



Westchester Community College

State University of New York

73812

January 8, 2020

To: Board of Acquisition and Contract

From: John Nonna
Chair
Westchester Community College Board of Trustees

Re: Authority to amend an agreement with Dr. Belinda S. Miles for her employment as President of Westchester Community College

As your Honorable Board is aware, after an exhaustive search process which involved an executive search firm and a committee made up of faculty, administrators, staff, students and members of the community, in 2014 the Westchester Community College (“WCC”) Board of Trustees selected Dr. Belinda S. Miles as the next President of Westchester Community College. On December 19, 2014, your Honorable Board authorized a three-year agreement with Dr. Miles that commenced on January 1, 2015 and was to expire on December 31, 2017 with an annual salary of \$234,600 (the “Agreement”).

Thereafter, by resolution approved on April 13, 2017, your Honorable Board, upon the recommendation of the WCC Board of Trustees, authorized WCC to cancel the Agreement with Dr. Miles and replace it with a new agreement (the “New Agreement”). The New Agreement was for a five year term, commencing on July 1, 2016 and ending on June 30, 2021. Pursuant to the terms of the New Agreement, Dr. Miles would receive a salary of \$247,600 per year, with any further increases in her annual salary to be based upon mutually agreed upon performance objectives, professional development, merit and other relevant factors such as changes in the cost of living, and would be at the sole discretion of the WCC Board of Trustees. In addition, the New Agreement provided that Dr. Miles would be entitled to the fringe benefits available to all non-represented managerial staff at WCC and would, in addition, have the use of a WCC-owned vehicle and receive a \$50,000 housing allowance annually during the term thereof. The New Agreement further provided that Dr. Miles could terminate the New Agreement without cause upon 12 months

prior notice, with WCC reserving the right to terminate the agreement at any time for cause.

Recognizing Dr. Miles' exemplary performance during her last five years as President, the WCC Board of Trustees has recommended a 10% increase in her salary, effective on January 1, 2020 and continuing through June 30, 2021, the expiration date of the New Agreement. Dr. Miles received no salary increases from 2016 through 2019 so the increase requested for the final two years of the current contract amounts to a 2% increase per year for the term of the current contract.

Accordingly, attached is a resolution that would authorize WCC to amend the New Agreement with Dr. Miles for the limited purpose of increasing her annual salary by \$24,760, from \$247,600 to \$272,360 for the period from January 1, 2020 through December 31, 2020, and from \$123,800 to \$136,180 for the period from January 1, 2021 through June 30, 2021.

Except as otherwise specifically amended hereby, all other terms and conditions set forth in the New Agreement will remain in full force and effect.

This amendment is exempt from the operation of the Westchester County Procurement Policy pursuant to Section 3(a) (ix) therein as it is an agreement with an "educational professional or expert".

The New Agreement accomplishes the goal and objective of providing continuity and stability for WCC as it moves forward. The WCC Board of Trustees will continue to monitor the performance of Dr. Miles under this agreement.

Attached for your approval is an appropriate resolution.

JN/JPG/nm
Att.

RESOLUTION

Upon a communication from John Nonna, Chair of the Westchester Community College Board of Trustees, be it hereby

RESOLVED, that the County of Westchester, acting by and through Westchester Community College, is hereby authorized to amend an agreement with Dr. Belinda S. Miles (the "Agreement"), pursuant to which Dr. Miles agreed to serve as President of Westchester Community College for a term commencing on July 1, 2016 and continuing through June 30, 2021 at an annual salary of \$247,600, by increasing the annual salary by 10%, from \$247,600 to \$272,360 for the period from January 1, 2020 through December 31, 2020, and from \$123,800 to \$136,180 for the period from January 1, 2021 through June 30, 2021; and be it further

RESOLVED, that except as otherwise specifically amended hereby, all other terms and conditions set forth in the Agreement will remain in full force and effect; and be it further

RESOLVED, that the County Executive or his authorized designee is hereby authorized to execute all instruments and take all actions reasonably necessary to implement this Resolution.

Account to be Charged/credited	Fund	Dept	Major Program, Program & Phase Or Unit	Sub Unit	Object/ Sub Object	Trust Account	Dollars
	010	0101			1010		\$37,140

Budget Funding Year(s) 2016-2021 Start Date 7/1/2016 End Date 6/30/2021
 (must match resolution)

Funding Source Tax Dollars \$7,800
 State Aid \$10,400
\$ 37,140 Federal Aid _____
 (must match resolution)
 Other \$18,940 (tuition)