McMurry University Staff Council  
December 18, 2006  
Meeting Minutes

The Staff Council for McMurry University met on Monday December 18, 2006, in Cooke Room 112. Members present were: Jeanie Bone, Brenda Breeden, Denis Gartner, David Williams Melanie Long, Rachel Atkins, Terry Nixon, and Mark Odom arrived at the close of the meeting. Meeting began at 10:05 am.

Only item on the agenda was to discuss the proposal to change the vacation policy to an accrual method. Jeanie reported her discussion with Dr. Russell concerning this and proceeded to address questions from the committee. The following records the points of the proposal:

a. New employees would begin accruing vacation days monthly from day one of employment based on 6.6 hours per month. No longer having to wait a year before taking a vacation day.

b. Current employees, employed for more than a year, will maintain the vacation carryover as usual and acquire the appropriate level of vacation as usual for June 07 only. Then start accruing monthly vacation hours as the new employees will be.

Thus, employees need to be aware of what these changes mean for you personally and to be aware of their accounting but would not lose any days already accrued and regain time for their first year they had to wait.

c. June 1 of each year will still be the “accounting date” for Human Resources to tabulate the amount of carryover.

Questions arising from this discussion still to be considered or understood:
Short Term and Long Term benefits may be delayed longer in order to use up all our own sick leave and vacation days but would still be the same end result as now.
Would it be a benefit to change sick days to the accrual method also to be like vacation days? Would vacation days accrue during using sick days? Yes
Would vacation days accrue during short term benefit? Yes, drawing paycheck from McMurry. Would vacation days accrue during long term benefit? No, 60% salary paid by insurance Employee responsible to check checkstubs and time sheets for accuracy.

David made a motion to continue pursuing this proposal of accruing vacation days with Dr. Russell and Denis second. All agreed that we wanted the accrual system.

Adjourned at 10:50

Minutes approved/corrected at the _____________________ meeting.

Submitted by _______________________________ Secretary _______________ Date

Filing approval by ________________________________ Chair _________________ Date

Question arose after the meeting about:

d. Employees hired between June 1, 2006 and June 1, 2007 will be discussed as to the handling of their package.