

Staff Council Meeting Minutes

Date	Tuesday, September 12, 2023	Time	2PM	Location	MTC 107
------	-----------------------------	------	-----	----------	---------

Attendance

Present:

Jason Arnett, Sean Bergman, Angela Boyer, Jerry Droge, James Drone, Alicia Groenhagen, Sherri Hanysz, Ehren Hertel, Jeff Hoyer, Cassie Jordan (for Anne Turney), Karen Koller, Ed Lovitt, Austin Maxwell, Dan Robles, Christina Seitzinger, Jill Sigler, Alyssa Slana (for Kaitlin Krumsick), Kim Steinmetz, Betsy Timm,

Absent:

AnnLouise Fitzgerald, Mary Hanover, Kaitlin Krumsick (Maternity Leave), Anne Turney (Maternity Leave)

Marquis Harris, Executive Director Inclusion & Belonging (15 minutes)

Approval of August 22nd Meeting Minutes (5 minutes)

08/22/23 Meeting minutes approved as prepared and ready to post.

New Topics/New Business (10 minutes)

- HR Sub-Committee Report
 - Proposal for present at future meetings
 - 09/12-/23 – Update. HR representatives to be invited to the 9/26/23 meeting for a 15-minute presentation/conversation for updates. This will be a trial for potential re-occurring status updates.

Previous Topics/Old Business (30 minutes)

- Items #107 – Increase Sick Leave to Personal Leave.
 - Proposal to Increase Sick Leave to Personal Leave Conversion hours from 40 to 80 per year maximum.
 - 09/12/23 – Update Staff Council has decided they will not take-up this issue. Ed Lovitt will discuss with the individual who submitted this topic. This topic is closed.
- Items #100, 101, 102, 103, 105 & 106 – JCCC Listserv Update
 - 07/25/23 – Update – Will invite Dr. Bowne and any necessary Cabinet Members to the 08/08/23 meeting and ask for a written response following the meeting that can be published in the minutes to address misconceptions.
 - 08/08/23 – Posted Message in InfoHub
 - College Council meets Wednesday, 09/13/23 Chris Gray will be attending this meeting for further conversation.

- Item #104 – Question about why PTRs only get paid 4 hours of holiday pay, rather than their full day’s pay. And a desire to have a complete manual of benefits for PTRs.
 - 07/25/23 – Update – referred on to HR Sub
 - 08/08/23 – Work with HR Sub
 - No Updates from HR Sub
 - 09/12-/23 – Update. This topic has been forwarded to HR Subcommittee, have not yet received a response.

- Review Spreadsheet of Topics – Do we need to ask for any specific updates on any of these?
 - Nine (9) topics with a “Following” status.
 - Does any member want to bring up one of these topics for discussion?
 - Six (6) topics with an “In Progress” status
 - Does any member want to bring up one of these topics for discussion?
 - 09/12-/23 – Update – A survey was sent to Staff Council representatives for all topics with a “following” status to determine if we should continue to “follow” or if the status should change. During today’s meeting, the survey results were reviewed, each topic was opened, reviewed, and current status was determined to continue to follow, re-open or close the topics. Topics deemed to re-open will be re-opened and discussed or determined how to best handle.

Committee Reports (20 minutes)

- Supervisor Training Task Force (Jason Arnett)
 - 09/12-/23 – Update The task force is meeting next week

- HR Subcommittee (Karen Koller, Kim Steinmetz, Mary Hanover)
 - 09/12-/23 – No update

- Staff Development Awards and Recognition (Austin Maxwell, AnnLouise Fitzgerald)
 - 09/12-/23 – No update

- Sabbatical Committee (Ed Lovitt and Kaitlin Krumsick)
 - 09/12-/23 - Update

- Inclusion and Engagement Committee (Betsy Timm and Austin Maxwell)
 - 09/12-/23 – Marquis Harris, Executive Director Inclusion & Belonging, addressed the group about his vision for the office and how to best partner with Staff Council and other departments across campus.

- College Council (Jason Arnett)
 - 09/12-/23 – Update Chris Grey addressing the group 9/12/23

- Space Advisory Group (Christina Seitzinger)
 - 09/12-/23 – Update – This group is being sunsetted and will be removed from future reporting
- Bylaw Revision Task Force (inactive)

Upcoming

- Tuesday, October 10th – Staff Council Town Hall
 - Any Staff Council member interested in helping with the agenda, email Ed Lovitt

Topics submitted to Staff Council are tagged with one of the following status indicators.

(In Progress) means that additional information needs to be collected or that other groups on campus are part of the review process.

(Following) means that this topic has been sent to other groups or committees and there is still a strong interest in the final outcome.

(Closed) the Staff Council feels this topic has been resolved or no longer has the support to move forward.

At our September 12th meeting the council reviewed the topics below that were listed as (Following) and some of them were updated. The current status of these topics is listed below (in red)

Request for a program in which staff break out of their silos and make connections across campus on a semi-regular basis **(In Progress)**

Request for staff job level information to be made more transparent **(Following)**

Request to create Employee Health Incentive program **(Closed)**

Multiple concerns including a general lack of trust in senior leadership, a feeling that we are pushing experienced people out the door, and devaluing the staff who are staying. **(Following)**

Request to allow their pronouns to be on their JCCC name tags **(In Progress)**

Desire to live stream certain events on campus (ex: president's address, management topics) **(Closed)**

Can Human Resources (perhaps along with the various VPs?) develop and implement a training program for supervisors, managers, and Directors so that they may more quickly understand their roles whether they are promoted from within or hired from outside the College? **(Closed)**

Concern about the lack of progress on the internal equity compensation adjustments and conflicting communications about when this would happen. Frustrated that this should have been decided before we all moved to the new pay tables. **(Following)**

Request to reconsider the necessity of all group 1 employees to pay into a health benefit plan, the "Healthier You" plan for \$86/month **(Closed)**

At our September 12th meeting the council reviewed the topics below that were listed as (In Progress) and some of them were updated. The current status of these topics is listed below (in red)

Request to create a 6-week staff sabbatical (Closed)

Concern regarding how the results of the efforts of Staff Council will be communicated and how senior leadership will respond and communicate around issues (Closed)

Request for increasing the number of staff who are approved for sabbatical each year (Closed)

Idea for providing guided walking tour (In Progress)

Desire for safer way for pedestrians to navigate parking lot north of SC/COM/GEB (Closed)

Desire for consistency in eligibility for tuition reimbursement amongst instructors (CE is not eligible, adjuncts are) (In Progress)