

STAFF ALLIANCE MEETING MINUTES

Oct 16, 2006 - 3:00PM - PS 132B

Presiding: Sarah Sulzen

In attendance: Wes Bertagnole, Joan Houghteling, Roberta Scholtz, Shirley McKenna, Glenda Pullen, Linda Nichols, Rachel Wright, Dianne Dorsey

Approval of the Minutes

No minutes to approve

Treasurers Report

Report: \$383.61 remaining in budget after spending \$13.25 for a box of checks. Motion to reimburse the Biology Dept. for \$40 for Employee trivia. Linda first, Roberta, second.

Messages and Announcements

- **Casper College Council** : Policy revision with Sharon Noel: First three looking at are nepotism, travel, and sexual harassment policies. Nepotism: no immediate or indirect supervisory positions when married. Sexual harassment: no dating between employees. Will be sent to HR and then to alliances, president, board to be approved when completed. Vending contract: no decision, MMR: no decision, BOCES: money available if have ideas. Next meeting a week from 10/24.
- **Casper College Board:** meet 10/17. Sarah reported on newsletter.

Committee Reports

- **CCA Council** – Paul Marquard spoke about Oktoberfest. Nash study discussed: Administration has someone in the state dept. willing to do a survey like the Nash study free of charge, Nolte has asked to hold off on.
- **CCA Activities** – Oktoberfest Friday, October, 27, 6pm-11pm, Isaac Walton – dance instructor from Dance West coming to give lessons. CCA has sent cards to Shelly Norvell whose mother died and Tanya Peterson whose father died.
- **General Representatives** – Shirley McKenna received an anonymous email in opposition to the leave policy which she forwarded to Linda.

Unfinished Business

- **Awards and Recognition** (Sulzen/Wright) – Granted \$1000 for annual Robert Durst award. Rachel will reinstate awards committee to discuss how put in motion, name for award, etc. Joan and Wes will join her.
- **Staff Development** (Sulzen/Pullen) –\$5000 awarded for staff development. Money would be housed in HR and run through HR. Glenda will reinstate committee to set discuss how to set in motion.
- **Compensation Plan Consultants** (Sulzen/Bertagnole) – Looking at point schedule as to where an employee falls on scale. Job descriptions of those that had an interview did get rewritten by Dr. Nash to meet with FLSA compliance. Salary Equity Committee is no longer in the administrative policy. This policy change did not go through the alliances. This salary equity committee currently only looking at staff positions. Sharon would like to keep same make-up, 1 admin, 1 faculty and 3 staff members. VP's are supposed to choose three staff members from each department. Wes proposed that Staff Alliance suggest a pool of names for the VP's to select from. Three names from Student Services, Administrative Services and Academic Affairs. Those people would serve at least 2 years and an alternate should be chosen in case someone can not serve. Will suggest they meet on a regular basis. If don't have jobs to place, look at job descriptions and keep updated to current market.

- **Leave Policy Change** (Nichols/Sulzen) – concerns raised about new leave policy proposal. Main opposition is that going from 29 days of personal/sick/doctor dentist to 18 days of personal leave. Only two complaints against.
- **Diversity Committee** (Sulzen) – Sarah contacted Teresa Bogucki about serving on this committee and she has agreed. Dianne Dorsey will be serving on the Diversity Committee as well.
- **Festival of Trees** (Sulzen) – Glenda and Sarah will be asking Kathy Coe to head up project. Roberta will help with MA side of set up.

New Business

- **Open Meetings Issue** (Sulzen) – Brought to attention by faculty member that CC board of trustees is not conducting their meetings according to state law. Many discussions that are taking place behind closed doors should be taking place in meetings. Sarah has been asked to voice concerns for this issue at the board meeting on 10/17. Dianne made a motion for Sarah to indicate Staff Alliance Exec Committee's support of board coming to compliance of state law. Linda, second.
- **CCA rep:** Glenda is current rep. Everyone agreed that Glenda should continue. Dianne first, Wes second for Glenda to continue to serve as CCA rep.

Open Discussion

Next Meeting: Wednesday, November 8 at 2:30 in PS 132B

Adjournment

4:43pm

Respectfully,
Rachel Wright