

## **MANAGEMENT/APSCUF COACHES' MEET AND DISCUSS**

**11:00 a.m. Tuesday, May 27th, 2008  
Bentley S06**

### **#28 MINUTES**

APSCUF Representatives present were: Fay Cook, Pat Rudy, Doug Moore, Kristen Geisler-Selvage, Heather Davis, and Shelley Schenck

Management Representatives present were: Roger Johnson, Bill Hanley, Denise Shoemaker, Tara Fulton, and Jill Mitchley

Sharon Taylor was invited by APSCUF and attended.

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

Minutes of April's meeting are on hold till the next meeting.

#### **II. Grievance Update**

P. Rudy gave the update, with an arbitration date for 05-008C-LH. Grievance number 06-010C-LH is continued and there is also a new grievance number 08-001CLH filed at step one.

#### **III. Overtime (OT) Allotment**

R. Johnson said that there were limits put on OT when OT was paid in cash. Now there are no set limits as long as OT turns into comp. time. If cash is involved then that is an individual item, but nearly all coaches are on comp. time and there are no limits. R. Johnson said that that the cash payments were put into place because someone was severely underpaid at one time, so they agreed to pay cash. H. Davis asked then if each coach works with HR to establish if they are paid in cash. R. Johnson said yes. H. Davis said that the reason that this was back on the agenda is so that if there was a need for each program to have a fair and equitable amount allocated. R. Johnson said there are practical limits and that there is a tracking process to review the OT. S. Taylor said she has a list if anyone would like to see how much comp time was used.

#### **IV. Workload Differences**

R. Johnson said the coaches without fulltime assistants seem to suggest that all sports or all coaches should have the same. Are coaches asking for the same number across all sports? K. Geissler said that since their contracts are all the same that there is a different amount of work load for one coach that has an assistant than one that does not. R. Johnson, asked if the issue was that all the job descriptions are the same, and asked are they all the same? He noted that the job descriptions should be the place to begin the discussions. H. Davis said that this coming preseason she will have a roster of 48 athletes behind the largest woman's roster of track, and that she has a fund raising goal of \$20,000 per year, and to give these women a quality experience she only has a grad. student to help, but she accepts that and acknowledges that she could do more with her program if she had more help. R. Johnson said there are different ways to achieve equity, if that is what we are looking for. S. Taylor said she is not sure that is what they are looking for. She thinks the issue is workload. H. Davis said that is fair to say, and that it is a challenge. She is curious how the decision is made as to how and where assistant coaches go. R. Johnson said that brings them to the May budget hearings and the coaches were represented, and they will spend time to make allocations for personnel and are aiming for academic year 09/10 because the ones for the approaching academic year were made last year. R. Johnson said that in general they do not anticipate the need to expand employees, and does not anticipate any new money. H. Davis asked if we are prepared for the increase in travel issue. R. Johnson said probably not. F. Cook asked with the increase in travel do we anticipate the students missing any more than the three days allowed. R. Johnson said that P. Campbell presented the schedules to him and he signed off on them because there we no excessive absences. R. Johnson said to return to the question, do we have the money to do what we need to do, and the answer is no. He said that when we were unable to

find funds for the debate team, there was a decision to no longer have a debate team. D. Moore said the single problem is travel, and that there is not a single thing we can do about it with the mandated schedules, and that it could get far worse.

F. Cook asked if there was anything else....S. Taylor said that they will be using the old evaluation form for this year's evaluation of coaches. H. Davis said that it does conform with the contract. R. Johnson asked when they will be done, S. Taylor said in June.

**V. Next Meeting(s) :**

July 22, 2008 9:00am Bentley S05

Respectfully submitted,  
Shelley Schenck, APSCUF Office Manger

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Roger Johnson  
Interim Provost & VP Academic Affairs

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Fay Cook  
APSCUF Chapter President