

MINUTES
CLASSIFIED SENATE
10/12/04

The Classified Senate met Tuesday, October 12, 2004, at 3:30 p.m., in the Prairie Room, Memorial Union.

1. Call to Order - The meeting was called to order by President Phil Woodford.

2. Roll Call

Members present: Nancy Cunningham, Jan Cutright, Connie Ernst, Vickie Fisher, Leanna Fross, Joe Geist, Donetta Lang, Lesly Rupp, alternate Donna Augustine, Darlene Schippers, Cheryl Schmeidler, Cindy Weigel and Phil Woodford. Tom Martin, liaison with Faculty Senate was also present.

Members absent: Angela Barger, Robert Degenhardt, Karen McCullough and Jordan Munsch.

3. Approval of September 21, 2004 Minutes

Jan Cutright and Donetta Lang made and seconded a motion to approve the minutes of the September 21, 2004 meeting. The motion passed.

4. Treasurer's Report

Account balances for Classified Senate:

Endowment Scholarships	Beginning Balance	\$1840.12
	Ending Balance	\$1840.12
Hospitality Fund	Balance	<u>\$ 19.69</u>
OOE	Beginning Balance	\$ 663.00
	Mileage to Emporia	- 132.06
	Ending Balance	<u>\$ 530.94</u>

5. Committee Reports

Orientation: There were no personnel changes to report.

Legislative: No legislative issues to report.

Social: Get well cards were sent to Ken Miller and Lu Walton.

Scholarship: Nothing to report.

6. Old Business

There were no five-year pens to distribute. February is the next month any employees will celebrate five-year anniversaries at FHSU.

7. New Business

A. Report on Breakfast Meeting with Board of Regents

Phil Woodford reported about topics discussed at the Sept. 27 breakfast with the Board of Regents. The tuition waiver proposal was an item of discussion. Regent Frank Gaines stated that it would be their desire to see tuition remission system-wide, not a special privilege for FHSU. He also noted that it was too expensive for the research institutions to implement such a program. Faculty Senate representatives pointed out how badly this is needed to recruit and retain faculty because faculty salaries aren't keeping pace with salaries at other universities. It was also pointed out that it would not cost much to implement a tuition remission program here.

Pros and cons of concurrent enrollment were discussed. There are discrepancies in grading scales between the high school teachers and the university teachers. There are also deficiencies in the levels of teacher knowledge/competency in teaching some of the courses at the high school level.

Comments about Virtual College classes included the fact that there are quality issues (in work submitted) and the fact that teachers aren't paid enough for the amount of work it takes to teach a virtual class.

Regent Dick Bond stated that this year the Board would concentrate on: 1) improving faculty salaries, and 2) deferred maintenance.

Regent Lew Ferguson stated that they wouldn't forget classified employees who haven't been receiving the same raises as faculty.

The average student is farther behind academically than ever before. The ACT/SAT score is no longer an accurate measure of a student's preparedness for college because classes can be taken to help students study for these exams.

B. Report on Kansas Council of Classified Senates Annual Meeting

A draft copy was distributed of the Position Paper developed by the Kansas Council of Classified Senates at Emporia on October 1.

Salary issues: Wage increase of 6.2%. Permanently fund a wage increase that is indexed to an inflation measure, i.e. Consumer Price Index so lowest step is above Poverty Guidelines for a family of four. Fund and modify the pay matrix to correct the wage compression created by removal of the bottom 3 steps during the Graves administration. Replace the pay matrix with a merit based system if unable to fund and modify currently unfunded matrix.

Longevity: Remove the \$1000 cap on longevity pay. Fully fund longevity pay and increase the rate from \$40 to \$60 each year of service after 10 years of state service. (The amount has not been adjusted for inflation since its inception in 1989.)

Benefits: Raise sick leave to 4.0 hours per pay period. Allow for excess sick leave after retirement payout to be used in computing additional years of service. Increase Annual Leave to the following per pay period: 0-5 years, 4.2 hours AL with a cap of 176 hours;

6-10 years, 5.2 hours AL with a cap of 208 hours; 11-15 years, 6.1 hours AL with a cap of 240 hours; 16-20 years, 7.0 hours AL with a cap of 272 hours; 20+ years of service, 8.0 hours Annual Leave with a cap of 304 hours.

Health Care: Pay 100% of each employee's individual health care insurance premium. Manage employee and dependent health care expenses so they do not exceed the employee's cost of living adjustment.

Retirement: Pay 100% of the individual health insurance premium for each retired employee with 85 points, until that individual is eligible for Medicare. Reduce KPERS vesting period to five years. Eliminate the unfunded liability gap in KPERS and implement controls that would allow KPERS funds to be used only for retirement purposes. Increase death benefits for retirees from \$4,000 to \$6,000.

C. Approve Annual Reports

Leanna Fross and Cindy Weigel made and seconded a motion to approve the Classified Senate Annual reports for 2003-2004, 2002-2003, and 2001-2002. Motion carried.

D. Health Insurance Benefits

Leanna Fross is researching the issue of benefits allowed by both Preferred and BCBS for physical medicine and physical therapy. In the current plan, there is a lifetime limit of 180 consecutive days for outpatient services per condition. She has not been able to reach Harry Bossi (phone 785-296-8585) to ask about this. He is the top administrator of the insurance plan for the State of Kansas.

E. Handouts

Phil Woodford distributed information on eligibility for resident tuition for undocumented immigrants and a lawsuit challenging the Undocumented Immigrant Tuition Law.

8. Announcements

Legislative Information Day will be February 8, 2005, in Topeka.

The Kansas Council of Classified Senates will meet at Wichita State University on October 21, 2005, to develop the FY 2007 position paper.

The next regular Senate meeting will be on Tuesday, November 9, 2004, at 3:30 p.m., in the Prairie Room, Memorial Union.

9. Adjournment

There being no further business, Darlene Schippers and Leanna Fross made and seconded a motion for adjournment. Motion carried.

Submitted by Cheryl Schmeidler
Secretary/Treasurer