

D R A F T

Delta College
Board of Trustees Special Meeting – Evaluation and Compensation Committee
Delta College Board Room B-151
Monday, June 12, 2023
3:00 pm

Board Committee Members Present	D. Middleton, M. Thomas, M. Wood
Other Board Members Present	None
Others Present	T. Brown, S. DuFresne, M. Gavin, L. Govitz, K. Schuler, A. Ursuy
Press Present	B. Jodway, Midland Daily News
Call to Order	Committee Chair, D. Middleton called the meeting to order at 3:04 pm.
Approval of Agenda	<p>M. Wood made a motion to approve the agenda. M. Thomas 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 Dr. Gavin that would be taken to the full board at tomorrow's regular board meeting.</p> <p>D. Middleton began by noting there are a few components that make up M. Gavin's compensation including his base pay, employer contribution to a 403b, an auto allowance, a community support allowance, and life insurance benefits. His current base salary is \$227,920. D. Middleton said that past practice has been to take the average increase among all employee groups as a starting point. In addition, the committee can take a look at the compensation of other community college presidents as a benchmark. S. DuFresne stated that the average increase for support staff and administrative/professional staff is 2.98%, faculty is at 3.15% and other work groups were at 2%. The average for all increases is 2.71%. M. Wood recommended a 3% increase to the base pay.</p> <p>The committee moved on to the other components of the M. Gavin's compensation package. S. DuFresne stated that the auto allowance, community support allowance, and life insurance are all taxable benefits. The 403b is a retirement account that is not taxable and will go with him if he were to leave. D. Middleton suggested the same increases as last year which would include a \$5,000 increase to M. Gavin's 403b, a \$2,000 increase to his auto allowance and a \$3,000 increase to his community support allowance.</p> <p>M. Thomas suggested an increase from 1x his annual base salary for the life insurance to 2x his annual base salary. This would still include a stipend of \$200 per month for the purpose of M. Gavin purchasing an additional policy.</p>

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M. Thomas made a motion to recommend the following increases to M. Gavin’s compensation as follows: a 3% increase (\$6,838) in base pay to \$234,758; an \$5,000 increase in his employer contribution in his 403b to \$30,000; a \$2,000 increase to his auto allowance to \$14,000; a \$3,000 increase to his community support allowance to \$18,000; and an increase to his life insurance from 1x to 2x his annual base pay with the continuation of a \$200 monthly stipend. M. Wood seconded the motion.

The motion passed unanimously.

D. Middleton said that M. Gavin’s current contract language states, “Unless notice is given by either party of nonrenewal on or before January 1, 2024, this contract is renewed for a new three-year term, commencing July 1, 2024 through June 30, 2027.” She said that it she would like to acknowledge this language during the discussion of the compensation recommendation at tomorrow’s regular meeting.

M. Thomas made a friendly amendment to include the dates of July 1, 2023 – June 30, 2024 for the compensation increase.

The friendly amendment passed unanimously.

Trustee Comments M. Wood said serving on this committee was a nice learning experience. He said he would have liked to have given a slightly higher increase in the compensation but understands M. Gavin’s position and applauds him for that.

M. Thomas thanked D. Middleton for doing an excellent job of chairing this committee. She also thanked D. DuFresne, A. Ursuy, and T. Brown for their support. Finally, she expressed her appreciation to M. Gavin for all of his work.

Chair Comments D. Middleton thanked M. Thomas for entrusting her as chair of this committee. She thanked M. Gavin for all that he does, noting he made the evaluation process easy because of his excellent performance.

Adjournment There being no further business, Committee Chair, D. Middleton adjourned the meeting at 3:45 pm.

Talisa Brown, Assistant Board Secretary