

**Staff Council Meeting Minutes**  
**5-25-22 3:00 p.m. MTC 224**

Present: Jeff Hoyer, Angela Boyer, Leslie Quinn, Jill Sigler, Robin Judkins, Mary Anne Matos, Kaitlin Krumsick, Kim Steinmetz, Betsy Timm, Latonya Hood, Kristy Howell, Allison Weber, Caitlin Murphy, Jason Arnett, Jimmy Keaton, Ed Lovitt, Carol Gard

Absent: Karen Koller, Sean Bergman

- Nominations and elections for upcoming HR benefits committee
  - Nominations accepted: Robin Judkins, Ed Lovitt, Carol Gard
    - Took a written vote and the following were elected: Ed Lovitt and Robin Judkins
- Meeting dates/times/place for future meetings:
  - Jeff suggested started June 6 and meeting every other Wednesday, instead of the 2<sup>nd</sup> and 4<sup>th</sup> Wednesday, as that allows all meetings to take place in the Virginia Krebs room
    - Robin Judkins made a motion to start on June 6 and meet every other Wednesday, instead of the 2<sup>nd</sup> and 4<sup>th</sup> Wednesday, as that allows all meetings to take place in the Virginia Krebs room. The motion was seconded by Jason Arnett. The motion failed 11-4-2
    - The group decided to start a poll to determine best times/dates to meet going forward
      - Mary Anne will take care of this poll for the group
- HR subcommittee update
  - The update was given by Caitlin Murphy, Kim Steinmetz, and Kaitlin Krumsick:
    - They are currently meeting on the opposite Wednesdays that Staff Council meets
    - Reviewed current submissions that are HR related
      - Together they reviewed all submissions and came up with responses to share out in the minutes
        - #1 – Jason Arnett moved that we accept and close this response. The motion was seconded by Carol Gard. The motion carried by a vote of 16-1
        - #2 – Jeff Hoyer moved that we accept and close this response. The motion was seconded by Angela Boyer. The motion carried by a vote of 17-0
        - #3 – Kristy Howell moved that we accept and close this response. The motion was seconded by Jason Arnett. The motion carried by a vote of 17-0
        - #4 – Ed Lovitt moved that we accept and close this response. The motion was seconded by Kaitlin Krumsick. The motion carried by a vote of 17-0
        - #5 – Jason Arnett moved that we accept and close this response. The motion was seconded by Robin Judkins. The motion carried by a vote of 16-0/with Jimmy Keaton absent during the vote
- College Council update
  - No update at this time
- Space Committee update
  - No update at this time

- Flexible Work Arrangements subcommittee workgroup update
  - No update at this time, as the group hasn't met yet but is scheduled to meet by Zoom tomorrow
- All Staff Committee update
  - The update was given by Mary Anne Matos and Kaitlin Krumsick
    - Moving forward with plans for the upcoming fall
- New topic requests
  - See below for discussion
- Ongoing topic requests
  - See below for discussion
- Review Bylaws for June meeting
  - Will address at our next meeting due to a lack of time today
- Final meeting of the first year of Staff Council – June 22
  - Treats will be provided
  - Will invite our new members to join us at that meeting

#### **New Topic Requests:**

- Concerns about multiple issues concerning HR plans, including recruitment after VERB sunsets, new compensation plan rollout, definitions of hiring committee roles concerning the JEDI role. Also concerns about how JCCC evaluations the effectiveness of HR decisions
  - Jeff Hoyer moved to forward this topic to the HR sub-committee for discussion with HR. The motion carried 16-0/Jimmy Keaton was absent during the vote
- Desire for a more detailed response to the “polling for staff interest in a union” question
  - Response was included in the meeting minutes from 5-11-22
  - Robin Judkins moved to close this topic. The motion was seconded by Caitlin Murphy. The motion carried by a vote of 16-0/Jimmy Keaton was absent during the vote
- Request for salad bar to be half price for students during the week of finals
  - Response was included in the meeting minutes from 5-11-22
  - Jason Arnett moved to close this topic, and it was seconded by Jeff Hoyer. . The motion carried by a vote of 16-0/Jimmy Keaton was absent during the vote

#### **Ongoing Topic Requests:**

- ID #11 item has a status of “following” and lists a follow-up date of 5/1/22. Request for evaluation of the flex schedule policy.
- ID #25 item has a status of “following” and lists a follow-up date of 5/1/22. Request for job level info to be more transparent.
- ID #35 item has no status, but I think we already had Jason A. speak to Ibby about menu options.
- ID #37 item has no status, but I think we might have addressed it – concern about vending machines not taking credit cards sometimes.
- Vacation pay accrual resets to zero when an employee switches positions. Request to change practice so vacation time is not lost during a job change.
- Request to reinstate grant funding to help part-time regular staff go to conferences.

- Two ideas to assist staff at lower pay levels. Consider merit raises for hourly positions to encourage current staff to improve and stay at JCCC. Second request: JCCC property tax rebate for JCCC employees below a set income level.
- Concern about lack of clarity and transparency in the reclassification of positions into job families. Desire for details like timeline and evaluation process.
- Question regarding who is allowed to teach as an adjunct professor. Concerns about number of hours allowed in combination with part time workload.
- Request for a timeline regarding the new job family classifications. What will the appeal process be?