

**Delta College**  
**Board of Trustees Special Meeting**  
**Virtually via Zoom (1-989-205-6099 Webinar ID 865 6645 1695)**  
**Held virtually in accordance with Public Act 254 of 2020 due to the COVID-19 Pandemic**  
**(Due to declaration of a Local State of Emergency by the Bay County Executive on April 6, 2021 and**  
**Bay County Board of Commissioners resolution No. 2021-59 on April 13, 2021, extending the**  
**Local Emergency Order for a three-month period to expire on July 13, 2021.)**  
**Wednesday, June 23, 2021**  
**5:00 pm**

<b>Board Members Present</b>	A. Baldwin, M. Benecke, R. Emrich, S. Gannon, D. Middleton, M. Nash, M. Rowley, M. Thomas
<b>Board Members Absent</b>	A. Buckley
<b>Others Present</b>	D. Allen, T. Brown, M. Cawmer, C. Curtis, S. DuFresne, A. Elias, P. Fox, J. Goodnow, L. Govitz, M. Groulx, D. McQuiston, M. Pratt, K. Schuler, A. Ursuy, C. Whittaker
<b>Press Present</b>	R. Antonio (WSGW)
<b>Call to Order</b>	Board Chair, M. Nash read a meeting overview at 5:00 pm.

Good afternoon,

The Board is authorized to hold this virtual meeting with participation through the Zoom platform in compliance with the Michigan Open Meetings Act as amended (Public Act 254 of 2020) which permits a public body to meet by electronic or telephonic means upon declaration of a local state of emergency if meeting in person would place at risk the personal health or safety of members of the public or members of the public body. On April 6, 2021, the County Executive of Bay County declared a Local State of Emergency. On April 13, 2021, the Bay County Board of Commissioners issued resolution No. 2021-59, extending the Local Emergency Order for a three-month period to expire on July 13, 2021.

The Zoom platform allows participants to participate virtually via phone or computer and ensures that the public can participate in this meeting.

For those joining us today, we want to ensure everyone can hear the board meeting. To minimize audio feedback, we ask all virtual participants NOT to use any speakerphone options.

All participants are currently muted to prevent any background noise or feedback. Board members will be unmuted to allow full participation during the meeting.

I have asked our Assistant Board Secretary, Talisa Brown; and Kay Schuler, Administrative Assistant in the President's Office, to serve as moderators to assist me with today's meeting.

Our moderators will note those who wish to address the Board and will unmute your lines one by one, announcing who is being unmuted.

Please note that all votes will be taken via roll call by our Board Secretary, Andrea Ursuy.

In addition, "the amendments (to the Open Meetings Act that went into effect on October 16, 2020) impose a new requirement for any member of the public body participating remotely to publicly announce, at the outset of the meeting, that he or she is participating remotely. If the announcing member's remote participation is for any reason other than military duty, the member must announce his or her physical location "by stating the county, city, township, or village and state from which he or she is attending the meeting remotely." The member's public announcement must be included in the meeting minutes."

Therefore, our Board Secretary, Andrea Ursuy, will take attendance immediately after I call the meeting to order. When she calls your name, please say "here" and announce the city, township, or village; county; and state from which you are attending the meeting remotely.

If members of the public wish to address the Board, you may do so during the public comment portion of the meeting, which is on our agenda and will be announced by the Board Chair.

At that time, those wishing to address the Board should indicate their desire to speak by pressing \*9 (star-9) or the "raise hand" option.

Notes on rules for public comment, when you are acknowledged by the Board Chair, we ask that you state your name and you may state your county of residence. As outlined in the Board of Trustees Bylaws, please limit your comments to five minutes.

Board Chair, M. Nash called the meeting to order at 5:04 pm.

**Board Member Attendance**

Each Trustee indicated their presence, township or city, county and state in which they were participating in this meeting.

- A. Baldwin – Present, Spaulding Township, Saginaw County, Michigan
- M. Benecke – Present, Frankenlust Township, Bay County, Michigan
- R. Emrich – Present, Saginaw Township, Saginaw County, Michigan
- S. Gannon – Present, Jerome Township, Midland County, Michigan
- M. Nash – Present, Larkin Township, Midland County, Michigan
- M. Rowley – Present, Hampton Township, Bay County, Michigan
- M. Thomas – Present, Saginaw Township, Saginaw County, Michigan

**Approval of Agenda**

Board Chair, M. Nash, called for the approval of the agenda. S. Gannon made a motion to approve the agenda. M. Benecke seconded the motion.

The results of the roll call vote are as follows:

- A. Baldwin – Yes
- M. Benecke – Yes

R. Emrich – Did not vote  
S. Gannon – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes

Motion passed unanimously.

**Public Comment** Board Chair, M. Nash called for public comment.

**Vote to Go into Closed Session** M. Nash made a motion that the Board enter into closed session to consider the evaluation of Dr. Jean Goodnow, President, as Dr. Goodnow has formally requested the closed session. M. Rowley seconded the motion.

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

A. Baldwin – Yes  
M. Benecke – Yes  
R. Emrich – Yes  
S. Gannon - Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes

Motion passed unanimously.

The Board went into closed session at 5:10 pm.

**Open Session Resumes** The closed session ended and the Board went back into open session at 5:38 pm.

D. Middleton joined the meeting. D. Middleton indicated her presence, township or city, county and state from which she was participating in the meeting.

D. Middleton, Present, Williams Township, Bay County, Michigan

**Consideration of Compensation for Dr. Jean Goodnow (BA5402)** Board Chair, M. Nash noted that the Evaluation and Compensation Committee had just met prior to this meeting. He then handed it over to M. Benecke, Chair of the Evaluation and Compensation Committee for their recommendation.

M. Benecke said that part of the transition of a retiring President is to complete a final evaluation for the Board. The Board of Trustees has always valued and respected Dr. Goodnow's contributions and her dedication to the College and the accomplishments that have happened during some very challenging times.

The evaluation that was just held in closed session was an appreciative review of what has been accomplished during a very difficult year for the President, the College, and her staff and we recounted several things that we are immensely proud of.

M. Benecke, Chair of the Evaluation and Compensation Committee made a motion for a two-month contract, for July and August, for prorated base compensation for Dr. Goodnow. All

allowances will also be prorated. In addition, added to her contract would be the covering of her moving expenses from the farmhouse at the end of August, costs associated with storage and then moving expenses again to her new residence when complete. R. Emrich seconded the motion.

M. Nash wanted to clarify that the compensation included a 2.2% increase consistent with the range of increase received by staff.

M. Benecke then clarified the motion to include a 2.2% increase on base salary that will be prorated.

The results of the roll call vote are as follows:

A. Baldwin – Yes  
M. Benecke – Yes  
R. Emrich – Yes  
S. Gannon – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes

Motion passed unanimously.

**Approval of  
Presidential  
Contract for Dr.  
Michael Gavin  
(BA5403)**

Board Chair, M. Nash said that Dr. Gavin's contract was developed using data from existing Community College contracts within the state of Michigan and data from other League Colleges and finally pulled together by S. DuFresne and our attorney, Patrick Sturdy. The contract was presented to Dr. Gavin last week and he has accepted.

M. Nash made a motion that the Board of Trustees approve the presidential contract for Dr. Michael Gavin and that his employment with the College will begin on July 1 2021. M. Thomas seconded the motion.

The results of the roll call vote are as follows:

A. Baldwin – Yes  
M. Benecke – Yes  
R. Emrich – Yes  
S. Gannon – Yes  
D. Middleton – Yes  
M. Nash – Yes  
M. Rowley – Yes  
M. Thomas – Yes

Motion passed unanimously.

**Consideration of  
Reimbursement  
of Moving  
Expenses for Dr.**

Board Chair, M. Nash said that Dr. Gavin appreciated the contract, but he did ask for moving expenses to support his family's move from Maryland to Michigan. The Evaluation and Compensation Committee discussed this and recommend an allowance structure.

**Michael Gavin  
(BA5404)**

M. Nash made a motion that the Board of Trustees approve a one-time allowance of \$15,000 to support the moving expenses for Dr. Michael Gavin. S. Gannon seconded the motion.

R. Emrich proposed adding the word relocation to the motion making it “moving and relocation expenses.” M. Nash accepted the change. R. Emrich then seconded the new motion.

M. Rowley asked if Dr. Gavin would receive the full amount. M. Nash indicated that it’s an allowance so he will receive the full amount regardless of actual expenses. R. Emrich said that moving expenses are taxable.

The results of the roll call vote are as follows:

- A. Baldwin – Yes
- M. Benecke – Yes
- R. Emrich – Yes
- S. Gannon – Yes
- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes

Motion passed unanimously.

**Vote to Confer  
President  
Emeritus Status  
for Dr. Jean  
Goodnow  
(BA5405)**

Board Chair, M. Nash said that the College will have two active Presidents with Dr. Gavin starting on July 1. To avoid any confusion on campus as well as to any external stakeholders, the day-to-day, operational control will transfer to Dr. Gavin at the end of the August Board Meeting. Dr. Goodnow will have President Emeritus status while still employed through the end of August.

M. Nash made a motion that the Board of Trustees confer President Emeritus Status on Dr. Jean Goodnow beginning August 10, 2021 for her dedication and service to Delta College, while acting as College President from July 2005 to August 2021. Dr. Goodnow shall remain employed with the College through August 31, 2021, in accordance with the amendment to her employee contract and her duties during this time period will be assigned by the Board. M. Thomas seconded the motion.

There was some discussion as to what Dr. Goodnow’s responsibilities would be as President Emeritus as those haven’t been previously established. These would be conveyed at the regular board meeting in August.

The results of the roll call vote are as follows:

- A. Baldwin – Yes
- M. Benecke – Yes
- R. Emrich – Yes
- S. Gannon – Yes
- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes

Motion passed unanimously.

**Trustee  
Comments**

M. Rowley thanked the Evaluation and Compensation Committee for their in-depth research so that he could feel comfortable with his vote on the compensation and the approval of the contract.

D. Middleton said that she is amazed at how much work and analysis has gone on behind the scenes the past couple of months so that we could reach these decisions. Because of this the rest of us are able to come to a meeting and process the information and make a rather speedy decision. Thank you to everyone who gathered all that data behind the scenes.

M. Benecke thanked Sarah DuFresne, Andrea Ursuy, Talisa Brown and Kay Schuler for their work behind the scenes that makes us all look good.

M. Thomas said good work again with this Board coming together and wished congratulations to Dr. Goodnow.

A. Baldwin thanked the committee for their hard work and thanked Dr. Goodnow for her service to Delta College.

R. Emrich noted that tradition indicates that Emeritus status conveys nothing more than an honor on a person. In many cases, the current President, can invite the President Emeritus to participate in any way that they want. He would prefer that we allow the new President to decide what relationship he wants with the former Presidents of Delta College. He also noted that this has been a long hard process for all of us involved. He thanked everyone for their patience and hard work.

M. Benecke wanted to clarify that what the Board was doing with the President Emeritus title was meant to be honorary and that was the intention all along. The two-week period where Dr. Goodnow is still an employee, was just legal language. She doesn't want the honor to be muddled with a misunderstanding of what we were trying to accomplish.

S. Gannon noted her appreciation for all involved in getting us to this point and to congratulate Dr. Goodnow. She thanked her for all that's been accomplished, for us, for the College, for the Community and that she will be missed.

**Chair Comments**

M. Nash echoed the thanks to Dr. Goodnow. It's been a great 16 years with Dr. Goodnow as our President. He also said that moving to President Emeritus was honorary. He noted the responsibility of following the opinion of a lawyer versus going rogue and doing something different. M. Nash thanked everybody again especially Sarah DuFresne, Andrea Ursuy, Talisa Brown and Kay Schuler.

**Adjournment**

There being no further business, Board Chair, M. Nash adjourned the meeting at 6:13 pm.

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Talisa Brown, Assistant Board Secretary