Classified Staff Association
Minutes from meeting with President Lee Caldwell
Wednesday, September 14, 2005
President's Office
2:15 p.m.

Those present: President Lee Caldwell, Sheila Cannon and Darwin Gifford.

The following items were presented and discussed.

- We discussed the possibility of adding permanent and auxiliary permanent part-time employees to the employee directory. President Caldwell stated that this information should currently be posted on our web page. He mentioned that Pam and Will are also working on making these additions to the employee directory. They were unable to add this information to the last printing. Sheila mentioned that Ken Richmond had contacted her for information relating to the UHB and office and telephone numbers, maybe for this purpose? He asked us to visit with Pam about this request.
- Regarding permanent and auxiliary permanent part-time employees receiving holiday pay, at their prorated amount, after nine months of employment. President Caldwell stated that this would be something that should be discussed during the budget reallocation process. He stated that this process will be open for discussion with all of the areas that are involved. He mentioned that there are a lot of exceptions involved in this process and he couldn't provide an answer at this time. We also asked the President about the possibly of providing bonuses for these individuals (with the rest of the college employees) and he stated that the same process would be involved.
- We discussed the possibility of having money deposited into the Classified Staff Association (CSA) account to pay a small bonus to the permanent and auxiliary part-time employees that did not receive this amount with the rest of the college. He mentioned that if individuals wish to donate money to the DSC Foundation and have it designated to the CSA for this purpose, we could reallocate the money this way and this can be done at anytime. He mentioned that legally the college cannot give funds to the association and then have this money dispersed to individuals; the college must pay the individual directly. This would be another item to discuss during the budget reallocation process and the legal aspects must also be considered.
- We discussed the possibility of paying permanent and auxiliary part-time employees bi-monthly instead of monthly. The President asked us to contact Pam because this responsibility has been given to her.
- Some of the board members wanted us to ask about the possibility of having better vision coverage. President Caldwell said that some schools offer "cafeteria" benefit plans where employees are given a set amount to be allocated among benefits. This allows them to trade-off for higher levels of coverage in dental and vision plans if they desire. We currently do not have this option. He shared with us the numbers that showed the dramatically larger benefit package given to DSC employees when compared to other states. He mentioned that the legislature has felt that employees are not valuing those

benefits and that has caused more pressure to be applied for higher co-payments, etc. He thinks that it is important that employees be educated on the subject of the value of the benefits package and that we express our appreciation for our benefits to our elected representatives. We must remember the savings in our pocket as well as the tax benefits. As a side note, he contacted me on Monday and mentioned that the legislature is looking at this issue again this year and we are already getting pressure to make some changes. So contacting our legislatures might be a good suggestion.

- We discussed a concern that was mentioned during our last board meeting. Apparently, some full-time staff are being paid straight time, not time and a half, when they are called in to work on a paid holiday. The President asked us to contact Pam regarding state requirements, etc.

The President thanked us for coming and we adjourned the meeting at 3:00 p.m.