

The State Board of Regents met electronically on Tuesday, May 5, 1992. The following were in attendance:

Members of State Board of Regents

Mr. Pomerantz, President
Mr. Berenstein
Mr. Dorr
Mr. Fitzgibbon
Ms. Furgerson
Ms. Hatch
Ms. Johnson (Excused)
Dr. Tyrrell
Mrs. Williams

Office of the State Board of Regents

Executive Director Richey
Deputy Executive Director Barak
Director VoIm
Minutes Secretary Briggie

State University of Iowa

President Rawlings
Vice President Rhodes
Interim Vice President True
Interim Vice President Willard
Interim General Counsel Schantz
Associate Vice President Small
Director Colloton

Iowa State University

President Jischke
Interim Provost Swan
Vice President Madden
Associate to the President Adams
Executive Assistant to the President Mack
Director Jensen

University of Northern Iowa

Vice President Conner
Director Mixsell
Assistant Vice President Dell

Iowa School for the Deaf

Superintendent Johnson
Business Manager Nelson

Iowa Braille and Sight Saving School

Superintendent Thurman
Director Hauser
Director Utsinger

GENERAL

The State Board of Regents held an electronic Board meeting on Tuesday, May 5, 1992, commencing at 8:03 a.m. in accordance with Section 21.8 of the Code of Iowa. The meeting was not held in person because it was not feasible to have the Regents assemble in one location for this brief meeting. Each Regent in attendance was at a separate remote location. Public access was provided at the following locations:

Board of Regents Office, Old Historical Building, Des Moines
University of Iowa, Old Public Library Conference Room, Iowa City
Iowa State University, President's Office Conference Room, Ames
University of Northern Iowa, Board Room, Gilchrist Hall, Cedar Falls
Iowa School for the Deaf, Superintendent's Office, Council Bluffs
Iowa Braille and Sight Saving School, Superintendent's Area, Vinton

The conference operator called the roll.

AMENDMENT OF PAY PLAN FOR CLERICAL EMPLOYEES FOR FISCAL YEAR 1992. The Board Office recommended the Board amend the pay plan for clerical employees for fiscal year 1992 approved by the Board on April 15, 1992, to make it effective for confidential employees during the last pay period of fiscal year 1992, retroactive to the beginning of fiscal year 1992, and payable at the same time other employees under the plan receive back pay.

The Board Office stated this change was needed to make Regents policy coincide with the State's Memorandum of Understanding and other verbal agreements with the collective bargaining representative for the unit.

Mr. Richey stated that the proposal before the Board was a technical amendment to provide that confidential employees receive the full pay increase at the end of the fiscal year, payable when the other employees within that pay plan receive their back pay.

Regent Dorr asked for a definition of "confidential" employees. Mr. Richey responded that the confidential employees are secretaries and accounting clerks who work directly with management on information subject to use in the collective bargaining process.

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Regent Fitzgibbon asked if all Regent employees have now been addressed in some way concerning the pay increases. Mr. Richey responded that the supervisory employees' pay plan is separate and has yet to be dealt with.

Regent Williams asked if confidential employees by law can be included in the bargaining unit. Mr. Richey responded that confidential employees have no bargaining rights.

President Pomerantz asked if confidential employees could be brought into the bargaining unit. Mr. Richey responded negatively, stating that confidential employees are specifically excluded in the law.

Regent Berenstein questioned whether other parts of government or union representatives object to the recommended action. President Pomerantz responded that the Governor's Office and the Iowa Department of Personnel asked for the proposed amendment in order to conform with their understandings.

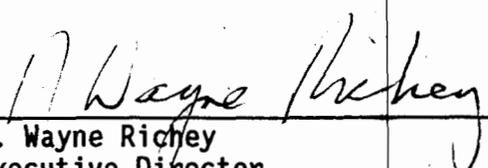
Regent Berenstein asked specifically if Mr. McKee of AFSCME agreed with the proposed revision. President Pomerantz responded that Mr. McKee disagreed with the previous action taken by the Board concerning these employees.

MOTION:

Regent Hatch moved to amend the pay plan for clerical employees for fiscal year 1992 approved by the Board on April 15, 1992, to make it effective for confidential employees during the last pay period of fiscal year 1992, retroactive to the beginning of fiscal year 1992, and payable at the same time other employees under the plan receive back pay. Regent Williams seconded the motion, and it carried unanimously.

President Pomerantz then asked Board members and institutional executives if there were additional general or miscellaneous items for discussion. There were none.

ADJOURNMENT. The telephonic meeting of the State Board of Regents adjourned at 8:08 a.m., on Tuesday, May 5, 1992.



R. Wayne Richey
Executive Director