Classified Staff Council Meeting Minutes

December 11, 2019 – General Meeting of 2019‐2020 year

1. The Classified Staff Council (CSC) meeting was called to order at 8:17 am by chair, Lindsay Snyder.

# Roll Call

**Name Department Attendance**

|  |  |  |
| --- | --- | --- |
| April Crocket-Goad | Dining Services | Present |
| Kristina Burton | Parking | Present |
| Jay Brooks | Housing & Residential Education | Present |
| Patty Chapman | Library | Present |
| Lindsay Snyder | Admissions | Present |
| Toni Tassone | Facilities Mgmt. & Support Serv | Present |
| Heidi Romero | HSS – Hispanic Studies | Present |
| Roni Secord | IM & T | Present |
| Kim Arnold | Academic Support & Advising | Present |
| Doug Hendershott | Structural Trades | Present |
| Dan Ries | Facilities | Present |
| Jude Maes | Facilities | Present |
| Kim Lebsack | Monfort College of Business | Present |
| Cateline Corbin | Marcus Garvey Cultural Center | Present |
| **REPRESENTATIVES** | | |
| Marshall Parks | Human Resources | Present |
| Amie Cieminski | Faculty Senate | Present |
| Kyle Mathes | PASC | Present |
| **GUESTS** | | |
| Melissa Hoffman | PASC Vice Chair- MCB |  |
| Deena McBain | Conference & Event Services |  |

With 14 Council members in attendance, the majority required for a quorum was present.

# **Agenda**

Agenda approved. Lindsay requested a motion to approve the agenda. Moved, seconded and approved.

**Chair’s Welcome**

# **Minutes**

Meeting minutes approved. Available minutes from the November meeting were emailed out to the council for review prior to the meeting. Lindsay requested a motion to approve the minutes from November. Moved, seconded and approved.

**Treasurer’s Report**

1. Operating Budget- $9614.02
   * Spooktacular prizes have all been distributed.
   * No update on the King Soopers Cards or check received recently. There has been a lot of interest in the Pizza Palz.
2. Foundation Account- $21,751.28

**Guest**

1. Lyndsey Crum from Alumni Relations attended to start collaborating on the planning of the annual Employee Recognition Banquet.
   1. The silent auction can still be a part of the event.
   2. The date for the banquet will be decided by early January. It was mentioned that Conference and Event Services is inundated with events in April. It was also mentioned tying this event into the appreciation week campaign that Alumni Relations does every year would tie in well.
   3. Information from previous events was shared with Lyndsey. It was decided to add her to the Classified Staff Council Teams site and upload previous year’s event information there. Any other ideas or things you have can be emailed to her as well.

**Monthly Report**

1. Marshall Parks- Human Resources

* Effective January 1st there will be some changes to the Fair Labor Act for overtime. The state is considering raising the threshold of those that would qualify for overtime pay from those earning under 35K/year to 42K/year. These are the current federal guidelines.
  + HR will be sending out letters to anyone this may impact next year. If you are currently eligible for overtime pay, then this change will not impact you.
* The State is also reviewing the minimum wage and considering raising it to $15.00/hr. This would also apply to student worker wages.
* Marshall asked that we keep him in the loop of any supervisors that are unsupportive of staff being involved in campus committees. He indicated that there is support from the VP’s that employees are permitted to be involved in campus committees and if there is any push back, it tends to come from the front- line supervisors.

1. Kyle Mathes- PASC update
   * + PASC met on November 20th. They will not hold a meeting in December. The November meeting was consumed with discussion of hiring practices and salaries. Compensation was discussed, as well as, the retirement loan process and the need to revise it.
2. Amie Cieminski – Faculty Senate
   * + Faculty senate talked a lot about employee retirement loans. Currently, the policy revision is going to the Board of Trustees for review to allow only one loan at a time against the employee’s retirement.
     + Discussed the Honorary Degree Policy.
     + Discussed budgets and finances.

# **Chair’s Reports**

1. Board of Trustees- (update provided by Toni Tassone who attended in Lyndsay’s absence)
   * + The meeting lasted 7.5 hours. Toni attended until just after lunch.
     + Andy presented the ten-year plan. There was discussion of the university being close to be able to apply to be a Hispanic Serving Institution.
     + Students were present and were allowed to voice concerns of the racial disparity on campus. They also voiced that they did not want the funding received as being a Hispanic Serving Institution to be dispersed to other campus areas “on their backs”.
     + Two board members will not be renewed. The governor does not believe in reappointing.
2. President’s Leadership Council-

* Discussed that moral is low and that the recent financial update was another blow. Employees are concerned of more lay-offs.
* Andy will keep Lyndsay in the loop of anything that needs to be communicated. He will be attending our February meeting to address any questions.
* Lyndsay will reach out to Katrina Rodriguez to see if she can attend our next meeting in January.
* Discussion came up around lack of counseling resources on campus. Lyndsay mentioned that Andy did say that he does not agree that students should pay for counseling services as part of their student fees when we do not have the adequate resources to accommodate.
* The outcome from the work that was done over the summer from Huron Consulting is that restructuring would take years. Positions would have to be vacated (without a direct lay-off) to make immediate structural changes. Lyndsay said the PLC is still waiting on the communication for specifics of any restructuring.

# **Vice Chair’s Report**

1. Student Senate-
   * + Student senate is still working on compiling a master list of student resources and what they do.

## **New Business**

1. Committee Reports-

## Constitution and Elections

## Public Relations

## Fundraising

* Upcoming Hump Day Fundraiser’s are March 4th and April 1st. Details will be coming.
* Discussed donating the funds raised from the Chili Cook-off to Helping Hands Project.
  + Campus is considering a policy that will not allow home made food to be used as Fundraisers on campus based on the risk. We may not be able to continue the Cook Off or Bake Off events.
* 2020 Garage Sale- Gunter gym is available for the garage sale after all.
  + The sale date is May 16th.
  + Arranging a garage sale after party at Old Chicago’s at 5:00pm the day of for those that work the sale.
  + A planning meeting will be setup in January.

1. Scholarship and Professional Development

## Workplace Culture-

* Currently looking at ideas and budget for Employee Appreciation gifts. May tie giving them around Appreciation Week.
* April suggested a canned food drive between the dining halls on campus. She presented the idea, but has not received a response.

## Campus Committees

1. Statewide Classified Liaison Council
2. Faculty Senate, APASS, Bookstore, Campus Rec.- Will be meeting towards the end of November, HLC, Compensation, Sustainability, IM&T- will be closed over break and utilizing an answering service that can notify folks on-call of emergencies, Leave Share, Parking, Transportation & Parking Planning, UC, Work Environment Task, CETL, Inclusive Hiring Practices, University Center Advisory Board, Campus Climate Committee.

**Next meeting**

The next meeting will be January 8, 2020 at 8:15 a.m. in Campus Commons Room 2200.

## **Adjournment**

Meeting adjourned at 9:55 a.m.