



STAFF SENATE

TEXAS TECH

General Meeting Minutes

May 7, 2025

3:00 – 5:00 p.m.

Student Union Building - Senate Room

Attendance: Ryan Bain, Stephanie West, Rachel Minshew, Anthony Rodriguez, Jerrod Nutt, Heather Johnson, Sierra Trenhaile, Jared McCauley, Jasmine Dumas, Chandyl Pruitt, Marjean Pressimone, Vanessa Salazar, Tayler Ramos, Michele Moore, Marian Gossett, Annmarie Maldonado, Flavia Corona, Kyle Panon, Jonathan Montes, Erin Engelhardt, Michelle Deleon, Ashlie Crawford, Victor Moore, Angela Chisum, Joann Wright, Beth Watson, Heather Higgins, Jeff Bain, Charlotte Stockton, Valorie Duvall, Shannon Gonzales, Erika Soto, Brooks Gustafson, Joseph Hogan, Saebree Gonzales, Amy Perez, Rob Ward, Ashley Stokes, Rodney Lackey, Theresa Madrid, Jeff Hoover, Stephanie Cross, Joshua Whitt, Bryson Carroll, Pris Renteria, Jay Balderas, Jeramey Gillilan, Carol Bonner, Blaine Grimes, Sasha Gonzalez, James Winters, Morgan Hyman, Lord Rodrick Thomas, Aimee Cameron, Bryson Carroll, Casandra Suarez, James Preiss, Johanna Valencia, Angela Chisum

1. Call to Order – Stephanie West (1 min.) at 3:04pm

2. Land Acknowledgement-Jerrod Nutt (1 min.)

3. Administrative Business (5 min.)

- Quorum – yes, 48
- Approve Past Minutes (April) – Sierra Trenhaile motions to approve and Pris Renteria 2nd, motion passes.
- Academic Council-Jerrod Nutt – Nothing to report
- Meeting with the President update

- Senate bill 37 – faculty senates. Our regents have no interest in hiring faculty.
- Staff representation on university committees – not just higher admin that are considered staff. Will follow back up on him talking to provost about this. Potential that Staff Senate would help assign people on committees if they allow us.
- Ad Hoc presentation – he wants to hear what they have to go over.

4. Guest Speaker (15 minutes)

- Kirby Hocutt – Director of Athletics

5. Treasurer’s Report- Heather Johnson (3 min.)

1. Treasurer’s Report - Heather Johnson
 - a. 16A019 – Staff Senate
 - i. Total Operating Available Balance
 1. 3/25/25: \$19,790.31
 2. 4/29/25: \$19,088.48
 - b. Committees
 - i. Caregiver
 1. Budget = \$2,000
 2. Spent = \$1,517.21
 3. Remaining = \$482.79
 - ii. Exec
 1. Budget = \$7,000
 2. Spent = \$4,105.50
 3. Remaining = \$2,894.50
 - iii. HIT
 1. Budget = \$2,000.00
 2. Spent = \$78.29
 3. Transfer from Caregiver: \$150
 4. Remaining = \$2,071.71
 - iv. Comms/PR
 1. Budget = Original: \$8,000
 2. Spent = \$5,516.87
 3. Remaining = \$2,483.13
 - v. Scholarship
 1. Budget = \$3,000.00
 2. Spent = \$3,062.54
 3. Remaining = -\$62.54
 - c. Other
 - i. Staff Senate Officer Stipends FY25
 1. Budget = \$11,000.00
 2. Spent = \$5,500
 3. Fringe = \$479.79

4. Remaining = \$5,020.21
- d. **31A460** – Staff Senate Emergency Fund
 - i. Balance 04/1/25 = \$5,681.16
 - ii. Spent = \$0
 - iii. Balance = \$5,681.16
- e. **18R005** – Unrestricted Funds (Savings/Reserved)
 - i. 4/01/25 balance = \$16,638.88
 - ii. Spent = \$2.25 – Credit Card Fees
 - iii. Scholarship Payments - \$0
 - iv. March income from Graduation Medals - \$180 + \$9.92 (Tax)
 1. Total Overall Income from Graduation Medals = \$935.00
 - v. Remaining = \$16,826.55
- f. **24G9QL** – Staff Senate Fund for Excellence
 - i. Balance 04/1/25 = \$423.91
 - ii. Spent = \$0
 - iii. Fund Raising Efforts - \$200.64
 - iv. Interest Earned - \$0.66
 - v. Balance = \$625.21

6. Caregiver Support – Angela Chisum- Chair & Heather Higgins – Co-Chair (5 min.)

- Upcoming initiatives:
 - Caregivers Kudos – card and cup or something to give them
 - Staff and Family Splash Night – donated some funds for games
 - Caregivers Month (November) – new event each week for them
- Continuing initiatives:
 - Caregivers Support Groups- 6/3, 7/15, 9/23, 11/4, 12/16
 - July – self-care session on Zoom with HR

7. Technology – Jerrod Nutt – Chair (3 min.)

- No new business

8. Nominations –Chandyl Pruitt – Chair & Shannon Gonzales – Co-Chair (1 min.)

- No new business

9. Staff Emergency Fund – Rachel Minshew- Chair – Michele Moore – Co-Chair (1 min.)

- No new business

10. Elections- Michelle Deleon –Chair & Heather Johnson – Co-Chair (1 min.)

- Elections are May 13th – May 20th

11. Issues – Austin Pace- Chair & Beth Watson – Co-Chair (20 min.)

- 5 Outstanding Issues
 - Issue 12- Reference Checks: reaching out to HR
 - Possible OP review for this situation
 - Issue 13- Closure Communication Language: Larger meeting between Staff Senate and relevant parties
 - Trying to still get a meeting with multiple departments to talk about this wording
 - Issue 14- Equitable Departmental Pay Structure: meeting with submitter, follow-up meeting with relevant parties
 - Facilitate a meeting with HR in this case
 - Issue 15- March 17-20 Closure Pay Structure: Larger Meeting between Staff Senate and relevant parties
 - Issue 16- Annual Evaluation Meeting: Reaching out to HR
 - OP on Annual Evaluations on how they are supposed to be conducted, Talent Management can meet with them to discuss this

12. Humanity, Impact and Togetherness (HIT)– Theresa Madrid - Chair & Cassandra Suarez– Co-Chair (5 min.)

- Update on Summer Splash event
 - 368 RSVP's
 - Volunteer opportunities for the event

13. Scholarships & Awards– Brooks Gustafson-Chair & Marian Gossett-Co-Chair (1 min.)

- End of year awards form has been sent out
 - Submit by July 9th, have 8 submissions so far

14. Communications/Public Relations –Joann Wright – Chair & Anne King – Co-Chair (10 min.)

- **Monthly Event:**
 - Thank you to everyone who attended the Happy Hour
 - We'll be planning another trivia event in May
- **Big Events:**
 - Senator Mixer in August
 - Helping with the HIT Leisure Pool Event- we will be using snacks and supplies from Wellness Night
- **Fundraising:**
 - Bahama Bucks- Tuesday, June 17th at 50th Street Location 6pm-9pm (Get back 20%)

- **Volunteering:**

- Thank you to those who volunteered with Impact Lubbock on April 12th and Arbor Day on April 25th! I think we all had a good time with those events!
- On July 28th we will be doing a bag and card decorating activity for Lubbock Meals on Wheels as a low commitment way to help get our new senators involved.

15. Grievances & Attendance – Chris Mosher-Chair & Jeff Hoover – Co-Chair (1 min.)

- 1 warning email and 1 new resignation

16. Bylaws – Rachel Minshew – Chair -Valorie Duvall – Co-Chair (0 min.)

- Working on updating the committee section based on everyone's response.
- 1st reading to combine Nominations and Elections Committee
 - Fundraising would be proposed as a stand alone committee.

17. OP Review – Jared McCauley –Chair & Joshua Whitt – Co-Chair (5 min.)

- 2 Ops -70.07 and OP 70.19 – satisfied with how this is written and good to move forward to vote. Sierra Trenhaile motions to approve both Op's and Victor 2nd, motions passes.



OP70.07 (June 2022)_Jared Mccaule



OP70.19 (Nov 2023)_Jared Mccaule

19. Ad-Hoc Committee – Proposal for Office of Staff Success - Carol Bonner & Jerrod Nutt – Chairs & Bryson Carroll & Jeramey Gillilan – Co-Chairs (5 min.)

- 1st draft has been reviewed by the Ad Hoc Committee
- Future review process
 - Champions for advice and what should be changed to present it in the best light.
- Presentation

20. Unfinished Business-Stephanie West (10 min.)

- Strategic Planning meeting update
 - 900 responses and will start working through these
 - August 15th meeting for Regents it will be presented
- Monthly Budget Working committee meeting update
 - 9 month to 12 months for faculty

- Discussed new pay plan – 3rd phase for staff, Jody may be able to do a zoom with us to discuss for Senators to understand before we tell other staff – send questions prior to the meeting
- 3,900 titles currently, reviewed 745 titles evaluated
- 20 Job families, 104 sub families, career stream & job levels describe job work, title framework, job profiles, catalog PC1-PC6
- Based on work performed rather than titles
- Blend exempt and nonexempt job function
- Job titles will not change unless responsibilities do.
- \$11 to 13 for minimal pay in 2021
- Based statistics on CUPA to meet in the middle on pay structure
- Managerial role you have to have 2 full time people under you. If you don't you could have a title change if you do not fall under a certain job family in the catalog.
- Transition ceremony is July 9th

21. New Business- Stephanie West (15.)

- IT is setting up an “all-hands” meeting on 06/10/25 with a panel Faculty, Staff, and Students
- End of year committee reports due 07/25/25

22. Celebrations: Birthdays and Anniversaries

23. Open Forum Announcements - open to all Senators & guests

24. Adjourn – motion to adjourn Sierra Trenhaile motions to adjourn at 4:22pm and Joann Wright 2nd.

****We will leave the meeting by 4:30 to walk to Memorial Circle where we will film a group “We are Staff Seante video” ****