

Glenville State College
Staff Council Minutes
December 17, 2024
IN-PERSON/TEAMS

- I. Call the Meeting to Order
 - i. Chair, Eric Marks, called the meeting to order at 8:42 am

- II. Attendance
 - i. Members Present: Eric Marks, Cody Moore, Adrian Duellely, Jenny Boggs, Robin Meadows, Jason Phares, Chris Carver, Leslie Mason, Ashley Nicholas, Jim Chapman
 - ii. Members Absent: Casey Smola
 - iii. Other Attendance: Leslie Ward, Marcus Spinks, Megan Evans, Samantha Conrad, Max Anderson-Lake, Carrie McKeown, Kendra Pullen, Jeremy Carter, Lisa Eagle, Tegan McEntire, Thomas Ratliff, Robert Woods

- III. Review of Minutes from the Last Meeting
 - i. Cody Moore motioned to approve the minutes with the suggested edits noted by Jenny Boggs and Chris Carver seconded. All were in favor, none were opposed, none abstained. Motion passed.

- IV. Reports
 - i. Human Resources – Tegan McEntire
 - a. Tegan reminded everyone that if the governor gives us additional time off for the holiday either she or the president's office will notify us. She also reminded everyone to make sure their timecard is up to date before leaving for the holiday.
 - ii. Treasurer – Jason Phares – no report at this time
 - iii. Board of Governors – Leslie Mason
 - a. The board of governors met on Friday, December 13th. Phil Reale spoke about how Glenville needed to tell their story.
 - b. Mayor, Mark Sarver spoke about the need for housing in Glenville. The board wants to create a task force to increase faculty housing options.
 - c. Lora Freeland gave an update on the marketing department. She will give another update in March.
 - d. Dustin Crutchfield gave an update on alumni activities.

- e. Nursing applications are up. The build-out for the nursing program will be open and utilized second semester.
 - f. Joe Parsons has resigned from the Board of Governors because he has been selected as a member of the House of Delegates.
- iv. ACCE – Jenny Boggs
- a. ACCE met on November 15th. They discussed PEIA premium increases and the need for a permanent funding solution. Dale Lee, the WV Education Association president visited Concord University and talked with ACCE member Amy Pitzer about the PEIA funding issues and these were some of his comments:
 1. A cost analysis was conducted and showed how insurance and health care have increased over the last few years, and higher ed was the only institution across America that experienced a 49% increase in premiums.
 2. Some higher-ed institutions were looking into finding their own source of insurance cheaper than PEIA.
 3. A state code change would be required to allow schools to offer something other than PEIA. The state will allow you to opt out of health coverage, but not out of retirement. Employees can opt out of health coverage if spousal coverage is available through a spouse's employer.
 4. It's very likely another insurance company would offer lower benefits for a cheap price and so it wouldn't really benefit the employee.
 5. One of our concerns is how the premium increase plus the increased deductibles are going to affect "employee-only" policyholders. The amounts are so high you are paying for the insurance yourself – as if you're being penalized for being healthy.
 6. One should ask, what is the council of presidents doing for a system-wide solution for the PEIA issues?
 - b. They discussed some of the issues that may come up during this legislative session, and they are:
 1. Protections for colleges and universities who have to pay out to recruit athletic students.
 2. Campus police officers don't have pensions at WVU – this may come up as we feel they should.
 3. Finally, we expect DEI initiatives to be discussed this year.
 - c. On November 15th a federal judge struck down the FLSA overtime rule that was to take effect Jan 1, 2025 which would allow any employee making less than \$58,656 a year eligible for overtime. Institutions are currently discussing how they are going to handle this change. Several employees were reclassified to remove exemption status earlier this

year, but some institutions say they will now simply revert back to previous classifications.

- d. ACCE as a group is disappointed the reversal has happened and would urge schools that even if a staff member falls above the 2019 salary threshold, they should still take this as an opportunity to revisit the duties portion of the law. Reminding them that this is how we protect ourselves from fines or other potential audit findings. We feel a salary test and duties and responsibilities should decide if someone should be exempt from overtime or not.
 - e. Every institution should have a plan for how they are going to pay people more as they gain experience and jobs become more complicated. Money should be set aside for increased salaries.
 - f. The December ACCE meeting was canceled as the HEPC meeting had been postponed until February. We are continuing to work on the presentation to share with HEPC and initiatives to share with our Legislators.
 - g. Our next meeting will be on January 7th, and as a reminder, GSU will be hosting our ACCE group here on campus on February 7th.
 - h. Jeremy Carter asked if we were ever going to get classifications back and Jenny responded that she doesn't think that will happen.
- e. Chair/Cabinet – Eric Marks
- v. The last meeting was last week and the cabinet mainly worked on preparing for graduation and the board meeting. Eric reported that there are some speed bumps in tearing down LBH. They also discussed the Omni contract which is the buildout of the new Morris Family Fitness Complex. The boiler system in Mollohan also recently malfunctioned. The Business office reported that the year of savings was going well. Business also reported the financial audit did produce some findings that needed to be addressed. The wrestling team is 5th in the nation.

V. Committee Reports

- i. Facilities and Threat Assessment – Eric Marks
Eric reported that the facilities committee has not met.
- ii. Threat Assessment – Eric Marks
Eric reported that the committee has not met.
- iii. Co-Curricular Assessment – Jeremy Carter
Jeremy Carter reported the committee reviewed the Academic Success Center. Brian Hill's area will be reviewed at the next meeting.
- iv. ULC – Eric Marks
Eric reported that the committee has not met.

VI. Old Business

- i. Staff Professional Development – Robin Meadows voted to approve the staff professional development forms, and Cody Moore seconded. All were in favor, none were opposed, none abstained. Motion passed.
- ii. Constitution Update – Robin is going to set up a meeting for this committee to meet in January.

VII. New Business

- i. Robin Meadows submitted a professional development application for reimbursement for \$1000. Leslie Mason motioned that the committee approve the reimbursement, and Adrian Duelley seconded. All were in favor, none were opposed, none abstained. Motion passed.
- ii. Eric Marks gave a report on the results of the staff engagement survey. The sub-committee will meet soon to discuss the next step.
- iii. Leslie Mason announced that Dr. Evans is interested in establishing a fitness program for employees.
- iv. Cody asked for assistance in scheduling a fleet training. Eric is going to work with Cody to get that scheduled soon.

VIII. Adjourn

- i. Robin Meadows motioned to adjourn the meeting, and Cody Moore seconded.
- ii. Meeting adjourned at 9:23 am

Respectfully submitted,
Robin Meadows, Secretary

Date: December 18, 2024