

TEXAS  STATE[®]
STAFF COUNCIL

AGENDA

January 11, 2022

10:00 a.m.—12:00 p.m.

[ZOOM Meeting](#)

Staff Council Meetings are available via

[Zoom](#) 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 [on the Staff Council Website](#).

ACTION
(10:00)

Call to Order

Brandi Martinez, Chair

Staff Council members in attendance: Jen Aguirre, Paul Aleman, Katie Alonzo, Carlos Baca, Cynthia Balboa, Jayme Blaschke, Zachary Collins, Nabila Cook, Veronica Fernandez, Anita Ford, Noel Fuller, Victoria Gonzales, Judy Herington, Heather Kristoff, Megan Krou, Brandi Martinez, Mayra Mejia, Camrie Pipper, Jennifer Small, Daniel Vasquez, Bailey Verschoyle, Ana Webb, Illona Weber, Rachel Weldon-Caron, Amy Wong, Martin Zavala

SPEAKER
(10:01)

Item 1: Julie Saldiva, Campus Recreation

Julie shared information about Campus Recreation services available to staff.

Services include access to University Camp (with high and low ropes courses), open access the Student Recreation Center, Shake Smart, Round Rock SRC (1st floor of Avery building), the Outdoor Center at Sewell Park, sport clubs, nutrition coaching, climbing center, adventure trips, swim lessons, and many more.

Some services require a SRC membership while others do not. WellCATS members can save \$25 on a SRC membership for the semester.

Campus Recreation also has opportunities for staff retreats and teambuilding, available at both the San Marcos and Round Rock campuses.

If anyone is interested in these opportunities, they can reach out to Campus Recreation. The website will be updated on Friday, so the links may change but the information should stay the same:

Email: campusrecreation@txstate.edu

Phone: 512.245.2940

Registration portal: <https://reconnect.campusrecreation.txstate.edu/>

UPDATE
(10:25)

Item 2: Treasurer's Update (handout)

Carlos Baca, Treasurer

Carlos indicated that Council issued two scholarships received a few donations for January.

DISCUSSION Item 3: Remote Work Conversation (handout)

(10:30)

Brandi Martinez, Chair

Staff Council received concerns from staff about the remote work policy. Staff in attendance shared their experiences and concerns, which included:

- Discrepancy in remote work approvals across divisions and departments
- Disparity in virtual learning / remote work between faculty, staff, and students

Council members in attendance agreed to send a letter to President's Cabinet requesting clarification of remote work policy and the issues brought up during the meeting.

DISCUSSION Item 4: Energy Conservation Days (handout)

(11:00)

Brandi Martinez, Chair

Staff Council received concerns about the December energy conservation days. Staff shared their experiences and concerns, which included:

- Temperatures too hot (over 80 degrees), which required staff to use fans
- Temperatures too cold (in 60s or below) which required staff to wear hats, gloves, jackets, and use space heaters
- Delayed communication with Bobcat Trace
- Staff wellbeing and morale, especially when required to be open in a building without appropriate heating/cooling
- Allowance of remote work for staff in buildings without appropriate heating/cooling, and ability for that time to not count against 30 days

Council members in attendance agreed to add these concerns to the remote work letter to President's Cabinet to request a response.

DISCUSSION Item 5: Subcommittee Name Changes

(11:30)

- a) Compensation and Benefits
- b) Salary Setting

Brandi shared that Council is considering renaming certain subcommittees so that their names more closely match the workload.

Amy Wong shared more information about the Compensation and Benefits Committee, which investigates many of the staff concerns that come in via email. These are often not strictly related to compensation and benefit questions.

Suggestions included forwarding ‘general’ inquiries to Council members on the appropriate external committee, forwarding to other subcommittees, potentially creating a new subcommittee to address those questions, or be clearer about the expectations and roles of each subcommittee during new member orientation.

Maura Mejia had to step away during the meeting, but the Salary Setting Subcommittee is also looking to change their name as that committee isn’t responsible for setting salaries at Texas State.

UPDATE

(11:40)

Item 6: Staff Concern Updates (handout)

Katie Alonzo, Co-Chair, Compensation and Benefits

- a) Tuition Assistance for Employee Dependents

Katie Alonzo shared a staff inquiry about why Texas State doesn’t offer tuition assistance or scholarships to employee dependents. Council forwarded that email to Human Resources, and HR indicated that they are looking into it. There are restrictions as to how public funds can be used for training and education purposes.

Carole Clerie added that HR is outreaching to institutions to see how those programs are funded – they are externally funded because state funds can’t be used to create scholarships for dependents. HR will provide background information about what peer institutions are doing, but Staff Council will need to advocate the creation of any program to University Administration.

UPDATE

(11:50)

Item 7: Announcements

Brandi Martinez, Chair

- a) Staff Shout-Out: Elizabeth Hewett, Student Business Specialist

UPDATE

(11:55)

Item 8: Pending Items

Brandi Martinez, Chair

a) Recycling Bin Inquiry

ACTION
(12:00)

Adjournment
Brandi Martinez, Chair
Motion passed to adjourn the meeting.

Texas State staff are welcome to attend any Staff Council meeting. The list of meeting dates and locations can be found on the [Staff Council Website](#).

If there is a specific issue or concern you would like Council to address, please complete this [form](#). 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.

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