



ONBASE ID: 113554

Date: April 22, 2026

To: Board of Acquisition and Contract

From: Dr. LeRoy W. Mitchell
Chair
Westchester Community College Board of Trustees

Re: Authority to enter into an agreement with Dr. Belinda S. Miles for her employment as President of Westchester Community College

As your Honorable Board is aware, Dr. Belinda S. Miles (“Dr. Miles”) has served as President of Westchester Community College (the “College”) since 2015. Her most recent employment agreement expired on December 31, 2025. The College’s Board of Trustees has conducted extensive reviews of Dr. Miles’ performance during her over ten (10) years as President of the College and the Board of Trustees has determined that her performance has been exemplary. As such, the College Board of Trustees has agreed to provide Dr. Miles with a new five (5) year contract effective January 1, 2026.

Accordingly, attached is a resolution that would authorize the County of Westchester, acting by and through Westchester Community College (the “College”), to enter into a new agreement with Dr. Miles having a term of five (5) years, commencing on January 1, 2026 and terminating on December 31, 2030. Pursuant to the terms of the proposed agreement, Dr. Miles will receive an annual salary of \$312,626.00, which remains unchanged from 2025. In addition, Dr. Miles will be entitled to the fringe benefits available to all non-represented managerial staff at the College, would have the use of a College-owned vehicle and receive a \$50,000 annual housing allowance. Any further increases in her annual salary shall be based upon mutually agreed upon performance objectives, professional development, merit and other relevant factors such as changes in the cost of living, and would be at the sole discretion of the College Board of Trustees, subject to the approval of your Honorable Board. In addition, the College will establish a deferred compensation plan in accordance with Internal Revenue Code Section 457(f) on behalf of Dr. Miles (the “Plan”) and will remit five percent (5%) of Dr. Miles’ salary into the Plan. Dr. Miles can terminate the agreement without cause upon twelve (12) months prior notice, and the College reserves the right to terminate the agreement at any time for cause.

The proposed agreement is exempt from the operation of the Westchester County Procurement Policy pursuant to Section 3(a) (ix) therein since it is an agreement with an “educational professional or expert.”

The proposed agreement accomplishes the goal and objective of providing leadership, continuity and stability for the College as it moves forward. The College Board of Trustees will continue to monitor the performance of Dr. Miles under this agreement.

Attached for your approval is an appropriate resolution.

LWM/JPI

Att.

RESOLUTION

Upon a communication from the Chair of the Westchester Community College Board of Trustees, be it hereby

RESOLVED, that the County of Westchester, acting by and through Westchester Community College (the “College”), is hereby authorized to enter into a new agreement with Dr. Belinda S. Miles for her employment as President of Westchester Community College; and be it further

RESOLVED, that the new agreement will commence January 1, 2026 and terminate December 31, 2030 and Dr. Miles will receive an annual salary of \$312,626.00. Any increases in Dr. Miles’ annual salary will be based upon mutually agreed upon performance objectives, professional development, merit and other relevant factors such as changes in the cost of living, and will be at the sole discretion of the College Board of Trustees. Dr. Miles will be entitled to the fringe benefits available to all non-represented managerial staff at the College, will have the use of a College-owned vehicle and receive a \$50,000 housing allowance annually during the term of this agreement. In addition, the College will establish a deferred compensation plan in accordance with Internal Revenue Code Section 457(f) on behalf of Dr. Miles (the “Plan”) and will remit five percent (5%) of Dr. Miles’ salary into the Plan. The agreement may be terminated without cause by Dr. Miles upon twelve (12) months prior notice and the College may terminate the agreement at any time for cause; and be it further

RESOLVED, that the County Executive or his authorized designee is hereby authorized to execute all instruments and take all actions reasonably necessary to implement this Resolution.

Account to be Charged/credited	Fund	Dept	Major Program, Program & Phase Or Unit	Sub Unit	Object/ Sub Object	Trust Account	Dollars
2026	010	0101			1010		\$362,626.00
2027	010	0101			1010		\$362,626.00
2028	010	0101			1010		\$362,626.00
2029	010	0101			1010		\$362,626.00
2030	010	0101			1010		\$362,626.00
							\$1,813,130.00

Budget Funding Year(s) 2026-2030 Start Date 1/1/2026 End Date 12/31/2030
 (must match resolution)

Funding Source	Tax Dollars: <u>439,990.42</u> _____
	State Aid: <u>393,925.78</u> _____
\$ <u>1,813,130.00</u> (must match resolution)	Federal Aid: _____
	Other <u>979,213.80</u> (Tuition)