

**EMPLOYMENT AGREEMENT**  
**Between the California Community Colleges and**  
**Erik Skinner as Interim Chancellor**

Erik Skinner (hereinafter "Interim Chancellor") is hereby employed by the California Community Colleges Board of Governors (hereinafter "Board") in the position of Interim Chancellor of the California Community Colleges.

California Education Code Section 71090(a) provides that "the board shall appoint a chief executive officer, to be known as the Chancellor of the California Community Colleges, and fix his or her compensation."

The Interim Chancellor shall serve on a full time basis until the permanent Chancellor commences and shall faithfully perform, subject to the direction and control of the Board of Governors, the duties of his position as such duties may be defined from time to time by the Board including, but not limited to, acting as a professional advisor to the Board in the formulation of policies, and exercising such discretionary powers as may be delegated by the Board under the laws of the State of California. The Interim Chancellor's employment shall be subject to the terms and conditions described below:

1. **Term:** The term of this agreement shall commence on April 2, 2016 and continue until the permanent Chancellor commences service.
2. **Salary:** The salary for this position will be \$190,000.
3. **Benefits:** The Board will provide the standard fringe benefit package afforded state employees as described in the publication Compensation Plus (2010 edition).
4. **Vacation, Sick Leave and Compensatory Leave:** The Interim Chancellor shall retain his current leave balances and accrue all leaves as an Interim Chancellor under his current rate as a Deputy Chancellor.
5. **California Political Reform Act – Disclosure of Financial Interests:** The Interim Chancellor is a designated official for purposes of the California Political Reform Act of 1974. Accordingly, the Interim Chancellor shall complete and file a Statement of Economic Interests (Form 700) identifying a complete listing of personal financial interests consistent with the Conflict of Interest Code adopted by the Board. The Filing Officer will keep the Chancellor's Form 700 on file as a public document.

Generally, the personal economic interests you are legally required to disclose fall into the following five categories:

- a. Investments in business entities
- b. Real property
- c. Income, loans, and business positions
- d. Gifts
- e. Travel payments

The Interim Chancellor will be required to complete a Form 700 twice within the first twelve months of service, once within 30 days of assuming office, and again no later than April 1 (and every April 1 thereafter for the duration of the Chancellor's service). A copy of the Form 700 and other information about this requirement can be found at:

[http://www.fppc.ca.gov/content/dam/fppc/NS-Documents/TAD/Form%20700/2015-16/Form\\_700\\_Ref\\_Pamphlet\\_2015.16.pdf](http://www.fppc.ca.gov/content/dam/fppc/NS-Documents/TAD/Form%20700/2015-16/Form_700_Ref_Pamphlet_2015.16.pdf)

The Office of the General Counsel is available to provide additional information and guidance about the Political Reform Act upon request.

6. **Outside Professional Activities** : The California Community Colleges Chancellor's Office policy on outside professional activities can be found at:

[http://extranet.cccco.edu/Portals/1/ExecutiveOffice/Board/2013\\_agendas/september/updated\\_procedures\\_standing\\_orders\\_Sept\\_2013.pdf](http://extranet.cccco.edu/Portals/1/ExecutiveOffice/Board/2013_agendas/september/updated_procedures_standing_orders_Sept_2013.pdf)

The Interim Chancellor's engagement in any and all outside professional activities, compensated or uncompensated, requires advance written approval from the President of the Board. Consideration of the Interim Chancellor's request will be based primarily upon evaluation of: (a) the potential effect of such engagement as a possible conflict-of-time relative to the individual's ability to fulfill his responsibilities as Interim Chancellor; and (b) the value to the Board and the California Community Colleges of the Chancellor's involvement in the proposed engagement. The Interim Chancellor should also consult with the Office of the General Counsel about any proposed outside professional activities in order to evaluate any potential legal questions that might arise.

The Interim Chancellor shall not serve, for compensation, on any corporate for-profit board of directors without the advance approval of the Board.

In addition to the notice and approval requirements identified in this Section, the Interim Chancellor may also be required to report outside professional activities on a Form 700 consistent with the Political Reform Act and Section 5 of this agreement.

7. **Relocation Expenses:** Since the Interim Chancellor’s current residence is in the Sacramento region there will be no relocation expenses provided.
  
8. **Necessary Expenses:** The Interim Chancellor shall be reimbursed for reasonable food and entertainment expenses incurred while conducting the business of the Chancellor’s office.
  
9. **Termination:** The Board may terminate this agreement for: a) willful breach of duty; b) habitual neglect of duty; c) continued incapacity to perform duty; 4) conviction of a crime.

This Employment Contract is subject to all applicable laws of the State of California, and the rules and regulations of the Board of Governors of the California Community Colleges.

**IN WITNESS WHEREOF**, the parties have entered into this Employment Contract as of the day and year first written above and hereby indicate their acceptance and agreement to the terms contained herein by their signatures below.

\_\_\_\_\_  
[Geoffrey Baum, President, Board of Governors]

\_\_\_\_\_  
[Erik Skinner, Interim Chancellor]

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date