

Alternative Service Committee
Meeting Minutes
December 12, 2012

Present: Paula Connors, Austin Daugherty, Carrie Fink, Janel Harder, Kerry Jennings, Douglas Kraemer, Gary Leitnaker, Hanna Manning, Carol Marden, Roger McBride, Barb Nagel, Jennyfer Owensby, Parrish Quick, Sam Reyer, Amy Schmitz, Lois Schreiner, Marlene Walker, John Wolf and Terri Wyrick

Absent: Lori Goetch

The meeting was called to order.

Minutes were reviewed and approved as presented.

Carol Marden discussed the communication she had with President Schulz and Cindy Bontrager, Interim Vice President for Administration and Finance, regarding how the move to support staff would affect enhanced leave. They will discuss this with the KSU general counsel and the Board of Regents general counsel and let us know by the January 9 meeting.

Cindy Bontrager and Jennifer Gehrt will start attending the committee meetings as their schedule allows starting with the meeting on January 9. Discussion was held on asking Cindy to present an overview of how the finances would work with a support staff system and then post this to the website.

Discussion was held regarding the representative from the K-State Student Union since employees of the union are not classified employees. It was decided to ask her to stay on the committee for her wealth of knowledge, but not have voting rights.

Carol discussed e-mails that she had received with questions on the change to support staff. The Communications committee is working on a summary of the visit to KU and will also address some of these questions. Trust and Security seem to be major obstacles that need to be addressed.

Discussion was held on the open forums that we are planning to hold. It is very important to make sure that all employees are able to attend the open forums. Committee members will also go to the colleges/departments/units to talk about the options. The open forums will be designed to give all classified employees an opportunity to look over the proposed plans and then voice their concerns and make suggestions to improve the plan.

Team Goals, timelines and the direction for each team was discussed. The following teams were appointed:

Communication: Barb Nagel, Jennyfer Owensby, and Carrie Fink

Appeals Process: Janel Harder, Austin Daugherty, and Parrish Quick

Performance Review: Marlene Walker, Hanna Manning, and Kerry Jennings

Compensation & Pay Plan: Sam Reyer, Lois Schreiner, Doug Kraemer, and Roger McBride

Layoffs & Furloughs: Terri Wyrick, Paula Connors, John Wolf and Amy Schmitz

Each team is asked to take the information that Gary Leitnaker provided, add information that was received from KU including all research they have compiled, and put a proposal together. These proposals are due by the January 9 meeting.

A timeline for voting on the proposed move to Support Staff was discussed. Classified employees will receive at least a 90 day notice before the voting will take place. Discussion was held on what needs to be in place before the first town hall meeting. The committee needs to develop a framework of what we can work with and what administration can work with and then take the proposal to all classified employees to see what changes they would like to see. The website will be a great resource to keep people updated on how the proposals are evolving.

Discussion was held on the possibility of sending out a survey to classified employees to see what their concerns are and how to address them. Communication is vital in getting information out so everyone knows what the proposed plan is. Information will also be sent out in K-State Today, letters, and e-mail.

Meeting adjourned

The next meeting will be held:

January 9, 2012
Throckmorton
2:30 – 4:30 p.m.