

**Minutes of the
Gaston College
Called Board of Trustees Meeting
Center for Advanced Manufacturing
February 22, 2020**

Members Present: Mr. Stephen Campbell
Sheriff Alan Cloninger
Mr. John Dancoff, Vice Chair
Ms. Jennifer Davis, Secretary
Ms. Iris Hopper
Mr. Steve Huffstetler
Mr. Tom Keigher (arrived at 10:15A)
Mr. Brad Overcash, Chair
Ms. Janie Peak
Ms. Suzanne Riley
Mr. James Smith
Mr. Tim Smith
Ms. Natalie Tindol
Mr. Randy Vinson
Ms. Tyazia Herring, SGA President

Members Absent: None

Others Present: Mr. Todd Baney, Ms. Mary Ellen Dillon, and Mr. Carl Stewart,
College Attorney.

Chair Overcash called the meeting to order at 8:00 a.m. A quorum was present for the meeting.

INVOCATION – Ms. Suzanne Riley

ETHICS AWARENESS AND CONFLICT OF INTEREST

Chair Overcash reminded Trustees of the ethics requirements of public servants and also requested they identify any conflicts of interest or appearance of conflicts of interest present. None were identified.

APPROVAL OF THE AGENDA

Chair Overcash asked if there were any changes, additions, or corrections to the agenda. None were identified. Ms. Davis moved to approve the agenda; Mr. Huffstetler seconded the motion. The motion carried.

A. Executive Session Pursuant to GS § 143-318.11.(a).(6)

In accordance with provisions of G.S. 143-318.11.(a).(6), Chair Overcash entertained a motion to enter the Board into Executive Session to discuss a personnel matter. Mr. Vinson moved to enter the Board into Executive Session; Mr. Campbell seconded the motion. The motion carried.

Chair Overcash entertained a motion to close the Executive Session and return the Board to regular session. Mr. Vinson moved to close the Executive Session and return to regular session; Mr. Huffstetler seconded the motion. The motion carried.

B. President's Salary

The Board of Trustees is authorized to approve the compensation for President Skinner and to extend her employment contract. Since President Skinner is retiring March 1, 2020, during the second year of her current two-year contract, a new contract is not required.

A college's Board of Trustees is approved to use up to the amount designated for the college from state funds to support the President's salary. For colleges where the President's salary exceeds the state salary table due to longevity, the existing salary remains in effect. Total budgeted FTE reported for Gaston College for FY 2019-20 was 4,886. If any state funds are not used for the purpose of the President's salary, they are retained by the college and may be used for the same purposes as other formula funds.

For fiscal year 2018-19, the state authorized \$160,810 for the Gaston College President's salary. There was no change to the authorized amount for the 2019-20 budget.

The salary cap set by the State Board for community college Presidents shall apply only to the state-paid portion of the salary. The amount of local supplement and the President's total salary is a decision of the local college's Board of Trustees. Gaston and Lincoln counties contributed \$61,081 and \$30,541, respectively, to the President's salary in FY 2018-19, with no change for FY 2019-20. The President's total salary from all three sources for FY 2019-20 is \$252,432.

Performance-based priorities were established for President Skinner for 2018-19, and 2019-20. President Skinner provided an update on the accomplishment of these priorities at the last two annual Board of Trustees Retreats in 2019 and 2020, which were reviewed at the meeting.

Based on the accomplishments made in the fulfillment of the priorities set for President Skinner for 2018-19, and 2019-20, and in recognition of her exemplary leadership and performance in the accomplishment of those duties, the Board of Trustees may elect to present President Skinner with a one-time performance bonus, which is permissible by state guidelines. A one-time bonus of this nature does not count as retirement earnings. A one-time bonus can be funded from state funds.

Therefore, it was resolved that based on the accomplishments made in the fulfillment of the priorities set for President Skinner for 2018-19, and 2019-20, and in recognition of her exemplary leadership and performance in the accomplishment of those duties, the Gaston College Board of Trustees approve a one-time payment in the amount of \$5,000 from state funds. Mr. Smith moved to approve the salary performance bonus of \$5,000; Sheriff Cloninger seconded the motion. The motion carried.

C. AJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 12:40 p.m.

Respectfully submitted,

Jennifer P. Davis, Secretary

Mr. Bradley Overcash, Chair

Mary Ellen Dillon, Recording Secretary

(College Seal)