

**KENT STATE UNIVERSITY
BOARD OF TRUSTEES
July 27, 2018
Library, Urban Conference Room**

Board Members Present

Virginia Addicott
Todd C. Davidson
Ralph Della Ratta
Robin Kilbride
Donald Mason
Jessica Peck
Stephen Perry
Shawn Riley

KSU President's Cabinet Present

Beverly Warren, President
Alfreda Brown
Shay Little
Mark Polatajko
Charlene Reed, University Secretary
Nathan Ritchey
Willis Walker

CALL TO ORDER AND ROLL CALL

Board Chair Ralph Della Ratta called the meeting to order at 10:00 a.m. in the Urban Conference Room. Vice President and University Secretary Charlene Reed called the roll, and a quorum was present.

PROOF OF NOTICE

Chair Della Ratta stated that public notification of the special meeting was given pursuant to state law and university policy.

EXECUTIVE SESSION

Chair Della Ratta 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 Virginia Addicott moved, seconded by Trustee Stephen Perry, that the Board retire into Executive Session. Vice President Reed took a roll call vote of the membership. By virtue of a unanimous roll call vote, the Board adjourned into Executive Session. The session concluded at 10:40 a.m., at which time the Board reconvened in public session.

APPROVAL OF THE AGENDA

Chair Della Ratta stated that the special meeting was called for the sole purpose of considering the Fact Finder report regarding negotiations between Kent State University and the Kent State

University Employees Local 153, American Federation of State, County and Municipal Employees (AFSCME). The agenda is adopted by general consent.

CONSIDERATION OF THE FACT FINDER REPORT

Chair Della Ratta said the Board of Trustees was pleased to meet to consider the July 23, 2018, report of Fact Finder David Stanton, which sought to resolve all outstanding issues in ongoing negotiations between the university and AFSCME Local 153.

Members of the Board, and especially its compensation workgroup, have been engaged throughout the collective bargaining process and trustees have had the opportunity to thoroughly review the Fact Finder's recommendations, according to Chair Della Ratta. He commended the university's leadership and bargaining team for working to bring these negotiations to an equitable and satisfactory resolution.

He asked President Warren to speak to the highlights of the report and to present the administration's recommendation regarding the report.

President Warren thanked everyone involved for their dedication throughout the negotiating process and thanked trustees for making themselves available upon short notice for the special meeting. She said the administration has reviewed the report and recommendations of the Fact Finder and believes they provide an equitable and satisfactory resolution to the outstanding issues in the university's negotiations with AFSCME.

In summary, the Fact Finder's report and recommendations for a two-year agreement effective October 1, 2017, through September 30, 2019, were as follows: Salary/Wages – increase of 2% in year 1 (retroactive to October 1, 2017), and increase of 1.5% in year 2 (October 1, 2018 through September 30, 2019); Healthcare Plans – Year 1 (for Benefits Year 2019): Effective January 2019, the 85/60 PPO plan would be introduced with a 18.5% premium contribution, as well as continuing the High Deductible/HSA plan at a 13% premium contribution. In addition, the 90/70 PPO plan would continue to be offered at a premium contribution of 20%. Year 2 (for Benefits Year 2020): Effective January 2020, the 90/70 PPO plan would no longer be offered as an option. Shoe Allowance – the annual safety shoe allowance would increase by \$25 per employee and the annual no-slip shoe allowance would increase by \$10 per employee; One-time Bonus - \$250 per employee in year 1 (to be paid on the first payroll date following execution of the contract), and \$200 per employee in year 2 (to be paid on the first payroll date on or after October 1, 2018); and Other Provisions – clarification of grievance and mediation process, and electronic transfer of union dues and fees.

On behalf of the university administration, President Warren recommended that the Board accept the Fact Finder's report. Further, she asked the Board to provide authorization so if the report is deemed accepted by the union, the university can immediately proceed with the execution of a new contract with these employees. She said the union also was voting on the report July 27 and final results should be available that evening.

President Warren expressed gratitude for the many contributions these employees make to the success of Kent State. She asked if there were any additional questions or comments concerning this matter. Hearing no further questions or discussion, Chair Della Ratta moved to Resolution 2018-55, Consideration of Fact Finder Report and Approval to Execute Collective Bargaining Agreement.

Resolution 2018-55

CONSIDERATION OF FACT-FINDER REPORT AND APPROVAL TO EXECUTE COLLECTIVE BARGAINING AGREEMENT

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 on September 30, 2017; and

WHEREAS, the parties began negotiating a new agreement; and

WHEREAS, the parties agreed to present all unresolved issues to a State Employment Relations Board (SERB) appointed Fact-finder; and

WHEREAS, the administration of Kent State University acknowledges the significance of the Fact-finder's report, and deems it equitable and a satisfactory resolution of the outstanding issues; now, therefore,

BE IT RESOLVED, that the Kent State University Board of Trustees, hereby accepts the Fact-finder's report as submitted on July 23, 2018; 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, 2017, to 12:01 a.m. on October 1, 2019, and that shall be within the parameters outlined in the Fact-Finder's report dated July 23, 2018, as well as other terms and conditions of employment previously agreed upon by the parties.

ACTION: Trustee Perry moved, seconded by Trustee Mason, that the resolution be approved. There were no objections. The motion passed.

ADJOURNMENT

Chair Della Ratta then announced that the next regular business meeting of the Board of Trustees was scheduled for Wednesday, September 12, 2018, at the Kent Campus.

On motion duly made and approved, the meeting was adjourned at 10:46 a.m.