

# Staff Council Meeting Minutes

## Tuesday, October 11, 2022

**Present:** Jason Arnett, Sean Bergman, Angela Boyer, AnnLouise Fitzgerald, Carol Gard, Kristy Howell, Jeff Hoyer, Robin Judkins, Karen Koller, Kaitlin Krumsick, Ed Lovitt, Mary Anne Matos, Dan Robles, Jill Sigler, Kim Steinmetz, Betsy Timm

**Absent:** Latonya Hood, Austin Maxwell, Leslie Quinn

Welcome AnnLouise (5 minutes)

Rachel Haynes Staff Awards (10 minutes)

- Will receive document to put on the teams share for feedback by Thanksgiving
- Would like to put together a working group to review

Approve Prior Meeting Minutes (5 minutes)

- September 27, 2022 Meeting

Previous Topics (15 minutes)

**1. Item #77 - Will medical benefits that begin in January include bariatric surgery.**

- 09/27/22 – Referred to the HR Subcommittee
- 10/10/22 – No update

**2. Item #78 - Publishing Staff Council minutes faster.**

- **Staff Council Response:** During the Academic Year 22-23, staff council meets for 1.5 hours on the 2nd and 4th Tuesdays of each month. In accordance with our bylaws, at the start of each meeting we review and officially approve the minutes from the previous meeting and we aim to publish those approved minutes the following day. So the soonest you will ever see the minutes from a meeting will be two weeks and one day after the following meeting. You may see a delay in information about a particular submitted topic because we have referred that topic to a sub-committee for additional input and review. You may also see a delay in a particular topic because we discuss each topic in the order it was received and when we have a high volume of topic submissions we are not able to discuss them all in the next meeting and we may defer some to a future meeting.

**3. Item #79 - What is the difference between Admin Assistants and Coordinators, when in some areas, the positions are the same**

- 09/27/22 – Referred to the HR Subcommittee
- 10/10/22 – No update

4. **Item #80 - Concerns about HR Sub Committee, not getting answers back fast enough.**

**Questions about other committee work**

- **Staff Council Response:** It appears this topic is in response to issues being addressed by the JCCC Benefits/Retirement committee, though it addresses the HR subcommittee. Staff Council works with HR in several capacities.

The HR Subcommittee is a joint group consisting of Staff Council and HR representatives. Since the creation of this subcommittee, difficult and important conversations have been respectfully discussed with the goal of fostering mutual understanding and advancing staff needs with administration at the college. This committee reflects the interests and concerns staff have brought forward through ticket submission.

Staff Council is also occasionally asked by groups across campus (including HR) to send representatives to participate on various committees. For instance, two Staff Council members have been participating in the “Benefits/Retirement Committee” over the past few months.

The work of the HR Subcommittee and other campus committees in which Staff Council members participate are separate, even if topics do at times intersect.

Ongoing Topics (5 minutes)

1. **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
- 9/13/22 – Tom Hall, Chief Russell, Officer Cathy Rhoades, and Officer Dan Robles will go out and look at the space and come up with a solution
- 09/27/22 – No reported updates
- 10/10/22 – No reported updates

New Topics (25 minutes)

1. **Item #81 - Request to allow their pronouns to be on their JCCC name tags**

- 10/10/22 – Referred to HR subcommittee

2. **Item #82 – Request to be able to Audit a credit class and have the cost of that class be covered just like taking a credit class for credit.**

- 10/10/22 – Referred to the HR subcommittee

***\*\*Time constraints did not allow for discussion on any of these topics. All topics moved to discussion at 11/17/22 meeting.***

3. **Item #83 - Request to allow VERB excess hours to go to the sick leave bank.**

- 10/10/22 – No discussion

4. **Item #84 - Request to be allowed to work extra hours in the office of diversity for extra pay.**
  - 10/10/22 – No discussion
  
5. **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.**
  - 10/10/22 – No discussion

Staff Council Town Hall (5 minutes)

- October 25, 2:30 pm – Kaitlin Krumsick arranged zoom meeting, prepared and sent notice out via InfoHub.
- Committee and full Staff Council to review the PowerPoint/agenda of the presentation

Committee Updates (30 minutes)

1. All Staff Meeting
  - 10/10/22 – No update given
  
2. HR subcommittee
  - 10/10/22 – No update given
  
3. Inclusion and Engagement Committee
  - 10/10/22 – No update given
  
4. Sabbatical Committee
  - 10/10/22 – No update given
  
5. Space Committee
  - 10/10/22 – No update given
  
6. Benefits/Retirement Committee
  - 10/10/22 – No update given
  
7. Job architecture RFP
  - 10/10/22 – No update given
  
8. College Council
  - 10/10/22 – No update given
  
9. Other Updates?
  - 10/10/22 – No additional update given