

STAFF COUNCIL
MINUTES
DECEMBER 10, 2008
10:00 AM

Present: Debbie Allen
Karen Cochran
Stephanie Cooper
Todd Essary
Blaine Rose
Betty Smith
Bob Vavricka

Absent: Robert Castleberry, Bert Miller

1. The meeting was called to order at 10:00 by Stephanie Cooper, President.
2. Approval of Minutes and Budget

Motion was made and seconded to approve the November 11, 2008 Minutes as distributed. Betty Smith had already requested approval via email and the minutes are already posted on the Staff Council web page.

Betty Smith provided the Council with the latest budget report.

3. Unfinished Business

- Amendments to the Staff Council Bylaws/Constitution. Adding an Amendment to the Constitution that would allow changes to the Constitution was discussed. Submitting this change to the Staff body for a vote was discussed. It was decided the best time to accomplish this would be during the April election process. Bob Vavricka agreed to work on the wording of this change and email this to the Staff Council for continued discussion at the January meeting.
- Centennial Pins – The motion was made and seconded to not order any Centennial Pins.
- Job Classification/Pay Scale. Stephanie Cooper stated that plans had been made to have Alice come to campus today to discuss the Job Classification/Pay Scale plan but, after consideration, it was decided to not have her come due to the resignation of Dr. Rafes. Stephanie stated that when this issue was first presented, the staff assumed that there would be a change in their pay. There will not be a change in pay. This plan basically deals with newly hired employees. Alice was assigned the task of seeing where our salaries are compared to other institutions. Very few were not in their designated range.

The issue of merit pay given in November was discussed. It was stated that a number of staff were evaluated at exceptional merit but received merit pay at a lower rate. They did not know they were not receiving the \$750 until they received their November check. There was no communication to the staff

affected by these changes from their supervisors or the supervisors' superiors.

5. New Business – Discussions on Motivating ECU Staff during Transition

- Focus will be made on the Longevity Plan. The Staff Longevity Committee will move forward with this issue after January 1st. Discussion has already taken place during the first committee meeting to build staff longevity pay into the budget as faculty longevity pay is. Longevity pay for faculty is built into the budget to be a top priority item.
- The new administration should be encouraged to keep Staff benefits which include free tuition and holiday vacation time. All are looking forward to the new insurance plan that will help with dependent insurance costs.
- It was suggested that the Staff Council could take charge of having a Staff Appreciation Day. This could possibly include lunch and gift awards. The Council will discuss this at a future meeting.

6. Miscellaneous Comments, Announcements.

- Stephanie Cooper was asked to nominate a member of the Staff Council to serve on the IT Strategic Planning Committee. Bob Vavricka will represent the Staff Council. Frank Williams will lead this committee.
- A comment was made to Stephanie Cooper in regards to feminine products not being available in ladies' restrooms. Debbie Allen stated that Krissy Bohannon is responsible for the machines and routinely fills them with product. Contact Krissy at Ext. 222 with the location of a machine that is in need of product.

6. Adjournment

There being no further business the meeting adjourned at 11:40.