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Staff Senate Meeting Minutes

Tuesday, Nov. 7, 2023

Veterans Hall of Honor

In attendance: Gwen Larson, Diane Mangus, Josh Jenek, Michaela Read, Kim Somons, Maria Solis, Linda Parks, Don Shafer, Douglas Cushenbery, Derek Parks, Cassie Dieker, Rebekah Curry, Debbie Rittgers, Stephanie Mohling-Stites, Greg Larson, Joel Ewy, Shelby Clark, M.J. Bowen.

President Maria Solis called the meeting to order at 2:07 pm

Secretary Report: Review minutes from October meeting. Josh Jenek moved and Doug Cushenbery seconded to approve the minutes. Motion carried

President's Report:

- Presidents' Report on Leadership Team meetings — Maria Solis
Not much movement or discussion to bring to all of you. At last meeting with the president, asked for leadership team meetings be more problem solving rather than reporting out. Ken did that for next meeting.
- Meeting with President Hush — Maria Solis/Shelby Clark
Met last month; one next week. Asked again about raises. Still working on it. See what happens.
- Statewide UPS Group- Shelby Clark
Lots of complaining about CBIZ. Not giving info. Same confusion. Two schools did market report but did not use CBIZ. More positive than others.

How are they making sure Staff Senate is representing campus wide? One school has to have 35 people period; another has to have 30. Some schools aren't combined UPS and USS yet. KU has really good website verifying everyone involved.

Greg Larson noted that ESU Staff Senate has tried to find a system to represent all areas of campus but, historically, there were areas never filled. Shelby Clark reported we would make sure that we try to get representatives that represent the changed areas on campus.

Maria noted that if we want to make a proposal on raises, we need to act fast.

Committee Reports:

- Event Planning Committee- Michaela Read, Linda Parks, Tushar Walaskar, Justin Johnson, Cassie Dieker.
Michaela reported they are planning a holiday event Dec 6, 2-3:30 in Skyline Room. Treats, cocoa, ugly sweater contest, office gingerbread competition. Gingerbread house kits at Union for

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pickup. Deadline to sign up for contest is two weeks in advance. Please spread the word in your own department. Our October event had a small turnout.

- Faculty Senate- Maria Solis, Kim Simons
Kim reported a few new policies have come forward:
 - Online office hours to align with HLC requirements.
 - Changes to academic dishonesty policy because the chairs and departments have changed.
 - Erika Martin presented a report from the daycare task force. They wrote grants and are hoping to purchase the former Maynard school building to create an all-day daycare. The question for Faculty Senate is where to go on this issue: Another task force? A permanent committee? Nothing? Consensus was a permanent ESU committee and Faculty Senate and Staff Senate work together.
- ESU Tuition and Budget- Greg Larson, Stephanie Mohling Stites
First meeting was today. Introductions, discussed what the group does and what we are looking at for the coming year.
- Parking Committee- Sandy Sasidhar, Kim Gaines, Deena Wilson — no report
- University Diversity and Inclusion Alliance- Tushar Walaskar — no report
- Scholarship Committee- Sandy Sasidhar, Kim Gaines, Cassie Dieker, Don Schafer, Linda Parks
Doug reported that Kim Gaines is chairing and tried to call a meeting. Illness has delayed the process.

Old Business:

- Days off update
 - Winter Closure – Established by KBOR — email went out. Not a guarantee for future.
 - Juneteenth- June 19th – Established by the Governor
- Parking Prices Statistics — Maria: hoping to get more info on statistics; where it compares to other schools. Can potentially put out that info. How can we talk about it so all have same understanding?
- Salaries update
 - Does Staff Senate present a proposal? If so, what?

Highlights of discussion:

1. A proposal from Staff Senate puts the topic back in front of administrators.
2. Last time the president gave a bonus, Staff Senate leadership went in and asked for it and negotiated an amount. Aren't pay raises supposed to be a line item in the ESU budget?
3. If there were salary dollars allocated in July, those should have been rolled out. Where are we with that?

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4. Three years ago there was a merit task force. Where is that? We turned it over to HR.
5. Staff Senate leadership will write up bullet points and send to the rest of Senate.
6. Every employee is waiting for a wage increase. Are we going to get that? We would like to have something more indepth than “we are working on it.”

New Business:

- Vote on Lindsay Bays Co-Presidency Resignation
Greg Larson moved and Josh Jenek seconded to accept Lindsay Bays’ resignation. Motion carried.
- Nominate new President or Co President
Josh Jenek moved and Doug Cushenbery seconded that Maria Solis is sole president of Staff Senate. Motion carried.
- Vote for 2 new committees
 - Proposals Committee- derive, research, and put forth proposals through the university — this topic was tabled.
 - Policy Committee- update current policy with current University changes, consider term guidelines, attendance, etc — no decision.
 - Question included who this committee would report to?

Good of the Senate:

Other news for the Senate (Check out internal communication for campus wide updates!)

Next meeting – Tuesday December 5th, at 2:00 p.m.

Joel Ewy moved and Doug Cushenbery seconded to adjourn the meeting.

Meeting adjourned at 2:48 p.m.

Respectfully submitted,

Gwen Larson
Secretary