

to the former treatment), or one whom the chiropractor reasonably believes to be a patient; and

(2) Without affecting his right to accept employment, a chiropractor may speak publicly or write for publication on chiropractic topics so long as he does not emphasize his own professional experience or reputation and does not undertake to give individual advice. [Statutory Authority: RCW 18.26.110(2), 78-05-052 (Order PL 287, Resolution 78-142), § 113-12-180, filed 4/25/78.]

### Title 131 WAC

## COMMUNITY COLLEGE EDUCATION, STATE BOARD FOR

#### Chapters

131-08	Practice and procedure.
131-16	Faculty and staff personnel.
131-28	Tuition and fee charges.
131-34	Employee relations and collective bargaining.

#### Chapter 131-08 WAC

### PRACTICE AND PROCEDURE

#### WAC

131-08-005	General description of state board organization and operations.
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**WAC 131-08-005 General description of state board organization and operations.** (1) The State Board for Community College Education consists of seven members appointed by the governor. Successors of the members initially appointed serve for terms of four years. For 1980, regular meetings will be held on January 17, February 28, April 10, May 22, June 26, September 11, October 16, and December 4. Meetings shall commence at 8:30 a.m.

(2) The executive officer and secretary of the board is the director of the state system of community colleges. He is in charge of the offices of the board and responsible to the board for the preparation of reports and the collection and dissemination of data and other public information relating to the state system of community colleges. He exercises, in the name of the board, all powers and duties delegated to him by the board and at the direction of the board executes, together with the chairman of the board, all contracts entered into by the board.

(3) It is the board's duty to exercise general supervision and control over the state system of community colleges consistent with the specific powers and duties set forth in the Community College Act of 1967, chapter 28B.50 RCW.

(4) The board's office is located in Olympia, Washington, 319 Seventh Avenue, 98504.

Information about specific meeting places and assistance may be obtained at the board office. Formal submission or requests to the state board should be addressed to the director at the Olympia office. [Statutory Authority: RCW 28.50.070 and 42.30.075. 79-12-070 (Order 78, Resolution 79-42), § 131-08-005, filed 11/30/79. Statutory Authority: RCW 28B.50.070. 78-07-063 (Order 72, Resolution 78-31), § 131-08-005, filed 6/30/78; Order 61, § 131-08-005, filed 7/8/77; Order 59, § 131-08-005, filed 7/6/76; Order 52, § 131-08-005, filed 1/9/76; Order 40, § 131-08-005, filed 6/27/75; Order 33, § 131-08-005, filed 11/14/74; Order 19, § 131-08-005, filed 7/2/73; Order 3, § 131-08-005, filed 6/19/69.]

#### Chapter 131-16 WAC

### FACULTY AND STAFF PERSONNEL

#### WAC

131-16-005	Mandatory retirement age defined.
131-16-011	Definitions.
131-16-040	Special retirement provisions for TIAA/CREF participants.
131-16-061	Supplemental retirement benefits.
131-16-410	Repealed.

#### DISPOSITION OF SECTIONS FORMERLY CODIFIED IN THIS CHAPTER

131-16-410	Optional salary increases for faculty and exempt personnel of certain community colleges. [Statutory Authority: 1977 ex.s. c 339. 78-06-057 (Order 69, Resolution 78-22), § 131-16-410, filed 5/24/78; Order 66, § 131-16-410, filed 9/13/77.] Repealed by 79-12-071 (Order 79 and 81, Resolution 79-43 and 79-46), filed 11/30/79. Statutory Authority: RCW 28B.50.090.
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**WAC 131-16-005 Mandatory retirement age defined.** The mandatory retirement age for employees of community college districts or the State Board for Community College Education shall be defined as the end of the academic year in which an employee attains age seventy; however, when officially approved by the district board of trustees, or by the State Board in the case of its employees, extension of service beyond the mandatory retirement age may be made for definite periods of time not to exceed one year each. [Statutory Authority: 1979 ex.s. c 159. 79-10-020 (Order 77, Resolution 79-30), § 131-16-005, filed 9/10/79; Order 28, § 131-16-005, filed 7/1/74.]

**WAC 131-16-011 Definitions.** For the purpose of WAC 131-16-005 through WAC 131-16-069, the following definitions shall apply:

(1) "Participant" shall be defined as any individual who is eligible to purchase retirement annuities through the TIAA/CREF Plan and whose basic contribution to such plan is matched by the employing college district or the State Board for Community College Education pursuant to the provisions of WAC 131-16-050.

(2) "Supplemental retirement benefit" shall be defined as payments, as calculated in accordance with

WAC 131-16-061, made by the community college district or the state board to an eligible retired participant or surviving spouse whose retirement benefits provided by the TIAA/CREF Plan do not attain the level of the retirement benefit goal established by WAC 131-16-015.

(3) "Year of full-time service" shall be defined as employment in an eligible position for a period of not less than five months in any fiscal year during which TIAA/CREF contributions were made by both the participant and a Washington public higher education institution; provided that not more than one year of full-time service will be credited for service in any one fiscal year.

(4) "Fiscal year" shall be defined as the period beginning on July 1 of any calendar year and ending on June 30 of the succeeding calendar year.

(5) "Average annual salary" shall be defined as the amount derived when the salary received during any two consecutive academic years of full-time service for which TIAA/CREF contributions were made by both the participant and a Washington public higher education institution is divided by two.

(6) "Academic year" shall be defined as the period beginning on September 1 of any calendar year and ending on August 31 of the next calendar year.

(7) "TIAA/CREF retirement benefit" shall be defined as the amount of annual retirement income derived from a participant's accumulated annuities including dividends at the time of retirement; provided that, solely for the purpose of calculating a potential Supplemental Retirement Benefit, such amount shall be adjusted to meet the assumptions set forth in WAC 131-16-061, subsection (2).

(8) "Salary" shall be defined as all remuneration received by the participant from the employing community college district or the state board including summer quarter compensation, extra duty pay, leave stipends, and grants made by or through the college district or state board.

(9) "Designated beneficiary" shall be defined as the surviving spouse of the retiree or, with the consent of such spouse, if any, such other person or persons as shall have an insurable interest in the retiree's life and shall have been nominated by written designation duly executed and filed with the retiree's institution of higher education. [Statutory Authority: RCW 28B.10.400. 79-12-069 (Order 80, Resolution 79-44), § 131-16-011, filed 11/30/79; Order 28, § 131-16-011, filed 7/1/74.]

**WAC 131-16-040 Special retirement provisions for TIAA/CREF participants.** (1) The normal retirement age shall be defined as the end of the academic year in which the participant attains age sixty-five: *Provided*, That any participant may elect to retire at the earliest age specified for retirement by federal social security law.

(2) There shall be no prior service benefits associated with participation in the TIAA/CREF Plan.

(3) The board of trustees of any college district may approve the retirement of any employee under the age of

seventy for reasons of health or permanent disability either upon the request of the individual employee or the district president; provided that the board of trustees shall first give reasonable consideration to the written recommendations regarding such requested retirement from the employee's personal physician and, if requested by either the employee or the district president, a review of such recommendations by another physician appointed by the board of trustees. [Statutory Authority: RCW 28B.10.400. 79-12-069 (Order 80, Resolution 79-44), § 131-16-040, filed 11/30/79; Order 28, § 131-16-040, filed 7/1/74; Order 4, § 131-16-040, filed 10/22/69.]

**WAC 131-16-061 Supplemental retirement benefits.**

(1) A participant is eligible to receive supplemental retirement benefit payments if at the time of retirement the participant is age sixty-two or over and has participated in the TIAA/CREF plan at a Washington public institution of higher education for at least ten years; provided that the amount of the supplemental retirement benefit, as calculated in accordance with the provisions of this section, is a positive amount.

(2) Subject to the provisions of subdivisions (c), (d), and (e) of this subsection, the annual amount of supplemental retirement benefit payable to a participant upon retirement is the excess, if any, when the value determined in subdivision (b) is subtracted from the value determined in subdivision (a), as follows:

(a) The lesser of fifty percent of the participant's average annual salary or two percent of the average annual salary multiplied by the number of years of full-time service; provided that if the participant did not elect to contribute ten percent of salary beginning July 1, 1974, or if later, after the first day of the calendar year following attainment of age fifty, service for such periods shall be calculated at the rate of one and one-half percent instead of two percent.

(b) The TIAA/CREF retirement benefit the participant would receive in the first month of retirement multiplied by twelve; provided that such benefit shall be calculated on the following assumptions:

(i) After July 1, 1974, fifty percent of the combined contributions were made to TIAA and fifty percent to CREF during each year of full-time service; provided that benefit calculations related to contributions made prior to July 1, 1974, shall be computed on the basis of actual allocations between TIAA and CREF; and

(ii) The full TIAA/CREF annuity accumulations, including all dividends payable by TIAA and further including the amounts, if any, paid in a single sum under the retirement transition benefit option, were fully settled on a joint and two-thirds survivorship option with a ten-year guarantee, using actual ages of retiree and spouse, but not exceeding a five-year difference; except that for unmarried participants the TIAA accumulations, including dividends, were settled on an installment refund option and the CREF accumulations were settled on a life annuity with ten-year guarantee option, all to be based on TIAA/CREF estimates at the time of retirement; and

(iii) Annuity benefits purchased by premiums paid other than as a participant in a Washington public institution of higher education TIAA/CREF retirement plan shall be excluded.

(c) The amount of supplemental retirement benefit for a participant who has not attained age sixty-five at retirement is the amount calculated in subsection (2) of this section reduced by one-half of one percent for each calendar month remaining until age sixty-five; provided that the supplemental retirement benefit for a participant retired for reason of health or permanent disability shall not be so reduced.

(d) Any portion of participant's TIAA and/or CREF annuity accumulation paid to a participant's spouse upon dissolution of a marriage shall be included in any subsequent calculation of supplemental retirement benefits just as if these funds had remained in the participant's TIAA and/or CREF annuity.

(e) The selection of a TIAA/CREF retirement option other than the joint and two-thirds survivorship with ten-year guarantee shall not alter the method of calculating the supplemental retirement benefit; however, if the participant's combined TIAA/CREF retirement benefit and calculated supplemental retirement benefit exceeds fifty percent of the participant's average annual salary, the supplemental retirement benefit shall be reduced so that the total combined benefits do not exceed fifty percent of average annual salary.

(3) The payment of supplemental retirement benefits shall be consistent with the following provisions:

(a) Supplemental retirement benefits shall be paid in equal monthly installments, except that if such monthly installments should be less than ten dollars, such benefit payments may be paid at longer intervals as determined by the employer.

(b) Supplemental retirement benefit payments will continue for the lifetime of the retired participant; however, prior to retirement, a participant may choose to provide for the continuation of supplemental retirement benefit payments, on an actuarially equivalent reduced basis, to his or her spouse or designated beneficiary after the retiree's death. Notification of such choice shall be filed in writing with the appropriate college district or state board officer and shall be irrevocable after retirement. If such option is chosen, the supplemental retirement benefit payments shall be in the same proportion as the TIAA/CREF survivor annuity option elected by the participant.

(c) Prior to making any supplemental benefit payments, the employing college district or state board shall obtain a document signed by the participant and spouse, if any, or designated beneficiary acknowledging the supplemental retirement benefit option chosen by the participant.

(4) A retired participant who is reemployed shall continue to be eligible to receive retirement income benefits, except that the supplemental retirement benefit shall not continue during periods of employment for more than forty percent of full-time or seventy hours per month or five months duration. Retirement contributions shall not be made from the salary for such employment, unless

the individual once again becomes eligible to participate under the provisions of WAC 131-16-020. [Statutory Authority: RCW 28B.10.400. 79-12-069 (Order 80, Resolution 79-44), § 131-16-061, filed 11/30/79; Order 28, § 131-16-061, filed 7/1/74.]

**WAC 131-16-410 Repealed.** See Disposition Table at beginning of this chapter.

### Chapter 131-28 WAC

#### TUITION AND FEE CHARGES

##### WAC

131-28-025	Method of assessing tuition and fee charges.
131-28-026	Tuition and fee charges for certain ungraded courses.
131-28-027	Costs and special fees for contracted educational services.
131-28-040	Criteria for determining eligibility for waiver of tuition and fees under RCW 28B.15.530.
131-28-041	Criteria for determining eligibility for waiver of tuition and fees under RCW 28B.15.520.
131-28-045	Procedure for implementing tuition and fee waivers authorized pursuant to RCW 28B.15.530.
131-28-085	Tuition and fee waivers for full-time community college employees.

**WAC 131-28-025 Method of assessing tuition and fee charges.** (1) For academic and occupational regular or short courses, tuition and fees charged to students:

(a) shall be based upon the number of credits assigned to such courses as listed in the official and current catalog of the college, or for courses not given such credit designations, the number of credit equivalents as computed by the method for deriving such equivalents established by the State Board.

(b) shall be assessed on a per-credit basis at uniform rates for resident and for nonresident students, provided:

(i) that the respective maximums charged to any resident or nonresident student shall not exceed the amount specified in RCW 28B.15.500,

(ii) that the required nonresident differential is charged to students registered for seven or more credits.

(c) shall be assessed for part-time students, exclusive of services and activities fees, for each credit of registration or its equivalent, at the rate of one-tenth of the total combined tuition and operating fees charged to full-time students consistent with RCW 28B.15.500.

(2) The provisions of this section shall not apply to the ungraded courses set forth in WAC 131-28-026.

(3) For community service courses, fees charged to students:

(a) shall be designated as a special fee, all revenue from which shall be used for the general operations and maintenance of the college;

(b) shall be assessed at a rate sufficient to defray the direct and indirect costs of offering such community service courses.

(4) Nothing herein shall be construed to be a restriction on the right of the district board of trustees to assess additional noninstructional fees and special fees to cover unique instructional costs or expendable instructional materials related to any course offered by a college district. [Statutory Authority: Chapter 34.04 RCW

and WAC 1-12-065, 78-07-064 (Order 71, Resolution 78-29), § 131-28-025, filed 6/30/78; Order 39, § 131-28-025, filed 6/27/75; Order 24, § 131-28-025, filed 3/21/74; Order 12, § 131-28-025, filed 7/22/71.]

**WAC 131-28-026 Tuition and fee charges for certain ungraded courses.** (1) When in the judgment of a district board of trustees certain courses should be designated as ungraded courses and offered by tuition and fee rates that differ from the standard rates set by RCW 28B.15.500 and WAC 131-28-025, the board of trustees may propose such designations and tuition and fee levels. Implementation of such proposals shall be contingent upon approval of the State Director, who shall review such proposals with respect to the provisions of subsection 2 of this section and with respect to a general standard of system-wide consistency of tuition and fee charges when essentially similar services are provided.

(2) Ungraded courses designated pursuant to subsection 1 of this section shall meet the following qualifications:

(a) The primary intent of offering the course is other than providing academic credit applicable to an associate's or higher degree.

(b) The course has a specialized purpose in that it is intended to meet the unique educational needs of a specific category or group of students.

(c) The course is offered for the purpose of providing the individual student with a discreet skill or basic body of knowledge other than that intended to lead to initial employment.

(d) The course cannot be administered as a contract course pursuant to WAC 131-28-027.

(e) The course is not offered as an integral part of any lower-division curriculum or program.

(f) The course is not one specifically or primarily intended to satisfy requirements for receiving a high school diploma.

(3) For the purposes of this section, ungraded courses shall be defined as those courses classified according to the official course classification taxonomy established by the State Board as occupational supplementary, occupational non-wage-earning, academic basic education, or academic general education courses, provided they shall also meet the qualifications set forth in subsection 2 of this section.

(4) For the purpose of implementing WAC 131-28-025(2), the tuition and fees, exclusive of special fees, charged by any Washington community college for the following ungraded courses shall be:

Course	Tuition	Operating Fee	Services and Activities Fee
(a) Courses offered for the purpose of satisfying [educational] related or supplemental educational requirements for apprentices while indentured with the	\$13.50 per year	\$13.50 per year	No Charge

Course	Tuition	Operating Fee	Services and Activities Fee
Washington State Apprenticeship Council or Federal Bureau of Apprenticeship and Training			
(b) Department of Labor and Industries approved industrial first aid courses offered for the purpose of satisfying WISHA first aid certification requirements	No Charge	No Charge	No Charge
(c) Parent education involving cooperative pre-school program	One-half the stand-ard district charge per credit per quarter less one-half of pre-school cooperative fee	One-half the stand-ard district charge per credit per quarter less one-half of of pre-school cooperative fee	No Charge
(d) Farm management and small business management	\$20.00 per year per person enrolled, minimum charge \$40.00 per year	\$20.00 per year per person enrolled, minimum charge \$40.00 per year	No Charge
(e) Adult Basic Education courses supported by federal funds and English as a Second Language courses funded from such sources	No Charge	No Charge	No Charge

For the purpose of computing any refunds related to such tuition and fees charged for apprenticeship, small business management and farm management courses, the total tuition and fees charged on a yearly basis shall be prorated to a quarterly basis.

(5) Tuition, operating fees, and services and activities fees received pursuant to this section shall be accounted for and deposited in conformance with the provisions of RCW 28B.50.360, 28B.15.031, and 28B.15.041 respectively. [Statutory Authority: Chapter 34.04 RCW and WAC 1-12-065, 78-07-064 (Order 71, Resolution 78-29), § 131-28-026, filed 6/30/78; Order 63 and Emergency Order 64, § 131-28-026, filed 9/13/77, effective 9/13/77; Order 25, § 131-28-026, filed 4/22/74, effective 7/1/74.]

**Reviser's Note:** RCW 34.04.058 requires the use of underlining and deletion marks to indicate amendments to existing rules, and deems ineffectual changes not filed by the agency in this manner. The bracketed material in the above section does not appear to conform to the statutory requirement.

**WAC 131-28-027 Costs and special fees for contracted educational services.** (1) College districts that choose to offer contractual educational courses or services, as authorized by RCW 28B.50.140(16), to private or governmental entities and their members, employees or agents shall establish a special fee to be paid by either each student enrolled or a total fee for the service or course to be paid by the entity involved. Such special fee shall be set forth in the contractual agreement establishing such courses or services.

(2) Contractual educational courses or services may be offered when a district makes a determination that it is not reasonably feasible for financial or other reasons, to offer such courses or services as a part of the regular curriculum. Upon making such determination, the district may offer such courses or services and limit participation therein to employees, agents, or members of the particular entity.

(3) Contractual educational courses or services are those instructional courses which may be provided to meet special instructional needs of military, corporate, or other governmental or private entities where enrollments will be limited to the membership of the entity and includes administrative, organizational, research, public service or program development services of the college district.

(4) Any enrollments generated through contracts for educational courses or services developed pursuant to this regulation shall be appropriately designated so that they shall not be counted toward the official enrollment level of the college so that there will not be any state funding for such courses or services.

(5) The special fee charged for any such contractual educational course or service shall be retained by the college district to defray the cost of such course or service and may be used for the general operations and maintenance of the college district.

(6) The special fees charged pursuant to this regulation shall be sufficient to offset the full instructional costs of offering the course or service. Calculation of the full instructional cost level shall include all direct and indirect costs such as those for salaries and related benefits; supplies, public information; business services for budgeting, auditing, financial reporting, purchasing, payroll, and cashing; mail service, postage, telephone; admissions; registration; data processing; and maintenance of any public facilities used.

(7) If the instructor for any course performs such services as a paid employee or personal services contractor of another state agency, the course shall be considered a contract course subject to the provisions of this section, except when reimbursement for such services is made to the other agency by the college district. [Statutory Authority: Chapter 34.04 RCW and WAC 1-12-065. 78-07-064 (Order 71, Resolution 78-29), § 131-28-027, filed 6/30/78; Order 65, § 131-28-027, filed 9/13/77.]

**WAC 131-28-040 Criteria for determining eligibility for waiver of tuition and fees under RCW 28B.15.530.** Waiver of general tuition, operating, and services and activities fees, or any portions thereof as authorized by

RCW 28B.15.530, normally charged to students enrolled in collegiate-level courses or programs shall be based upon the determination that the student is a needy or disadvantaged student by application of a method of need analysis approved by the United States Office of Education for determining awards under federal student financial aid programs or one adopted by the State Board for Community College Education specifically for the purposes of this section, provided that no waivers under this section shall be granted to a person who is not a "resident student" as defined in RCW 28B.15.010. [Statutory Authority: Chapter 34.04 RCW and WAC 1-12-065. 79-07-070 (Order 74, Resolution 79-20), § 131-28-040, filed 6/28/79; Order 47, § 131-28-040, filed 9/12/75; Order 11, § 131-28-040, filed 7/22/71; Order 7, § 131-28-040, filed 6/12/70.]

**WAC 131-28-041 Criteria for determining eligibility for waiver of tuition and fees under RCW 28B.15.520.** Waiver of general tuition, operating, and services and activities fees, or any portions thereof as authorized by RCW 28B.15.520, normally charged to students enrolled in high school completion courses or programs shall be based upon the determination that the student is a needy student. A high school completion student initially requesting a waiver shall be evaluated for financial need based either upon application of a method of need analysis approved by the United States Office of Education for determining awards under federal student financial aid programs or one adopted by the State Board for Community College Education specifically for the purposes of this section. There is no residency requirement for high school completion waivers granted under RCW 28B.15.520. [Statutory Authority: Chapter 34.04 RCW and WAC 1-12-065. 79-07-070 (Order 74, Resolution 79-20), § 131-28-041, filed 6/28/79. Statutory Authority: RCW 28B.15.520, 28B.15.525, and 28B.15.530. 78-06-058 (Order 70, Resolution 78-24), § 131-28-041, filed 5/24/78; Order 47, § 131-28-041, filed 9/12/75.]

**WAC 131-28-045 Procedure for implementing tuition and fee waivers authorized pursuant to RCW 28B.15.530.** (1) Tuition and fee waivers for needy or disadvantaged students in any fiscal year, excluding waivers granted for Summer Quarter enrollments, as authorized by RCW 28B.15.530 may not exceed three percent of any college district's estimated total collections of tuition, operating, and services and activities fees had no such waivers been made, after deducting the portion of that total amount which is attributable to the difference between resident and nonresident tuition and fees.

(2) The estimated total collection of tuition and fees shall be based on [the] budgeted, state supported, four-quarter annual average enrollment, minus the actual tuition and fees collected for the summer quarter of the year being estimated.

(3) Each district may waive an amount not to exceed three percent of the estimated collections in the event that actual enrollments or collections exceed estimated

collections. Conversely, the three percent waiver capacity based upon estimated collections is allowable even though actual collections may not be as high as the estimate.

(4) Districts desiring to exceed their individual three percent waiver capacity may do so only upon written approval from the State Director of Community Colleges or his designee. Additional waiver capacity can only be granted to a district after it has been determined that the total waiver capacity for the community college system is not being utilized as a result of other districts waiving at levels less than the three percent capacity.

(5) There is no percentage limitation on the amount of tuition and fee waivers granted for Summer Quarter enrollments provided that recipients of such waivers qualify as needy, resident students as required by WAC 131-28-040. [Statutory Authority: RCW 28B.15.520, 28B.15.525, and 28B.15.530. 78-06-058 (Order 70, Resolution 78-24), § 131-28-045, filed 5/24/78; Order 47, § 131-28-045, filed 9/12/75.]

**Reviser's Note:** RCW 34.04.058 requires the use of underlining and deletion marks to indicate amendments to existing rules, and deems ineffectual changes not filed by the agency in this manner. The bracketed material in the above section does not appear to conform to the statutory requirement.

**WAC 131-28-085 Tuition and fee waivers for full-time community college employees.** (1) Pursuant to the authority granted by chapter 82, Laws of 1979, community college districts are authorized to and may waive tuition, operating, and service and activities fees for full-time employees at their respective institutions of higher education enrolled in courses at said institutions under the following conditions:

(a) enrollment shall be on a space-available basis after opportunity has been given for other students to register for courses offered by the college,

(b) no new or additional courses or course sections shall be created for the purpose of accommodating enrollments of students enrolled on the basis of waivers under this section,

(c) enrollment information on employees enrolled on a space-available basis shall be maintained separately from other enrollment information and shall not be included in official enrollment reports, nor shall persons enrolled pursuant to the provisions of this section be considered in any enrollment statistics which would affect budgetary determinations,

(d) computations of enrollment levels, student-faculty ratio, or other similar enrollment related statistics must exclude student credit hours generated by enrollments for which waivers have been granted under this section,

(e) employees enrolling on a space-available basis shall be charged a registration fee of not less than five dollars per quarter,

(f) community college districts may limit the number of courses per quarter for which an employee may enroll pursuant to this section,

(g) districts may enroll full time cooperative extension service and agricultural research employees of Washington State University if such employees are stationed off-campus provided that (1) the employee's

work station is situated within the district where he enrolls and (2) such a waiver of tuition and fees complies with conditions listed in subsections (a) through (f) above,

(h) districts may recognize completion of such courses for salary improvement or vocational certification provided such courses are an approved part of the professional improvement plan of the individual,

(i) prior to implementing any program for tuition and fee waivers for full time employees, the college district shall adopt a written rule regarding such program and definitively set forth rules and procedures related to:

(i) whether or not employees may take tuition free courses on released time and under what circumstances;

(ii) whether or not courses taken on a tuition free basis shall be allowed to apply toward an advancement on the salary schedule of the institution;

(iii) whether or not there will be a limit on the number of courses per quarter an employee may take; what that limitation is and any other constraints;

(iv) the definition of a full time employee, professional and classified, for purposes of this act;

(j) the individual community college district shall submit a copy of its adopted rule relating to the above to the state director. [Statutory Authority: 1979 c 82. 79-10-021 (Order 76, Resolution 79-29), § 131-28-085, filed 9/10/79.]

## Chapter 131-34 WAC

### EMPLOYEE RELATIONS AND COLLECTIVE BARGAINING

#### WAC

131-34-010	Repealed.
131-34-020	Repealed.
131-34-030	Repealed.

#### DISPOSITION OF SECTIONS FORMERLY CODIFIED IN THIS CHAPTER

131-34-010	Fact finding and mediation by state director. [Order 21, § 131-34-010, filed 11/21/73 and 10/30/73.] Repealed by 79-12-071 (Order 79 and 81, Resolution 79-43 and 79-46), filed 11/30/79. Statutory Authority: RCW 28B.50.090.
131-34-020	Procedures for operations of impasse advisory committees. [Order 21, § 131-34-020, filed 11/21/73 and 10/30/73.] Repealed by 79-12-071 (Order 79 and 81, Resolution 79-43 and 79-46), filed 11/30/79. Statutory Authority: RCW 28B.50.090.
131-34-030	Declaration of impasse. [Order 21, § 131-34-030, filed 11/21/73 and 10/30/73.] Repealed by 79-12-071 (Order 79 and 81, Resolution 79-43 and 79-46), filed 11/30/79. Statutory Authority: RCW 28B.50.090.

**WAC 131-34-010 Repealed.** See Disposition Table at beginning of this chapter.

**WAC 131-34-020 Repealed.** See Disposition Table at beginning of this chapter.

**WAC 131-34-030 Repealed.** See Disposition Table at beginning of this chapter.