

King's College Staff Council Minutes

February 8, 2017

The King's College Staff Council Meeting met in the Molewski Room 109 on February 8, 2017. Jared Menghini called the meeting to order at 9:05am. Members in attendance included:

Jared Menghini	Fr. Tom Looney	Donna Cerza
Melissa Czock	Sophia Holbrook	Beth Ann Kolodgie
Kelly Lettieri	Cheryl Nardone	Mimi Murphy
Tammy Singer	Ashley Stevens	Mary Jo Deno

MOTION TO ACCEPT THE January 18th MINUTES:

Approved by

Kelly Lettieri and Cheryl Nardone. All in favor, no opposed, no absentions.

Items of Discussion

1. Town Hall Meeting
 - a. Morning had a greater attendance
 - b. Performance Review
 - i. Asked about feedback received from Reviews
 - ii. Asked if another addendum could be added for employee feedback
 - iii. Need full cycle to be completed before it can be evaluated
 - iv. Asked to have a section to be completed by either the Supervisor or employee to talk about something specific that cannot be evaluated based on the questions given
2. FSLA
 - a. Jared is scheduling meeting with John to discuss issues
 - i. Back pay
 - ii. Employee moral
 - iii. Idea of raises should not be considered budgetary but rather a mission based decision
 - iv. Timeline
3. Spring Break (week when students are not here)
 - a. Ask for option of either getting out early Monday – Friday similar to Summer Hours or have early dismissal Friday
 - b. Difficult for HR and Payroll
 - c. What do other Local Colleges Do for their employees during Student Breaks
 - d. Would it be equal for every department
4. Request for a Sick Bank

- a. Instead of losing vacation time can it be donated to the sick bank for others to use
- b. Need to address with new HR Director
- c. Question on how it would be distributed
- d. Look into changing to unlimited sick time
 - i. Need policy to prevent abuse (example doctor notes)
 - ii. Might help with recruitment
- 5. Tuition Exchange/Tuition Remission/CIC/Holy Cross Recrip.
 - a. Look to redo the rules and policies associated with them
 - b. Many grey areas
 - c. How is time determined
 - d. Need policy review
 - e. How many import/export slot available vary from year to year
 - f. Donna Cerza will lead Ad Hoc Committee which will be formed under the Compensation & Benefits Committee to look at Tuition Benefits
 - i. Kelly Lettieri put up for a vote and all were in favor
 - ii. Melissa and Cheryl volunteered to be on the committee
- 6. Old Business
 - a. Student Affairs vacancy filled
 - i. Jared welcomed Ashley Stevens to Staff Council
- 7. New Business
 - a. Committee Updates
 - i. Social Committee
 - 1. Meet and Greet will be held on February 28th
 - ii. Professional Development Committee
 - 1. Meeting this week to discuss Staff Council Leadership Award Nominations
 - iii. Fiscal Committee
 - 1. Planning a fundraiser
 - b. Division Updates
 - i. Campus Ministry
 - 1. Holy Cross Day of Service is being planned
 - ii. Student Affairs
 - 1. Ned McGinley will be retiring
 - iii. Enrollment Management
 - 1. Jim Anderson will be leaving the Admission Office at the end of April

Meeting was adjourned at 10:14am by Jared Menghini seconded by Tammy Singer.

Next Meeting is March 14, 2017 at 9:00am in Molewski.

