

AVC Board Meeting

March 20, 2013

Facilitator: Al Stoverink

Attending: Carole Arrington, Catrinia Clark, Dwain Roberts, Paul Cox,
Bruce Spencer, Jace McDaniel, Joshua Towery, Jon Carvell,
Julie Jones, Lisa Lamberth, Barry James

1. Update on Softball Tournament
 - Scheduled for Friday May 24th
 - Committee Members are:
 - a. Brian Pettie
 - b. Judy Dudley
 - c. Amber Jones
 - d. Julie Jones
 - e. Greg Olson
 - f. Norma Bell
 - Will be asking Enterprise to provide food again (maybe something different this year-- possibly a fish fry or catering by Demos)

2. Update on retiree board in hallway
 - Work order has been put in
 - Jerilyn Bowman is working with the crew on ideas for the boards
 - Don't know the date this will be finished
 - The plan is to expand the retiree board and make a separate board for deceased FM employees.
 - Find out a possible date as to when this may be finished

3. Update on Uniform Survey
 - 115 people responded to survey
 - Don't anticipate getting rid of contract
 - Next meeting is Tuesday March 26th-- hopefully will get closer to resolution.

4. Follow up on truck access at Dining Services loading dock
 - Barry suggested maybe unloading at Central Receiving and then deliver to Dining Services
 - Al presented 3 options and feels one of the options will work out

5. Jon Carvell gave update on his safety project
 - Chancellor Tim Hudson is on board and will possibly give the opening speech/welcome
 - Everything is falling into place
 - Need to find room in Student Union as a Central location for people to meet
 - Still working on lunch and possibly getting a sponsor.

6. Al discussed Annual Employee Evaluations
 - Went into detail as to purpose of evaluations and how they are set up with employee, team-leader, supervisor
 - Don't know about merit pay for this year-- they are hoping to maybe give pay raises even if it is at 1%

7. Someone asked about the disciplinary process
 - Al discussed the process saying it starts with a verbal warning or memo of direction
 - Then there is the ECS(Employee Counseling Statement)
 - a. This will give a timetable for improvement
 - Immediate
 - 30 days
 - 60 days
 - b. Consequences for Non-Improvement
 - Written warning
 - Final Warning
 - Dismissal
 - Board members feel most employees don't understand the disciplinary process-- and this is important now especially since this will affect the merit pay
 - Maybe Al should address this at Open Forum

8. Voted on Employee of the Year
 - Bobby Burton