



## College Council Meeting Summary • May 13, 2019

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*Members Attending:* Mike Brenchley, Gary Carlston, Jake Dettinger, Renee Faatz, Janalee Jeffery, Craig Mathie, Brad Olsen, Larry Smith, Jason Springer, Paul Tew, Bryce Warby

*Others Attending:* Josh Hales, Marci Larsen (secretary)

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### **Welcome (President Carlston)**

- Welcome to Janalee, Renee, and Ben

### **Meeting Minutes (President Carlston)**

- Craig Mathie moved approval; Paul Tew seconded; all in favor, with Janalee Jeffery and Renee Faatz sustaining

### **Birth and Adoption Policy (Vice President Dettinger)**

- Turned time to Josh Hales
- Shared comments and said both commenters had thanked him for response
- Larry Smith said people need to understand this is a new benefit and has had a great deal of discussion with Senate
- Request to change 3.1 from employee “may” receive extra time to “will receive” if they meet requirements/policy if they go through process
- Bryce Warby made a motion to approve the policy with the amendment to 3.1; Larry Smith seconded the motion; passed unanimously
- *Action: HR send final policy with all revisions before going to trustees.*
- *Action: VP Dettinger send to trustees for final consideration*

### **Death Benefit (Vice President Dettinger)**

- Turned time to Josh Hales
- Request to change 4.1 to “ensure” and 4.5 to reference current tax laws
- Jason Springer made a motion to approve with these changes. Bryce Warby seconded the motion. All in favor.
- *Action: HR send final policy with all revisions before going to trustees*
- *Action: VP Dettinger send to trustees for final consideration*

### **Email Communication Policy (Vice President Dettinger)**

- Turned time to Josh Hales
- Had a short discussion on archiving email
- Question on including volunteers, decision to delete the word “volunteer”
- Craig Mathie made a motion to send out for 30-day comment period. Jason Springer seconded; all voted in favor
- *Action: HR will send to all employees for 30-day review*

### **Hiring, Promotion, and Transfer Policy (Vice President Dettinger)**

- Turned time to Josh Hales
- Two policies create confusion and have conflicting information; one is too restrictive, one is too laissez-faire
- Requests for the following changes: in 2.8, replace “develop” with “maintain,” strike 3.1.1.2 and 3.1.1.3, reword “best and easy,” 3.2, add “could include,” take out reference to “HR shall...”
- Craig Mathie motion to send out for 30-days; Jason Springer second; all voted in favor
- *Action: HR will send to all employees for 30-day review*