

MANAGEMENT/APSCUF COACHES' MEET AND DISCUSS

8:00 a.m. Tuesday, November 14, 2006
Sullivan Board Room

#20 MINUTES

APSCUF representatives present were: Mark Cloud, Kelley Green, Heather Kendra, Andrew Waeger, Pat Rudy, and Cheryl Orndorf as recording secretary.

Management representatives present were: Roger Johnson, Alan Anderson, Jill Mitchley, Tara Fulton, and Denise Shoemaker.

Sharon Taylor was invited by APSCUF and attended.

I. Approval of Meeting Minutes

The minutes of the August 31, September 19, and October 17, 2006 meetings were approved.

II. Grievance Update

There were no changes to report.

III. Student-Athlete Conflict Avoidance Scheduling

APSCUF asked why the recommended changes by the Ad-hoc Student-Athlete Conflict Avoidance Scheduling Committee were dismissed. Management reported there was not as big a problem as originally thought. There seems to be adequate time to schedule everything in Rogers Gym, Zimmerli, and Thomas Field House. Fridays are very clear. R. Johnson commended the committee members for their work. Management shared the agreed schedule between M. Rote and P. Campbell. APSCUF explained practices are not the only concern; athletes missing games is also a problem. Management explained the winter and spring sports' athletes will have more advantage, because they will register with those students who have 80 credits. Coaches could check the schedules of athletes that are registered now for spring and try to have changes made; if such changes are possible. Coaches can schedule practices for times prior to 4:00 p.m., but students cannot miss class and there may not be an athletic trainer available.

IV. Leave (Management)

Coaches report to the Provost's Office when they are going to be out sick for the day. Management reported there has been no reported sick leave for the last two semesters.

V. Time Sheets (Management)

Management reported due to FLSA, PASSHE is requesting that head coaches sign time sheets confirming time worked for their assistants. There is currently a grievance at another university open on this issue. Several questions were raised:

- a. Do head coaches have ultimate responsibility and authority to determine the hours for assistants as long as the hours do not exceed 37.5 hours?
- b. Are there restrictions on how many hours people can work in a day?
- c. If so, is overtime paid for time worked over in a day?

Both APSCUF and management will research this issue and report back.

VI. Non-Committed Time (Management)

Management reported the Athletic Director is responsible to communicate the five weeks of non-committed time. Management has not received records and some coaches are rolling the time into the next year. Regular full-time assistant coaches must submit a monthly schedule. After a discussion it was determined that there was only one circumstance where a coach took unfair advantage. Non-service time originally ran from September-August, but when the adjustment to be consistent with the fiscal year was made there was some overlap for non-service time. However, that was all worked out appropriately. Coaches are aware it does not roll over. The AD has been receiving the proper documentation. The CBA does not require the information to go to Provost.

VII. Football Offices (Management)

The Football coaches have agreed to move to East Campus on a temporary basis. The move will hopefully happen by summer, but could be later. They will be there for 3 ½-4 years. Head coaches will have private offices. There's an issue over room 102 that needs to be ironed out. Management reported step-by-step over the next decade we are attempting to establish private offices as we can.

VIII. Next Meeting

Tuesday, December 19, 2006, 8:00am, Sullivan Board Room

The meeting adjourned at 8:43 a.m.

Roger Johnson
Interim Provost and VP Academic Affairs

Mark Cloud
APSCUF Chapter President