

Collin County Community College District Board of Trustees

1. Organization, Education, and Policy Committee

January 22, 2019

Resource: Kim Davison

Sr. Vice President of Organizational Effectiveness

DISCUSSION ITEM

Recommendation for Approval of Local Board Policies

- DEB Compensation and Benefits – Fringe Benefits
- GK Relations with Educational Accreditation Agencies

DISCUSSION:

As a part of the college's comprehensive review of all policies and with input from the Texas Association of School Board's Legal and Policy Service, the local policies outlined below are being presented for your review as a second reading.

- **DEB(Local) Compensation and Benefits – Fringe Benefits.** To encourage Collin College employee participation in planned savings toward retirement and to enhance the college's benefits package to recruit and retain highly skilled employees, the college proposes to establish the "Collin Invests" Enhanced Retirement Savings Plan.

Within the plan, the college would fund a dollar-for-dollar match of each full-time benefits-eligible employee's tax sheltered savings in the plan, up to 3% of his/her annual base salary (excludes overtime, overloads, and extra service assignments.) College staff will work with Purchasing to issue an RFP to select and designate a benefits partner to manage the plan and its assets. This RFP will then be presented to the Board for approval.

- **GK(Local) Relations with Educational Accreditation Agencies.** This adjustment in language will help the college meet new requirements outlined by the Southern Association of Colleges and Schools Commission on Colleges (SACS-COC).