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Delta College
Board of Trustees Special Meeting – Evaluation and Compensation Committee
Delta College Board Room B-151
Monday, June 9, 2025
3:30 pm

Board Committee Members Present	S. Gannon, D. Middleton, M. Wood
Other Board Members Present	B. Handley-Miller
Others Present	T. Brown, J. Foco, M. Gavin, K. Schuler
Press Present	None
Call to Order	Committee Chair, D. Middleton called the meeting to order at 3:31 pm.
Approval of Agenda	<p>M. Wood made a motion to approve the agenda. S. Gannon seconded the motion.</p> <p>The motion passed unanimously.</p>
Public Comment	Committee Chair, D. Middleton called for public comment.
Discussion of President's Compensation	<p>Committee Chair, D. Middleton said that the purpose of this meeting was to put together a compensation recommendation for M. Gavin.</p> <p>J. Foco distributed a document outlining M. Gavin's contract history and proposed increases for this year. He noted that M. Gavin prefers that his increase stay in line with overall College trends.</p> <p>The committee discussed the various components of the contract. J. Foco stated that M. Gavin is under the threshold for the 403b. Regarding life insurance, coverage is maxed out within both standard limits and those provided by the College's insurance carrier.</p> <p>There was also discussion on the increases being equitable to M. Gavin's performance evaluation. D. Middleton said that his stellar evaluation aligns with the proposed compensation.</p> <p>S. Gannon made a motion to recommend the following increases to M. Gavin's compensation as follows: a 3.5% increase in base pay; an increase of \$6,000 to his employer contribution in his 403b; an increase of \$1,000 to his auto allowance; an increase of \$2,000 to his community support allowance; and his life insurance to stay at 2x his annual base pay. D. Middleton seconded the motion.</p> <p>The motion passed unanimously.</p> <p>D. Middleton said the recommendation will be going to the full Board for a vote tomorrow.</p>

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- Trustee Comments** M. Wood said that he was happy to make it back in time to participate in the meeting and acknowledged that M. Gavin's compensation package is fair. He noted that M. Gavin seems comfortable with it.
- S. Gannon said the compensation package was appropriate. She expressed appreciation for M. Gavin's contributions and thanked him for his efforts.
- Chair Comments** D. Middleton said we did good when we hired M. Gavin. She also thanked him for his dedication, his ability to think big picture and all the excellent work he has done. D. Middleton also said that she will have a summary of M. Gavin's evaluation to read at tomorrow's board meeting before voting on the recommendation for his compensation package.
- Adjournment** There being no further business, Committee Chair, D. Middleton adjourned the meeting at 3:52 pm.

Talisa Brown, Assistant Board Secretary