

Members present: Tina Altenhofen, Amanda Andrews, Kristi Bishop, Chris Bowling, Amy Clark, Courtney Clark-Rankin, Sara Conwell, Vicki Cooper, Kyle Dorriere, Dave Groeschen, Melanie Hall, Ali Hannig, Kristi Horine, Mike Irvin, Daniel Jones, Brenda Maldonado, Michelle Melish, Kara Olding, Tina Peebles, Steve Slone, Steven Smith, Terri Smith, Vanessa Steele, Juliane Stockman, Teresa Walker, Terkerah Washington, Brandon Weinel, Kimberly Wiley, Carolyn Willhoit, and Christopher Witt

Members absent: Bryan Irby, Beth Lackey, Sara Nicolas, Autumn Ruehl, and Connie Seiter

- I. Call to Order at 1:01 PM
- II. Approval of April 11, 2024 Minutes
Motion: Amanda Andrews
Second: Tina Peebles
Approve: Voice Vote
- III. Liaison Reports
 - Board of Regents – Staff Regent - Cori Henderson
 - Administrative Liaison – Chief Human Resources Office – Lori Southwood
 - Faculty Senate – Budget Committee Chair - Dr. Janel Bloch
 - Student Government Association – Lucy Burns
 - President’s Report – Steve Slone
- IV. Standing Committees:
 - Benefits
 - Constitution & Bylaws
 - Credentials & Elections
 - Outreach
 - Policies
 - Scholarship
- V. University Committees:
 - Benevolent Association
 - Food Service Advisory
 - IT Advisory Committee
 - Regent’s Distinguished Service Award
 - Sustainability
 - Transportation
 - Employee Engagement and Wellbeing
- VI. Ad-Hoc Committee
 - Roundtable – Steve Slone
 - Staff Advocacy Committee – Kimberly Wiley
- VII. Old Business
- VIII. New Business
- IX. Non-Member Discussion Period
- X. Norse Appreciation
- XI. Announcements

XII. Adjournment 2:03 PM

Motion: David Groeschen
Second: Vanessa Steele
Approve: Voice Vote

Board of Regents – Staff Regent Cori Henderson

Cori Henderson shared a couple updates here. So 5/13, Budget and Finance Subcommittee Meeting. During that meeting they'll probably give us a upper overview of our budget, and where we currently stand. We're also hoping to review our financial sustainability metrics. Particularly going over the Quarterly Metrics dashboard that my supervisors put together. So I am looking forward to getting some feedback from the committee on that also. Our next board meeting is June 12, and that's the big one where we'll go over the budget as well as approve the budget for the upcoming fiscal year. And then also I just wanted to share that I did put out a request to review where we are in our revenue for the CRC fee for faculty and staff. So I'm waiting to get that information back. I do believe it was shared yesterday at Faculty Senate so again, hoping to get that back here soon just to get a better understanding the kind of where we are, and if we hit our goal and then kind of what's next steps if we did not. And then also I did receive some questions around who pays for that CRC fee, and who does not for that CRD fee in terms of retirees and so I did find out. Thank you, Lori, for responding so quickly on that. Lori did share that individuals who are already retired prior to the implementation would not have to pay the CRD fee but anyone who retires after the implementation will have to pay that CRC fee so just wanted to share that as well again. Thank you, Lori, for sharing that information. Then last, but not least, I just want to say thank you to everyone. I'm just so humbled and honored to be able to be reelected as staff Regent. I'm excited to serve another three year term and, as I've

always said, please, please, please, feel free to reach out to me if you have any questions or concerns. and then I'll of course, do my very best to find out answers or solutions. So as always, please reach out. I cannot do this work without you. And I know you guys are hearing all the things, and you're the closest to the work. So again, I just appreciate you all. Looking forward to the upcoming term.

Administrative Liaison – Lori Southwood

Lori Southwood shared I have a couple of updates from around the university. From IT, SAP Business Warehouse and MyNKU systems are undergoing a scheduled period of offline maintenance, beginning May 24 at 3:00 pm and concluding on Tuesday, May 28, at 6:00 am. Remember, that Monday is Memorial Day. So basically, they are trying to do this offline maintenance over the holiday weekend to minimize the impact on the University. And then subsequently from Tuesday through Friday, May 31, operations will be progressively resuming on a rolling schedule as services are reinstated. So there may be, you know, if you don't have access to something that you need, it may be coming up in the next day or so that week that we're back that short week following Memorial Day updates about systems functionality will be communicated through the Hana web page. And I'll include the link to that in the notes that I submit. And official campus email correspondence will also be part of the communication plan. It's anticipated that the full system functionality will be restored no later than Friday, May 31.

From Benefits, UMR, our new health provider for this calendar year is offering office hours as part of our new partnership with UMN Medical Plan. Administrator UMR is agreed to hold office hours for those who are experiencing issues or have claim questions. If you have specific claim questions, please come prepared with any explanation of benefit or your EOB or provider invoice or any of the paperwork that you have these sessions will be private with just you and the UMR representative, and you'll be allotted 15 min time slot. Patty Burke sent an email out to all about benefit eligible employees on May 1. So if you are looking for that email, look to me first, and there's a link to sign up in the email. You can contact our benefit team with any question. And the date for the sessions are Tuesday, May 14. That's in person from 3:00 to 5:00, and it's in AC 722. Wednesday, May 15, in person, in the morning, 8:00 am to 10:00 am., AC 722, and Thursday, May15, will be virtual Noon to 2:00. So please, if you have questions, consider us setting up that time to meet one on one.

Dental news...there is a dental RFP process underway. Staff Congress as well as Faculty Senate Representatives are part of the review committee. The decision will be available later in June or early July.

And then I just a legislative update...there was a Kentucky Senate Bill 188 and House Bill 190 recently passed. And this may have an impact on some of our benefit costs. But we're in the process of evaluating that. We've had some questions from some of you on those bills and we're in the process of working with the experts to evaluate what if any

impact it'll have on our plans. Yeah, mostly, these are involving the prescription plans.

So more to come on that.

And then just a reminder that we're still in evaluation season. If you haven't completed a self-evaluation, make sure you're working on that ASAP and getting it to your supervisor. If you supervise employees, make sure that you're talking to them about the evaluation process and getting the those completed as soon as possible.

And then I wanted to just touch on the announcement or the communication that I sent out yesterday involving the Federal changes to increase the minimum wage thresholds. So I'll just summarize the message that went out yesterday is that the exemption, the annual salary threshold for employees will be increasing from \$35,568 to \$43,888 effective July 1 of this year. And then there's also another increase then planned for January 1 of 2025. There are a number of employees that are impacted, about 45-47 I believe, for the July effective date. And a bit more for the January date. We're really just focused right now on the implementation for the July date, the first date. If you were here when we went through this back a few years ago, there was an adjustment then. It was ultimately blocked by a judge out of Texas and didn't go through the way it had been originally designed. And so that's still a very real possibility for this this time around as well. Probably more so for the January date. So we're kind of full speed ahead with limited time left to actually implement for the July date. If you are going to be impacted for the July date, we will be sending out it a personal communication. That'll come out directly to you. And we will be working with supervisors and department heads

for those areas that have people that are impacted to make sure that we're looking at all the specifics and making it as smooth of a process as we possibly can.

Let's see, I guess I from some of the questions that we're getting, I think it's important to mention that so employees that are earning less than these thresholds so for July the threshold \$43,888 for employees that are earning less than that amount. They'll the transition to the non-exempt status so it'd be for exempt employees who are making less than \$43,888. We will be reviewing them to see if it if they need to transition to non-exempt and for us at NKU, that means transitioning from the monthly payroll to the bi-weekly payroll. And so, because of that transition, and the way those pay schedules are different, that's why we will be reaching out to you individually to work through that to make sure you have an understanding of that, and are planning for it, and we're able to help you through that process. But it's important to note that the exemption status is not solely determined by salary. It's one of three criteria and all criteria must be met before somebody would transition or before determining whether they're actually eligible to be exempt from over time. And so that really is what's driving. This difference is the way overtime is paid. Employees that would transition from monthly to bi-weekly will now be eligible for overtime, so if they were, they will be paid for every hour they work, and if they're working over 40 hours in a pay-period, you know, in a week, 40 hours in the week, they will receive time and a half for those hours. So more information to come. If you're directly impacted, as I said, we will be reaching out to you personally and we will be meeting with those department heads to make sure they understand. Ad then, as we move forward for January, we'll be rolling out more training for individual employees

into how to process their time and training for managers as to how to process time. And that's all the updates I have Steve.

Tina Peebles shared working over here in College of informatics, I've been working with the school directors just trying to get some processes in order and we've kept the understanding that none of our faculty are tracking their sick time in MyNKU. And I know that that was also the case in Biology, and I know it's the case in Chemistry. So we reached out to Natalie to get some information about what are the requirements for faculty, and we know now that it's HR's expectation that faculty is entering their sick time into MyNKU just as staff do. But I know that that's not the case, at least for our college and for part of Arts and Sciences, and I would imagine there's quite a few more departments where that's not the case. Is it possible to get something official from HR that would explain to faculty how they need to process this? Because I mean, clearly, that's an equity issue between staff who are tracking it and the faculty who aren't. Is that something that HR has on their radar already? And if it's not, is that something that you guys could maybe take a look at putting together? Lori Southwood responded yeah, absolutely, Tina. Thanks for bringing that up. Your question doesn't really have anything to do with what we're talking about, as far as exempt and non-exempt, and just to say, faculty, adjunct faculty or regular faculty, aren't impacted by the changes here. But yes, faculty do accrue time. Most faculty do not accrue vacation time with the exception of 12 month faculty, who do accrue vacation time. And those faculty who accrue vacation time should be tracking their vacation time and documenting their vacation dates in MyNKU, or in employee self-service. And all faculty, all employees who are earning sick time,

should be documenting their sick time. So exempt employees, the monthly paid employees, do not need to track all of their time. They do not need to input time. What they should be doing is what we call an exception, or exception report where, if they've taken a day for personal time to a day off without pay, a vacation day, a sick day, or you know, some other coded time administratively, whatever it might be, those exceptions to regular pay should be input, into the system and track. And so yeah, I appreciate you bringing it up. We can get a communication out document that more than just what's in policy. Get that information out to all the time administrators and the department heads. Your deans as well, so we can get that information out to help you. And your team, making sure that we're everyone is doing their part of that documentation.

Kyle Dorriere shared when looking over the FLSA website, I noticed that the academic advisors are not eligible for the raise that seems like a surprise to me. Is there a federal reason why that's the case? And if so, is there any sort of plan in place to help them get that equal paying? Lori responded so yeah, I greatly appreciate this question, Kyle, cause it's pointing to some confusion. So yes, the advisors are exempt from this change in regulation. But that doesn't mean they're exempt from an increase. The change when we're talking about the minimum or the salary being moving up to \$43,888. That does not mean that we're increasing salaries on campus. That's not what it means. If your salary falls below that and everything out, you pass the rest of the test. If your salary's falling below that, chances are the Federal Government is going to require us to consider you non-exempt meaning entitled to overtime. And so it's not going to change the pay of the employees that are impacted. It's going to change how they report their

time and how we pay their time, but not their salary or their hourly rate. That's not going to change. So just to just to be clear there. So if we, the advisors, the faculty coaches, are also one of the classifications that the Federal Government has defined are exempt from this ruling. Then they will be able to still, receive a salary be paid monthly, and not need to document their daily time. And those that will transition to bi-weekly and become non-exempt will need to put their time in on a daily or weekly basis, or at least a pay period basis, and that'll drive them their pay. But the hourly rate will be the same for those individuals. So we're not anticipating now, I can tell you. There could be, you know, some rare exceptions to that, and the last time we implemented there were some adjustments where we had people that were close to that threshold, or they were going to move to that threshold with the next increase or the pool and so to change them from one pay cycle and then back, and then change it again would have been, we were trying to avoid that. We actually didn't avoid it for everyone, in some cases last time around we did end up having people ship the time periods back and forth because of how the Federal bill ended up playing out but really, we're not anticipating that at this case, especially since there's a shift to \$43,888 in July, and then a shift in January to \$58,655. So even if we were to, you know, if there was an adjustment now it would just be, it would be temporary. So we don't anticipate making pay adjustments. To keep somebody in, you know, above the threshold. I hope that helps. Kyle responded it seemed weird that a lot of staff were allowed to get it. But then, like academic advisors specifically are called out. as not eligible for it. So if that's the Federal Government's thing. I'll blame them. Lori responded yeah, some of the people look at it as, oh, well, the those that are exempt aren't going to have to bother with it, and they're going to be

able to stay on the monthly pay cycle. So I guess it just depends on how you look at that, or you know, or how difficult it is with your schedule. So yeah, it's not meant to be punitive, or is it punitive, really, we don't expect that that'll be punitive for the advisors. It may actually be a positive for them at this point, but I will say that the bill or the legislation that came out, besides speaking to July of 2024 and January of 2025. It's also built in that every 3 years there'll be an assessment of the level and maybe some adjustment. So it they're building in ongoing assessments and adjustments. And so it could just be a matter of time before the majority of our employees are shifting from monthly to bi-weekly.

Vanessa Steele asked for people who might be shifting to a bi-weekly paycheck schedule, at least in the past, you know, back when I first started with this and I was bi-weekly, I noticed that there was a difference in vacation accrual. So will that affect anybody who is getting shifted? Lori responded you're right. There is a difference in vacation accrual for those that are 0 to 4 years on the bi-weekly versus the monthly. Last time we neutralized that manually so somebody was moving from monthly to bi-weekly where their accrual would have dropped if they were within that 1 to 4 years or 0 to 4 years, and their accrual level dropped. We made sure that we didn't have the system drop them. So that that's the way we handled it last time. The plan this time is to try to neutralize that permanently. But what we'll probably end up doing is, at least for the first phase of this, we'll monitor those individually and go in manually to make sure that you're not losing accruals there. And then work with it for 2025 and on to just neutralize that so that there's not that differentiation. There's not a reduced accrual rate

for 0 to 4 years of service for the non-exempt employees that we'll neutralize that.

Vanessa continued with can I ask a follow up question, which is why is there a difference? I don't mean that in a non-friendly way I was just curious, but you know. Lori responded with I don't know that. I mean I'd have to give that more thought, that predates me. And I've been here a long time, so I think maybe if I were betting on options, one of them would be that's the way UK did it, and we absorb some of their policies back in 1968 or 1972 when we first implemented. So I'm not sure. Really, it might have been more the norm or something then. I can't really speak to that. So I'm pleased that we'll be able to simplify it. It's not just being more equitable and fair across our employee base, but it's also just easier to process and manage from an IT or HR perspective. So I think the simplifies the process is a plus as well. So I'm excited there's something good coming out of this process.

Lori continued with so let me just say if you have a question, but don't want to ask in the group setting contact me directly, or send a message through to the HR email. Or if you think of a question as you read over the memo, and as more information comes out, please. It's very, very helpful to hear these questions and to get some understanding of how people are interpreting this and maybe dispel some of the concerns that people have that aren't necessarily reality or something we're going to have to face. So please, I don't be shy. Send some of your questions, or what you're hearing, or your concerns. We also put together a list of FAQs. They're out there on the link in the email I sent yesterday, and we will continue to update those FAQ. So that'll be living and breathing document that we'll be updating on a regular basis. So your questions are also helpful to

help us have more effective FAQs. Steve Slone shared I'll volunteer my inbox and me as well. Feel free to send any questions my way. I can always get them to Lori. I've got a direct line, she always returns to my emails. I don't think I've missed anything in the chat, but I'll do one last call any other questions for Lori. Seeing and hearing none.

Thank you, Lori.

Faculty Senate Liaison – Janel Bloch

Janel Bloch shared we had our last meeting this past Friday, and we approved some changes in the bylaws for some of our committees, most of them pertain to prohibiting, using AI note taking in meetings without permission because that's become an issue. And we also passed the changes that I think I'd mentioned in here before to the faculty handbook that pertain to the titles of our non-tenure track in faculty, which currently you hear them called NTTTs and NTTRs, which means non-tenure track temporary, non-tenure track renewable. This change changes those titles to Visiting Professor and Teaching Professor, and then they'll have the different levels of Assistant, Associate, and so on. So that was the gist of that one, and I think that was it. So we won't have a lot of news now until the fall.

Student Government Association – Lucy Burns

Steve Slone shared I don't think I saw Lucy on from SGA. Congratulations to Lucy. I know that she has just been elected the SGA President. So, starting with our new Congress that starts in July, there'll be a new SGA representative that will be serving and attending our meetings. It's been an honor working alongside Lucy, and been great

having her here at our meetings. So I'll throw that plug in, and a thank you to Lucy for all of her hard work.

President - Steve Slone

Steve Slone shared the first thing that I want to highlight is the administrator evaluations that have gone live. You should have gotten that email from Gracie. It's got my name on it but really, it's from Gracie. I'll take none of the credit for putting that together. Thank you to Robert Schalk from IT who is our guru who made it look the way that it does. I cannot thank Robert enough. We requested that those be completed by May 12 so if you haven't gone in and filled them out yet, please do encourage your colleagues to. They are anonymous. I always get that question. There's an option this year at the top to hide your organizational details. That could maybe throw some people for a loop. Maybe it's not anonymous. If you do not click that box, then we can know that you're Admin and Finance, for example, for our record keeping on the back end. I was going to help us with some of the reports, but you can opt out of that. So by all means go, fill them out. Encourage your colleagues to fill them out. I know that Vicki is looking forward to playing with and making pie charts and graphs with it when they all come in. So administrator evaluations. I always forget this, every staff Congress meeting. So I want to go ahead and plug it now. At the July Staff Congress meeting we will be electing a President Elect and a Secretary. A special thanks to Kimberly Wiley who has served as our Secretary my entire tenure. I cannot thank you enough. I will always applaud you thank you for all the hard work that you did, and I'll continue to do. But she is stepping away and does not want to do the secretary gig again. So we will need to elect a

secretary. So if you have any interest. and running in those two positions, we have had one person that has expressed interest in running for President Elect. I'm not going to throw that person under the bus and make them state out loud now. But, we will elect those 2 positions at our July meeting. If you have any interest, feel free, reach out to me any of the current Executive Council, we can answer questions about the time needed to serve. If you have any interest to let me know. On the budget front, you heard if you were able to attend the Budget Forum you heard my statement at the Budget Forum. You all have known me a long time, you know my advocacy, and you know that the way that I play things when it comes to these conversations. So I'll state what I always state that I appreciate you thank you for the hard work that I know that you do not only on Staff Congress's behalf and my behalf but on behalf of our University, so that will continue to be my line in these conversations. I may not be in the big chair anymore, but I assure you that I'm not going away. I think Gracie would string me up by my ankles if I went away. Not just Gracie, lots of you would probably do that. So that advocacy continues in the future. It was my honor for the last time to represent us at graduation on Sunday. If you streamed graduation, you saw that during the first graduation the fire alarm went off. So we were all kind of lost, like, what are we doing? Where are we going? Cady was leading us off the stage in that a confusion as it was happening. John Farrah, Faculty Senate President, had to step away. So for about 10 graduates, I fed the diploma covers to Cady, Brooke Buckley, the chair of Math. She cracked me up because I came down off the stage, and she said, Steve, you saved graduation, and I don't think it went that far. But it was my honor to represent us on that stage. And now I will gladly give a high 5 and hand this honor over to Vicki when she assumes the

President role. While I'm talking about graduation congrats to our staff graduates. I'll go on record there, and I'm looking to Amanda Andrews who I know we saw walk across the stage. So applause to all staff graduates, especially Amanda. Allow me to embarrass her. So I think that's all that I've got, just because I know that we have not yet gotten all of the Norse Appreciations into TalentEd. I assure you that is still the plan. I am not going away. Even if I'm not President, we're still going to do it. Obviously, that was a little bit of a bigger lift than I thought it was going to be when we first started it. So just know that's still there. I know we still talked about parking, and just like Cori said, with the CRC fee. The parking conversation continues. There is not going to be a raise in parking fee this year. I know that is not in the budget, so it's not going up this year, but we we'll still push for what we always push for the of that conversation about equity parking, which I know that Vicki brings up in every meeting. So I think that's all. I've got questions my way.

Benefits

Ali Hannig shared I can talk. It kind of sounds like Tina's under the weather, I think. Lori covered everything we talked about. We mostly talked about the UMR office hours if you didn't see that email from Patty. And we talked about the dental RRP as well. So am I forgetting anything, Tina? Tina Peebles shared no, good job.

Credential and Elections

Teresa Walker shared we are just announcing that the Staff Regents elections are complete, and, as you know, Cori Henderson said she won the Staff Regents Elections.

And Staff Congress Elections are complete, too, and Gracie sent out emails to those people who were nominated. And that's all we have.

Outreach

Amanda Andrews shared no big updates other than just to thank everybody for coming out to last week's event. We're going to do the holiday party again. I've got a meeting next week with Natalie Gabbard to discuss more about the picnic. So just keep your eyes open for email updates about that here in the next month or so. And everything like that. But that's the biggest updates that we have kind of going on right now.

Scholarship

Steve Smith shared as the Scholarship Committee chair, I'm happy to share that we actually have applications from scholarships this year, and several of them. So the committee's currently working through the listing, looking at what each of the applicant has filled out on their essays. And we're evaluating all of that, and then working with Financial Aid to see who's going to get awarded what. So I'm happy. I think we can continue with scheduling the luncheon for next month, which is what I have, Thursday, June 13 at noon, the hour before our standing meeting. We'll have a lunch, and we'll do an award ceremony for those students that have accepted the scholarship from Staff Congress. That's great news to see that we've got so many applicants this year that that is something that hasn't happened for quite a while. That completes my report. Cori Henderson asked if transfer students were eligible for scholarships? Steve responded currently the application says, we've got 2 categories. So we've got

freshmen and which has always been a real challenge for our dual credit students who already have possibly an associate degree, and they have enough credits to be a junior. Sometimes they put themselves down as a continuing student. But anytime a transfer student comes in there's not a direct correlation, but we do have the continuing student application process where they would fall under that one and could fill out that information. So if somebody had gone somewhere else and decided to come back to NKU and kind of miss being here, enjoy taking courses here as a dual credit when they were still in high school and end up coming back. That would be the process, and that would be how they would be evaluated as a continuing student.

Food Service Committee

Michelle Melish shared just a reminder that now that it's summer hours things have changed in terms of dining on campus. There's just a few places open, and the Student Union with very limited hours. So make sure you get over there before 2:00 if you need a coffee or a bite to eat. I'll put the link below also for the hours of operation. That's all I have. Thank you. <https://dineoncampus.com/nku/hours-of-operation--new>

Vanessa Steele asked for the dining on campus. Will that affect the vending machine type things that like are in Health Innovation center and stuff where they're basically the meals that you can get from the vending machine? Michelle responded A really good question. I don't think so, but I'll double check with them and get back to you on that. Steve Slone shared a question that came to him. Is there an increase in catering, or any fees within dining? Do we know? Michelle responded no, unfortunately, we did

not meet much this semester, so they haven't said anything. But again I can reach out to them and see if anything will change on, on the fee structure.

Sustainability

Steve Slone shared I asked Kimberly to put a report on there just so that I could highlight again that one of the last initiatives that Tiffany did before she left us was the Green Vision 2030 plan. There was a work group that worked on that. It is the intention to share that with Staff Congress and we will in the future. I know we're waiting on a couple of sign offs of higher ups to look at it before we can share that. So watch for that whenever we are able to share it. I'll send out a link to it. I think it's just going to be housed on the sustainability website. I know that that position is posted. Somebody reached out to me and asked about it. Currently, the sustainability coordinator is on the website. So if you are interested or know anyone that is interested feel free. I'm to share that information. I'm not going to ask for questions for sustainability cause. I'm not the sustainability, Guru. I'll just move on and jump down to our ad hoc committees advocacy, Kimberly, the floor is yours.

Advocacy

Kimberly Wiley shared you probably received that email from KPPA about some of the webinars that they're doing. I just wanted to share those. And I'll drop the link into the chat to the website that if you've missed any of these you can always go and watch any of those that are recorded. But there was one earlier today, the Leave Balances Webinar. There's one on the fifteenth for Tier 1 Strategies for Retirement webinar on the

twenty-third. There's a Pension Spiking Webinar so that should might be interesting to some of you. And then on the 29, there's Reemployment after Retirement webinars. So I know to all those don't pertain to everybody, but just wanted to make sure everybody had that information. If you were interested, or and I'll share the link so you can go. There's all kinds of different webinars that they have recorded. If you're interested in them, that's all. Thanks.

https://www.kyret.ky.gov/Members/Outreach_and_Programs/Pages/Webinars-and-Videos.aspx

Old Business

Steve Slone shared the first item of old business is the vote at the last couple of meetings we had discussed. It's a policy change concerning annual leave which our Benefits Committee had brought forward. So at the last meeting I asked you to go to your constituents and eliiit feedback. And now at this time we're going to vote. You're going to see a poll pop up on your screen. There is not a good way to not and please no guests and non-Staff Congress members please do not participate in this poll when it pops up on your screen. I made it not mandatory for all Staff Congress members. Please take a couple of moments and vote as to if we're going to bring this forth to the Cabinet. So let me push the magic button and I will launch the poll. I will give it a couple of more minutes here any Staff Congress members. Please take the opportunity at the moment to vote on this poll. When the time comes. Okay., I can report that per vote of Staff Congress that this was approved. So we will put this forth as a policy change recommendation to the Cabinet. Thank you, everyone. Thank you to Benefits for your hard work bringing it forth. Thank you to Staff Congress members for voting. Alright. I

saw Vicki. I saw ITAC in the chat. Did you want to talk about ITAC? Vicki responded not unless Steven has something else to add. It was a lot of what Lori covered about the migration, dorm updates and general end of the year changes that IT makes.

Kyle Dorriere asked circling back to the Campus Rec Fee for faculty and staff. I've heard it's a sizable amount that they made this past year. So yeah, any information we can get on how our fees contributed to that. And if they're really necessary would be greatly appreciated. Thank you. Steve Slone responded. Kyle, I don't want to go on record with the numbers. I know that we asked at the last meeting and that was one of the moments where I know that I saw Chris write down to give us those numbers, you know, intermingle like. So they were. You all know me. I'll jump on any meeting at any time to listen to anything. It was the Faculty Senate Budget Committee. Go ahead, Janel. I saw you unmuted. Go ahead. Janel Block shared I asked specifically about that yesterday in our meeting and I think, do you remember, Steve, the amount he gave? It was like \$50,000 or something. Steve responded yeah, I want to say, don't quote me odd, even though it's being recorded. I want to say it was \$56,000 is what's currently been raised for it with the projection that by the time we get to the end of fiscal year it would be somewhere in the \$70,000 range. I'll send Chris a message offline and be like, hey, I heard this at the Faculty Senate Budget Committee meeting. Can you provide me those numbers that way? I can bring it back to us essentially, just so that we have it, I know. But Janel, I know that in the conversation yesterday there was conversation. Diana was there as well. I know that she was taking notes, and she was writing down. I know they're still looking at it, especially in this time, when there are no raises that are

on the horizon. Could that be something they bring back? I see Cori unmuted, too. I know this is something Cori constantly pushes for in her advocacy, so I'll shut up. But let Janel and Cory talk. Janel shared I mean, I made that argument too and Diana was kind of like, yeah, it's something we could look at. But of course we'll have to cut something else if we do it so. Steve continued with thank you for bringing it forth, Kyle. Thank you to Janel for your constant advocacy. Thank you to Cori for her constant advocacy. You know that we'll keep it going when it comes to it. Other questions.

Courtney Clark-Rankin asked do we have any updates on the replacement provider for the ELC, or what the situation is? Mike Irvin shared I want to be careful of what I can and can't say. I did talk to Jason, so there's certain things I can, because I know it was reported through Faculty Senate. So that's good, at least. There was a proposal that was put forth by a vendor and from what I understand again, I'm trying to be very prudent what I say. They are in process of working with said vendor to come to an agreement. What I can say is, what I've been telling other parents, because lots of people have been asking me is, I'm optimistic, but like don't pop any champagne quite yet, just because when there's negotiations. I mean, you know, of course, someone's going to ask for the moon and something. And obviously there's a lot of compromise that has to happen. So there's a lot of legal type of things that I don't want to get too wrapped up into. But folks who are close with it that I've spoken with are there's a general feeling of optimism. That's probably how far I can confidently say I can go but obviously the big question is timeline, because as of this, after Friday, only one room's going to be open through May 31. And then after that it's just a question of if they do find

a replacement. What's the time look like for the summer, particularly those who you know, either don't have summers off or don't have a partner or family member who is off or can take over. So that's the big question mark almost as much as can they find somebody is, and just what I've been telling people is, prepare. I'm preparing myself for them to say if they do find somebody, that August is when everything's going to reopen. A lot is just based on facilities and you know is there work that we can do internally, or you know the whole bid process, if that has to be part of it, is just another waiting game. So there's a lot of variables. But there's a sense of optimism and just having finding somebody.

Non-Member Discussion Period

Marquita Barron shared just wanted to share for those individuals that are still yet to do their performance evaluations. I'm going to be holding an open session next Wednesday between 2:00-4:00 and then I'm looking to also do something on Thursday morning. So if there's anybody that needs to consult with me in terms of how to actually put that together. I'm looking to put that announcement out in terms of well, actually, for Wednesday. It's in Room 722 from 2:00-4:00, and then I'll be making an additional announcement for what Thursday morning looks like. So just want to throw that out there in case anybody wants some special attention for me. I'm more than willing to do that, so we can go ahead and get that taken care of.

Norse Appreciatoin

Steve Slone shard that unfortunately we had no Norse Uppreciations for the month.

Adjourn

Meeting was adjourned at 2:03 pm.