

## Information Item

### Collin College Vaccination Incentive Program for Students and Employees

As of August 31, 2021, Texas Department of State Health Services reported that in Collin County, Texas approximately 89,321 persons have tested positive for COVID-19, 19,625 persons are probable COVID-19 cases, 4,075 persons are currently active COVID-19 cases, and 900 persons have died as a result of COVID-19.

Based on quantifiable data from agencies within the State of Texas that reasonable health and safety concerns related to the spread of COVID-19 currently exist and that there is a substantial interest and public purpose in protecting the health and safety of Collin College's students, employees, and community, the Collin College Board of Trustees approved at its August 24, 2021 Board meeting, the District President's authority to develop and implement a one-time COVID-19 Vaccination Incentive for our students and employees who have been fully vaccinated against COVID-19.

The Board is authorized by law and Board policy to expend funds of the College District for purposes necessary in the conduct of Collin College business, as determined by the Board. The College has substantial interest in protecting the health and safety of its students, employees, and community and authorizing a one-time COVID-19 Vaccination Incentive is necessary to accomplish Collin College's educational purpose, namely, to protect the health and safety of its students and employees, maintain morale, reduce employee turnover, and maintain student enrollment.

While Collin College does not require its students and employees to be vaccinated, the College encourages individuals to become fully vaccinated, if possible. Further, guidance from the CDC suggests that vaccination can be part of an effective mitigation strategy against COVID-19.

The voluntary Collin College Vaccination Incentive Program (VIP) for students and employees launched on September 13, 2021 and offers one-time incentives for Collin College students and employees who receive the COVID-19 vaccine by October 29, 2021.

#### **Eligibility:**

All students (including credit, non-credit, and dual credit) and employees (full-time faculty and staff, adjunct faculty, and part-time staff) who are now vaccinated or become vaccinated by October 29, 2021, are eligible to participate in the Collin College VIP. Eligible students and employees who have received both doses of the Pfizer or Moderna vaccines or the single-dose Johnson & Johnson (Janssen) vaccine are considered fully vaccinated after two weeks from their final dose. However, individuals are not required to wait two weeks after the last shot to be eligible for the incentive or for the drawings. If the individual received a vaccination abroad, the full dosage of vaccine that was prescribed must have been received to be eligible to participate.

The program offers participants a number of incentives.

### **Incentives for Students:**

- A \$150 Bursar credit toward the cost of the Spring 2022 semester tuition or toward bookstore items will be awarded after January 1, 2022 to each vaccinated student who completes the requirements for the VIP program. The credit must be used by January 21, 2022.
- Drawings:
  - Beats Solo3 headphones with mic and Bluetooth to support remote learning (150 awards valued at \$150)
  - One-semester full scholarships of up to 15 credit hours for the Spring 2022 semester to be used by January 21, 2022 (ten awards valued at \$1,500 each)

Students who complete the verification process by October 29, 2021 will be included in drawings that will take place on November 5.

### **Incentives for Employees:**

Full-time Faculty and Staff:

To support faculty and staff in taking time to get vaccinated, the following will be provided to employees who already are vaccinated and those who complete the requirements for the VIP by October 29, 2021:

- An extra paid personal day (8 hours) for full-time faculty and staff

Adjunct Faculty and Part-time Staff:

- \$50 on-campus Barnes & Noble Bookstore credit to be used by March 11, 2022

Drawings for All Employees who are in the VIP:

- Choice of on-campus coffee and dining credits or on-campus Barnes & Noble Bookstore credits to be used by March 11, 2022 (100 awards at \$150 each)
- Full one-semester scholarships for the Spring 2022 semester to be awarded to a student of the employee's choice or as selected using scholarship criteria (5 awards at \$1,500 each)

### **Process:**

Students and employees who have already been vaccinated or who elect to voluntarily get vaccinated will follow the steps below to become a VIP participant.

1. Students and employees who aren't already vaccinated, Collin College is offering on-site vaccinations through September and October. [Visit the Collin College COVID-19 site for more information and for the schedule.](#) In addition, the [Texas Public Health Vaccine Scheduler](#) can help identify vaccine location(s) nearby.
2. Students and employees who are fully vaccinated or who become fully vaccinated by October 29, 2021, will follow the steps listed below to enroll in the Collin College VIP:
  - Log into <http://www.medproctor.com> to register. Follow the steps to register and upload the vaccination card.

- Medproctor will validate the card and provide a report to the college listing all individuals who successfully completed the process.
- The image of the vaccination card will not be a part of Collin College records.

**Estimated Budget for the Student VIP:**

The incentives listed meet the established criteria to be eligible for federal CARES Act funds.

- Bursar Credit:  
Assuming nearly all students participate (estimated at 30K) at \$150 per person, the maximum budget required for the Bursar Credit would be \$4.5M
- Drawings:
  - Beats Solo3 headphones with mic and Bluetooth to support remote learning (150 awards valued at \$150 each: \$22,500)
  - One-semester full scholarships (up to 15 semester credit hours) for the Spring 2022 semester to be used by March 11, 2022 (10 awards at approximately \$1,500 each: \$15,000)

Estimated Maximum Total for the Student VIP: \$4,537,500

**Estimated Budget for the Employee VIP:**

Full-time Faculty and Staff Paid Time Off (eligible for CARES):

- Assuming an average salary of \$80,000, it's estimated that the cost of providing one day of paid leave to full-time employees would be approximately \$461,538

Adjunct Faculty and Part-time Staff:

- \$50 on-campus Barnes & Noble Bookstore credits for approximately 1,200 employees would be \$76,800 (*grossed up from \$60,000 at 1.28% to cover estimated payroll taxes*)

Drawings:

- Choice of on-campus coffee and dining credits or on-campus Barnes & Noble Bookstore credits (100 at \$150 each: \$19,200) (*grossed up from \$15,000 at 1.28% to cover estimated payroll taxes*)
- Full scholarships (5 at \$1,500 each: \$7,500)

Estimated Maximum Total for the Employee VIP: \$565,038

**Resource:**

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