

**Delta College**  
**Board of Trustees**  
**Special Meeting – Evaluation and Compensation Committee**  
**June 6, 2017**  
**Board Room B-151**  
**11:00 a.m.**

**Board Members Present:** M. Benecke, R. Emrich, D. Middleton

**Others Present:** T. Brown, J. Goodnow, A. Ursuy

**Press Present:** Jon Becker, Midland Daily News

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Evaluation and Compensation Committee member, R. Emrich, called the meeting to order at 11:50 p.m.

R. Emrich called for the approval of the agenda. R. Emrich made a motion to approve the agenda with support from M. Benecke. The motion passed unanimously.

R. Emrich called for public comment. Hearing none, the meeting proceeded.

R. Emrich stated that the President's evaluation will take place during a special meeting to be held on Friday, June 9, 2017, at 8:30 a.m. at the Delta College Planetarium in Bay City. R. Emrich asked for a status update on the evaluation. T. Brown noted that all Trustees had responded and that the final report were sent to M. Nash last week. .

The discussion then turned to the President's compensation. J. Goodnow shared some feedback with Board members who had encouraged her to look at a possible sabbatical. She has learned that taking a sabbatical would not be in her best interest as it would have a negative effect on her retirement. The Michigan Public School Employees Retirement System (MPERS) does not count the length of time for sabbaticals towards retirement, resulting in a loss based on how retirement is calculated. This also holds true for faculty and staff.

On behalf of the Board, the Board Secretary did contact Ellen Crane, to review the President's contract. She also reviewed options for the sabbatical and an executive exam, however work on the sabbatical was discontinued at the request of J. Goodnow, when she learned of the impact on her retirement. Another thing that was looked at was a possible increase to the number of unused vacation days paid out at the time of separation. Her current contract has no limit to the number of days she can carry over from the previous year but there is a cap of 37.5 days that can be paid out at time of separation. R. Emrich noted that he though the current cap was most generous. He stressed the importance of taking vacation time. Another area that was reviewed was the opportunity for extended time away for professional development versus the sabbatical. There are already several areas in the contract that allow for this.

J. Goodnow noted that it would be nice to have the cap lifted on the amount of unused vacation days paid out at time of separation. She also indicate her desire for not having to use vacation time if she were awarded a Fulbright Scholarship which is two weeks. R. Emrich asked if the Fulbright would be covered

Approved by the Board of Trustees during the August 2017 Regular Meeting.

under the section in her contract on professional growth. In E. Crane's review it would be with Board approval. Board members were not in support of lifting the cap on unused vacation days. J. Goodnow then asked that the Board consider that any additional compensation increases granted to her would be put towards her retirement in place of increasing the cap on vacation pay out. J. Goodnow noted that she is blessed to work here and that she loves her job.

R. Emrich asked that today's committee meeting discussion be added to the special meeting agenda scheduled for Friday, June 9, 2017. Action on J. Goodnow's compensation will take place at the regular meeting, June 13, 2017.

R. Emirch called for Trustee comments, hearing none the meeting was adjourned at 12:38 p.m.

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Talisa Brown, Assistant Board Secretary

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Andrea Ursuy, Board Secretary