

THE EVERGREEN STATE COLLEGE

July 17, 1972

To: Members of the Faculty and Others Exempt from the Civil Service
From: Charles McCann
Subject: Report of the DTF on Salaries

By this time you have already received the report of the DTF on Salaries. I congratulate them for a very good piece of committee work and thank all the people who have helped them in their work.

I shall recommend to the Trustees that they accept the concepts embodied in the report.

With regard to detail, however, I shall suggest to them (1) that the report include reasonably clear criteria for each of the salary groups; for instance, the future quality of salary group VI should be protected by describing as a minimum the accomplishments of those people presently in that salary group, not simply their years of experience; (2) that librarians and staff counselors have a uniform merit arrangement. I cannot, however, recommend the same salary scale as that for full time teaching faculty on nine-month contracts for reasons both economic and relating to functions performed; (3) that the criteria for counting experience should be buttressed by a statement which describes the present quality of the Evergreen faculty. As listed, the criteria for counting years of experience seem to be a collection of possible exceptions at a minimal level. Since no one intends to make this list of minimal exceptions the operating criteria, let's, therefore, have the published statement reflect the actual quality we presently have and will strive to maintain and improve.

CJM:rb

cc: Trustees