Council members present: Janet Amador, Brandi Balkema, Joan Iva Cube-Fawcett, Gillian Cutshaw, Jane Joyce, Mike Jung, Scott Logan, Sara Mumolo, Rita Pearson, Elise Wong, Irene Umipig, Janet Amador, Collin Pugh

Not present: Jeanne Gilpatrick, Carole Wolf, Tracey Donaldson

Call to Order: Council chair Jane Joyce called the meeting to order at 12:08 pm.

1. Welcome (Jane Joyce)

2. Roll Call (Rita Pearson)

Special Session: Bright Horizons

Bright Horizons consultants presented findings from the Dependent Care Demand and Cost Projection Study they conducted at the end of 2012. The results can be summarized as follows:

1) Is there demand for a campus childcare center? – No

There is not enough demand for Saint Mary’s to pursue a campus childcare center based on the small number of faculty and staff on campus, their older average age, commutes, and affordability issues, making the financial viability of the center more than the College can bear.

2) Is there demand for dependent back-up care services? – Yes

There is projected demand for a dependent back-up care program based on the type of care faculty and staff are currently using for their young children, the larger numbers of school-age children faculty and staff have, and the fact that adult/eldercare is likely a growing need among faculty and staff given their older average ages.

Note: Stakeholder interviews were conducted to provide an understanding of the culture of the College, the space availability for a center, the College’s tolerance for dependent care financial expenditures and an understanding of the work schedules of faculty and staff. The interviews were NOT meant to be a representative sample of staff and faculty to understand total demand for the dependent care services. The demand was projected using the workforce demographics obtained from Human Resources in addition to Bright Horizons’ understanding of the market rate for child care and employees’ residential proximity to campus.

Executive Session

Note: Abbreviated meeting due to 1 hour Bright Horizons presentation. Minutes and treasurers report to be approved via email.
1. **Standing Committee Reports**

   **A. Bylaws and Elections (Brandi Balkema)**
   Options for filling 2014-2015 Chair position:
   1) Co-Chairs: current Chair + elect 1 current Member to share 2014/15 Chair position & elect 1 current Member for 2014/15 Chair-Elect
   2) Co-Chairs: elect 2 current Members to share 2014/15 Chair position & elect 1 current Member for 2014/15 Chair-Elect
   3) Co-Chairs: a former Chair steps in for 2014/15 Chair + elect 1 current Member to share 2014/15 Chair position & elect 1 current Member for 2014/15 Chair-Elect
   4) Current Chair continues for 2014/15 & elect 1 current Member for 2014/15 Chair-Elect
   5) Former Chair steps in for 2014/15 Chair & elect 1 current Member for 2014/15 Chair-Elect
   6) Elect 1 current Member for 2014/15 Chair & elect 1 current Member for 2014/15 Chair-Elect

   Staff Council nominations are now posted online at:

   [http://wwws.stmarys-ca.edu/apps/college_services/staff_council/nomination/](http://wwws.stmarys-ca.edu/apps/college_services/staff_council/nomination/)

   **B. Compensation and Benefits (Scott Logan)**
   Currently researching the pool of sick and compassionate leave and its distribution. Emailing with Anne Kelly.

   **C. Staff Development (Gillian Cutshaw)**
   Two workshops held. *Wellness and Technology* and *Making Your Nest Egg* were held.
   *Self Advocacy in the Workplace* scheduled for March 26, 2014

   **Next Meeting:** Tuesday, April 15, 2014 - 12:00pm to 1:30pm. Hagerty Lounge