

Delta College
Board of Trustees
Special Meeting – Evaluation and Compensation Committee
May 8, 2018
President’s Conference Room B-181
4:30 p.m.

Board Members Present: M. Benecke, R. Emrich, M. Nash

Others Present: T. Brown, J. Goodnow, K. Syring, A. Ursuy

Press Present: None

Evaluation and Compensation Committee Chair, M. Nash, called the meeting to order at 4:34 p.m.

M. Nash called for the approval of the agenda. R. Emrich asked if they were going to talk about compensation. M. Nash noted that they would amend the agenda to add the discussion of compensation to the agenda. R. Emrich made the motion to amend the agenda by adding the discussion of compensation with support from M. Benecke. The motion passed unanimously. R. Emrich then made a motion to approve the amended agenda with support from M. Benecke. The motion passed unanimously.

M. Nash called for public comment. Hearing none, the meeting proceeded.

M. Nash started the discussion by handing out a proposed timeline and a copy of the 360° evaluation from 2016 and the Board’s evaluation. It was noted that the 360° would be administered this year, as it was last done in 2016. It was suggested to possibly move the 360° to December as to not have it associated with the evaluation that is done by the Board. The list of recipients of the 360° evaluation was also reviewed. M. Nash requested that the results of the 360° from this year be compared with those from 2016.

The evaluation for the trustees to complete will go out on Friday, May 11, and needs to be completed by Friday, May 25. The special meeting for the Board to conduct the President’s evaluation will take place on either Tuesday, June 5 or Wednesday, June 6. Finally action on the President’s compensation will take place at the regular board meeting on June 12, 2018. If needed the committee could meet at 4 pm on June 12.

A discussion on the President’s compensation then took place. It was requested to have a copy of the president’s contract added to Board Book for the full board to review. In the past few years the President has seen additional compensation, beyond a salary increase, to her tax sheltered annuity. The auto allowance and the taxes on the farm house were also mentioned.

M. Benecke asked if the goals review were directly tied to the President’s compensation. It was noted that they are linked. R. Emrich asked if the salary was competitive for this position. J. Goodnow indicated that in order to attract applicants in the future the Board will most likely need to increase the base salary to stay competitive. She also noted that new presidents are hired in at a higher rate. It was also noted

Approved by the Board of Trustees during the June 2018 Regular Meeting

that it's very hard to compare amongst other colleges as each contract is different and has various components beyond the base salary.

M. Nash adjourned the meeting at 5:36 p.m.

Talisa Brown, Assistant Board Secretary

Andrea Ursuy, Board Secretary