

**BOARD OF HIGHER EDUCATION
REQUEST FOR BOARD ACTION**

NO.: BHE 27-14

BOARD DATE: September 29, 2026

APPROVAL OF COMMISSIONER'S SALARY ADJUSTMENT

MOVED: The Board of Higher Education hereby approves a 2% salary increase for the Commissioner with an effective date of July 12, 2026, which is in full alignment and consistent with the amount and timeframe authorized by the Executive Office for Administration and Finance for Department staff for FY27.

VOTED: Motion adopted by the BHE on 9/29/2026.

Authority: Massachusetts General Laws Chapter 15A, Section 6; BHE 26-41

Contact: Constantia T. Papanikolaou, Chief Legal Counsel

Background

Pursuant to its enabling legislation, the Board of Higher Education (BHE) is authorized to determine the Commissioner's salary, subject to appropriation. M.G.L. c. 15A, § 6.

During its February 10, 2026 meeting, the Board of Higher Education (BHE) approved the Commissioner's Performance Evaluation. See [BHE 26-41](#). Based on the timing of the BHE's evaluation, substantial elements related to the Commissioner's FY25 and FY26 performance were included in that review. A vote on a salary adjustment for the Commissioner was deferred to allow the BHE an opportunity to gather additional information on the fiscal outlook for FY26, and to receive Executive Office for Administration and Finance (ANF) guidance on allowable salary increases for managers who work in Departments within the Executive branch to help inform the process.

Subsequently, ANF, through its Human Resources Division, issued guidance stating that managers and agency heads who are in a management position on July 12, 2026 are eligible for a 2% increase. The guidance further provided that such increases were to be implemented during the July 12, 2026 pay period.

Having completed an assessment of the Commissioner's prior year performance the Board Chair is recommending a 2% salary adjustment, for the Commissioner in full alignment and consistent with the ANF recommendations, with an effective date of July 12, 2026.