

STAFF COUNCIL
MINUTES
MARCH 12, 2009
2:00 PM

Present: Debbie Allen
Robert Castleberry
Stephanie Cooper
Todd Essary
Blaine Rose
Betty Smith
Bob Vavricka

Absent: Karen Cochran
Bert Miller

- I. The meeting was called to order at 2:10 pm by Stephanie Cooper, President.
- II. Amendments to the Staff Council Constitution/Bylaws

It was agreed to propose the following changes to the Staff Council Constitution/Bylaws. These changes will be presented to all staff at the same time the Nomination Ballot is sent.

Article 4, Section G: The following statement: “The terms of office for members shall begin on **September 1st** following their election and will end on **August 31st** at the end of their two-year term.” will now read: “The terms of office for members shall begin on **June 1st** following their election and will end on **May 31st** at the end of their two-year term.”

Article 7, Section C: The following statements: “The Chair of the Nomination and Election Committee shall conduct the nominations and elections of officers at the **September meeting** of the Council. The President, Vice President, and Secretary/Treasurer shall be nominated from the floor, elected, and begin terms at the beginning of the **September meeting**.” will now read: “The Chair of the Nomination and Election Committee shall conduct the nominations and elections of officers at the **June meeting** of the Council. The President, Vice President, and Secretary/Treasurer shall be nominated from the floor, elected, and begin terms at the beginning of the **June meeting**.”

It was also agreed to add Article 9 to the Staff Council Constitution/Bylaws.

Article 9: The Staff Council Constitution and Bylaws may be amended by a majority vote of the members of the staff, provided a copy of the proposed changes to the constitution has been presented to the staff to review prior to a vote.

- III. Nomination and Election Committee

In addition to two representatives from the Staff Council, Debbie Allen and Todd Essary, the following people will be asked to serve on the Nomination and Election Committee: Mike Faulkner, Carla Harlan, and Kathy Baker.

Debbie Allen agreed obtain the updated list of all staff members and have the Nomination form ready for distribution by March 30th. It was agreed that the nomination process would take place from Monday, March 30th until Thursday, April 2nd.

IV. Staff Development Training

Debbie Allen will email the Council members the staff development training information.

V. Suggestions for changes to the evaluation document.

Stephanie Cooper had emailed all staff members requesting suggestions for the “exceeds” expectation document that had been discussed with Drs. Anderson, Turner and Berty at the last Council meeting. She read the comments she had received. It was suggested that there should be a succinct definition of what employees are required to do to obtain “exceeds” expectations, in addition to keeping the subjective component. It was also suggested that there be some tangible item for merit such as a definite dollar amount, or, if money is not available, possibly time off work or some other incentive. More discussion will take place with Drs. Anderson, Turner and Berty at the April Council meeting.

VI. Adjournment

The next scheduled meeting for the Staff Council will be 2:00 pm, April 2, 2009. There being no further business the meeting adjourned at 4:14 pm.