

**WORK SESSION OF THE BOARD OF TRUSTEES
DALLAS COUNTY COMMUNITY COLLEGE DISTRICT
AND RICHLAND COLLEGIATE HIGH SCHOOL**

**District Office
1601 South Lamar Street
Dallas, TX 75215
Lower Level, Room 007
Tuesday, July 9, 2013
2:30 PM**

AGENDA

- | | |
|---|---------------------|
| I. Certification of notice posted for the meeting | Dr. Wright Lassiter |
| II. Discussion on Fiscal Year 2014 Salary Adjustments | Ed DesPlas |
| III. Rule Change for Adjunct Workloads | Ed DesPlas |
| IV. Discussion on Faculty Formula Pay | Ed DesPlas |
| V. Executive Session | |

The Board may conduct an executive session as authorized under 551.074 of the Texas Government Code to deliberate on personnel matters, including commencement of annual evaluation and/or consideration of contract of the Chancellor and any prospective employee who is noted in Employment of Contractual Personnel.

The Board may conduct an executive session under §551.071 of the Texas Government Code to seek the advice of its attorney and/or on a matter in which the duty of the attorneys under the Rules of Professional Conduct clearly conflict with the Open Meetings Act.

- VI. Adjournment

**CERTIFICATION OF NOTICE POSTED
FOR THE JULY 9, 2013
WORK SESSION OF THE
DALLAS COUNTY COMMUNITY COLLEGE DISTRICT
AND RICHLAND COLLEGIATE HIGH SCHOOL
BOARD OF TRUSTEES**

I, Wright L. Lassiter, Jr., Secretary of the Board of Trustees of the Dallas County Community College District, do certify that a copy of this notice was posted on the 5th day of July 2013, in a place convenient to the public in the District Office Administration Building, and a copy of this notice was provided on the 5th day of July 2013, to John F. Warren, County Clerk of Dallas County, Texas, and the notice was posted on the bulletin board at the George Allen Sr. Courts Building, all as required by the Texas Government Code, §551.054.



Wright L. Lassiter, Jr., Secretary

Dallas County Community College District Compensation and Staffing Matters

Board of Trustees Work Session
July 9, 2013

Discussion Outline

- Recommendations - FY 2014 Pay Adjustments
- College Plans to Implement Adjunct Workload Limits
- Faculty Formula Pay

FY 2014 Pay Adjustments

Background information:

- Change in CPI, February 2012 to February 2013 was modest, less than 2%

- **FY 13 pay increases were significant & meaningful**

- Across-the-Board 6.4%/5.75%/5.0%
- Faculty Competitive Market Increases \$1,925/year
- Faculty pay range increases 6.4% + \$1925
- Professional Support Staff and Administrative pay range increases 5%

FY 2014 Pay Adjustments

About faculty pay:

- Full-time
 - **DCCCD's minimum pay (\$44,485) is second to the highest amongst Texas community colleges.**
 - Tarrant has the highest at \$47,800.
 - Tarrant faculty do not receive summer formula.
 - Tarrant faculty work a 35-hour week.
 - DCCCD's average faculty salary (\$61,639) is second to the highest amongst Texas community colleges.
- Adjunct
 - **DCCCD adjunct pay for 3-credit hours (\$2,095) is between Tarrant (\$2,040) and Collin (\$2,157).**

FY 2014 Pay Adjustments

➤ Provisions in FY 2014 Budget Framework

- Across-the-Board Adj., 1% \$2,240,000
- Faculty Competitive Market Adj. \$1,000,000

Recommendation #1

for FY 2014 Pay Adjustments

Award 1% across-the-board pay increases for all Faculty, Professional Support Staff & Administrators

- Full-time
- Part-time
- Does not include student assistants
- Unbanded administrators are excluded from FY14 ATB adjustments
- **Projected Cost: \$2,156,483**

Recommendation #1

for FY 2014 Pay Adjustments

Direct provision for Faculty Competitive Market Adjustments to Adjunct & F.T. Faculty Extra-Service Teaching pay.

- Increase of 2.3%
- Added to ATB, bringing total increase to **3.3%**
- Proposed adjunct/extra service rate for 3-credit hours: **\$2,164.32**
- **Projected cost: \$1 million**

Note: This change not only makes DCCCD adjunct pay a little more attractive, full-time faculty, administrators and professional support staff teaching extra-service will also benefit from this increase.

Note on FY 2014 Pay Adjustments

Moratorium placed on Administrative Adjustments, a.k.a. “Rules of Equity” or previously known as “Rules of Engagement”.

Exceptions to this moratorium are:

- Administrators who are ending their second year TED and whose additional duties have been determined to be “regular” and ongoing.
- Any group of administrators that had been selected in July of 2012 for a 2-stage adjustment (FY 13 and FY 14) to bring the group into the same compensation pattern to achieve district-wide parity.

Adjunct Load Limits, effective Fall 2013

- Initiated by change in TRS Guidelines.
Reference: Board of Trustees Informative Report from June 4, 2013
- Further impacted by Affordable Care Act (Patient Protection and Affordable Care Act or PPACA)

College Plans to Implement Adjunct Workload Limits – Increase Adjunct Pool

Results of Adjunct Recruiting Event

	<u>BHC</u>	<u>CVC</u>	<u>EFC</u>	<u>ECC</u>	<u>MVC</u>	<u>NLC</u>	<u>RLC</u>	<u>Total</u>
Prospective applicants @ Adjunct Faculty Fair, May 2013	202	175	300	158	207	200	325	1567
Apps received from Adjunct Faculty Fair, May 2013	202	134	311	64	231	148	247	1337
<u>Qualified</u> applicants from @ Adjunct Faculty Fair, May 2013	TBD	166	235	56	120	75	148	800+

College Plans to Implement Adjunct Workload Limits – Staffing Changes

	<u>BHC</u>	<u>CVC</u>	<u>EFC</u>	<u>ECC</u>	<u>MVC</u>	<u>NLC</u>	<u>RLC</u>	<u>Total</u>
Number of New Hire Adjuncts projected for Fall 2013	75	70	89	89	40	102	149	614
Projected number of additional Visiting Scholars	0	4	7	2	2	5	11	31
Estimated Budget requirement for additional visiting scholars	\$ -	\$ 201,940	\$ 353,395	\$ 100,970	\$ 100,970	\$ 252,425	\$ 555,335	\$ 1,565,035
Projected number of temporary fulltime faculty to be hired FY13-14	6	1	0	5	3	0	8	23
Estimated Budget requirement for temporary fulltime faculty	\$ 302,910	\$ 50,485	\$ -	\$ 252,425	\$ 151,455	\$ -	\$ 403,880	\$ 1,161,155
Projected number of fulltime faculty to be hired FY13-14	0	0	1	0	0	3	0	4
Estimated Budget requirement for fulltime faculty	\$ -	\$ -	\$ 50,485	\$ -	\$ -	\$ 151,455	\$ -	\$ 201,940
Other Measures	<u>\$ 20,950</u>	<u>\$ 12,400</u>	<u>\$ 8,380</u>	<u>\$ 34,304</u>	<u>\$ 30,000</u>	<u>\$ 10,476</u>	<u>\$ 285,547</u>	<u>\$ 402,057</u>
Total Projected Costs	<u>\$ 323,860</u>	<u>\$ 264,825</u>	<u>\$ 412,260</u>	<u>\$ 387,699</u>	<u>\$ 282,425</u>	<u>\$ 414,356</u>	<u>\$ 1,244,762</u>	<u>\$ 3,330,187</u>
Number of sections projected to be cancelled, Fall 2013 due to new TRS adjunct load guidelines	54	0	0	10	0	0	2	66

College Plans to Implement Adjunct Workload Limits – Further Analysis

Total Projected Costs - Staffing Changes	\$ 3,330,187
Number of sections projected to be cancelled, Fall 2013 due to new adjunct load guidelines	66
Estimation of potential tuition revenue loss (66 sections X 20 students/section X \$156 per course)	\$ 205,920
Estimation of potential state funding loss (66 sections X 20 students/section X 48 contact hours per course X \$2.87/contact hour), applicable only in a base year	<u>\$ 181,843</u>
Total Estimated Revenue Loss from 66 section cancellations	<u>\$ 387,763</u>
Total Projected Costs & Estimated Revenue Loss from implementing new TRS definition of adjunct faculty load	<u>\$ 3,717,950</u>
Estimation of Costs to Continue Use of Current Adjunct Faculty Loads:	
Projected non-state funded employer's match of 6.4% of earnings for adjuncts > 7.49 credit hours	\$ 1,500,000
Projected non-state funded employee health premiums (est. 700 adjunct at 75% FT load @ \$6K ea)	<u>\$ 4,200,000</u>
Estimated Cost to Continue Use of Current Adjunct Faculty Loads and Comply with TRS Rules & ACA	<u>\$ 5,700,000</u>
Estimated Savings from Implementation of Lower Adjunct Load Limit	\$ 1,982,050

Faculty Formula Pay

- Until FY12, summer/formula pay for FT faculty was 13.32% of salary for two 3-credit hour courses
- Reduced 50% by Board action on March 1, 2011. Summer/formula pay is limited one 3-credit hour course paid at 6.67% of salary; any additional courses taught are paid at adjunct/extra service rate.
- At December 4, 2012 Board meeting, Informative Report provided initial assessment on impact to colleges' summer schedules; **no classes were cancelled as a result of the reduction in summer formula pay.**

Faculty Formula Pay – Budgetary Impact: FY 2011 to FY 2012

FT Formula pay decreased	\$2.47 million
FT Extra Service pay increased	<u>\$1.11 million</u>
Net Cost Reduction	\$1.36 million

- Expenditures for adjunct pay remained reasonably level.
- Enrollments for Summer 2012 experienced a significant decrease from Summer 2011