



## Attachment 3 - d

### MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT BOARD MILWAUKEE, WISCONSIN June 15, 2021

#### CALL TO ORDER

A Special Board Meeting – Lump Sum Compensation Adjustment of the Milwaukee Area Technical College District Board was held in open session via Zoom on Tuesday, June 15, 2021, and called to order by Chair Foley at 4:45 p.m.

#### ITEM 1. ROLL CALL

**Present:** Erica Case, Mark Foley, Ashanti Hamilton, Citlali Mendieta-Ramos, Nikki Moews, Kahri Phelps-Okoro, Lisa Olson and Ann Wilson.

**Excused:** None.

#### COMPLIANCE WITH THE OPEN MEETINGS LAW

Discussion Chairperson Foley asked if proper notice of the meeting had been given in compliance with the Wisconsin Open Meetings Law.

Ms. Gwendolyn Green, Board Liaison, confirmed proper notice had been given in compliance with the Wisconsin Open Meetings Law.

#### ITEM 2. COMMENTS FROM THE PUBLIC

Kevin Mulvenna, executive vice president, AFT L212, spoke to the language in the lump sum compensation adjustment resolution. Mr. Mulvenna stated there are part-time faculty who resigned and did the right thing by completing the necessary paperwork who will not receive a lump sum distribution but there are other part-time faculty still on the books with no intention of teaching again and will receive the distribution. Mr. Mulvenna asked the board to amend the lump sum payment resolution to include language that would

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include faculty who had resigned this academic year and asked administration to offer a cost of living raise for 2020-2021.

**ITEM 3. ACTION ITEM**

**3 a. Resolution (F0182-06-21) to Approve Lump Sum Compensation Adjustment**

Dr. Vicki Martin opened the discussion of the previously tabled motion by saying she was grateful to be able to present this resolution as a way to recognize MATC's employees for the great work they've done during this unprecedented year. The college was at a decrease of about 9% in enrollments, however, through good fiscal management and examining of expenditure savings by the college's finance team along with the president's cabinet and college leaders, it was determined the college would be able to reward its employees.

Ms. Elle Bonds, vice president, Human Resources, provided an overview of the Resolution to Approve Lump Sum Compensation Adjustment. Ms. Bonds stated administration met with Local 212 on Wednesday, May 26 and worked on a modification to the original eligibility criteria that was agreed upon by both Local 212 and the president's cabinet.

Director Wilson asked if we knew the number of employees that would be included in the payment if we change the criteria to include employees that had resigned.

Director Hamilton requested that the administration reconsider the eligibility criteria to include faculty that had resigned as this was an unprecedented year.

Chair Foley stated that it would be difficult, if not impossible, to assess the intention of those faculty still on the books with no current teaching assignment.

Director Case asked if this issue was addressed in the meeting with L212. Ms. Elle Bonds replied that this was not raised.

Director Case asked what the college's past practice was as to this criteria.

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Dan McColgan, Director of Labor Relations, stated that the college has only included retirees in the criteria for lump sum payments and has never included employees who resigned.

Janice Falkenberg, vice president and General Counsel, stated that the resolution was looking at the broad employee base and that any change in the criteria should not be considered for only part-time faculty but other employees as well. She also spoke to the administrative burden a change in criteria to include employees no longer employed with the college would cause and that there would be no viable way to predict what employees still on the books would not be returning to serve the college. The resolution was intended to reward those that were with us through this difficult year and will continue to serve the college.

Director Case stated that in her experience, payments such as these are usually rewarded to retirees but not to reward employees who resigned and no longer work for the college.

Director Mendieta Ramos stated she did not support providing a lump sum payment to people who have left the college.

Director Wilson said that because something was not negotiated does not mean we shouldn't consider it.

Attorney Falkenberg interjected that this is a non-negotiable item, the college only has the ability to negotiate base wages. Administration met with employee groups as a courtesy when drafting the resolution.

Vice President Hollow informed the board that this resolution is time sensitive due to the end of the fiscal year being June 30, 2021.

Chair Foley asked if there was any sense as to what the additional cost would be. Ms. Bonds responded that the administration would have to look into this.

Director Case stated that holding up approval of this resolution for a few employees is hindering the benefit of a large group.

Director Hamilton asked if the board could consider a resignation under the conditions of the pandemic not be a qualifier to receiving the lump sum payment.

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Attorney Falkenberg asked for clarification and if the intention was to include employees who left the college last fall and if so, stated this would be difficult to manage and administrate.

President Martin asked that the board pass the resolution as written. She offered that we do not have the data tonight to help inform the board on the issue of criteria for employees who have resigned.

Director Hamilton said he could support this.

Director Foley asked that the board move the motion to approve with the note that administration will work to gather data on the number of employees affected and the costs associated with including employees who had resigned on the agenda for discussion at the next board meeting.

Motion            It was moved by Ms. Mendieta-Ramos, seconded by Ms. Moews to approve Resolution (F0182-06-21) to Approve Lump Sum Compensation Adjustment as presented.

Action            Motion approved, the roll call vote being as follow:

Ayes:             Hamilton, Mendieta-Ramos, Moews, Olson, Phelps-Okoro, Case and Foley – 7

Abstention:     Wilson

**ITEM 4.            ADJOURNMENT**

It was moved by Dr. Olson, seconded by Mr. Hamilton, to adjourn the Special Board Meeting Lump Sum Compensation Adjustment.

The meeting adjourned at 5:49 p.m.

Respectfully submitted,

*Gwendolyn G. Green*

On Behalf of Board Secretary Citlali Mendieta-Ramos.