

## OA Council Minutes

December 13, 2011, 10:00 am – 11:30 am  
109 Friendly

Members		Lead Assignment/Title	Present			
Miriam Bolton			Arrived Late			
Patricia Easley			X			
David Espinoza			X			
Linda Leon			X			
Deb Mailander			X			
Colleen McKillip		Meeting chair	X			
Lisa Raleigh			X			
			X			
Guests						
Mary Beth Allen		OA Unearned Sick Leave and OA General Employment Policy	X			
Linda King			X			
<a href="#">Item 1</a>	<a href="#">Item2</a>	<a href="#">Item 3</a>	<a href="#">Item 4</a>	<a href="#">Item 5 and 6</a>	<a href="#">FYIs</a>	<a href="#">Standing Agenda</a>
Meeting Minutes	OA Policy Review	Update on OA Forum	Update on SEC Meeting	Review Qualtrics Survey Comments Planning for 2012		Approval of minutes

Topic	Discussion	Decision	Assignment
<b>Approve Meeting Minutes</b>	September, October 2011 meeting minutes approved. OAC meeting not held in November, therefore there are no minutes to approve.	<b>Minutes Approved</b>	
<b>OA Policy Review</b>	Unearned Sick Leave – Mary Beth introduced the new policy and provided historical background to the existing sick leave advance policy, e.g., intended for one-time catastrophic illness, complement long-time disability insurance, primarily designed for teaching faculty (1970s). Updates to policy are intended to provide better stewardship of public funds, create a better tracking system of the use of advanced sick leave, and create a system with clear criteria to assist managers when considering requests for advanced sick leave. The goal is to install new policy by Jan. 1, 2013.	<b>Comments/suggestions from OAC will be considered.</b>	<b>Linda King/Mary Beth</b>

Topic	Discussion	Decision	Assignment
	<p>OAC suggestions:</p> <ul style="list-style-type: none"> <li>- Change language to allow for the care of sick family members</li> <li>- Maintain compassion for this type of situation while installing controls to prevent abuse</li> <li>- Consider ways to address circumstances where illness occurs near the end of the contract period for an employee whose contract renewal is certain. e. g., Dean could certify contract will be renewed to allow employee to utilize advance sick leave policy (up to 96 hrs.)</li> <li>- Take advantage of a teaching moment as there is not much clarity on what circumstances qualify for short-term disability.</li> <li>- Offer informational meetings; consider other payback options, e.g., cash payments.</li> </ul> <p>OA General Employment Policy – document is still in very rough draft form and is not ready for public display.</p>		
<b>Items 3, 4, 5 &amp; 6</b>		<b>Tabled until next meeting of OAC</b>	.
<b>Next Meeting</b>	<b>Dec. 27, 2011 9:30-11:00 – Location 124 Agate Hall</b>		

Recorder: Linda León