

***Collin County Community College District Board of Trustees***

2023-07-5

July 28, 2023

Resources: Dr. Jennifer DuPlessis  
Chief Human Resources Officer  
Floyd Nickerson  
Chief Employee Success Officer

**AGENDA ITEM:** Consideration of Approval to Increase Employee Tuition Reimbursement

**DISCUSSION:** Currently, the Tuition Reimbursement program for full-time employees of Collin College provides up to \$800 annually for tuition reimbursement for credit hours related to one's current job. This structure has not been updated since 2014. As the costs of education have risen, employees are finding it difficult to fund courses at this rate. Staff Council requested a review of this program to ensure that the reimbursement amount is sufficient today and that the program offers employees the opportunity to expand their education in current and future areas to benefit the employee and the district. Several other programs were reviewed, including Alamo Community College, Austin Community College, and San Jacinto College. These tuition reimbursement programs ranged from \$1,800 to \$3,000 annually. After reviewing several other institutions' programs and program costs, the recommendation is to increase the reimbursement amount to \$2,400 per year.

The estimated cost for the employee tuition reimbursement increase would be included in the FY24 proposed budget at \$130,000.

**DISTRICT PRESIDENT'S RECOMMENDATION:** The District President recommends approval of the increase to employee tuition reimbursement.

**SUGGESTED MOTION:** "Mr. Chairman, I make a motion that the Board of Trustees of Collin County Community College District approves the increase to employee tuition reimbursement."