

**STAFF COUNCIL MEETING**  
**Thursday, December 13, 2007**  
**Room 274**

The Bainbridge College Staff Council was called to order by Rich Messersmith, Staff Council Chair, at 2:35PM. He welcomed our Blakely staff, present by webcast.

Patty Eenigenburg read the minutes from the last meeting (September 25, 2007). Scott Dunn made a motion to accept, Alicia Messersmith seconded, and the minutes were approved.

Rich Messersmith proceeded with the first order of business, the Bylaws Revisions. The revisions were as follows:

1. On page one, under Article IV: EXECUTIVE COMMITTEE:

Change the wording to "The Executive Committee of the Staff Council shall be elected by the Staff with **three (3) members coming from hourly employees** and two (2) from salaried employees."

2. On page three, under Article VI: ELECTION OF EXECUTIVE COMMITTEE

Add: "**The Executive Committee must consist of no more than one (1) staff member from an individual department.**"

3. Change the wording on vacant positions to:

**"Vacant positions will be filled by appointment by the Executive Committee. The appointed member will complete the term of the vacated position."**

After reading the revisions again, Rich asked for any discussion, but none ensued. With the Executive Council making the motion to accept the revisions, Stacy White seconded, and with no dissent, the motion was approved.

Patty Eenigenburg then thanked the staff for their nominations for the NISOD Award for excellent service to Bainbridge College. There were three nominations made and a committee will decide who will be selected to receive the award in Austin, Texas next May. A question from the floor wondered who would make up the committee. The answer was that Dr. Wilkerson would be a part of it, but Patty was unaware who else might serve on that committee.

Rich Messersmith then moved to the next order of business, the Conflict Resolution Co-Chair. He explained the responsibilities of the Co-Chair based upon the Conflict Resolution document. A vote was taken by secret ballot for the nominees: Steven Hayes and Katie Mathis. Included in the vote were those from Blakely.

Christina Jackson then came and explained the motion by the Staff Development Committee, which was to allow two awards per fiscal year for a staff member. A question was asked about the total award amount- was it to double then to \$1,000 or stay the same at \$500? Christina explained that the amount would stay the same at \$500, but it could be divided between two different awards. The Staff Development Committee brought the motion, and it was seconded by Jeanette Gadson. The motion passed unanimously.

Alicia Messersmith's motion was the next order of business. She proposed that the staff salaries and merit increases be published in the library on each campus since we are an open records state. The faculty salaries and merit increases are already in the library with staff information under Academic Affairs. The information is available on our website, but it is out of date. She explained that by having this information available, it would breed transparency and trust. There

was some discussion objecting to the idea, but after no more questions, Shana Dean seconded the motion and a vote was taken by secret ballot. Results will be given after receiving Blakely's votes.

Rich Messersmith then thanked the staff for the survey which gave the Executive Committee valuable information for addressing the issues that concern staff the most. The Executive Committee is working on some items and will continue to do so, and will keep the staff updated on what they are working on.

In Spencer Stewart's absence, Rich Messersmith asked Christina Jackson to give a report on the golf tournament for John Hinson. Around \$3500 was received with a total of 6-7 teams. Bainbridge College came in second place!

Rich Messersmith then gave highlights of the USG State Conference he attended in October. He gave highlights from staff questions and the Chancellor's responses.

Staff Q: Will the 10 years requirement to be vested for retirement be changed to a shorter length?

Chancellor A: Yes, the BOR will decide.

Q: Can staff opt for the same optional retirement plan as faculty?

A: Yes, they are working on it.

Q: Will there be a cost of living allowance in addition to the merit raises?

A: The Chancellor does not believe in a cost of living allowance, but only in performance increases.

Q: Can the merit raises start in the beginning of the fiscal year, July, instead of the calendar year, January?

A: They could be moved to the next July, but not retroactively to the last July (jokingly). The raises will continue in January as they have been.

New employees were introduced: Blakely has a new custodian, Sonya Johns. The main campus has a new person in the business office: Laura Hall.

Rich Messersmith asked if there were any more announcements or discussion. When none were given, Rich asked for a motion to adjourn, and Phillip Hall made the motion. Scott Dunn seconded and the motion carried unanimously. The meeting adjourned at 3:30.

Respectfully,  
Patty Eenigenburg