

**Minutes of the
Gaston College
Board of Trustees Called Meeting
Myers Center Multipurpose Auditorium, Section C
October 30, 2023**

Members Present: Judge Jesse Caldwell
Mr. Alan Cloninger
Mr. John Dancoff
Mr. Jonathan Fletcher
Dr. Shawnya Gore
Mr. Steve Hall
Mr. Steve Huffstetler
Ms. Janie Peak
Mr. Tim Smith
Ms. Julie Stroupe
Mr. Randy Vinson, Chair
Ms. Taylor Rose, SGA Representative

Dr. John Hauser, President

Members Absent: Ms. Iris Hopper
Ms. Resa Hoyle
Mr. Tom Keigher

Others Present: Ms. Shelly Alman, Mr. Jeff Pruett, Ms. Guyann Howe, Ms. Meagan Lingerfelt, Ms. Terri Livingston, Mr. Mack Millen, Chief Rico McIlwain, Dr. Jennifer Nichols, Ms. Julie Ostrowski, Mr. Stephen Sharp, Ms. Bailey Standridge, Mr. Luke Upchurch and Mr. Carl Stewart, College Attorney.

Chair Vinson called the meeting to order at 4:10 p.m. and welcomed everyone to the meeting. A quorum was present for the meeting.

- **Invocation – Mr. Dancoff**
- **Ethics Awareness and Conflict of Interest Reminder**
Chair Vinson 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 Vinson asked if there were any changes, additions, or corrections to the agenda.

Mr. Smith moved to approve the agenda; Mr. Fletcher seconded the motion. The motion carried.

B. Finance

1. FY 2023-24 State Operating Budget

President Hauser reviewed the FY 2023-24 State Operating Budget Shortfall Analysis and Budget Resolution. The FY 2023-24 Base State Operating Budget totals \$35,873,470

Showing an impact of additional costs:

Overall Budget Funding Increase	3,221,595
Estimated Salary Increases for 4.0% FT and Educational Advancements	(846,606)
Retirement Rate Increase Adjustment (24.50% to 25.02%)	(107,714)
Medical Insurance Increase Adjustment (\$7,397 to \$7557)	<u>(60,000)</u>
Budget Increase Without Budget Stabilization Funds	<u>2,207,275</u>
 Add Budget Stabilization Funds Carryforward -FY 2024	 1,000,001
 Effective Budget Increase With Budget Stabilization Funds	 <u>3,207,276</u>

Upon the recommendation of the Finance Committee, Mr. Huffstetler moved that the Gaston College Board of Trustees approve the FY 2023-24 State Operating Budget.

Chair Vinson asked if there was any discussion. As the motion came from Committee, a second was not needed.

The motion carried.

2. FY 2023-24 Salary Increases and Educational Advancement

For FY 2023-25 biennium, the NC legislature appropriated recurring funds to support salary increases for community college employees equivalent to the cost of providing an across-the-board salary increase of 4.0% for FY 2023-24 and 3.0% for FY 2024-25.

Gaston County and Lincoln County did not appropriate funds for salary increases for county-funded positions for FY 2023-24.

Effective July 1, 2023, all state-funded full-time faculty and staff were awarded a 4.0% salary increase for FY 2023-24. County-funded positions will also receive the salary increase. To receive the increase, employees must have been employed effective July 1,

2023, and remain employed through November 2023. The 4% salary increase for FY 2023-24 will be paid in November 2023 and will be retro-effective to July 1, 2023, based on July 2023 salary.

Employer contribution rates for health insurance and retirement have increased for FY 2023-24. The annual employer contribution rate for health insurance increased \$160 per employee (from \$7,397 to \$7,557.) The employer retirement rate for FY 2023-24 increased 0.52% (from 24.5% to 25.02%.)

In addition, the minimum faculty salaries by education level required by the State increased for FY 2023-24. Current full-time faculty salaries at Gaston College are above the State minimum requirement and will not require adjustment. Part-time faculty rates for vocations diploma, certificate or less and associate's degree or equivalent are above the State required minimum and will not require adjustment.

Part-time faculty rates for those with a bachelor's, master's, or doctoral degree will need to be increased to meet the state-required minimums as follows. The budget implication for these increases is expected to be minimal. These new part-time rates will be retro-effective to July 1, 2023.

	<u>Required Minimum</u>	<u>Current</u>
Bachelor's Degree	\$33.15	\$32.00
Master's Degree or Education Specialist	\$34.80	\$33.50
Doctoral Degree	\$37.19	\$35.76

In addition, when budgets allow, Gaston College has a history of rewarding full-time employees who seek educational advancement by obtaining advanced degrees with a 4.0% salary increase. Prior approval is required to take part in this program. Four (4) full-time employees obtained advanced degrees – a bachelor's and an educational specialist, and two (2) doctoral of educations.

	<u>Fund Sources</u>			
<u>Estimated</u>	<u>State</u>	<u>County</u>	<u>Institutional</u>	<u>Estimated Total</u>
Base Salary 4.0% Increase with benefits (Retro Included)	\$998,318	\$123,330	\$108,227	\$1,229,875
Educational Advancements (including benefits)	\$16,002			\$16,002

Upon the recommendation of the Finance Committee, Mr. Huffstetler moved that the Gaston College Board of Trustees approve a 4.0% salary increase for FY 2023-24 for all full-time faculty and staff employed on July 1, 2023, and

remaining employed through November 2023, to be paid in November 2023, and retro-effective to July 1, 2023, including increasing the minimum rates for part-time faculty with bachelor's, master's, and doctoral degrees.

Chair Vinson asked if there was any discussion. As the motion came from Committee, a second was not needed.

The motion carried.

Upon the recommendation of the Finance Committee, Mr. Huffstetler moved that the Gaston College Board of Trustees approve a 4.0% salary increase for those full-time employees who completed advanced degrees.

Chair Vinson asked if there was any discussion. As the motion came from Committee, a second was not needed.

The motion carried.

3. FY 2023-2024 One-Time Stipend for Employees

In 2021 and 2022, Gaston College Board of Trustees passed a one-time stipend to staff and faculty to recognize their continued efforts and show appreciation for the NCCCS performance measure standards.

In similar fashion, President Hauser has requested to grant a one-time \$725 stipend to all salaried employees which includes full-time regular, full-time temporary, and part-time regular employees who were employed with Gaston College by July 1, 2023, and remain employed with consecutive salary pay through November 2023.

President Hauser also requested to grant a one-time stipend of \$250 to part-time (adjunct) faculty and part-time staff who were employed with Gaston College by July 1, 2023 and received pay for a minimum of two out of the three months of August, September and October 2023.

The stipend will be awarded in a separate check on November 17, 2023, prior to the Thanksgiving holiday.

IMPLICATION FOR BUDGET

Stipend (includes benefits):

Full-time	\$316,868 (406 employees)
Part-time	\$68,089 (253 employees)
Total	\$384,957 (659 employees)

Funding Source:

Performance Based-Funding for FY 2023-24	\$484,525
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Upon the recommendation of the Finance Committee, Mr. Huffstetler moved that the Gaston College Board of Trustees approve a one-time \$725 stipend to all salaried employees which includes full-time regular, full-time temporary, and part-time regular employees who were employed with Gaston College by July 1, 2023, and remain employed with consecutive salary pay through November 2023.

Upon the recommendation of the Finance Committee, Mr. Huffstetler moved that the Gaston College Board of Trustees approve a one-time stipend of \$250 to part-time (adjunct) faculty and part-time staff who were employed with Gaston College by July 1, 2023, and received pay for a minimum of two out of the three months of August, September, and October 2023.

Chair Vinson asked if there was any discussion. As the motion came from Committee, a second was not needed.

C. EXECUTIVE SESSION - PURSUANT to GC 143-318.11(a)(6)

In accordance with provisions of GS 143-318.11(a)(6), Judge Caldwell moved, seconded by Ms. Peak, to enter the Board into a closed session to discuss a personnel matter. The motion carried.

Chair Vinson entertained a motion by Mr. Huffstetler, seconded by Ms. Stroupe to close the Executive Session and return the Board to regular session. The motion carried.

Upon the discussion of the Board of Trustees in closed session, Mr. Huffstetler made a motion for the Gaston College Board of Trustees to approve an annual compensation for Dr. John Hauser as President of Gaston College in the amount of \$315,000.00 for the FY 2023-24, which does include the 4% increase for all state employees for FY 2023-24. Ms. Stroupe seconded the motion. With one opposing vote, the motion carried.

Mr. Huffstetler made a motion for the Gaston College Board of Trustees to approve a one-time performance bonus of \$25,200. Ms. Peak seconded the motion. As the vote was unanimous, the motion carried.

A. ADJOURNMENT

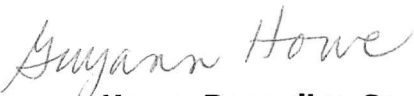
Chair Vinson entertained a motion to adjourn the meeting. Mr. Hall moved to adjourn; Mr. Huffstetler seconded the motion. As the vote was unanimous, the motion carried.

Chair Vinson adjourned the meeting at 5:28 p.m.

Respectfully submitted,



Dr. Shawnya Gore, Secretary



Guyann Howe, Recording Secretary



Mr. Randy Vinson, Chair

(College Seal)