



**Human Resources Committee**  
CCSNH BOARD OF TRUSTEES  
Meeting of May 10, 2018

**Attending:** Committee Chair Kim Trisciani, Trustee Cheryl Kahn, Trustee Kathy Shields, Trustee Steven Slovenski, Vice Chancellor of HR Richie Coladarci, Director of HR Sara Sawyer

**Regrets:** WMCC President Chuck Lloyd

**Others Present:** Jeanne Herrick

Ms. Trisciani called meeting to order at 11:03 am in 136 MacRury Hall, NHTI in Concord, NH.

Approval of September 26, 2017 Minutes

**VOTE:** The committee, on motion of Ms. Trisciani and seconded by Ms. Kahn, approved the minutes of the September 26, 2017 meeting.

Non-Public Session

**VOTE:** The committee, on motion of Ms. Trisciani and seconded by Ms. Shields, voted unanimously by roll call to conduct a non-public session according to the provisions in RSA 91-A:3, II(a), in order to discuss a personnel matter.

The committee entered non-public session at 11:05 a.m. and returned to public session at 12:08 p.m. No votes were taken in the non-public session.

**VOTE:** The committee, on motion of Ms. Shields and seconded by Ms. Trisciani, voted unanimously by roll call to recommend to the board the presidential contract as revised.

Other Business

Mr. Coladarci invited committee members to attend the annual Symposium, which will be held on August 16 at NHTI.

No further business was brought forward. The meeting was adjourned at 12:10 p.m.

Respectfully Submitted,

Meghan Eckner  
Executive Assistant to the Chancellor and Board of Trustees



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### **NON-PUBLIC SESSION**

**Present:** Committee Chair Kim Trisciani, Trustee Cheryl Kahn, Trustee Kathy Shields, Trustee Steven Slovenski, Vice Chancellor of HR Richie Coladarci, Director of HR Sara Sawyer, Jeanne Herrick

The non-public session was called to order at 11:05 a.m. at the Chancellor's Office on the NHTI campus in Concord, NH.

Mr. Coladarci presented the draft CCSNH employment agreement for presidents, which would serve as a template to be used across colleges and structured identically with the exception of base salary. Mr. Coladarci explained that presidents serve at the pleasure of the Board by statute and currently operate largely under the same provisions as at-will employees, with the exception of leave and disability benefits in practice that are largely undefined. Mr. Coladarci noted that in an increasingly competitive marketplace for college presidents, CCSNH may be at a disadvantage for recruitment and retention by not offering presidents a contract that outlines the terms and conditions of employment, establishes certain benefits related to the unique position of president, and preserves at-will nature of their employment but provides severance and/or notification provisions.

Discussion followed regarding the three-year term, sick and vacation time tracking, separation pay, and causes for termination as outlined in the contract.

The committee suggested that Mr. Coladarci present the contract to final presidential candidates as a draft document that has not yet been approved by the full board.

The non-public session was adjourned at 12:08 p.m.

Respectfully Submitted,

Meghan Eckner

Executive Assistant to the Chancellor and Board of Trustees