Hello,

University Support Staff Senate is continuing to work on the details involved with the implementation of the new system. This new USS system is an evolutionary system and will continue to evolve. The distribution of merit raises has gone smoothly.

There is no appeal on the merit raise. We are however encouraging departmental staff responsible for determining the amounts of the raise to discuss the merit increases with their staff members. The merit raise can only be an inducement to improve performance if the employee knows how the merit raises were determined. If decisions were made to reduce salary compression or to reward superior performance, employees need to know. While each merit raise is private, the process needs to be understood by both sides to be effective.

The USS work group is continuing to work on salary range issues and clarification of policies and their implementation. It has been determined that since the longevity raise has been added to the base salary, the payout of the bonus will remain a yearly event. It is important to remember that you need to be in work status on the date your bonus is due in order to be paid. You will not be credited for a portion of a year served.

University Support Staff Senate would like to officially and publicly thank Provost Shulenburger for his strong support of the USS proposal and staff in general. It is doubtful that the Board of Regents would have approved the proposal without his able presentations. His influence with the Legislature was also crucial. Thank you Provost, you will be missed.

Sincerely

Kathy Jansen

Fort Hays State University has received approval from the Board of Regents for their proposal to provide tuition assistance to spouses and dependents of Fort Hays' employees. The Personnel Committee of the University Support Staff Senate will be exploring the idea of tuition assistance for spouses and dependents of KU employees. We hope to meet with representatives of the Unclassified Senate to gauge their interest in a proposal. If you have an opinion on this issue, please e-mail me at koerner@ku.edu. We will keep you informed of further developments.

Bev Koerner
Chair, Personnel Committee

Fort Hays Tuition Assistance Program

Spring Semester Deadline is 5:00 p.m., Friday, November 18, 2005

The Tuition Assistance Program (TAP) is available to staff with six months of KU employment. The program normally covers tuition for one class per semester. Classes should be structured courses that meet on a scheduled basis with days and times published in the Timetable of Classes. The tuition assistance application form is available on the Human Resources website under forms download. For more information, contact Lynn George, at 864-7415. Applications should be forwarded to the Tuition Assistance Committee, c/o Human Resources, 103 Carruth-O'Leary Hall. Please note: fill in the amount of tuition to the best of your ability. Once tuition rates are set, the amount will be adjusted accordingly on your application.

Important Tax Update: Since the Spring 2002 semester, awarded tuition assistance for both undergraduate and graduate courses has been excluded from gross income. This exclusion for employer-provided tuition benefits has been expanded and extended through December 31, 2010 by the Economic Growth and Tax Reconciliation Act of 2001.
When Classified employees became University Support Staff, we were no longer able to appeal sanctions of suspension, demotion, or dismissal to the State Civil Service Board. The Disciplinary Action Hearing Board was established to ensure that USS employees still had an appeal process. The board consists of five members: three USS, one faculty member, and one unclassified staff member. The members are appointed by the Provost, but are nominated by each respective governance organization.

Guidelines and hearing board procedures were developed by a group of University Support Staff, Provost Office representative, and HR/EO. These procedures were reviewed, discussed, analyzed, and compared to the State Civil Service Board procedures. On August 3, 2005 the University Support Staff Senate voted to approve the Guidelines and Procedures.

One does not have to go to Topeka, KS, to appeal the above mentioned sanctions. To view the Guideline and Procedures please see:


Kathy Reed

The University Support Staff Senate will meet on the following dates from 10:30 a.m. – Noon, in the Kansas Union. All meetings are open to the public.

<table>
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<td>Jan. 11, 2006</td>
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<td>June 14, 2006</td>
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I've been at KU four years now and this is my third year going to volunteer at the State Fair. It is always a fun experience and a good opportunity to get more exposure for KU in the western parts of Kansas and to talk with loyal KU fans from all over. We have a great product to offer at KU and the State Fair is a good opportunity to hear people's experiences and connections with the University. I have enjoyed meeting other KU staff on my shifts and learn about their areas of KU like the Geological Survey and University Relations. My favorite experiences are just talking with people about their KU connections, such as grandparents whose grandchildren are going to KU or KU alumni who reminisce about their college days. I would definitely encourage everyone to volunteer at the State Fair in the future to give KU a smiling face in the minds of Kansans.

Diana Koslowsky

Hello there everyone!

My name is Sharon Lee Green and this year was the first time that I volunteered to work at the KU booth at the State Fair. I had a wonderful time taking care of people who came to our booth for KU free items and information. I really enjoyed putting the tattoos on the kids and parents that came to the booth. If you have not volunteered for the KU booth at the State Fair, I recommend you do.

The University Support Staff Senate Executive Board will meet on the following dates from 11:30 a.m. – 1:00 p.m., in the Kansas Union.

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<td>May 3, 2006</td>
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OFFICERS

President  Kathy Jansen
Vice-President  Bev Nightingale
Secretary  Linda Orr
Treasurer  Angel Gillaspie
Ex-Officio  Mike Auchard

SENATORS

Bette Luther • EEO 3 Rep
Judy Greenberg  Bette Luther
Brian Hanabury

Mary Ann Baker • EEO 4 Rep
Janice Andes  Nancy Brune
Mary Ann Baker  Angel Gillaspie
Carol Gonce  Linda Orr
Bev Koerner  Sharon Lee Green
Kathy Stiers  Maxine Younes
Delores Leonard  Teri Chambers

EEO 5 Rep
Jay Barnard

Tim Thomasson • EEO 6 Rep
Doug Carter  Thomas Bryce
Tim Thomasson  Allen Eastland
Wayne Hathaway

Pauline Sanders • EEO 7 Rep
Dennis Constance  Pauline Sanders
Mike Lindeman  Ed Whittman
Russell Benke

Representative At Large
Kathy Reed  Jenna Coker
Ruthie Hatfield  Russell Benke

COMMITTEES

Communications Committee
Pauline Sanders, Co-Chair
864-4770  psanders@sunflower.com
Teri Chambers, Co-Chair
864-2841  tchambers@ku.edu
Nancy Brune  Margretta de Vries
Allen Eastland  Sharon Lee Green
Ruthie Hatfield

Legislative Affairs Committee
Dennis Constance, Chair
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Mike Auchard  Jay Barnard
Nancy Brune  Tom Bryce
Bette Luther  Linda Orr
Tim Thomasson  Maxine Younes
Ed Wittman

Personnel Affairs Committee
Bev Koerner, Chair
864-5144  koerner@ku.edu
Janice Andes  Mary Ann Baker
Russell Benke  Jenna Coker
Angel Gillaspie  Bev Nightingale
Kathy Stiers  Maxine Younes

IAPR
Kathy Stiers, Chair
864-4089  kistiers@ku.edu
Sharon Lee Green, Angel Gillaspie
Delores Leonard  Maxine Younes

Elections Committee
Doug Carter, Chair
864-3097  dscarter@ku.edu
Sharon Lee Green  Judy Greenberg
Wayne Hathaway  Kathy Reed

UNITED WAY REPRESENTATIVE
Judy Greenberg
eudorafi@ku.edu

UPSA
Maxine Younes

SENEX REPRESENTATIVE
Bev Nightingale

WEB SITE UPDATE
www.ku.edu/~clsenate/
Please visit our website and feel free to e-mail the Webmaster (clsenate@ku.edu). Your input is appreciated.

HELPFUL WEB LINKS
KU Home Page
www.ku.edu
KU Staff Benefits
www.ku.edu/~kuhr/faculty_staff/benefits/
Meeting Schedules For
KU Support Staff Senate
www.ku.edu/~clsenate

On the menu, select 'Meeting Schedules'. Full Senate meetings are open to anyone who would like to attend.

Visit the Academic Computer Center  www.ku.edu/acs/ and check out the new Spring 2005 classes and online registration.

KU News, Arts, & Events are available at  www.ku.edu/news/.

Look for our new logo and header in the near future
THE NEXT MEETING OF THE KANSAS UNIVERSITY SUPPORT STAFF SENATE WILL BE ON NOVEMBER 9TH AT 10:30 A.M. IN THE PARLOR ROOM OF THE KANSAS UNION.

UNIVERSITY OF KANSAS SUPPORT STAFF SENATE
33 Strong Hall
Lawrence, KS  66045