

Staff Council Monthly Meeting
May 9, 2024

Members Attendance: (20 present)

Executive Council	Council Members	Faculty Senate Liaison	General Attendees
President	<input type="checkbox"/> Austin Wall	David Westenberg	Jason Newton
Jackie Sansone	<input type="checkbox"/> Brittney Meyer		Cheryl Ahrens
	<input type="checkbox"/> Brittney Smith	Staff Success Center Mgr.	Nyhla
Past President	<input type="checkbox"/> Jody Seely	Simone Waldon	Kathy Shepherd
Megan Fowler	<input type="checkbox"/> Cindi Kinder		Shannon Young
	<input type="checkbox"/> Kim Baker	TRAC	Siiri Gilness
Vice President	<input type="checkbox"/> Lauren Perala	Melanie Keeney	Sylvia Dees
Kevin Walkup	<input type="checkbox"/> Lutrisha Decker		Alex Hoeft
	<input type="checkbox"/> Mark Evans		Josh Jones
Secretary	<input type="checkbox"/> Missy Millspaugh	Guest speakers	Sami Holt
Kimber Crull	<input type="checkbox"/> Patty Reising	Cindi Nelson	Kay Hayes
	<input type="checkbox"/> Ramona Nicewaner		Wayne Jones
Treasurer	<input type="checkbox"/> Sarah White	General Attendees	Julie Parker
Joni Matlock	<input type="checkbox"/> Shari Hill	Benjamin Ray	Leanna Miller
	<input type="checkbox"/> Tricia Helton-George	Cindy Heck	Susan Cochran
		Glen Cargile	Gina Webb
		Jennifer Nixon	Helena Rauls
		Chris Bucher	Christopher Keehn
		Jaqueline Meinecke	Wendy Estes
		Patricia Robertson	Simran Bhatia
		Justin Smith	Jeff Jennings
		Patrice Hatcher	Bradley Clay
		Rhonda	Barbi Spencer
		Christina Harrison	Hilary Beam
		Devin Ogle	Anne Groniger
		Erin Meadows	Tim Maninger
		Sarah Lewis	Mary Council
		Erica Reven	Madison Keim
		Nina Eickhorst	Jeanette Waters
		Cassie Liscombe	Perry Koob
		Lizbeth Valentin	Nicholas Beisser
		Melissa Pence	

1. Call to Order / Role Call
2. Approval of Minutes (Teams)
 - A. First: Kevin Walkup
 - B. Second: Mark Evans
3. Reports
 - A. President Report-Jackie (ISAC) – no report
 - B. Treasurer Report-Joni – report attached.

C. Committee Reports

- Communications Standing Committee-Kevin
 - New staff member emails – March 16 new staff and April 15 new staff
 - Newsletter stats
 - Staff Day Appreciation Day Flyer
 - eConnection
 - Website update for Staff Day
 - Email for Staff Day
 - Next committee meeting: May 23 – 10 a.m.
- Advocacy Standing Committee-Lauren
 - Staff Award Review Committee:
 - Staff Scholarship Application due June 15
- Campus Involvement Standing Committee-Kim
 - Fundip invites going out today – May 9, 2024
 - Communication will be released today – Website goes live
- Other Committee Updates

D. Faculty Update (David Westenberg)

- i. Climate survey has been extended. Please submit your survey as soon as possible.
- ii. Recommendation to leadership on how the wage and merit increases are distributed.
 - 1. A change of up to 25% department personnel could be eligible for the exceptional merit pool.
 - 2. The guidelines should be distributed annually to all employees each year.
 - 3. Shared with Faculty Senate and Staff Council. Endorsed by Faculty Senate on April 25, 2024.
 - 4. Will be sent to Staff Council members to review before endorsement.

E. Staff Success Center Update (Simone)

- i. Staff Development Week – May 20-23
 - 1. <https://econnection.mst.edu/files/2024/05/Spring-Staff-Development-Week-May-20-23-2024.pdf>
- ii. Staff Success Center will be hosting '90s trivia at Staff Day
- iii. Hydration Station - July 18
 - 1. Water and lots of inclusions.
- iv. Financial Crime Trends – with Chief Roberts – June 11
 - 1. Register: <https://share.percipio.com/cd/GpZvhEj1V>
- v. Looking into AED training
- vi. Supervisory Foundation Training Series – More dates coming soon!
- vii. <https://umsystem.percipio.com/track/3f018691-8bb0-4840-8dc5-48d610424390>
- viii. Walking challenge winners: 46 people in the drawing
 - 1. Brooke Bell
 - 2. Shannon Young

3. Helena Rauls
 4. Ramona Nicewaner
 5. Kimber Crull
 6. Gillian Worsley
 7. Jade Sinnott
 8. Cheryl Cain
- F. TRAC-(Melanie Keeney)
- i. No report
- G. Guest speaker-Cindi Nelson
- i. Department of Labor – Defining and delimiting the exemptions for executive, administrative, professional, outside sales and computer employees
 - ii. Fair Labor Standards Act – Minimum wage, 40-hour work week, overtime, compensable time, exemptions from overtime.
 - iii. All positions are eligible for overtime EAP category – executive, administrative and professionals, exceptions:
 1. Duties test
 2. Minimum salary threshold
 - iv. Currently – the threshold \$684 per week
 1. S&T \$47,476 is the threshold for UM System
 - v. New minimum/threshold:
 1. July 1, 2024 - \$43,888 (\$844 per week)
 2. January 1, 2025 - \$58,656 (\$1,128 per week)
 - vi. Effects 9E and 10 paygrades.
 - vii. How to determine if a position is exempt from overtime:

<https://compsearch.umssystem.edu/staff.php>

 1. FLSA Status: A, E, or P – means the new minimum threshold will affect the role.
 - viii. Next steps:
 1. Taking a cautious and well thought out approach.
 - a. Stay informed of potential litigation.
 - b. Work team established across all four universities.
 - c. Stakeholder groups engaged (ISAC)
4. New/Old Business
- A. Voting for the Jan Buhlinger Spirit Award
5. Open Discussion
- A. Inquiry into specific programs and initiatives created from pulse survey and climate survey:
 - i. Miner Mentions - Staff Recognition Program
 - ii. Semester Kickoff Event with S&T Polo Shirts
 - iii. Finance and Operations Information Series
 - iv. Lunch with the Chancellor for Years of Service Honorees and New Hires
 - v. Several training and development options through the Staff Success Center

vi. Numerous market and equity pay reviews and adjustments

6. Adjourn

- A. Kimber motions
- B. Kevin seconds

Staff Council Financial Report

FY24 Information as of: 4/30/24

Mocode	Description	Beginning Balance	Revenue	Expenses	Ending Balance	Commitments	Available Funds
R0008	Staff Council Chancellor Main Account	0.00	11,393.00	-	11,393.00	(6,000.00)	5,393.00
RGP87	Staff Council Award Funds	0.00			-	6,000.00	6,000.00
R1806	Staff Council Fundraising - Special Events Account	8,469.62	7,731.00	(6,779.84)	9,420.78		9,420.78
RF814	Staff Council Gift Scholarship Account	15.58	-	-	15.58		15.58
RA054	Earth Day Account	9.78		-	9.78		9.78
RGN77	Chancellor Staff Council Scholarship Account	9,210.00		(1,798.50)	7,411.50	(351.50)	7,060.00

Fall Staff Appreciation Event 2023				
	<u>Sales/Donations</u>	<u>Funds Collected</u>	<u>Source</u>	<u>Total</u>
Raffle		1,242.00	Cash	1,320.00
		78.00	Online	
Shirts		680.00	Cash	2,667.00
		2,715.00	Online	
		-728.00	Cost	
Chili		189.00	63 bowls	189.00
School Lunch Drive		240.00	Online	365.00
		125.00	Cash	
			TOTAL	4,541.00

Thank You Grams - 668 sold		
<u>Sales</u>	<u>Expenses</u>	<u>Profit</u>
1,336.00	733.34	602.66