



**Members Present:** Kate Boutilier, Nikki Brauer, Shannon Darling, Amke De Boes, Jeff Helms, Derek O'Connell, Melissa Ramirez-Osorio, Mike Regilio, Marci Rockey, Amy Secretan, Kara Snyder, Derek Story, Heidi Verticchio, Mandy Webster

**Members Excused:** Wilma Bates, Katy Strzepek

**Guests Present:** Andy Newton, Redbird Athletics

**Speakers:**

**1) Approval of Agenda**

A motion to approve the agenda was made by Heidi Verticchio, seconded by Melissa Ramirez-Osorio. The agenda was unanimously approved.

**2) Approval of Minutes**

A motion to approve minutes from 4/11/24 meeting was made by Jeff Helms pending the correction of the spelling of Andy Morgan's name, seconded by Amke De Boes. The updated minutes were unanimously approved.

**3) New business**

- **Agenda items for AP and CS Chairs Meeting with President Tarhule (standing item)**
  - Today's meeting got rescheduled to next week due to Provost session.
  - Asked President Tarhule to confirm his priorities and identify what staff can do to advance those priorities. Amy will share his responses with Council. Can invite him to attend a future meeting.
- **AP/CS Staff Council Merger Updates (Amy)**
  - Met recently to review structure of merged Council. Agreed on 19 elected members of Council, with option to appoint members as needed. This will be reflected in Constitution and by-laws.
  - Discussed elections process and allocations of seats. Agreed on allocating 7 seats for AP, 7 seats for CS, and remaining seats to top vote-getters for each classification type. All staff will be able to view and vote for all positions, regardless of classification type.
  - First election will be more complicated. In original proposal, we included staggered terms to reduce numbers of incoming and outgoing Council members.
  - Will continue discussion about allocation of seats and whether we would like to have seats allocated based on unit, division, department, etc. Each institution we have looked at that has a unified Staff Council seems to structure it differently, but they do all have some component of representation based on groups or constituents. AP Council is incredibly unique in that we do not do it this way.
  - Discussing at CS Council shared tasks and efforts among Councils, including social media sites and newsletters. Discussed co-chair opportunity and whether this makes sense when we are wanting to unify our efforts; though co-chairs do allow for sharing duties and a distribution of work. Original proposal structured based on a single Chair, who could have voting power in the case of a tie.

**4) Old business (2023-2024 List)**

**Brainstorming Topics List (On-going)**

- Staff compensation/salary (salary compression, equity, and counteroffers)
- Review of Master Plan
- Pedestrian safety
- Town/Gown assessment
- Faculty/staff release time policy for civic engagement
- Connected issues relating to visibility, communication, programming
- Develop systemic process for programming events

- Advanced planning and sharing of ideas across divisions for flexible work in summer months
- Staff Survey results
- AP/CS Council Merger

#### 5) **Chair Remarks** – Amy Secretan – **No Report**

#### 6) **Treasurer’s Report** – Heidi Verticchio

Balance is \$1,549.30. Will be purchasing plants for May event. Kara estimates \$3-4/piece for the plants. Will be ordering donuts as well.

#### 7) **Human Resources Report** – Derek Story

**Annual CMS Benefit Choice Open Enrollment Period** - Illinois State University benefit-eligible employees will once again participate in the state’s CMS Open Enrollment from May 1 – May 31 this year. Participation will be available on May 1 by navigating to iPeople and through the “Benefits” tile selection where you will find the “State Employee Benefits Portal.” Some highlights to be aware of this year include additional plan options for McLean County residents, additional vision benefits, and an increase in flexible spending caps. Additional information will be sent to employees via email and also available at the [Human Resources Benefit Choice page](#).

**LinkedIn Learning** is passing a near 30% adoption rate from Faculty, Staff and Student employees.

**DOL FLSA Ruling** - was a question at the last AP Council meeting, since then (Tuesday 4/23) DOL posted 7/1/24 new annual exemption threshold will be \$43,888 for most positions, 1/1/25 will be \$58,656 annually - again for most positions. HR is working with division administrators to assess impact. Salary threshold is not the only determinant.

#### 8) **Representative Reports**

- **Awards** – Wilma Bates – **No Report**
- **Academic Senate** – Jeff Helms  
See attached notes from Jeff.
- **Campus Communications Committee** – Melissa Ramirez-Osorio  
Planning meetings on April 29 and May 6 for May 10 BOT meeting. Coffee Hour at 8:00 a.m., Jana Albrecht update on recruitment plans.
- **Foundation** – Heidi Verticchio – **No Report**
- **ISU Annuitants Association** – Nikki Brauer – **No Report**

#### 9) **Committee Reports**

- **Elections** – Marci Rockey  
71 voted in this year’s election. Congratulations to Melissa Ramirez-Osorio, who will be returning as at-large member; Paisley Hartman elected at-large member; and Geno Hampton elected CCC rep.
- **Programming** – Kara Snyder & Katy Strzepak  
Will host Breakfast and Basil event on Tuesday, May 28 at 8:30 a.m., 2<sup>nd</sup> floor, Fell Hall. Will have donuts, coffee, and basil plants from ISU Horticulture Center. Kara will promote event in newsletter.
- **Communication** – Kara Snyder – **No Report**
- **Scholarship** – Derek O’Connell  
One applicant so far. Kara will include an announcement in April newsletter.
- **Equity, Diversity, and Inclusion Initiatives** – Amy Secretan

Shared webinar opportunity on Teams site regarding Deaf and Hard of Hearing community on Monday, April 29. Shout-out to anyone involved with Elevate Leadership sessions last week. They were well-attended. Will continue to share information, events from EDI Leader's Circle and emails. Followed-up with Dr. Craig about results from staff inclusion survey.

## **10) University Updates**

## **11) Adjournment**

A motion to adjourn the meeting was made by Derek O'Connell, seconded by Nikki Brauer. The motion was unanimously approved.

**Next Meeting: Thursday, May 9, 2024 / Zoom or STV 140**