

Attendees:

President: Pat Wurth

Vice President: George Meghabghab

Secretary: Marianna Mabry

TBR Sub-council Rep.:

Parliamentarian:

Math Science:

Ben King

Ron Sternfels

Allied Health:

Teri Gergen

Karen Feltner

Sue Sain

Gary Genna

Nursing:

Marcia Shloush

Elaine Nagelson

Humanities

Brenda Luggie

Ted Stryk

Social Science/Business and Education

Casey Cobb

Library:

Ollie Nolan

Establish Quorum. Achieved a quorum

Approval of March meeting minutes.

Faculty Senate President's Report:

- The search committee has met twice and narrowed the search to four candidates. The candidates' names could not be revealed until approved by TBR. There will be interviews and visits from the final candidates and open forums in Harriman and Oak Ridge.
- Melinda Hillman addressed the parking situation at ORBC, she says staff is working on the situation and a plan will be formulated. Chief Stefano told officers to give warning tickets to those who are parking in the faculty lot and should not be parking in the faculty lot.
- Budget hearings are being held to address funding for the next year. TAF requests will be completed by approving the top 5 requests of each division. Each division sends their requests in priority order. Salary equity increases were appropriated and accounting will receive a new faculty position.

Faculty Sick Leave Bank

The input from the last meeting was used to make a policy created by the 5 trustees and approved by President Whaley. At this time pre-existing conditions were left out of the policy. Trustees left out the pre-existing condition because healthcare.gov indicates there is no universal definition for pre-existing condition; thus, presenting a legal issue. In order to include pre-existing conditions there must be language stating a very detailed description of such conditions and in 2014 Obamacare prevents insurance companies from denying coverage based on pre-existing conditions. A summary of the policy was presented minus TBR required information.

Twenty faculty need to sign up for the sick leave bank or there will not be a sick leave bank.

Election Committee

The vote for new officers for academic year 2013-2014 was done by secret ballot. The new officers are as follows:

President- George Meghabghab

Vice President – Bill Schramm

Secretary- Joye Gowan

Security Committee

George provided a security report dated April 2013. In regard to that report item number 6 is critical and will be done ASAP, number 9 has no timeline and number 10 the security cameras will be recording and will be monitored.

Chief Stefano was selected as an FBI joint task force member and this achievement was noted.

Benroth Committee

Portfolios have been circulated and evaluated. The committee has already met and the results will go to President Whaley this week.

A motion was made to adjourn and the meeting adjourned at 3:30.

Respectfully submitted,

Marianna Mabry

Faculty Senate Secretary

Security Report April 2013

- 1-Stolen computers: full restitution and 1 computer recovered. The student arrested.
- 2-3 purses stolen in OR: 4 agencies involved and 80% back in content and the student in jail.
- 3-2 sexual harassments incidents.
- 4-1 back pack in Tech building: part of fundraising and was stolen.
- 5-High profile events in Harriman including wrestling and 8 potential fighting incidents almost broke out. These events will no more take place since they add risks to our facilities.
- 6-Hiring one additional policeman for Harriman.
- 7- We have 4 official policemen: 2 Harriman, 1 OR and 1 Crossville.
- 8-The hiring the new policeman will free up 1 policeman 1 day a week to tour and patrol all the 12 facilities and that will provide a great experience to see close by the different environments on these 12 facilities.
- 9-Hiring 2 part time security personnel.
- 10- As of Monday of this week, VP Gibbs received \$300,000 in cameras that will be added and

17- There is a crisis committee at RSCC headed by Owen Driskill and that committee is trying to revive revisit the RSCC emergency plan in case of any emergency. The plan will identify the chain of commands and how the information will be disseminated in case of an emergency. There is a need to hire a person whose job to oversee and coordinate and be in charge of that effort.

18- Our Chief of police was selected as an "FBI joint task force" and that is why he was away.

-SUMMARY-

Subject: FORMATION AND OPERATION OF FACULTY SICK LEAVE BANK

Sick Leave Bank Plan:

1. After an initial enrollment period, subsequent enrollment will begin each August 1st and last 60 days.
2. Participants in the Bank shall be assessed an hourly equivalent of three days.
3. The necessity for subsequent assessments will be determined annually and shall only be conducted in order to maintain a positive minimum balance in the Bank of 300 hours.
4. An employee must have been a member of the Bank for sixty calendar days prior to applying for withdrawal of Sick Leave Bank hours.
5. An employee must exhaust all accumulated sick leave, annual leave and compensatory leave prior to applying for sick leave from the Bank.
6. Bank sick leave shall **NOT** be used for, and will not be approved for:
 - a. Any surgery not required or recommended by the employee's physician
 - b. Illness or death of any member of the individual's family
 - c. Board of Claims benefits (e.g. worker's compensation) If a member sustains an on-the-job injury or illness, the member is first required to submit and receive a determination upon a worker's compensation claim prior to requesting sick leave from the Bank.
 - d. Routine maternity leave
 - e. A period during which the individual is receiving benefits from social security or a state-sponsored retirement or disability plan

The list above is not intended to be all-inclusive, but rather, examples of types of requests that would not be appropriate for Bank sick leave.

Note: Any optional long-term disability insurance benefits shall have no effect on a member's eligibility to request sick leave from the Bank.

7. Primary consideration for requesting Bank sick leave will be given to those members on 100% medical leave. However, exceptions may be made for members who are on partial disability due to treatment-related leave.
8. Initial grants of sick leave shall not exceed twenty consecutive days. Additional grants of Bank leave shall not exceed the hourly equivalent of sixty days for a total of eighty days in any fiscal year (July to June), or ninety total days for any one accident, illness, or recurring diagnosed illness.
9. A bank member shall lose membership upon termination of employment, retirement or cancellation of Bank membership.
10. A bank member may be eligible to receive sick leave which has been donated by other employees if he/she has made application for the Bank sick leave and the request has been denied due to Sick Leave Bank guidelines. See "Transfer of Sick Leave Between Employees" TBR Policy No. 5:01:01:15.
11. A Bank member may cancel his or her membership at any time upon written notification to the trustee chairperson. Sick Leave Bank assessments are non-refundable and non-transferable to other state institutions. The effective date of the cancellation will be determined by the date of the request.
12. All official forms and records pertaining to the Sick Leave Bank and formal minutes of the trustees' meeting will be maintained in the trustee chairperson's office. All records will be subject to audit by appropriate state officials.