

LOS RIOS COMMUNITY COLLEGE DISTRICT

Board of Trustees Retreat

Friday, October 7, 2022 - 5:30 pm
Saturday, October 8, 2022 - 9:00 am

FRIDAY, October 7, 2022

1. CALL TO ORDER

The board retreat was called to order by President Nelson at 5:30 p.m. in the Board Room at Los Rios Community College District, 1919 Spanos Court, Sacramento, California.

Present (Friday and Saturday):

Tami Nelson, President
John Knight, Vice President
Pam Haynes
Dustin Johnson
Deborah Ortiz
Kelly Wilkerson

Trajan Robinson, Student Trustee

Brian King, Chancellor

Absent (Friday and Saturday):

Robert Jones

2. ORAL COMMUNICATIONS

There were no oral communications.

3. FUTURE DIRECTIONS DISCUSSION

The Board of Trustees received information on and discussed the agenda items below:

- A. Draft 2023 Board Meeting Calendar
- B. Review of Board Requested Items / Annual Calendar of Presentations
- C. Strategic Plan Update & Finalization of Board Goals
- D. Board Self-Evaluation

4. CLOSED SESSION

The following board members went into closed session at 6:25 pm: Ms. Haynes, Mr. Johnson, Mr. Knight, Ms. Nelson, Ms. Ortiz, and Ms. Wilkerson to consider the matters below:

- A. Pursuant to Govt. Code section 54957: Public Employee Evaluation and Contract: Contract Officers
- B. Pursuant to Government Code section 54957.6: Conference with Labor Negotiators; Agency designated representatives: Brian King, Cindy Miles; Unrepresented parties: Contract Officers
- C. Pursuant to Government Code section 54957.6: Conference with Labor Negotiators; Agency designated representative: Cindy Miles; Unrepresented party: Chancellor
- D. Pursuant to Government Code section 54957: Public Employee Discipline/Dismissal/Release

The Board of Trustees returned to Open Session at 8:45 pm.

5. ACTION

A. Contract Officer Contracts

A motion was made by Trustee Ortiz, seconded by Trustee Wilkerson, that the Board of Trustees:

- a) *Create the position of Executive Vice Chancellor, Finance and Administration on Range C of the Management Salary Schedule, and Reclassify the position of Vice Chancellor, Finance and Administration to Executive Vice Chancellor, Finance and Administration, including associated employment contract amendments:*

Mario Rodriguez: Vice Chancellor, Finance and Administration (B/3) to Executive Vice Chancellor, Finance and Administration (C/2)

- b) *Create the position of Chief Advancement Officer on Range B of the Management Salary Schedule, and Reclassify the position of Associate Vice Chancellor, Resource Development to Chief Advancement Officer, including associated employment contract amendments:*

Paula Allison: Associate Vice Chancellor, Resource Development (A/5) to Chief Advancement Officer (B/1)

- c) *Create the position of Chief Strategy and Communications Officer on Range B of the Management Salary Schedule, and Reclassify the position of Associate Vice Chancellor, Strategy and Communications to Chief of Staff, including associated employment contract amendments:*

Gabe Ross: Associate Vice Chancellor, Strategy and Communications (A/5) to Chief of Staff (B/1)

d) *Extend the contracts to June 30, 2025, for the District Officers listed:*

Paula Allison, Chief Advancement Officer
Carrie Bray, Associate Vice Chancellor, Finance
Edward Bush, President, Cosumnes River College
Melanie Dixon, President, American River College
Jacob Knapp, General Counsel
Pablo Manzo, Associate Vice Chancellor, Facilities Management
Jamey Nye, Deputy Chancellor
Mario Rodriguez, Executive Vice Chancellor, Finance and Administration
Gabe Ross, Chief Strategy and Communications Officer

e) *Extend the contracts to June 30, 2024, for the District Officers listed:*

Sonia Ortiz-Mercado, Associate Vice Chancellor, Educational Services

f) *Grant annual step increases to those eligible on the Management Salary Schedule as listed:*

Carrie Bray, Associate Vice Chancellor, Finance (from A/1 to A/2)
Melanie Dixon, President, American River College (from B/1 to B/2)
Jacob Knapp, General Counsel (from A/3 to A/4)
Jamey Nye, Deputy Chancellor (from C/3 to C/4)

g) *Amend employment contracts to include one-month of executive sabbatical leave after five (5) years of service in the employee's identified role, and an additional week of sabbatical leave every year after their fifth year of service (for up to an additional five (5) years), for the District Officers listed:*

Edward Bush, President, Cosumnes River College
Melanie Dixon, President, American River College
Jamey Nye, Deputy Chancellor

h) *Amend employment contracts to include twenty five thousand dollars (\$25,000) in deferred compensation as a retention incentive if the employee is still serving in their current role on July 1, 2026, for the District Officers listed:*

Edward Bush, President, Cosumnes River College
Melanie Dixon, President, American River College
Jamey Nye, Deputy Chancellor

i) *Amend employment contracts to allow for an annual buyout of up to 10 days of their accrued vacation balance, for the District Officers listed:*

Paula Allison, Chief Advancement Officer
Edward Bush, President, Cosumnes River College
Melanie Dixon, President, American River College
Jacob Knapp, General Counsel
Jamey Nye, Deputy Chancellor
Mario Rodriguez, Executive Vice Chancellor, Finance and Administration
Gabe Ross, Chief Strategy and Communications Officer

Roll Call Vote:

Aye: Haynes, Johnson, Knight, Nelson, Ortiz, Wilkerson

No: None

Absent: Jones

Motion carried; 6:0

B. Chancellor's Contract

A motion was made by Trustee Ortiz, seconded by Trustee Knight, that the Board of Trustees approve and amend the Chancellor's contract with the following terms:

- a) For the 2023-2024 fiscal year, the base salary of the Chancellor shall be \$377,115.*
- b) The Chancellor shall receive one month of executive sabbatical leave after five (5) years of service in the role of the Chancellor, and an additional week of sabbatical leave every year after his fifth year of service (for up to an additional five (5) years).*
- c) On an annual basis, the Chancellor may receive a buyout of up to ten (10) days of his accrued vacation balance.*
- d) All other terms and conditions of the contract shall remain in place for the balance of the contract.*

Roll Call Vote:

Aye: Haynes, Johnson, Knight, Nelson, Ortiz, Wilkerson

No: None

Absent: Jones

Motion carried; 6:0

ADJOURNMENT

President Nelson adjourned the meeting at 8:54 pm. until Saturday, March 12, 2022 at 9:00 am.

SATURDAY, October 8, 2022

President Nelson called the meeting to order at 9:00 am.


6. UPDATE AND DISCUSSION OF DISTRICT INITIATIVES:

The Board of Trustees received information on and discussed the agenda items below:

- A. Overview and Discussion of the Los Rios COVID-19 Vaccination Requirement and Current Public Health Guidance
- B. Student Support and Success: Math
- C. State Budget and Los Rios Enrollment Update
- D. Recruitment & Hiring

7. ADJOURNMENT

President Nelson adjourned the meeting at 12:20 pm.



Brian King
Chancellor and Secretary to the Board of Trustees

Minutes approved by the Board of Trustees: November 9, 2022