Staff Advisory Committee to the President
College of Charleston
May 25, 2016, 10:00 a.m.
Stern 409 A/B

Proposed Meeting Agenda

Attending: Michelle Futrell, Erin Blevins, Sarah Loge, Ashleigh Parr, Susan Hallatt, Emily Padgett Seaton Brown, Melissa Thomas, Ed Pope, Charles Bradley, James Ravenel, Maura Hogan, Teena Hamm

Missing: Diane Cumbie, Joyce Wilson, Karen Hauschild, Kelly Mottola

Call to Order at 10:06

Minutes of Last Meeting Approved

FLSA Updates: Ed Pope
- Ed has been educating the campus community
- December 1st is the effective date
- $47,760 salary for non-exempt
- will renew every three years and will start in 2020
- no changes to the duties
- few exemptions to higher education; teachers are still exemptible
- athletic coaches and assistant coaches can be exempt but have to teach
- Academic representatives/administrative arena
  - Over $50,000 for people that work with students after hours
  - Eligible for overtime
  - Travel for non-exempt employee is compensable
- As a public employer you would get comp. time instead of monetary
- Comp time will be monitored through banner
- Non-exempt employees can accrue up to 240 hours before it will be paid out
- Admissions counselors can earn up to 480 before they will be paid out
- The college is updating the current policy around comp pay and comp time

There will be a COLA increase for employees this year that would land between 2 and 4 %; the College is planning on 3%

We are getting a new EAP provider that offers better resources and training resources; free credit monitoring; etc. rolling out in July 1st; Deer Oaks

Learning Management System has been purchased; will help HR push training to people on campus for HR and some higher-ed specific packages.

Next Meeting: TBA
Sub-Committee Reports

- Staff Liaison Committee (Chair: Erin Blevins)
  - Updates
- Communication and Concerns (Chair: Susan Hallatt)
  - Staff Celebration Updates & Assigning Duties (June 15)
  - Had 145 nominations and narrowed down the staff award recipients
  - Final tally was distributed as an addendum
  - Committee will send results to HR and President’s Office
  - It was suggested that the committee next year reevaluates the process that possibly opens it up to other members of campus
  - Nominations were approved
- Membership (Co-Chairs: Sarah Loge and James Ravenel)
  - Nomination/Election Updates
  - List of new nominees
- Ad-Hoc Wellness Committee (Chair: Melissa Thomas)
  - Follow up on partnership with HR
  - Linda wants to wait and possibly partner with the new EAP

Old Business

- Great Colleges to Work for Survey Results
  - Still waiting on a published date from President
- St. Phillip’s Street/Parking Garage crossing/R. Reese/R. Beaver Follow Up (Charlie)
- Student Benefits for Employees paying Tuition Fees (Charlie)
- Frozen Staff Professional Development Fund

New Business

- June 3 Spirit Day: Spirit Day Brown-Bag Picnic
  - Who can attend?
- Summer Meeting Schedule
  - One more meeting before Staff Celebration?
  - Yes; Karen will update

Accepted Students Weekend March 24 and 25 for 2017

Meeting called to close 10:54

Next Meeting: TBA