

Collin County Community College District Board of Trustees

2015-12-2

December 15, 2015

Resource: Kim Davison

Sr. Vice President of Organizational Effectiveness

TITLE:

Report Out of the Organization, Education, and Policy

Committee: First Reading of Board (Local) Policies

DEA: Compensation and Benefits, Salaries

DEB: Compensation and Benefits, Fringe Benefits

DEC: Compensation and Benefits, Leaves and Absences

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 **DEA:**

- Defines the college's dates to comply with various requirements of the Affordable Care Act.

Key changes in **DEC:**

- Increases sick leave accumulation from 528 hours to a maximum of 720 hours,
- Increases personal leave from 1 day per year to 3 days per year,
- Allows for up to 5 days 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 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.

**DISTRICT PRESIDENT'S
RECOMMENDATION:**

The District President recommends Board (Local) Policies DEA, DEB, and DEC for first reading.

SUGGESTED MOTION:

No action is required on a first reading of board policies.