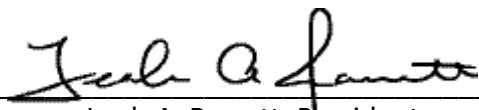


Monitoring Report
EL-07 Compensation and Benefits
March 13, 2025

I hereby present my monitoring report on the **Executive Limitations Policy EL-07: Compensation and Benefits** according to the monitoring report schedule (BPD-04). I certify that the information contained in this report is true and represents compliance with a reasonable interpretation of all aspects of the policy unless specifically stated otherwise.

Signed _____



Leah A. Barrett, President

Date 06 March 2025

With respect to employment, compensation, and benefits to employees, consultants, contract workers, and volunteers, the President shall not cause or allow jeopardy to fiscal integrity or public image.

INTERPRETATION

I interpret fiscal integrity to mean a compensation philosophy that administers and maintains an equitable total compensation program that provides consistent treatment for all employees with measured flexibility, under appropriate controls, designed to attract and retain top talent. Compliance will be shown when there are no unresolved employee grievances related to compensation and benefits. This is reasonable because grievances are an indicator of inconsistent treatment among employees. This section is further interpreted in Section 3 and 3.1 of this Monitoring Report.

I interpret public image to mean the College provides an atmosphere and public image that demonstrates a commitment to service, excellence, and customer satisfaction, as it relates to compensation and benefits. Compliance will be shown when there is no negative press coverage regarding compensation and benefits of College employees during the reporting period.

EVIDENCE

Evidence of fiscal integrity is provided in Section 3 and 3.1 of this Monitoring Report.

The Director of Public Relations and the Vice President of Human Resources confirmed on 3/4/2025 there are no unresolved grievances related to employee compensation or benefit packages., nor has there been negative press regarding compensation and benefits at Northeast Community College.

... the President shall not:

1. Change his or her compensation and benefits.

INTERPRETATION

I interpret not changing compensation and benefits as the President not taking any action to influence or direct the HR or Payroll departments to make suggested changes that are not provided in the Board approved contract.

EVIDENCE

The Vice President of Human Resources and the Director of Payroll confirmed on 2/27/2025 that the President has not taken any action to change the President's compensation and benefits in a manner that is inconsistent with the President's contract.

...the President shall not:

2. Promise or imply permanent employment.

INTERPRETATION

I interpret permanent employment as an employer/employee relationship that is expected to last if the employee wants to maintain the relationship. The faculty, other than new faculty within their first two years of employment, are not "at will" employees. The negotiated [agreement](#) provides that "just cause" is required to terminate employment. As a matter of general practice and for

consistency among employee groups, the College has required “just cause” for termination of any employee, even though not required by statute. (See [Nebraska Statute 85-1528](#) which only applies to “teaching staff”). Compliance will be shown when:

- A. The College has procedures in place to require just cause for termination of employment of any employee, other than within the first two years of employment; and
- B. All employment offers from the College to potential employees are made in accordance with applicable College procedures regarding just cause termination.

EVIDENCE

- A. The Vice President of Human Resources confirmed on 2/27/2025 that the following policies and procedures are in place applicable to this section:

[Suspension, Demotion and Termination for Non-Faculty Employees Procedure](#)
[Continuation, Amendment, Termination of Employment - Faculty Policy](#)
[Reduction of Force - Faculty Procedure](#)
[Employment Probation Procedure](#)

- B. The Vice President of Human Resources confirmed on 2/27/2025 that all employment offers from the College to potential employees made within the reporting period were made in accordance with applicable college procedures.

...the President shall not:

3. Establish compensation and benefits which deviate materially from the geographic or professional market for the skills employed.

INTERPRETATION

I interpret not deviate materially from the market to mean the College follows staff compensation protocols and negotiated agreements to establish a process for assessing total compensation that compares competitively with the market and that employees are paid appropriately for the skills in their job descriptions. For faculty, their compensation is based on their collective bargaining agreement which currently states that their pay is based on comparison of average daily rates to an array consisting of other community colleges in Nebraska. This calculation does not take into account job descriptions or market analysis for pay. Compliance

will be demonstrated when the average daily rate for faculty compensation is between 98% and 102% of the midpoint of the array. This is reasonable because the range for midpoint calculation is provided by state statute. For non-faculty employees, compliance will be shown when compensation data for each division is reviewed on a three-year rotating schedule, which review includes a comparison of the College compensation data to the market for comparable higher ed institutions in the Midwest region. This is reasonable because comparing the College compensation data to the higher education market ensures employees are paid appropriately for their skills and the industry.

EVIDENCE

- A. The Vice President of Human Resources confirmed on 2/27/25 that there is a compensation review plan in place, with a three year rotation schedule as follows: FY24-25: Technical Services and Administrative Services; FY25-26: Educational Services; FY26-27: Student Services, Human Resources, Executive, Development & External Affairs. PayScale compensation software will be implemented and utilized to review compensation market data on a continuous and as needed basis.
- B. The College General Counsel confirmed on 2/27/25 that the current negotiated agreement provides for faculty compensation with an average daily rate that is 101.17% of the midpoint of the array.

...the President shall not:

3.1 Finalize collective agreements which exceed the parameters established by the Board of Governors.

INTERPRETATION

Compliance will be demonstrated when the College attorney confirms that the negotiated agreement is within the negotiating parameters established by the Board of Governors. This is reasonable because legal counsel has reviewed the negotiated agreement and reports their observations to the Board of Governors.

EVIDENCE

- A. The College General Counsel confirmed on 2/27/2025 that the negotiated agreement is consistent with the negotiating parameters established by the Board of Governors.

...the President shall not:

4. Establish or change retirement benefits such that the provisions:

- Incur unfunded liabilities or commit the organization in any way to benefits that incur predictable future costs.**
- Provide less than some basic level of benefits to all full-time employees, through differential benefits to encourage longevity are not prohibited.**

INTERPRETATION

I interpret retirement benefits that do not incur unfunded liabilities or do not provide less than a basic level of benefits for employees as an employee benefit plan which complies with all applicable federal laws and regulations including the Internal Revenue Code of 1986, as amended and applicable to Nebraska state law. This is reasonable because a fully compliant employee benefit plan provides employees the opportunity to generate long-term accumulation of retirement plan savings at low risk.

EVIDENCE

- A. McMill CPAs and Advisors in Norfolk, Nebraska a third-party retirement consultant and co-fiduciary of the College's retirement plan, confirmed on 2/12/2025 that TIAA, the College's retirement plan vendor, is an employee benefit plan fully compliant with all applicable federal and state laws.