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TO: Dr. Monty Sullivan
LCTCS President
FROM: Joseph F. Marin
Vice President of Operations

DATE: March 8, 2023

SUBJECT: Chancellor Equity Increases for Randall Esters and Vincent June

APPROVED
3/8/23
LCTCS BOARD OF SUPERVISORS

FOR BOARD ACTION

Recommendation: Staff recommends the Board approve equity adjustments for Chancellor Randall Esters, of Louisiana Delta Community College, and Chancellor Vincent June, of South Louisiana Community College effective March 20, 2023, as follows:

- 1. Randall Esters: Chancellor of Louisiana Delta Community College with an equity adjustment in his base salary from \$190,000 to \$200,000. All other compensation package items will remain the same, 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 resulting in a total compensation package of \$255,000.
2. Vincent June: Chancellor of South Louisiana Community College with an equity adjustment in his base salary from \$186,915 to \$200,000 and an increase in a deferred retirement contribution from \$15,000 to \$20,000. All other compensation package items will remain the same, 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 resulting in a total compensation package of \$255,000.

Background: Staff conducted a compensation equity review of all LCTCS chancellor compensation packages. Criteria taken under consideration that provided the most weight for this review were the number of students served, the number of employees, and budget for each college. Additional items that were reviewed were the number of physical locations and leadership experience of each chancellor.

History of Prior Actions: SSA Consultants presented an evaluation of chancellor salaries to the Board at its June 2022 meeting.

Benefits to System: The equity adjustments allow for fair and equitable compensation packages for all chancellors. The LCTCS Board of Supervisors is committed to attracting and retaining top talent to lead our colleges.

Handwritten signature of Monty Sullivan

3.8.23

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

Date






I.15.Chancellor Equity Increases Esters and June March 2023

Final Audit Report

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