

**Staff Senate Meeting**  
**March 9, 2018, 2:00 p.m.**  
**Waters Hall Conference Room**

Present: Shane Black (Guest), Jennifer Bunnell, Bethany Campbell, Steve Clark, Kenneth Collins, Callie Frazer, Mark Gale, Tina Hooks, Chris Moss, Felicia Mucci, Molly Pepper, Penny Pitts

Absent: None

Chris Moss (Presiding Officer) called the meeting to order. Minutes from the February 9<sup>th</sup> meeting were accepted and approved with no changes.

Chris Moss announced that the Staff Senate Flower Sales raised \$380. The money was then donated to Kids to Love. A thank-you letter has been received from that organization.

New Business:

1. Shane Black, a local attorney and legal counsel for Athens State University, was present to explain the Students First Act and how various employees at Athens State are affected by this Act. Under the current tenure system, October 1, 2012 is the demarcation for full time employees who are still under Students First Act. Employees who hired in after this date, are under the newer tenure/personnel/disciplinary policies set forth by President Glenn and approved by the Board of Trustees. Also, since Athens State University is no longer under the two-year college system, an employee has no appeal to the State Department of Education regarding personnel disciplinary actions. Instead, these items include a conference with Dr. Glenn, with a possible full-blown hearing, should the case warrant it. Any policies related to disciplinary procedures will have to adhere to the guidelines of the Students First Act.
2. Mr. Black was able to address the major questions the Staff Senate had regarding an Employee Disciplinary Procedure. He feels that trying to shorten the 20 days that an employee may be suspended would set a dangerous precedent, since it is unclear whether or not it would go against Students First. Having an Employee Grievance committee to make recommendations regarding disciplinary actions would be acceptable; however, the President makes the final decision. Also, termination of an employee does not have to follow the usual termination procedure if it involves a Reduction in Force.
3. The Signature Block issue did not come up at the last Administrative Council meeting. Mark Gale made a motion for Chris Moss to have it put on the agenda for the next Administrative Council meeting. Steve Clark seconded the motion. The motion passed.
4. The CUPA Reclassification Review is still being discussed by the Cabinet. Mark Gale made a motion to table this agenda item until the April meeting. Penny Pitts seconded the motion. The motion passed. The item is tabled.
5. The Staff Senate will begin accepting nominations for the John "Booty" Murray Award on March 12. Voting will begin on March 26-April 6. Felicia Mucci and Kenneth Collins are working on decorations for the Staff Appreciation Luncheon.

Additional Items:

Felicia Mucci proposed that the Staff Senate hold a future meeting on the Decatur Art Campus.

Announcements from Senate Members:

1. Jennifer Bunnell announced that ACA will be holding its first Transfer Day on April 18 for art students. The Athens State Transfer Day will be Wednesday, March 14. Everyone involved with the event has been asked to wear green in honor of the St. Patrick's Day theme. A band will perform live during lunch.
2. It is Youth Art Month, and the ACA art gallery is hosting art from local K-12 students.
3. Calhoun's play, "A Midsummer Night's Dream," is slated for performance at the ACA.
4. In April, the Athenian Players will be performing "Picnic."

5. Weather permitting, the Calhoun Community Concert Jazz Band will hold an outdoor performance in Decatur on April 26.
6. An owl sculpture by Bruce Larsen is currently on loan to ACA.

Meeting adjourned at 3:10 p.m.

Minutes respectfully submitted by Molly Pepper.

*Molly Pepper*