

Collin County Community College District Board of Trustees

2016-1-4

January 26, 2016

Resource: Kim Davison

Senior Vice President of Organizational Effectiveness

TITLE: Report Out of the Organization, Education, and Policy Committee:
Approval of revised Board (Local) Policies
DEA: Compensation and Benefits, Salaries
DEB: Compensation and Benefits, Fringe Benefits
DEC: Compensation and Benefits, Leaves and Benefits

DISCUSSION: Proposed changes to Board (Local) Policies include refreshing the language throughout these policies, and more substantive changes that include the following:

Key changes in **DEA:**

- Adds the review of the college's salary ranges every two years and a full compensation plan review every six years, and
- Specifies emoluments, including stipends for cell phones and for transportation-related expenses such as a car, mileage, insurance, parking, and toll fees.

Key changes in **DEB:**

- Defines the college's dates to comply with various requirements of the Affordable Care Act.
- Corrects the tuition waiver policy to reflect the authorization for Collin employees.

Key changes in **DEC:**

- Increases sick leave accumulation from 528 hours (66 days) to a maximum of 720 hours (90 days),
- Increases personal leave from 1 day (8 hours) per year to 3 days (24 hours) per year,
- Allows for up to 5 days (40 hours) of leave without pay for extraordinary personal matters that cannot be addressed during paid leave time provided by the college,
- Authorizes up to 720 hours (90 days) of leave without pay for employees with a serious health condition who have used all eligible leave, and
- Provides up to 20 days (160 hours) of leave without pay for a new employee with a serious health condition for themselves or an immediate family member.

DISTRICT PRESIDENT'S RECOMMENDATION:

The District President recommends approval of revised Local Board Policies DEA, DEB, and DEC.

SUGGESTED MOTION:

"Mr. Chairman, I make a motion that the Board of Trustees of Collin County Community College District approves the suggested revisions to Local Board Policies DEA, DEB, and DEC."