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October 21, 1990 Meeting Minutes

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MINUTES
SHAWNEE STATE UNIVERSITY
BOARD OF TRUSTEES MEETING
OCTOBER 21, 1990
SPECIAL MEETING

The meeting was called to order at 12:00 noon by Chairperson Riffe.

Roll Call

Members Present: Dr. Carson, Mr. Ferguson, Mr. Hyland, Mrs. Richards,
Ms. Riffe

Mr. Kaplan (by phone)

Members Absent: Mr. Nelson, Ms. Sessor, Mr. Shkurti, Mr. Walton,
Mr. Winters

Mr. Kaplan moved and Mr. Ferguson seconded a motion to approve Resolution 62-90, Ratification of Labor Agreement between Shawnee State University and the Shawnee Education Association.

Dr. Carson moved and Mr. Hyland seconded a motion to go into executive session at 12:14 p.m. to discuss Resolution 62-90.

Ayes: Dr. Carson, Mr. Ferguson, Mr. Hyland, Mr. Kaplan, Mrs. Richards,
Ms. Riffe

Nays: None

Mr. Kaplan left the conference call at 12:55 p.m.

The meeting was reconvened at 1:00 p.m. Resolution 62-90, **Ratification of Labor Agreement** between Shawnee State University and the **Shawnee Education Association** was acted upon. This resolution approves a **new three-year contract** with the **Shawnee Education Association** and will be **effective upon ratification by the SEA membership**. The new contract will **expire on August 31, 1993**.

Ayes: Dr. Carson, Mr. Ferguson, Mr. Hyland, Mrs. Richards, Ms. Riffe,
Mr. Walton

Nays: None

Chairperson Riffe made the following comments:

Last night, while reviewing the agenda for this meeting, I was trying to decide what to say regarding both the strike and life after the strike. I didn't want to insult or offend anyone, because Lord knows we're had enough of that the last two weeks. I wanted to use just the right words and say them in just the right way. I considered preparing a written statement, but I chose not to do that. I decided that my comments would come straight from my heart, at this exact moment of time.

I was deeply disappointed and saddened by SEA's decision to strike. I feel the students deserved more, the University as a whole deserved more, and the community deserved more. I believe the Board's position reflected our responsibility to insure a strong financial foundation for Shawnee State, not just for today, but for the future. Because without that, what really do we have to offer our students?

While I was deeply disappointed, I also respected their right to strike. Because I think -- I hope -- that our long-term goals and aspirations for Shawnee State are the same, we just had different approaches to getting there.

We may never totally agree on how to get there. But as is said in Ecclesiastes, 'there is a time to every purpose under heaven.' The purpose is working collaboratively to repair the damage caused by this strike while striving to provide a quality educational experience for our students. And, the time is now. If each and everyone of us does not commit to that, then we really don't deserve to be here anymore.

Mr. Ferguson moved and Mrs. Richards seconded a motion to approve Resolution 61-90, Approval of Holiday Party. This resolution approves the annual University-wide event to be held at the Shawnee State Lodge on December 8.

Ayes: Dr. Carson, Mr. Ferguson, Mr. Hyland, Mrs. Richards, Ms. Riffe,
Mr. Walton

Nays: None

Mr. Hyland moved and Dr. Carson seconded a motion to approve Resolution 63-90, Staff Insurance Amendment. This resolution authorizes amendments to the administrator/staff health care program effective November 1, 1990. The improved package includes prescription drug cards and office visits for employees enrolled in the PPO plan. The University will also continue to offer HMO as an option.

Ayes: Dr. Carson, Mr. Ferguson, Mr. Hyland, Mrs. Richards, Ms. Riffe,
Mr. Walton

Nays: None

Dr. Carson moved and Mr. Ferguson seconded a motion to approve Resolution 64-90, Personnel Action. This resolution approved the hiring of F. Daniel Young as Director of Physical Facilities.

Ayes: Dr. Carson, Mr. Ferguson, Mr. Hyland, Mrs. Richards, Ms. Riffe,
Mr. Walton

Nays: None

Dr. Veri announced that the next Board meeting is scheduled for December 8 at 5:00 p.m. at Shawnee State Lodge. The Board will be meeting in Retreat at the Lodge starting at 6:00 p.m., Friday, December 7, continuing on Saturday from 9:00 a.m. to 5:00 p.m., and again on Sunday morning from 9:00 a.m. to 11:00 a.m. The annual Holiday Party will be on Saturday, December 8, starting at 6:30 p.m. at the Lodge.

Dr. Veri thanked the Board for their careful guidance and stewardship.

Chairperson Riffe, on behalf of the Board, thanked the negotiating teams on both sides for their hard work.

The meeting was adjourned at 1:30 p.m. by acclamation.

Chairperson, Board of Trustees

Secretary, Board of Trustees

RESOLUTION 61-90

Approval of Holiday Party

The annual Holiday Party, a University-wide event, is being planned by the "Committee of 9."

WHEREAS, President Veri recommends approval of this event to the Finance and Facilities Committee; and

WHEREAS, the Committee concurs and recommends approval of this event to be held at the Shawnee State Lodge at an expenditure of \$30 a couple and \$500-\$600 for a band;

THEREFORE BE IT RESOLVED that the Board of Trustees of Shawnee State University approves the expense for the Holiday Party.

RESOLUTION 62-90

Ratification of Labor Agreement between Shawnee State University
and the Shawnee Education Association

WHEREAS, contract negotiations between the University and Shawnee Education Association began June 1, 1990, and were completed on October 19, 1990; and

WHEREAS, the result of those negotiations was a tentative labor agreement between Shawnee State University and the Shawnee Education Association, effective on the date of ratification by both parties except as otherwise noted therein; and

WHEREAS, such agreement is binding on the University and the Association until August 31, 1993;

THEREFORE BE IT RESOLVED that the Shawnee State University Board of Trustees accepts and ratifies the tentative agreement of October 19, such acceptance and ratification to take final effect concurrent with ratification of said agreement by the Shawnee Education Association. A copy of the printed version of the final agreement shall be attached to this resolution.

RESOLUTION 63-90

Staff Insurance Amendment

THEREFORE BE IT RESOLVED that the Board of Trustees of Shawnee State University authorized the following amendments related to the administrator/staff health care program:

Effective November 1, 1990, or as soon thereafter as feasible, the following actions are recommended:

The University will contract with Community Mutual for the Preferred Provider Organization (PPO) entitled Community Preferred Health Plan with prescription drugs and office visits;

The University will continue to pay for employees hired prior to October 1, 1990, and enrolled in the PPO, the deductible for covered charges at the rate of \$200/single coverage and \$400/family coverage. Said amount to be paid after the expense is incurred and applied by Community Mutual against the deductible;

The University will pay \$50 per month to employees who opt to waive coverage by the University and whose coverage will be provided by a source other than SSU;

The University will continue to provide the Community Health Plan Health Maintenance Organization (HMO) as an option;

The University will implement the Community Mutual Flexible Spending Plan (Premiums only);

The University will continue the existing coverage for dental and vision; and

The Administration and support staffs will continue to pay a portion of the cost of health insurance premiums each month as outlined below.

	<u>Single</u>	<u>Family</u>
<u>PPO (80/20)</u>		
TOTAL COSTS	\$165.13	\$442.31
UNIVERSITY PAYS	<u>156.12</u>	<u>419.31</u>
EMPLOYEE PAYS	9.01/M	23.20/M
<u>HMO</u>		
TOTAL COSTS	\$160.05	\$418.52
UNIVERSITY PAYS	<u>156.12</u>	<u>418.52</u>
EMPLOYEE PAYS	3.03/M	-0-

For those employees covered by the contract negotiated by the Communication Workers of America the acceptance of this resolution is contingent upon the signing of a side letter, similar to that agreed to on August 17, 1990.

RESOLUTION 64-90

Personnel Action

WHEREAS, the following applicant has been screened, interviewed, and recommended by the proper University personnel for employment, and Dr. Veri has reviewed the candidate's credentials and approves employment:

THEREFORE BE IT RESOLVED that the Board of Trustees of Shawnee State University authorizes the employment of F. Daniel Young, Director of Physical Facilities, for the FY-91 salary of \$30,278.

Resume Summary

NAME, TITLE, ADDRESS: F. Daniel Young
Director of Physical Facilities
4201 Mitchell Avenue
St. Joseph, MO 64507

EDUCATION:

<u>Degree</u>	<u>Academic Major</u>	<u>University</u>	<u>Date Awarded</u>
A.I.E.	Industrial Engineering	Muskingum Area Technical College	1977

CERTIFICATIONS (if any):

EXPERIENCE:

<u>Institution/Agency</u>	<u>Title</u>	<u>Inclusive Dates</u>
Missouri Western State Col.	Director of Physical Plant	1987-Present
Muskingum College	Physical Plant Director/ Plant Engineer	1978-1987
NCR Corporation	Facilities/Construction Manager	1975-1978

HONORS AND AWARDS:

ADDITIONAL INFORMATION RELEVANT TO POSITION: Served as college architect and engineering liaison on major construction and renovation projects. Active member of APPA, MAPPA and CAPP and attended the Executive Development Institute at Notre Dame.

NOTE: Mr. Young is twelve hours short of a B.S.,M.E. at Ohio University and has agreed to complete the required coursework.

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(October 21, 1990)

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(October 21, 1990)