



Board of Governors Meeting

December 1, 2021
Via Remote Technology

Persons who wish to speak during the public comment period should dial
1-646-558-8656 (Meeting ID: 979 8078 6196) no later than 9 a.m.

Wednesday, December 1, 2021

9:00 a.m. Board Meeting

1. Roll Call
2. Chairwoman's remarks
3. Remarks by union leaders
4. Public comment
5. Appointment of Student Board Member
6. Ratification of Temporary Side Letter with AFSCME
7. Extension of Non-represented Employee Merit Pool
8. Adjournment

**Board of Governors Meeting
December 1, 2022**

SUBJECT: Appointment of Student Board Member

UNIVERSITIES AFFECTED: All

BACKGROUND: The State System's enabling legislation—Act 188 of 1982, as modified by Act 50 of 2020—empowers the Board of Governors to make appointments of students to serve on the Board of Governors. Prior to this law being enacted, the appointment was made by the Governor. The law now states that:

Three (3) of the members shall be students appointed by the board under section 2006-A(a)(17). The student members shall be selected with the advice and consent of institution presidents. A student's term shall expire upon graduation, separation or failure to maintain good academic standing at the institution in which the student is enrolled. ((8) added July 1, 2020, P.L.558, No.50)

In accordance with Board Policy [1983-25A: Student Governor Selection](#) and procedures set forth by the System office, earlier this year the university presidents were invited to nominate students for a pool of candidates that the Board used to fill two empty seats in July 2021 and will use to fill one seat that will be vacated when Gov. Stephen Washington (the student holding that seat) graduates in December 2021. Members of the Governance and Leadership Committee reviewed the nominations, conducted interviews, and hereby submit for Board consideration the appointment of Skylar Walder from Shippensburg University to fill the student member seat, once vacated.

MOTION: That the Board of Governors appoints Skylar Walder of Shippensburg University as a member of the Board in accordance with the State System's enabling legislation, as amended. The appointment is effective upon the graduation of Gov. Stephen Washington, who currently holds the seat.

Supporting Documents Included: Skylar Walder resume

Other Supporting Documents Available: Board Policy [1983-25A: Student Governor Selection](#)

Reviewed by: N/A

Prepared by: Randy Goin Jr.

Email: rgoin@passhe.edu

SKYLAR WALDER

CONTACT



April 16, 2021

To Whom It May Concern,

My name is Skylar Walder, I am writing to you regarding my nomination for the Pennsylvania State's System of Higher Education Board of Governors. I am a first-year student at Shippensburg University studying Secondary Education with an emphasis in Social Studies. I am actively involved student leader here on campus. Education has had a huge influence in my life which has motivated me to become an advocate within the education system to influence my peers. Whether it would be in the classroom, in the athletic arena, or in my community; I want to be an influencer and help others find their true passion and opportunities to live their life to the fullest. I would not be where I am today without the support I have gotten from my family, friends, mentors, and peers. I hope to not only represent the student body of Shippensburg University, but the entire Pennsylvania State System of Higher Education.

Sincerely,

Skylar Walder

Skylar Walder

EDUCATION:

Shippensburg University, Bachelor of Science in Education

Expected Graduation: May 2024

Secondary Education, Social Studies, ██████████

Deans List: Fall 2021

PSAC Scholar Athlete: 2020-2021

Student Observation Placement: Fall 2021

CAMPUS EXPERIENCE:

Diversity Week Student Leadership Board, Shippensburg University

2020-Present

- Serve on a student led board to create week-long series of events focusing on diversity for the Shippensburg University campus community. Inaugural events were October 2020.

Peer Anchor, First Year Experience Class, Shippensburg University

2021-Present

- Liaison between FY students and faculty member, working both in and out of the classroom to assist in the adjustment and retention of FY students.

Student Leader: Administrator, Raiders L.E.A.D Program, Shippensburg University

2021-Present

- Assist in the coordination of lifelong leadership experiences for student-athletes through a structured skill development program.

Orientation Leader, Student Ambassadors, Shippensburg University

2020-Present

- Participate in giving prospective and newly admitted students the First-Year Experience through programs including Raider Day Visits, Student's Admitted Day, Orientation, and Fall Welcome Week.
- Work closely with admissions team to make experiences for parents, students, and families exceptional.

Student Government Association, Vice President of External Affairs, Shippensburg University

2020-Present

Tau Kappa, Athletic Honor Sorority, Shippensburg University

2021-Present

Women's Tennis Team, Shippensburg University, NCAA Division II

2020-Present

WORK EXPERIENCE:

Bowling Party Host, Rockaway Bowling Alley

2019-Present

- Organizes and coordinates birthday parties/social events for children at the bowling alley while facilitating the event for the parents to enjoy as well.

CUB Epic, Shippensburg University Union and Student Activities

2021-Present

- Monitors the Red Zone/Game Zone of the Student Union Building while assisting with everyday tasks in the Student Union building including hanging up flyers, setting up rooms for events, and answering questions from students and the community.

Recreational Sports, Shippensburg University Recreational Center

2021-Present

- Oversees club sports, facilities, and safety of individuals using Ship Rec facilities.

Tennis Instructor, Green Pond Tennis

2016-Present

- Teaches tennis skills and fundamentals to children, ages 3-14 years.
- Facilitate practice drills and educate youth on the importance of being active while having fun.

Desk Assistant, Shippensburg University Housing and Residence Life

Winter 2021-Spring 2021

- Monitors lobby and provides guidance and safety to students in residence hall

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SUBJECT: Ratify Temporary Side Letter with AFSCME

UNIVERSITIES AFFECTED: All

BACKGROUND: The State System and the American Federation of State, County and Municipal Employees (AFSCME) have negotiated a side letter that will advance System Redesign efforts while partially mitigating impacts that result from the State System's ongoing financial sustainability planning.

Summary of the side Letter:

- For a three-year period through June 30, 2024, AFSCME will be provided thirty additional days of notice regarding furloughs and employees that are furloughed will receive the employer portion of health benefits for two additional months.
- The State System agrees not to contract out bargaining unit work that will result in the layoff of AFSCME represented employees.
- The second window of the Enhanced Sick Leave Payout program will be modified to extend the deadline of notice of participation and the payouts will reflect the payout table of the first window.

MOTION: That the Board of Governors ratifies the AFSCME side letter and authorizes the Chancellor to execute the appropriate documents.

Supporting Documents Included: Temporary Side Letter on Sustainability

Other Supporting Documents Available: N/A

Prepared by: Andrew C. Lehman

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TEMPORARY SIDE LETTER ON SUSTAINABILITY

AFSCME and the State System have agreed to work together to advocate for additional funding for the state system and its students. The parties will work together to ensure those funds are used to position the system's universities competitively, e.g. growing enrollments, improving student outcomes, etc.

The provisions in the side letter are based upon the availability of up to 15% of one-time funds for the System, as announced by Governor Wolf on July 1, 2021, to mitigate impacts on bargaining unit members that result from the State System's continued sustainability planning through June 30, 2024.

1. **Furlough Notice**

The parties agree to extend the contractual furlough notice to AFSCME from 30 days to 60 days.

2. **Contracting out bargaining unit work**

The State System agrees not to contract out any bargaining unit work that will result in the layoff/furlough of an AFSCME represented employee.

3. **Training**

The State System will provide reskilling and upskilling opportunities for AFSCME represented employees through their participation in credentialing programs.

4. **Enhanced Sick Leave Payout**

- a. Extend the deadline for eligible AFSCME represented employees to opt into the second window of the current Enhanced Sick Leave Payout program to November 15, 2021.
- b. Apply the ESLP percent paid factor for noted in the table of Section D.1. of the February 8, 2021 Enhanced Sick Leave Payout Side Letter to eligible retirements submitted between March 16, 2021 and November 15, 2021, with an effective date of retirement between July 1, 2021 and June 30, 2022.
- c. All other provisions of the current Enhanced Sick Leave Payout Side Letter, remain unaltered by this side letter.

5. Health Benefits

Any AFSCME represented employee that is furloughed between the effective date of this side letter and June 30, 2024 and is benefit eligible, will receive two months of health benefits after their furlough effective date if they are not employed by the State System or Commonwealth in a benefit eligible position.

The parties agree to abide by the terms and condition outline above through June 30, 2024. The parties agree to meet no later than 30 days prior to the expiration of this agreement to see if there is a need for an extension. This agreement will expire if a consensus cannot be reached. This side letter shall not create a precedent or prejudice the rights of either party.

For STATE SYSTEM

Date

For AFSCME

Date

**Board of Governors Meeting
December 1, 2022**

SUBJECT: Extension of Non-represented Employee Merit Pool

UNIVERSITIES AFFECTED: All

BACKGROUND: Historically, the State System has provided for compensation adjustments for non-represented employees (those not part of a collective bargaining unit) similar to those approved for union-represented employees. Non-represented employees include about 15% of the total employee complement.

On October 17, 2019, the Board approved the creation of a merit pool for FY 2020/21 for non-represented employees in an amount not to exceed compensation adjustments in the collective bargaining agreement with the State System's largest bargaining unit (APSCUF).

In recognition of the continued dedication and performance of these employees, and with full understanding of the continued impacts of cost-of-living resulting from recent inflationary trends, the Chancellor recommends that the Board extends the previously approved merit pool to include the 2021/22 and 2022/23 fiscal years.

The Board's action would grant authority to the university presidents and chancellor to provide compensation adjustments, but would not mandate such actions. No new funding would be provided with this approval; funds for any such compensation adjustments would come from existing resources that would have been factored into budget planning processes.

The chancellor and university presidents would be allowed to distribute performance-based merit adjustments to eligible employees in accordance with guidelines promulgated by the chancellor.

MOTION: That the Board of Governors approved the extension of the merit pool for non-represented employees that was previously approved on October 17, 2019 to include the 2021/22 and 2022/23 fiscal years.

Supporting Documents Included: N/A

Other Supporting Documents Available: N/A

Reviewed by: N/A

Prepared by: Randy Goin Jr.

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