1) Call to Order
2) Roll Call
3) Amanda Smith – Assoc. VP SA/Dean of Students
4) Colleen Dutton – Chief Human Resources Officer
5) Terry Cartwright - Human Resources Group Manager
6) Review of October 2019 Council Minutes
7) Committee Reports
8) University Committees
9) Continuing Business
10) Proposals:
   a. **2014-004p**: Executive Board is looking into an ombudsman for employees
   b. **2019-46p**: Research the evolution of the SPN wellness center and what is to come; how it will affect Staff. (Staff Development)
   c. **2020-005**: What is the timeline to receive a scholarship such as the Staff Council scholarship? (Benefits)
   d. **2020-007**: suggest that Staff Council look into ways to improve processes that enhance customer service and data or form submissions. (Executive Board)
11) Suggestions:
   a. **2020-009s**: I suggest we have designated staff and faculty parking or not allow students to park in orange. We, as staff, are competing with students who may be on campus for one or two classes, and then they leave for the day. That parking spot is then taken by yet another student, and this goes on all day. Staff has to be here all day, and when we do have to leave for an appointment, we cannot locate a parking space upon our return. Purple is the only parking that is available outside of the standard arrival at 8:00 am and a 5:00 pm departure schedule. Most of us simply cannot afford a purple parking pass. Most staff choose to not ever leave campus because of the parking situation. One other suggestion is a parking supplement to staff and faculty so the staff and faculty can actually pay for an annual purple parking pass. UNT does this. This issue isn't going away ... Thank you for your consideration. (Anon.)
   b. **2020-010s**: I would like to see the mid year promotions and reclassifications reinstated. I believe it is totally unfair to have exceptional people that desire a raise because of increased job responsibilities to have to wait an entire year to be rewarded. Also jobs change and evolve all the time. People who take on additional responsibilities or higher level responsibilities should not have to wait to be rewarded. This does not help with the retention of our outstanding employees. They feel like they are
working harder and not being rewarded for their extra incentives. I have seen several of our $40,000 - $55,000 positions becoming a revolving door as they are asked to perform higher level duties without being promoted or promised a reclassification and have to wait to see if it is approved. We have had baseline 2% increases (once one time and once a merit across the board) in the past 2 years. Every time we get a raise either insurance or parking goes up and wipes out most of the raise. At least give us the opportunity to ask for a mid year promotion or reclassification. I would appreciate Staff Council looking into the possibility of reinstating the March 1 promotions and reclasses. Thank you. (Anon.)

c. 2020-011s: It would be cool and ultimately save a lot of man-hours if one person created the “newsletter” for each district to customize if needed. What do you think? Maybe a communications committee person?

12) Unfinished Business
13) New Business
14) Misc.
   a. Bylaws Review discussion
      i. Additional hours for Staff Council per month for duties amendment

15) Reminders:
   a. **Staff Scholarships**: Now accepting applications for: Spring 2020
      i. Deadline: February 15th, 2020
      i. Deadline: March 31, 2020

16) Adjournment

17) Next Meeting: 12/13/2019
18) Upcoming Guest Speakers: Dr. Richard Benson