

C – Board President Relations

President’s Contract

Background

It will be necessary to negotiate the President’s contract when selecting a new President or when the President’s contract is renewed. In either case the process for negotiating a contract is the same.

Policy

The Board of Governors Executive Committee (excluding the current President) is solely responsible for negotiating the President’s contract and will use the following guidelines when doing so:

1. The contract must consider College Employer Council reference documents and any other applicable government guidelines.
2. The process should be thorough and objective.
3. Confidentiality must be maintained.

Procedure

1. As delegated by the Board, the Executive Committee has the authority to lead the contract negotiation process on its behalf.
2. Board members are encouraged to provide input to the Executive Committee during Committee of the Whole.
3. The Board’s Treasurer (unless they have applied for the position of President) may be asked to provide logistical assistance in ensuring that the negotiation process and activities are conducted in conjunction with Board, College and government policies and procedures.

If the Treasurer is disqualified from providing assistance, then the Board may identify another College resource.

In any event, the College resource selected to assist in the contract negotiation process is only permitted to help the Executive Committee in the mechanics of the process and to permit proper budgeting of funds. This is important to ensure that there is no conflict of interest.

4. When developing the contract, legal counsel must be consulted.
5. Communication with College stakeholders should not take place until an agreement with the President has been reached.

Monitoring System

The Board of Governors will evaluate the effectiveness of the process as required.