



Alternative Service Committee

Alternative Service Committee

Academic year 2013-2014

Agenda and Minutes of the Alternative Service Committee Meeting December 18, 2013

42.20

ASC Meeting Agenda

December 18, 2013

8:30 AM

LAS Boardroom, Room 200 LAS

1. Committee Reports and White Paper update
 - 1.1. Compensation and Pay – Wanda Holt
 - 1.1.1. Discussion
 - 1.2. Layoffs and Furloughs – Stacy Salters
 - 1.2.1. Discussion
 - 1.3. Appeals and Discipline – Brenda Achey
 - 1.3.1. Discussion
 - 1.4. Policies and Agreements – Hercilia Thompson
 - 1.4.1. Discussion
 - 1.5. Performance Evaluations – Angie Linder
 - 1.5.1. Discussion
 - 1.6. Communications and Marketing -- Emily Stephens
 - 1.6.1. Discussion
2. Town Hall Meetings
 - 2.1. Status of meetings and feedback
 - 2.2. More needed?
 - 2.2.1. Small groups?
 - 2.2.2. Custodial Zones?
3. Moving Forward
 - 3.1. Future Meeting dates
 - 3.2. Handbook
 - 3.3. White Paper revisions

Jeanne Patton ✓

Connie, Dany ✓

12/18/13

Joseph Kleinmeyer ✓

Wanda Heet ✓

Robbie Norton ✓

Stephanie Sand ✓

Christina Gregory

Shirley Lewis ✓

Michelle Barger ✓

Stacy Salter ✓

By Cath ✓

Emily Stephens ✓

Ellen Abbey ✓

Randy Sessions ✓

Brenda Achey ✓

Frankie Brown ✓

Micha Thompson ✓

Cheryl Miller

**Alternative Service Committee
Meeting Minutes
December 18, 2013
Lindquist Hall room 200**

Members present: Brenda Achey, Daryl Carrington, Bryan Carter, Wanda Holt, Joe Kleinsasser, Shirley Lewis, Robbie Norton, Jeanne Patton, Stacy Salters, Stephanie Sauls, Randy Sessions, Emily Stephens, and Micah Thompson

Ex-Officio Non-Voting Members Present: Ellen Abbey, Michelle Barger, Frankie Brown, Joe Kleinsasser, Cheryl Miller

Members and Ex-Officio Absent: Nick Beech, Matt Clatfelter, Frankie Brown, Mary Herrin, Matthew Johnston, Renea Goforth, Angela Linder, Maria Lucas, Sheryl Propst, Hercilia Thompson

Agenda handed out by Randy

Randy – I really just wanted to go over the white pages today; I know that most of you have started to incorporate some items from the Town Hall meetings with the feedback that was received. I don't expect a lot of work to be done after Friday the break is the break. Wanda please let us know what you have.

Wanda – Compensation and Pay – I sent my white paper out to the committee. I wanted to make sure that with the longevity pay for service that whatever service anyone had done for the state that would also be included, not just our WSU service. The shift differential I had forgot to put that in because it has been at .30 cents per hour forever. I did receive some feedback on the vacation, 240 hours of vacation leave on payout which is on the unclassified so I will be incorporating that for 8 or more years. Unclassified get that and classified do not; I did not see this on the classified. I pulled this out of the unclassified, it says "Unclassified retired from the unclassified professional service who has accumulated 800 hours or more of sick leave shall receive at the time of retirement compensation for he/she sick leave as follows"?

Bryan – So does classified, they get it.

Wanda – It wasn't in our policy and procedures:

Bryan – They get it, they also get over 1200 hours we get a certain percentage on each one of them.

Wanda – Okay, well I didn't see that in the classified so I will make sure that is included in our white paper.

Randy – It is just a percentage once you have accrued so much.

Wanda – We want to move the vacation time up to the same as unclassified.

Joe – The unclassified get 2 days off from the day that they start and up to 22 days a year at 6.77 a pay period, 304 is the max.

Wanda – In my white paper I had put down that he classified would get up to 176 hours per fiscal year but I am going to change that to 240 per fiscal year.

Joe – So does the proposal go to administration before you vote on it so that you know exactly what the administration has agreed on before you vote?

Randy – Yes, exactly. The white papers will all be completed and approved by the administration before we vote so that everyone knows what they are voting on. There will also be a draft handbook as well. The handbook is what we will send up to KBOR to be approved. We will take all of the white papers and we will look at all of the policies, the policies will have to stay intact HR has told us that. We can modify the policies, but we will have a handbook that refers back to those policies so we will have something in print for when a new employee comes in they will receive a handbook. The policies right now are all online.

Anything else Wanda?

Wanda – no that is it.

Bryan – The market adjustment do we plan on having that done when we move to the USS?

Randy – No that will take up to 2 years to have completed.

Bryan – What about K-State and Fort Hays State plan on moving everything by the beginning of their next fiscal year, will their market study be done by then as well.

Randy – No they will not have a market study done by then, but they will move to the USS if it is approved by the Board of Regents but the pay scales will stay intact until the market study is done that is when they will make all the changes based on the market study.

Bryan – So this will be our time table 2 to 4 years.

Randy – Yes, if the changes were to be made here then our pay scales will stay intact until the market study has been completed.

Joe – How do these benefits compare to the other schools that have been approved?

Randy – They are very similar, the only thing is people are asking for the 6.7 hours and in fact the Board of Regents is asking the legislature to do that for all of the regent's employees now. Don't know if that is being approved or not. We will have to talk to Ted on some of this as well to make sure it is all legal or not, what can we do, we can ask for the moon whether we get it or not is left to be seen.

Randy – Stacy what do you have on Layoffs and Furloughs?

Stacy – I don't really have much more to share than what we had at our Town Hall meetings. It is taking me a long time to get all this information together. We did get through about ½ of the sections discussing it and there are a lot of things where we recommend some changes but not large. Mostly it is wording that needs to be changed. We are asking that more time be given as far as layoff notices. I took your suggestions to the

committee as to who to put on the Advocacy group for the employees and they liked that idea and have come up with some suggestions as well. We will move forward with that and look at what the unclassified policy is on that as well. We won't meet again until January. We might be going so far in debt that we have the handbook written on Layoffs and Furloughs.

Randy – It is a very controversial section as well.

Stacy – I will need to sit down with Frankie and talk to her about this also. Then get it in for review to the administration. I need to sit down with Frankie to make sure that I have the wording correct before submitting it for approval. I have not heard from any of you regarding any of my questions. I have only gotten feedback from my sub-committee. There are a couple of things on the bumping rights if you don't understand I will try to answer your questions. Then whether or not veteran's status is a good qualifier, if it should be taken into consideration if 2 scores are equal and it would be a tie breaker result.

Randy – Then you run into the issue if what if both on veterans or neither are veterans or if one is and one isn't. Frankie how often does that occur?

Frankie – It has never happened in the years that I have been here.

Stacy – Stephanie brought up a very good question if the performance evaluation changed the scale changes and we go back to the last 5 evaluations and they are not all the same, you have 2 people and you are comparing them can you have 2 people that wouldn't have the same default has a high or low value?

Stephanie – In the old performance forms there were 3 categories and in here there are 5. The most recent evaluations of 5 categories so what do you do with the other 2 issues?

Shirley – You have different supervisors scoring those and the way they conceive those score might be different. So you may have one supervisor over here that says I can't give anybody exemplary because then they will have nowhere to go they should just get satisfactory. But you have another one over here that says oh the systems works this way so you are doing everything good and you should get an exemplary. It is the way the supervisor conceives the rules. So and the bumping right thing, if you are doing your job correctly you shouldn't be bumped. I see people who use the bumping rights and bump good people out of their job when it is that person that should be gone because they are not doing their job right anyway, that is why they are getting bounced around anyway. Quit using the bumping rights to do this and just do the right thing.

Bryan – The bumping rights, if they go through and decide to eliminate 3 or 4 positions is someone's area they could cut the head of the snake and cut the people who make the most money. So with the bumping rights you could at least eliminate that. There are a lot of people who have worked here a lot longer than others and make more rightly so and if we don't have that bumping right then their job will be eliminated just on the fact that they are at the top of the pay scale.

Stacy – But that is a financial decision.

Bryan – I should go strictly by your evaluation and not your pay scale.

Stacy – Please email me your comment so that I can look at it and decide how to put it in there.

Bryan – I don't think that you should be able to use bumping rights to move to another department if you do not have the qualification for that job.

Randy – You should have to be qualified for the job.

Stacy – What we are really talking about is just layoffs and the default scores and if you change any scoring now can you have 2 employees with potentially the same value. I will have to talk to Frankie to see if there is anything in place now.

Frankie – We have 5 rating reviews where we use to just have 3.

Bryan – Are our old reviews still going to be worth anything will they fall back on those when we go to USS?

Stacy – Those do not go away.

Bryan – So it will be like a clean start when we go to USS?

Stacy – No, those do not go away.

Bryan – The only way I ask is because throughout the years I have gotten meet expectations because I have been told that there is no way for me to go up if I get marked as exceed expectations. But then there is another person that gets exceeds expectations every year. So I guess we will have to take these a little bit more seriously. Those guys that get exceeds expectations then they go now to just meet expectations will that hurt them for salary increases?

Stacy – We are just talking layoffs.

Randy – The recommendations for any kind of salary increase based on merit would be satisfactory or better.

Brenda – They might get a little bit less because I know in our college the employees that get exceeds expectations get a little bit more than those that just meet expectations. I am guessing that it is up to each individual college as to how they want to set up their scale.

Stacy – Again it just comes down to training and how the supervisors are trained to do the evaluations.

Randy – Brenda what do you have on Appeals and Discipline?

Brenda – My committee met on November 22 and we do not have anything else scheduled until after the first of the year. At the last meeting we talked about changing the term of the grievance committee from 1 to 2 years. Since the member would have to be trained and with all the time that is invested in the training we thought that a 2 year term would work out better. We also discussed an external appeal board since as we move forward to the USS we would no longer have the Civil Service Board so we are looking at options to have an external appeal board. We also discussed the number of members for the grievance committee to increase it from 3-5 members to 7 members. We also discussed that if the grievant wanted witnesses to have that capped at 5 and a list would have to be given in advance of those witnesses. This is to eliminate them asking

to have another witness and then another to keep it from going on and on. We will then put all this into the final draft and move on.

Frankie – Have you had a chance to sit down with HR and discuss this process?

Brenda – no we have not.

Frankie – The reason why I am asking because there are several steps to each process, the formal committee has more than 3-5 members that is why I am asking.

Brenda – Initially we were thinking about changing it to 3-5 but now we are thinking we need to keep it at 7.

Shirley – You should also look at staggering the rotation of the members so that you are not starting over every 2 years.

Brenda – Is there anything else or any other questions.

Frankie – You can meet with any of us that would be Matt, Lana and I.

Stacy – You are talking about limiting the witnesses, at what level would you limit the witnesses.

Brenda – In the formal process and that is because someone had said that if we don't limit it, it could go on and on.

Frankie – You cannot limit the amount of witnesses, they have to provide the list of witnesses ahead of time and then they cannot add to that list.

Stacy – Is that state law or a university policy.

Frankie – I don't have it in front of me for the classified because I work so much on the unclassified that is why I think you should meet with someone from HR. If you would like more than one of us to attend that meeting we can.

Stacy – I understand someone sitting on the committee and having to listen to all the witnesses and how that could drone on and on. But from the perspective of the claimant from the other side limited the witnesses would not be fair.

Brenda – Someone proposed that and we were just going to discuss that the next time.

Frankie – I would prefer that they are allowed to go through the process and it doesn't matter how many witnesses they think that they need to be there.

Brenda – We want the people on the committee to be fair and would not want to alter anything so that it isn't. Anything else?

Randy – Herchilia is not here and Angie is out on Medical leave. Emily do you have anything?

Emily – The only thing that I have is I brought some extra packages from the Town Hall meetings if anyone would like to take them with you. I have gotten a few more requests of people wanted them so I have been sending them out in the campus mail. Please send me your website edits as you get them so that I can keep it up to date as much as possible.

Randy – Everyone has been to at least one of the Town Hall meetings have you heard any feedback.

Robbie – The only feedback that I have heard is that people are disturbed by certain people disrupting the meetings. They feel like those people are disrupting it and they are not getting completed answers.

Emily – I have noticed that too, people are saying that they have kind of checked out after that disruption.

Randy – Esau told me one time that it was his job to push my buttons and that is what he does. But I am pretty good at pushing back. Esau and I are on good terms, we do not have any issues outside of the Town Hall meetings. I know that I can be aggressive other people have told me that but here is the thing you have to look at there is a difference between aggression and passion. Esau is very passionate about the things that he believes in and I am also. So we butt heads in some of those meetings. I have changed the way that I present things and one of the calls that Emily received on the website is a call for my resignation. They think that as long as I sit on this committee we would not be taken seriously be that as it may. I get where Esau was coming from and I understand those comments as well and I understand my comments as well. It is unfortunate that we have some disruptions, because it is not our job to go in and convince people that this is the right way to go it is our job to give them the information so they can make their own choices. Esau has the right to put out that information also. I am sure he will still be putting out information if that is what he feels he needs to do, however some of the information he is putting out there is not necessarily correct, but it is not absolutely wrong either. He is just doing it a different way than we are.

Shirley – The impact that I got was in the paper that he handed out is there a rebuttal to what he said in his paper. One of the things that he had in there was really skewed and did not seem right.

Bryan – I did go through the questions and every time that I went I asked a question and it was always about some of his points that he had in his letter. He writes that you can't transfer and that is wrong. That was the first question I put in the box was "Can you transfer"? If he would just simmer down because he does have some good points he just come across wrong. I have talked to him a few time myself without arguing about it. He has actually made a few people want to move to USS because they do not feel that he is representing me.

Randy – I have heard from a few people that the union representative have asked if to tone it down. But he is passionate about what he believes.

Bryan – Yes I agree with that and some have his points are correct.

Shirley – But it is confusing people?

Randy – If there are some specific points let us know and we will verify what he is saying. Some of his points are valid and are concerning for people but some of them are a little skewed as well.

Frankie – The discrepancies should be given to the sub-committees to address and not at the meeting.

Randy – One of the concerns also is after the Classified Senate letter went out is where is the trend at about moving away from the classified staff? If you take a look at the manpower or workforce reports that the state puts out, you can go to the department of administration website and they have the last 10-12 years posted. If you look at those and look at the number of the classified employees on the first one and then look at the most recent and compare those numbers you will see that there is a trend to move away from the classified service and hire unclassified professionals. Whether it is an enforced trend that people are suggesting that is the way it should go I can't say because there is nothing publically that has been put out that says this is how we want you to do it. We are looking at hiring a new person in our shop, our shop has everybody but our director is classified the new person that is coming in will be hire as unclassified. The position that I had in engineering is coming back available and they will be hiring unclassified. I filled it for 23 years as classified it has been moved to an unclassified position doing the exact same thing that I was doing. Whether it is an enforced trend or a suggested trend I cannot say that is just what is happening. Tell people to go look.

Brenda – As I run into people across campus that have been to the Town Hall meetings there seems to be a common way to think that we will still be an "at will " employee and we will be on a year to year contract. They are still confused about the benefits, it seems to be a common problem that we cannot clarify no matter how many times we say it. That is what is holding them up from making a decision because they think that they are going to lose their benefits and lose that job security and be year to year.

Robbie – I think that part of that comes from is from the people that try to ask their questions in the Town Hall meetings and never get their question fully answered because of a an interruption in the meeting. If somehow we can get those questions asked and answered before someone else brings in their comments.

Brenda – Plus they are hearing two sides, our side and the side that is going against us. Not all the information is put out there correctly and it causes them to get confused. That is one thing that concerns me is that people still are not getting the right information and I don't know how us to get it across. I realize that with everything there will always be rumors and myths that bring confusion it just seems like there is more than there should be.

Randy – One of the things that I have said before is if I was to whisper something in Jeanne's hear and it went around the table by the time it got to Emily it wouldn't even be close to what I said originally. So we know that is going to propagate itself especially with the number of employees we have and the amount of information we are putting out there. That is why we have a website and we try to keep it updated, Emily does a great job with the website. I would like to thank everyone for the job done at the Town Halls I think we did a really good job!

Shirley – It is just like everything else you tell people to go out and read the information for themselves and 90-95% of them are not going to do it. When it is right there in black and white, people just want the top 10 bullet points they do not want to read everything. If we can put that on the website that might be a good idea.

Emily – That is one of the things that I have been thinking about doing that.

Brenda – If we could put out a myth buster on the website for people to read.

Emily – I think that is something that we can do.

Wanda – I think a lot of this has to do with trust, there just is not a lot of trust on this campus for the administration and or HR.

Randy – I think that in the next few months we have an opportunity to alleviate some of that miss trust. With these white papers we are going to have to work with the administration to get these done and approved, through HR, through Mary, through Ted and through the President's office to get approval on this. I think that as the people see that they are willing to work with us and probably approve a good chunk of what we are asking for they will see that they can trust them.

Bryan – Will the president address anything that is going on with the USS?

Randy - He will when it gets to that point.

Bryan – Fort Hayes State president did address some of the concerns.

Randy – Even though their president is resigning he is very supporting of the change.

Bryan – Has anyone talked to anyone from KU Med?

Randy – No, I have not.

Bryan – I have a friend that has worked there for over 30 years and with the market analysis study he only got a .12 cent raise and some people got a couple of dollars. He thought that he would get closer to the correct pay with the study.

Randy – George said something about the folks at KU getting another bump in pay.

Randy – Do you think that any other Town Hall Meetings are required to smaller groups like the custodial group?

Robbie – I think that the custodial group would probably like to have one.

Randy – I will get with Ed and Larry to see if any of the custodial zones would like to have a smaller meeting.

Emily – I would like to be able to get in with the smaller groups that speak other languages with a good translator. I just feel like we are doing a disservice to them by not having a good translator available during their meetings. It is a good size of the population and we need to do what we can to get the information to them.

Randy – Moving forward with meeting times and dates, do you want to continue with Wednesday morning? We will start back up on the 15th of January and go every 2 weeks on Wednesday after that. We need to look at the timeline for the vote; I am looking at mid to late April. So when do we want to have the white papers

done, we will have to have them done before we vote not before we announce the vote. We will have some changes to make do to feedback that we get so we need to allow time for that.

Emily – Are we planning on our next round of Town Halls to be in the middle of March?

Randy – Probably if we are going to look at a mid to late April vote we should be looking at the Town Halls for early April so that we can present final white papers. The next set of Town Halls we will have 2 or 3 of them over at the theater so we can have bigger groups.

Emily – The earliest we could do a vote would be April 15th which would give us April 1st through the 11th to do the bigger Town Hall meetings.

Jeanne – Then we will have to put out the announcement by January 15th.

Shirley – I think that we should push it back from the 15th because people will be worried about getting their taxes done and submitted at that time.

Emily – We could push it back a week?

Randy – I don't want to go any later than the end of April but the 15th would be the very earliest.

Frankie – Randy, classified use to have a handbook and I believe that Shelly has a copy of it so instead of recreating it I can have her provide you with a copy so that you can use that for a template.

Randy – That would be great.

Frankie – I would also like to volunteer our services to help.

Randy – Stacy talk to us.

Stacy – I don't know what the right decision is I just feel like it is being very rushed. I know that we have said spring all along; it just feels that we are pushing it.

Randy – Quite honestly we are behind the 3 other schools that have already voted, KU and K-State along with Fort Hayes has already approved to go to USS. Pitt State and Emporia State will have their votes shortly after the first of the year. They will still have their votes prior to ours, but they all started well in advance from when we started. They probably have had 1-1/2 years to get it completed.

Shirley – If we are too aggressive on the timeline then we are going to get a negative response because people do not have time to absorb everything you will get a no vote.

Stacy – We have to meet with HR, we have to meet with administration and it is hard to get in to see them.

Randy – I agree there is a tremendous amount of work that still needs to be done. I do not disagree with that and understand the concerns.

Shirley – Are we not concern that the government might do something also that would make this all null and void if we don't do it in time?

Randy – That is a possibility but who really knows. There was a House Bill that was presented before the House that went nowhere so it is back in committee. Whether or not it ever comes out of committee who knows, could it happen this year? It is an election year so maybe, maybe not. You hear that they are not going to do something un-popular in an election year, well they just raised our percentage on our KPERS that is pretty un-popular if you talk to people. That is going to cost me an additional \$40 a month my input to KPERS and after the first of January 2015 it will raise to almost \$90 a month. What am I going to see out of that if I retire at age 65? I will get an additional \$40 a month. To me is that a fair benefit for me to take that kind of money at, no it is not. If I was just now coming in then yes changes that multiplier and percentage is going to be a benefit to them but for me it is not. So they just made an un-popular change prior to an election year, so they can do whatever they want.

Shirley – We just don't know what they are going to do?

Randy – No we do not, it is still there, it is still a bill, will it ever make it to the Senate, who knows. If it does happen will the governor sign off on it who knows, but it is there and it is always a possibility.

Randy – We need to have a sit down with Mary and work on a timeline.

Ellen – She told me that she would be okay with it if it is next fiscal year.

Emily – Either way we will still have people upset with us, and issues that arise. If we wait we will have people come back and say that we promised them raises and they didn't get it. But we have to move forward with some sort of timeline in place. If not it will move away from us and it will be 1 year down the run and it has gotten away from us.

Daryl – I thought that I was an informed person until I set in on Stacy's meeting. I am active so to Ellen's point if anyone gets a since that it is being pushed down their throats then I think you will get a negative response. However you all can take some credit because we are learning a lot, there is a lot of information out there. And in 5 minutes in Stacy's meeting I really learned a lot. I think timing is everything and people are being informed and a well-informed community is a smart community is a smarter community and they will make a smart decision. If you look at it that way you won't get the since that you can't please all the people all the time. But you put all the information at there then you can take the credit for that. But if people feel like they didn't get enough information or that it was too quick then you might get some push back. Can I make a point while I am talking? In terms of this market analysis study it takes 2 years to get a study and the market has moved within those 2 years so then you need to have another study, it is a perpetual thing. It seems like quite a bit of research in terms of labor cost. When I came on board 5 years ago they were talking about a market study then and in 5 years things of really changed. Now here we are talking about another market study to me that seems to be perpetual but that is just me. I thought I would just put that out there.

Robbie – I have thought about that too, why can't we use the Hay Group to get us started while we are going into another study. Because some of us got raises and some of us didn't, the first 3 years did the last 2 did not. If we could use that as a starting point then use one that is going to take another 2 years then maybe we won't feel like it is going to take so long.

Daryl – It is the fact that it is attached to a pay raise is the worst part; they keep moving the goal post so you never get the raise. I am not complaining because I have been here for 5 years and I am a beneficiary of this university so I will never complain about what my salary is. But because the raise is attached to the market study it is like trying to hit a moving target.

Brenda – But in the mean time we could possibly get a cost of living possibly if there is money available correct?

Randy – Wanda has built that into her white papers that if that is given by the state then we should get them also.

Shirley – If we wait too long then people will get discouraged and then they will feel like they have been waiting for a raise and it never came. Then they are going to say that they don't care anymore and just do whatever we want.

Randy – That is my concern if we wait for the next fiscal year.

Shirley – They do not understand the all that is involved.

Ellen – The thing that I am afraid of is if we hurry and get it in my the end of the fiscal year that we still can't get it in the budget because the Regents haven't approved it, then what is that going to do to our reputation. Because we are saying that we can do this and then it doesn't get done because the Regents hasn't approved it.

Randy – We can look into making it retro-active? I will need to talk to Mary about that.

Wanda – If we even got the raises that wasn't given with the Hay Group, then the market study is started at least that is something.

Randy – The other thing that I am concerned with is the dynamics of what happens if we go to fast or too slow. If we go another 6 months and we can go retro-active then that is something to look at.

Joe – I think that we have already heard that we did this 10 years ago and nothing happened. I think that is one of the risk that we run if we push the vote back.

Randy – Part of the problem is that 10 years ago there was no law in place and people were just trying to pave the way at that point. KU fortunately for us paved the way, it wasn't a golden highway for them, it was a very rocky road and they are still digging rocks and boulders at of that highway.

Wanda – When Matt was president of the Classified Senate didn't they start it then?

Randy – Yes that was the beginning of this process.

Robbie – So we have really been working on this for about 2 years.

Randy – Kind of behind the scenes for some folks, the 2 Matts have talked together and the process was started. But there was a lot of background work put into before this committee started.

Brenda – So if we didn't do the vote in April when would we do it?

Randy – We will have to talk to Mary. But we will have to have the white papers done and we will have to have a handbook written because that is what we will need to send to the Board of Regents. When I talked to the general council up there she said that if we send it in the same format that everyone else is sending it there shouldn't be an issue.

Joe – One would like to think that the others that have been voted yes that it wouldn't take long for the others to follow suit.

Randy – That is what we are hoping. K-State and Fort Hayes have voted yes and everything should be looked at next month. I am not sure when they will be sending their handbooks to KBOR.

Joe – Worse case would be if it need get approved and there was some small raises but it didn't get through the Regents in time then you would really have a back lash of things.

Robbie- Another thing is too that the Board of Regents members change too and we could have another group in there that doesn't care.

Randy – Or has no idea on what is going on and they have to be brought up to speed on it. Well I have some notes to take to Mary and I will see if I can get a meeting set up with her but it will be after the holiday break. We will see you on the 15th of January right here in this room at 8:30am.