
MONTGOMERY COLLEGE GOVERNANCE

Employee Services Council

November 14, 2025

Zoom

10AM-11:33AM

Attendees:

- Members present
 - Sepydeh Yousefi
 - Silvia Vargas
 - Stephanie Krasnoff
 - Michaela Pacesova
 - Krista Leitch Walker
 - Elizabeth Feldman
 - Tracie Witte
 - Christina Segura
 - Aubrey Smith
 - Adaora Nwigwe
 - Nell Feldman
 - Alexander Valencia Reyes
- Not present
 - Aerial Agah Achu
 - Alexa Patricia Canas
- Proxies present: None
- Members excused: None
- Other present: Josephine Trawick, Angie Moy
- Invited Guests
 - Shakenna Adams-Gormley, SED Committee Chair
 - Dr. Debbie Van Camp, Chief Planning

Call to Order

- The regular meeting was called to order at 10AM by Chair, Sepy Yousefi. The meeting was recorded for internal use only.

Approval of Minutes

- Meeting minutes were approved.

Constituent Concerns

- Creation of a leave bank for college employees
 - Krista Walker provided an update to the College council in October regarding looking at all our leave programs and we are exploring the possibility of creating one. MC doesn't have one primarily because we have a very robust short-term disability program this compared to other institutions. We are looking at the implications of implementing one and how it relates to other benefits that are currently in place from a wholistic point of view.
- Total cost of the new branding campaign

Chair's Report

- Governance Theme 2025–2026
 - Theme: Leading Through Participation: Inclusive, Intentional, and Impactful Governance
 - Discussion emphasized fostering inclusive leadership practices and encouraging active participation across all departments and levels of the institution.
- Communications and Engagement
 - The Monday Minute: Team encouraged to utilize The Monday Minute for updates on institutional news and upcoming events.
 - Aim: Increase awareness and engagement in ongoing initiatives.
 - Proving What's Possible: Multimedia brand campaign that highlights students and celebrates the power of exception education to deliver extraordinary outcomes.

- Announcements
 - **Staff Enrichment Day 2026**
Staff Enrichment Day will take place on March 18, 2026, at the Takoma Park campus. This will be a full-day event featuring workshops and networking opportunities.
 - **Academic Calendars**
Draft AY 2026–2027 and AY 2027–2028 academic calendars are now available for review.
 - **Campus Store Renovations**
Updates on the ongoing Campus Store renovations will be provided during the upcoming Virtual Town Hall, open to all employees.
 - **Spring 2026 Registration & Slingshot Choice**
Spring 2026 registration is now open. The new Slingshot Choice system will automatically ship required materials for all credit courses. Students may opt out if they prefer to purchase their own materials.
 - **Rockville Library Renovations**
Renovations at the Rockville Library will involve temporary closures and relocations. The grand reopening is currently planned for Spring 2028.
 - **Policies & Procedures (P&P)**
Four P&P items are open for public comment. Employees are encouraged to visit the P&P webpage to review proposals and provide feedback.
 - **2025 Time-Off Carryover**
Staff and administrators are encouraged to review 2025 leave carryover maximums and timelines to avoid losing leave based on service length.
 - **Branding Architecture Update**
A recent memo outlines the unified branding architecture. The approach aligns with the Strategic Master Plan, Academic Plan, and Student Experience Plan (SEP).
 - **Copyright Notice**
A college-wide notice was distributed reminding students and employees of the importance of adhering to College copyright policies and regulations.
- Accreditation and Compliance
 - **MSCHE Snack N' Learn Sessions**
Employees are invited to attend sessions focused on the Middle States reaccreditation process. One final virtual session remains this month.
- Awards and Recognition
 - **2026 Award Nominations**
Nominations are now open for the following awards, due by March 2, 2026:
Administrator Leadership Award
Outstanding Staff and Staff of the Year
Outstanding Full-Time and Part-Time Faculty Awards for the 2025–2026 academic year

Guest Speaker: Shakenna Adams-Gormley, SED Committee Chair

- Staff Enrichment Day 2026: Scheduled for March 18, 2026, at Takoma Park campus. Full-day event with workshops and networking. More information at: <https://www.montgomerycollege.edu/events/staff-enrichment-day/>
- Importance: Brings associate and support staff together for dedicated time to learn, recharge, and strengthen community connections while recognizing outstanding service and academic achievement.

- Key Points: The event takes place during spring break and offers a day of workshops, networking opportunities, and formal recognition, including the Staff Distinguished Service Award and certificates for staff who have completed degrees or training programs.
- Goals: To support professional and personal growth, foster collaboration across campuses, and celebrate the accomplishments and contributions of staff members.

Guest Speaker: Dr. Debbie Van Camp, Chief Planning

- Strategic Plan - FY26 Priorities
A discussion was held that covered the following:
 - Importance: The Montgomery College Strategic Plan is a guiding framework that outlines the institution's key priorities and direction from 2023 through 2028, helping the College stay focused in its mission to serve as the community's institution of choice and transform lives through education, planning, budgeting, and decision-making.
 - Key Points: The plan is built around four major goals that connect the College with the community, foster a sense of belonging for all students and employees, enhance educational and organizational effectiveness, and increase economic impact for students and the broader community. These goals are supported by specific strategies, intended outcomes, and measurable indicators that help track progress and adapt efforts over time.
 - Goals: The strategic plan's goals are designed to strengthen community connections, cultivate belonging, improve educational experiences and operational effectiveness, and boost economic outcomes for students and community members, with implementation guided by clear strategies and assessed through ongoing progress tracking

HRSTM Updates

- Benefits and Enrollment
 - **Open Enrollment**
Open Enrollment has closed, and all changes will take effect on January 1.
 - **Supplemental Retirement Plans**
Employees may make changes to their supplemental retirement plan elections at any time throughout the year.
 - **Benefits Satisfaction Survey**
The results of the Benefits Satisfaction Survey will inform planning and guide benefits-related work for the upcoming year.
 - **Online Tools Enhancements**
Enhancements to online tools related to benefits and retirement are being rolled out. Additional details will be shared as they become available.
 - **Employee Matters Newsletter**
Employees are reminded to read the Employee Matters Newsletter to stay updated on HRSTM-related information and resources.
 - **Digital Delivery of IRS Documents**
Employees are encouraged to sign up for digital delivery of IRS-related tax documents to receive them earlier than paper copies.
 - **Total Rewards Program**
The Total Rewards program is designed to ensure employees feel valued and supported in ways that enhance their quality of life, promote professional growth, and align their contributions with the College's mission, goals, and aspirations.
 - **Classification and Compensation Study**
The Classification and Compensation Study has been delayed until Spring 2026. The project timeline is being adjusted to ensure the work remains mission-informed.

Committee Engagement and Goal Setting

- **FY26 Council Goal**

For FY26, the Council will partner with the Office of Inclusive Excellence and Belonging to co-sponsor an event during MC's annual Equity Week.

Council members expressed particular interest in advancing Strategic Plan Goal 2, which focuses on cultivating a sense of belonging for all members of the College community.

Unfinished Business: None

New Business: None

Final Thoughts/Adjourn

Motion to adjourn by Liz Feldman. It was seconded and passed with unanimous support.

Meeting Adjourned at 11:33AM

Respectfully submitted by
Silvia Vargas, Employee Services Council Secretary