

TEXAS  STATE[®]
STAFF COUNCIL

AGENDA

January 12, 2020
10:00 a.m.—12:00 p.m.
ZOOM Meeting

Staff Council Meetings are available via

Zoom: <https://txstate.zoom.us/j/569017978>; Passcode: Council

The mission of the Texas State University Staff Council shall be to promote and enhance the status of university staff, ensure the effective contribution of staff expertise toward university goals, and act as the liaison between the university president and staff.

The Council shall represent the collective body of the staff and shall report directly to the university president.

Note: Minutes for previous Staff Council meetings are available at staffcouncil.txstate.edu/meetings/minutes.

ACTION
(10:00)

Call to Order

Noel Fuller, Chair

Members in attendance: Katie Alonzo, Harlan Ballard, Steve Blank, Jayme Blaschke, Zachary Collins, Stephanie Daniels, Natalie Davis, Veronica Fernandez, Anita Ford, Noel Fuller, Amy Jiang, Heather Kristoff, Brandi Martinez, Mayra Mejia, Raidah Murshed, Anthony Padilla, Camrie Pipper, Jennifer Small, Annalisa Turner, Bailey Verschoyle, Illona Weber, Rachael Weldon-Caron, Melissa Yip-Santellana

Members Not in Attendance: Norma Belmares, Robert Garcia, Ana Webb, Martin Zavala

SPEAKERS
(10:01)

Item 1: Facilities Representatives (see attachment)

k Questions: How are you handling remote work issues and how are you keeping their workers safe. They are following university protocols. Early on they did do some remote work – 6 hours on and 2 hours off – allowed them to stagger starts for their employees. They have now gone to 8 hour shifts but still staggering starts and lunch breaks. To date no one has contracted between employees, so they feel like their protocols are working. They also try to keep one person in a vehicle but not always possible. Do you have suggestions for break space for custodial staff? They ask the workers to work/contact the end user to find a space for a break. If you have issues, then reach out to the director and we can find a good place for them.

UPDATE
(10:25)

Item 2: Treasurer’s Report (handout)

Natalie Davis, Treasurer

No big changes from last month. Only expenditure that came out in December was a payment for the engraving of the plates. Staff Council is having discussions about fundraising and how to proceed going forward. Currently aren’t planning any expenses for spring semester since everything is virtual. Question raised on the ability to have an option to electively donate a set amount each month to be taken out directly of our paycheck. The answer is that are part of Step Up for State so you can do that through that option.

UPDATE
(10:30)

Item 3: Salary Setting Review Subcommittee (handout)

Noel Fuller, Chair

Subcommittee has met twice and brainstormed through ideas and thoughts that we’ve received. Broken the list into 3 major areas of concern. The plan is to do a lot of information gathering and then educate the staff about what is happening at TXST. We expect the information gathering to take some time. Next meeting is scheduled for Jan. 22 and the plan is to meet 2 Fridays each month and the subcommittees meeting on the alternate Fridays.

ACTION
(10:40)

Item 4: Staff Council Award for Custodial Service/Update Language (handout)

Noel Fuller, Chair

Stephanie Daniels moved to approve the changes in the language for the award; motion seconded by Melissa Yip-Santellano. Motion passed, no opposition.

ACTION

Item 5: Update Staff Council Scholarship Eligibility Criteria (handout)

(10:45) Noel Fuller, Chair
Camrie Pipper made a motion to approve the change in criteria from 12 consecutive months to 12 month or previously enrolled (shows educational commitment and expands the pool of applicants). Motion seconded by Analisa Turner. Motion passed, no opposition.

DISCUSSION
(10:50) **Item 5: Outstanding Performance Award Leave (handout)**
Noel Fuller, Chair
Part of our theme to find additional ways to compensate and recognize the hard work of our staff so something we wanted to bring to everyone attention is the Outstanding Performance Leave. If you would like some examples, please send us an email at staffcouncil@txstate.edu and we will be glad to share that with you.

SPEAKERS
(11:02) **Item 6: Dr. Stella Silva, Asst. VP, DEI Faculty and Staff Initiatives (see attachment)**

DISCUSSION
(11:00) **Item 7: Staff Council By-Law Review (handout)**
Noel Fuller, Chair

DISCUSSION
(11:26) **Item 8: External Committee Updates (handout)**
Various Representatives

- a) Diversity Training Work Group – staff council be a focus group (see Stella’s comments re: Life Anew)
- b) Vaccination Planning Work Group
- c) University Safety Committee

UPDATE
(11:38) **Item 9: Staff Concerns (handout)**
Noel Fuller, Chair

- a) Sandbag Concern
- b) LGBTQIA Medical Coverage
- c) Funeral Leave Policy
- d) ADA Accessibility Map
- e) Sick Leave Pool – COVID-19
- f) Mask Requirement Compliance
- g) Remote Work Education/Professional Development

DISCUSSION
(11:51) **Item 10: Announcements**
Noel Fuller, Chair

- a) Muir Excellence Award Nominations Open – nominations due at the end of the month
<https://www.education.txstate.edu/ofsd/awards/mema.html>
- b) Contract Workers Employee of the Year Recipients (handout)
- c) Sustainability Workshops – opportunities still posted on their website
- d) Staff Shout-Out: Liane Gonzalez, Sr. Undergraduate Admissions Specialist, Undergraduate Admissions
- e) WellCats – *Get Fit Texas!* Challenge
<https://wellcats.txstate.edu/getfittx.html>

DISCUSSION
(11:57)

Item 11: Review Pending Items

Stephanie Daniels, Parliamentarian

- a) Staff Concern: Rodent/Pest Issue
- b) Staff Concern: Maternity/Paternity Leave
- c) Staff Concern: Faculty/Staff Retirement Announcements
- d) Staff Concern: Effectiveness of Curative Testing

ACTION
(11:58)

Adjournment

Noel Fuller, Chair

Natalie motion – Stephanie second – passed; no opposition

Texas State staff are welcome to attend any Staff Council meeting. The list of meeting dates and locations can be found at <https://www.staffcouncil.txstate.edu/meetings/minutes.html>.

If there is a specific issue or concern you would like Council to address, please complete the form at www.staffcouncil.txstate.edu/Staff-Concerns. When submitting the form, you can remain anonymous if that is your preference.

All statements made during meetings of the Staff Council shall be privileged communication and remain confidential. Members and guests shall not be subject to retaliation or disciplinary action as a result of expressing their views at Council meetings.

Staff Council meetings are recorded. Guest speakers and associated Q&As may be posted to the Staff Council website. All other recorded portions of the meeting are used to ensure accuracy of transcript data for meeting minutes purposes.