
MC GOVERNANCE

MONTGOMERY COLLEGE Staff Council Meeting #7 Minutes

Thursday, December 1, 2016

1:00 – 3:00 PM

Rockville, MKE 115

Attendees

Members present:

David Anthony, Chris Cusic, Diana Benson, Ola Cole, Linda Hankey, Beth Mole, Kaylin Nguyen, Nghi Nguyen, Andrew Scheppler, Annie Shane, Chris Standing, Donna Wilson

Members absent:

Rowena D'Souza

Administrative Liaison present:

Nancy Nuell

Guests:

Maria Adams Davidson, Lynda von Bargen, Kimberly Kelley, Amanda Stroud

Call to Order

Chair Anthony called the meeting to order at 1:00 PM and announced that the proceeding was being recorded.

Constituent Concerns

Concern 1

Ms. Maria Adams Davidson brought a concern regarding the Classification/Compensation Information Forum. She felt one element that was not addressed was the College's effort to retain current employees. Ms. Davidson also questioned why the College is changing its compensation system to a market-based system.

Concern 2

A constituent brought up a concern on why employees are required to bring a doctor's note when requesting a standing desk. The constituent felt that this is a wellness issue and funds for standing desk should be available through EAP wellness.

Concern 3

A constituent brought up a concern regarding HRSTM employees not being allowed to telework.

Approval of Minutes

The November 17, 2016 meeting minutes were approved by unanimous consent.

Dr. Kimberly Kelley - Vice President and Provost of the Rockville Campus

Dr. Kelley introduced herself to Staff Council and shared her previous work experience before

coming to Montgomery College. She also updated the council on the progress of the Rockville campus parking garage.

Lynda von Bargaen - HRSTM

Ms. von Bargaen presented informational data on her research on why the Sick Leave Bank (SLB) proposal was not accepted. Ms. von Bargaen explained SLB is only a favorable option if no other leave is available for employees.

Chair's Report

The Staff Council November/December news flyers will be combined.

Professor Tammy Peery has requested a Staff Council member(s) to participate in an upcoming review of the MC's website site map.

Information received from the November 18th, Compensation Forum, included the upcoming Compensation 101 training. FY19 is the scheduled date for the new compensation system to be implemented. There was a discussion on pay cuts and possible furloughs. Chair Anthony suspended the rules with unanimous consent for Ms. Nancy Nuell to clarify questions about furloughs and pay cuts.

There is a discussion on reviewing accessibility to scholarships at the College.

Mr. Shane Doyle has resigned from Staff Council. The council is seeking a staff member from Takoma Park/Silver Spring to fill Mr. Doyle's seat.

Ms. Liliana Rojas, Wellness Coordinator, last day was December 2nd.

Policy 31011CP

Mr. Standing motioned to move Policy 31011/31011CP to College Council for review. Ms. Wilson seconded. *In favor:* Cusic, Benson, Cole, Hankey, Mole, Nguyen, Nguyen, Scheppler, Shane, Standing, Wilson. *Opposed:* None.

Tracking Report

New constituent concerns have been added to the report. The Tracking Report is available for review on the Staff Council website.

Professional Leave Policy

A unanimous motion was made to allow Ms. Krista Walker, Interim Director of Human Resources Operations, to clarify information about Professional Leave Policy. Mr. Standing agreed to work with Ms. Walker on this leave policy.

Amanda Stroud - GT Library Assistant, Recognition Leave

Ms. Stroud has asked whether or not the College can offer Recognition Leave to employees in lieu of monetary performance bonus. Mr. Standing moved to create an Ad Hoc Committee to research Recognition Leave, and the members will be appointed by the Chair. Ms. Benson seconded. *In favor:* Cusic, Benson, Cole, Hankey, Mole, Nguyen, Nguyen, Scheppler, Shane, Standing, Wilson. *Opposed:* None.

Chair Anthony appointed Ms. Stroud as Chair of the Recognition Leave committee and appointed Mr. Scheppler and Mr. Standing as members. The committee will do research and come back with the information to present to the Staff Council at a later meeting.

Next Meeting

The next Staff Council meeting has been moved from Thursday, January 5, 2017 to Thursday, January 12, 2017.

Adjournment

The meeting adjourned at 2:54 PM.

Submitted by Nghi Nguyen,
Staff Council Secretary