Classified Staff Association  
Breakfast Board Meeting  

November 2, 2010  
10:00 a.m.  
Gardener Center, Room B  

Present: Claudia West, Sheila Cannon, Martha Talman, Dennis Cox, Becky Workman, Jeff Hunt, Lisa Monk, Ellen Bonadurer, O.C. VanValkenburg, Kathleen Briggs  

Present From the Exempt Staff Association: Kevin Hancey, Karl Hutching, Dana Kelvington, Sue Perschon, Sherry Ruesch, James Miller, Rob Snow, J.D. Robertson  

Excused: Beverly Goodrich  

Minutes taken by Kathleen Briggs  

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<tr>
<th>Minutes of last meeting</th>
<th>Ellen moved that the minutes of the October 5, 2011 meeting be approved. Sheila Cannon seconded the motion which the board approved.</th>
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<td>President’s Report</td>
<td>There will be a Board of Trustees meeting November 5, 2010 to which Claudia will bring a comparison of enrollment increases as they relate to new staff positions. Claudia reviewed the agenda for the UHESA meeting (to be held here on campus) on November 12, 2010 should let Claudia know. Anyone wishing to attend should let Claudia know. Ms. West asked for approval to contribute $350 for the President’s Christmas luncheon on December 2nd. It was approved.</td>
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<td>Policy Proposal for Staff</td>
<td>Ms. Talman distributed the draft of the new staff salary equity policy and again gave an overview of it, explaining that the priorities for such equity increases were first - faculty, second – staff and third – adjunct faculty.</td>
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| Martha Talman            | **Comments**  
  Sherry Ruesch: Could we add the following to item V-B? “Could be delegated to outside consultants.”  
  Martha: Pam has tried, but hasn’t found any such consultants. The range is determined by position (duties, etc.), education (if applicable) and experience, both at DSC and elsewhere. It is based on the demographics of where applicants live. For example, applicants for custodial positions usually live in Washington or Iron County, whereas applicants for “Director” positions could live anywhere in the country. |
Kevin Hancey: How do we address accountability?

Martha: The potential law suits resulting from breaking the policy is strong enough to force adherence.

Ellen Bonadurer: The Board of Trustees must approve this policy.

Karl Hutching: This is a good policy – the first step to salary equity.

Sue Perschon: The goal is to get approval from all necessary entities and have the policy in place by July 1, 2011.

Martha Talman: Pam Montrallo likes this policy and says one policy governing all staff and similar to the faculty policy is much more powerful than separate policies.

Rob Snow: In the past a sticking point has been the collection of data. How does the faculty do it?

Martha Talman: Pam Montrallo collects the appropriate data. We can trust her. She has wanted to help in the past, but until now there has not been any plan for distribution.

Martha Talman: From this point, this 1st draft should be voted upon by the two staff associations, then a 2nd draft will include elements from current policies 4-4 and 4-13. Then another vote will be taken and the completed proposed policy will be taken to the administration in February of 2011.

Claudia West: The building representatives should meet with those in their various areas to discuss and explain this policy.

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<th>Committee Assignments</th>
<th>Membership: Sylvia Bradshaw would like to become a member of the Association. Beverly was assigned to contact her.</th>
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<td>Social: Plans for a business brown bag luncheon meeting to discuss the new policy. Ellen was assigned to find a date for this.</td>
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| Next meeting | The next meeting will be December 7, 2010. |