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 21st 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:

(BOARD OF REGENTS 03/10/23) Ref. BOR-10o, Page 1 of 3
<table>
<thead>
<tr>
<th></th>
<th>Consistent With Current Board Policy: Title #<em>4</em>__ Chapter #<em>3</em>__ Section #<em>49</em>__</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Amends Current Board Policy: Title #____ Chapter #_____ Section #________</td>
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<tr>
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<td>Amends Current Procedures &amp; Guidelines Manual: Chapter #_____ Section #_______</td>
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<td>Other:</td>
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<td>Fiscal Impact: Yes_____ No_____</td>
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<td>Explain:</td>
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### 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.*

<table>
<thead>
<tr>
<th>Institution</th>
<th>Employee Contract Buyouts</th>
</tr>
</thead>
</table>
| 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 |