

MAT Executive Council
Tuesday, August 26, 2008
MINUTES
9:35am
Maricopa Room, DO

Members Present

Jim Neuenfeldt, PC	Kerry Mitchell, PC	Rachelle Clarke, RSC
Andy Lenartz, DO	Scott Wickham, CGCC	Cat Dragon, SCC
Jared Langkilde, MCC	Mike Trier, DO	Cheryl Crutcher, SMCC
Jeanette Stephens, DO	Michele Hamm, GWCC	Jan Binder, PC
Alberto Olivas, DO	Nicola Perry, GCC	
Shirley Henderson, MCC	Seth Goodman, PC	

Call to order: A quorum was established, and the meeting was called to order at 9:35am.

July minutes were approved

Bylaws Update

Andy Lenartz, Chair of the Bylaws Committee, reviewed the Bylaws change process and provided a process flow chart. Any MAT employee can request a change to the document by asking a Bylaws committee member. There are spots available on committee for any interested MAT employees.

Motion to approve change “Proposed Article V, Section 10”

Discussion – MEC should assess dues, but members are not required to pay it.

Motion (PASSED) – Keep original language and ad, “Payment of dues is at the discretion of employees.”

Motion (PASSED) to approve “Proposed Article VII, Section 4”

There was some discussion after the vote. Concern was expressed that the Professional Growth Committee is now just an appeals process. The oversight committee is not in place to make decisions regarding how award applications are approved or denied, but it is instead in place to conform to the MAT Policy Manual and make sure all procedures were followed in the case that award payment is denied and that decision is disputed.

Executive Council Remuneration

MEC members are to receive quarterly remuneration. There are two schools of thought on the subject – MEC members should be paid for the amount of work done vs. MEC members should be paid equally. The initial intention was to incentivize members to step up and serve on MEC, however no established criteria had been set-up to address a MEC member’s level of participation. After discussion on the topic, it was agreed by MEC that just attending meetings should not be the sole criteria, but whatever is determined should be measurable and needs to be a balance between “easy and fair”. A small ad hoc committee was formed to create a pilot plan for remuneration – Nicola, Cheryl, Shirley, and Alberto. The group will forward their recommendations to Jim who will review and distribute to MEC for later vote. For the first quarter, all members of MEC will receive an equal amount.

Professional Growth Updates

Tuition and Activities

Jim Neuenfeldt gave an update on the Tuition and Activities Committee. Although there has been minimal feedback on the new processes for applying for tuition and activities, there has only been positive feedback. It is anticipated by the committee that the process should run more smoothly. All units have a Tuition and Activities rep, but it is too soon to tell if all will be active.

A small ad hoc committee was formed to address looking into a new solution for the application and approval process. Jonathan Baney is developing an almost paperless application and approval system in a three phase process. Phase I will address concerns and functionality important to the Tuition and Activities Committee. Phase II will involve an interface for applicants. Phase III will incorporate the workflow for supervisor/executive approval and fiscal agent and approval tracking.

Sabbaticals

Jan Binder described a change to the Sabbatical Committee process that would allow consideration of exceptions for un-routine, unusual opportunities if there are funds available. The committee talked of opening up application dates because they don't always fit with opportunities that come up unexpectedly.

Jan requested that the Unit Presidents please send her sabbatical rep updates.

Certification

The Certification committee approved 12 more certifications including Mosaic and Navigate Maricopa.

Other Professional Growth Issues

There has been confusion over Specially Funded MAT positions - are they MAT or not? There are discrepancies in the interpretation of the MAT Policy Manual in that some parts of the manual say they are covered and some parts say they are not.

OYO and OSO MAT employees who have been reassigned from other employee groups to MAT are not covered by the MAT Policy Manual and should not receive MAT Professional Growth money.

At-Large Members

MEC engaged in a discussion about the requirements for at-large members. The Bylaws state that at-large-members may be appointed if the MEC has a need for such an individual. There was agreement among the group that if they are to be compensated, they should have specific responsibilities – such as the chair of a MEC committee. If a MAT employee wants to attend MEC meetings, anyone is welcome to observe MEC meetings. It was decided that the Bylaws as written on this topic should be followed - there must be a MEC need for an at-large member.

Reports

Jim asked the group if we need a report from every committee every month. It was agreed that the Treasurer's Report would be required monthly, but could be in the form of an email prior to the MEC meeting and be a brief discussion point each month.

Grievance update

The Grievance Committee has two grievances pending.

Policy Development update

The extended leave of absence information had been removed from the MAT Policy Manual without the approval of MAT. According to the VC of HR and Judy Castellanos, EBAC approved taking it out of all of the employee group policy manuals. EBAC reps are separate from the MAT policy development committee which is the entity that negotiates all MAT Policy concerns. Jim will send out an email itemizing the discrepancies in the MAT Policy Manual before forwarding it to the VC of HR.

Motion – Kerry moves that Jim grieves all of the discrepancies of the MAT Policy Manual on behalf of the MAT Executive Council to the appropriate entities before the close of business. A vote of 14 yays, 0 nays, and 2 abstained.

2008 Elections

Alberto provided a brief presentation regarding the 2008 elections and voting process including – how to register to vote, how to request a ballot by mail, a sneak peak of the 2008 ballot measures, and provided information about permissible political speech and activities as MCCCCD employees.

Adjourned at 11:30am