

OWENS COMMUNITY COLLEGE  
SPECIAL MEETING (WORKING RETREAT) OF THE BOARD OF TRUSTEES  
JANUARY 25, 2011 ~ MINUTES

A working retreat of the Board of Trustees was held at the Holiday Inn French Quarter, Weston Hunt Room, 10630 Fremont Pike, Perrysburg, Ohio.

**Call to Order** - Chair Diana Talmage called the meeting to order at 8:30 a.m. and directed that the record show that the meeting was held in accordance with the Ohio Revised Code, Chapter 3358 and the policies of the Board of Trustees.

**Roll Call** - Roll call was taken, and the following members were present: David Habegger, Allan Libbe, Ronald McMaster, R J Molter, William Takacs and Diana Talmage (6).

**President's Report** – President McDougle presented his perspective on the current state of the College, and he presented his priorities for 2011-2012 including centers for excellence, student retention and the budget. He shared information on the Foundation and the Ohio Association of Community Colleges.

**EXECUTIVE SESSION**

Chair Talmage announced an executive session to consider the employment and appointments of individuals and for discussion of collective bargaining. Mr. Libbe made a motion to adjourn to executive session as specified, and Mr. Molter seconded the motion. The Chair called for a roll call vote. Roll Call: David Habegger, yea; Allan Libbe, yea; Ronald McMaster, yea; R J Molter, yea; William Takacs, yea; and Diana Talmage, yea (6). Due to a conflict of interest during executive session, Mr. Takacs withdrew during the discussion on collective bargaining matters.

Upon return from executive session, roll call was taken, and the following members were present: David Habegger, Allan Libbe, Ronald McMaster, R J Molter, William Takacs and Diana Talmage (6).

**Treasurer's Report** – John Satkowski began his presentation with data from the Ohio Chief Financial Officers, which compared tuition and state subsidy reliance differences between the two-year and four-year sectors. An interesting point showed that if the State Share of Instruction (SSI) was reduced by the same percentage for both sectors, the two-year sector would have to increase tuition by double the percentage of the four-year sector to cover the SSI reduction. He confirmed that this same information has been shared with State Representative Randy Gardner who chairs the Higher Education Subcommittee.

Mr. Satkowski reviewed assumptions for the development of the College's budget for fiscal year 2012, including scenarios for varying reductions in the State Share of Instruction. At this time, Mr. Satkowski is forecasting a deficit of \$7.6 million in the College's operational balance for the fiscal year 2012 budget, and the Budget Advisory Council with the Finance staff are working on revenue enhancements and areas for cost savings to close the projected deficit.

**RECOMMENDATION OF THE PRESIDENT TO THE BOARD OF TRUSTEES**  
**Ratification of Owens Support Staff Union Tentative Agreement:**

RESOLUTION 2011-01-25-01

WHEREAS, the collective bargaining agreement between the Owens Support Staff Union (Local 6325) and Owens Community College is for the term of January 1, 2009, through December 31, 2011; and

WHEREAS, in accordance with Article XVII and Article XVIII of the bargaining contract, wages, benefits and longevity effective for January 1, 2011, were re-opened for negotiation; and

WHEREAS, the members representing the Owens Support Staff Union and administration negotiated a tentative agreement effective January 1, 2011, through December 31, 2011, (Attachment 1) as follows:

- Effective January 1, 2011, each bargaining member will receive a two percent increase on their present hourly wage rate to be added their base;
- No change to Article XVII Benefits, Item A, Medical Program;
- Clothing allowance will be \$150 per member per year;
- The College will provide for payroll deduction for bargaining members participating in COPE contributions to the Ohio Federation of Teachers;

WHEREAS, the tentative agreement is within the College's ability to fund; and

WHEREAS, the Owens Support Staff Union voted to ratify the tentative agreement and notified College administration on December 17, 2010; and

WHEREAS, the Vice President of Labor and Employee Relations, the Treasurer and the President recommend the tentative agreement with the Owens Support Staff Union to the Board of Trustees;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Trustees ratifies the Owens Support Staff Union tentative agreement for the term of January 1, 2011, through December 31, 2011;

BE IT FURTHER RESOLVED that this tentative agreement shall be incorporated as part of the collective bargaining agreement, and the Vice President of Labor and Employee Relations is authorized to file it with the State Employment Relations Board and to implement procedures consistent with the intent of the tentative agreement and resolution.

Mr. Habegger made a motion to approve the resolution, which was seconded by Mr. Libbe. Mr. Takacs abstained. Following a voice vote, the motion was adopted.

**Memorandum of Understanding – Owens Federation of Safety and Security Employees:**

RESOLUTION 2011-01-25-02

WHEREAS, Resolution 2009-05-05-17 ratified the bargaining agreement with the Owens Federation of Safety and Security Employees for the period of January 1, 2009, through December 31, 2011; and

WHEREAS, Resolution 2010-09-07-10 implemented a pilot program for a "No Break/No Lunch Period" during Fall Semester 2010; and

WHEREAS, administration and union representatives agree to amend Article 7, Sections 7.1 and 7.4, and to implement the program on a permanent basis, as reflected in the Memorandum of Understanding dated December 16, 2010, (Attachment 2) and listed; and

- Implementation of a “No Break/No Lunch Period” program, effective November 30, 2010

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Trustees adopts the amendment to the bargaining agreement between the College and the Owens Federation of Safety and Security Employees and authorizes the Vice President of Labor and Employee Relations to file the amendment with the State Employment Relations Board.

Dr. McMaster made a motion to approve the resolution, which was seconded by Mr. Molter. Mr. Takacs abstained. Following a voice vote, the motion was adopted.

### **Ratification of Owens Federation of Safety and Security Employees Tentative Agreement:**

#### RESOLUTION 2011-01-25-03

WHEREAS, the collective bargaining agreement between the Owens Federation of Safety and Security Employees and Owens Community College is for the term of January 1, 2009, through December 31, 2011; and

WHEREAS, in accordance with Section 21.1 of the bargaining contract, wages, benefits, incentives, bonuses and differentials effective for January 1, 2011, were re-opened for negotiation; and

WHEREAS, the members representing the Owens Federation of Safety and Security Employees and administration negotiated a tentative agreement effective January 1, 2011, through December 31, 2011, (Attachment 3) as follows:

- Effective January 1, 2011, each bargaining member will receive a two percent increase either added to their base or as a lump sum payment;
- No change to Article XXIII Benefits (Health Care);
- The College will provide for payroll deduction for bargaining members participating in COPE contributions to the Ohio Federation of Teachers;
- Pay for Attendance Incentive (Article XXII) will be \$125 for quarterly perfect attendance and bonuses for perfect attendance in each subsequent quarter will be \$50 for two consecutive quarters; \$100 for three consecutive quarters and \$250 for four consecutive quarters;

WHEREAS, the tentative agreement is within the College’s ability to fund; and

WHEREAS, the Owens Federation of Safety and Security Employees voted to ratify the tentative agreement and notified College administration on January 10, 2011; and

WHEREAS, the Vice President of Labor and Employee Relations, the Treasurer and the President recommend the tentative agreement with the Owens Federation of Safety and Security Employees to the Board of Trustees;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Trustees ratifies the Owens Federation of Safety and Security Employees tentative agreement for the term of January 1, 2011, through December 31, 2011;

BE IT FURTHER RESOLVED that this tentative agreement shall be incorporated as part of the collective bargaining agreement, and the Vice President of Labor and Employee Relations is authorized to file it with the State Employment Relations Board and to implement procedures consistent with the intent of the tentative agreement and resolution.

Mr. Molter made a motion to approve the resolution, which was seconded by Mr. Libbe. Mr. Takacs abstained. Following a voice vote, the motion was adopted.

**Adjournment** - As there were no further business or reports, Chair Talmage declared the meeting adjourned.