

**WASHBURN UNIVERSITY OF TOPEKA**  
**BOARD OF REGENTS**  
**MINUTES**  
**August 19, 2011**

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**I. Call to Order**

Chairperson Klausman called the meeting to order at 4:03 p.m. in the Ward Martin Board Room of the Bradbury Thompson Alumni Center on the Washburn University campus.

**II. Roll Call**

Present were: Mr. Bunten, \*Mr. Klausman, \*Mr. Lykins, \*Mr. Moses, \*Ms. O'Toole, \*Mrs. Parks, \*Mr. Sneed, and Ms. Sourk.

\* Participated via telephone conference call.

**III. Washburn USW Local 307L-4 Memorandum of Agreement**

President Farley presented the proposed Memorandum of Agreement between Washburn University and the USW Local 307L-4 as an agreement that benefits both the University and the bargaining unit. Dr. Farley reiterated the desire of the University to provide an educational environment with great facilities and a good Facilities Services staff. He noted the bargaining unit also desires to provide a comfortable and safe educational environment for the students, fair wages, and good, safe working conditions for their members. President Farley discussed the highlights of the proposed agreement. Included is the addition of a progressive discipline article, which identifies steps to address conduct without being purely punitive.

Dr. Farley noted that while there have been no wage increases for University employees in the last three years, prior to that time the wages for certain positions has become farther behind the market rate, resulting in some positions in the bargaining unit having wages significantly less than the market rate for those positions. The market comparisons are the city, the state and the local area school districts. He stated the three classifications in need of equity adjustment were the custodian, gardener or grounds crew, and maintenance technician positions. Dr. Farley stated that management proposed the entry rates in these areas be raised so the University can be competitive and bring in good employees. He noted there will not be wage increases for other employees in the unit just as there are no wage increases for the other employees of the University this year. Dr. Farley stated that he hoped this is the beginning of a better working relationship with the union and that he believed the proposal was good for all parties and recommended the Board ratify it.

Chairperson Klausman asked if there were questions. There being none, Regent Sneed made a motion to approve of the agreement, with Regent Parks seconding the motion. Regent Lykins noted he was glad the University is making these adjustments because even with the new pay raise it is still difficult to raise a family on the wages of these employees, even though the benefits might be better than the state benefits. Regent Buntin affirmed Regent Lykins' statement and added the University has an obligation to treat its employees as fairly as possible.

President Farley stated the funds for the wage increases will come from two bargaining unit positions that were vacant due to an inability to fill them. The motion passed.

The meeting adjourned at 4:15 p.m.

/s/

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Lisa R. Jones  
Secretary, Board of Regents