

**FINAL
MINUTES**

**DISTRICT BOARD OF TRUSTEES
PRESIDENTIAL COMPENSATION COMMITTEE
GULF COAST STATE COLLEGE
June 17, 2021**

11:30 a.m.
E.A. Gardner Seminar Room

Members Present Tom L. Lewis (presiding), Frank A. Hall, Steve D. Millaway, and C. David Powell

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

1.1 Call to Order Mr. Lewis called the meeting to order at 11:30 a.m.

1.2 Welcome Mr. Lewis opened the meeting by welcoming the committee members.

1.3 Incentive Criteria Report Chair Lewis called on Dr. Flax-Hyman to present the Incentive Criteria Report to the committee. Dr. Flax-Hyman reviewed section 4.c, Incentive Compensation, of the Memorandum of Understanding (MOU) entered into between the GCSC Board of Trustees and Dr. Holdnak, signed July 1, 2017. She explained the reason behind section 4.c was to withhold a portion of Dr. Holdnak's salary and award it to him yearly as incentive compensation, based on the goals designated by the Board. She stated the committee members were to evaluate the president's performance, and recommend to the full board a suggested amount of incentive compensation.

Dr. Flax-Hyman reviewed the metrics, as outlined in the presidents MOU, and then presented a report that outlined the results. Discussion ensued regarding the goals and criteria. Dr. Flax-Hyman stated the college works collectively to increase completion rates, retention rates, improve student achievement, increase enrollment, and expand programs. Discussion ensued regarding the need for section 4.c in the MOU. Mr. Hall stated it was his opinion that if the goals are not quantified then they should be removed from the MOU and the current incentive compensation should be added to Dr. Holdnak's base salary, making him more in-line with other college presidents.

The committee agreed that Dr. Holdnak has succeeded in his leadership role, met the appropriate goals and related criteria, and continues to maintain a good working relationship with the Gulf Coast State College Foundation and the Florida State University-Panama City campus.

**1.4 2020-21
Presidential
Evaluation**

Dr. Cheryl Flax-Hyman shared President Holdnak's 2020-21 Annual Performance Evaluation, provided by Attorney Bennett, indicating he was rated excellent by seven members and average by two members.

**1.5 Presidential
Compensation**

The consensus of the Committee was that Dr. Holdnak has met the goals as outlined in the MOU despite the challenges of 31 months of adversity, having to deal with the continued aftermath a category 5 hurricane and a global pandemic. As one trustee commented, and the committee agreed, the college is extremely fortunate to have Dr. Holdnak at the helm as he puts his heart and soul into this college. He has been the best possible person to lead this school through both good times and some very difficult circumstances in recent years

Mr. Hall moved to recommend to the full board at their next regular meeting on June 24, 2021, that the full incentive compensation amount of \$30,000 for the 2020-21 academic year be paid to Dr. Holdnak. Mr. Powell seconded and the vote was recorded as follows: Hall, aye; Millaway, aye; Powell, aye; and Lewis aye.

Mr. Hall then made a motion for the board to consult with Attorney Bennett to draft an addendum to the current MOU for next year to adjust the base pay accordingly by \$30,000. Mr. Powell seconded the motion. The vote was recorded as follows: Hall, aye; Millaway, aye; Powell, aye; and Lewis aye.

1.6 Adjournment

The meeting was adjourned at 12:02 p.m.

Secretary

Chair, District Board of Trustees