

February SAC Public Meeting Minutes

Date: February 19, 2026

Time: 9:00 AM

Location: Microsoft Teams & University Union Havasupai Room A/B

1. Welcome & Opening Remarks

Presenter: River Ashleigh Olsen (SAC President)

- Thanked in-person and virtual attendees; noted this was the largest online attendance to date. -person and virtual attendees; noted this was the largest online attendance to date.
- Encouraged staff to complete the February Pulse Check Survey on mental health and well-being. Link will be posted in the SAC Teams channel.
- Delivered NAU's Land Acknowledgement.

2. Presentation: Indigenous Teen College Bound & Teen College Bound

Presenters: Taylor Rice & Lauren Rosales (Admissions & Enrollment Services)

Program Overview

- Team College Bound (TCB) began in Fall 2023 as a family focused program supporting parents/supporters of prospective college students.-focused program supporting parents/supporters of prospective college students.
- Programming is available in three formats:
 - Standard (English)
 - En Español
 - Indigenized Curriculum co-developed with NAU faculty, staff, and students.

Curriculum Focus

- Five-week series covering:-week series covering:
 - Value of higher education
 - College admissions for NAU, ASU, and UA
 - College terminology and pathways
 - Financial aid, scholarships, and cost planning (two sessions)

- Family strategies for supporting college-bound students
- Designed family-focused educational program rather than a traditional recruitment or college-prep workshop for high-school students.

Flagstaff-Specific Opportunities

- Exclusive scholarships for FUSD graduates who participate in Team College Bound.
- Laptop raffle available for participants not eligible for scholarships.
- Hands on Scholarship Universe practice included. -on Scholarship Universe practice included.

Upcoming Cohorts

- Indigenized TCB: March 18 – April 15 at CNAI.
- TCB en Español: Offered at Flagstaff High School; open to FHS families.
- Registration link circulated via QR code; will be sent out by SAC.

Statewide Support

- Admissions reps are available for any region; families can be connected with their local rep upon request.

3. HR Presentation: University Staff Reclassification (Effective July 1, 2026)

Presenters: Nicole Christian (Employee Relations), Christina Kuhl (HRIS & Benefits), HR Team

Purpose of the Change

- Merge Classified Staff and Service Professional categories into a unified University Staff employment group.
- Goals:
 - Increase flexibility and consistency
 - Align with ABOR policy and sister institutions (ASU, UA)
 - Modernize employment structure
- The model has existed since 2013; NAU is now adopting it fully.

Key Points Shared

Job Security & At Will Status-Will Status

- University staff are at will, consistent with Arizona law.-will, consistent with Arizona law.

- HR emphasized the university's values do not change—NAU is not restructuring to make dismissal easier.
- Classified protections are not a guaranteed safeguard; both groups are already managed similarly.

Who Must Make an Election

- Classified Staff:
 - Will receive an email in early March to elect to remain classified or transition to University Staff.
 - No response = automatic transition on July 1, 2026.
- Service Professionals & Administrators:
 - No election required; will automatically transition.
- Notice of Appointment: Will no longer be issued once SPs/Administrators move to University Staff.

Retirement Plans

- Classified Staff who move to University Staff get a one-time irrevocable opportunity to switch from ASRS to ORP.
- Service Professionals: Already made their retirement choice previously; no new election available.
- Existing ASRS accounts remain intact even if a staff member switches; vesting years transfer toward the ORP schedule (5 year vesting).-year vesting).

Vacation & Sick Leave

- All existing balances remain.
- Classified staff with <4 years of service who switch to University Staff will jump to the maximum vacation accrual tier, a significant benefit.

Titles, Salaries, Pay Grades

- No changes to any of these as a result of the reclassification.

Performance Evaluations

- No changes to the Performance Elevated system.

Additional Q&A Highlights

- Reclassification does not change timesheets or FLSA exemptions.

- University is not planning a repeat of OGI style mass job title reviews.-style mass job title reviews.
- HR will provide offline support for case specific questions (dismissal scenarios, benefits nuances, etc.).-specific questions (dismissal scenarios, benefits nuances, etc.).
- Recording and transcript of the presentation will be posted by SAC.

4. Announcements

Tech Summit

- Presenter: Audrey O'Connell
- Thanked attendees; recordings will be available within 1–2 weeks after accessibility caption checks.

Development Days – Call for Proposals

- Formerly Employee Development Days.
- Seeking sessions on non-technology professional development topics.
- Open to faculty and staff presenters.

HIP (Health Incentive Program) Updates

- Presenter (Heather) was unable to join.
- SAC will follow up with details in the next newsletter.

5. Closing Remarks

- River encouraged attendees to send unanswered questions to sac@nau.edu; these will be forwarded to HR and responses compiled in a future newsletter.
- Next SAC Meeting: March 16, 9:00–10:00 AM, Havasupai A/B and online.
- Voting members were asked to remain for a brief follow-up session with Justin Mallett and Lee Griffin. -up session with Justin