

Term Disability is currently underway through the month of October. Check with the Benefits Coordinator at your Institution for additional information.

The Board of Regents approved USM Policy VII - 7.23 – Military Leave with Pay will be extended through 6/30/05. This policy was approved at the BOR meeting on 9/10/04. Also approved was the Exempt Salary Structure for 7/1/04-6/30/06.

The Contingent II employment conversion is on the agenda for continued discussion at the 10/14/04 BOR Finance meeting. Policies for Service as Election Judge and the Family and Medical Leave Act are also on this agenda.

The Nonexempt salary structure was put on hold in 2003 due to budget constraints. It is expected to be on this year's agenda with an effective date of July 1, 2005.

Chair's Report:

The Chancellor's Council met on Tuesday, 9/7/04. Chair, Bill Crocket, gave the CUSS report at the Chancellor's Council expressing gratitude to our past chair, Joe Hill, for guiding us through turbulent times and successfully keeping shared-governance alive. The Chancellor's Council consists of the Presidents or their Representatives from all USM Institutions; Presidents of CUSS, CUSF and the Students' Council. All Presidents will prepare their budgets for 2006 and present to this council, individually.

The Finance Committee met on 8/30/04. Capitol projects for 2006 were approved. Contingent II conversion to regular status was delayed. Other issues to be considered for the Contingent II personnel are that they receive no retirement benefits, minimal health benefits, no family leave, no long-term disability, LWOP when minimal leave has been used; all of which means a greater tax burden for C-II employees.

Bill reviewed the Chancellor's presentation at the BOR regarding the MHEC study on future enrollment, the cost to maintain excellence, and the projected impact to maintain status-quo versus attaining desired levels. Tough policy decisions loom for the BOR based on the analysis.

Committees broke into Work Groups:

Committee Reports:

Community Development – Colette Becker, Chair.

All the letters requesting nominations for the USM BOR Staff Awards were sent to the Presidents of the 13 Institutions on 9/15/04. The Chair of this Committee has either contacted the president's offices directly to let them know the packets were on their way and if were unable to make contact in the president's office, the Chair contacted the Staff Senate/Council to let them know it had gone out. The deadline for nominations is December 1. The packet of information has also been placed on the CUSS web site: <http://www.usmd.edu/Leadership/Workgroups/SystemStaff/index.html>.

Benefits & Compensation – Andrew Rein, Chair.

The issues to be considered for this year will be:

This committee will be collecting information from all institutions with regard to the minimum benefits given on the Contingent II contracts and review the same to see if recommendations for change are needed.

The Build Excellence through Staff Training (BEST) Program will be reviewed, again, to be moved forward for approval.

The Employee Assistance Plan (EAP) is an active issue.

The Committee will look into the differences in State contributions to SRP and ORP.

Communications - Mary Reed, Chair.

The committee discussed working on a power point presentation showing what the Committee for University System Staff (CUSS) does and who it represents. Committee chairs should submit a brief

report to Mary Reed mereed@usmd.edu by Friday, October 1, 2004. As soon as the membership list is finalized, Joe Hill will produce name tents for the meetings and order name tags for each member.