

## MINUTES

Management/APSCUF Coaches  
Meet and Discuss Session 18  
Tuesday, September 19, 2006  
8:00 a.m. – Sullivan Board Room

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

**Management representatives present were:** Roger Johnson, Deana Hill, Tara Fulton, and Denise Shoemaker.

Sharon Taylor was invited by APSCUF and attended.

### **I. Approval of Meeting Minutes**

The approval of the minutes of the June 21, July 26, and August 31 meetings was postponed.

### **II. Grievance Update**

There was nothing new to report.

### **III. Status of Pay Gas-only Vehicles for Coaches of Women's Sports**

APSCUF requested the policy be revised with language that reflects the intent of the policy is for women's sports to have priority using this vehicle and to show that fuel only will be charged to the coach budgets. S. Taylor and R. Little will rework the language to include these two concerns and will then sign off on the agreement.

### **IV. Fair Labor Standards Act (FLSA) Implementation Procedures**

APSCUF reported the implementation procedures for the FLSA are creating difficulties for Lock Haven coaches for example:

- a) Head coaches take on assistant coach duties, because the assistant has reached 37.5 hours;
- b) Disadvantages to teams that are not able to use compensatory time or overtime to keep assistant coaches working during peak times;
- c) Coaches have to choose between having an assistant work practice sessions or go to a game;
- d) Not enough time to keep up with fundraising and other requirements of their positions

There was discussion about a disparity in how FLSA is being implemented among the system universities. Also, other conferences are implementing FLSA differently and the SSHE seems to be making it more difficult than other conferences. Management will try to find any additional information in terms of criteria being used by the system and if there are any plans in the works to deal with the issues the universities are facing with the implementation of FLSA and will provide said information to APSCUF.

### **V. Closing of East Campus gym in face of new MWF time schedule**

APSCUF reported the new M-W-F time schedule seems to warrant more consideration for reopening East Campus Gym. Coaches are faced with a difficulty in finding times to practice. Coaches are also faced with having to tell student groups about the East Campus closing, because they have not gotten the message from management. In addition, APSCUF reported the Track & Field program asked to use a room and was denied, because a community group had it scheduled. Management did inform the SCC President about East Campus gym closing. Management needs to speak with faculty and APSCUF about the 4:00 issue to seek some balance because there are legitimate claims from two different groups. Also, the trainers' schedules may have to be adjusted to accommodate later practices.

APSCUF reiterated by opening the East Campus Gym there can be more practices going on simultaneously. Management responded closing the gym is a money saving devise and acceptable shift of funds from other resources has not been found. Management will do its best to not encroach upon the 4:00 p.m. ending time as previously done. APSCUF offered help in looking at the financial issue by asking R. Little for a detailed description of how the calculation was done to determine a \$100,000 savings by closing East Campus gym.

APSCUF asked if it is a policy that gym facilities should be given in priority to the teams over clubs. Management reported the President wants to have the right to make exceptions to the rule. APSCUF asked management to look at scheduling for athletes that will allow them to be freed up for practices.

**VI. Enforcement of Restricted Use of McCullum Field Described on Erected Signs**

APSCUF informed management a request has been made to enforce a restriction for the use of McCullum Field, which is described on the signs that have been erected near the field. Management was not aware of the request, but will work on this issue.

**VII. Charge Back to Recruiting Budget for Practice Travel**

APSCUF reported the coaches are transporting the athletes across the river for practices and it gets charged back to their recruiting budgets. This adds up over a period of time. Management was not aware of a “recruiting” budget. S. Taylor explained she gives each coach a recruiting budget with different line items. It’s broken down so that those costs are reflected back to see what each coach spends on each item. However, the bills come down with just a lump sum for transportation instead of having it broken down, which makes it difficult to distinguish where the money is being spent. Management will look into a way of distinguishing between team verses individual charges. H. Kendra reported this was 25% of her budget last year.

**VIII. Next Meeting**

The next meeting is scheduled for Tuesday, October 17, 2006 at 8:00 a.m. in Sullivan Board Room

The meeting adjourned at 8:57 a.m.

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Roger Johnson  
Interim Provost and VP Academic Affairs

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Mark Cloud  
APSCUF Chapter President