



Staff Senate, Angelo State University

# Staff Senate Meeting Minutes

## UC 211

### Monday, August 21, 2023

#### I. Call to Order and Establishment of Quorum

- Sam Spooner, Staff Senate Chair, called the meeting to order. A quorum was met with 11 Senators present.
  - **Senators Present:** Jessica Albus, Sam Spooner, Cody Allison, Yvette Nunez, Alma Valdez, Christina van Ittersum, Debra Blair, Zachary Deere, Melissa King.
  - **Alternates Present:** Vianey Sanchez, John Mathews,
  - **Guests Present:** Danielle Spencer, Casey Young, Olivia Castro, Brittany Smith, Klarissa Morales, Amanda Ritchie, Kurtis Neal, Angie Wright, President Hawkins

#### II. Ram Star Award Presentations

- Raymond Garcia
- Pete Gonzales
- Angela Howell

#### III. President Hawkins

- Reminded everyone to be aware of heat safety based on the high temperatures impacting San Angelo
- Invited everyone to attend the University Assembly on August 24<sup>th</sup> as well as the University Reception that evening

#### IV. Approval of Previous Meeting's Minutes

- Minutes from July 24, 2023 - unanimously approved

#### V. Guests

- Dr. Sandra Mohr, Dean of Digital Learning and Instruction
  - Talked about the Center for Digital Learning and Instruction and its purpose.

#### VI. Treasurer's Report

- Debra Blair provided the account information – We had no change since the previous month.
  - Staff Senate Account currently \$922.69
  - Staff Excellence Account currently \$1548.00

#### VII. Committee Reports

- Committee Sign-Up Review

## VIII. Unfinished Business

- President's Awards for Staff Excellence for 2024
  - OP 52.12 - Draft is currently in progress
- By-laws under revision
- Employee Tuition Exemption Program
  - Special Committee assigned to review and make recommendations

## IX. New Business

- Suggestion Forms
  - Concho Hall – Would be too expensive to remodel, the plan is to eventually put a research facility in its place.
  - Four-day work week versus childcare – Kurtis Neal – Talked and explained that a 4-day work week is based upon Legislative terms and most likely would not happen, and said that a 4-day work week would have to require a shift in pay to reflect the number of hours worked.

## X. Miscellaneous

- Casey Young requested some additional insight into how pay raises were enacted at ASU, and Ms. Angie Wright provided the following insight:
  - Noted that ASU is a State Institution of Higher Education that generates revenue, unlike a state agency, such as TXDoT, which does not
  - Noted that ASU has not seen a state-funded pay raise since the mid-1990s
  - Explained the three types of pay raises available
  - Equity – same pay for the same job
  - Market – unable to hire at the current rate, so an upward adjustment is required
  - Merit – based on employees' performance
  - Ability to give all 3 types of pay raises is dependent on dollars available, dependent on enrollment
  - Reminded everyone to be a spokesperson and recruit for ASU
  - Reminded everyone to spend judiciously and provide budget dollars back, if possible, to fund other initiatives
  - Last year pay raises were provided to ensure all full-time employees were making at least \$13/hour to stay with the community
  - It takes approximately \$450K to provide a 1% pay raise for full-time employees
  - \$1.2M was available after funding all other requirements; thus, 3% pay raise
  - Plan for next year is to provide merit increases based on performance if dollars are available

## XI. Adjournment

- Christina van Ittersum motioned for Adjournment, Alma Valdez seconded, and all others agreed; the meeting concluded at 4:10 PM.

## XII. Meeting Recording