

# BOARD OF REGENTS BRIEFING PAPER

1. AGENDA ITEM TITLE: 2022 Annual Report: Employee Contract Buyouts

MEETING DATE: March 9-10, 2023

**2. BACKGROUND & POLICY CONTEXT OF ISSUE:**

Pursuant to Title 4, Ch. 3, Sec. 49 of the Board of Regents' *Handbook*, Acting Chancellor Erquiaga submits this report of the number and amounts of employee contract buyouts. Said contract buyouts are often utilized as cost savings measures when Notices of Nonreappointment or Termination are issued pursuant to *Code* Section 5.9. The current form used for institutions and units to report these amounts allows reported amounts to include sums that are not directly associated with the contract buyout amount, such as required payouts of accumulated annual leave and amounts that may settle actual or anticipated litigation. Accordingly, the Chief General Counsel will update the reporting form to allow more accurate reporting in the future. To further improve the contract buyout process and options available to administration, the Chief General Counsel will draft *Handbook* revisions for the Board's consideration that permit appointing authorities to utilize discretionary paid administrative leave when Notices of Nonreappointment or Termination are issued pursuant to *Code* Section 5.9. Finally, please note that the information contained in this report is limited due to the fact that most details in these matters constitute confidential personnel information pursuant to NSHE *Code* Section 5.6.2.

**3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:**

Pursuant to Title 4, Ch. 3, Sec. 49 of the Board of Regents' *Handbook*, Acting Chancellor Dale A.R. Erquiaga submits the 2022 Annual Employee Contract Buyout Report for the Board's acceptance.

**4. IMPETUS (WHY NOW?):**

Title 4, Ch. 3, Sec. 49 requires the Chancellor to submit an annual report of the number and amounts of employee contract buyouts.

**5. CHECK THE NSHE STRATEGIC PLAN GOAL THAT IS SUPPORTED BY THIS REQUEST:**

- Access (Increase participation in post-secondary education)
- Success (Increase student success)
- Close the Achievement Gap (Close the achievement gap among underserved student populations)
- Workforce (Collaboratively address the challenges of the workforce and industry education needs of Nevada)
- Research (Co-develop solutions to the critical issues facing 21<sup>st</sup> century Nevada and raise the overall research profile)
- Not Applicable to NSHE Strategic Plan Goals

**INDICATE HOW THE PROPOSAL SUPPORTS THE SPECIFIC STRATEGIC PLAN GOAL**

N/A

**6. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:**

N/A

**7. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:**

N/A

**8. ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:**

N/A

**9. RECOMMENDATION FROM THE CHANCELLOR'S OFFICE:**

N/A

**10. COMPLIANCE WITH BOARD POLICY:**

<input checked="" type="checkbox"/> Consistent With Current Board Policy: Title # <u>4</u> Chapter # <u>3</u> Section # <u>49</u>
<input type="checkbox"/> Amends Current Board Policy: Title # _____ Chapter # _____ Section # _____
<input type="checkbox"/> Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
<input type="checkbox"/> Other: _____
<input type="checkbox"/> Fiscal Impact: Yes _____ No _____ Explain: _____

## 2022 Employee Contract Buyout Report

*Acting Chancellor Dale A.R. Erquiaga submits this report of the number and amounts of employee contract buyouts pursuant to Title 4, Ch. 3, Sec. 49. Employee contract buyouts are often utilized as cost savings measures when Notices of Nonreappointment or Termination are issued pursuant to Code Section 5.9.*

*Due to the form currently used for institutions and units to report employee contract buyouts, the amounts reported include sums that are not directly associated with the contract buyout amount, such as required payouts of accumulated annual leave and amounts that may settle actual or anticipated litigation. Accordingly, the Chief General Counsel will update the reporting form to allow more accurate reporting in the future.*

*\*Please note that the information presented in this public report is limited because such matters contain confidential personnel information pursuant to NSHE Code Section 5.6.2.*

Institution	Employee Contract Buyouts
UNR	1) \$27,977.00 2) \$12,333.00
UNLV	NONE
DRI	NONE
NSC	NONE
CSN	NONE
TMCC	1) \$46,881.00
GBC	NONE
WNC	1) \$90,471.00 2) \$38,446.00 3) \$70,939.00 4) \$50,000.00 5) \$45,576.00 6) \$61,213.00
System Admin.	1) \$610,000.00 2) \$110,000.00 3) 93,253.00 4) 36,922.00 5) \$19,389.00