

Staff Association Minutes

06/17/15

Senators Present(outgoing, incoming & continuing):

Matt McDonald, Jackie Burns, Barb Harris, Debbie Johnson, Amy Foley, Jenny Sherlock, Tara Adwell, Brenda Griffith, Carolyn Schindler, Amy Parnell, Carol Hare, John Gregory, Les Parnell, Hawley Rumpf, Christina Lund, Jena Williams, Fred Nesslage

Senators Absent(outgoing, incoming & continuing):

Derek Evans, Jessica Frogge, Ryan Menley, Jennifer Riley, Tara Stoll

Welcome and Introductions:

- Matt McDonald opened the meeting by welcoming the newly elected Staff Senators and thanking those who are either outgoing or continuing. Matt will serve as ex-officio on this next year's Senate (per the Staff Constitution and Bylaws).

Election of Executive Committee:

- After some discussion regarding responsibilities of serving on Staff Exec, nominations and elections commenced.
- Barb Harris nominated Carol Hare for Staff President, and was seconded by Amy Parnell. Carol accepts the nomination.
 - Carol asked to speak: Carol stated that she has served this position in previous years, during which the university was experiencing financial and other issues. If elected for this term, she is ready to be persistent regarding staff employee raises, C3, etc. She stated that she wanted to be open with everyone regarding her current stance. Her goals include providing statistics and getting folks back up to par with where they should be salary-wise.
 - Amy Parnell stated that C3 has begun, that a committee does exist.
 - Fred Nesslage mentioned issues with hiring and being competitive with salaries in the private sector.
- No other nominations for President were proposed.
- Senators voted, vote was unanimous. Carol Hare will be the new Staff President.
- 1st Vice President – Carol Hare nominated Les Parnell, seconded by Amy Foley. Les accepted the nomination.
- Senators voted, vote was unanimous. Les Parnell will be the new 1st Vice-President.
- 2nd Vice President – Carol Hare nominated Tara Stoll, seconded by Hawley Rumpf. Tara is absent but has stated prior to the meeting that she would accept the nomination if offered.
- Senators voted, vote unanimous. Tara Stoll will continue serving as the 2nd Vice-President.
- Secretary – Carol Hare nominated John Gregory, seconded by Barb Harris. John accepts.

- Senators voted, vote passed with one member abstaining. John Gregory will be the new Staff Secretary.
- Outgoing President Matt McDonald congratulated the newly elected 2015-2016 Staff Executive Committee.

Old Business/Committee Reports:

- **Salary and Fringe Proposal** – Debbie Johnson, Committee Chair announced that the newly named “Crisis Leave” proposal was passed at the GAC meeting, and is now headed to the President for his final approval and signature.
 - Jackie Burns asked for some brief history regarding the proposal, what was changed in the end, etc.
 - Debbie stated that per Dr. Fessler’s suggestion, the Salary and Fringe committee agreed to a specific dollar amount and number of hours for the crisis leave bank (\$20,000/450 total hours); this was done to more accurately reflect FMLA, changes in benefits due to insurance costs, etc.
 - Faculty may donate sick leave only, as they do not receive vacation. Staff will have the ability to donate vacation as well as sick leave.
 - If the bank should get low at some point and more hours are needed, the 450 hours would be our maximum. An individual can only donate so many hours, and they must already have so many hours accrued of their own (prior to donating).
 - Per recent changes in the law, new faculty may donate their sick leave in lieu of losing it.
- Debbie stated that we may need to make some other changes down the road, after the initial trial run, but once the President has signed off on the proposal, it will go into the Policy Guide immediately, to be implemented during the next benefits period in the fall.

Constitution and Bylaws Proposal – Christina Lund reviewed some items that were suggested for changes to the Staff Constitution and Bylaws; stated that most changes were suggestions surrounding individual duties, cleaning things up and clarifying duties.

- Amy Parnell, Barb Harris and others discussed other potential changes; many were suggested.
- It was agreed that Staff Senators would have a discussion via email, ask for proposed changes, and then vote by June 30th.
- Christina proposed a schedule consisting of the following:
 - By Monday, June 22: All suggested changes to be completed.
 - Wednesday, June 24: Updated copy with suggested changes available to group.
 - Friday, June 26 - Monday, June 29: Voting is open.
 - Monday, June 29: Results determined with the project being wrapped up in time for last day of the Senate year - June 30.
- All those present agreed to this schedule.

- John Gregory volunteered to post the Constitution and Bylaws to outgoing and continuing Senators as a Google Doc, so that suggestions and comments could be made in one place, for all senators to see. Everyone agreed.

Motion was then made to adjourn by Matt McDonald.

Seconded by Barb Harris.

ADJOURNED

Respectfully submitted,

Barb Harris

Secretary