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Board of Trustees

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9-16-1985

### September 16, 1985 Meeting Minutes

Shawnee State University

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## M I N U T E S

Shawnee State Community College  
Board of Trustees Meeting  
September 16, 1985

The meeting was called to order by Chairman Morgan.

### ROLL CALL

Members Present: Dr. White, Dr. Carson, Mrs. Andrews, Mr. Jenkins, Mr. Brown,  
Mr. Hyland, Mr. Rittenour, Mr. Morgan

Members Absent: Mr. Ferguson

### APPROVAL OF MINUTES

Dr. White moved and Mrs. Andrews seconded a motion to approve minutes of the August 19, and August 26 Board meetings, and also to approve the telephone vote on Resolution 24-85.

Ayes: Dr. White, Dr. Carson, Mrs. Andrews, Mr. Jenkins, Mr. Brown, Mr. Hyland,  
Mr. Rittenour, Mr. Morgan

Nays: None

### PRESIDENT'S REPORT

Mr. Taylor read an excerpt from the SEA Newsletter "Figures Don't Lie", (copy attached), and noted that information in the article is not correct.

### COMMITTEE REPORTS

Dr. White, Chairman of the Educational Policies Committee, stated that the committee had no complete report concerning letter given the Board regarding the matter of Ed Miner's contract. This matter has been referred to legal counsel.

Mr. Brown, Chairman of the Building and Grounds committee stated that this committee had no report at this time.

Mr. Jenkins, Chairman of the Finance Committee discussed and recommended the following resolutions:

### RESOLUTION 25-85, Part-Time Salaries

Mr. Jenkins moved and Mrs. Andrews seconded a motion to adopt Resoluiton 25-85, approving schedule for part-time faculty salaries.

Ayes: Dr. White, Dr. Carson, Mrs. Andrews, Mr. Jenkins, Mrs. Brown, Mr. Hyland  
Mr. Rittenour, Mr. Morgan

Nays: None

RESOLUTION 26-85, Full-Time Administrators and Hourly Employees Salaries

Mr. Jenkins moved and Mrs. Andrews seconded a motion to adopt resolution 26-85, amending salaries for full-time administrators and hourly employees.

Ayes: Dr. White, Dr. Carson, Mrs. Andrews, Mr. Jenkins, Mr. Brown, Mr. Rittenour, Mr. Morgan

Nays: None

Abstain: Mr. Hyland

RESOLUTION 27-85, Vice President Salaries

Mr. Jenkins moved and Dr. White seconded a motion to adopt resolution 27-85, amending salaries for vice presidents.

Ayes: Dr. White, Dr. Carson, Mrs. Andrews, Mr. Jenkins, Mr. Brown, Mr. Rittenour, Mr. Hyland, Mr. Morgan

Nays: None

RESOLUTION 28-85, President's Salary

Mr. Jenkins moved and Mrs. Andrews seconded a motion to adopt Resolution 28-85, amending salary for the President.

Ayes: Dr. White, Dr. Carson, Mrs. Andrews, Mr. Jenkins, Mr. Brown, Mr. Rittenour, Mr. Hyland, Mr. Morgan

Nays: None

RESOLUTION 29-85, Stipend for Negotiation Team

Mr. Jenkins moved and Mr. Hyland seconded a motion to adopt Resolution 29-85 approving stipend for negotiating team.

Ayes: Dr. White, Dr. Carson, Mrs. Andrews, Mr. Jenkins, Mr. Brown, Mr. Rittenour, Mr. Hyland, Mr. Morgan

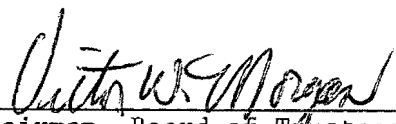
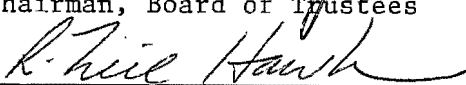
Nays: None

ADJOURNMENT

Mr. Brown moved and Mrs. Andrews seconded a motion for adjournment.

Ayes: Dr. White, Dr. Carson, Mrs. Andrews, Mr. Jenkins, Mr. Brown, Mr. Rittenour, Mr. Hyland, Mr. Morgan

Nays: None

  
\_\_\_\_\_  
Chairman, Board of Trustees  
  
\_\_\_\_\_  
Secretary, Board of Trustees

During the recent negotiations, the problem of keeping faculty informed of progress and issues and of informing the Board of Trustees of our positions became evident. To address these problems, the officers of SEA decided to initiate a monthly newsletter which will be distributed to all faculty, senior administrators and the members of the Board. It is our hope that the newsletter can be a vehicle for improved understanding and more open communication. The newsletter will be prepared by Dave Todt and Jim Flavin for distribution on the second Friday of each month. We need your input. If you have an item for the newsletter, please pass it on to one of us.

**\*Figures Don't Lie?\***

During the negotiations, a press release from the College stated that faculty salaries ranged up to \$33,700. This figure represents the highest salary a faculty member could earn (pay class U, step 18) at the 85-86 base. At the time of the release the highest faculty salary was just above \$28,000. This difference of more than \$5000 between actual salaries and what the public saw and heard creates a very distorted view of our position. This misuse of figures leads to an obvious follow-up question: "Is the reported \$200,000 deficit real or imaginary?" Mr. Taylor received poor advice in quoting the \$33,700 figure. It may lead to some public support, but it destroys any hope of building trust within the college.

**\*STRS Under Attack\***

Recent actions in Washington could be devastating to the retirement plans of Ohio's current teachers and retirees. With passage of a compromise budget resolution by the U.S. House and Senate on August 1, Social Security coverage could be imposed upon all Ohio teachers as early as this January. If approved by Congress, this budget resolution would contain a major proposal affecting teachers beginning January 1, 1986. The following will occur:

1. All newly hired teachers would be mandated in the SS system, and,
2. Current teachers would be required to contribute to mandatory Medicare coverage.

Contact Dave Todt for more information.

**\*Election Results Reported\***

The Nominations/Elections Committee of Shirley Crothers and John Shupert have reported the results of the SEA election. Thirty-four votes were cast, yielding the following results:

- President - Ed Miner 31  
 John Shupert 1  
 David Todt 1  
 George Trampe 1
- Vice-Pres. - Mike Gampp 30  
 Tom Charles 1  
 Jim Flavin 1  
 David Todt 1
- Secretary - Barbara Edwards 34
- Treasurer - Mary Lynd 34

Communications - David Todt 28  
 Jim Flavin 9

**Executive Committee (Faculty-at-large)**

Jane Mayo 28      Brent Smith 23  
 Gary Gemmer 1    John Shupert 1  
 Tom Stead 1      George Trampe 1

The returns for communications officers leaves Dave Todt as publisher of this newsletter and Jim Flavin as editor-in-chief. Congratulations to the new SEA Officers.

**A note from Ed Miner, President, SEA**

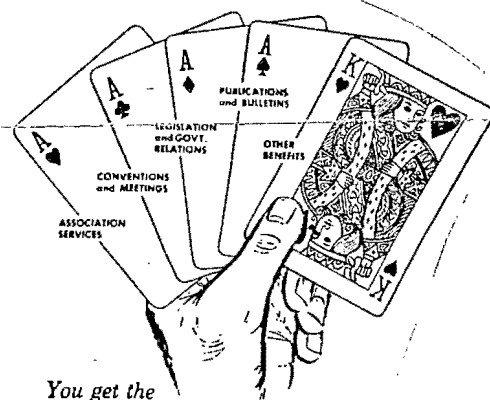
I would like to express gratitude for the support shown by faculty regarding the issuance of a one-year contract to me this year. Your letter to the board was deeply touching. Thank you! Also, special appreciation goes out to Mary Lynd, John Shupert, Larry Essman, Mike Gampp, Gary Gemmer, Dave Todt, and Tom Stead for their support on the negotiating team. Without their expertise we could not have gained as much as we did. I share their disappointment that we will not be going back to "the table" next year.

**\*Welcome to New SEA Members\***

As of 9/12/85, membership in SEA had increased by six faculty who were not previously enrolled. Thanks to Julia Basham, Tom Charles, Barb Edwards, Mike Gampp, Ann Gampp, and Joyce Kiser for joining SEA. We would welcome additional members. If you need a form or have questions, see Dave Todt. A number of previous members have not turned in their membership forms at this point. Those forms are needed by Friday, September 20, so Marcia Huff can do payroll deduction.

**\*From the Negotiating Team\***

We on the negotiations team would like to express our thanks for the support faculty provided throughout negotiations. Without such firm resolve, it would have been impossible to bring the negotiations to a successful conclusion. There is still a great deal to be accomplished, so let us not become apathetic, but rather more vocal and active in the resolution of existing problems.



You get the  
**BEST DEAL**  
 from your Association

RESOLUTION 24-85

Whereas, the grant for the aid for disadvantaged, handicapped students has been approved, and

Whereas, there is a need to employ a Special Needs Counselor, and

Whereas, Mr. Howard, Vice President of Student Services has advertised and he and the screening committee have interviewed several applicants, and have recommended Mary L. Beaumont for the position, and Mr. Taylor concurs with this recommendation,

Now therefore, be it resolved that the Board of Trustees of Shawnee State Community College hereby employs Mary L. Beaumont as a Special Needs Counselor at a yearly salary of \$22,000. Salary to be prorated when date of employment is agreed upon. Contract will be terminated on June 30, 1986.

Phone vote 9/6/85

Dr. Carson  
Mr. Ferguson  
Mr. Brown  
Mrs. Andrews  
Mr. Rittenour  
Mr. Morgan  
Mr. Jenkins  
Mr. Hyland

Unanimous Aye vote

RESOLUTION 25-85

Whereas, Dr. Come and Mr. Foti have recommended a change in the part-time faculty pay schedule, and

Whereas, Mr. Taylor concurs with their recommendation, and Mr. Taylor recommends to the Board that these changes be made,

Now therefore, be it resolved that the Board of Trustees approves said changes in the Policy and Procedures Manual Section 5.303.

SHAWNEE STATE COMMUNITY COLLEGE POLICY & PROCEDURE

SUBJECT  Quarterly Part-Time Faculty Salary Schedule	PROCEDURE NO. 5.303	PAGE NO. 1
	DATE EFFECTIVE	
	ISSUED BY R. Neil Hawk	APPROVED BY

Pay for quarterly part-time faculty will be based on a course contact hour basis. Each quarterly part-time faculty member is expected to schedule time before and after class to assist students desiring instructional help.

The following pay schedule will be used to determine salaries for part-time employees:

		RATE PER CONTACT HOUR		
		<u>B.S. DEGREE</u>	<u>M.A. DEGREE</u>	<u>Ph.D.</u>
Years of experience	0-4 yrs.	\$135	\$165	\$218
	5-8 yrs.	140	170	223
	9 or more yrs.	145	175	228

Full-time faculty members will be paid on a part-time basis based upon years of full-time service at Shawnee State Community College.

Part-time faculty members years of experience will be based upon the faculty member teaching at least one (1) class per quarter for two out of four academic quarters. Years of experience must be continuous.

- EXCEPTIONS:
- B.S. Degree and 5 years equal to M.A.
  - B.S. Degree and Professional Engineers Certification equal to M.A.
  - B.S. Degree and CPA equal to M.A.
  - M.A. Degree and CPA equal to Ph.D.

RESOLUTION 26-85

The Board of Trustees of Shawnee State Community College hereby approves the amended salaries for continuing full time administrative and hourly employees per the attached documentation. Said salaries to be retroactive to July 1, 1985.



## SHAWNEE STATE COMMUNITY COLLEGE

Administrative Salary Information  
1985-86

\*

<u>NAME</u>	<u>84-85 SALARY</u>	<u>JULY 85 SALARY</u>	<u>JAN 86 INCREASE</u>	<u>85-86 SALARY</u>	<u>SALARY INCREASE</u>	<u>% INCREASE</u>
Abel	\$35,993	\$37,152	\$260	\$37,412	\$1,419	3.9
Beckett	25,737	26,892	336	27,228	1,491	5.8
Chrisman	35,156	36,738	459	37,197	2,041	5.8
Crabtree	32,854	34,332	429	34,761	1,907	5.8
Crusan	12,000	12,540	206	12,746 *	746	5.8
Davidson	34,413	35,962	450	36,412	1,999	5.8
Dawson	26,674	27,874	348	28,222	1,548	
Duncan	18,822	19,669	246	19,915	1,093	5.8
Evans, D	27,606	28,848	361	29,209	1,603	5.8
Gleason	24,500	25,603	320	25,923	1,423	5.8
Griffith	22,380	23,387	292	23,679	1,299	5.8
Gulker, G	25,737	26,895	336	27,231	1,494	5.8
Horr	26,856	28,333	454	28,787	1,931	7.19
Jackson	24,909	26,282	398	26,680	1,771	7.1
Kadel	39,769	41,558	519	42,077	2,308	5.8
Kramer	25,000	26,125	326	26,451	1,451	5.8
Law	30,403	31,771	397	32,168	1,765	5.8
Midkiff, S	22,000	22,990	287	23,277	1,277	5.8
Midkiff, T	31,388	32,800	410	33,210	1,822	5.8
Vansickle	17,372	18,154	227	18,381	1,019	5.8
Osborne	13,000	13,585	170	13,755	755	5.8
Stewart	21,804	22,684	256	22,940	1,136	5.2
Straziuso	22,128	23,124	289	23,413	1,285	5.8
Sykes	23,907	25,221	415	25,636	1,729	7.23
Thomas, R	28,188	29,456	368	29,824	1,636	5.8
Warsaw	11,741	12,269	153	12,422	681	5.8
Weinbrecht	34,426	35,975	450	36,425	1,999	5.8
Welch	27,614	28,856	361	29,217	1,613	5.8
Williams	3,600	3,762	66	3,828 **	228	5.8
Wilson, G	31,047	32,444	405	32,849	1,757	5.8
Wolfe	31,824	33,107	373	33,480	1,656	5.2

\* A promotion from Operator Programmer to Programmer in the amount of \$3,961.00 is recommended for Mr. Crusan. Funds for promotion to come from 300-900 increase for Administrative Data Processing.

\*\* An additional \$1,500.00 for a housing supplement, to be taken from the housing budget, is recommended for Ms. Williams.

Date 09-Sep-85

SHAWNEE STATE COMMUNITY COLLEGE  
HOURLY SALARY INFORMATION

1985-86  
BASE #10290/#10545

NAME	84 RANK	84 84 IND	84-85 SAL	85 RANK	85 85 IND	JUL 85 SAL	JAN 86 IND	85-
BAYS	CUST	7	1,338	#14,049	CUST	7	1,339	\$14,200
LITZ	CUST	5	1,255	#12,744	CUST	6	1,311	\$13,480
CORTELL	REC SECT	9	1,666	#16,924	REC SECT	9	1,666	\$17,081
GRONING JR.	UTIL WRK	1	1,000	#10,195	UTIL WRK	2	1,066	\$10,907
JUNHAM	MRW	9	1,775	#17,841	MRW	9	1,775	\$18,558
LOCKERT K	CUST	1	1,000	#10,195	CUST	1	1,122	\$11,535
WINTERS	MRW	1	1,224	#12,642	MRW	3	1,311	\$13,480
OTALLARD	SECT 1	9	1,666	#16,924	SECT 1	9	1,666	\$17,081
FLACK	CUST	6	1,331	#13,755	CUST	7	1,338	\$14,200
DICKERSON	UTIL WRK	1	1,000	#10,195	UTIL WRK	2	1,066	\$10,907
HARR	RECEPT	1	1,111	#11,316	RECEPT	1	1,118	\$11,442
ESCHMAN	CUST	2	1,066	#10,907	CUST	2	1,122	\$11,535
LITTLE	REC SEC	1	1,111	#11,316	REC SECT	2	1,188	\$12,200
WADDELL	ACT CK 11	2	1,311	#13,355	ACT CK 11	4	1,388	\$14,200
HARTSTEIN	RECEP	9	1,588	#15,109	RECEP	9	1,588	\$16,258
KAMER	CUST	6	1,331	#13,755	CUST	7	1,338	\$14,200
KEATON	BKST MGR	6	1,533	#15,798	BKST MGR	7	1,600	\$16,464
LEASURE	SECT 11	9	1,775	#17,841	SECT 11	9	1,775	\$18,558
LOCKERT J	UTL WRK	1	1,000	#10,195	UTIL WRK	2	1,066	\$10,907
HEWSTER	CUST	1	1,255	#12,744	CUST	1	1,311	\$13,480
POWELL F	UTL WRK	1	1,000	#10,195	UTIL WRK	2	1,066	\$10,907
WHITT	SECT 1	2	1,188	#12,030	SECT 1	3	1,224	\$12,760
POWELL	PR SHP MG	9	1,599	#16,210	PR SHP MG	9	1,599	\$17,081
MARTIN	CUST SUPR	9	1,511	#15,798	CUST SUPR	9	1,511	\$15,798
MOORE	SECT 11	9	1,775	#17,841	SECT 11	9	1,775	\$18,558
SPARKS J	MRW	8	1,677	#17,026	MRW	8	1,677	\$17,184
ROSS	SECT 11	8	1,677	#17,026	SECT 11	1	1,700	\$17,081
TURNER	CUSTOBIAN	1	1,000	#10,195	CUST	1	1,066	\$10,907
MITCHELL	SECT 1	9	1,599	#16,210	SECT 1	9	1,599	\$17,081
HARSTEIN C	CLK MAINT	3	1,188	#12,030	CLK MAINT	4	1,224	\$12,760
SPARKS P	ACT CK 11	9	1,775	#17,841	ACT CK 11	9	1,775	\$18,558
TELTS	ACT CK 11	8	1,677	#17,026	ACT CK 11	1	1,677	\$17,184
TOMLIN	REC SECT	8	1,599	#16,210	REC SECT	9	1,666	\$17,081
RUSSELL	SECT 1	8	1,599	#16,210	SECT 1	9	1,666	\$17,081
CHESTNUT	CUST	6	1,331	#13,755	CUST	6	1,331	\$13,480
MELTON	BKST CASH	1	1,111	#11,316	BKST CASH	2	1,188	\$12,200
HANEY	REC SECT	3	1,244	#12,642	REC SECT	4	1,311	\$13,480
EVANS	F/A CLERK	5	1,455	#14,783	F/A CLERK	6	1,533	\$15,798
WINN	MRW	1	1,177	#11,928	MRW	2	1,244	\$12,760
WIREMAN	CUST	2	1,066	#10,907	CUST	2	1,122	\$11,535
STAEY	F/A CLERK	1	1,177	#11,928	F/A CLERK	2	1,244	\$12,760
TACKETT	SECT 1	4	1,311	#13,355	SECT 1	5	1,388	\$14,200
GREENHILL	CUST	2	1,066	#10,907	CUST	3	1,122	\$11,535

57.94 #590,695 60.01 #617,502 #7,683 #6

RESOLUTION 27-85

The Board of Trustees of Shawnee State Community College hereby approves the amended salaries for vice presidents per the attached documentation. Said salaries to be retroactive to July 1, 1985.

SHAWNEE STATE COMMUNITY COLLEGE  
Administrative Salary Information  
1985-86

<u>NAME</u>	<u>84-85 SALARY</u>	<u>JULY 85 SALARY</u>	<u>JAN 86 INCREASE</u>	<u>85-86 SALARY</u>	<u>SALARY INCREASE</u>	<u>% INCREASE</u>
Come	\$43,568	\$45,529	\$569	\$46,098	\$2,530	5.8
Foti	43,753	45,722	572	46,294	2,541	5.8
Hawk	42,242	44,143	552	44,695	2,453	5.8
Howard	41,593	43,465	543	44,008	2,415	5.8

RESOLUTION 28-85

The Board of Trustees of Shawnee State Community College hereby approved the amended salary for the President per the attached documentation. Said salary to be retroactive to July 1, 1985.

SHAWNEE STATE COMMUNITY COLLEGE  
Administrative Salary Information  
1985-86

<u>NAME</u>	<u>84-85 SALARY</u>	<u>JULY 85 SALARY</u>	<u>JAN 86 INCREASE</u>	<u>85-86 SALARY</u>	<u>SALARY INCREASE</u>	<u>% INCREASE</u>
Taylor	\$58,205	\$60,825	\$760	\$61,585	\$3,377	5.8

RESOLUTION 29-85

The Board of Trustees of Shawnee State Community College hereby approves the amounts listed below for the identified individuals for negotiations responsibilities that are considered over and above regularly assigned responsibilities.

Frank Taylor	\$1,400
Scott Come	1,120
Tom Foti	1,400
Neil Hawk	1,400

RESOLUTION 23-85

Whereas the Board of Trustees of Shawnee State Community College have reviewed the amended S.E.A. Contract and have approved same,

Now, therefore be it resolved the Board adopts the S.E.A. Contract.  
(Contract on file in Business Office).



SHAWNEE EDUCATION ASSOCIATION  
A LOCAL CHAPTER OF THE O.E.A. AND N.E.A.

P.O. BOX TWELVE SIXTY TWO  
PORTSMOUTH, OHIO 45662

To: Vic Morgan, Chairman, Board of Trustees  
Shawnee State Community College

From: David Todt, President, Shawnee Education  
Association

Date: September 5, 1985

I want to thank the Board for reconsidering their position about not negotiating beyond the "best and final" offer of August 23, 1985. The confrontation that we backed away from will, in the long run, strengthen the College. I feel we have reached a fair settlement. The faculty still has concerns. I have been directed by a unanimous vote of the faculty to communicate one of these concerns to the Board. The motion that was passed is on the following page. Many faculty wanted to sign the motion to indicate how great this concern is.

cc: Frank Taylor

# SHAWNEE EDUCATION ASSOCIATION

P.O. BOX TWELVE SIXTY TWO  
PORTSMOUTH, OHIO 45662

The following motion was passed unanimously by the Shawnee State Community College faculty at meeting on Wednesday evening, September 5, 1985.

"The Shawnee Education Association President should send a letter to the Board protesting Ed Miner's one year contract and request that he be given the two year contract that he was promised."

With this statement and the attached memo, I am complying with the faculty directive. Regardless of the reasons-given for Dr. Miner's one year contract, this has the appearance of being discriminatory for his role in the recently concluded negotiations. I would be happy to meet with any Board member concerning this matter.

David E. Sault, SEA President

Faculty Signatures

Anna Gampop  
 Michael Long  
 Carl E. Prigal  
 William W. Penn  
 Eleanor A. Marsh  
 Shirley L. Crothers  
 Emily E. Heltzer  
 Nancy C. Eoman  
 Barbara Edwards  
 Gary Lemmer  
 Kathleen Simon  
 Phyllis Kegley  
 Jay Amule  
 Brenda P. (in Roman)

Mary Lynn Spurl  
 Alys B. Smith  
 James Vickarin  
 Sunny Strunk  
 Scott Olney  
 Shelia K. Galt  
 Jane Mayo  
 Ann Stopp  
 Ollie Carver  
 Bob Hummel  
 A. Scott  
 Jim Trange  
 Robbie Burke  
 Loretta Jenkins  
 Anita Gilmer  
 Gerald Barry  
 Barbara Miltens  
 Linda Nickel

A LOCAL CHAPTER OF THE O.E.A. AND N.E.A.

OR Jones  
Ken Warfield  
Linda Woodell  
Mary Dillon  
Betsy Free  
Layle O Massie  
John W Shupert  
Joyce Fier  
Peggy Jenkins  
Cathy Chaffin  
Jack Thomas