would like to take a look at cases where others deserve additional consideration.

President McConnell answered Mr. Schutt by saying that he would like to point out that if this pay raise is made it will have to be taken out some place else. Dr. Wahle stated that some intelligence must be exchanged between various institutions. We should watch with interest Eastern, since it would appear that they are in a position of leadership in this matter of salary schedules. Mr. Schutt suggested that the matter under discussion be held in abeyance until Eastern has again been contacted. He further stated that there is no effect on the budget whatever on changing salary range \$15 or just giving \$15 raise unless new staff is added.

President McConnell stated that with reference to office personnel there are no problems. The matter has been thoroughly studied by the administrators. Mr. Erickson mentioned that many secretaries were paid same amount without being given credit for responsibilities. President McConnell answered that \$220 is the low figure. Mr. Schutt answered that their group does not like principle of lowest common denominator; but rather, what is the fair and proper way to pay for services rendered. Mr. Erickson stated that at the discussion it was the wish of the group that they could do more for the fine secretaries, but the best answer to it was to make adjustments in terms of experience since they are the ones deserving of more. President McConnell stated that secretaries differed from campus employees. All janitors receive same salaries, but not all secretaries get the same.

Mr. Legg stated that he would like to raise a collateral matter. He felt that the Board has been interested in recognizing relations between Board and groups on campus. They did invite Faculty Council to come into meetings. Mr. Schutt did raise a point about being interested in meeting with administration in taking up the matter of campus personnel salaries, and now would be the appropriate time to consider this. Mr. Legg continued, would it be possible for Mr. Schutt to work with President McConnell and others on how to handle non-academic personnel in a manner similar to Eastern and see what can be worked out. Mr. Schutt said that they would exchange views. He also stated that the only request he had made was that his group be given an opportunity, before final action is taken, to have discussion with proper authorities. He expressed the opinion that nothing upsets morale more than to have employees thinking that others got a raise and they didn't. He stated that he would like to be able to assure the employees that this matter has been talked over.

MOTION NO. 106. It was moved by Mr. Legg, seconded by Dr. Wahle, that the administration be asked to enter into such discussion with employee representatives and their Union as they may see fit and report back to Board. Motion carried.

Dr. Wilson asked if this motion had anything to do with the budget. Dr. Wahle answered that the dollar amount would be negligible and there was no change within budget factor. Mr. Courson mentioned that this meant there was no change within total budget figure, the main budget figure as set aside for employees and not faculty. Mr. Legg said that he understood the motion to include the thought that there might be some other points. On budget there is a ceiling. Dr. Wahle mentioned that if there was a great sum involved it would come out of that part of budget available for staff and administration. Mr. Legg asked if this outline is approved, does the Board meet at a later time to approve budget as spelled out? President McConnell stated that everyone should be notified of

salary expected. It is now getting late. Dr. Wahle felt that the Board could approve the formula now and later approve promotions. President McConnell said that he had a list of every salary which the Board might look over. It was decided to hold executive session.

MOTION NO. 107. It was moved by Mr. Legg, seconded by Dr. Wilson, that the Board approve formula as set out in the agenda as clarified in the minutes tonight. Motion carried.

Mr. Schutt asked if the motion included the agreement to give the \$15 raise. Dr. Wahle stated that it was his understanding that the Board was approving total sums.

President McConnell stated that the College had employed Johnson and Duncan of Seattle to make the estimate and recommendation on which we secured an appropriation for laying out revised electrical distribution system for the campus. We have two buildings which need electrical connections. Johnson and Duncan have dissolved partnership, but Mr. Johnson retains this portion of project. President McConnell read a letter which had been received from Mr. Johnson relative to this matter. Mr. Johnson's firm will be working with campus architects.

Mr. Erickson further discussed the matter of the electrical system. He said that it was a rather urgent need because the City has cut over from 7,000 volts to 12,000 volts and they are now feeding from temporary transformers. The main transformer station is too small now. We will have to have a new station, and we recommend that the College put in own station - have own substation. This station could be located according to architect's scheme. It could feed both old and new buildings. If this project could be gotten under way now there will not be the need to install temporary transformers. Johnson is working with Cowan and Paddock and also with Bassetti and Morse. This service can also include the new Health and Physical Education Building. This work was included in our appropriation for campus improvement. Also there is a possibility of trading in the old transformer. Mr. Bechtel stated that the really urgent thing is the fact that we have new dormitory going up and we have three new dormitories located that are fed on poles. We should get size of transformers graded upward.

MOTION NO. 108. It was moved by Mr. Legg, seconded by Dr. Wilson, that the recommendation of the administration, that Howard E. Johnson and Associates be employed as engineers for the laying out of revised electrical distribution system for the campus, be approved. Motion carried.

President McConnell explained the options that had been obtained on land that is available to the College for purchase. He stated that an option on the E.W. Yrkkola property containing two lots had been secured. The price is \$700 per lot, or \$1,400, which is a price that has been considered reasonable, and he felt that the lots should be purchased. The property of Mrs. Cora Carper contains half of the area which is needed for the new storage building. This property has not been appraised. It is listed with an agency and they have finally been able to get it down to a reasonable price, which price is lower than if the College had it appraised. An option on this property has been secured by the College. Next to the Carper property is another piece of property that should be taken into con-

sideration for the College's needs. The Vernon R. Kramlich property on Tenth and D Streets is land for future plans. This property is for sale and has been appraised at \$16,000. Mr. Erickson mentioned that the above discussed properties were all according to our campus plan and could all be involved within the next four years. The Kramlich property contains three apartments, plus place occupied by the Kramlichs. The bank appraised the Kramlich property at \$16,000. Mr. Erickson further stated that the College would eventually purchase the entire block on Tenth. This area will be for the Home Economics building, Art and Industrial Arts Building, so this area is almost a must. We have \$180,000 in new biennium appropriation for land.

Mr. Legg suggested that he would like to have further discussion on the acquisition of property. He stated that Motion No. 25 (minutes of July 18, 1958) which was passed at the Bellingham meeting stated that as a general practice the College should hire a qualified appraisor for the purchase of land. Mr. Legg continued, that as a general practice, and for the protection for all people, we should follow that procedure in all land purchases. We do have options and an appraisal at this time, would it cause any complications at this time since we do have a firm offer? President McConnell said, "It will cost money - Is that all right?" Mr. Legg said that he would prefer an appraisal. The Board should authorize approval of land purchase only when appraisals are secured and filed with the College records and the appraised value is within ten percent of the purchase price.

Dr. Wahle stated that when an appraisor is hired we are buying a professional service. A public body must justify its expenditure of funds, and we have that as a matter of record.

Dr. Wahle said that he would like to point out before a motion was voted upon that this does not preclude the administration in moving in a way it has in getting as favorable a figure on property as possible.

MOTION NO. 109. It was moved by Mr. Legg, seconded by Dr. Wilson, that the Board accept the option on the property as set out in item #4 of the agenda, subject to the securing of appraisals on each of these items to be filed with the College records, provided that these options are not for an amount in excess of ten percent of the aforementioned appraisals. Motion carried.

Dr. Wilson asked what disposal was to be made of the houses on the property after being purchased by the College. President McConnell said that they would be torn down, or they could be sold and the money turned over to the State Treasury for the general fund, or the houses could be rented until the property was needed for building sites. The removal of the houses could also be taken over by the contractor if it is so stated in his contract.

President McConnell reviewed the personnel changes in faculty. He read a letter from Mr. Donald Thompson who requested that he be re-elected for the year 1959-60 at a salary as provided in the Faculty Code. The chairman of Mr. Thompson's division recommends the re-election of Mr. Thompson and the administration has endorsed it.

President McConnell read a letter from Miss Margaret Mount who has requested a change of employment. She requests that a Head Librarian be employed to replace her. President McConnell stated that he and Dean Crum recommend that Miss Mount be granted the change of employment which she desires, and that she be employed as Assistant Librarian. This change is not to be in effect until July 1, 1959, but as soon thereafter as possible.

Dr. Wahle asked if any comments on the above faculty changes were forthcoming. Mrs. Mundy asked regarding the employment of Mr. Otto Jakubek and Mrs. Doris Jakubek. The general impression is that the hiring of husband and wife teams is not the accepted practice. President McConnell answered that Mrs. Jakubek has been hired for one year only. Mrs. Mundy added that there is nothing in the Faculty Code as to the policy of hiring both husband and wife, but that it was a policy made by President McConnell. President McConnell said that this would be a temporary appointment. Dr. Wilson stated that this practice isn't followed in universities throughout the world. There are many universities where both husband and wife are experts in a particular field and they are employed at same university. This might eliminate hiring a very good person. President McConnell stated further, that while it is assumed that Mr. Jakubek is appointed, all appointments are temporary until tenure is achieved. However, it is understood that Mrs. Jakubek's appointment is temporary and is so explained in her letter. She will not get tenure.

Mr. Legg asked what effect the change in Miss Mount's employment would have on the Library planning, and Dr. Crum answered that the planning will go right ahead as before.

MOTION NO. 110. It was moved by Mr. Legg, seconded by Dr. Wilson, that the recommendations with regard to leave of absence for Robert Johnson be accepted, with the notice to Mr. Johnson that there is expressed the appreciation of the Board for his appointment to National Science Foundation. Motion carried.

MOTION NO. 111. It was moved by Mr. Legg, seconded by Dr. Wilson, that the recommended change of personnel, as follows, be accepted.

New Appointments:

Mr. Otto Jakubek, Division of Social Science
Mrs. Doris Jakubek, Third Grade, CES
Mr. Del Peterson, Education Division, Supervisor of Student Teachers with rank of Associate Professor of Education

Resignations:

Elbert Bellows - Division of Music
Stuart Churchill - Division of Music
John Fuller - Language and Literature
Gladys Louisda - Language and Literature
Kenneth MacLean - Language and Literature

Motion carried.

Discussion was held relative to the selection of a faculty member to the Committee of Nine. Mrs. Mundy recalled that President McConnell had stipulated that representation should come from the faculty. Mr. Legg asked if the Faculty Council felt that it is not representative enough to designate someone from the Council. Mrs. Mundy answered that the Council had proposed three possibilities, and of the three, the choice made was that the selection should be by a vote of the entire faculty.

MOTION NO. 112. It was moved by Dr. Wilson, seconded by Mr. Legg, that the Board accept the recommendation of the Faculty Council for choosing a member of the Committee of Nine. Motion carried.

MOTION NO. 113. It was moved by Mr. Legg, seconded by Dr. Wilson, that there be added to the agenda for today the items supplied to the Board by President McConnell. Motion carried.

The first additional item (#7) was relative to the transfer of \$3,000.00 from the College Book Store funds to Scholarship fund. President McConnell explained that the funds are used toward leadership scholarships of \$150 each, and that he recommended that the transfer be made.

MOTION NO. 114. It was moved by Mr. Legg, seconded by Dr. Wilson, that the recommendation for transfer of \$3,000 from College Book Store funds to the Leadership Scholarship fund be accepted. Motion carried.

The next additional item (#8) was relative to budget change orders. President McConnell explained that when we add to a fund from some other fund the change orders must be signed by the Board. Mr. Courson stated that there were two or three other change orders for small amounts. He suggested that if the President approves, and the Board is willing, perhaps authority could be given for the Vice-Chairman to approve any changes the President may put through. Mr. Courson explained that it is now the last quarter of the biennium and to await another Board meeting for the signing of budget changes will create problems. He would, therefore, like authority to send the budget changes on to the Vice-Chairman. Mr. Legg asked if this policy was to be authorized for each year. Dr. Wilson stated that he did not wish to set a policy for future Boards. Dr. Wahle felt that it would be well to let this matter arise each year and do as seems best at that time.

MOTION NO. 115. It was moved by Dr. Wilson, seconded by Mr. Legg, that the Acting-Chairman be given authority to approve the budget changes for the remainder of this quarter. Motion carried.

Mr. Legg raised the point that earlier the Vice-Chairman had been authorized to sign certain papers. He felt that perhaps there should be others authorized in case the Vice-Chairman was not available.

MOTION NO. 116. It was moved by Mr. Legg, seconded by Dr. Wilson, that in the event the Chairman and Vice-Chairman are not available such papers may be signed by other members of the Board,

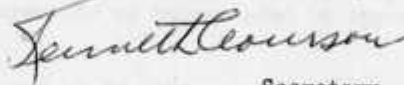
namely, Mr. Legg and Dr. Wilson. Motion carried.

Dr. Wahle reminded the Board that there is not now an existent Vice-Chairman. President McConnell stated that one member should be elected Acting-Chairman to serve until Chairman returns.

MOTION NO. 117. It was moved by Mr. Legg, seconded by Dr. Wilson, that Dr. Wahle be designated as Vice-Chairman. Motion carried.

The meeting adjourned at eleven p.m. to go into executive session.

Respectfully submitted,



Secretary

AGENDA - Board of Trustees - April 30, 1959

1. Minutes of meeting held March 28, 1959
2. Approval of 1959-61 Budget Figures

a. Increase salary range from:

<u>Present</u>	to	<u>New</u>
4500 - 5300		4700 - 5700
5400 - 6400		5800 - 6900
6500 - 7800		7000 - 8300
7900 - 9000		8400 - 9800

- b. Raise student employment rate .05¢ per hour to .95¢ per hour
 - c. Grant Junior Administrators \$50 per month salary increase and Senior Administrators \$70 per month.
 - d. Campus Personnel - Grant several adjustments to equalize inequities among personnel. Then grant \$15 per month general raise.
 - e. Office Personnel - Grant raises from \$10 per month to \$30 per month with consideration given to responsibilities, nature of work and length of service.
3. Selection of engineers for laying out revised electrical distribution system for the campus. Johnson and Duncan, Seattle, recommended by administration.
 4. Approval of purchase of land for which options have been secured:
 - a. E.W. Yrkkola lots east of Vetville - 2 lots @ \$700 each
 - b. Cora Garper property near Heating Plant - \$15,000
 - c. Vernon R. Kramlich property at corner of 10th and D Streets
Two lots, a house and two garages - \$16,000
 5. Personnel Changes:

Leave of Absence - Robert Johnson, Division of Science and Mathematics, applied for leave for next year to accept National Science Foundation grant for study at University of Illinois.

New Appointments - Mr. Otto Jakubek, Division of Social Science
Mrs. Doris Jakubek, Third Grade, CES
Del Peterson - Education Division, Supervisor of Student Teachers with rank of Associate Professor of Education

Agenda (continued)

5. (continued)

Resignations:	Elbert Bellows	Division of Music
	Stuart Churchill	Division of Music
	John Fuller	Language and Literature
	Gladys Louisa	Language and Literature
	Kenneth MacLean	Language and Literature

Request for Re-election - Donald Thompson, Education Division

Letter from Miss Mount - Head Librarian

6. Selection of faculty member to Committee of Nine:

Faculty Council recommends that the Chairman of the Council appoint a Committee of Three to nominate two candidates to be voted upon by the faculty as a whole. The one selected will serve on the Committee of Nine for the biennium.

Agenda (continued)

5. (continued)

Resignations:	Elbert Bellows	Division of Music
	Stuart Churchill	Division of Music
	John Fuller	Language and Literature
	Gladys Louisa	Language and Literature
	Kenneth MacLean	Language and Literature

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