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## MONTGOMERY COLLEGE GOVERNANCE

### Staff Council

September 17, 2020

Via Zoom

1:00pm-3:00pm

#### Attendees:

- **Members Present:** Shakenna Adams-Gormley (Chair), Daphne Alfelor (Secretary), Brooke Crothers, Ramon De La Cruz (Vice Chair), Alton Henley, Dwayne Henry, Surayya Johnson, Tilandra Rhyne, Carroll Rollman, Christopher Standing, Kristina Schramm, Amanda Stroud, Matt Wilson
- **Members Absent:** Charles Braxton and Reginald Cabrera

#### Call to Order

The regular meeting was called to order at 1:00 pm by Chair Shakenna Adams-Gormley.

#### Constituent Concerns:

- Shakenna Adams-Gormley brought forward a constituent concern regarding tuition waiver benefits for dependents of employees who passed away while still employed at Montgomery College. Setup recommendation.
- Amanda Stroud brought forward a constituent concern regarding the policy and procedures for the Talent Share Program needing to be more transparent.
  - Where are the needs and can employees opt out any time?
  - Amanda Stroud is assigned to follow up with Krista Walker in HR on this concern.
- Carroll Rollman shared a few constituent concerns:
  1. Notification alerts when procedures or forms are updated on HRSTM, OBS, or OIT.
    - New email boxes for submission of forms – EAP requests
    - Updated forms such as timesheet (payroll); special request form (procurement); reimbursement form including mileage chart, vendor direct pay form (accounts payable)
    - Carroll Rollman is assigned to follow up on this concern.
  2. Request that forms be unprotected. Currently cells on the forms are locked and cannot be adjusted as needed to fit text.
    - Carroll Rollman is assigned to follow up on this concern.

#### Unfinished Business (Posthumous Benefit – Tuition Waiver )

- Carroll Rollman recommended that tuition waiver benefits be extended to dependents of employees who passed away while still employed at Montgomery College. Brooke Crothers second it.
- Select council members will reach out to respective offices to see if there are any ramifications of what is allowable in regards to the posthumous benefits before a recommendation is submitted. The assigned council members will report back on their research at the next staff council meeting.
  - Ramon De La Cruz – Sue Redding and Krista Walker (HRSTM)

- Amanda Stroud – Donna Schena (AFS)
  - Shakenna Adams-Gormley – Tim Dietz (General Counsel)
- Discussion about the age of dependents. Suggested benefits could apply until the age of 26. Per David Sears, MC Foundation could provide additional support for dependents who are close to the cut-off age.

### **New Business (Staff Council FY21 Goals)**

- College Council Goal – Transformation and Resilience
- Staff Council’s FY20 goal – getting the word out about Governance
  1. Continue communication’s goals (finish Governance video)
  2. Chris Standing suggested a student-oriented goal (i.e. disenfranchisement – “White Rage”)
    - Last year’s goal pertained to the shuttle bus service

### **Chair’s Report**

- Policy & Procedures are out and available for feedback until 10/2.
  - 32500 Flexible Work Arrangements
  - 38001CP Recognition Award
  - 43002CP BOT Grant/Scholarships
  - Submit feedback to Shakenna or can submit individually.
- Submit questions by 9/18 for Conversation and Leadership. Answers will be provided on 9/24.
- Mobile Market flyer was emailed. Volunteers needed. Contact Sergio Washington and Benita Rashaw for additional information.
- Donate hygiene products for giveaways to students and the communities.
- Free and anonymous counseling is available to faculty and staff.
- Community resources crisis hotline is available at 240.777.4000.
- Wellness Program available for fall semester.
  - Complete application if you would like to participate.
  - \$35 reimbursable for outside gym memberships. Need to attend 10 classes every month.
  - Wellness release time (1.5 hours/week) – need to complete form, get supervisor’s approval, keep a copy of your records.

### **Announcements and Agenda Items for Next Meeting**

- Posthumous Benefits Research

**Adjourned at 1:58 p.m.**

Respectfully submitted by  
Daphne Alfelor, Staff Council Secretary