

**KENT STATE UNIVERSITY  
BOARD OF TRUSTEES  
October 24, 2022  
Urban Conference Room, Kent State University**

**Board Members Present**

Shawn Riley, Chair  
Pamela Bobst  
Haley Crews  
Haley Dees  
Barry Fetterman  
Robert Frost  
Robin Kilbride  
Donald Mason  
Christian Palich  
Stephen Perry  
Sandra Volpe  
Ann Womer Benjamin

**KSU President's Cabinet Present**

Todd Diacon, President  
Tiffany Murray  
Mark Polatajko  
Charlene Reed  
Willis Walker  
Stephen Ward

**CALL TO ORDER**

Chair Riley called the meeting to order at 9:30 a.m. and thanked all present for making themselves available for this special meeting of the Board of Trustees. Trustee Perry called the roll and a quorum was present.

**PROOF OF NOTICE**

He stated that public notification of the special meeting was given pursuant to Ohio law and university policy.

**EXECUTIVE SESSION**

Chair Riley then announced that in accordance with Chapter 121.22, section G of the Ohio Revised Code, the Board had a need to meet in Executive Session for the purpose of: (iv) preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment [121.22 (G)(4)].

Trustee Frost moved, seconded by Trustee Bobst, that the Board retire into Executive Session. Trustee Perry took a roll call vote of the membership. By virtue of a unanimous roll call vote, the Board adjourned into Executive Session at 9:34 a.m. The session concluded at 9:45 a.m.

Chair Riley then convened the Board's special meeting at 9:46 a.m.

## **APPROVAL OF THE AGENDA**

He noted that the special meeting was called for the sole purpose of considering a proposed Collective Bargaining Agreement between Kent State University and Kent State University Employees Local 153, American Federation of State, County and Municipal Employees (AFSCME).

Chair Riley then asked if there were any changes to the meeting agenda. Hearing none, the agenda was adopted by general consent.

### *APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH KENT STATE UNIVERSITY LOCAL 153, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME)*

Chair Riley reiterated that the only item of business that day was the consideration of a new Collective Bargaining Agreement with the university's AFSCME union, which represented about 375 classified workers in university facilities management and culinary services. He said the Board appreciates the dedication of these employees and their significant contributions to the success of the university and especially to the success of our students.

He then called on President Diacon to present the recommendation.

President Diacon said in preparing his remarks he was reminded of a walk around campus earlier in the year when he came upon members of the Kent campus grounds working on the spectacularly beautiful plants and greenery around the Wick Poetry Center Plaza and sculpture. He stopped to take in the spectacularly beautiful sight and to thank them for what they did to keep the campus so physically attractive. This was just one example of the countless ways the members of AFSCME Local 153 provide such valuable service to Kent State. They prepare and serve food to our students and keep our campuses humming and safe, he said, adding that the beauty of the campus is one of the reasons that students cite most as tipping their final decision to attend Kent State.

President Diacon said the proposed agreement was recommended for approval by the Board of Trustees, after it was ratified by the union members in a vote on October 18, 2022. If approved, the agreement would be retroactive to October 1, 2022, and run through September 30, 2025.

President Diacon expressed appreciation for the support of the Board's Compensation Committee and all trustees in addressing compensation of these critical staff members who are among the university's lowest paid employees.

He then commended and acknowledged the negotiations teams on both sides for their excellent work. For AFSCME, he thanked bargaining team members David Schuckert, union president and painter; Todd Michl, union chief steward and electrician II; Shawn Daum, regional director, Ohio Council 8; Candy Black, custodial worker; Fred Boggs, custodial worker; Karla Dohse, custodial crew leader; Brian Boxler, equipment operator I; George Lemons, food service worker

I; Jeff Hug, custodial worker; and Duane King, ACPM specialist. For the administration he thanked bargaining team members Tiffany Murray, interim vice president for human resources; Karen Watson, director of employee and labor relations; Todd Burdette, associate director for university facilities management; Nicole Corll, associate director, university facilities management; Laura Roach, associate director of operations and university culinary services; and George Edmiston, associate director of resident services. He also thanked Senior Vice President Mark Polatajko and his team and the Human Resources team for their support in the negotiations.

With that President Diacon concluded his presentation of the recommendation.

### **Resolution 2022-81**

#### **APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH KENT STATE UNIVERSITY EMPLOYEES LOCAL 153, AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME)**

WHEREAS, the Collective Bargaining Agreement between Kent State University and the Kent State University Employees Local 153, American Federation of State, County and Municipal Employees (AFSCME) expired September 30, 2022; and

WHEREAS, the parties began negotiating a new agreement; and

WHEREAS, the parties have agreed to all relevant terms of a successor contract; and

WHEREAS, the proposed agreement was ratified by the membership of AFSCME on October 18, 2022; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees, hereby approves the new Agreement; and

BE IT FURTHER RESOLVED, that the Senior Vice President for Finance and Administration is authorized to enter into a Collective Bargaining Agreement with the Kent State University Employees Local 153, American Federation of State, County and Municipal Employees that shall be in full force and effect from October 1, 2022, to 12:01 a.m. on October 1, 2025, consistent with the terms and conditions of employment agreed upon by the parties.

Chair Riley thanked President Diacon and asked for a motion to approve the resolution.

**ACTION: Trustee Womer Benjamin moved, seconded by Trustee Frost, that the motion be approved. There were no objections. Trustee Perry took a roll call vote of the voting membership. By virtue of a unanimous roll call vote, the motion passed.**

## **ADJOURNMENT**

Chair Riley again thanked all trustees for making themselves available that morning for the special meeting. He noted that the next regular business meeting of the Board of Trustees was scheduled for Wednesday, December 7, 2022, at the Kent campus.

On motion duly noted, the meeting adjourned at 9:53 a.m.