

THE EVERGREEN STATE COLLEGE
RETIREMENT RESOLUTION

EXHIBIT I

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

I. Participation in the Plan.

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

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

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

The Evergreen State College shall forward the combined sum to Teachers Insurance and Annuity Association for the purchase of retirement benefits for the participant. Premiums may be allocated, at the election of the participant, between TIAA and CREF in any whole percentage, including payment of the full premium to either company.

III. Ownership of Annuity Contracts. The participant shall have full title to his TIAA and CREF policies.

IV. Retirement Income. The sources of retirement income shall be as follows:

- A. Benefits from Old Age and Survivors Insurance (Social Security).
- B. Income derived from TIAA and CREF policies including any amounts received under the TIAA-CREF Retirement Transition Benefit option.

- V. Retirement Age. Except as provided in Section VI, all participants in this retirement plan shall retire at the end of the academic year in which they attain age 65, herein called normal retirement age.
- VI. Extension of Service. By special vote of the Board of Trustees, extensions of service beyond normal retirement age may be made for definite periods not to exceed one year each, but no such extensions shall postpone retirement beyond the end of the academic year in which age 70 is attained.
- VII. Administration. The administration of this retirement system shall be by a retirement officer appointed by the President.
- X. Effective Date. The effective date of this retirement plan shall be April 13, 1972.

Approved by: /s/ Janet P. Tourtellotte
(Chairman)

/s/ A. E. Saunders
(Secretary)

Date: April 13, 1972

such buildings and facilities, including interest during construction and other incidental costs, and to issue revenue bonds or other evidence of indebtedness therefor, and to refinance the same before or at maturity and to provide for the amortization of such indebtedness from services and activities fees or from the rentals, fees, charges, and other income derived through the ownership, operation and use of such lands, buildings, and facilities and any other dormitory, hospital, infirmary, dining, student activities, student services, vehicular parking, housing or boarding building or facility at the institution;

(5) Contract to pay as rental or otherwise the cost of the acquisition of such lands and of the construction and installation of such buildings and facilities on the amortization plan; the contract not to run over forty years;

(6) Expend on the amortization plan services and activities fees and/or any part of all of the fees, charges, rentals, and other income derived from any or all revenue-producing lands, buildings, and facilities of their respective institutions, heretofore or hereafter acquired, constructed or installed, including but not limited to income from rooms, dormitories, dining rooms, hospitals, infirmaries, housing or student activity buildings, vehicular parking facilities, land or the appurtenances thereon, and to pledge such services and activities fees and/or the net income derived through the ownership, operation and use of any lands, buildings or facilities of the nature described in subsection (1) hereof for the payment of part or all of the rental, acquisition, construction, and installation, and the betterment, repair, and renovation or other contract charges, bonds or other evidence of indebtedness agreed to be paid on account of the acquisition, construction, installation or rental of, or the betterment, repair or renovation of, lands, buildings, facilities and equipment of the nature authorized by this section. [1973 1st ex.s. c 130 § 1; 1969 ex.s. c 223 § 28B.10.300. Prior: 1967 ex.s. c 107 § 1; 1963 c 167 § 1; 1961 c 229 § 2; prior: (i) 1950 ex.s. c 17 § 1, part; 1947 c 64 § 1, part; 1933 ex.s. c 23 § 1, part; 1925 ex.s. c 91 § 1, part; Rem. Supp. 1947 § 4543-1, part. (ii) 1947 c 64 § 2, part; 1933 ex.s. c 23 § 2, part; 1925 ex.s. c 91 § 2, part; Rem. Supp. 1947 § 4543-2, part. Formerly RCW 28.76.180.]

28B.10.335 VALIDATION OF PRIOR BOND ISSUES. All terms, conditions, and covenants, including the pledges of student activity fees, student use fees and student building use fees, special student fees or any similar fees charged to all full time students, or to all students, as the case may be, registering at the

state's colleges and universities, contained in all bonds heretofore issued to pay all or part of the cost of acquiring, constructing or installing any lands, buildings, or facilities of the nature described in RCW 28B.10.300 are hereby declared to be lawful and binding in all respects. [1973 1st ex.s. c 130 § 3.]

28B.10.400 ANNUITIES AND RETIREMENT INCOME PLANS--AUTHORIZED. [EFFECTIVE JULY 1, 1974.] The boards of regents of the state universities, the boards of trustees of the state colleges, and the state board for community college education are authorized and empowered:

(1) To assist the faculties and such other employees as any such board may designate in the purchase of old age annuities or retirement income plans under such rules and regulations as any such board may prescribe. County agricultural agents, home demonstration agents, 4-H club agents, and assistant county agricultural agents paid jointly by the Washington State University and the several counties shall be deemed to be full time employees of the Washington State University for the purposes hereof;

(2) To provide, under such rules and regulations as any such board may prescribe for the faculty members or other employees under its supervision, for the retirement of any such faculty member or other employee on account of age or condition of health, retirement on account of age to be not earlier than the sixty-fifth birthday: PROVIDED, That such faculty member or such other employee may elect to retire at the earliest age specified for retirement by federal social security law: PROVIDED FURTHER, That any supplemental payment authorized by subsection (3) of this section and paid as a result of retirement earlier than age sixty-five shall be at an actuarially reduced rate;

(3) To pay to any such retired person or his surviving spouse, each year after his retirement, an amount which, when added to the amount of such annuity or retirement income plan received by him or his surviving spouse in such year, will not exceed fifty percent of the average annual salary paid to such retired person for his highest two consecutive years of full time service at an institution of higher education: PROVIDED, HOWEVER, That if such retired person prior to his retirement elected a supplemental payment survivors option, any such supplemental payments to such retired person or his surviving spouse shall be at actuarially reduced rates. [1973 1st ex.s. c 149 § 1; 1971 ex.s. c 261 § 1; 1969 ex.s. c 223 § 28B.10.400. Prior: 1965 c 54 § 2; 1957 c 256 § 1; 1955 c 123 § 1; 1947 c 223 § 1; 1943 c 262 § 1; 1937 c 223 § 1; Rem. Supp. 1947 § 4543-11. Formerly RCW 28.76.240.]

Severability--1973 1st ex.s. c 149: "If any provision of this 1973 amendatory act,

or its application to any person or circumstance is held invalid, the remainder of the act, or the application of the provision to other persons or circumstances is not affected." [1973 1st ex.s. c 149 § 9.]

Appropriation—1973 1st ex.s. c 149: "The sum of \$1,611,650 is hereby appropriated from the general fund for the purpose of carrying out this 1973 amendatory act, to be allocated by the governor to the institutions of higher education." [1973 1st ex.s. c 149 § 10.]

Effective date—1973 1st ex.s. c 149: "This 1973 amendatory act shall take effect on July 1, 1974." [1973 1st ex.s. c 149 § 11.] The above annotations apply to RCW 28B.10.400, 28B.10.405, 28B.10.410, 28B.10.415, 28B.10.420, 28B.10.423 and 83.20.030 and the repeal of RCW 28B.50.570, 28B.50.571, 28B.50.572, 28B.50.573, 28B.50.574 and 28B.50.575.

28B.10.405 ANNUITIES AND RETIREMENT INCOME PLANS—CONTRIBUTIONS BY FACULTY AND EMPLOYEES. (EFFECTIVE JULY 1, 1974.) Members of the faculties and such other employees as are designated by the boards of regents of the state universities, the boards of trustees of the state colleges, or the state board for community college education shall be required to contribute not less than five percent of their salaries during each year of full time service after the first two years of such service toward the purchase of such annuity or retirement income plan; such contributions may be in addition to federal social security tax contributions, if any. [1973 1st ex.s. c 149 § 2; 1971 ex.s. c 261 § 2; 1969 ex.s. c 223 § 28B.10.405. Prior: 1955 c 123 § 2; 1947 c 223 § 2; Rem. Supp. 1947 § 4543-12. Formerly RCW 28.76.250.]

Severability—Appropriation—Effective date—1973 1st ex.s. c 149: See notes following RCW 28B.10.400.

28B.10.410 ANNUITIES AND RETIREMENT INCOME PLANS—LIMITATION ON INSTITUTION'S CONTRIBUTION. (EFFECTIVE JULY 1, 1974.) The boards of regents of the state universities, the boards of trustees of the state colleges, or the state board for community college education shall pay not more than one-half of the annual premium of any annuity or retirement income plan established under the provisions of RCW 28B.10.400 as amended in section 1, chapter 149, Laws of 1973 1st ex. sess. Such contribution shall not exceed ten percent of the salary of the faculty member or other employee on whose behalf the contribution is made. This contribution may be in addition to federal social security tax contributions made by the boards, if any. [1973 1st ex.s. c 149 § 3; 1971 ex.s. c

261 § 3; 1969 ex.s. c 223 § 28B.10.410. Prior: 1955 c 123 § 3; 1947 c 223 § 3; Rem. Supp. 1947 § 4543-13. Formerly RCW 28.76.260.]

Severability—Appropriation—Effective date—1973 1st ex.s. c 149: See notes following RCW 28B.10.400.

28B.10.415 ANNUITIES AND RETIREMENT INCOME PLANS—LIMITATION ON ANNUITY OR RETIREMENT INCOME PLAN PAYMENT. (EFFECTIVE JULY 1, 1974.) The boards of regents of the state universities, the boards of trustees of state colleges, or the state board for community college education shall not pay any amount to be added to the annuity or retirement income plan of any retired person who has served for less than ten years in one or more of the state institutions of higher education. In the case of persons who have served more than ten years but less than twenty-five years no amount shall be paid in excess of four percent of the amount authorized in subdivision (3) of RCW 28B.10.400 as amended in section 1, chapter 149, Laws of 1973 1st ex. sess., multiplied by the number of years of full time service rendered by such person. [1973 1st ex.s. c 149 § 4; 1971 ex.s. c 261 § 4; 1969 ex.s. c 223 § 28B.10.415. Prior: 1955 c 123 § 4; 1947 c 223 § 4; Rem. Supp. 1947 § 4543-14. Formerly RCW 28.76.270.]

Severability—Appropriation—Effective date—1973 1st ex.s. c 149: See notes following RCW 28B.10.400.

28B.10.420 ANNUITIES AND RETIREMENT INCOME PLANS—RETIREMENT AT AGE SEVENTY. (EFFECTIVE JULY 1, 1974.) Faculty members or other employees designated by the boards of regents of the state universities, the boards of trustees of the state colleges, or the state board for community college education pursuant to RCW 28B.10.400 through 28B.10.420 shall be retired from their employment with their institutions of higher education not later than the end of the academic year next following their seventieth birthday. [1973 1st ex.s. c 149 § 5; 1969 ex.s. c 223 § 28B.10.420. Prior: 1947 c 223 § 5; Rem. Supp. 1947 § 4543-14a. Formerly RCW 28.76.280.]

Severability—Appropriation—Effective date—1973 1st ex.s. c 149: See notes following RCW 28B.10.400.

28B.10.423 ANNUITIES AND RETIREMENT INCOME PLANS—LIMIT ON RETIREMENT INCOME—ADJUSTMENT OF RATES. (EFFECTIVE JULY 1, 1974.) It is the intent of RCW 28B.10.400, 28B.10.405, 28B.10.410, 28B.10.415, 28B.10.420, 28B.10.423 and 83.20.030 that the retirement income resulting from the contributions described herein from the

state of Washington and the employee shall be projected actuarially so that it shall not exceed sixty percent of the average of the highest two consecutive years salary. Periodic review of the retirement systems established pursuant to RCW 28B.10.400, 28B.10.405, 28B.10.410, 28B.10.415, 28B.10.420, 28B.10.423 and 83.20.030 will be undertaken at such time and in such manner as determined by the committees on ways and means of the senate and of the house of representatives and the public pension commission, and joint contribution rates will be adjusted if necessary to accomplish this intent. [1973 1st ex.s. c 149 § 8.]

Severability--Appropriation--Effective date--1973 1st ex.s. c 149: See notes following RCW 28B.10.400.

28B.10.510 ATTORNEY GENERAL AS ADVISOR. The attorney general of the state shall be the legal advisor to the presidents and the boards of regents and trustees of the institutions of higher education and he shall institute and prosecute or defend all suits in behalf of the same. [1973 c 62 § 3; 1969 ex.s. c 223 § 28B.10.510. Prior: 1909 c 97 p 242 § 8; RRS § 4560; prior: 1897 c 118 § 189; 1890 p 399 § 19. Formerly RCW 28.77.125; 28.76.300.]

Savings--Severability--1973 c 62: See notes following RCW 28B.10.200.

28B.10.660 LIABILITY, LIFE, HEALTH, HEALTH CARE, ACCIDENT, DISABILITY, AND SALARY INSURANCE OR PROTECTION AUTHORIZED--PREMIUMS--INSTITUTIONS OF HIGHER EDUCATION (AS AMENDED BY 1973 1ST EX.S. C 2 § 2). The regents or trustees of any of the state's institutions of higher education may make available liability, life, health, health care, accident, disability and salary protection or insurance or any one of, or a combination of, the enumerated types of insurance, or any other type of insurance or protection, for the regents or trustees, students and employees of the institution, and their dependents. Whenever funds shall be available for these purposes, the regents or trustees of any of the state's institutions of higher education may contribute all or a part of the cost of such protection or insurance for the employees of their respective institutions and their dependents. The premiums due on such liability insurance shall be borne by the university or college. The premiums due on such protection or insurance shall be borne by the assenting regent, trustee or student. All contracts for insurance or protection written to take advantage of the provisions of this section shall provide that the beneficiaries of such contracts may utilize on an equal participation basis

the services of those practitioners licensed pursuant to chapters 18.22, 18.25, 18.53, 18.57 and 18.71 RCW. [1973 1st ex.s. c 9 § 2; 1971 ex.s. c 269 § 3; 1969 ex.s. c 237 § 4; 1969 ex.s. c 223 § 28B.10.660. Prior: 1967 c 135 § 2, part; 1959 c 187 § 1, part. Formerly RCW 28.76.410, part.]

Reviser's note: RCW 28B.10.660 was amended twice during the 1973 first extraordinary session of the legislature, each without reference to the other.

For rule of construction concerning sections amended more than once at the same legislative session, see RCW 1.12.025.

28B.10.660 LIABILITY, LIFE, HEALTH, HEALTH CARE, ACCIDENT, DISABILITY, AND SALARY INSURANCE OR PROTECTION AUTHORIZED--PREMIUMS--INSTITUTIONS OF HIGHER EDUCATION (AS AMENDED BY 1973 1ST EX.S. C 147 § 4). The regents or trustees of any of the state's institutions of higher education may make available liability, life, health, health care, accident, disability and salary protection or insurance or any one of, or a combination of, the enumerated types of insurance, or any other type of insurance or protection, for the regents or trustees and students of the institution. The premiums due on such protection or insurance shall be borne by the assenting regents, trustees, or students. The regents or trustees of any of the state institutions of higher education may make liability insurance available for employees of the institutions. The premiums due on such liability insurance shall be borne by the university or college. [1973 1st ex.s. c 147 § 4; 1971 ex.s. c 269 § 3; 1969 ex.s. c 237 § 4; 1969 ex.s. c 223 § 28B.10.660. Prior: 1967 c 135 § 2, part; 1959 c 187 § 1, part. Formerly RCW 28.76.410, part.]

Effective date--Effect of veto--Appropriation--Savings--Severability--1973 1st ex.s. c 147: See notes following RCW 41.05.020.

Reviser's note: RCW 28B.10.660 was amended twice during the 1973 first extraordinary session of the legislature, each without reference to the other.

For rule of construction concerning sections amended more than once at the same legislative session, see RCW 1.12.025.

28B.10.704 PROGRAMS FOR INTERCOLLEGIATE ATHLETIC COMPETITION IN INSTITUTIONS OF HIGHER EDUCATION--FUNDS FOR ASSISTANCE OF STUDENT PARTICIPANTS. Funds used for purposes of providing scholarships or other forms of financial assistance to students in return for participation in intercollegiate athletics in accordance with RCW 28B.10.703 shall include but not be limited to moneys received as contributed or donated funds, or revenues derived

THE EVERGREEN STATE COLLEGE

EAC 174-147 RETIREMENT AND INSURANCE

Retirement Policies

EAC 174-147-400 Introduction

- (1) Authority for retirement system: The Evergreen State College Retirement System has been established by the Board of Trustees under authority provided by RCW 28B.10.400 et seq. for the purpose of providing retirement incomes and related benefits to certain faculty and administrative exempt staff members.
- (2) Retirement system goal: The Board of Trustees has adopted the goal for the retirement system to provide for participants, upon retirement, at age 65 and after 25 years of service, a minimum retirement income based upon 50 percent of the average salary of the highest two consecutive years of service, exclusive of Federal Social Security benefits.
- (3) Definitions:
 - (a) Annuity: Retirement income purchased from the Teachers' Insurance and Annuities Association and its companion organization, the College Retirement and Equities Fund (TIAA/CREF) and Washington Teachers' Retirement System, by joint contributions. The amount to be treated as annuity from the latter shall include only that portion earned while a member of a Washington State higher education institution.
 - (b) Annuity retirement option: Lifetime income after retirement, selected from several choices to provide maximum income for the retiree only or reduced income during retirement that includes continuation of a portion of that income to a beneficiary.
 - (c) Full-time service: Employment as a member of the college faculty or administrative exempt staff in a position normally requiring employment of more than 70 hours per month in at least five months of each year. Full-time service does not include employment incidental to obtaining an education.

Full-time service for both groups shall not include leaves of absence without pay or employment in non-Washington state institutions of higher education, but shall include leaves of absence for active military service that interrupt college employment, leaves of absence for illness with pay and professional leave time with compensation.
 - (d) Includable salary: Income upon which contributions are made by both a participant and a public higher education institution in the State of Washington.

- (e) Highest two consecutive year salary: The highest includable salary received during any 24 consecutive months of full-time service.
- (f) Retirement income benefit: The amount of minimum retirement income calculated on the basis of length of service and average salary for the highest two consecutive years. TIAA/CREF annuities and any pension as a result of participation in the Public Employees Retirement System or the Washington Teachers' Retirement System while employed in a Washington State public higher education institution, and supplemental retirement income payment shall be included as part of the retirement income benefit. Social Security benefits shall not be used to reduce this minimum retirement income nor are they a part of it.
- (g) Supplemental retirement income payment: Income paid by the college when the calculated retirement income benefit is greater than the retirement annuity as described in EAC 174-147-440(3).

EAC 174-147-410 Eligibility to Participate in the Retirement System

- (1) Faculty eligibility: Participation is restricted to and mandatory for employees of the college except as described in EAC 174-147-410(2).
- (2) Eligibility for exemption from participation:
 - (a) Persons eligible to participate in the Public Employees Retirement System.
 - (b) Persons in positions requiring normally less than five months service per year and/or less than half time employment.
 - (c) Persons employed primarily as an incident to and in furtherance of their education or training.
 - (d) Persons employed primarily as an incident to the education or training of a spouse except such employees may declare themselves to be career employees and upon request, will be granted participating membership rights.
 - (e) Persons rendering professional services on a fee, retainer, or contract basis or as an incident to the private practice of a profession.
- (3) Participation required: As a condition of employment, an eligible member of the faculty or exempt staff shall begin contributory participation in the retirement system immediately upon employment if he or she already owns a TIAA/CREF contract, or at the beginning of the third year of full-time service if he or she does not own a TIAA/CREF contract upon employment; provided, however, that:

- (a) Any member of the faculty or exempt staff may, at his or her option, begin contributory participation prior to the beginning of the third year of full-time service.
 - (b) Any member of the faculty or exempt staff who, at the time of employment, is a member of the Washington State Teachers' Retirement System, may, at his or her option, elect to retain his or her membership in that system, either temporarily or permanently, and shall not, while a member of that system, be required to begin contributory participation in TIAA/CREF.
 - (c) Any member of the faculty or exempt staff who, at the time of employment, is a member of the State Employees' Retirement System, may, at his or her option, elect to retain his or her membership in that system, either temporarily or permanently, and shall not, while a member of that system, be requested to begin contributory participation in TIAA/CREF.
- (4) Reclassification of classified staff to faculty: Upon reclassification by the administration of any college employee from a classified staff category to a faculty category, the faculty member shall thereupon be eligible for participation in the retirement system provided such faculty member meets all other eligibility criteria for participation and provided that application for participation is made within two years of the date of reclassification. The faculty member will continue participation in the Public Employees Retirement System if transfer is not chosen.
 - (5) Transfer from faculty appointment to classified or exempt staff position: Upon transfer from faculty status to a classified or exempt staff position, an employee may continue participation in the college retirement system or begin participation in the Public Employees Retirement System as a new employee.

EAC 174-147-420 Source of Retirement Income Benefit

- (1) The retirement income benefit shall consist of:
 - (a) TIAA/CREF annuities: The income derived from annuities purchased from TIAA and/or CREF.
 - (b) Supplemental retirement income payment: Supplementary retirement income payments, to full-time members of the retirement system after at least ten years of full-time service according to the provisions prescribed in these rules.
 - (c) State of Washington Employees Retirement Benefits: The retirement income, if any, resulting from participation in the Washington Public Employees Retirement System and the Washington Teacher's Retirement System while employed in a Washington State public higher education institution, providing retirement occurred while the employee was a participant in the college retirement system.

- (2) Benefits under Federal Old Age Survivors Insurance (Social Security) shall be in addition to the retirement income as herein defined.

EAC 174-147-430 Contribution Rates, Contribution Distribution, and Includable Salary

- (1) Basis for contribution: Payments to the retirement system are made by each participant in accordance with the rates established in EAC 174-147-430(4).
- (2) Summer salary participation: Participants with summer appointments shall contribute to the retirement system on salary received during their summer appointments. Such contributions will be at the rates provided in EAC 174-147-430(4).
- (3) College contribution: College contributions shall be equal to the employee contribution, but in no instance shall exceed ten percent of salary and shall apply to the purchase of retirement benefits for the participants.
- (4) Contribution rate:
 - (a) Employees less than age 35. Five percent of basic annual salary.
 - (b) Employees 35 years of age or older.
 - (i) Minimum contribution: Beginning the first pay period following the 35th birthday of the participant - 7.5 percent of basic annual salary.
 - (ii) Maximum contribution: Beginning the first pay period following the attainment of age 50 or later, upon application, an employee may elect to contribute 10 percent of basic annual salary.
- (5) Distribution of contribution: TIAA/CREF. Premiums may be allocated, at the election of the participant, between TIAA and CREF in any whole percentage, including payment of the full premium to either company. (If a person does not elect a contribution distribution, 50 percent of the contribution shall be allocated to TIAA and 50 percent of the contribution shall be allocated to CREF.)
- (6) Income tax deferment: As authorized by the Internal Revenue Code an employee may enter into an agreement with the college to reduce the employee's monthly basic salary by the amount of the retirement system contribution and by a supplemental amount as prescribed in the Internal Revenue Code and the college shall transmit that amount to purchase retirement annuities in the name of the employee and thereby defer the income tax on the amount until received as retirement annuity income. Any agreement regarding this section shall be legally binding and irrevocable for both parties while employment

continues; provided, however, that after one year from the effective date of the agreement, either party may terminate the agreement; and provided, further, that no more than one agreement for such salary reduction may be made within any taxable year of the employee except to the extent otherwise permitted by the regulations under Section 403 (b) of the Internal Revenue Code.

- (7) Old Age Survivor Insurance (Social Security) contributions: Contributions, as prescribed, shall be in addition to retirement system contributions.

EAC 174-147-440 Retirement Income Benefit

- (1) Eligibility: Participants in the retirement system shall, after ten or more years of full-time service, be eligible for a retirement income benefit as prescribed in the following sections.
- (2) Retirement income benefit: The retirement income benefit shall be computed at retirement, after ten or more years of full-time service and be based on a rate of two percent of the average of the highest two consecutive years annual salary for each year of full-time service to a maximum of 25 years and 50 percent. Beginning July 1, 1974, if a participant does not elect to contribute ten percent of salary for the purchase of retirement annuities, during periods of service at age 50 or later, the retirement income benefit for those periods, as included in the calculations of the retirement income benefit, shall be based on a rate of 1.5 percent of the average of the highest two consecutive years annual salary, e.g., if the participant works for twenty years prior to age 50 and contributes only 7.5 percent thereafter, the retirement income benefit will be based upon twenty years at two percent and five years at 1.5 percent. Failure to contribute at the 10 percent rate prior to July 1, 1974, shall not affect the retirement income benefit.
- (3) Retirement option as a base for the retirement income benefit:
- (a) Annuity retirement option: The TIAA/CREF Joint and 2/3 Annuity to Survivor with a ten year guarantee, including post retirement dividends, shall be the basis for calculating the retirement income benefit assuming each retiree has a spouse the same age as the retiree.
- (i) The election of an annuity option, other than the Joint and 2/3 Annuity to Survivor with a ten year guarantee, including post retirement dividends, shall not alter the calculation of the supplemental retirement income payment.
- (ii) The annuity accumulation in CREF may be optionally transferred to a TIAA annuity at the time of retirement and the annuity retirement option shall be calculated after such transfer.

1880
2/3 to 100%
10
2
20
2% for each
year of full
time service
to a maximum
of 50%

300

- (iii) Transition benefit: A participant, age 55 or older, may elect to take upon retirement, a transition benefit of a lump sum payment of up to ten percent from each TIAA or CREF contract accumulation then being converted to an annuity payment thereby reducing the total TIAA/CREF annuity benefits by the amount of such payment. Calculation of the retirement income benefit shall be made on the basis of the original annuity accumulation, before removing the lump sum payment.
- (b) Annuity retirement option for Washington State Teachers' Retirement Benefit: A rate of two percent of the average of the highest two consecutive years annual salary for each year of full-time service while participating in Washington State Teachers' Retirement System.
 - (i) The basis for calculating the retirement income benefit for a retiree with vested interest and who has maintained participation in the Washington State Teacher's Retirement shall receive an annuity equal to the amount calculated by the method described in this section from Washington State Teacher's Retirement.
 - (ii) For a retiree who opted to withdraw from Washington State Teacher's Retirement and received a lump sum refund in 1957, it shall be assumed for supplement calculation that he is credited with a retirement annuity equal to two percent for each year of full-time service while participating in the Washington State Teacher's Retirement computed on the base of the average salary of the highest two consecutive years within the period prior to 1957.
- (4) Supplemental retirement income payment
 - (a) For the purpose of the retirement income benefit calculation, if the retirement income benefit is greater than the annuity retirement option, then a supplemental retirement income payment shall be paid monthly to a retiree.
 - (b) Contributions assumptions:
 - (i) In no case shall annuities purchased entirely by self-paid premiums of the individual be used to reduce the college obligation for supplemental retirement income payments.
 - (ii) Summer contributions: Retirement annuities developed from employees and college contributions from summer salary, shall be included in the calculation of the retirement income benefit.

Summer salary shall be included in the average of the highest two consecutive years salary.

- (iii) Only annuity accumulations resulting from employee and employer contributions while employed at public higher education institutions within the State of Washington shall be included in the annuity retirement option.
 - (iv) The value of the annuity retirement option shall include the amount of an annuity and its accumulation that was separated from the employee's annuity as the result of divorce proceedings.
 - (v) The value of the annuity retirement option for TIAA/CREF shall be calculated as if half the contributions were allocated to TIAA and half to CREF.
- (c) Supplemental retirement income payment for a surviving spouse: Prior to retirement, a person or his assignee may elect a supplemental retirement income payment option to provide for the continuation of that supplement to the surviving spouse; provided, that if such option is elected the supplemental retirement income payments shall be in the same proportion as the elected survivor annuity option, and provided further, that this section shall not apply to persons retired prior to July 1, 1974.
 - (d) Early retirement provisions for supplemental retirement income payment: At the time of retirement of a participant who has elected to retire earlier than his or her 65th birthday, the supplemental retirement income payment shall be calculated in accordance with the provisions of this section; provided, that the amounts so calculated shall be reduced by 0.5 percent for each month by which the retirement age is less than 65.
 - (e) Minimum supplemental retirement income payment: The supplemental retirement income payment shall be made in equal monthly installments. If, however, such monthly installments should be less than ten dollars the supplemental retirement income payment may be made at the choice of the President or his designee at longer intervals.
- (5) Spouse signature: The spouse's signature shall be required by the college indicating acknowledgment of the annuity retirement option and the supplemental retirement income payment option.

EAC 174-147-450 Retirement Age

- (1) Normal retirement age: Sixty-five is the normal retirement age at The Evergreen State College. A faculty member or other employee may elect to retire at the earliest age specified for retirement by Federal Social Security Law.

- (2) Extension of service. By special vote of the Board of Trustees, extension of service beyond normal retirement age may be made for definite periods not to exceed one year each, but no such extension shall postpone retirement beyond the end of the academic year in which age 70 is attained.
- (3) Effective date of retirement:
- (a) Faculty personnel shall be retired by July 1 or at the conclusion of the teaching contract next following attainment of retirement age.
 - (b) Administrative exempt staff personnel shall be retired by January 1 or July 1 next following attainment of retirement age.
- (4) Reemployment of retirees:
- (a) A retiree reemployed by the college for less than 40 percent of full-time or less than 70 hours per month, or for less than five consecutive months shall be eligible to receive retirement income under the provisions of the retirement system. Retirement contributions will not be made from salary for such employment.
 - (b) Where employment is for 40 percent of full-time or more, or 70 hours per month or more, or more than five consecutive months, then supplemental retirement income payments shall not continue during this period of employment, provided that TIAA/CREF annuity benefits shall not be affected.
 - (i) Contributions to the retirement system shall not be made if employment is not expected to last for more than five consecutive months or employment will be for less than 40 percent of full-time service.
 - (ii) If employment is expected to last for more than five consecutive months and employment will be 40 percent of full-time service or more, the employee may elect to contribute, at applicable rates, toward the purchase of retirement annuities and such contributions shall be matched by the college. Such annuity benefits shall not be included in the calculation of retirement income payments.

EAC 174-147-460 Retirement for Disability

- (1) Disability provision: Any eligible employee under age 65 who is totally and permanently disabled may be retired for condition of health, either at his or her own request or by request of the President. Final approval rests with the Board of Trustees.

Should the final approval rest with the Board?

- (a) All employees who belong to The Evergreen State College retirement system shall be designated as eligible employees.
- (b) Employees over age 65 who are disabled will be eligible under the regular retirement for age provisions of the retirement system.
- (2) Request for disability retirement: Any request for retirement on account of disability must be reviewed by a committee consisting of three physicians, one to be chosen by each of: the President, the Vice President and Provost, and the individual involved or his representative. After review, this committee will make recommendations to the Board of Trustees. After retirement for disability, the case may be reviewed by such a committee semi-annually upon request of the President or the individual who is retired.
- (3) Payment of supplemental retirement income payments. Subject to statutory limitation and the general provision of its retirement regulations, The Evergreen State College will make, to a person retired for disability, monthly supplemental retirement income payments which, when added to the annuity received by the individual, will equal the amount to which the person would have been entitled, based upon his or her number of years of services and on his or her number of years of service and on his or her actual average of the two consecutive years annual salary.

EAC 174-147-470 Withdrawal from the Retirement System

- (1) Ownership of annuity contracts. Each TIAA Retirement Annuity Contract and CREF Certificate issued in accordance with the provisions of this retirement system is for the purpose of providing a retirement and/or a death benefit and is the property of the individual participant.
- (2) Repurchase of TIAA/CREF annuities: Under certain conditions TIAA may repurchase the retirement annuity of a participant who leaves the employ of the college for reasons other than retirement or disability. A retirement annuity will be repurchased before payments to the annuitant have begun if the annuity has been in force for five years or less; or for annuities in force more than five years, if the repurchase value is \$2,000 or less, provided that the following conditions are met:
 - (a) The annuitant requests repurchase.
 - (b) The annuitant is neither employed at nor is transferring to an institution having a TIAA retirement plan (sabbatical and other authorized leaves of absence being considered as employment).
 - (c) All participating institutions that contributed premiums consent to the repurchase.

- (d) If the annuitant has more than one annuity, the total value of all TIAA and CREF annuities and the longest duration of any of them, shall govern in determining whether a repurchase will be made under this rule. (The result being that all or none of his or her annuities will be repurchased.)
 - (e) Upon repurchase the refund will be distributed on the basis of a payment of 50 percent of the accumulation to the employee and 50 percent less repurchase charges to the college.
- (3) Provision for change in TIAA/CREF repurchase policy. In the event any changes are made by TIAA/CREF in their automatic repurchase policy the Board of Trustees shall decide the repurchase policy to be followed by the college.
 - (4) Resignation of employment: Should a participating employee resign before attaining retirement age, the contract remains in force, without further premiums, in the amount of employee contributions, matching contributions by The Evergreen State College and dividends. The owner will be eligible for payments according to the provision of the contract upon reaching retirement age; however, the employee may continue payments into the contract thereby purchasing a larger annuity or, as a faculty member in another institution that also has a contract with TIAA, may transfer that policy to the other institution. An employee who has resigned from service with the college and is not participating with another TIAA/CREF member institution may commence receiving periodic lifetime payments beginning at any practical age upon agreement with TIAA/CREF.
 - (5) Option to surviving spouse on the death of participant before retirement. The surviving spouse shall be allowed any option available under TIAA/CREF rules including the option of a lump sum settlement of accumulated benefits.