

MC GOVERNANCE

Staff Council

Thursday, December 15, 2022

Meeting 8

1:00-3:00 PM, via Zoom

MINUTES

Members Present: Beth Reilly (Chair), Matt Wilson (Vice Chair), Nghi Nguyen (Secretary), Daphne Alfelor, Carla Ammerman, Bo Chan, Lisa Dobbins, Christin Slaughter, Miho Shimizu, Dwayne Henry, Javon Inman, Ramon De La Cruz, Surayya Johnson, and Betsy Leonard

Liaison: Joyce Matthews (Proxy: Emily Schmidt)

Guest(s): -

Absent: -

Call to Order

- The regular meeting was called to order at 1:00 pm by Chair Beth Reilly.

Constituent Concerns

- Matt Wilson brought up a concern that came through email regarding leave. Staff member has a concern:

According to our benefits, we earn:

Length of Service: Less than 3 years

Time off Earned Per Pay Period: 4.61 hours

Time off Earned Per Year: 15 days per year (120 Hours)

Length of Service: 3 years but less than 15

Time off Earned Per Pay Period: 6.15 hours

Time off Earned Per Year: 20 days per year (160 Hours)

Length of Service: 15 years or more

Time off Earned Per Pay Period: 8 hours

Time off Earned Per Year: 26 days per year (208 Hours)

However, the calculations are off for the first two tiers of service levels. We have 26 pay periods, and if you calculate it, it's actually less than the total we are supposed to earn (not much, granted, but it messes up calculations).

So, for the first three years, a person earns 119.86 hours a year, meaning they are short .42 hours the first 3 years. And then a person earns 159.9 hours a year, meaning they are short 1.2 hours over the next service length. Overall, an employee earns 1.62 hours less than they should based on the totals. Again, not much, but it can be a bit of an issue when one is trying to carryover a full allotment of annual leave, but cannot actually “make” the full allotment. As well, the totals are always a bit wacky until a user gets to 15 years.

I brought this up to an HRSTM rep, and they said they would look into it, but I didn't hear back from them. There should be some way to calculate the missing time on one of the pay periods, so that it would equal the rounded amounts. This has been bothering me for a while, and I am hoping that it can be looked into and corrected. Again, I understand it's “not that much time lost”, but it makes things difficult.

Meeting Minutes

- Betsy Leonard's name was misspelled.
- Matt Wilson motioned to pass the December 1, 2022, minutes with the correction. Javon Inman seconded. Unanimously approved.

Chair's Report

- College Council met 12/13
 - President's Remarks
 - College Council's Chair's Report
 - Board of Trustees Meeting Summaries
 - Governance Information
 - Encourage staff to be proxy if staff council member cannot make the meeting
 - Metz Discussion
 - Addressed a lot of the concerns
 - Student Council had a list of feedback
 - Each campus has a Metz manager (head chef), who is point person for each campus
 - Phil Hacker (TPSS), Ava Gibbons (G), Mike Humphrey (R) will replace Don in January 2023)
 - Equity and Inclusion Presentation with Ms. Sharon Wilder
- Outstanding Staff Awards
 - Deadline is March 1, 2023
- Staff Enrichment Day
 - Services will be suspended until 2:00 PM
- ignite Hub Speaker Series
 - Visit website for events information
- Digital Story Telling Showcase, 12/22, 10:00-11:30 AM
- Spring Opening Meeting, 1/17, 9:00 AM, TPSS Campus, Cultural Arts

- College closes 12/24/2022-1/2/2023
- MC Innovation Funds Grants
 - \$40,000 Available
 - Faculty, staff, administrators, and students are eligible to submit proposals.
 - Deadline is Monday, March 21, 2023
- Final invoice and expense payments for FY23 is 12/21
- Staff Required Training
 - See Workday

Unfinished Business

- Goals – Outreach Update
 - Submitted digital signage for campus monitors, so this part of the goal is completed.
 - First Staff Council Digest went out
- Food Insecurity Subcommittee
 - Will meet again in January
 - Still set for Valentine’s week

New Business

- Leave Missing Hours
 - Carla Ammerman is taking the lead.

Staff Council Tracking Report

- New and Pending Items: 1
- Monitoring Items: 4
- Closed Items: 12

Announcements/Future Meeting Agenda Items

- WDCE Experience, Thursday, January 5, 8:45 AM-12:00 PM
- Part-Time Faculty Conference, 1/14, TPSS, Cultural Arts
- Strategic Plan Advisory Refresh Committee (SPARC) College-wide Forum, January 19, 2023
- Join concert at the Cultural Arts Center, 1/21/23, 6:00-9:00 PM. In support of our students, <https://www.tix.com/ticket-sales/MCCAC/6907/event/1304362>
- Scot Brown, HRSTM, has been invited to Staff Council

Adjourned at 2:09 PM

- Motioned by Lisa Dobbins Wilson. Seconded by Surayya Johnson. Unanimously approved.

NEXT COUNCIL MEETINGS

Thursday, February 2, 1:00-3:00 PM
 Thursday, February 16, 1:00-3:00 PM

Thursday, March 2, 1:00-3:00 PM

Submitted by
Nghi Nguyen, Staff Council Secretary