

Staff Council Meeting Minutes

Tuesday, August 23, 2022

Present: Jason Arnett, Sean Bergman, Angela Boyer, Latonya Hood, Kristy Howell, Jeff Hoyer, Karen Koller, Kaitlin Krumsick, Mary Anne Matos, Austin Maxwell, Caitlin Murphy, Leslie Quinn, Jill Sigler, Kim Steinmetz, Betsy Timm

Absent: Carol Gard, Robin Judkins, Ed Lovitt, Dan Robles,

Approve Prior Meeting Minutes (5 minutes)

- August 9, 2022 Meeting
- Motion made and approved to remove a bullet point from Item #72, this was not part of Jeff Hoyer's "fact check" with Finance, thus potentially inaccurate information
- Approved the Minutes with these changes

Previous Topics (30 minutes)

1. Item #71 - Desire for an explanation of why the JCCC mill levy was decreased.
 - This portion of the question referred to Rachel Lierz, Associate Vice President Financial Services / CFO for a written Response
~Also an explanation of how the 2.5% staff pay increase was determined.
 - This portion of the question referred to Colleen Chandler, Director of Human Resources for a written response
 - Kaitlin Krumsick to follow-up with Colleen Chandler on timing for a response
 - **Topic will carry-over to September 13 meeting
2. Item #72 - Question about Cabinet receiving both a \$40 communications stipend and \$260 milage stipend per month, when other employees had the cellphone stipend sunset and enter milage into Concur.

~Staff Council Response:

- Fact Check 8/1/22 (Jeff Hoyer with the Finance Office) The communication stipend was eliminated June 30, 2022, for cabinet members at the same time as other employees.
 - Vice President level and above receive a \$3,000/year car allowance.
3. Item #73 - Desire to have transparency around pay levels prior to and after job family implementation
 - Group moved to move this topic to the HR Sub Committee to look at the transparency to look at the positions and make it easier for managers and employees.

4. Item #74 - Closing on Fridays in the summer while allowing 8-hour days M-Th

~Staff Council Response:

- At this time Staff Council has chosen to not move this topic forward. After much discussion, the conclusion is this topic does not support the college's mission.

Committee Updates (10 minutes)

- All Staff Meeting – Feedback from the group for our committee
 - Very positive feedback following the event!
 - Were several questions that were not posed and answered during the Q&A portion., these will be answered in writing and posted on InfoHub
 - Will post a link to the recorded session on InfoHub and Staff Council InfoHub
 - Attendance: 128 ppl in person, 455 on Zoom
 - Feedback: Staff would like to have a session / format for the spring 2023 PLD days
 - Committee will meet for a debrief and lessons learned
 - There are in-depth notes and a roadmap for the next committee to follow
 - Staff Development will be sending a survey to attendees, the committee will review and notate any necessary adjustments for the next iteration
 - Recording
Link <https://jccc.yuja.com/V/Video?v=5751611&node=25053790&a=129733853&autoplay=1>
- HR subcommittee
 - Committee did not meet in person
 - Email conversation RE: tuition reimbursement for part-time temporary employees (ongoing topic #66 below)
 - No conclusions or solutions, group will revisit at next meeting
- Inclusion and Engagement Committee
 - No reported updates
- Sabbatical Committee
 - No reported updates
- Space Committee
 - No reported updates
- Benefits/Retirement Committee
 - No reported updates
- Other updates
 - None

Ongoing Topics (25 minutes)

1. Item #66 - Desire for part-time student workers to get some tuition assistance.
 - 08/09/22 – Group moved to send this topic to the HR Subcommittee for further clarification, guidelines, and language in the way benefits for employees are posted on the colleges website based on job classifications and Marketing language.
 - 08/23/22 – No reported updates

2. Item #67 - Desire for staff to receive the same pay increase as faculty when they complete college degrees.
 - 08/09/22 – Group moved to move this topic to the HR Sub Committee to discuss why there is not a parallel between staff and faculty; why faculty now gets a tuition reimbursement and a pay bump when they complete college degrees and staff do not.
 - 08/23/22 – No reported updates

3. Item #68 - Desire for changes in the way HR shares large important communications, like the compensation plan.
 - 08/09/22 – Group moved to move this topic to the HR Sub Committee directly as written, as an example of the types of topics and verbiage utilized, that are being submitted by staff.
 - 08/23/22 – No reported updates

4. Item #70 - Desire for safer way for pedestrians to navigate parking lot north of SC/COM/GEB.
 - 08/09/22 – Group moved to move this to Campus Services/Facilities Planning and the JCCC Police department to ask for a Traffic study with the City of Overland Park.
 - Kristy Howell and Dan Robles to lead this effort
 - 08/23/22 – No reported updates