

The University of Akron
Staff Employee Advisory Committee (S.E.A.C.)
Minutes for July 23, 2009

Members and Attendance:

Name	Position	Attendance
Jean Andrick		Present
Gary Beckman		Present
Mary Dingler		Present
Jeri Farwell		Absent w/notice
Lissia Gerber	Vice Chair	Present
Jim Shuster		Present
Laura Spray	Treasurer	Present
Bob Stachowiak	Chair	Present
Mary Tabatcher	Secretary	Present
Lindsie Webb		Present
Pam Woodall Caine		Present
Joy LiCause	Ex-officio	Present

Meetings always scheduled on third Thursday of month at 12:30 PM.

Meeting called to order at 12:43 PM.

Review minutes for June 25, 2009. Minutes approved as written.

Awards & Recognitions - Mary Dingler, Chair (reporting), Jean Andrick, Jeri Farwell, Jim Shuster & Pam Woodall Caine: Mary talked to Debbie Roper and there is still no decision about an employee appreciation event. There were a number of complaints from people who did not get their service awards. All were referred to Debbie Roper. A discussion ensued regarding the process for getting service awards in advance of ceremony. It appears that HR needs to review the process to be sure everyone due a service award actually gets one. Mary Dingler and Mary Tabatcher to meet with AG Monaco and Debbie Roper on current process and possible improvements. Maybe that could be a field on Zipline so an employee can verify their service date. We may also consider adding a link to our website.

Benefits & Wellness Committee - Laura Spray & Jeri Farwell: Committee met this week – reviewing carriers and costs for next year.

Board of Trustees - Gary Beckman (reporting) & Jeri Farwell
(www.uakron.edu/bot/): Next meeting is August 5, 2009.

Budget Hearings – Lissia Gerber (reporting): Reviewing tentative budget with steering committee. Current budgets are approved through August.

By-Laws - Laura Spray (reporting), Jeri Farwell, Lindsie Webb & Joy LiCause (ex-officio): Laura to review removal policies from other groups. Should there be a limit per/department for members on SEAC? Maybe maximum of 2 members/unit? Wayne and Medina are regional campuses – should they have a representative?

Faculty Senate - Lissia Gerber & Mary Tabatcher (reporting)

(<http://www.uakron.edu/president/facultySenate/>): Faculty Senate meetings are always held on the first Thursday of the month. Meetings will resume in fall 2009. Dick Stratton has stepped down as secretary of Faculty Senate due to being named Acting Associate Dean in College of Arts & Sciences.

OSCHE (Ohio Staff Council on Higher Education) - Bob Stachowiak (Chair) & Lissia Gerber (Vice Chair) and (Lindsie Webb alternate): Discussed retire/rehire policy based on recent events in College of Arts and Sciences. All SEAC members to review Rule 33.59.11.15 (see rule below).

OSCHE website rebuilt by Bob and will add a link to our website to it.

Performance Evaluation Committee - Lissia Gerber & Mary Tabatcher: No action.

Safety Committee - Bob Stachowiak (reporting): Will start again in September.

Social Committee - Jean Andrick (Co-Chair), Gary Beckman (Co-Chair) reporting, Mary Dinger, Pam Woodall Caine: Meeting on 7/27/09. John Case wants to have appreciation day built into stadium opening. President wants environment of employee appreciation, so SEAC will work to help that initiative succeed. This needs to be articulated from the top down and has been discussed at the VP level.

Treasurer's Report - Laura: OSCHE hotel invoice for Bob and Jim to be paid. Current balance is \$1908.48. The balance after paying outstanding bills will be \$1,815.82. May want to have pizza and pop for new member meeting.

University Council - Bob Stachowiak & Joy LiCause (ex-officio) reporting: Deans and chairs met and Joy sent out comment sheet on issues that were raised along with which groups have approved it and who has not. All SEAC members to review it.

Web Team - Jim Shuster: Posted May meetings with minor correction. Need to meet with Anthony Serpette to develop new template.

New Business: Jim received comments from an employee who was notified they would undergo an audit. The employees classification was changed from classified non-exempt to classified exempt without their knowledge or approval. The person was told that this was based on a civil service rule change (HB187). Employee should check with HR or send to the committee as a formal request/complaint.

SEAC will meet with the President on September 3rd @ 11:00AM for photos .

Elections will be on September 3rd after the Presidential meeting.

Old Business: Discussed email message regarding married and/or independent children not being eligible for fee remission. See following rule. No reply has been given to employee.

3359-26-02 General staff personnel policies and procedures.

- R. (2) Fee reductions for relatives of full-time staff employees - the instructional fees, or an amount equivalent to the graduate level credit fees for Ohio residents, or an amount equivalent to the school of law credit hour fees for Ohio residents shall be deducted from total fee charges for the following groups (general fees, course fees and other special fees not being affected):
- (a) Unmarried and dependent children of all full-time university staff while the parent is in the service of the university of Akron;
 - (b) Spouses of all full-time university staff while one or both are in the service of the university of Akron. Spouses of full-time university staff who are also employees may elect to receive fee reductions as an employee or a spouse;
 - (c) Spouses and unmarried and dependent children of deceased full-time university staff who were serving the university of Akron at the time of death; and
 - (d) Spouses and unmarried and dependent children of all retired full-time university staff. 3359-26-02 12
 - (e) For purposes of fee reductions:
 - (i) Spouses refer to individuals who have contracted the legal status of a marital relationship through religious or civil solemnized marriages and complied with all the statutory requirements pursuant to applicable law; and shall not include common law marriages which may be otherwise recognized under Ohio law or other relationships between persons not legally capable of making a marriage contract under Ohio law.
 - (ii) Unmarried and dependent children include natural, adopted and stepchildren for whom the full-time employee (or surviving spouse) provides more than fifty per cent support during the academic period for which education benefits are sought and who are not married at the start of the academic period for which education benefits are sought. The employee may be required to submit proof of dependency to the university auditor on request.
 - (iii) The term support shall include the provision of food, clothing, shelter, medical and dental care, provision of accident and health insurance, transportation, recreation, child care expenses and other generally recognized indicia of financial assistance.
 - (f) Spouses and dependents are not eligible for fee reduction of non-credit courses.

Meeting adjourned at 2:40 PM.

Next meeting is on August 13th at 12:30 PM in UAPD Conference Room.

3359-11-15 Reemployment procedures for retirees other than retirees who elected to retire under a university of Akron early retirement incentive program_for all employees other than bargaining unit faculty.

This rule shall apply to all employees other than members of a bargaining unit in which an agreement governs the reemployment of retirees.

- (A) Am. Sub. Senate Bill 144, effective September 14, 2000, and other relevant sections of the Ohio Revised Code facilitate the reemployment of qualified STRS Ohio benefit recipients by removing past restrictions on this process. These changes to Ohio law permit qualified retirees from the university of Akron the opportunity to retire and begin receiving their personal annuity benefits and be reemployed full-time with the university of Akron at no additional cost to the university of Akron.
- (B) Full-time university of Akron employees other than members of a bargaining unit who are eligible to retire from an Ohio pension system affected by the enactment of Am. Sub. Senate Bill 144 may seek an agreement with the university of Akron, in advance of retirement, to be reemployed full- or part-time with the university of Akron as permitted by law in the same or similar position following retirement, without the necessity of a formal search process under the university's affirmative action plan. All such agreements shall be reduced to writing and shall be subject to prior approval by the board of trustees. This rule shall not be deemed to obligate the board to approve any such agreement or to create any right to such reemployment or expectancy of reemployment or expectancy of any right to reemployment for any employee or retiree of the university of Akron.
- (C) Such reemployment agreements, in the case of tenured or tenure-track faculty, shall expressly provide that tenure and any right or expectancy to obtain tenure shall terminate upon the employee's retirement; and any such reemployment with the university of Akron thereafter shall not include any grant of tenure or any expectancy or other entitlement whatsoever to obtain tenure as a result of reemployment or otherwise. Any period of reemployment shall not count or in any way be used to count toward the obtainment of tenure at the university of Akron. The reemployed retiree shall be entitled to retain the appropriate academic rank achieved upon retirement.
- (D) Unless otherwise approved by the board of trustees, such reemployment agreements shall include the following in addition to any other specific provisions that may be included in any agreement:
 - (1) The term of any reemployment agreement.

- (2) If permitted by the applicable retirement system, the retiree other than members of a bargaining unit shall generally not participate in the university of Akron's group medical and health insurance plans, but shall, if available to the retiree, elect retiree coverage through the retired employees' state of Ohio pension system and thereby waive participation in the university of Akron's group medical and health plans.
- (E) These procedures shall not be available to employees or former employees of the university of Akron who elected to retire from the university of Akron through participation in an early retirement incentive program (ERIP). Individuals who participated in an ERIP, and for whom the university purchased personal service credit under an ERIP program, and who thereafter seek reemployment at the university of Akron are subject to the reemployment limitations and provisions in 3359-11-14.

(1) Definitions

- (a) "Superannuate" means a former teacher receiving a service retirement allowance under section 3307.58 or 3307.59 of the Revised Code from the state teachers retirement system (STRS) or a combined service retirement benefit paid in accordance with section 3307.57 of the Revised Code, regardless of which retirement system is paying the benefit.
- (b) "Other system retirant" means a member or former member of the public employees retirement system (PERS), police and firemen's disability and pension fund, school employees retirement system (SERS), state highway patrol system, or Cincinnati retirement system who is receiving age and service or commuted age and service retirement, or a disability benefit from a system of which he is a member or former member.

(2) State teachers retirement system (STRS)

- (a) The university of Akron may employ a superannuate or other system retirant as a teacher. (R.C. 3307.35(B)).
- (b) Any superannuate or other system retirant employed as a teacher at the university of Akron shall contribute to the state teachers retirement system. (R.C. 3307.35(C)).

Any superannuate or other system retirant who has received retirant benefits for less than two months shall forfeit the allowance or benefit for any month the superannuate or retirant is employed prior to the expiration of such period. (R.C. 3307.35(F)).

(3) School employees retirement system (SERS)

- (a) A public employer may employ a SERS retirant or other system retirant and, if so employed, the retirant must contribute to SERS. (R.C. 3309.341(B)(1)).
 - (b) A SERS retirant or other system retirant who has received his or her retirement allowance or disability benefit for less than two months when reemployment begins will forfeit his or her retirement allowance or disability benefit for the period that begins on the date the employment commences and ends on the date that is two months after the date on which the retirement allowance or disability commenced. (R.C. 3309.341(C)).
- (4) Public employees retirement system (PERS)
- (a) A PERS retirant who has received a retirement allowance for less than six months when employment begins will forfeit the allowance for the period that begins on the date the employment begins and ends on the date that is six months after that date on which the retirement allowance began. (R.C. 145.38(B)(4)).
 - (b) A PERS retirant who enters into a contract to provide services as an independent contractor to the employer by which the retirant was employed at the time of retirement or, less than two months after the retirement allowance commences, begins providing services as an independent contractor pursuant to a contract with another public employer, will forfeit the pension portion of the retirement benefit for the period beginning the first day of the month following the month in which the service begin and ending on the first day of the month following the month in which the services end R.C. 145.38(B)(6).

Effective: June 25, 2007

Certification:

Ted A. Mallo
Secretary
Board of Trustees

Prom. Under: 111.15

Statutory Auth.: 3359.01

Rule Amp.: Ch. 3359

Prior Effective Dates: 5/25/02, and 11/17/02

