



Salisbury University – Staff Senate
Thursday, February 14, 2019
Founders Room, Guerrieri Student Union

Members In attendance: Stefanie Hurst, Teri Herberger, Tabitha Pilchard, Vanessa Collins, Lisa Gray, Donna Carey, Matt Hill, Safaa Said

Executive Staff: Marvin Pyles, Kevin Vedder

Chair, Stefanie Hurst, opened the meeting by welcoming members and guests.

I. Reports

- a. Marvin Pyles – Presented presentation that was shared with SPBC. Slides will be available for reference.
 - i. Schedule Snack & Chat for Budget Presentation.
 - ii. Trending over the last few years, expenses are exceeding revenue. Tuition is capped at 2% increase. Discussion regarding the right amount to increase fees.
 - iii. Going forward, departments will have control over O1, O2, and O3 lines when developing budgets.
 - iv. Staff and Faculty Dining Package Proposal was submitted to Marvin for review. Package is 25 meals at \$7.99/meal for a package price of \$199.75.
 - v. Proposal to close at 4:30 is still on the table. Staff Senate feels this is a great way to boost staff morale.
 - vi. Survey results 75 responses were summarized. Report was given to Marvin.
 - vii. At a future meeting, Marvin will share with Staff Senate a summary of the capital projects that are planned over the next several years.

- b. Kevin Vedder – HR Update provided
 - i. Progress is being made with MCEA Union negotiations. Next meeting will be in March. Hoping to come to agreement. Current MOU expires mid February. Will stay in place as is until a new MOU agreement is finalized. A new agreement will be no longer than three (3) years in duration.
 1. Discussions have moved beyond wage increase because they are aware of the budget issues SU and the state of Maryland faces.
 2. They want more representation on campus but this is a difficult issue to address because they elected representation by a union. Therefore, they cannot be a part of shared governance on campus.
 3. Asked for parking reduction but parking fees will be the same for all employees.
 4. Progressive discipline was also a topic of concern and a point of contention.
 5. Kevin is cautiously optimistic that they can come to agreement very soon. Once that happens, the MOU will be sent to the USM Board of Regents for review and approval.
 - ii. Administrative Support Group – still in progress. No meetings have occurred but still an active group.
 - iii. Online benefits began on 1/1/2019.

