



Approved Minutes  
January 27, 2010

Present: Chris Jines, Cynthia York, Angie Goebel, Donna Dippel, Jacqueline Spainhour, Debbie Whiteside, Kim Jost, Frank Nagy, Catherine Vaughan, Michelle Herrmann, Melissa Miller, Donna Evinger, Shannon Hoehn, Mary Ann Bernard, Terri Alvey, Charlene Kaufman, Julie Bordelon and Samoa Hempfling

### CALL TO ORDER

Chris Jines called the meeting to order at 2:01 p.m.

Approval of November 23, 2009 minutes as submitted, motion by Frank Nagy, seconded by Charlene Kaufman.

**Economic Benefits Committee:** Recommendations for the 2010 budget presentation were reported by Shannon Hoehn. Materials outlining four proposals were distributed. Proposal one: 1-3% Wage increase for all support staff. Majority of the council voted in favor of a 3% increase. Proposal two: Increase in the incentive pay for degree completion of an A.S., B.S. or M.S. Majority of the council voted in favor of proposing increases from \$.06/hr. to \$.13/hr. for A.S., from \$.11/hr. to \$.26/hr. for B.S. and from \$.31/hr. to \$.39/hr. for M.S. Proposal three: Increase compensation time bank ceiling. Majority of the council voted in favor of increasing the ceiling from the current cap of 37.5 hours to 75 hours. Proposal four: Increase sick-time payout of retiring employees. Majority of the council voted in favor of increasing the benefit from ½ up to 45 days to 2/3 up to 60 days. Since the university committee on smoking has begun meeting again, the council will not present on the tobacco free campus issue.

**Employee Relations:** Reported by Jacqueline Spainhour. Student Worker Appreciation Week is February 08 -12, 2010. A campus-wide reminder and certificates will be sent via email.

Jacqueline agreed to send an email request to Donna Evinger for the staff picnic budget. The proposed date for the picnic is May 19, 2010 in Carter Hall. Confirmation of the venue is pending.

The Giving Tree program assisted ten families and sixteen international students this Christmas. Included were 21 adults, 22 children, 110 gifts, and 42 gift cards. Chris Jines read and passed around a thank you card from the international students. Special thanks to Kathi Goen, Debbie Whiteside, Donna Dippel and Michelle Herrmann for their work on the Giving Tree program.



**Nominating Committee:** Report by Angie Goebel. Two nominations have been received for the next Staff Council ballot. An email call for nominations is scheduled to go out on February 08, 2010 with a February 26, 2010 deadline. Donna Evinger will send an email to staff managers to encourage their support of employee service on the Council. It was agreed that nominations should be reviewed to ensure equal campus representation.

**Web Committee:** No report.

**Old Business:** Kim Jost inquired about the emergency preparedness presentation. Chris Jines reported that to date she has not received a response from the Red Cross. Spring break may be the best time to schedule a training session. Linda Cleek may be a good contact on campus as she was previously involved in facilitating a first responder certification course at USI.

**New Business:** None.

**Discussion/Announcements:** Julie Brauser will try to attend the February Staff Council meeting to discuss professional development options.

Chris Jines will be presenting the budget proposal on Monday, February 15, 2010 at 9:15 am. Council members are encouraged to attend. Discussion took place to determine the order of budget proposal items according to priority. A majority of the Council voted to leave the order as presented in the handout: #1 3% support staff wage increase, #2 increase in incentive pay for degree completion, #3 increase the compensation time bank ceiling from 37.5 hours to 75 hours. #4 increase sick-time payout of retiring employees from ½ up to 45 days to 2/3 up to 60 days.

Donna Evinger requested that the council note that Ball State is the only other school in Indiana offering a sick-time payout.

The Council agreed to change the wording of budget proposal #2 to indicate that existing staff pay be adjusted and that funding would commence upon degree completion to fit the new funding formula.

Meeting adjourned with motion by Frank Nagy and seconded by Donna Dippel.

Respectfully submitted,

Cynthia York, Secretary