

May 14, 2024, Classified Employee Council minutes

Attendance:

Members—Barb Kandalis, Kevin Murphy, Chris Silka, Diana (unverified), Isabella Sager, Sharika Abdul-Muhaimin, Holly Hartman, Yulia Friman, Cecelia Mason

Guests—Tammy Gill, Wrenna Dorrer, Sarah Speck, Nancy Caprio, Missy Welsh, Mary Beth Myers, Marie DeWalt, Lori Moy, Lee, Juneau Daggs, Jayne Angle, Heidi Hanrahan, Hannah Williams-McNamee, Erin Hildreth, Emmy Wilson, Donna Shipley, Chase Molden, Brian Hammond, Angela Elliott, Amy Porter, Alan Perdue, Rachael Meads, Donna Miller.

Minutes from the April meeting were approved. Barb Kandalis made the motion, Chris Silka seconded.

Dr. Marie DeWalt, associate vice president for human resources, was the guest speaker and discussed upcoming changes to the Fair Labor Standards Act (FLSA) and Higher Education Policy Commission (HEPC) salary rules.

Under current FLSA rules, workers earning less than \$684 per week (\$35,568 per year) are eligible for overtime pay. Most salaried workers who earn less than \$844 per week (\$43,888 per year) will become eligible for overtime pay starting July 1, 2024, under the final rule, and on January 1, 2025, most salaried workers who make less than \$1,128 per week (\$58,656 per year) will become eligible for overtime pay. Eligibility thresholds will be updated every three years, based on current wage data. The rule will also increase the total annual compensation requirement for highly compensated employees who are not entitled to overtime pay if certain requirements are met from \$107,432 per year to \$132,964 per year on July 1, 2024, and then set it to \$151,164 per year on Jan. 1, 2025. If these FLSA rules are not challenged in court and go into effect, it will increase the number of Shepherd employees required to clock in and out and move them into the status of being classified employees.

The HEPC also approved a new salary schedule for classified employees. The schedule is located [on page 10 of the April 12, 2024 meeting agenda](#). It's not anticipated there will be money to fund this new salary schedule immediately.

Dr. DeWalt gave a report on these and other personnel issues during the [April 18, 2024, Board of Governors meeting](#).

Yulia Friman submitted a report on the ACCE April 19, 2024, meeting:

Updates from the Commission and Council – Brian Weingart, Senior Director of Financial Aid:

State Aid Update

- Higher Education Grant – deadline extended to July 1st for 24-25 and maximum amount \$3,400

- Higher Education Grant award cycle May 1st and May 15th
- Promise Scholarship deadline extended to September 1st for 24-25 and maximum amount set \$5,500 starting Fall 2024
- First award cycle for new Promise recipients on a rolling basis.

Better FAFSA:

Of the 24-25 FAFSA application that were filed through mid- April about 30% national wide had an issue:

- No SAI but no reject code
- Incorrect tax information from IRS
- Incorrect calculation of SAI

Another 15% were rejected because of student issue:

- Student indicated only wanted an Unsubsidized Stafford Loan
- Student indicated they could not provide parent information
- Missing signature or IRS consent

Updates from the Director of Classification and Compensation HR Division – Taran Wolford

- WV HEPC have launched a compensation study (market study) of all classified jobs.

There are plans to reconstitute the Special Safety Committee, which has not met since before the COVID pandemic started. Jenn Sirbaugh represents CEC on this committee.

Kevin Murphy, Board of Governors member, talked about what the board did during its April 18, 2024, meeting. Information about the meeting is available on the [Board of Governors](#) webpage.

Chris Silka discussed plans to take applications for the children's scholarship by June 1. The scholarship is now open to dependents of all staff members, with preference given to dependents of classified employees followed by former classified employees followed by other staff.

Chair Cecelia Mason's last day at Shepherd will be May 31, 2024. After that, vice chair Barb Kandalis will be in charge and an election will need to take place for a new chair, who will serve until June 30, 2025. The new chair will also automatically serve on the Shepherd University foundation Board of Directors.