Minutes
KSU Staff Senate Meeting
October 7, 2019

Call to Order:
A general meeting of the Kennesaw State University Staff Senate convened at KSU Center on Monday, October 7, 2019. David Tatu, Staff Senate President, called the meeting to order at 10:02 a.m.

Guests in Attendance:
Amy Phillips, Director Talent Management, HR– Changes in Benefits

Approval of Agenda:
A motion was made from the floor to approve the Agenda submitted by David Tatu and the motion carried.

Approval of September Minutes
A motion was made from the floor to approve the Minutes submitted by David Tatu and the motion carried.

Guest Presentations:

Amy Phillips, Director Talent Management, HR – Changes in Benefits. Amy announced the Open Enrollment information was live on the USG website; usg.edu/hr/benefits. She asked our assistance in getting the word out to all employees of KSU that this is an active open enrollment which means that everyone must participate by logging on, reviewing the coverages, and actually clicking the boxes within the system. Although the system will automatically enroll those that do not choose options, it will automatically enroll you at the highest possible rates (i.e. smoker rate, spousal surcharge) which are not refundable.

All decisions are final regarding the 2020 health benefits including the $100 spousal surcharge. Amy reminded us that this topic was approached a few years ago and was deferred for further investigation. It is now being applied due to the high cost of spousal claims. However, the 2021 decisions have not been addressed. If anyone is interested in learning more about their 2020 benefits, please visit hr.kennesaw.edu or usg.edu/hr/benefits. If anyone is interested in learning more about determining the what-coverages-at-what-cost benefit coverages for 2021, you can contact our Advisory Regent, Mr. Neil Pruitt Jr. His contact information is located on the BOR website at usg.edu/regents.
Dr. Carey-Butler, Chief Diversity Officer, was invited to attend our October meeting but was unable. She sent an invitation for attend a staff for ODI, Listen and Learn luncheons. Email Erica Brown at KSUdiverse@kennesaw.edu for more information and to sign up.

COMMITTEE REPORTS

Budget, Finance, & Fundraising
Jeannine Jones announced the Staff Senate Scholarship donor cards are being printed and will distributed at the HR Benefits Fairs later this month. She also asked that we encourage vendors to get a table at the fairs. The more tables, the more visitors. The more visitors, the greater the chance of donations to the Staff Senate Scholarship Fund.

Bylaws Committee
An announcement was made by David Tatu to make sure all changes to any bylaws are submitted to Jonathan Coker ASAP. We need to have two reading of the changes before a vote can be processed.

Communication
Committee chair Thomas Dale reported that live streaming of our regular meetings should be ready by the November meeting using KSUTV.kennesaw.edu. Future possibilities for two-way communication may be needed.

The Staff Senate website is now updated. If you have not already done so, please get your head shot photo taken and submitted to Thomas.

Microsoft Teams invite to the Staff Senate Team will be sent in the very near future.

Policy and Procedure
Committee chair Kate Billard informed the group on three items the committee is currently working on; written policies, pay bands, and representation. The committee is asking why new policies are not public. For instance, the Staff Teaching issue that has been resolved is not posted anywhere on the KSU website. All policies must be final before publication.

The issue of pay bands for current versus new employees pay differential is a huge concern among staff. Once position reviews are complete, HR will post the pay bands on their site. KSU Presidential Cabinet will decide how to address the pay differential issue.

The discussion of no representation here at KSU for staff (other than Ombudsman). The topic of union was discussed. The prominent union at KSU is United Campus Workers of Georgia. Their website is UCWGA.com
Staff Development & Recognition
Anna Traykova, committee chair, was just informed that Staff Senate no longer has a committee for selecting award winners relating to our Staff Senate Scholarship. Anna was not sure if the language in our Bylaws needs to be added or adjusted to make sure future senators know about the scholarship committee members obligation.

Anna discussed reinstituting the Employee of the Month award. The committee would like to offer the first award January 2020. There are still some logistics to work out before the application process can begin.

Parking
An update provided by David Tatu regarding Parking Committee stated the Parking Committee is now disbanded but the final update was that Marietta parking lot P38 is now complete. Kennesaw parking lot C will close as scheduled in January 2020 for the upcoming building construction.

OLD BUSINESS

iTech committee
David Tatu announced the need for two senators to serve on the newly form iTech Committee. Please notify David if you are interested in serving.

Staff Senate social events
An ad hoc committee was formed to explore potential Staff Senate sponsored social events. Kate Billard is committee chair. Those interested in joining, please let David Tatu know.

NEW BUSINESS

The USG Staff Council Meeting is scheduled for Thursday & Friday, Oct. 10 & 11, 2019. Kelli Tracy made a motion to financially support President Elect David Easterwood to allow his attendance this year. Bill Bradshaw seconded the motion and the motion carried 18-0-1.

The meeting was adjourned at 11:05 a.m.