

Collin County Community College District Board of Trustees

2020-07-4

July 23, 2020

Resource: Dr. H. Neil Matkin
District President

AGENDA ITEM: Consideration of Approval and Authorization to Develop and Implement a Pilot Paid Sick Leave Plan for Adjunct Faculty

DISCUSSION: Collin College employs approximately 885 adjunct faculty members each semester and these individuals teach approximately 43% of the total contact hours.

Approval to develop a paid sick leave plan that provides pay continuity when an adjunct faculty member is ill will provide additional support to this significant component of the college's faculty during this critical time period.

In Fall 2019, 187 adjunct faculty members missed one or more classes and approximately \$50,000 was reduced from their pay to cover the cost of substitutes.

If this authorization is granted, at the extreme, if every adjunct faculty member missed the equivalent of a week of class for one course, the cost of paying substitutes is estimated to be approximately \$150,000 per semester.

This benefit is in lieu of an increase in the adjunct pay rate for the 2020-2021 fiscal year and will assist in the college's efforts to attract and retain highly qualified adjunct faculty.

DISTRICT PRESIDENT'S RECOMMENDATION: The District President recommends that the Board of Trustees grant authorization for the District President to develop and implement a pilot paid sick leave plan for adjunct faculty.

SUGGESTED MOTION: "Mr. Chairman, I make a motion that the Board of Trustees of Collin County Community College District authorize the District President to develop and implement a pilot paid sick leave plan for adjunct faculty."