

Classified and Support Staff Council  
Kansas Board of Regents  
September 18, 2013

Good afternoon! It is an honor to be here this afternoon to give you a report for the Classified and Support Staff Council. I would like to thank you for your service! Today I am representing the over 4,400 state of Kansas university classified and support staff employees. I have worked in both the private and public sectors and absolutely love working at Emporia State University. I understand the importance of an education and earned my BS degree in Public Relations from Kansas State University in 2004. Interacting with students is a very energizing, and classified employees interact with students every single day. Classified employees assist universities to recruit, retain, graduate, and employ students; we touch the students' lives in every aspect of their academic journey. From when potential students call to schedule a campus visit to when students graduate and become alumni, classified employees are the people that answer the questions, find the answers, and provide the highest level of customer service. We are essential and integral to high quality education in Kansas. In January 2013, the 264 Emporia State University classified employees had collectively provided 3,886 years of service to the State of Kansas!

Our council, which is comprised of CSSC Presidents and executive council members, stay in close contact with monthly conference calls. We recently had our annual meeting to set our priorities and draft our collective position paper. We will present this position paper to the state senators and legislators as we spend our "Day on the Hill" in January 2013. The key points in our paper include:

- **Cost of Living:** There are classified employees who have not an increase in pay since July 2008. We propose a 5% cost of living adjustment for all university classified and support staff based on the statewide average salary of classified employees.
- **Market Adjustments:** Fully fund to completion the market adjustments approved by the Kansas Legislature in House Bill 2916 in the 2008 legislative session (only 3 of the 5 years have been fully funded). By not finishing the commitment to fund to completion the five year market-based pay plan, major problems have been created. The bill was also supposed to provide a new pay plan, which hasn't been implemented. We ask that these problems be addressed in this legislative session.

We need to be accurately compensated to provide for our basic needs. We were not at market in 2008 and have had no increase since then. I have only been at ESU for 2 ½ years and have recently just gotten engaged with Classified Assembly. This is very disturbing news...and it is even more disturbing that this message has been brought to the legislature's attention and nothing has been done. Because of this, all of the universities are researching and proposing to go to Alternative Service/University Support Staff. Here are some of their updates:

**Emporia State University** – is proposing to go to Alternative Service/University Support Staff. We have formed an 18-person committee and have held two informational meetings for employees. We are currently finalizing our white papers and plan to have the vote in April 2014.

**Fort Hays State University** –is proposing to go to Alternative Service/USS. They have formed a 12 person committee and have set their vote date on November 19th. Their committee is currently working on a draft of a USS Hand Book, and when that is completed they plan on having several Town Hall Meetings to give people a chance to voice concerns, ask questions.

**Kanas State University** – is proposing to go to Alternative Service/USS. They have formed a committee and have set their vote date on November 19-22. They have held 19 town hall meetings for their employees and have almost finalized their USS Hand Book.

**Pittsburg State University** – is proposing to go to Alternative Service/USS. They have formed a 27-member committee and will have their vote in late February/early March. They are currently in the feedback and input stage and are working on finalizing their white papers.

**Wichita State University** - is proposing to go to Alternative Service/USS. They have just started their process and are in the research stage. They are beginning to work on their white papers and will have informational meetings in November. They plan to have a vote date in April 2014.

Again, I would like to thank you for allowing me the chance to speak to you today.