

(Approved at April 6, 2022 Board of Trustees Meeting)

COLLEGE OF CHARLESTON
UNIVERSITY OF CHARLESTON, SC

Board of Trustees Special Meeting
Randolph Hall Boardroom
Zoom Video Conference
October 29, 2021
11:00 a.m.

Presiding:

David M. Hay, Chair, Board of Trustees

Board Member(s) Participating in Person – Trustees David Hay (chair), Beth Burke

Board Members Participating via Zoom Video Conference – Trustees Laurin Burch, Hank Futch, Shawn Holland, Renée Romberger (secretary), Penny Rosner, Brian Stern, Steve Swanson, Tav Swarat and Craig Thornton

Board Members Absent: Trustees Chuck Baker, John Busch, Demetria Clemons (vice chair), Andy Gianoukos, Henrietta Golding, Randy Lowell, Toya Pound, Ricci Welch and John Wood

Senior Team Members Participating in Person – President Hsu, Mark Berry, John Loonan, Paul Patrick

Senior Team Members Participating via Zoom Video Conference: Suzanne Austin, Alicia Caudill, Cathy Mahon and Ron Menchaca

Other Attendees Participating in person – Joh-nette Brown and Elizabeth Kassebaum

Other Attendees Participating via Zoom Video Conference – Betty Craig and Ed Pope

(only attending Board Members, President Hsu, Chief of Staff, Senior Leadership Team, Board Office Staff, Media, and others presenting or participating in the meeting are noted as attendees).

CALL TO ORDER

Chair Hay called the meeting to order at 11:04 p.m. noting that the meeting notice has been posted and the press notified as required by the Freedom of Information Act.

EMPLOYEE BONUS PROGRAM

President Hsu presented the proposed bonus plan for College of Charleston employees.

In accordance with South Carolina Code of Laws Section 59-101-610, the College of Charleston has developed this one time, lump-sum bonus plan for approval by the College of Charleston's Board of Trustees. This bonus is to recognize all of our employees for the exceptional efforts and sacrifices that they have made throughout the COVID-19 pandemic. Foundation funds will be used to fund this bonus.

All employees of the College of Charleston, including FTE faculty and staff, temporary staff, and adjunct faculty, who are actively employed on November 30, 2021, and working an average of 30 hours (or more) per week are eligible to receive the bonus. Employees who have submitted resignations will not be eligible for the bonus. Approximately 1,500 employees are projected to be eligible. This plan does not include student employees.

The bonus payment is a one-time, lump-sum payment and is subject to state and federal taxes. However, the payment is not subject to retirement withholdings.

[Trustee Chuck Baker recused himself from voting on this issue since his spouse, Elizabeth B. Baker, is an employee of the College eligible for the bonus.]

MOTION TO APPROVE EMPLOYEE BONUS PROGRAM

The motion was made by Trustee Hank Futch, and seconded by Trustee Craig Thornton, to approve the Employee Bonus Program as presented and acknowledge our gratitude to the Foundation Board for their support of this important effort. The Chair called for the yeas and nays, and the motion was approved by a majority voice vote.

MOTION TO ADJOURN

The motion was made by Trustee Steve Swanson, and seconded by Trustee John Wood, that the meeting be adjourned. All in favor.