



**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

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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.

APPROVED BOARD OF ACQUISITION & CONTRACT - 04/30/2026 - RAYMOND SCULKY, SECRETARY

