
MONTGOMERY COLLEGE GOVERNANCE

College Council
March 28, 2017
MKE 115
2:30 p.m.–4:30 p.m.

Attendees

- Members present: David Anthony, Maria Adams Davidson, Christian Gbewardo, Cathy Giovannetti, Linda Griffin, Nancy Lineman, Ben Nicholson, Rick Penn, Ed Riggs, Steve Taylor, Page Whittenburg, Laurie Williams
- Proxies present: Victoria Lees for Amy Crowley, Britney Green for Norma Winffel
- Guests: Janet Wormack, Robert Roop, Heather Pratt, Tacy Holliday

Call to Order

Chair Ed Riggs called the regular meeting to order at 2:31 p.m. The agenda was approved by unanimous consent.

Constituent Comments

None

Approval of Minutes

The minutes from the February 28, 2017, meeting were approved by unanimous consent.

Classification Compensation Update

Robert Roop introduced Heather Pratt, new director of employee relations and labor relations. She provided a brief overview of her job responsibilities.

Robert Roop and Janet Wormack updated the council on the status of the review and redesign of the College's classification and compensation program. A compensation policy advisory group will be formed in April as a means of getting input from the College community on the proposed classification and compensation program and to review the new program in light of current policies and procedures. The cost implications of the new program will be defined later in the summer.

Governance Constitution Amendment

Based on comments received about a proposed amendment to the governance constitution that would permit the scheduling of January meetings to be at the discretion of council chairs, Ben Nicholson withdrew the proposal. He will bring it back to the Operational Services Council for further consideration.

Staff Council Proposals

Special Recognition Leave Award Proposal

David Anthony asked the College Council to consider a Staff Council recommendation developed in response to a constituent concern that the College consider adding a special leave-based recognition award in addition to the already established monetary awards.

David Anthony made a motion that a special recognition award in the form of leave be added as a recognition award. The motion was seconded and discussed. Council members raised questions about whether this would be adaptable for faculty and whether it would need to go through collective bargaining. The motion passed by a vote of 10 in favor (Anthony, Davidson, Gbewardo, Giovanetti, Green, Griffin, Lees, Lineman, Nicholson, Williams), 0 opposed, 2 abstentions (Penn, Taylor).

Alternative Annual Performance Bonus

David Anthony asked the College Council to consider a Staff Council recommendation in response to numerous constituent questions regarding the lack of performance bonuses.

David Anthony made a motion that the College Council respectfully request that during times when performances bonuses are unfunded for that year, the College shall provide the following staff reward: staff who receive “exceed expectations” on the annual performance evaluation shall be awarded two (2) additional paid personal days, available immediately. Staff who receive “far exceeds expectations” shall be awarded four (4) additional paid personal days, available immediately. The motion was seconded and discussed. Questions were raised about the logistics of how the leave could be used and the financial impact to the institution, and a concern was expressed about how such recognition further divides classes of employees. The motion passed by a vote of 8 in favor (Anthony, Davidson, Gbewordo, Griffin, Lees, Lineman, Nicholson, Williams), 3 opposed (Green, Penn, Taylor), 1 abstention (Giovannetti).

TP/SS Campus Council Proposal

Laurie Williams asked the College Council to consider a recommendation from the Takoma Park/Silver Spring Campus Council in response to a constituent concern about not having a calendar that lists events and activities across the College.

Laurie Williams made the following motion: The Takoma Park/Silver Spring Campus council recommends that the College examine the feasibility of implementing a central calendar system in electronic format to inform students and employees of activities and events at Montgomery College. The motion was seconded, discussed, and passed unanimously.

Election of 2017–2018 College Council Chair

David Anthony was elected chair of the College Council for the 2017– 2018 academic year.

Announcements & Council Member Concerns and Input

Rick Penn asked for a presentation at an upcoming meeting to clarify the communications policy about blast e-mails and its impact on governance.

Steve Taylor reminded council members to use their Raptor dining cards. Council members noted some initial glitches with the pilot program, including with the card distribution and confusion about the cards in the cafes.

Britney Green suggested the council have a presentation about the class cancellation policy and how this impacts students, faculty, and staff. Maria Adams said Margaret Latimer and John Hamman had presented to the Student Services and Success Council, and their presentation would benefit everyone.

Ben Nicholson made a motion to adjourn at 4:21 p.m. It was seconded and passed unanimously.

Meeting adjourned at 4:21 p.m.

Cathy Giovannetti
College Council Secretary