

Minutes of February 5, 1997 meeting

Union Room 404A/B, 2:30 p.m.



• **Present:**

Julie Andrews, Robert Bishop, Brenda Brannan, Onice Carter, Mary Chrestman, Becky Christman, Buster Clark, Thelma Curry, Sondra Davis, Martha Deal, David Elmore, Mary Harrington, Gene Hartley, Willie Hilliard, Joyce Hobson, Eldrid Hodge, Ellawee Ivy, Virginia Kesler, Floyd Klepzig, Jonnie Manning, Joe Maples, Traci Mitchell, Norman Sneed, Steve Stricker, Doug Stuart, Lesley Werner

• **Excused Absences:**

Leslie Banahan, Debbie Chinault, Ben Flemmons, Willie Hilliard, Conny Parham, Donna Patton, David Pendergrass, Lucienne Savell

• **Unexcused Absences:**

Betty Adams, Laura Hubbard, Whitman Smith

• **Guests:**

Marshall Bennett, State Treasurer; Pam Taylor, Computer Center

1. The meeting was called to order by President Buster Clark at 2:30 p.m. President Clark began by introducing our guest speaker, Mr. Marshall Bennett, Mississippi State Treasurer.
2. Mr. Bennett's talk centered on a new program for the State of Mississippi called MPACT (The Mississippi Prepaid Affordable College Tuition Program). The MPACT program is a way for parents to prepay their children's college tuition at today's prices.
 - A. Payment can be set up on one of any type of monthly payment plans or it may be paid in one lump sum.
 - B. MPACT is usable at any state-supported college or university and is portable to private and out-of-state schools. If the plan is used at an in-state school, it will pay 100% of the tuition and fees (not books and parking tickets). If the plan is used at an out-of-state school, it will only pay what the cost would be at a Mississippi school.
 - C. Parent's funds in the program are guaranteed by the State of Mississippi.
 - D. MPACT Plan benefits can be transferred to other children of the family.
 - E. The investment earnings for purchasers and beneficiaries are exempt from Mississippi income tax, and payments by purchasers are deductible for Mississippi income tax purposes.
 - F. Federal income taxes on earnings are deferred until tuition is paid, and are taxed to the student, who may pay lower tax rates.
 - G. There is an annual sign-up for the program. **April 30 is the sign-up deadline for this year.** If you have a child born after April 30 that you wish to sign up, that child will still be able to take advantage of the 1997 prices. **The phone number to call is 1-800-987-4450.**
 - H. The child must be under 18 years of age at the time of enrollment.
 - I. The plan may be canceled at any time. Payments plus a small rate of interest will be refunded. There is a cancellation fee of \$150.
 - J. There is an enrollment fee of \$60 per child. This fee is not refundable unless the child dies or becomes disabled.
 - K. If a mother, father, or grandparent who lives in Mississippi enrolls a child in the MPACT Plan who lives out-of-state, that child may attend school in Mississippi and not have to pay the out-of-state fees.
3. Onice Carter reported on the planning progress for Staff Appreciation Week. Staff Appreciation Week has been scheduled for May 12 through May 16.

- A. The Events Committee is thinking of adding bowling to the tournaments. Eldrid Hodge has stated that the pool tournament can use the pool tables at Stockard-Martin. Other suggestions for events include: a talent and entertainment show, line dancing, and pie throwing. If anyone has any ideas or suggestions, please call Onice Carter at 7447 or Darla Harris at 7189 (or email them: Onice at dpofc@olemiss.edu; Darla at dpdwh@cotton.vislab.olemiss.edu).
 - B. The Outstanding Staff Member Committee reported the following:
 - i. Nominations have to be returned by February 17.
 - ii. The ballot information will be prepared for mailing on March 4.
 - iii. The election will be held from March 7 through March 18. This year, staff will be given an added option of mailing a card back with their votes marked. **Staff members should be aware, however, that if you choose this option, your vote will no longer be confidential. One other person will know how you voted.**
 - iv. It may pay you to vote this year. Everyone who votes will have their Social Security Number placed in a barrel. There will be a drawing for a \$50 prize during the Awards Ceremony. The prize is compliments of Mr. Herb Dewees and the Alumni Office.
 - C. The Prizes Committee reported they have already received a few prizes. They are in the processing of writing letters to vendors.
 - D. The Food Committee reported that they were trying to come up with a theme for the picnic. One theme suggested was a western theme with bar-b-que chicken, potato salad, baked beans. If you have any suggestions or ideas, please refer them to Jonnie Manning at extension 5021 or email at dpjism@olemiss.edu.
4. President Clark thanked Willie Hilliard, Traci Mitchell, Eldrid Hodge, Onice Carter, and Jonnie Manning for their help in cleaning up the office area in Leavell Hall. Mr. Hodge and the Housing Office have graciously agreed to furnish some tables and chairs. A phone will be installed courtesy of the Telephone Exchange Office.
5. The Employee Concerns Committee reported the following concerns and responses:
- A. What is the status of the professional development certification salary increase?
Gene Hartley reported that this salary increase has been approved, has been placed in the handbook, and they have started using it to award increases. If you know of anyone who may qualify for this increase, please let them know.
 - B. Several employees reported problems trying to find needed office supplies at the Barnes & Noble Ole Miss Bookstore.
Mr. Joel Kriner, Transition Team Manager for Barnes and Noble, apologized for these situations. He stated that during the renovation, supplies of certain items may be limited, but the Bookstore will special order supplies when requested. He also asked that we make sure that all staff know that they are eligible for a 10% discount on any item in the store at any time. Just show your staff ID card.
 - C. The emergency situation that occurred on December 19th and January 10th caused concern among employees who were already at work when it was announced that the University was closed or had to come to work anyway. They did not feel they were adequately compensated for the danger involved in driving to and from work.
A satisfactory arrangement was reached with these employees and the University. The beginning and ending times for these weather emergencies have been redefined to be:
0000-2400 on December 19
0000-0700 on December 20
1400-2400 on January 10
0000-2400 on January 11
0000-0600 on January 12
Staff members who were required to work during these times will be compensated at the emergency situation pay rate.
6. President Clark reported that the administration has asked the Staff Council to come up with a mission statement to the students and a motto dedicated to the recruitment and retention of students. Buster asked for ideas and suggestions. He needs them by the first Monday in March. You can send them to him at the Telephone Exchange

office or email him at tebuster@olemiss.edu.

7. Mary Harrington asked to make a proposal to the Staff Council. Ms. Harrington's proposal stated:
"Currently, requests for reclassifications will not be considered unless the department can identify the source of funds for the position upgrade. This policy is inappropriate for a number of reasons:
1. It puts those staff members whose job changed after the implementation of the VCP (Variable Compensation Plan) at a disadvantage over those who were included in the Morris study.
 2. It is inequitable to treat staff members differently if they are employed by a 'rich' department rather than a 'poor' one.

PROPOSAL: Requests for reclassifications should be addressed regardless of the availability of funding. If the department has funds for the upgrade, it should be funded departmentally. If no funds are available, the reclassified person should be included in the current pool of people who get annual salary adjustments in an attempt to get them closer to their target salary."

Gene Hartley stated that Human Resources will consider any request that gets to their office signed by a vice chancellor, regardless of funding availability.

Mary Harrington made a motion to accept this proposal. It was seconded by Onice Carter. The votes included 17 yes, 0 no, 5 abstains. The motion carried.

With no further business to discuss, the meeting was adjourned at 4:08 p.m.

Approved by:

/s/Buster Clark, President

/s/Jonnie Manning, President-Elect

The Staff Council Meetings are open for anyone who would like to attend. The meetings are held at 2:30 p.m. of the first Wednesday of the month in the Union. If you should have a concern that you would like addressed, please call Jonnie Manning at x-5021 or you may send her e-mail at dpjism@olemiss.edu.

You are invited to attend the next Staff Council Meeting.

WHEN: March 5, 1997

WHERE: UNION 404 A/B

TIME: 2:30 P.M.

GUEST SPEAKER: Dr. Richard Mullendore, Vice Chancellor for Student Life