

ALL STAFF MEETING

Thursday, September 28, 2006

MINUTES

Preciding: Sarah Sulzen

Present: see sign up sheet

By Law Change – There will be a by law change put into effect immediately which will increase Staff Alliance dues from \$8 to \$10. By Law vote: 1st Mike McLemore, 2nd Linda Nichols.

Elections – Linda Nichols conducted elections for Staff Alliance Positions. Deanna Dyer gave a 1st to go forward with a unanimous ballot with a 2nd from Robert Schaff. The candidates were approved with a 1st from Rachel Wright and a 2nd from Marilee Pickering.

- Chair: Sarah Sulzen
- Vice Chair: Linda Nichols
- Secretary/Treasurer: Rachel Wright
- CCA Council: Glenda Pullen
- CCA Activities: Dianne Dorsey, Kay Mockensturm
- General Reps: Wes Bertagnole, Shirley McKenna, Joan Houghteling, Roberta Scholtz, Jamie Boyce

Q&A with Dr. Nolte

- Salary increases: Commission and Presidents have put together a salary proposal to send to the legislature. Would be a 20% raise for faculty, 18% raise for staff and 10% raise for administration if this proposal is approved. Was received well from Joint Education Interim. The cost if this proposal is approved is \$16.9 million. Will keep informed when learn more data and when can send letters to legislature around January or March.
- Medical Insurance: There will be an increase in insurance in March. Any concerns in our increases, no doctor's in the area, etc, please send emails/letters to the legislature.
- Nash update – Dr. Nolte, Randy Stutheit, Sharon Belll, Sarah Sulzen and Wes Bertagnole have been looking over the Nash compensation documents. Discussing how to move everyone from old schedule grid to the new one developed by Nash. There are some recommendations that the committee does not agree with, a few positions underrated. 16 grades in new system. Nolte and others feel that there were approx. 15 people were not rated correctly by Nash. Nash did not recommend salary adjustments for educational background/degrees and Nolte disagrees. Placement process is clearer. Salary equity committee will be transparent and their identities will be known as well as how the process is done. Nolte believes we won't be able to afford to give the Nash salary increases as well as the 18% salary increases.

Update on Staff Alliance Projects

Professional Development Funds – This spring a subcommittee of the Executive Committee drafted a procedure and a request for staff development funds. We have been awarded \$5,000 to work with on the Professional Staff Development. There are some details to be worked out and then this information will be forwarded to all staff employees. This will allow some supplemental funding to help us attend educational and training opportunities. These funds will be supplemental and all staff members should first speak with their departments/divisions for initial funds.

RED Award – This spring a subcommittee of the Executive Committee drafted a procedure and a request for the Robert Earl Durst (RED) Annual Classified Staff Award (similar to Rosenthal awarded to

faculty and administrators). We were awarded \$1000 for this award. We will also continue to with the EOM program.

Leave Policy – Linda Nichols has been heading up a small committee to discuss our Leave Policies. It has been proposed that we combine sick/personal/doctor/dentist/funeral and emergency leave into one and call it Personal Leave. The proposal would suggest we accrue 12 hours, or 1 ½ days, a month of personal leave. Annual leave accrual was also discussed. They will be suggesting a look at the Maternity/Medical Leave policy as well. If you have any questions or concerns you can contact Linda Nichols at x2458.

Diversity Committee Volunteers – We are looking for volunteers for the Diversity Committee – if you are interested – please let Sarah know, x2631.

Staff Development Library – Shirley McKenna of the Library has created a handout with the inventory of the staff development library. These items are currently located in the Physical Plant and are checked out on the honor system. If you have material you would like to donate, please contact Shirley at x2269.

Evaluation Process – At this point, the Administration has no interest in revamping the employee evaluation system.

Board Meetings – Dates of upcoming board meetings were distributed and Sarah encouraged everyone to attend at least one. It is important that the Board sees employees, hears from them, meets them. The more faces they see, the more commitment they see.

Vending Contract – The College is considering one vending contract for vending products/machines here on campus. This went out to bid and a decision will be made in the next month or so. Be sure to vote for Pepsi or Coke when you get the chance.

Policy Review – Dr. Sharon Noel, a post-doctorate inter, is here to review our policy manual. We will keep you posted as the project progresses and input is needed on various policies.

Open Discussion - none

Employee Trivia – answers were announced

Meeting adjourned: 4:15