

BOARD OF REGENTS BRIEFING PAPER

1. AGENDA ITEM TITLE: 2023 Annual Report: Employee Contract Buyouts

MEETING DATE: February 29-March 1, 2024

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

Pursuant to Title 4, Ch. 3, Sec. 49, Chancellor Charlton submits this annual report of the number and amounts of employee contract buyouts. Said contract buyouts are often utilized as cost savings measures or efficient ways to effectuate Notices of Nonreappointment or Termination issued pursuant to Code Section 5.9. The information provided in this report is limited because the details of these matters constitute confidential personnel information pursuant to NSHE Code Section 5.6.2. Regents wishing to review the details of reported buyouts may contact James Martines, Chief General Counsel, and arrange for in-person inspection of the files.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

None

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:

X Consistent With Current Board Policy: Title # 4 Chapter # 3 Section # 49
 Amends Current Board Policy: Title # _____ Chapter # _____ Section # _____
 Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
 Other: _____
 Fiscal Impact: Yes _____ No _____
Explain: _____

2023 Employee Contract Buyout Report

Chancellor Patricia Charlton 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 or efficient ways to effectuate Notices of Nonreappointment or Termination issued pursuant to Code Section 5.9.

**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	0
UNLV	1) \$58,087.00
DRI	0
NSU	1) \$13,766.66
CSN	0
TMCC	1) \$14,313.79 2) \$60,921.48
GBC	0
WNC	1) \$124,229.80
System Admin.	1) \$15,532.54