### BOARD OF REGENTS BRIEFING PAPER

Agenda Item Title: Extension of President Burton's Contract

**Meeting Date:** <u>December 1-2, 2016</u>

#### 1. BACKGROUND & POLICY CONTEXT OF ISSUE:

The term of President Burton's three year employment contract ends June 30, 2018. The Board's Procedures and Guidelines Manual, Ch. 2, Sec. 2.2, requires that the periodic evaluation occur in the year before the contract ends. However, two other presidential evaluations are also scheduled for 2017. In addition, the Chancellor Search Committee continues to meet and the bi-annual session of the Nevada Legislature begins in February. Given these multiple demands and competing priorities it is recommended that President Burton's contract be extended for an additional year with the periodic evaluation pushed to 2018.

#### 2. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

The approval of a one-year extension to President Burton's employment contract.

#### 3. IMPETUS (WHY NOW?):

Periodic presidential evaluations customarily occur every three years and a one-year extension of President Burton's contract through June 30, 2019, is requested to allow for adequate time to properly address the other evaluations and demands forthcoming in 2017.

#### 4. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- A president's periodic performance evaluation normally takes place every three years, in the year before the contract term ends.
- President Burton's evaluation should take place in the year before the contract ends as required in the Procedures and Guidelines Manual, Ch. 2, Sec. 2.2.
- A one-year extension allows for sufficient time to conduct multiple presidential periodic evaluation and other tasks scheduled to occur during 2017.

#### 5. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

• No arguments against the recommendation.

#### 6. ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

• Proceed with current schedule for periodic evaluation which would occur in the spring.

#### 7. COMPLIANCE WITH BOARD POLICY:

Consistent With Current Board Policy: Title # 1 Chapter # 7 Sec	tion # <u>4c</u>
☐ Amends Current Board Policy: Title # Chapter # Section #	<u> </u>
☐ Amends Current Procedures & Guidelines Manual: Chapter #	Section #
X Other: Consistent with Procedures and Guidelines Manual, Ch 2,	Sec. 2.2
Fiscal Impact: Yes NoX	
Explain:	

#### **Nevada System of Higher Education**

System Administration 4300 S. Maryland Parkway Las Vegas, NV 89119 Phone: 702-889-8426 Fax: 702-889-8492



System Administration 2601 Enterprise Road Reno, NV 89512-1666 Phone: 775-784-4901 Fax: 775-784-1127

# THE NEVADA SYSTEM OF HIGHER EDUCATION EXTENSION OF TERMS OF EMPLOYMENT FOR CHESTER BURTON PRESIDENT, WESTERN NEVADA COLLEGE

The following provisions (herein referred to as the "Extension") amend the Supplement to Terms of Employment effective July 1, 2018 through June 30, 2019 (herein referred to as the "Supplement") and the Terms of Employment effective July 1, 2018 through June 30, 2019 (herein referred to as the "Contract") to which it is attached, for Chester Burton (referred to herein as the "Appointee"), Western Nevada College ("WNC").

This Extension is entered into by and between Appointee, Chester Burton and the Nevada System of Higher Education ("NSHE"), for good and valuable consideration, as follows:

- 1. Paragraph 1 of the Supplement to Terms of Employment of Chester Burton, is hereby amended to extend the term of employment of Appointee as the President of WNC to and including June 30, 2019.
- 2. All other terms and conditions of the said Supplement and Contract of Chester Burton remain in full force and effect.

Employee:	
Chester Burton, President, Nevada State College	Date
Accepted on behalf of the Nevada System of Higher Education as a Supplement to the Terms of Employment:	
John V. White, Chancellor, Nevada System of Higher Education	Date

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## PROPOSED TERMS OF CHESTER BURTON CONTRACT PRESIDENT, WESTERN NEVADA COLLEGE JULY 1, 2018 – JUNE 30, 2019

1) Base salary: \$185,436.00

2) Salary Supplement: None for WNC President.

3) **COLA:** Eligible for COLA if appropriated by the legislature.

4) Merit: Eligible for merit if appropriated by the legislature.

5) **Car Allowance**: \$8,000.00 per fiscal year.

6) Housing allowance: \$12,000.00 per fiscal year.

7) **Host Account**: \$5,000.00 per fiscal year.

8) **Contract Period**: Contract will be through June 30, 2019.