

ESC Meeting Minutes

5 December 2024

Attendees: Cinder Barnes, secretary; Liz Feldman; Aubrey Smith; Veronica Banh; Paul D. Miller, chair (serving as Zenobia Garrison's proxy); Sepy Yousefi; Kristen Roe; James Folkes;

Governance members: (Clevette Ridguard, Yvette Taylor, Shakina Adams-Gormley)

Guests: Megan Cooperman, Carla Ammerman,

Absent: Sharon Maxwell; Zenobia Garrison, vice-chair; Lauralyn McWilliams

Call to order:

There is a quorum to conduct business. Meeting was called to order by chair, Paul Miller, at 2:35pm. The meeting was recorded for internal use only.

Approval of Nov. 7 meeting minutes:

Corrections to the minutes suggested by Kristen Roe in terms of duplications in the minutes. Corrections were made by Paul Miller. Motion to approve minutes was made by Liz Feldman. The motion seconded by Aubrey Smith.

Constituent concerns:

Sick leave coverage for full-time faculty: there is confusion about the policy as it relates to Zoom teaching while sick/absences for sick leave, discouragement of coverage by part-time faculty for full-time faculty, issues related to asking full-time faculty to cover for other faculty without pay.

Guest speaker: Megan Cooperman

MC Cares (support and services: faculty and staff assistance program)

On mental health and MC Cares including ComPsych (for 6 free counseling services per issue)

Cigna offers clients three free sessions

Mindfulness programs start in January

Reminder to share Wellness newsletter

EAP Wellness covers walks, 5K's and marathons up to \$50 after completion

EAP Wellness covers stretch labs

[MC Cares | Montgomery College, Maryland](#)

Chair report

Weekly Updates

- Employee Matters
- Inside MC (daily)
- Monday Minutes with Dr. Williams
- Assessment & Testing Center hours are extended for Final Exam week
 - M-F to 7:00

Memos

12/02 MC wellness: December

12/2 ELITE digest

Last mobile markets of the semester:

December 11 RV

December 18 TPSS

MC governance has an Instagram account (65 followers)

Reminders

- Employee professional development catalog is available
- Spring catalog is expected to be released December 18
- First Faculty Fridays/Super Staff Tuesdays (numbers are growing; doubled participants)
- TPSS/ Kaiser members can get Covid shots for free. Employees and retirees can schedule in advance
- Student Wellness Center: food and hygiene products are available on each campus including East County for enrolled students—services include
 - Food lockers
 - Mobile Markets

Guest Speaker: Carla Ammerman

Professional development website

Professional development leave—processes and deadlines

Sabbatical leave—processes and deadlines

HR Updates w/ Lauren Landau

Compensation study

Use or lose your leave by December 20, 2024

Update on ERGs/Affinity group

Logistic meetings will be held with Paul, Krista, Sherwin, etc. regarding the creation of ERGs/Affinity groups

Motion to suspend Robert's Rule made by Liz and seconded by Kristen Roe.

Liz made a motion/ Aubrey Smith seconded the motion to adjourn meeting at 3:34.

Adjournment at 3:34 pm

Respectfully submitted by Cinder Cooper Barnes, secretary