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TO: Dr. Monty Sullivan
LCTCS President

FROM: Joseph F. Marin ^{JFM}
Vice President of Operations

DATE: October 4, 2023

SUBJECT: LCTCS Chancellor Contract Recommendations

APPROVED

 10/4/23
LCTCS BOARD OF SUPERVISORS

FOR BOARD ACTION

Recommendation: Given compensation and contract comparisons of LCTCS Chancellors to those in similar positions statewide and nationally, in addition to factoring performance goals, the LCTCS President recommends the following changes to contracts and compensation packages for LCTCS Chancellors with an effective date of October 16, 2023, as follows:

- Neil Aspinwall:** Chancellor of SOWELA Technical Community College with an annual compensation package comprised of a base salary of \$234,377, a housing allowance of \$25,000, a vehicle allowance of \$7,500 or the use of a state vehicle, a civic organization allowance of \$2,500 and a deferred retirement contribution of \$35,000, for a total compensation of \$304,377 through December 31, 2028.
- Douglas "Rick" Bateman:** Chancellor of Bossier Parish Community College with an annual compensation package comprised of a base salary of \$213,022, a housing allowance of \$25,000, a vehicle allowance of \$7,500 or the use of a state vehicle, a civic organization allowance of \$2,500, and a deferred retirement contribution of \$20,000 for a total compensation package of \$268,022 through December 31, 2027.
- Randall Esters:** Chancellor of Louisiana Delta Community College with an annual compensation package comprised of a base salary of \$204,000, a housing allowance of \$25,000, a vehicle allowance of \$7,500 or the use of a state vehicle, a civic organization allowance of \$2,500, and a deferred retirement contribution of \$20,000 for a total compensation package of \$259,000 through December 31, 2027.
- Vincent June:** Chancellor of South Louisiana Community College with an annual compensation package comprised of a base salary of \$204,000, a housing allowance of \$25,000, a vehicle allowance of \$7,500 or the use of a state vehicle, a civic organization allowance of \$2,500, and a deferred retirement contribution of \$20,000 for a total compensation package of \$259,000 through December 31, 2027.
- Larissa Littleton-Steib:** Chancellor of Delgado Community College with an annual compensation package comprised of a base salary of \$248,848, a housing allowance of \$25,000, a vehicle allowance of \$7,500 or the use of a state vehicle, a civic organization allowance of \$2,500, and a deferred retirement contribution of \$20,000 for a total compensation package of \$303,848 through December 31, 2028.
- James "Jimmy" Sawtelle:** Chancellor of Central Louisiana Technical Community College with an annual compensation package comprised of a base salary of \$198,898, a housing allowance of \$25,000, a vehicle allowance of \$7,500 or the use of a state vehicle, a civic organization allowance of \$2,500, and a deferred retirement contribution of \$20,000 for a total compensation package of \$253,898 through December 31, 2027.
- Willie Smith, Sr.:** Chancellor of Baton Rouge Community College with an annual compensation package comprised of a base salary of \$223,778, a housing allowance of \$25,000, a vehicle allowance of \$7,500 or the use of a state vehicle, a civic organization

allowance of \$2,500, and a deferred retirement contribution of \$20,000 for a total compensation package of \$278,778 through December 31, 2028.

8. **Jayda Spillers:** Chancellor of Northwest Louisiana Technical Community College with an annual compensation package comprised of a base salary of \$183,600, a housing allowance of \$25,000, a vehicle allowance of \$7,500 or the use of a state vehicle, a civic organization allowance of \$2,500, and a deferred retirement contribution of \$20,000 for a total compensation package of \$238,600 through December 31, 2026.
9. **Kristine Strickland:** Chancellor of Fletcher Technical Community College with an annual compensation package comprised of a base salary of \$202,274 housing allowance of \$25,000, a vehicle allowance of \$7,500 or the use of a state vehicle, a civic organization allowance of \$2,500, and a deferred retirement contribution of \$25,000 for a total compensation package of \$262,274 through December 31, 2028.
10. **Quintin Taylor:** Chancellor of River Parishes Community College with an annual compensation package comprised of a base salary of \$193,800, a housing allowance of \$25,000, a vehicle allowance of \$7,500 or the use of a state vehicle, a civic organization allowance of \$2,500, and a deferred retirement contribution of \$20,000 for a total compensation package of \$248,800 through December 31, 2026.
11. **Tina Tinney:** Chancellor of Nunez Community College with an annual compensation package comprised of a base salary of \$202,856 a housing allowance of \$25,000, a vehicle allowance of \$7,500 or the use of a state vehicle, a civic organization allowance of \$2,500, and a deferred retirement contribution of \$25,000 for a total compensation package of \$262,856 through December 31, 2028.

Furthermore, each chancellor contract will include an annualized base salary escalator clause of 2.5% pending the attainment of annual performance goals and assuming the availability of sufficient college funds.

Background: The LCTCS Chancellors are compared to their peers within the state of Louisiana and nationally. Also, many chancellors have not received increases since January 2022, resulting in salary compression issues when compared to newer chancellors. In order to remain competitive, an annualized base salary escalator clause was added to the chancellor contracts. Given the performance evaluation of the Chancellors, the salary and contract reviews, the aforementioned contracted compensation terms for LCTCS Chancellors outlined herein are being recommended.

History of Prior Actions: The Board last acted on chancellor contracts at the December 2022 meeting.

Benefits to System: Approval of these contracts will provide continued leadership at LCTCS colleges and assist LCTCS in remaining competitive.



Approved for Distribution to the Board
Dr. Monty Sullivan, President

October 4, 2023

Date

Signature: 
Joseph J. Marin (Oct 4, 2023 15:47 CDT)

Email: jmarin@lctcs.edu









LCTCS Chancellor Contract Recommendations

Final Audit Report

2023-10-04

Created:	2023-10-04
By:	Ericka Poole (erickapoole@lctcs.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA5LqWmqiFYFX4C6uZtn5ce8yiyjnJNCV3V

"LCTCS Chancellor Contract Recommendations" History

-  Document created by Ericka Poole (erickapoole@lctcs.edu)
2023-10-04 - 6:20:57 PM GMT
-  Document emailed to Joseph Marin (jmarin@lctcs.edu) for signature
2023-10-04 - 6:21:29 PM GMT
-  Email viewed by Joseph Marin (jmarin@lctcs.edu)
2023-10-04 - 8:47:02 PM GMT
-  Document e-signed by Joseph Marin (jmarin@lctcs.edu)
Signature Date: 2023-10-04 - 8:47:15 PM GMT - Time Source: server
-  Document emailed to Katie Waldrop (katiewaldrop@lctcs.edu) for signature
2023-10-04 - 8:47:16 PM GMT
-  Email viewed by Katie Waldrop (katiewaldrop@lctcs.edu)
2023-10-04 - 8:49:10 PM GMT
-  Document e-signed by Katie Waldrop (katiewaldrop@lctcs.edu)
Signature Date: 2023-10-04 - 8:49:23 PM GMT - Time Source: server
-  Agreement completed.
2023-10-04 - 8:49:23 PM GMT