

OFFICIAL MEETING MINUTES

MINUTES:	TMCC SPECIAL BOARD OF DIRECTORS MEETING
Meeting:	Board of Directors, Board of Trustees, Administration
Date/Time/Location:	12/16/2014 – 5:00 p.m. – TMCC Board Room
Board of Directors Present:	Duane Poitra, JoAnne DeCoteau, Dr. Lana DeCoteau, Carla Peltier.
Board of Directors Absent:	Glenn Longie.
Board of Trustees Present:	Royce Poitra, Cole Frederick, Elmer Davis Jr.
Staff Present:	Kellie Hall, Dr. Jim Davis, Tracy Azure, Wanda Laducer.
Guests:	None.
Officiating Recorder:	Jaclyn De Los Santos.

Agenda Item	Discussion – Conclusion	Recommendations or Actions
I. Call to Order	Chairman Poitra called the meeting to order at 5:23 p.m.	
II. Roll Call	Performed by Jaclyn De Los Santos.	
III. Opening Prayer	Performed by Wanda Laducer.	
IV. Approval of <u>Agenda</u>		Chairman Poitra asked for a motion to approve the agenda. Dr. Lana DeCoteau made this motion, seconded by JoAnne DeCoteau. Discussion held. Add: Board of Directors Stipend. Jaclyn De Los Santos performed roll call vote. All were in favor. Motion carried.
V. New Business		
1. Bonus	Chairman Poitra provided a background in reference to previous years' Bonus' provided to staff and faculty at TMCC. A budget was not set aside for bonus', but due to TMCC being in a good position financially, we as a Board requested that the bonus be considered. The	Chairman Poitra requested a motion to approve Administration' recommendation for a bonus, which is as follows: "Full time regular employees hired on or before June 30, 2014 will receive a \$400 bonus. Full time regular employees hired on

bonus which is being recommended would be for full time staff and faculty, and part time staff. Discussion held. Adjunct faculty have not received a bonus, since 2005. In 2009 they were offered a turkey and a majority of them did not pick them up. To provide the bonus', we will be taking from the reserves. Dr. Davis stated that "we have one of the best fringe benefit plans in this part of the country," and we were very fortunate to receive additional funding of \$250,000, which was due to an increase of funding in the amount of \$6355 per FTE. If we have an increase in FTE's throughout the 26 tribal colleges, we may have a decrease in funding per FTE. We need to be cautious that we do not overspend from our reserves. Additional discussion held. Title III is going to assist in a number of salaries throughout this next year. Dr. Davis also stated that he thought once the salary schedule was done, that would be the end of the bonus'. We give early out's during holidays to staff/faculty as an incentive to our employees.

In relation to placing the staff on the salary schedules. It was mentioned that some staff were going to be receiving a one time increase, not on the base bay, which would be based on the evaluations policy.

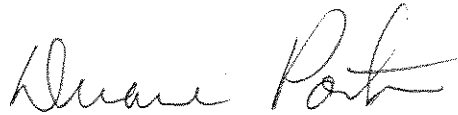
The proposed Christmas bonus' would cost around \$49,000.

or after July 1, 2014 will receive \$200 excluding those hired on or after December 1, 2014 Regular part time employees will receive \$200. This does not include adjunct faculty. All bonus' will be taken from reserves. Carla Peltier made this motion, with the addition of providing the bonus' of \$200 to Adjunct faculty. There was no second to the motion. Motion died.

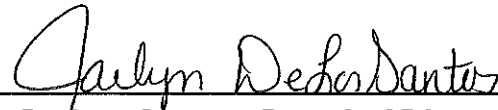
Dr. Lana DeCoteau made a motion to approve a bonus as follows: "Full time regular employees hired on or before June 30, 2014 will receive a \$500 bonus. Full time regular employees hired on or after July 1, 2014 will receive \$250, including adjunct faculty, excluding those hired on or after December 1, 2014. All bonus' will be taken from reserves. Seconded by JoAnne DeCoteau. Discussion held. Jaclyn De Los Santos performed roll call. Carla Peltier opposed. All others were in favor. Motion carried.

	<p>Discussion held in reference to Increasing the Christmas bonus. Dr. Davis reaffirmed his earlier recommendation, which is stated as follows: "Full time regular employees hired on or before June 30, 2014 will receive a \$400 bonus. Full time regular employees hired on or after July 1, 2014 will receive \$200 excluding those hired on or after December 1, 2014 Regular part time employees will receive \$200. This does not include adjunct faculty. All bonus' will be taken from reserves.</p> <p>The Board is recommending increasing the bonus to \$500/\$250, which would cost about \$68,225. This includes 106 full time staff, 22 adjunct faculty, 6 new hires, and 6 part time employees. The Board recommends providing the bonus this year, but possibly budget for a bonus every year or a salary increase. If we have money to put into salary increases, we should budget for it annually. The intent is to provide recognition to staff/faculty. This has been a year of transition into the salary schedule, and we are only intending on providing something to staff to recognize them. Additional discussion held.</p>	
<p>2. Board of Directors Stipend</p>	<p>JoAnne DeCoteau discussed the current stipend amount for the Board of Directors. We would like to look into the possibility of increasing the stipends for the Board members.</p>	<p>Board of Directors Stipends on the January agenda.</p>

	<p>Chairman Poitra requested that Dr. Davis research the stipend amounts. Research other Boards and report Back at January meeting. Discussion held.</p> <p>Dr. Davis will contact the tribe to receive the resolution for stipends.</p>	
VI. Other Business	None.	
VII. Next Meeting	Regular Board Meeting; January 26, 2015 at 5:00 p.m.; TMCC Board Room	
VIII. Adjournment	Meeting adjourned at 5:47 p.m.	<p>Chairman Poitra asked for a motion to adjourn. Dr. Lana DeCoteau made this motion, seconded by JoAnne DeCoteau. Jaclyn De Los Santos performed roll call vote. All were in favor. Motion carried.</p>



Duane Poitra, Board of Directors Chairman



Jaclyn De Los Santos, Board of Directors Recording Secretary