

**West Virginia State University Board of Governors
Meeting of March 10, 2010**

ITEM: William H. Porterfield

ADMINISTRATIVE AREA: Classified Staff Council

RECOMMENDED ACTION: Informational Item

PRESENT: William H. Porterfield
Chair, Classified Staff Council

BACKGROUND

I serve as Chair of the WVSU Classified Staff Council as well as the ACCE (Advisory Council Classified Employees) Representative for our council. The ACCE group is a committee appointed from each institution across the state to advocate for the classified employees and assists in bringing issues concerning classified staff to the state level. To give you some background, our council was established to promote a positive campus environment and to ensure the fair and equal treatment for all classified employees of our University. We are members of all major University committees and strive for a better working environment for our entire University community.

We do fund raisers to provide students with book allowances to help defray some of their expenses. These funds also cover the cost of candy and promotional items that we give to the children in the community during the Homecoming parade.

We strive to make this University a place that promotes a positive campus environment in spite of our challenges.

Over the years the Classified Staff has brought forth initiatives in an attempt to reduce costs to the institution and provide opportunities that would help lessen some of the expense for our employees. One suggestion was flex-time or a four day work schedule. When brought to the attention of the President he asked that a committee be formed to study how this could work at WVSU. The Committee consisted of faculty staff, and administrators. A written report was completed and sent to the President's Office.

In 1994, the Mercer Salary Schedule was put into effect. Its purpose was to equalize salaries for classified staff throughout all the public higher education institutions across the state. It took the University five years to fully fund this schedule. In 2000, another salary schedule was placed into code and basically became an unfunded mandate. The latter classified staff schedule became a “no action” item due to the budget constraints across the institution. The average salary of a classified employee at this institution is \$29,676.

Tuition waivers are available to employees of the University. However, this waiver does not cover fees. In 2005, a policy to allow fees to be included was drafted by the Classified Staff Council and was given to the President’s Office. It never came to the Board of Governors because it was perceived as being too costly and was never addressed. I would also like to point out that at other institutions a tuition waiver is available to spouses and children.

At this time a 2% or no less than \$500 salary enhancement is being considered by the legislature as a onetime offering. We would like to be sure that a fair and equitable raise will be given to all employees.