

**Mid Michigan College Board of Trustees Meeting**  
**June 17, 2025 –Esther C. Conference Room – Harrison Campus**

Present: Jane Zdrojewski, Board Chair; Dr. Michael Jankoviak, Vice Chair; Dr. Karen Moore, Treasurer; Nate Weisenburger, Trustee; George Gilmore, Trustee; Trustee; Lois Pittsley, Trustee; Tim Hood, President

Absent: Richard S. Allen, Jr., Secretary

Guests: Dr. Scott Mertes, Provost; Lillian K. Frick, Vice President of Finance & Administration; Lori Fassett, Associate Vice President of Human Resources; Joe Myers, Director of Facilities; Annette Sturdavant, PT Executive Assistant to the President & Board of Trustees; Sherry L. Kyle, PT Executive Assistant to the President & Board of Trustees

**Agenda Item I: Call to Order**

The Board Chair called the meeting to order at 5:30 p.m.

**Agenda Item II: Approval of Agenda**

A motion to approve the agenda as presented this evening was made by Trustee Jankoviak, with support by Trustee Weisenburger, motion carried.

**Agenda Item III: Public Comment**

There were no public comments.

**Agenda Item IV: Approval of Consent Items**

Trustee Weisenburger presented a motion to approve the consent items as reflected in the packet this evening. Support by Trustee Moore, motion carried.

**Agenda Item V-A: Event Center Update**

Vice President Frick provided updated information concerning the Event Center project at the Mt. Pleasant Campus. She informed Trustees that Vice President Miller is at a Planning Commission meeting in Union Township this evening and she will provide a brief update in his absence. A continued discussion will take place tomorrow with Union Township which focuses on the sewer tie-in and the Township's proposed fees to do so. The College's engineering firm (Rowe) has a compelling case to present. It is hoped this issue can be resolved so the project can move forth. The next scheduled meeting with Union Township is on July 15<sup>th</sup>. The Board will be kept informed as progress is known. The Board Chair thanked Ms. Frick for her presentation.

**Agenda Item V-B: Administrative Compensation Discussion**

President Hood informed the Board that there is more specific information available on the topic as requested by the Board at the June 3, 2025 regular meeting. Trustee Gilmore had requested additional information related to the concern of across the board application of the 4% increase in salary this year, plus the 3% catch-up increase for administrative staff, and if it may put some positions out of alignment as related to being higher than those reflected in the study. This was looked at closely by the College administration and the proposal does not allow any positions to go over the maximum salary ranges. A total of 15 positions would have been out of alignment if the "across the board" increase would have been implemented. Vice President Frick distributed copies of the proposal by position which included the data. Information used in the study was gathered from the Michigan Human Resources Association. MMCC is at mid-range when compared to other community colleges in the State. The lower salary ranges continue to affect Mid in recruitment efforts. Not only are we losing good employees who take similar positions at other places of employment, but we may not be attracting the candidates who are a good fit due to the lower rate of pay.

This year the Faculty and ESPA employee groups received a 4% increase which is mandated in the Union contracts. It is recommended the administrative employees at Mid receive a 4% increase and the additional 3% catch-up increase to

bring the positions reflected in the hand-out into alignment with peer institutions. The recommendations are tied closely to the *Cost of Living Adjustment* (COLA) ranges. President Hood stated that he supports the recommendation as presented by Vice President Frick. The monetary aspect of this proposal is in the budget.

Board Chair Zdrojewski shared that she feels this implementation is overdue. The last salary study on administrative positions was in 2017 and is necessary to remain competitive. She suggested that we look at this issue approximately every 3 years.

The Board Chair recommended to move ahead with Phase I of the Administrative Compensation proposal. A motion was made by Trustee Jankoviak to approve Phase I as presented by the President and administration. Support by Trustee Weisenburger – all ayes; motion carried.

A motion was made by Trustee Moore with support from Trustee Pittsley to approve the 4% increase, plus the 3% catch-up as reflected in the proposal this evening. All ayes – motion carried.

The Board Chair informed members of the Board that this item will be placed on a workshop agenda at a later date to determine its outcome.

#### **Agenda Item VI-C: Certifying Millage Resolution (Policy 303.11)**

A motion was presented by Trustee Jankoviak, with support from Trustee Moore to certify the millage rate of 1.2073 for operating purposes in 2025, and adopt the required Resolution as presented in the Special Hearing earlier this evening. Roll call vote showed ayes from Trustees Weisenburger, Pittsley, Zdrojewski, and Gilmore. Nays – none. Resolution adopted.

#### **Agenda Item VI-D: 2025-26 Budget (Policy 303.03)**

Vice President Frick reviewed the 2025-26 budget as reflected in the packet. A motion was made by Trustee Weisenburger, with support by Trustee Jankoviak to approve the budget as presented by Vice President Frick. All ayes – motion carried.

#### **Agenda Item VI-A: Correspondence and Announcements**

President Hood informed Board members that the Clare-Gladwin RESD Lease Agreement review/modifications that has been taking place over the last few months is currently tabled until more thorough review has taken place by all parties concerned. Updated information will be on the August 5<sup>th</sup> board agenda.

He also shared that at the June 5 and 6 President's Committee Meeting, in-depth discussions focused on legislative topics and were very insightful. He reviewed several topics included in the workshops/meetings that were included in a hand-out from the Michigan Community College Association.

President Hood updated Trustees on the Community College Guarantee and Reconnect programs.

This information will be shared with the Board.

President Hood informed Trustees that a letter of resignation has been received from Annette Sturdavant, PT Executive Assistant to the President/Board of Trustees. Annette has accepted a job with the State of Michigan and we wish her the very best and thank her for her contributions to Mid.

Ms. Sturdavant thanked the President and the Board for the opportunity to assist and she enjoyed it very much. She is looking forward to her position that begins July 1<sup>st</sup> working for the Michigan Department of Transportation (MDOT). She and her husband recently purchased property and are renovating a home, so it has been a very exciting and busy time in her life.

#### **Agenda Item VI-B: 2025 Parking Lot Maintenance (Policy 303.09)**

Director of Facilities Myers provided an overview of maintenance work to be performed on the parking lots in Harrison and Mt Pleasant. This includes crack filling, seal coating, and line striping and is scheduled for July 2025. The estimated cost is \$76,954.00 and will be funded from Deferred Maintenance.

A motion was made by Trustee Gilmore and supported by Trustee Jankoviak to approve the Parking Lot Maintenance project as outlined in the board packet. All ayes – motion carried. The Board Chair thanked Mr. Myers for his presentation.

**Agenda Item VII-A: Calendar of Events**

The Board Chair reviewed the calendar of events, noting that the next regular meeting of the Board is on August 5<sup>th</sup> in the Community Room of the Mt Pleasant Campus. Other events noted by Associate Vice President of Human Resources, Lori Fassett, were the summer BBQ dates for staff at both campuses and the Employee Night at Dow Diamond, which takes place this Thursday. The Board is welcome to attend these events.

**Agenda Item VII-B: Board Comments-Other Business**

There were no comments from Trustees.

Meeting adjourned at 6:11 p.m.

Respectfully Submitted,  
Sherry L. Kyle  
PT Exec. Asst. to the President & Board of Trustees