Manatee Community College
Career Employee Council Meeting
February 16, 2006, President’s Conference Room
1:30 p.m.

Members Present: Allen Goodson/Chair, Roresu Chandler, Doug Barnette, Kathy Fields, Pat Ramirez, Angel Kelly (new representative for buildings 3, 5, 6 and 8)

Guests Present: Jennifer LaHurd, Assistant Director of Human Resources, Dr. Sarah Pappas, President

Career Development Days: Allen distributed information relating to the upcoming Career Development Days including an agenda for each day since Dr. Rosen will do the welcome on March 1st and Dr. Pappas on March 2nd, and a list of the employees who have signed up to date. He noted that enrollment is down and he plans to send out a follow-up e-mail as a reminder since tomorrow was the posted registration deadline. It was also mentioned that some employees may be waiting until the last minute to register.

Additional details were discussed as follows:

- Need to confirm who will do a brief presentation on the MCC Foundation fundraising campaign as well as FACC.

- Need to decide on a couple of group activities (“ice breakers”). Any ideas from the council members would be welcomed.

- Need to confirm the specialty “gift” from administration to be given out (it was mentioned that this year it would be a letter opener).

- Food service provider has not yet been finalized. Allen is waiting to hear back from Brian Blunier. If that doesn’t work out other alternatives will be sought.

- The council members are working on getting door prizes to give out.

Sick Leave Pool: Allen distributed the results from the flashlight survey that was sent to all career employees on 2/10/06. He gave an overview of the responses and, based on the answers and comments, it was clear that the employees did not agree on one specific solution. It was also clear that there is quite a bit of confusion about how the sick leave pool works. To that end, Dr. Pappas suggested that Human Resources send out a brief statement of explanation in a bullet-point format with highlights of the procedure as it currently operates and proposed changes alongside. Other issues were raised concerning the communication of the proposed changes, the role of the Sick Leave Pool Committee and the fact that employees do not always feel comfortable expressing their opinions in an open forum, such as Career Employee meetings. Dr. Pappas left the council members to discuss any further options or suggestions that could be brought forward. The two suggestions that surfaced were: 1) members of the Sick Leave Pool would donate ½ day
per year rather than ½ day every other year (depending on the Florida Statutes); 2) members of the Sick Leave Pool would have to take five (5) days of vacation time rather than the proposed ten (10) days. The council members were asked to survey the career employees in their areas on these two additional options.

**Board Report/Dr. Pappas:** Dr. Pappas reported on the following issues from the recent Board of Trustees Meeting: 1) the college has entered into a document imaging contract which will start with present documents going forward; past documents that are currently housed in a warehouse will also be imaged; 2) A comprehensive proposal for energy conservation was approved which will result in the college being more energy efficient. She added that the Venice campus will be under construction for the next couple of years and this proposal will impact the construction.

**Web Site:** Allen distributed an e-mail from Kathy Walker that included questions from the Information Technology Web Subcommittee on the request to have the CEC Website moved to the Internet. Everyone was asked to review the questions and make any suggestions in order to move this project along.

**Adjournment:** The meeting was adjourned at 3:00 p.m.