

**Staff Council Meeting with Dr. Beasley
December 8, 2006 at 9:00 a.m.
in the Concord Room.**

Those present: Dr. Jerry Beasley, Mr. Jim Cannon, Bill Hardee, Amy Pitzer, Bill Skeat,
Nancy Ellison, Melissa Richmond, Libby Webb, and Lynnis Hill.

Absent: AB Lilly (class), Janet Heaton, Perry Seal

Mr. Cannon gave his justification for wanting to make Larry Lilly's job a non-classified, critical retention position. The discussions included:

1. According to Mr. Cannon, the salary range would be below Jeff Shumaker's and above Larry Lilly's.
2. Mr. Cannon feels this change would be best for the institution. It would allow an assistant that could step up to bring knowledge to the system.
3. Person would have a requisite background to be able to step up to Plant Director when Mr. Shumaker retires.
4. Person would work more with planning and analyzing of how energy is being used, etc. to keep from tying up Mr. Shumaker and Mr. Cannon with these kinds of problems.
5. Mr. Cannon said this position would not supervise employees and that currently Larry Mann and Bertha are the ones supervising the staff. Bertha is supervising the two painters and the custodians and Larry Mann has the others Maintenance personnel. UPDATE: Larry Mann supervises the painters, not Bertha as was reported.
6. The salary that was Larry Lilly's will go towards the new salary for this person. The extra money needed will come from the Physical Plant's budget.
7. Mr. Cannon had mentioned moving an employee from "contract" to a classified position in Maintenance to balance out losing Larry's position. The position would be advertised and Bertha would be considered as an external candidate. According to Mr. Cannon, the benefits would be cheaper through the state than they currently are through the contract.
8. There is also a vacancy in the Foundation Office and Dr. Beasley asked how we felt about how the position was paid for. The salary account should be decided by how much they do for the Foundation and how much they do for Development and it needs to be determined if it would be an exempt position and whether it would be classified or non-classified. The employees working on the audit for Concord did a great job. The audit was clean and timely. Dr. Beasley thanked the Business Office for a job well done. Libby Webb stated that there has to be a cooperative effort by the Foundation and the Business Office to ensure compliance with GASB reporting.
9. We called this meeting so that there would be no surprise about our concerns voiced at the Board's teleconference meeting on the 12th.

10. With this discussion, the Staff Council has pointed out two things-1) the salary schedule with the 2001 market level needs to be improved; 2) a concern for how many successors in waiting we can have?
11. Amy Pitzer reminded the President that other classified employee positions on campus are stuck with the 2001 salaries and because the institution doesn't feel it can recruit and ultimately hire at the 2001 entry-level is what is driving this request to the BOG to take this position outside of the classification system. This is unfair to the rest of the classified employees.

Lynnis Hill