



Staff Senate Minutes

August 12, 2020

Microsoft Teams Meeting

Senators Present: Peggy Brown, Suzann Bennett, Angie Campbell, Jody Stone, Chris Childress, Melissa Coleman, Kim Turner, Tony Craven, Carrie Gossett, Emily Tooy, Maggie Burkhead, Tina Jenkins and Renee Kerz.

Guests: Paul McCann, Director of Budgeting and Sean Reeder, VPBA

Senators Absent: Leslie Ashley-McLean, Andrea Beals, Rick Wyninger, and Amber May

Call to Order: The meeting was called to order by President Peggy Brown at 1:18 p.m.

Approval of Minutes: July minutes approved. Motion made by Suzann Bennett, Second by Maggie Birkhead. Approved unanimously.

Executive Officer Reports:

- A. **Treasurer's Report:** Chris Childress-\$240 in appropriated and \$419.50 in gift account
- B. **Secretary Report** – Jody Stone- No Report
- C. **Vice President Report** – Tony Craven- No Report
- D. **President Report-** Met with President Glassman this past Monday regarding Staff Senate questions as follows:

*What employees are considered essential for the new November 3rd holiday? Vast majority will be off that day to vote. Some essential like other holidays (UPD, operating managers at renewable energy center, some bsw's, Library will probably be open) *Housing BSW's needed to keep bathrooms sanitized and cleaned.*

Will non-negotiated receive a pay raise? If not, what about a one-time stipend? So many changing variables right now....everything predicated on enrollment which we are not clear on for that 10th day. Will not start discussing until after 10th day. (last two years has been 1%) One time stipends were not done during the impasse. Preference is to give a pay raise. State money is also dependent on the Fair Tax Revenue being passed in November or state might do a rescission of our monies (this might be 5% of what the state has previously offered). If there is an increase they would plan to make it retroactive to July 1.

Does EIU have an essential employee list? Are there any discussions about giving essential employees extra compensation? No-the reason is that essential is sometimes not always essential. Depends on the day. Gift day for Christmas when no students are here is easier to deal with than November 3rd when students are present. What are the needs of the campus on a given day?

What are the thoughts for fall semester? Some colleges are working through break and heading home at Thanksgiving. Is EIU planning anything like this? Planning on going to school the whole year barring any emergency. There are contingency plans being developed and/or in place. Face to face instruction is so

important to student success, especially freshman and sophomores, and First Gen. Juniors and seniors a bit more flexible. 1000/2000 more face to face....upper division mostly online. Our ability to get through the semester depends on people following safety procedures. Right now, decided not to end face to face instruction at Thanksgiving, however, if situation changes this might be an option.

I know it is early, but any thoughts on the gift day for Christmas. *Hasn't come up....not on the radar until now since on our agenda.*

What is the criteria for needing to inform the EIU community of positive COVID 19 tests? How many have we really had? *The County puts out #'s each day along with running total. It is the County's data that we work off of. They do not provide us with a student's positive test result if the student/employee is from outside of the county or if they took their test outside of the county. EIU wants to be transparent but we also want to be accurate and there are a lot of conflicts that make our numbers not as accurate as we want. We can get close. Faculty Senate wants a weekly update. The only way we can accomplish this (and we are trying to do this) is for when an employee calls in sick, we track why and add them to the count if appropriate. *However, the employee may not necessarily tell us the truth. If they do share the supervisor is obligated to tell HR. All students who test IN Coles County....we will know this. So the best we can do is this plus the employee report from HR. This is called surveillance testing....Health Dept. and SBL wants to know if our % is similar to Coles County? How bad is the issue? We are adding 5000 people to our community and testing more so numbers will likely go up but will also allow us to know to what extent and to do something about it. Don't avoid being tested just because you want only the sick to be tested....everyone is encouraged to be tested. We have to be vigilant.*

What is the plan for employees with children staying home due to schools going online? *PC is discussing a flex time schedule for some employees due to local school districts going completely on line. This is not complete but being worked on.*

Committee Reports:

A. Personnel Policies, Benefits, and Welfare Committee

- a. Parking Appeals Subcommittee – No report
- b. Parking Subcommittee – No Report
- c. Environmental Health Safety Subcommittee- No report
- d. Sick Leave Bank Subcommittee – No report

B. Budget and Planning Committee

- a. CUPB – No CUPB meeting since last Staff Senate Meeting
- b. University Naming Subcommittee - No report

C. Liaison Committee – No reports

- a. University Union Advisory Subcommittee
- b. Staff /Faculty Senate Relations Subcommittee

D. Election Committee- No report

E. Ad Hoc Committees

- A. **Staff Recognition/Development Committee** – No report
- B. **Campus Master Plan Committee** – No report
- C. **Campus Recreation Board Committee** – No report
- D. **Information Technology Advisory Committee ITAC**- No report
- E. **VPAA Scholarship Review Committee** - No report

F. **125th Anniversary Committee** -No report

G. **Booth Library Advisory Board** –No report

Senator Bennett raised a concern about the ad hoc committees and whether they are still active and should remain on the agenda. Most meet in the spring semester. At this time, it was determined to keep all ad hoc committees on the agenda. Peggy Brown will look into this. Shawn Peoples does need replaced on the Campus Master Plan Committee.

Constituent Reports:

A. **Administrative and Professional** – No report

B. **Non-negotiated Civil Service** – No report

C. **Non-negotiated Trades**– No report

D. **Negotiated Trades**– No report

E. **AFSCME 981**– Senators Kerz shared that negotiations are currently happening with clericals.

F. **UPD** – No report

G. **Contract Appointment or Grant Funded** – No report

H. **Minority Staff Report** – No report

Liaison Reports:

A. **Student Senate** – No representative attended

B. **Faculty Senate** – No representative attended

C. **VPBA Report** – VPBA Sean Reeder and Director of Business Services Paul McCann:

New Science Building update- Preferred firm goes to Capital Development Board meeting in August. Still working on finding architects.

Life Science Building update moving forward. Out for bid and hope to start in September or October. Bid pricing is going higher than anticipated.

Paul McCann shared that the CARES Act money is going to students, covering some refunds, and some salary expenses. Another \$1m coming from the Governor to be used toward disadvantaged students. There also could be a 5% hold back or return of funds to the state if the Fair Tax Resolution is not approved in the November election. Senator Jenkins asked about the status of the Athletic budget. Athletic Department did stay within their budget that was established for athletics according to Paul McCann.

Further discussion revolved around staff inquiries about remote work and flex time work. Many local school districts are completely online for the first nine weeks and Presidents Council is currently working on a plan to see if they can assist staff and faculty that may need to stay home with their dependents.

Unfinished Business:

Senator Bennett made recommendations for constitutional changes. Names and make up of membership needs to be updated. There is vague language in the vacancies section. Officer duties are a little vague as well. Should we meet all 12 months which the constitution currently calls for? Senator Bennett requested to establish a Constitution Review Committee. Chris Childress and

Angie Campbell volunteered to join the Constitutional Review Committee along with Suzann Bennett.

New Business:

Senator Kerz asked about department heads letting their staff know about volunteer COVID-19 testing. Senator Kerz stated she just found out today and that bsw's and dining employees are unaware. Many of these employees are not on email or social media. Senator Kerz shared there is a communication issue on our campus between supervisors and employees.

Questions for President Glassman:

Please email to President Brown before the 09/03/2020 Executive board meeting

Next Meeting:

Stay with Teams meeting format; Wed. Sept. 9, 2020 at 1:15pm

Adjournment:

Meeting adjourned @ 2:12

Respectfully submitted,

Jody Stone
Staff Senate Secretary