

STAFF COUNCIL
MINUTES
OCTOBER 9, 2008
2:00 PM

Present: Debbie Allen
Robert Castleberry
Karen Cochran
Stephanie Cooper
Todd Essary
Betty Smith
Bob Vavricka

Absent: Bert Miller
Blaine Rose

1. The meeting was called to order at 2:05 pm by Stephanie Cooper, President.
2. Approval of Minutes

September 18, 2008 Minutes were approved as distributed. Betty Smith had already requested approval via email and the minutes are already posted on the Staff Council web page.

3. Comments from President Rafes

Stephanie Cooper welcomed Dr. Rafes.

Dr. Rafes had recently sent an email to the staff discussing salary issues, longevity pay and the equalization pay plan. Longevity pay – Dr. Anderson will head this committee. The Staff Council has appointed two members to serve on this committee – Stephanie Cooper and Betty Smith. Dr. Rafes stated that the Faculty already has a Longevity Pay plan. Dr. Rafes has presented this committee with the task of coming up with a formula to be used for longevity pay for staff, keeping in mind that money will be just as tight next year. Classified Pay Plan – Dr. Rafes stated that each level was considered and those staff members that were paid below their level would be brought up. He stated that there were only about 5 people below level. This was his first attempt to give equity in the plan.

Grants – ECU has over \$20 million in our budget from grants. For small universities, that are not medical or engineering schools, we rank first or second in the nation, as of two years ago.

Facility projects – The bond market is in shambles so we are not ready to sell bonds at this time. It will be approximately 120 days before we can sell bonds. Hopefully the market will be stable by then. Interest rates will be higher and we will possibly receive less money, but we still plan to go ahead with this. We will wait until the market is more stable. Dr. Rafes stated that we do have the money for the Convention Center. We are working with the City of Ada for a \$1.5 million grant. This will provide about \$5 million for this project. Dr. Rafes stated that academically we are doing well. The faculty are

phenomenal and the staff continue to work hard. Fund raising continues as we prepare for the Centennial campaign. We are close to awarding a contract for new bleachers. This will include bleachers at the tennis court, soccer field and football stadium.

Dr. Rafes asked for any questions. The question was raised as to when the new Fine Arts Center would be open. Dr. Rafes stated that they are saying December 31st. They are making progress with painting and tile work but Dr. Rafes felt that December 31st might be a real stretch. The plaza will be torn up next week. The question was raised as to what was going to be placed at 12th and Center. Three houses have been removed. There is a banker that owns the property who wants to put a museum there. There is also talk of a branch bank. The question was raised as to when the staff were going to receive a copy of their job classification and job pay scale. Dr. Rafes stated he did not see any reason why staff members could not be furnished this information and that we should visit with Leslie Martin or Steve Turner to see when these can be distributed. Debbie Allen will visit with Steve Turner to see when staff can be provided copies of their job classifications and pay plans.

Stephanie Cooper thanked Dr. Rafes for attending the Council meeting.

4. Unfinished Business

- Changes in the Staff Council Bylaws/Constitution. The motion was made by Bob Vavricka and seconded by Karen Cochran that the discussion of the constitution be tabled until the next Council meeting. Everyone is to bring a copy of the constitution to the next meeting.
- Centennial Pins – Bob Vavricka provided a quote for new centennial pins. It was decided that we need to try to sell the pins that we have before we can afford to order new pins. It was decided to sell pins at Homecoming on October 25th. We will sell pins from 5:00 pm through halftime. Bob Vavricka will be there at 5:00 and Todd Essary and Robert Castleberry have agreed to help.

5. New Business

No new business at this time.

6. Adjournment

There being no further business the meeting adjourned at 3:25 pm.