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4-19-1976

April 19, 1976 Meeting Minutes

Shawnee State University

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M I N U T E S

SHAWNEE STATE GENERAL AND TECHNICAL COLLEGE Board of Trustees April 19, 1976

The meeting was called to order by Chairman Brown.

ROLL CALL

Members Present: Mr. Ferguson, Mr. Horr, Mr. Hyland, Mr. Levi, Mr. Stevens,
Mr. Strafford, Mr. Brown.

Members Absent: Mrs. Kennedy, Mr. Rittenour

APPROVAL OF MINUTES

Mr. Stevens moved that the minutes of the April 5, 1976 meeting be approved.
Mr. Horr seconded the motion.

Ayes: Mr. Ferguson, Mr. Horr, Mr. Hyland, Mr. Levi, Mr. Stevens, Mr. Strafford,
Mr. Brown.

Nays: None

PRESIDENT'S REPORT

Dr. Flinchbaugh showed the Board a letter and booklet that the Office of Student Services made up and mailed to 1000 employers in Ohio and Kentucky describing the technical programs of Shawnee State and inviting employers to seek Shawnee State graduates for employment.

Dr. Flinchbaugh reported that the first step in obtaining a major grant for the nursing facility has been approved. This is not final approval but it is the major hurdle. This grant is for \$222,300.

There are 50 secretaries taking courses at the Goodyear Atomic Plant site this quarter. A course in Process Operation will be offered at the Goodyear site this summer for 30 students. In September classes will begin at Chillicothe in conjunction with Ohio University Chillicothe, and the Chesapeake operation will be expanded to include academic courses, with Ohio University offering junior and senior level classes at Chesapeake.

Dr. Flinchbaugh gave an update on the building program. Final working drawings will be completed in September. Advertisement for bids will go out in October. Construction will begin in November, with a 20 month completion schedule. It is hoped that we can move into the new facilities in September 1978.

Some of the delay in buildings has been due to working out with community leaders the ideas and plans for the new Activities Building. It is felt that this delay has been beneficial in getting the type of facility that is needed.

NEW BUSINESS

APPROVAL OF SPRING QUARTER PART TIME FACULTY

Dr. Flinchbaugh recommended that the Board approve Resolution 9-76, part-time faculty appointments and salaries. Mr. Horr made the motion that Resolution 9-76 be adopted, Mr. Ferguson seconded the motion.

Ayes: Mr. Ferguson, Mr. Horr, Mr. Hyland, Mr. Levi, Mr. Stevens, Mr. Strafford, Mr. Brown.

Nays: None

CONTRACT FOR ALICE MILLER

Mr. Hyland moved that Resolution 10-76, concerning the contract for Alice Miller be approved. Mr. Strafford seconded the motion.

Ayes: Mr. Ferguson, Mr. Horr, Mr. Hyland, Mr. Levi, Mr. Stevens, Mr. Strafford, Mr. Brown.

Nays: None

ACTION ON COLLECTIVE BARGAINING ELECTION

Dr. Flinchbaugh stated that he and Mr. Gemmer had met several days ago and again on April 19, 1976 concerning this issue. The President asked the Board Chairman to declare an executive session for the purpose of discussing the ground rules of an election with the SEA President and a member of SEA. This action was granted and the chairman, Mr. Brown, called the Board into executive session at 8:20 p.m.

The regular Board of Trustees meeting was reconvened at 9:30 p.m.

Dr. Flinchbaugh, as Secretary to the Board, read Resolution 11-76, concerning the approval of an election for full time faculty for the purpose of determining whether or not the SEA shall be the sole and exclusive bargaining agent for the Shawnee State College full-time faculty. Included in the resolution are the ground rules for the election. Mr. Levi moved that Resolution 11-76 be adopted. Mr. Ferguson seconded the motion.

Ayes: Mr. Ferguson, Mr. Horr, Mr. Hyland, Mr. Levi, Mr. Stevens, Mr. Strafford, Mr. Brown

Nays: None

ADJOURNMENT

Mr. Hyland moved that the meeting be adjourned.

Ayes: Mr. Ferguson, Mr. Horr, Mr. Hyland, Mr. Levi, Mr. Stevens, Mr. Strafford, Mr. Brown

Nays: None

Chairman of the Board of Trustees (Date)

Secretary of the Board of Trustees (Date)

Resolution 9-76

Be it resolved that the Board of Trustees of the Shawnee State General and Technical College hereby approves the appointment of the part time faculty members for Spring Quarter 1976 as noted on the attached pages.

SPRING QUARTER
PART-TIME TECHNICAL FACULTY

ALLIED HEALTH

231096	Ben Kalmon	Radiologic Physics	\$ 900
131025	Mike Kelly, D.D.S.	Radiology	1,000
131026		Radiology Lab A	
131027		Radiology Lab B	
	Theresa Leake	Assisting Dr. Kelly with Radiology	200
	Mary Weagle	Dental Clinic	640
	Kathy Switalski	Dental Clinic	880
	Mary Herrmann	Dental Clinic	1,200
	Betty Robinson	Pharmacology Math Review	35

BUSINESS

132002	Bill Spears	Computer Fundamentals II	600
132024		Advanced Programming	600
232004	Lois Shumway	Insurance I	no extra pay
232013	Matthew Young	Personnel Management	no extra pay
132010	Bob Decker	Intro. to Data Processing	600
132027	John Bishop	Case Study	500
132030		Computer Fundamentals I	500
		Saturday morning lab	500
232017	Ed Strehle	Accounting III	600
232019	Larry Estep	Economics II	no extra pay
232033	Larry Essman	Intermediate Accounting III	750
232044	Jim Branham	Introduction to Business	600
232055		Marketing	600
132028	Gayle Mossbarger	Typing I	750
132035		Typing I	750
132033	Lillian Davis	Business Machines	600
132016	Frank Vecellio	Accounting I	600
232001		Accounting II	600
231001		Accounting I	750
131111	Mary Ann David	Typing I	500
	John Bishop	Basic Concepts	400

BUSINESS (continued)

232060	Russ Meyers	Real Estate Principles & Practices I	\$ 500
232061	Dave Kuhn	Real Estate Law	800

CORRECTIONS/SOCIAL SERVICES

132009	Steve Dillon	Group Interaction	600
132032	Jack LeMaster	Political Science	450
132026		Philosophy of Corrections	450
232056	Glen Hiles	Marriage & the Family	no extra pay
132034	Richard Schisler	Constitutional Law	600
132001	Paul Fowler	Constitutional Law	no extra pay

ENGINEERING

132003	Brent Smith	Engineering Drawing III	500
132004	Dennis Kirsch	Industrial Supervision	no extra pay
132005	Ray Irwin	Electronics I	750
132017		Electro-Mechanical Devices	600
132008	Tim Thoroughman	Surveying II	1,050
132012	Dan Light	Electro-Mechanical Drawing	500
132029		First Aid	125
132013	Jeff Burke	Electrical Fundamentals II	750
132020	Tim Ohrstrom	Mechanical Analysis	625
132031		Control Devices	625
132019	Charlie Staggs	Surveying V	600
132025		Construction Supervision	450

PARKS & RECREATION

132007	Bill Beattie	Water Pollution & Sanitation	750
132015	Bill Russell	Hydrology	600
132029	Gene Wilson	First Aid	125
132023		Park Protection	575

PRE-TECH COURSES (DEVELOPMENTAL)

031002	Orlando Vita	Fundamentals of Chemistry	600
031003	Jim Vergne	Fundamentals of Math	600
031001	Dave Patrick	Fundamentals of Physics	600

CHESAPEAKE AND PORTSMOUTH REAL ESTATE COURSES

Real Estate Seminar

Don Branmer	4 sessions	\$200
Frank McCown	2 sessions	100
Scottie Roberts	4 sessions	200
Joe Kowalski	2 sessions	100
Jim Weidman	1 session	50
George Richter	2 sessions	100
Fred Chrisman	3 sessions	150
Dave Kuhn	1 session	50
John Shupert	2 sessions	100
Richard Cooksey	1 session	50

Please pay the real estate instructors at the end of the quarter.

SPRING QUARTER

Part-Time Yearly Technical Faculty

Matthew Young	Business Technology	\$3,500
Glen Hiles	Social Services	4,000
Elizabeth Graham	Nursing	3,000
Paul Fowler	Corrections	5,000
Gerrie Flinchbaugh	Medical Technology	1,925
Robert Rekowski	Consultant	700 (Respiratory)
Charles Rheinheimer	Consultant	700 (Respiratory)

ACADEMIC PART TIME FACULTY - Spring Quarter '76

FINE ARTS/EDUCATION DIVISION

<u>Name</u>	<u>Course</u>	<u>Compensation</u>
Goeldner, Joseph	Arts 0221,222,223	\$ 500.00 + travel
	Arts 0101	\$ 500.00

MATH/SCIENCE DIVISION

Binder, Franklin, Ph.D.	Biol. 0235 (Lab)	\$ 800.00 + travel
Chamberlin, Dwight	Math 0106	\$ 600.00
Frowine, Jake	Math 0132	\$ 750.00
Mannakkil, Thomas, Ph.D.	Phys. 0202 (2 Lec.)	\$1,200.00 + travel
Russell, William	Geol. 0103	\$ 750.00
Smith, Brent	Phys. 0202 (Lab)	\$ 375.00
Vergne, James	Math 0130	\$ 750.00
Vita, Orlando	Phys. 0202 (Lec/Lab)	\$ 900.00
Welton, Michael	Math 0105	\$ 750.00

HUMANITIES/SOCIAL SCIENCE DIVISION

Barnett, Nancy	Engl. 0115	\$ 750.00
	Engl. 0115	\$ 750.00
	Engl. 0121	\$ 450.00
Beard, Gregory, LLD	BusL. 0250	\$ 800.00
Born, Janet	Engl. 0112	\$ 750.00
Combs, Charles	Soci. 0101	\$ 600.00
Crabtree, Paul, Ph.D.	Psyc. 0101	\$ 800.00 + travel
	Psyc. 0101	\$ 800.00 + travel
Gillenwater, Mack, Ph.D.	Geog. 0121	\$ 800.00 + travel
Gulker, Emily	Spch. 0101	\$ 450.00
	Spch. 0101	\$ 450.00

Academic Part Time Faculty Spring Quarter '76
 Humanities/Social Science Division (Continued)

<u>Name</u>	<u>Course</u>	<u>Compensation</u>
Harner, Robert, Ph.D.	Soci. 0101	\$ 800.00
James, Jack	Soci. 0203	\$ 600.00
Kong, Colleen	Psyc. 0101	\$ 600.00
Kuhn, David, LLD	BusL. 0260	\$ 800.00
Luther, Robbie	Econ. 0101	\$ 750.00
Meredith, Larry, Ph.D.	Psyc. 0270	\$ 1,000.00
Midkiff, Steven	Psyc. 0131	\$ 450.00
Richardson, Robert	Econ. 0102	\$ 750.00
Romanello, Betty	Engl. 0101	\$ 625.00
Ross, James P.	Engl. 0111	\$ 750.00
	Engl. 0112	\$ 750.00
Simon, Kathleen	Engl. 0115	\$ 750.00
Simon, John	Psyc. 0101	\$ 600.00
	Psyc. 0101	\$ 600.00
	Psyc. 0173	\$ 600.00
Stephens, Charles	Geog. 0201	\$ 600.00 + travel
Stevenson, John	Span. 0113	\$ 600.00
Wolfe, James	Soci. 0101	\$ 600.00
Dilley, Boots (Chesapeake Campus)	Psyc. 0101	\$ 600.00
Marsh, Eleanor*(PTY)		\$ 3,824.00

*Part-Time Yearly

Resolution 10-76

Be it resolved that the Board of Trustees of the Shawnee State General and Technical College hereby approves the appointment of Alice Miller as a non-instructional library associate for the remainder of the fiscal year (June 30, 1976) at a pro-rated salary of \$2,115.00.

RESOLUTION 11-76

Be it resolved that the Board of Trustees of Shawnee State General and Technical College hereby approves an election for full time faculty for the purpose of determining whether or not the Shawnee Education Association shall be the sole and exclusive collective bargaining agent for the Shawnee State College full time faculty for the purpose of negotiating, with representatives of the College, an agreement solely and exclusively for wages, economic fringe benefits, quantity of work, sick leave, safety. Said election shall be conducted by the American Arbitration Association under the rules and regulations of that body and under the ground rules set forth in this resolution.

GROUND RULES FOR FACULTY ELECTION

1. Question on the Ballot:

Shall the Shawnee Education Association be the sole and exclusive representative of the Shawnee State College full time faculty for the purpose of negotiating a collective bargaining agreement solely and exclusively for wages, economic fringe benefits, quantity of work, sick leave, safety?

YES NO

2. Definition of the Electorate

The electorate is described as those full-time faculty members who are eligible to vote on the question posed on the ballot. Those eligible voters shall be all yearly full-time contractual faculty members who teach for Shawnee State College including those faculty members who are designated as program coordinators. The following administrative persons shall not vote nor be a part of the electorate: Program Directors, Deans, Counselors, Librarians, Controller, Directors, Vice President, President, and other administrative personnel. The bargaining unit shall be coterminous with the faculty electorate.

3. Election Method

The election shall be conducted by the American Arbitration Association and shall be by mail ballot. The date of mailing ballots to the electorate and the date that completed ballots are due is to be established by AAA with agreement by the College and SEA. Absentee ballots shall be handled under the guidelines of the AAA. The election shall be concluded no later than May 15, 1976 if AAA finds it possible to conduct the election by that date.

4. Expenses

The College shall bear the expense of the election that is conducted by the AAA. No other expenses incurred by the SEA shall be borne by the College.

5. Election Results

A successful election shall be determined by a vote of fifty (50) percent plus one (1) of the electorate. In the event of a tie, the tie will indicate that the full time faculty does not desire to designate the SEA as its sole and exclusive bargaining representative.

6. Additional Elections

Once the election is conducted and it is determined whether or not the faculty has chosen the SEA as its sole and exclusive representative, no additional elections will be conducted for a period of two (2) years.

In the event that SEA is chosen as the sole and exclusive full-time faculty representative, SEA shall certify to the President that a majority of the College full time faculty continues to authorize SEA as its sole and exclusive representative. Said certification shall occur by having full time faculty members sign authorization cards. These cards shall be forwarded to the President by October 1, 1978. If the cards demonstrate that SEA no longer has the authorization of a majority of the full-time faculty, recognition of SEA as the exclusive bargaining agent for Shawnee State full-time faculty shall become null and void. If it is demonstrated that a majority of the College full-time faculty continues to authorize SEA as its sole and exclusive representative, said authorization shall remain in effect for a period of two additional years.

7. ELECTION CAMPAIGNING

SEA shall have access to the faculty mail boxes at both the North and South campuses. Publicity and/or campaign material may be posted only in the faculty lounges at both North and South campuses. SEA shall be allowed to hold meetings on both campuses provided space is available and during periods of time that the buildings are open.

No College civil service staff, work study, or other student help, telephone campaigning or long distance calls, equipment, or materials shall be used by SEA during the election campaign.

8. Scope of Bargaining

If the Shawnee Education Association is chosen the sole and exclusive representative of the full-time faculty through the election, the Board of Trustees will recognize the SEA as the sole and exclusive bargaining agent of the full-time faculty for the purpose of negotiating a collective bargaining agreement solely and exclusively for wages, economic fringe benefits, quantity of work, sick leave, and safety.

The scope of bargaining applies only to full-time faculty working under their full-time contract. No negotiations shall occur on any item or provision for full-time faculty who teach or administrate on a part-time basis nor for part-time faculty employed from the community.

9. Employment Rights

Any full time faculty member shall have the right to teach for Shawnee State College, if offered a contract by the College, and to join and participate in SEA or to refrain from such; membership in SEA shall not be a condition of employment.

Rights of minorities under the Laws of Ohio and the Affirmative Action-Equal Opportunity laws are in no way abridged by this agreement.

10. Good Faith Bargaining

Good faith negotiations requires that both bargaining teams be willing to react to each other's proposals. If a proposal is unacceptable to one of the parties, that party is obligated to give its reasons for the unacceptability.

11. Meetings

If SEA is the exclusive bargaining agent for the full-time faculty of Shawnee State College, negotiations shall begin upon the written request of either party to the other party to begin bargaining sessions within fifteen (15) calendar days following receipt of such a request. The time and place of the first and following meetings shall be mutually agreed to in writing and signed by the chairman of each negotiating team.

12. SEA Responsibilities

The Shawnee Education Association assumes the total responsibility for informing its membership about the terms and conditions of the agreement. This shall be done without the use of any College civil service personnel, College student help, College materials and equipment, and telephones. SEA assumes responsibility for all expenses incurred for such communication efforts.

13. Resolving Differences

All negotiations must be concluded within a period of ninety (90) days from the first day of negotiations. If agreement is not reached on all issues, all unresolved issues shall be held until the conclusion of negotiations; and with the approval of both parties, a mediator may be brought into the negotiations. Payment for expenses of the mediator shall be shared equally between SEA and the College.