

**Minutes of the
Gaston College CALLED Board of Trustees
Teleconference Meeting
February 11, 2021**

Members Present on the Teleconference:

Sheriff Alan Cloninger, Secretary
Mr. John Dancoff, Chair
Ms. Jennifer Davis, Vice Chair
Mr. Steve Hall
Ms. Iris Hopper
Mr. Steve Huffstetler
Ms. Janie Peak
Ms. Suzanne Riley
Mr. Tim Smith
Ms. Julie Stroupe
Ms. Natalie Tindol
Mr. Randy Vinson

Dr. John Hauser, President

Members Absent:

Mr. Tom Keigher
Ms. Resa Hoyle
Ms. Najira Davis, SGA President

Others Present:

Ms. Shelly Alman, Mr. Todd Baney, Mr. Sam Buff, Dr. Dewey Dellinger, Ms. Mary Ellen Dillon, Ms. Sandy Hamilton, Ms. Lori Hupp, Ms. Renita Johnson, Ms. Savonne McNeill, Ms. Stephanie Michael-Pickett, Mr. Rama Olson, Ms. Jennifer Phillips, Dr. Audrey Sherrill, Mr. Greg Smith, Mr. Darren Stewart, Mr. Luke Upchurch; and Mr. Carl Stewart, College Attorney. The public was invited to listen via livestreaming to the meeting as per Open Meetings Law.

Chair Dancoff called the teleconference meeting to order at 4:01 p.m.

As this was a teleconference meeting, Chair Dancoff relayed to the Trustees some helpful information and protocols of which they would need to be aware:

- The public has access to view and hear this meeting via a streaming link available on the meeting agenda, which is posted to www.gaston.edu, under the "About Us" tab, then "Governance." Trustees and special guests will use the Zoom link, which was sent to them.
- Trustees must identify themselves prior to making a motion, commenting on a deliberation, or voting. All votes during the meeting will be conducted by roll call, which the Board Executive Administrative Assistant will conduct.

- Chats, instant messages, texts, or other written communications among members of the Board regarding transaction of public business while the meeting is in order are part of the public record.
- Per Open Meetings Law, all Trustees' microphones will remain un-muted for the entirety of the meeting, as will Executive Council members' and Mr. Stewart's microphones.
- Trustees should please be vigilant regarding excess noise as that would be a distraction to the other meeting attendees. The public is invited to listen to the meeting.

Chair Dancoff asked Ms. Dillon to conduct the roll call. The following trustees were noted as present:

Chair John Dancoff, Sheriff Alan Cloninger, Ms. Jennifer Davis, Mr. Steve Hall, Ms. Iris Hopper, Mr. Steve Huffstetler, Ms. Janie Peak, Ms. Suzanne Riley, Mr. Tim Smith, Ms. Julie Stroupe, Ms. Natalie Tindol, and Mr. Randy Vinson.

- **Invocation – Mr. Huffstetler**
- **Ethics Awareness and Conflict of Interest Reminder**

Chair Dancoff reminded Trustees of the ethics requirements of public servants and requested they identify any conflicts of interest or appearance of conflicts of interest present. No conflicts were identified.

A. APPROVAL OF THE AGENDA

Chair Dancoff asked if there were any changes, additions, or corrections to the agenda. None were identified.

Sheriff Cloninger moved to approve the agenda; Ms. Stroupe seconded the motion. A roll call vote was conducted resulting with 12 yea votes and 0 nay votes. The motion carried.

B. FACILITIES

Chair Dancoff called on Facilities Committee Chair Cloninger to present the facility item for review.

1. Electrical System Upgrade for CAM

In September, the Facilities Committee and the Board of Trustees approved the relocation of machines and equipment between CAM and PTI to better facilitate programs of study and utilize both facilities to their potential.

The machines and equipment were moved during holiday break. Following the move, the College discovered that the installation would require an upgrade to the electrical system in CAM. The upgrade will align the electrical voltage to each piece of machinery in its new location. Also included in the project is the installation of a new air compressor to ensure that the machines receive a higher level of compressed air flow for operation.

The electrical work is budgeted between \$200,000 and \$250,000, and the design fee for the mechanical and electrical design is \$28,000. Foundation dollars will fund this project. Because the project is estimated over \$200,000, the project will be bid.

Upon the recommendation of the Facilities Committee, Sheriff Cloninger moved that the Gaston College Board of Trustees approves the electrical upgrade for CAM as presented. As this motion was brought from Committee, it did not require a second.

Chair Dancoff asked if there was any discussion. There were no questions asked.

A roll call vote was conducted resulting with 12 yea votes and 0 nay votes. The motion carried.

Chair Dancoff added that this item had been heavily vetted earlier by the Facilities Committee. He thanked Sheriff Cloninger for presenting the item.

C. FINANCE

Chair Dancoff called on Finance Committee Chair Riley to present the finance item for review.

1. One-time Employee Bonus

Gaston College has adapted to operating under the challenges and restrictions of a global pandemic. The College’s faculty and staff have continued to serve students and employees while supporting the mission and operations of the college during uncertain times. The last salary increase appropriated to North Carolina community college employees was awarded in fiscal year 2018-19.

To recognize their efforts and give an incentive to drive future performance, President Hauser is requesting to grant a one-time \$750 bonus to all salaried employees, which includes full-time regular, full-time temporary, and part-time regular employees who were included in the August 2020 payroll and remain employed as of February 28, 2021. The bonus will be awarded in the March 31, 2021, paycheck.

| | Fund Sources | | |
|---------------------------|---|----------|----------|
| | State Allocated Performance-based funds | County | Special |
| Bonus (includes benefits) | \$299,857 | \$44,741 | \$23,022 |

Ms. Riley moved that the Gaston College Board of Trustees approve a one-time \$750 bonus to all salaried employees, which includes full-time regular, full-time temporary and part-time regular employees who were included in August 2020 payroll and remain employed as of February 28, 2021. As this motion came from Committee, it did not require a second. The motion carried.

Chair Dancoff asked if there was any discussion. Ms. Davis asked to be recognized. She relayed that she had a few questions, but she had asked Ms. Riley and Dr. Hauser about those, so she whole heartedly supported this effort. Her earlier question was whether the \$750 bonus was net or gross. If it was not net, what would it cost for it to be net, and could we afford to do that? Dr. Hauser had answered her question relaying that the calculation was based on the College's Performance Based Funding provided by the State, and the College was trying to stay within that allotment. She totally understood that point of view. She wished it could be more as she was truly grateful for the work and dedication of the faculty and staff as this has been a very, very difficult year. She concluded by relaying again that she whole-heartedly supports this effort.

Chair Dancoff added that they did discuss this item extensively in the Finance Committee meeting and tried some other options, but it was agreed that this was the best one.

Ms. Peak wondered if it was possible to make this gift in honor of the faculty member that was lost to COVID-19; however, it was noted that the pandemic is not over and may affect more people. Dr. Hauser told the trustees that a discussion had taken place with College administrators on a way to honor Ms. Donna English. He called on Dr. Dellinger to relay some of the ideas being considered. Dr. Dellinger said the Faculty Senate has approached him about their wish to create a memorial for Ms. English. Some of their ideas included a plaque with Ms. English's name, picture, and a brief bio, which could be placed in the classroom where she typically taught, or possibly a scholarship in her name. Ms. Peak was glad to hear that and felt that would be fine.

Chair Dancoff thanked Ms. Riley for presenting the item and the trustees for their discussion.

D. AJOURNMENT

Chair Dancoff thanked everyone for attending the called meeting and relayed that the next full-Board meeting will be March 22, 2021. He would let them know later if the meeting would be in-person or virtual as the future status of the pandemic was not known.

He then thanked those trustees that had attended the Board Retreat and Dr. Hauser for his presentation as it had been very exciting. They are looking for a time to meet with the five trustees that were unavailable to attend the Retreat to bring them up-to-speed on the impressive project proposal presented.

Chair Dancoff asked Dr. Hauser if he wanted to add any comments. Dr. Hauser thanked the trustees for supporting the bonus initiative for the faculty and staff, as it is a reward for the performance exhibited over the last year. And, yes, administration would love to do more if it were possible as he is very thankful for what they do.

Chair Dancoff entertained a motion to adjourn the meeting. Sheriff Cloninger made the motion; it was seconded by Ms. Davis. The motion carried.

Chair Dancoff asked if there was any further discussion. There was none.

A roll call vote was conducted resulting with 12 yea votes and 0 nay votes. The motion carried.

There being no further business to come before the Board, Chair Dancoff adjourned at the meeting at 4:34 p.m.

Respectfully submitted,

Sheriff Alan Cloninger, Secretary

Mr. John Dancoff, Chair

Mary Ellen Dillon, Recording Secretary

(College Seal)