

**HENRY FORD COLLEGE
BOARD OF TRUSTEES
SPECIAL MEETING
5101 Evergreen Road
Dearborn, MI 48128
May 21, 2026**

I. CALL TO ORDER

A special meeting of the Henry Ford College Board of Trustees was called to order on Thursday, May 21, 2026, at 7:35 p.m. at the Henry Ford College Administrative Services and Conference Center in the Rosenau Board Room. The following Board of Trustees were present: Trustees Ali Bazzi, Patrick D'Ambrosio, Adel Mozip, Mary Petlichkoff, Nasri Sobh, Amer Zahr and Chair Jamal Aljahmi. There being a quorum, the meeting was declared in session.

II. CITIZEN PARTICIPATION

None

III. EMPLOYMENT CONTRACT FOR INCOMING PRESIDENT

Trustee Zahr discussed the contract the Board received on Monday, May 18. If any changes to the agreement are needed, they must be made at this/public meeting.

An item that some of the Trustees had concerns about was the professional obligations budget. Trustee Zahr recapped that the Board had discussed how to handle the accounting of the expenditures for this fund in a way that the Board does not have to ask for a report. The Board had discussed adding a clause to the contract that the president must provide a regular accounting. Also, the Board discussed an annual review of the fund rather than a scheduled accounting of the funds.

Chair Aljahmi asked the Board to first consider how much money they want to approve for this fund. Then, the Board can discuss the accounting of the monies.

Chair Aljahmi stated that currently, the amount being considered is \$50,000. He asked if the Board is comfortable with this amount. Trustee Zahr stated that the ad hoc committee, after discussing this amount, agreed they would be comfortable with the \$50,000 as long as there is an accounting procedure in place.

Trustee Petlichkoff shared how the previous president justified the increased amount and the value to the college.

Trustee Bazzi clarified that for the position, this is an amount so that the college's president can function to the best of their ability and to benefit of the college. Trustee Bazzi shared that he is comfortable with the \$50,000.

Chair Aljahmi asked the Trustees about the accounting process. Trustee Petlichkoff shared that the previous president had set up a PAC (Political Action Committee) for any political donations. But this accounting would not include other expenditures.

Trustee Zahr shared that the accounting method does not change the discretion to use these funds. He discussed that the Board would like to see, at whatever intervals they choose, an accounting of the funds. The Board discussed. Trustee Petlichkoff shared that an annual report will suffice and that the Henry Ford College PAC still exists.

Trustee Sobh stated that he doesn't mind having no reporting requirement for the funds. His only concern would be political contributions but that is public information anyway. The Board could elect to make reporting upon request.

Trustee Mozip shared that he is still not comfortable with the \$50,000 amount. He also said that an annual report would suffice. Trustee Mozip suggested the accounting report have major categories with expenditures of \$500 or more.

Trustee Zahr stated, Mr. Knezek shall provide an accounting of expenditures under this section of \$500 or more annually. Trustee Sobh stated he would like to increase the amount to \$1000 or more for each expenditure. He agrees with the reporting structure. The Board agreed.

Per Trustee Zahr, Vice President Moss Ferguson will insert into the language of the contract: *"Mr. Knezek shall annually provide an accounting of individual expenditures of \$1,000 and above under this section."*

Trustee Zahr stated that at the last meeting, the Board discussed the president's base salary. The ad hoc committee had discussed the range that was posted but agreed to go \$10,000 higher than the range. The Board discussed. Trustee Mozip shared that he felt the Board should respect the range that was posted. He is fine with going to the high end of the range, but not over it. Trustee Zahr shared that he is fine with staying with the range or going over by \$10,000. Chair Aljahmi shared that \$10,000 is not a big deal but if we want to stick with the range, we should go with \$300,000. Trustee Petlichkoff shared that, in negotiations, it is not uncommon to try to negotiate a little higher. Trustee Petlichkoff agreed with Trustee Zahr. Chair Aljahmi stated he is fine with going with the Committee's recommendation of \$310,000.

Trustee Mozip stated he had an issue with the part of the contract that reads if the Board fails to conduct an evaluation, it will be interpreted as Mr. Knezek's performance is deemed effective. Trustee Mozip inquired as to how this statement came to be a part of the contract. Trustee Petlichkoff shared that, at one time the Board did not conduct an evaluation due to challenges the Board was experiencing at that time. Trustee Petlichkoff stated that the president should not be penalized if the Board fails to conduct an evaluation. Ms. Moss Ferguson stated that the Board is not bound legally to conduct an evaluation. Ms. Ferguson shared that there is a clause in the contract that the Board/College is not bound by the same rules that bind the P-12 as these are two different acts under the legislature. There is no obligation on behalf of the Board to conduct a performance evaluation. Trustee Mozip stated he is satisfied with this.

Trustee Zahr asked the Trustees if they had any objections to the without cause termination clause. This was brought up at the last Board meeting. The Trustees indicated they had no issue with this clause.

Chair Aljahmi asked the Trustees if they had any other concerns. The Trustees had none.

Motion offered by Trustee Zahr, supported by Trustee Bazzi, to accept the contract the Board received on Monday, May 18, 2026, plus the clause regarding the accounting the Board asked Ms. Moss Ferguson to add tonight, and that the updated contract be prepared by tomorrow to be presented to Mr. Knezek. Motion passed with the following roll call vote attached: Ayes – Trustees Bazzi, D’Ambrosio, Petlichkoff, Sobh, Zahr and Chair Aljahmi (6); Abstention – Trustee Mozip (1)

IV. ADJOURNMENT

Motion offered by Chair Aljahmi and adopted unanimously by those members present that the meeting be adjourned at 8:11 p.m.

Amer Zahr, Secretary