



**Staff Council Meeting
Minutes
December 15, 2015
UC 206**

Members Present: Terri Alvey, Danielle Artis, Mary Ann Bernard, Cole Collier, Michele Duran, Vince Frazier, Lesley Groves, Stephanie Hawes, Chris Hogue, Cindi Kueber, Nita Musich, Tammy Oliver, Angie O’Nan, Stephanie Russell, Mary Scheller, Michelle Simmons, Kim Sullivan, Lisa Wulff

Members Absent: Gloria Butz, Erin Hollinger, Kirsten Williams,

Guests Present: Donna Evinger

- I. Call to Order – Lesley Groves opened the meeting at 2:01 p.m.
- II. Approval of Minutes – Nita Musich motioned to accept November 17, 2015 minutes as read. Cindy Kueber seconded. The minutes were approved.
- III. Committee Reports
 - A. Employee Relations – Michele Duran reported it had been brought to the committee’s attention that six Giving Tree applications had not been received, due to a filter of non-University emails. Three of the six applications were qualifying families. Tammy Oliver had reached out to the University and was able to get gift certificates for the three additional families, making a total of 20 families served by the Giving Tree. She also reported the International Students’ boxes were nearly complete and rooms had been secured for the May 26 employee picnic.
 - B. Economic Benefits – Economic Benefits Proposals with supporting documentation was distributed to the group. Ballots were distributed and members were asked to rank the proposals. Ballots were tallied and the following proposals are ranked in order of most votes to least votes.
 1. All full-time support staff who earn less than \$10.50 per hour have their pay adjusted to a living wage of \$10.50. All other support staff employees should receive a pay increase as funding levels allow with a target increase of no less than 3%. To resolve wage disparity and compression, we propose a sliding scale increase for employees earning above \$10.50. Employees on the lower end of the salary should receive a higher raise increment and top paid support staff should receive a lower percentage.
 2. At retirement all accumulated/earned sick time be paid out to employee.
 3. College tuition credit hour increase.
 4. Reduction in the sliding scale currently in place at the Children’s Learning Center for employees earning less than \$25,000.
 5. Management/Supervisory education for those employees in a supervisory role.Kim Sullivan also mentioned the Economic Benefits Committee is still open to hear any issues from members and employees. The topics of vacation time per years worked, shift differential and a sick bank were all mentioned as topics of interest for the committee to consider.
 - C. Nominating – No report.
 - D. Other University Committee Reports – Lesley reported she had attended an extended President’s Council meeting, in which Drs. Hanka and Valadares presented their Strategic Plan presentation with an interactive exercise as part of their environmental scan that they plan to share with us when they speak to our group.
- IV. Old Business – Lesley mentioned she had reached out to Public Safety regarding safety concerns on the crosswalks on the boulevard. She had been told there is increased police presence and visibility on campus and they are considering raised crosswalks in high-speed areas.
- V. New Business – No report.
- VI. Discussion/Announcements – Next Staff Council General Meeting: Tuesday, January 19th, 2016 at 2 p.m. in UC 206.
- VII. Adjournment - The meeting was adjourned at 2:45 p.m.

Respectfully Submitted,
Stephanie Hawes
Secretary