

STAFF SENATE MINUTES
February 19, 2009

Present: Susan Babb; Sandy Barksdale; Karen Bell; Ann Brock; Melissa Buchner; Donald Busby; Susan Cohn; Chloiristine Dillon; William Elliotte; John Farrell; Dean Franklin; Sharon Guffin; Linda Hall; Bill Harbin; Melvin Horton; James Hudson; Lanetha Hunt; Virginia Huss; Mary Johnson; Temeka Jones; Becky McCoy; Kathryn O'Bryan; Belinda Scott; Ora Taylor-Strowder; Kimberly Wilson.

Excused: Kimberly Blair; Paul Cade; Ladonnal Curry; Senese Duhart; Brad Frewin; Peggy Fitzgerald; Judith Knight; Heather Murley; Julia Rhodes; Debra Turner; Deborah Wilson.

Unexcused: Jimmy Brigman; Carmen Davis; Jesse Johnson; Kimberly McAfee; Karen Newman; Sherri Schwartz; Sherri Stephens; Jonathan Tignor; Geraldine Young-Taylor.

Meeting was called to order by President Babb with 25 Senators present.

President Babb introduced Harriett Montgomery, Assistant VP Human Resources and Amanda Clarkson, Director of Employee Benefits and Safety to speak to us on the MODFY fiscal year appointments. Ms. Montgomery covered the general provision, benefit provision, and the effect the MODFY appointment would have on the department. She also stated that the MODFY salary is 83% of the employee's full time salary. The employee could work another job off campus during the two-month period but would not be eligible for unemployment during that time.

Senator Elliott asked if there will be an annual enrollment for this and can the employee take their time off anytime of their choosing?

Ms. Montgomery stated that if the department says yes and funding can be restored by the department then it can occur.

Senator Elliott asked if the MODFY assignment would be a permanent assignment?

Ms. Montgomery stated that if the department has a need then yes.

Senator McCoy asked if the university is looking at changing to a 10-month university since some summer classes are being suspended?

Ms. Montgomery stated no.

Senator Cohn stated that in the past, summer commencement has been the largest commencement.

Senator Bell asked if there is a procedure or forms needed to get on the MODFY assignment?

Ms. Montgomery recommended that those interested in the MODIFY should talk with HR for understanding and the impact on their paycheck then take to the department to decide.

Senator Hall asked how you go about getting hours on a MODIFY schedule?

Ms. Montgomery stated that you would come in at 7:30am and leave at 4:00p.m.

Senator Babb asked if the employee's supervisor doesn't agree can employee pursue further?

Ms. Montgomery stated that the employee could but it probably would not be productive.

Senator Farrell asked if HR had looked at an 11-month plan?

Ms. Montgomery stated that they had not but they'd be glad to look at it.

Ms. Clarkston spoke with us on part-time vs. MODIFY employment. Part-time employees are not eligible for insurance or longevity. They are only eligible for 3 hours per semester on staff scholarship, annual and sick leave is based on FTE accrual. Holidays are based on the number of regular work hours and base salary is reduced also based on FTE. Those working a MODIFY assignment are eligible for all benefits of a regular full-time employee.

President Babb asked that the minutes be approved. Senator Barksdale motioned and Senator Guffin seconded the motion to approve the January minutes.

President Babb asked the opinion of the Senators on the President Raines' recommendation to take Christmas Eve as a paid holiday.

Senator Guffin stated that the consensus was that no one wants to take Memorial Day and swap it for Christmas Eve. She asked if it was possible to make the swap with Spring 2010?

President Babb stated that the swap has to be in the same calendar year.

Senator Hall asked if the proposal could be made to President Raines to allow employees the option to take leave?

President Babb stated yes.

Senator Cohn recommended a floating holiday, Memorial Day or Christmas Eve for one year only.

President Babb asked Senator Cohn if she had checked on the defibrillators?

Senator Cohn stated that an AED would cost \$1495.00

President Babb stated that in the executive board meeting Senator Guffin recommended placing signs to remind us to be nice to the students.

Committee Reports

Legislative: Senator Busby stated that he has applications for Tennessee State Employees Association (TSEA). He stated that they saved our jobs this year.

Election & Membership: No report

Issues & Review: No report

By-Laws: No report

Public Relations: No report

Campus & Safety: No report

Facilities & Services: No report

Fees, Fines & Appeals; No report

1st Year Experience: No report

Dining Services: No report

Space Planning: No report

Traffic & Parking: No report

Policy Review: No report

1st Friday Forum: No report

Sustainability Committee No report

Energy Conservation: No report

Carpooling: No report

President Babb asked everyone to take a look at the by-laws and have suggestions or ideas. She asked they compare our by-laws with the Faculty Senate by-laws. She also stated that she didn't have any information on Staff Appreciation Day and it needs to be decided what we want to do at the March meeting.

Senator Harbin stated that campus clean up was talked about in the executive board meeting.

Senator Farrell asked if we could talk about unexcused absences in the March meeting and how to address and handle them.

President Babb stated that there were 4 or 5 open forums on strategic planning to explain what it is and to get feed back.

Meeting was adjourned by President Babb.