

**Delta College**  
**Board of Trustees Regular Meeting**  
**Delta College Board Room B-151**  
**Tuesday, June 11, 2024**  
**7:00 p.m.**

- BOARD PRESENT** A. Baldwin, A. Clark, S. Gannon, B. Handley-Miller, D. Middleton, M. Nash, M. Rowley, M. Thomas, M. Wood
- BOARD ABSENT** None
- OTHERS PRESENT** R. Battinkoff, T. Brown, J. Carroll, P. Clark, A. Cramer, W. Childs, R. Curry, J. Foco, J. Garn, M. Gavin, A. Ginter, S. Gregory, B. Hillaker, L. Hillaker, D. Hopkins, T. Johnroe, G. Luczak, D. McQuiston, J. Mulders, J. Perry, S. Raube, L. Saj, K. Schuler, A. Ursuy, C. Wilson
- PRESS PRESENT** None
- CALL TO ORDER** Board Chair Thomas called the meeting to order at 7:04 p.m.
- APPROVAL OF THE AGENDA** Board Chair Thomas asked for a motion to approve the agenda.
- A. Baldwin made a motion to approve the agenda. A. Clark seconded the motion.
- Motion to approve the agenda passed unanimously.
- PUBLIC COMMENT** Board Chair Thomas called for public comment.
- TREASURER’S REPORT** J. Foco said that the Board has received the financial statements for the month ended May 31, 2024.
- The College will finish in a net positive position overall. He said that is due to enrollment being up and thanked all departments for their good work.
- CONSENT AGENDA** Board Chair Thomas called for approval of the consent agenda.
- M. Wood made a motion to approve the consent agenda. B. Handley-Miller seconded the motion. The Board voted to unanimously approve the consent agenda resulting in:
- A. Acceptance of Minutes:**
1. Board Special Meeting, Evaluation and Compensation Committee, May 7, 2024
  2. Board Regular Meeting, May 14, 2024
  3. Board Special Meeting, May 28, 2024
- B. Acceptance of Closed Meeting Minutes:**
1. May 28, 2024, Special Meeting

**2024-2025 BUDGET  
AND TAX LEVY  
RESOLUTION  
(BA5540)**

It is the recommendation of the administration that the Board of Trustees approve the 2024-2025 Budget and Tax Levy Resolution.

**RESOLUTION OF JUNE 12, 2024**

WHEREAS, the Board of Trustees has carefully examined the financial circumstances of the College District for the 2024-2025 fiscal year, including the following:

- (a) Estimated General Fund expenditures: \$80,318,748
- (b) Estimated General Fund revenue from Tuition & Fees: \$31,130,530
- (c) Estimated General Fund revenue from State Appropriation: \$19,115,297
- (c) Estimated General Fund revenue from Property Taxes: \$28,318,196
- (d) Estimated General Fund revenue from Other: \$2,296,331
- (e) Estimated Total General Fund Revenue: \$80,860,354

A total levy of 2.0563 mills, consisting of 1.5563 charter mills, and .4864 + .0136 extra voted mills on the taxable value of all taxable property within the district necessary for the sound management and operation of the College District for such fiscal year; and

WHEREAS, the Board of Trustees has complete authority to direct a 2024 tax levy of 2.0563 mills for operating purposes for fiscal year 2024-2025 from within its authorized millage rate in order to raise approximately \$28,318,196 by taxation;

**NOW, THEREFORE, BE IT RESOLVED THAT:**

For the year 2024, the sum of \$28,318,196 be raised by taxation which shall require a total millage rate of 2.0563 mills to be levied against the taxable value of all taxable property located within the College District for community college purposes, that appropriate notification of such tax levy be sent to all taxing authorities within the College District with instructions that the taxes so collected should be turned over to the College Treasurer as required by law and

**FURTHERMORE, THAT:**

The 2024-2025 operating budget be adopted for the entire College in the amount of \$130,598,576 which includes the General Fund budget of \$80,318,748 as contained in the attached budget document.

BE IT FURTHER RESOLVED that the administration be authorized to effect modifications and additions to the budgets where such modifications and/or additions are in keeping with sound business and fiscal practices.

M. Wood made a motion to approve the recommendation. A. Clark seconded the motion.

Motion passed unanimously.

**APPROVAL OF  
CHILLER PLANT  
CONSTRUCTION  
FROM JOHN E. GREEN  
COMPANY  
(BA5541)**

It is the recommendation of the administration that the Board of Trustees approve the proposal from John E. Green Company for the construction of the chiller plant in the amount of \$4,581,000, and a project contingency of \$640,000.

A. Clark made a motion to approve the recommendation. A. Baldwin seconded the motion.

Motion passed unanimously.

**APPROVAL OF  
RENEWAL CONTRACT  
WITH BLACKBAUD,  
INC.  
(BA5542)**

It is the recommendation of the administration that the Board of Trustees approve the renewal of Blackbaud, Inc. software modules for Raiser's Edge, Financial Edge and Luminate Online, at a three-year cost of \$345,656. Additionally, we recommend engaging Blackbaud's consulting services at a one-time cost of \$36,590 and engaging DNL Services consulting services at a one-time cost of \$60,840.

M. Nash made a motion to approve the recommendation. A. Baldwin seconded the recommendation.

P. Clark said that this purchase will be funded by the Foundation.

Motion passed unanimously.

**APPROVAL OF  
CONTRACT WITH  
TURNITIN  
(BA5543)**

It is the recommendation of the administration that the Board of Trustees approve the contract with Turnitin to provide software to check student work for plagiarism and AI-generated work in the amount of \$109,473 for a three-year agreement. The funds will be coming from the College's General Fund.

M. Wood made a motion to approve the recommendation. A. Baldwin seconded the motion.

Motion passed unanimously.

**APPROVAL OF  
CONTRACT WITH  
UWILL FOR REMOTE  
MENTAL HEALTH  
SERVICES  
(BA5544)**

It is the recommendation of the administration that the Board of Trustees approve the contract with Uwill to provide remote mental health services to students on a 24/7 basis in the amount of \$447,732 for a five-year agreement. The funds will be coming from the College's General Fund.

A. Clark made a motion to approve the recommendation. A. Baldwin seconded the motion.

M. Rowley said that he feels that the College could be partnering with area agencies and using referral services to serve students instead of contracting with Uwill.

M. Rowley made a motion that the Board send this recommendation back to the Administration so that the Administration could investigate other resources that are available before contracting with this service.

M. Nash seconded the motion.

M. Gavin said that the College has already done so by working with area community mental health agencies including a robust partnership with the United Way. M. Gavin acknowledged that the College needs to do a better job of letting students know that this service is available.

J. Foco noted that the College will continue to assess usage and is able to exit this contract with a 60–90-day notice if needed.

A. Clark said that he would like to see the College move forward with these efforts. A lot of people don't have access to the mental health resources that they need. Local mental health agencies are overwhelmed. He said that it is an investment to take care of our students.

A. Baldwin said that it is important to remove the stigma associated with mental health issues. Many students have issues from trauma they have faced and if our students aren't well, they aren't staying in College.

B. Handley-Miller acknowledged that the service usage was low in the first year but said that it will build as students become aware. She said that the 24/7 nature of the service is important as our students don't have a 9-5 schedule. She suggested additional marketing including bookmarks in books purchased from the Delta Bookstore.

S. Gannon said that she feels that this program is a continuum of the care that we bring to the community. It is one more tool in our toolbox to meet student needs and it is a worthy investment.

M. Nash thanked Trustee Rowley for his comments. M. Nash said that he feels that this program is fully aligned with our strategic plan. He said that the College should reimagine how it markets this service with so many of our students online.

D. Middleton said that while she was initially taken aback by the low utilization in year 1, it would only take helping one student to make a worthy investment.

M. Thomas said that if this saves one student then it is worth it.

M. Rowley withdrew his motion. M. Nash withdrew his second.

Chair Thomas called for a vote on the original motion. Motion passed unanimously.

**APPROVAL OF TENTATIVE MEMORANDUM OF UNDERSTANDING FOR THE AFSCME AFL-CIO LOCAL UNION NO. 845 COUNCIL 25 FACILITIES MANAGEMENT (BA5545)**

It is recommended by the administration that the Board of Trustees approve the tentative Memorandum of Understanding for fiscal year 2024-2025 for the AFSCME AFL-CIO Local Union No. 845 Council 25 Facilities Management, which includes a \$1 increase to General Laborers classification and a \$1.06 increase to Custodian classification along with a 2% increase to the other classification plus a \$250 Off Schedule payment to each bargaining member if the College achieves an enrollment of 165,000 contact hours in the previous academic year.

A. Clark made a motion to approve the recommendation. S. Gannon seconded the motion.

M. Nash said he appreciates seeing facilities included in the contact hours goal. He added that our facilities staff does a fantastic job.

Motion passed unanimously.

**APPROVAL OF REVISIONS TO THE 2024 BOARD OF TRUSTEES REGULAR MEETING SCHEDULE (BA5546)**

It is the recommendation of the Administration that the Board of Trustees approve the revisions of the 2024 Board of Trustees Regular Meeting schedule to move the August meeting to the Board Room on Main Campus and to move the September meeting to the Delta College Downtown Bay City Center.

A. Baldwin made a motion to approve the recommendation. M. Wood seconded the motion.

Motion passed unanimously.

**APPROVAL OF PRESIDENT'S GOALS AY2024-2025 (BA5547)**

M. Gavin said that his goals for 2024-2025 are included in the Board packet. The goals are aligned with the strategic plan. He clarified that one of the goals focuses on making sure that all faculty understand scope of curriculum related to graduation requirements and transfer.

A. Clark made a motion to approve the goals for 2024-2025. A. Baldwin seconded the motion.

Motion passed unanimously.

**APPROVAL OF PRESIDENT'S COMPENSATION (BA5548)**

D. Middleton, Chair of the Evaluation and Compensation Committee, said that the Board has concluded a robust evaluation process for Dr. Gavin. The evaluation had 100% Trustee participation.

On behalf of the Board of Trustees, D. Middleton said:

“Dr. Gavin's commitment to success at all levels is admirable. Dr. Gavin was clear about his goals coming in: increasing overall enrollment, reducing barriers, and eliminating equity gaps, and then utilizing data and alignment to our strategic plan to achieve these goals. The Board of Trustees is pleased to see that, under his leadership, the college has experienced significant gains in all areas. Enrollment, retention, and graduation rates have increased across numerous disciplines, while at the same time Delta is an

innovative leader in addressing the holistic needs of the students. He has led administration, faculty, and staff to standardize goals at every level and increased assessment and data transparency, exceeding Board expectations.

At the same time, Delta College is an inclusive and supportive environment, creating pathways for underrepresented groups and a place where everyone truly belongs. Dr. Gavin has become a stellar role model both within and outside Michigan's borders for community college Presidents. His dynamic and inclusive, yet humble, approach to developing and implementing strategy and goals has been positively transformative to Delta College administration, faculty, staff, and students.

We commend Dr. Gavin for his commitment to securing Delta's success as an institution, and most of all, his unwavering dedication to ensuring unparalleled education for our diverse student population."

D. Middleton said that it is the recommendation of the Evaluation and Compensation Committee that effective July 1, 2024, the Board approve an increase to the President's annual base salary by 3.0% percent, an increase of \$6,000 to the annual employer non-elective contribution to a tax-sheltered annuity, an increase of \$1,000 to his annual auto allowance, and an increase of \$3,000 to his Community Support Allowance. Life insurance will continue with the terms established in 2023.

M. Wood made a motion to approve the recommendation. A. Baldwin seconded the motion.

M. Rowley said he enjoys having Dr. Gavin as Delta College's leader. Given rising costs, including the MCCA PAC, he feels these numbers are very reasonable.

M. Wood said that Dr. Gavin continues to deliver what he promised when he was hired. The recommendation was based on his actions and excellent work.

S. Gannon said that Delta College is blessed with wonderful leadership and strong infrastructure.

M. Thomas told Dr. Gavin that, "We appreciate you as a Board. Thank you."

Motion passed unanimously.

**APPROVAL OF  
APPOINTMENT TO  
2024-2025 MCCA  
BOARD OF  
DIRECTORS  
(BA5549)**

M. Thomas said that the Board is asked annually to submit approved Delta College representatives on the MCCA Board of Directors to the MCCA.

She asked for a motion to approve Trustee Rowley as the Delta representative on the MCCA Board of Directors and Trustee Gannon as the alternate.

A. Baldwin made a motion. B. Handley-Miller seconded the motion.

Motion passed unanimously.

**STUDENT SUCCESS -  
MENTAL HEALTH  
FAIR**

An administrative report on student success featured the mental health fair presented by student Brandon Hillaker. He discussed his background and interest in spreading information through the recent Mental Health Fair, offering resources.

**PRESIDENT'S REPORT**

Dr. Gavin started by thanking the board for being supportive of his work and to the staff across campus who continue to work on our strategic plan and goals.

**Enrollment Report**

The Spring/Summer 2024 semester began on May 6. As of today, 3,930 students are enrolled. We projected 21,062 contact hours for the spring term, and we are at 105% of budgeted projection (22,182 contact hours). We projected 4,014 contact hours for the summer term, and we are at 137% of budgeted projection (5,517 contact hours). The official count date for the spring semester was May 16, 2024.

Registration has begun for Fall 2024. Currently, 5,310 students have registered. We projected 75,084 contact hours for the fall semester, and we are at 67% of budgeted projection (50,644.4 contact hours).

**Information Sharing**

- Bay Community Foundation – Bay Commitment Ceremony, held May 15, 2024. Over 60 of the 100 scholarships awarded were for Delta College, with the rest of the students choosing to attend SVSU.
- MCCA Board of Directors Meeting – held May 16-17. Mike Rowley attended the meeting at Glen Oaks Community College and Dr. Gavin joined remotely.
- Thanks to Trustees who attended Legislative Luncheon on May 20: Arshen Baldwin, Barb Handley-Miller, Diane Middleton, Marcia Thomas

**Upcoming events**

- MCCA summer conference - July 31 – August 2, which will be held at Mission Point Resort on Mackinac Island
- Next board meeting - August 13, main campus. No July meeting.

**TRUSTEE COMMENTS**

B. Handley-Miller said she is happy that Dr. Gavin is happy to be at Delta College. He is doing great things at the College. She encouraged all to listen to Dr. Gavin's recent "Hey Bay City" interview with Phil Eich.

M. Rowley recently attended the MCCA Board of Directors Meeting and gave the following updates:

- Dr. Beverly Walker-Griffea retired from her Presidency at Mott and was named the MiLeap director.
- Martha Crawmer, former Dean of Teaching and Learning, was entertainment (cello player) at the recent MCCA meeting at Glen Oaks.
- Regarding funding, some of the budget proposals from Michigan Senate, House, Governor has one-time monies with best practice strings attached. Association trying to avoid Community Colleges being required to follow state mandates. The Senate's version of the budget is interesting since one proposed mandate for the monies for

universities is the requirement for them to accept all Community College grads as Juniors.

M. Rowley said that he likes the transfer flier that Marketing developed. He commented on the value of PBS programming in particular recent episodes of Frontline.

M. Rowley made some comments regarding the rationale for having EV parking at the Midland Center. There is a limited amount of parking and two of the spots are limited to EVs.

He asked, "Does it make sense to mark off some parking spots for fuel efficient vehicles when EVs might not be more environmentally friendly than a conventional vehicle after EV battery manufacturing and EV extra tire wear considerations are considered?" He also asked if "Delta's various departments (accounting, automotive, math, science, etc.) get together and study the issue as a learning opportunity?"

M. Nash thanked the Finance Department for their work on the budget. He also thanked Brandon Hillaker for his excellent presentation.

S. Gannon thanked everyone for their prayers, thoughts, and calls. She said that her husband is on the mend but has a long journey ahead.

M. Wood thanked J. Foco and the Finance department for the work on the budget. He thanked the Board for an excellent presidential evaluation process. M. Wood also said that the student presentation was great.

A. Clark said that the College had great representation at the Heart of the City. He said he is looking forward to the Juneteenth Gala. Finally, A. Clark said that he got to realize his dream of skydiving (while wearing a Delta College shirt).

A. Baldwin thanked D. Middleton and the Evaluation and Compensation Committee for their work. She also congratulated Pam Ross McClain and Monica Hernandez on receiving Heart of the City Awards. A. Baldwin said she is looking forward to the Juneteenth event on Friday.

#### **CHAIR COMMENTS**

M. Thomas thanked the Board for their collaborative work.

She also thanked J. Foco and his staff for the work on the budget. She noted that J. Foco stepped in and is doing a great job.

M. Thomas congratulated T. Brown on the promotion. She said that there are many Juneteenth events next week and encouraged participation.

She said that she looks forward to seeing her Trustee colleagues at the MCCA Summer Conference on Mackinac Island.

M. Thomas said that K. Schuler will be sending out a newsletter from ACCT that Trustees may find helpful.



She thanked Brandon Hillaker and Shelly Raube for their excellent presentation this evening.

**VOTE TO GO INTO  
CLOSED SESSION  
PURSUANT TO  
SECTION 8(C) OF THE  
OPEN MEETINGS ACT  
FOR STRATEGY  
CONNECTED WITH  
THE NEGOTIATION OF  
THE FACULTY  
COLLECTIVE  
BARGAINING  
AGREEMENT**

A. Baldwin made a motion to go into Closed Session Pursuant to Section 8(c) of the Open Meetings Act for Strategy Connected with the Negotiation of the Faculty Collective Bargaining Agreement.

A. Clark seconded the motion.

The results of the roll call vote to go into closed session are as follows:

- A. Baldwin – Yes
- A. Clark – Yes
- S. Gannon – Yes
- B. Handley-Miller – Yes
- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes
- M. Wood – Yes

The Board voted unanimously (9-0) to go into closed session at 8:40 p.m.

The closed session ended at 9:24 p.m. and the Board returned to open session at that time.

**ADJOURNMENT**

There being no further business, Board Chair Thomas adjourned the meeting at 9:25 p.m.

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Andrea Ursuy, Board Secretary