

**From:** Beverly Vitaz <bevvitaz@gmail.com>  
**Sent:** Wednesday, November 2, 2022 6:37 PM  
**To:** Morris Beverage <MBeverage@lakelandcc.edu>  
**Cc:** bev.vitaz <bev.vitaz@gmail.com>  
**Subject:** Discussion points

Hi Morris

As you request, attached are the items discussed today.

Thank you

Bev



**Beverage 11.02.222 discussion.docx**

14K

Beverage contract 1/1/23-12/31/23

To add to contract:

Interim president

Contract period 1 year

Since position is temporary decisions that affect longer term (greater than 6 months) consequences and policy needs board approval

No changes in personnel including hire/fire, pay level, title, job description without prior approval

No shifting of job responsibility, creating new positions, rehiring of past employees without approval

No hiring consultants, executives in residence, etc. without approval

Greater board oversight

Role in contract negotiations, if any, will be determined by the board

No negotiating on behalf of Lakeland without prior approval

Continued support for all board decisions to faculty, administrators, public

General communications to implement board policies to administrators and faculty should include board members

Included in discussion:

Search for new president will start immediately

Your services may no longer be needed after graduation. I don't know, however, your contract and benefits will extend to the full year.

Consensus of the board

Understand everything discussed at this meeting along with the proposed new contract is confidential and should not be communicated to anyone except the board