

**FINAL
MINUTES**

**DISTRICT BOARD OF TRUSTEES SPECIAL MEETING
PRESIDENTIAL COMPENSATION COMMITTEE
GULF COAST STATE COLLEGE**

June 17, 2019

11 a.m.

Private Dining Room, Student Union East

Members Present: Jim W. McKnight (presiding), Don R. Crisp, Elizabeth M. Kirvin, and Ralph C. Roberson

Others Present: Dr. Cheryl Flax-Hyman and Dottie Terryn (recording)

- 1. Call to Order** Chair McKnight called the meeting to order at 11:00 a.m.
- 2. Welcome** Chair McKnight opened the meeting by welcoming the committee members.
- 3. 2018-19 Presidential Evaluation** Dr. Cheryl Flax-Hyman shared President Holdnak's 2018-2019 Annual Performance Evaluation provided by Attorney Bennett. Trustees Crisp and McKnight commented on the excellent leadership Dr. Holdnak provided in the weeks after Hurricane Michael.
- 4. Presidential Compensation** Mr. McKnight called on Dr. Flax-Hyman to present the Presidential Compensation Packet to the committee. Dr. Flax-Hyman stated the President's Memorandum of Understanding (MOU) contained a provision for awarding annual incentive compensation not to exceed the sum of \$30,000. Based on the goals designated by the Board, committee members were to evaluate the president's performance, and if the goals were met, recommend to the full board a suggested amount of incentive compensation.

Dr. Flax-Hyman reviewed the metrics, as outlined in the presidents MOU. She then presented a report that outlined the results, comparing the current data with data prior to October 10, 2018. The consensus of the Committee was that Dr. Holdnak has met the goals as outlined and has exceeded in his leadership role in the aftermath of Hurricane Michael. He continues to maintain a good working relationship with the Gulf Coast State College Foundation and Florida State University Panama City.

Discussion ensued on the path the college will pursue regarding enrollment due to adverse effects of Hurricane Michael. Dr. Flax-Hyman stated the college is working collectively to increase completion rates, retention rates, improve student achievement, increase enrollment, and expand programs.

Ms. Kirvin moved to recommend to the full board at their next regular meeting on June 27, 2019, that the full incentive compensation amount of \$30,000 for the 2018-19 academic year be paid to Dr. Holdnak. Mr. Crisp seconded and the vote was recorded as follows: Crisp, aye; Kirvin, aye; Roberson, aye, and McKnight aye.

- 3. Adjournment** The meeting was adjourned at 11:57 a.m.

Secretary

Chair, District Board of Trustees