



Board of Trustees

June 19, 2020

5:00 - 6:00 PM



OFFICE OF THE BOARD OF TRUSTEES

Public Meeting Notice

June 17, 2020

TO: Southern Oregon University Board of Trustees
FROM: Sabrina Prud'homme, University Board Secretary
RE: Notice of Special Meeting of the Board of Trustees via Zoom

The Southern Oregon University Board of Trustees will hold a special meeting on the date and at the location set forth below.

The board will act to set the university president's compensation. The second topic of the meeting will be a collective bargaining update to be held in executive session, pursuant to ORS 192.660(2)(d).

The meeting will occur as follows:

Friday, June 19, 2020

5:00 p.m. to 6:00 p.m. (or until business concludes)

Visit governance.sou.edu for meeting materials.

To join or view the proceedings, visit <https://sou.zoom.us/j/95718174349> at the time of the meeting.

If special accommodations are required or to provide written public comment or testimony, please contact Kathy Park at (541) 552-8055 at least 72 hours in advance.

Public Comment

Members of the public who wish to provide public comments for the meeting are invited to submit their comments or testimony in writing. Please send written comments or testimony to the Board of Trustees email address: trustees@sou.edu. Public comments also may be sent to the board via postal mail addressed to SOU Board of Trustees, 1250 Siskiyou Boulevard, Ashland, OR 97520.

Call to Order / Roll / Declaration of a Quorum



Board of Trustees Special Meeting

Friday, June 19, 2020

5:00 – 6:00 p.m. (or until business concludes)

DeBoer Room, Hannon Library

AGENDA

Persons wishing to participate during the public comment period shall sign up at the meeting.

Please note: times are approximate and items may be taken out of order.

- 1 Call to Order/Roll/Declaration of a Quorum**
 - 1.1 Welcome and opening remarks Chair Lyn Hennion
 - 1.2 Roll and Declaration of a Quorum Sabrina Prud'homme,
SOU, Board Secretary
 - 1.3 Agenda Review Chair Hennion
- 2 Public Comment**
- 3 Action, Information and Discussion Items**
 - 15 min. 3.1 Presidential Compensation (Action) Chair Hennion
 - 45 min. 3.2 Collective Bargaining Update - Executive
Session [Pursuant to ORS 192.660(2)(d)]
Christine Meadows,
USSE, Chief Negotiator;
Jason Catz, SOU, General
Counsel; Dr. Susan
Walsh, SOU, Provost;
Greg Perkinson, SOU,
Vice President, Finance
and Administration
- 4 Adjournment** Chair Hennion

Public Comment

Presidential Compensation

President's Current Compensation

5.0 Salary and Benefits

Dr. Schott's annual base salary for a 1.0 full time equivalent position shall be the following during each year of the contract term:

- a) From July 1, 2019 through June 30, 2020, base salary will be \$272,000.
- b) From July 1, 2020 through June 30, 2021, base salary will be \$280,000.
- c) From July 1, 2021 through June 30, 2022, base salary will be \$290,000.

The parties retain discretion and share an intention to periodically evaluate the president's base salary and benefits during the term of the agreement to determine if amendment of those terms is mutually agreeable and appropriate. Such evaluation will most likely take place after completion of the first and/or second year of term.

Excerpted from: *Employment Agreement and Notice of Appointment*

**Southern Oregon University
Board of Trustees**

**RESOLUTION
Amendment of the Compensation of the University President**

Be it resolved,

The Board of Trustees of Southern Oregon University amends the compensation of the university president as follows.

Compensation

Dr. Linda Schott's annual base salary for a 1.0 full time equivalent position shall be frozen at \$272,000, less a 20% reduction, on an annualized basis. This reduction is [intended to be] consistent with all administrative employees' participation in the Oregon Work Share Program.

Duration

This temporary action is effective July 1, 2020.

In a future meeting of the Board of Trustees, when a more complete picture of the university's general financial condition is available and the fuller scope of the university's austerity measures is known, the board will reconsider the compensation of the university president, not later than January 2021.

Vote:

Date: June 19,2020

Recorded by the University Board Secretary:

**Collective Bargaining Update
in Executive Session
[Pursuant to ORS 192.660(2)(d)]**

Adjournment