

MC GOVERNANCE

Montgomery College
Staff Council Meeting #4 Minutes
Thursday, November 1, 2018
1:00PM – 3:00 PM
CT S301

Attendees

Members Present: Shakenna Adams-Gormley (Vice Chair), Gloria Brewer, Shane Doyle (Chair), Vickie Drake, Ali Fadl, Stacey Gustavson, Linda Hankey, Erin Hudgins (Secretary), Jeremi Lecuyer, Sandra Marke, Angie Moy, Luis Santiago, Alexander Valencia-Reyes

Guests: Debbie Brown-Delone, Bill Delone, Noah Saposnik

Liaison: Clevtte Ridguard

Call to Order

Chair Shane Doyle called the meeting to order at 1:06pm. The meeting was recorded for internal use.

Constituent Concerns

There are no concerns at this time.

Approval of Agenda and Previous Minutes

Minutes from October 4, 2018, and the agenda are approved as written.

Rockville Lions Club Presentation- Bill Delone, and Debbie Delone

Mr. and Mrs. Delone presentation highlighted the following:

- Encourages the Montgomery College community to consider becoming a Lions club member.
- A friendship night event Wednesday November 7, 2018 in SC 152 at 7pm
- Has 34 clubs with the 22-c district, has been locally in Rockville for 80 years, has been involved with Montgomery College for over 30 years, and gave over \$80,000 in scholarships to students.

MC Foundation Update- Noah Saposnik

- Last year Montgomery College gave \$2.4 million in scholarships to students.

- 2100 scholarships total with an increase of about 100 to 200 a year.
- Students can apply for scholarships online (application called Academic Works)
- MC has set aside one time emergency funds for any kind of disaster or situation.
- Employees can donate via payroll deduction to an existing scholarship or can create their own scholarship.

For more information please email Noah Saposnik at Noah.Saposnik@montgomerycollege.edu

MC 2025 Planning Committee Update- Vickie Drake

The planning committee has focused on these activities:

- Standardized terminology that will be used throughout 2025
- Pulled together MC2025 themes in different place such prior plannings, steering committee, academic, and student affairs master plan etc.
- Matching priorities to themes.

New Member Introduction

Mr. Jeremi Lecuyer was introduced as the new member appointed as the WDCE representative. This is replacing the previous member who had not attended any meetings to date.

Staff of the Year Award Resolution- Shane Doyle

Erin Hudgins moved and Vickie Drake seconded to remove these motions from the table, the motion passed unanimously. Vickie Drake had previously moved to amend the document making part time permanent employees eligible at a prorated rate for the Staff Member of the Year Award, and Dana Daniels seconded the motion. The Council voted all in favor, with 1 vote against, and 1 abstention. The original motion to approve the document as amended was then reopened and passed with 7 votes in favor.

Compensation Plan Communication Concern

There was a concern that the lack of general wage adjustment for employees who are now at the top of their compensation scale was not well communicated. Vickie Drake made a motion to draft a resolution recommending that a change in an employee's compensation status that will cause their general wage adjustment to be withheld be explicitly communicated in any updates about wage changes, and that it be posted in My MC, and Workday. Shakenna Adams-Gormley seconded the motion, followed by a vote with one opposed.

Council Liaison Finalization

Staff Council conducted the finalization of its members volunteering to become Staff Council Liaisons to various councils.

Tracking Report Update

- Shane will have a draft resolution for the GWA concerns for review by the Nov. 15th.

- Suzanne Redding will come and speak to council about supplemental retirement being deducted for only 10 months at the Nov. 15th meeting.
- Staff council has passed the allowance of part-time staff to be nominated for the Staff Employee of the Year Award resolution, and that will go to college council in Dec.
- The follow up on the P&P sexual misconduct policy is that the term misogyny is a colloquialism and P&P has a legal term that has the same meaning that must be used.

Chair Report

- Policies currently open for public comment that will be closing 11/20/18 are Compensation, and Interns and Volunteers policy.
- Policy currently open for public comment until 11/16/18 is Public Safety. There was a question raised regarding the fact that the section on Public Safety personnel issuing letters of trespass being removed from the P&P. It was explained that Public Safety personnel are authorized to do so through the Maryland Educational Code, and therefore this does not need to be in the P&P.
- Policies that will be out for open comment next week is disciplinary action and suspension, discharge policy, and the personnel grievance process.
- All Governance Council meetings are open meetings. Anyone may attend any council meeting. If anyone is told that they are not allowed to come to a meeting, they should contact Clevette Ridguard or Brad Pabian.

Agenda Items for next Meeting

- Finish Resolutions
- Liaison reports
- MC 2025 planning
- Guest speaker Susan Redding from HR

Adjournment

The meeting adjourned at 2:29pm.

Summited by Erin Hudgins

Staff Council Secretary