

AGENDA

Regental Civil Service Advisory Council (RCSAC)

April 16, 2021

9:30 a.m.-11:00 a.m. CDT

Meeting called by RCSAS Council
Per BOR Policy 1.7.5

Location: Zoom due to Covid concerns Attendees:

BOR – Lindsey Heiss, Kayla Bastian

BHSU – Nancy Shuck

DSU – Shelly Rawstern

NSU – Robert Van Wagner

SDSBVI – Janet Moser

SDSD – Lisa Behrends

SDSMT – Bradley O'Brien

SDSU – Emily Trias

USD – Caroline Bates

9:30-10:00 a.m.

Welcome and Introductions

- **Introduction of Dr. Maher** – the president of South Dakota Board of Regents welcomed us to the meeting and was introduced to all members of the RCSAC Committee, told we are a very important to BOR, most of his career was in K-12, last position as Sioux Falls Superintendent, he was a classroom teacher and been all positions of a school system, feels current position is very similar to past positions in relating to students, every person is crucial to the organization, my bucket of water is just as important as your bucket of water
- **Introduction of new members** – please welcome Caroline Bates from USD, and Nancy Shuck from BHSU, Emily Trias from SDSU
- **Review and Approve Minutes and Agenda** – minutes were approved with motion by Nancy and second by Shelly, and all were in favor

10:00 – 10:30 a.m.

HR Updates

Lindsey Heiss and Kayla Bastian, System HR

- **BOR Updates/Admin Rule Update** – the process of giving a 5% increase for new people below minimum of scale will be done away with because it will not be needed since the salary structure has changed,
 - **Open Enrollment** – Open Enrollment for the new benefits package will be from May 3, 2021, to May 17, 2021, everyone NEEDS to enroll, if you do not enroll you will be defaulted to Washington Plan and only for the employee - all other family members benefits will be dropped, presentations are available on BHR web site as well as the in-person meeting schedule
 - **Wellness Program/Incentives** – \$500 incentive in HSA account for high deductible plan, and \$500 for HRA/FSA for low deductible plans, there will be chances to increase that payout
 - **Salary Policy** – 2.4% increase for all and maybe more to employees to get to at least minimum, \$300 taxable stipend to help workers under \$60,000 deal with new benefits package,
 - **Performance Reviews** – CSA/NFE will no longer be using ACES and no information available now on new program, trying to find some solution as rest of state employees, so for now BHR is looking for solutions, CSA will continue to follow a pay for performance pay structure, ACES for CSA is set up that way currently under Governor Dugaard's administration, but that is one of the complaints the CSA employees have not received a performance
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- pay from the ACES program due to lack of funds
 - will take a few years to get things going to make things happen
 - **Sick Leave Comments** – you should put in some comments in the comment box so your approver will know why you are gone

10:30 a.m.-11:00 a.m. RSCSA Officer and Member Discussions

- RCSAC Campus Updates
 - BHSU – Library update is on-going; budget woes are being worked on, graduation is going to be live but 3 sessions, spring fling will be held outside
 - DSU – new dorm being built for fall 2021 and are updating a classroom building, back to work plan being worked on, graduation is being planned in sessions and no faculty
 - NSU – not present
 - SDSBVI – following covid protocol and status quo, summer school different with no in school stuff, practicing for special Olympics, in-house prom being planned, and students are looking forward to it, spring performance was live, May awards program being live
 - SDSD – most schools still closed to outside, status quo, no pictures on walls, new carpet, and new bathroom
 - SDSMT – SDSMT received funding for the new Mineral Industries building, also in the funding was enough money for demolition of the old building and make into a parking lot, our Dean of Students Pat Mahon will be retiring along with her husband Tom Mahon at the end of the semester, we also had our Associate Provost for Academic Affairs Kate Alley retire, President Rankin mentioned in an email to campus that after May 10 we are no longer required to wear masks on campus, our Library renovation has begun – they have been cleaning out the books and tables and chairs for the last two months, we also had a visit yesterday by our new Associate Provost Darcy Briggs, graduation planned for May 8 at Civic Center covid protocols in place
 - SDSU – lots of construction projects, multiple commencements at the Spike field house instead basketball arena, many new deans and faculty all over the place, review of the president is going on and CSA was included in this decision to help out, concert called Jacks Bash in new stadium in fall, vaccinations are being done with drive thru venues
 - USD – vaccinations are being given out in the student center, all remote faculty/staff back by June 1, graduation in dome with 2700 at a time, CSA meeting being held, construction at Medical building and parking move elsewhere, Library has construction on 3rd floor
 - Covid 19 and Facemasks –
 - SDSD Lisa office is mask free
 - SDSU Emily back to level 3 remote workers coming back in May
 - BHSU Nancy still at level 3 most people back on campus
 - DSU Shelly still at level 3 working on back to work plan
 - SDSBVI Janet no change
 - SDSMT Brad as reported above
 - USD Caroline still have higher risk candidates are still working remotely

 - RCSA Elections – Robert will be removed as President
 - President – Lisa Behrends
 - Vice- President – Shelly Rawstern
 - Secretary – Bradley O'Brien
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11:00 a.m.

Adjournment

Next Meeting is on October 15, 2021 in Pierre, if not we will have a Zoom meeting.
