



Utah System of Technical Colleges
Board of Trustees Meeting
April 6, 2020 – 7:30 am to 8:15 a.m.
Electronic Meeting
(due to COVID-19 protocol)
801-341-6012

MINUTES

(PENDING APPROVAL OF THE BOARD OF TRUSTEES)

Board of Trustees Members Present*:

Steve Moore, Chair – Ogden-Weber Technical College
Aaron Osmond, Vice-Chair – Inf. Technology
Mike Angus – Uintah Basin Technical College
Stacey K. Bettridge – Transportation
Michael Jensen – Davis Technical College
Charles Hansen – Tooele Technical College
Susan Johnson – Manufacturing
Russell Lamoreaux – Union Trade
Brad Tanner – Non-Union Trade
Chuck Taylor – Southwest Technical College
Scott Theurer – Bridgerland Technical College

Trustees Absent/Excused:

Jera L. Bailey – Healthcare
Brett Barton – Life Sciences
Arthur E. Newell – Mountainland Technical College
Stephen Wade – Dixie Technical College

UTech Administration*:

Jared Haines – Interim Commissioner of Technical Education
Kim Ziebarth – Associate Commissioner for Academic and Student Affairs
Zachary Barrus - Assistant Commissioner for Data and Institutional Research
Tyler Brinkerhoff – Assistant Commissioner for Planning, Finance, and Facilities
Eric Petersen – Legal Counsel

College Presidents Present*:

Darin Brush, Davis Technical College
Kelle Stephens, Dixie Technical College
Clay Christensen, Mountainland Technical College
Jim Taggart, Ogden-Weber Technical College
Paul Hacking, Tooele Technical College
Brennan Wood, Southwest Technical College
Aaron Weight, Uintah Basin Technical College

*By electronic access

MINUTES OF MEETING
UTAH SYSTEM OF TECHNICAL
COLLEGES BOARD OF TRUSTEES

April 6, 2020

(PENDING APPROVAL OF THE BOARD OF TRUSTEES)

A. Call to Order and welcome: The meeting was called to order at 7:35 am.

Chair Steve Moore welcomed and thanked everyone for their attendance. Chair Moore hopes that all in attendance are doing well under the circumstances, and encouraged Trustees to send a text or email to the board leadership to let them know how trustees are doing, and how the COVID-19 pandemic has impacted their families and businesses.

Roll Call by Chair Steve Moore:

Steve Moore, Chair – yes
Aaron Osmond, Vice-Chair – yes
Mike Angus – yes
Stacey Bettridge – yes
Michael Jensen – yes
Charles Hansen – yes
Susan Johnson – yes
Russell Lamoreaux – yes
Brad Tanner – yes
Chuck Taylor – yes
Scott Theurer – yes
Jera L. Bailey – excused
Brett Barton – excused
Arthur E. Newell – excused
Stephen Wade – excused

B. Action Item: New Funding Allocations - Commissioner Haines explained that there are three parts of the budget distribution, as described in the agenda's attachment. The board decided to vote separately for each of the three sections.

1) FY2020 Performance Funding – One-time Residual: Commissioner Haines explained that the distribution of earned FY2020 performance funds to the colleges in January 2020, left a one-time residual of \$229,544. The Board of Trustees determines the use of this residual in consideration of system-wide needs. The eight colleges identified critical needs for campus

safety and or security. Each college would receive \$28,693. Each of the colleges would need to report the use of the funds to the board through the commissioner's office by October 31, 2020.

Trustee Charles Hansen suggested that after each college receives the \$28,693, that some flexibility be given to each college president to use the remaining portion at the president's discretion for the use of their college's programs.

Motion: Trustee Russell Lamoreaux moved that the board approve the one-time residual of the FY2020 Performance Funding amount of \$229,544 to be distributed equally to each college (\$28,693 each college), with the understanding that if the colleges have any residual funds from the amount distributed, the college president has the discretion to use it for the college's programs as he/she may deem necessary.

Seconded: Trustee Susan Johnson

Voting: Unanimous

2) FY2021 Performance Funding for Program Expansion and Student Support (\$4,000,000). Commissioner Haines reported that in the 2020 Legislature Session, a total of \$9,000,100 was appropriated as on-going funds for the FY2021 for technical college program expansion and student support. \$5,000,100 was allocated directly to each college and \$4,000,000 to the UTech Board of Trustees to distribute to the colleges as performance funding.

Commissioner Haines also explained that the Co-chairs of the Higher Education Appropriations Subcommittee has clarified that the intent of the committee, as is shown on the table in item B of today's agenda.

Chair Moore expressed his appreciation to the legislature for the funds approved.

Motion: Vice-Chair Aaron Osmond moved that the board approve the distribution of the on-going funds to the colleges as presented.

Seconded: Trustee Susan Johnson

Voting: Unanimous

3) FY2021 Targeted Compensation (\$500,000). Commissioner Haines explained that the college budget increase requests for FY2021 included a total of \$1,751,800 for market-driven targeted compensation to help bring college employees closer to market compensation as identified in salary studies.

The legislature funded \$500,000 on-going to the UTech Board of Trustees to allocate to the colleges, with the intent language that the board prioritize the funding for targeted compensation to Medical/Health Sciences and Information Technology and report to the Higher Education Appropriations Subcommittee by October 31, 2020.

Board Leadership has recommended the \$500,000 be allocated proportionally to each college, as shown in item B of the agenda.

The legislature intent gives the flexibility to consider other positions that are a high priority to the colleges, as long as first preference is given to medical/health sciences and information technology.

Motion: Trustee Chuck Taylor moved to approve the distribution of the \$500,000 to the colleges proportionate to requests, as shown in the agenda, with the priority to medical/health sciences and information technology and college discretion to use it for other market-driven positions.

Seconded: Trustee Charles Hansen

Voting: Unanimous

- C. **COVID-19 Issues:** Commissioner Haines reported that due to the COVID-19 pandemic, all colleges are closed until the end of April with presidents' discretion to make exceptions within the CDC and Governor Herbert guidelines.

Commissioner Haines also pointed out that many employers using Custom Fit are facing severe challenges with COVID-19 sequestration. UTech's Custom Fit policy discourages company contributions of less than 50% and carry-forward balances greater than 10%. It has been suggested that during COVID-19 college closures, presidents be encouraged to more broadly grant exceptions to the 50% company contribution and that the 10% carry-forward consideration be waived for FY2020. These accommodations could help employers make their own COVID-19 sequestrations more productive, and position Custom Fit for supporting economic recovery as the state emerges from the crisis.

Trustee Theurer suggested that with the governance transition on July 1, 2020, it should be noted that this board addressed this issue. Chair Moore asked to include Custom Fit Accommodations as an agenda item on the May 21, 2020, board meeting as Trustees will have current information on COVID-19 and the business environment.

- D. **Action Item: Salary Adjustment for Commissioner Jared Haines.** Chair Moore stated that in the March 19, 2020, Board meeting the board went into closed session to discuss a compensation adjustment for Commissioner Haines. After the closed session, the board announced in open session that the board voted unanimously to approve a 60% penetration of the salary range for Commissioner Haines.

After the meeting, UTech's Legal Counsel informed Chair Moore that the action was not valid because it was not included in the agenda. Chair Moore then sent an email to the Trustees informing them of the error and the need to reconvene on the particular item.

Chair Moore noted that to approve the salary increase, the board used the commissioner's position salary scale from 2016.

Chair Moore mentioned that Commissioner Haines sent an email to the board leadership indicating that although Commissioner Haines is appreciative of the board's vote of confidence in him, he could not accept the salary increase as it surpasses what is normally considered for presidents and the commissioner.

Commissioner Haines expressed appreciation for what has been proposed and what it means personally and for the position, as well as personal discomfort with discussions about a pay increase during this time with COVID-19 that has many struggling with lost revenue and furloughs.

The Board of Trustees proposed and discussed different salary ranges.

Chair Moore stated that after working closely with Commissioner Haines for the last two years, he is impressed with Commissioner Haines' leadership, as well as his administrative and management abilities and personal growth.

Motion: Trustee Chuck Taylor moved that the board approve a salary increase to 50% penetration of the salary range for Commissioner Jared Haines.

Seconded: Trustee Russell Lamoreaux

Voting: Unanimous

The meeting was adjourned at 8:37 am.