

Staff Council Meeting Minutes

Date | Tuesday, Feb 14, 2023

Time | 2:30PM

Location | MTC 107

Attendance

Present:

Jason Arnett, Sean Bergman, Angela Boyer, Jerry Droge, AnnLouise Fitzgerald, Carol Gard, Latonya Hood, Jeff Hoyer, Karen Koller, Kaitlin Krumsick, Ed Lovitt, Dan Robles, Christina Seitzinger, Jill Sigler, Kim Steinmetz

Absent:

Robin Judkins, Austin Maxwell, Leslie Quinn, Betsy Timm

Approval of January 24 meeting minutes (5 minutes)

- Made change in heading from Agenda to Minutes
- Moved and approved Meeting Minutes with this change

Previous Topics/Old Business (30 minutes)

- Item #90 - Concern about the compensation disparity between part-time and full-time counselors
 - 01/24/23 – After robust discussion, Staff Council has decided to table this discussion until the next Staff Council meeting on 02/14/23.
 - 02/14/23 - Referred to HR subcommittee
- Item #87 - Can Human Resources (perhaps along with the various VPs?) develop and implement a training program for supervisors, managers, and Directors so that they may more quickly understand their roles whether they are promoted from within or hired from outside the College?
 - 11/17/22 – No discussion
 - 12/13/22 – Referred to HR subcommittee
 - 01/24/23 – After robust discussion, Staff Council has decided to table this discussion until the next Staff Council meeting on 02/14/23. May enlist assistance from the Employee Engagement Strategic Plan team for ideas or assistance.
 - Jeff had a discussion with Rachel Haynes and offered that staff council would be happy to help her. Jeff mentioned Jason Arnett specifically as our author of this topic.
 - Perhaps we gather a list of gaps (in rank order??) to bring back to this discussion/task force. Should we have mentors?
 - 2/14/23 – Staff Council sending representation to work with Staff Development that would represent the different levels of staffing. Staff Council will assist in making recommendations of who, across campus, to work on this committee.

New Topics/New Business (20 minutes)

- Item #91 - Concern about how salary increases are determined for staff. They seem to be connected to faculty bargaining unit, but not fully.
 - 2/14/23 – Staff Council is notifying HR of this repeat topic. As a response, Staff Council is using the response HR supplied to topic #85, below:

Through contract negotiations, the Board of Trustees typically approves annual salary increases for faculty for consecutive three-year periods. For example, in 2021, the Board and Faculty Association negotiated salary increases for faculty equivalent to 2.6%, 2.5%, and 2.75% for contract years 2021-22, 2022-23, and 2023-24 respectively. Following negotiations, each year the administration then typically recommends salary increases for staff consistent with the increases negotiated for faculty. Each spring, the administration submits a recommended pay increase for non-bargaining unit staff through the committee structure. That recommendation is then taken to the full board for approval at a regular meeting of the Board of Trustees.

- Item #92 - Concern about how employee evaluation process is handled for part-time employees. (Filed by Jeff Hoyer after a conversation with Kristen Ramsdale)
 - 2/14/23 – Referred to HR Subcommittee

Committee Reports (30 minutes)

- HR Subcommittee
 - Item #85 - Concern about the master agreement salary increase for FY24. Has the non-bargaining unit ever departed from the master agreement amount? 0.5% seems way too small for next year if we want to recruit new employees. (Please see column “S” Question – for details and link to Master Agreement)
 - 10/10/22 – No discussion
 - 11/17/22 – No discussion
 - 12/13/22 – Referred to HR subcommittee
 - 01/24/23 – Referred back to HR Subcommittee for a more thorough response
 - 2/14/23- HR response

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- College Council
 - Item #61 – Multiple concerns including a general lack of trust in senior leadership, a feeling that we are pushing experienced people out the door and devaluing the staff who are staying.

- 2/14/23 – Update: College Council will meet on Wednesday February 22 and will discuss progress on the communications issue referred to us by Staff Council. We are collaborating with Institutional Research on the design of research on communications across campus and expect to conduct focus groups on the subject sometime in the Fall.
- Item #86 - Desire to live stream certain events on campus (ex: president's address, management topics) (See column “S” for the fact check comments)
 - 11/17/22 – No discussion
 - 12/13/22 – Referred to College Council as an additional communication concern, being cognizant of the potential need for college resources.
 - 2/14/23 – No update
- Staff Development Awards and Recognition (Austin Maxwell, AnnLouise Fitzgerald)
 - 2/14/23 – No update
- All Staff Meeting
 - 2/14/23 – Group needs to begin thinking about a committee and structure for the fall meeting.
- Job architecture RFP
 - 2/14/23 – No update, no additional Staff Council input on this committee
- Space Committee
 - 2/14/24 – Jeff Hoyer discussed the first floor GEB expansion and timeframe as outlined in the Master Plan.
- Sabbatical Committee
 - 2/14/23 – No update
- Inclusion and Engagement Committee
 - 2/14/34 – No update. Latonya Hood will reach out to Susan Hoffman to see the status of this committee

Addendum

- HR Subcommittee meeting minutes