

Staff Council Meeting Minutes

Date | Tuesday, January 23, 2024

| 2PM

Location | MTC 107

Attendance

Present:

Jason Arnett, Sean Bergman, Angela Boyer, James Drone, AnnLouise Fitzgerald, Alicia Groenhagen, Mary Hanover, Jeff Hoyer, Karen Koller, Kaitlin Krumsick, Ed Lovitt, Austin Maxwell, Dan Robles, Christina Seitzinger, Jill Sigler, Betsy Timm, Anne Turney

Absent:

Kim Steinmetz, Jerry Droge, Sherri Hanzysz, Ehren Hertel

Approval of Past Minutes (5 minutes)

- Approved minutes from 12/12, as corrected

New Topics/New Business (10 minutes)

- Spring Town Hall will be March 26th
- Item 121 – Gender neutral bathroom information
 - 1/30/2024 Did not reach all of the “Old Business” topics, so this one was not discussed. Topics are discussed in the order received.

Previous Topics/Old Business (60 minutes)

- Campus Update Meeting
- Viva Engage
 - Updates on meetings with stakeholders:
 - Strategic Planning: Identified that Viva Engage would fit with Employee Engagement Goal, Strategy 2: Create and maintain an environment where employees are valued and belong.
 - ABC
 - Marketing/Social Media (how to communicate to employees how to use this tool)
 - Faculty & Staff Development
 - IT
 - Apprised Legal but did not meet with Legal
 - Voted to create a Task Force; membership will be decided at the next meeting
 - Voted to present to College Council the idea of using Viva Engage Tool
- Brief discussion of feedback from All Staff Meeting and Campus Update Meeting

- Item 116 – Ask to consider retiree medical plans
 - Item Closed; last year the Board declined to consider retiree medical benefits and currently, there is not leadership/infrastructure/bandwidth in HR to address the adoption of a new benefit. Email will be sent to requestor. Requestor or others may submit the question again in the future.
- Item 117 – Overtime pay for holiday coverage
 - Item Closed. HR subcommittee addressed overtime in April 2022 in Items 34 and 46. HR response was that overtime policies are guided by the Fair Labor Standards Act. There is not a director of compensation or VP of HR to address this to, so there is no practical way of bringing this forward. Also, a new Compensation Plan, developed by Culpepper, was just adopted by the Board in late 2023.

** End of time for discussion of submitted Items. The following will be discussed in future meetings:

- Item 118 – Ask to return custodial staff to overnight cleaning
- Item 119 – Concerns over part-time pay, holiday pay, and overall appreciation of PT employees
- Item 120 – FTT employees still earning PAL at the rate of their PTR position rather than at a rate matching the FTT status

Committee Reports (15 minutes)

- PLD Planning (including Updates Meeting and All Staff Meeting)
- New Employee Orientation (Austin Maxwell)
 - Kaitlin will attend next Orientation
- HR Subcommittee (Karen, Kim, Mary)
 - Produce an end of year summary of HR-related topics to share with HR?
- Sabbatical Committee (Ed and Kaitlin)
 - No update
- College Council (Jason Arnett)
 - College Council met on January 8th with Dr. Judy Korb as new co-chair and received updates from members. Discussion turned to the upcoming meeting with the Communications Subcommittee and Institutional Research on the data from the focus groups conducted last October. Then there was discussion of College Council by-laws and mechanisms for communication. Next meeting is February 7.