

Cloyne Court Council Agenda

House President: Bryan Dallara

Date: 4/12/2015

Location: The Great Hall

MEETING MINUTES

1. Call to Order -641
 2. Approval of Agenda
 3. Manager Announcements
 4. Member Announcements
 5. Facilities Business
 6. Old House Business
 7. New House Business
 - 7.1. Summer/Fall manager revisions – (20 min)
 - Reviewing House Bylaws Powerpoint
 - ByRD Bylaw Review Director
 - compensated
 - Fall '15 only
 - workshift + 20% room and board compensation(~185 hours)
 - will submit completed draft of bylaws to the house council by week 10
 - comp to be released by council once job is done, comp. determined by voc.
 - Perth: would the compensation come from managers' budget?
 - Graham: increasing capacity gives us ability to increase our managers' budget.
 - Jake: Since this is a fall only position, then we would need to work on by laws again?
 - Bryan: possibly.
 - In the interest of the house to have somebody separate from the house government.
 - Aron: I know big BSC has gotten into trouble. Could this ByRD person consult with a lawyer so we don't sue them?
 - Bryan: as long as our bylaws agree with those of the BSC, we should be okay.
 - Hanna: would this be for summer or fall?
 - Jordan: how constrained would this person be by the substance free policy?
 - Graham: SFP was passed by BSC BOARD, so board is the only one who could approve any changes. There's been issues with SFP in the past, and those could probably be best addressed with the community manager.
 - Jake: we could probably make additions (not verbatim).
- Summer positions
- combination of House + community managers due to reduced budget and fewer responsibilities.
 - extra stipulation-any compensated manager can be absent for a max of 5 days at a time, no more than 2 weeks cumulatively, unless they've assigned somebody else through council.

We have a reduced amount of funds for manager compensation during summer.
Proposed compensation for community manager+house = 85%
House pres remains at 30%
Wkshft remains at 100%
Wrm reduced to 15%

Jake: also on table for tonight talking about whether summer councils could make changes to bylaws? It might make sense to do that and reduce president's compensation.

Sage: if we were to pass this right now? Where does that come from?

Graham: Compensation is less because rent is half what it is during the year.

Sage: so the extra amount we didn't use this semester it goes to the account?

Graham: combined with this semester and summer, we'd still be saving about 400 dollars.

Other changes

-uncompensated managers

-3 hr workshift responsibility during summer

-historian must make photo board by week 3 and update during second six-week session of summer.

Hanna: could that be something the ByRD would do? (meaning deal with these changes, and possibly change this in bylaws so that minor positions do not have to go through bylaws)

Changes to job descriptions

-community + house + President 's compensation = 65%

-food manager's compensation = 80%

-Maintenance + workshift + kitchen manager's compensation = 100%

-WRM compensation = 30%

There would be 11% residual compensation

Sage: I'm just wondering about the 10% increase for WRM? Just wondering if we're taking into consideration the number of hours done

Carlos: this is what I recommended based on the increase in occupancy. I didn't actually go by the numbers.

Mathilda: workshift had to retrain WRM crew what to do, but we're hoping it'll be the other way around next semester.

Sarah: I think 65% compensation for President is ridiculous. I will explain why. I lived at Oscar Wilde. House president got 5 hours of workshift, was not compensated.

I fail to see how this position is 10 more hours than at Oscar Wilde.

Mitar: this is what you see as a regular something. There were other meetings, such as members meeting with President, you also have outside people contacting the President. If the same amount of people are asking the President the same questions, then it's 3x the amount of time.

Jake: maybe you could help here. Could you be willing to tell us a run-down of what you do during the week?

Bryan: just putting together an agenda can take about 8 hours. Getting info from members, emails back and forth. You see a document, but there's a crap ton of work that goes behind that. Our manager meetings, I facilitate those and get help from other managers. We have to gather information, or coordinating with outside people to make sure we have the right information there when there is something about policies. Also, talking to members who have asked for assistance, or personal questions that they think need the President's opinion. I might carry some responsibilities that might fall under the community manager. Probably 10-15 hours per week.

Hanna: I'd rather have someone do a good job as house president. Than give them less hours, and have them shun everyone who asks them questions.

Mathilda: it's actually written in the job descriptions, that the responsibilities of community and president overlap, so it's up to the person to approach either one.

Sarah: why don't we comp network manager with more?

Mitar: that is an issue, I cannot work for comp (unsure he said this couldn't hear well).

Perth: I see that we have 11% funds available to allocate. Once Mitar leaves we can use this money for the Network position.

Maya: Full disclosure, I'm considering running for food manager. I'm wondering why it is not at 100%. I feel like if I knew I'd be compensated more, I would be more committed to it, would feel more responsibility (something like this).

Alex: there were competitive positions last fall. I think it shows that comp gives you more choices and you end up with better people running for the positions.

Sage: I wanted to point out all these positions that get 100% and only one person ran for it. I'm not sure that's an accurate thing that applies to... (couldn't here)

Sarah: missed what she said

Maya: one thing with food, although it might not be lifting bags for 20 hours a week, if you are in the kitchen people just come up to you all the time.

Jake: I think that all that is pretty substantially compensated as a whole. What is done by presidents at other houses, is done here by the 3 main managers and Graham. It bothers me that food manager is compensated only 85%. I feel like the people leading council value more administrative/bureaucratic stuff. Recommends cutting 7% from certain positions.

Aron: the BSC's mission is to provide housing, also to keep in mind how some people work other jobs and don't run for the position (unclear)

Mikaela: It's a position that I imagine would be very hard to fulfill because of how important it is for the people in the house.

Sarah: I really wanna second what Maya said. I had kitchen and food duties. Food + internet are the only things people in the coops care about. There are no boundaries, people will always ask about food.

Parisa: comp should be reduced for President and increased for food manager. I think there are a lot of things that could be changed, I think you can give back feedback over email. We could learn from other houses and house presidents.

For the future something for the ByRD to consider, whether councils are effective.

Roman: I hear that people are going to the President with questions that they could be addressing to the community manager.

Mathilda: you could merge, but you might lose something from each, or you'd have to compensate them more. Doing it over summer will give us an idea.

Roman: I feel that the whole reason why position was created was because of the SFP.

Gary: it's interesting to just look at increases what they were and what they are now. Pointing out how most positions got a very small increase, whereas President got a 110% increase.

ByRD would be taking the majority of the pressure off.

Sage: I honestly think increasing WRM's compensation to about 40% would make a lot of sense. Gives several reasons. I don't think increasing President's comp by 110%.

Mitar: agrees increasing food manager's comp. Maybe we could lower house to 60. Increase others by 5-7%.

Collin: could we change the title of the President?

Bryan: for the purposes of this discussion, we're hoping to take care of this. I think it's a good idea.

Mathilda: I think this is a place to talk about this, but if you wanted to change the descriptions of the roles, to decrease the overlap, it may take some transition time but it could happen.

Collin: could we just wait until the fall, and see if they are doing as much work as you are?

Graham: should have clear compensations from the onset. Could always pay any member any amount you want. We're an hour into the meeting, these are all suggestions and nobody has made a motion.

Jake: unclear: I motion to pass the comp changes, except keeping HM + community M@ 60%, Pres @ 50%, Food m. 100, Wrm 40%. 2nd

James requests that H+P+C managers leave room

Chris: amendment to use the 6% remaining to increase the President's compensation.

Jake: not friendly.

Chris: runs competing motion, changes president's comp to 55 percent.

Vote on Jakes motion first – Adopt proposed fall manager changes but change HM and CM @ 60%, Pres @ 50%, Food m. 100, Wrm 40%.

IF- 33 O- 4 A-5

Motion passes and will be revisited next week.

Competing motion fails

David-motions to pass ByRD position. Carlos 2nd

One time policy thing, requires 2/3 vote.

Sage: would also like to vote with heads down.

Jake: a good way to think about this is, do we want to have a person go over our bylaws and spend about 600 dollars on that.

Parisa: make it explicit that they have to attend all council meetings.

Collin: are we voting on just the position and also compensation?

Bryan: yes

James: should these be split into 2 votes?

Graham: there was talk at the meeting, we came to that the specific compensation will be determined by VOCs. Won't be set in stone.

Sage: I'm confused as to how this will be different to other compensated managers.

Graham: 40 % of compensation determined by CO for other positions, but for this position it would be decided completely by council.

IF-33 O-9 A-4

Motion passes.

Parisa: are we also voting for summer managers?

Bryan: let's go over the positions...

Natalia: objects to Parisa's suggestions.

Social managers hours changed to 3 hours.

Perth: Can we talk about compensations for major managers again? You're getting paid about 5 dollars less over summer, but you'd be doing the same amount of work.

Sage: I feel like the spirit of compensation to is to help people not have jobs outside of this position.

Perth: everybody will have to buy food on their own

Aron: why decrease them if they are already going to be making less money?

Graham: that is a good question. Challenge for finance committee. What I'm giving to you is the amount that we can allow ourselves to spend.

Chris: Proposal to reduce the President's compensation by 5% because councils will happen every 2 weeks.

Perth: would you want to put that money somewhere else?

Bryan: we'd already be two percent over the budgeted amount.

Perth: Dalia: motions to approve summer manager proposal as it stands (Includes all major/minor managers)

IF- 33 O-none A-none

Motion passes.

Any changes to bylaw changes/proposals as they stand?

Sage: does this also account for the hour changes that we just made?

Graham: ByRD is a house policy not bylaw change.

Arantxa: Chris -Motion to change bylaws and have them correspond with the changes talked about earlier.

IF- 31 O-none A-none

Motion passes, we will come back next week.

Mitar: can we do the network supplies right now?

Mitar: 2 minutes.

7.2. Funding request: Food Budget Subsidy \$6000 – Matt (10 min)

Perth: normally I'd be super for it, but at the end of the semester it'll come out of the house account any way. Whether or not we pass this motion, we can just do that now. Passing this motion now is more of a symbolic gesture.

Sarah: Also...there's some items that would keep us fed that we don't have and expensive supplies that we don't eat.

Maya: where did the 6000 come from?

Matt: talked to Maria and this is how much money we're over budget right now.

Sage: asks Graham about house account amount right now.

Matt: not sure that we're still 6000 dollars over.

Perth:

Maya: Maria could spend this money and not seek approval from council.

Graham: currently 22500 dollars unallocated.

Matt: is that what we wanna do, tell Maria to get the amount of food that we need, even if we go over budget?

Sage: think everyone here has a different opinion in terms of what we can do, so I don't think passing some general statement from council would be effective in my opinion.

Roman: Assuming this is because you might not have enough food to work with.

Matt: partially, but mostly because of the state of the house on weekends. Happy Monday-Thursday, sad and depressed over weekends.

Aron: also keeping in mind that it wouldn't be going back to where we were in the semester.

Perth: Since I have experience with food managing, so if you'd like to talk to me and then I could relay that to Maria.

7.3. Fund request: Network Supplies \$200 – Mitar (10 min)

Money is coming from central, so we don't need hand vote.

7.4. Use of Space request: Visiting Scholars need host – Mathilda (10 min)

Jasmine explains situation, Bryan suggests we could find individual hosts.

Suggestion to come back next week, and vote on it then.

Chris: If we're going to host them, I'd ask that they pay through the Karma box. I don't know if they're going to eat here, but even just for staying.

8. Adjournment 8:12