

**BOARD OF TRUSTEES
McHENRY COUNTY COLLEGE DISTRICT #528**

Tuesday, April 19, 2022
6:00 p.m.




MCC Board Room, A217
8900 US Highway 14
Crystal Lake, IL 60012

COMMITTEE OF THE WHOLE MEETING

AGENDA

1. Call to Order
2. Roll Call
3. Acceptance of Agenda
4. Acceptance of Minutes: Committee of the Whole, March 15, 2022
5. Open for Recognition of Public Comments
6. President's Report
7. [March Financial Statements: Mr. Bob Tenuta](#)
8. Policy Changes- First Reading
 - A. [2.13 Records Retention \(Appendix C\)](#)
 - B. [3.2.2 Administrative Contracts and 3.2.4 Classified and Professional Employees](#)
9. Future Agenda Items/Summary Comments by Board Members
10. Closed Session
 - A. 120/2(c) Exception #21, Review of Closed Session Minutes
 - B. Other matters as pertain to the exceptions of the Open Meetings Act
11. Acceptance of Closed Session Minutes of February 15, 2022 Committee of the Whole Meeting
12. Adjournment



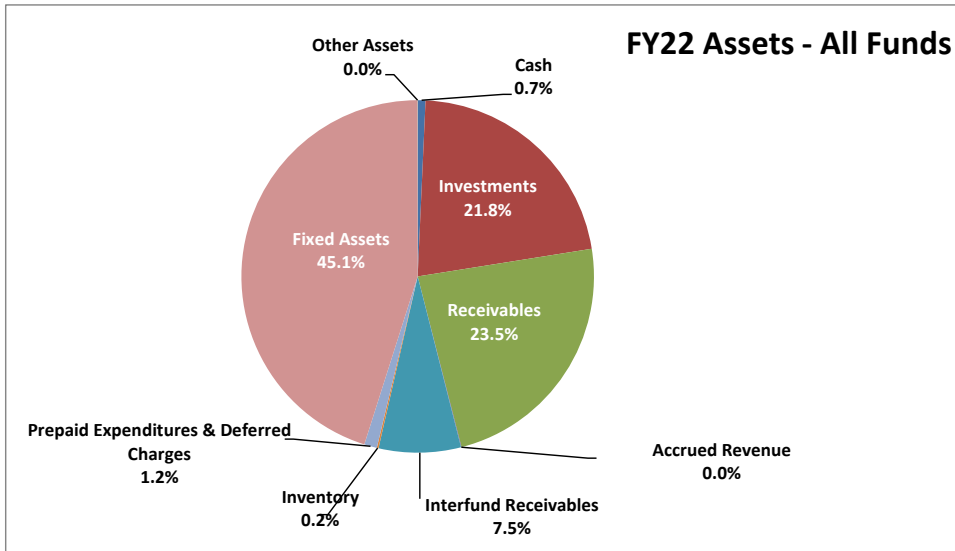
Suzanne Hoban
Chair

All Funds Statement of Net Position (Balance Sheet)
March 31, 2022

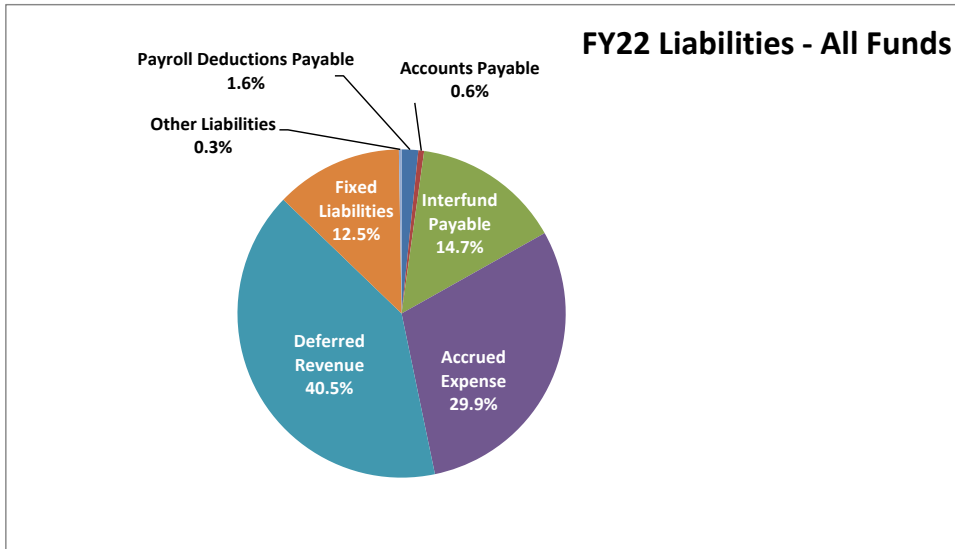
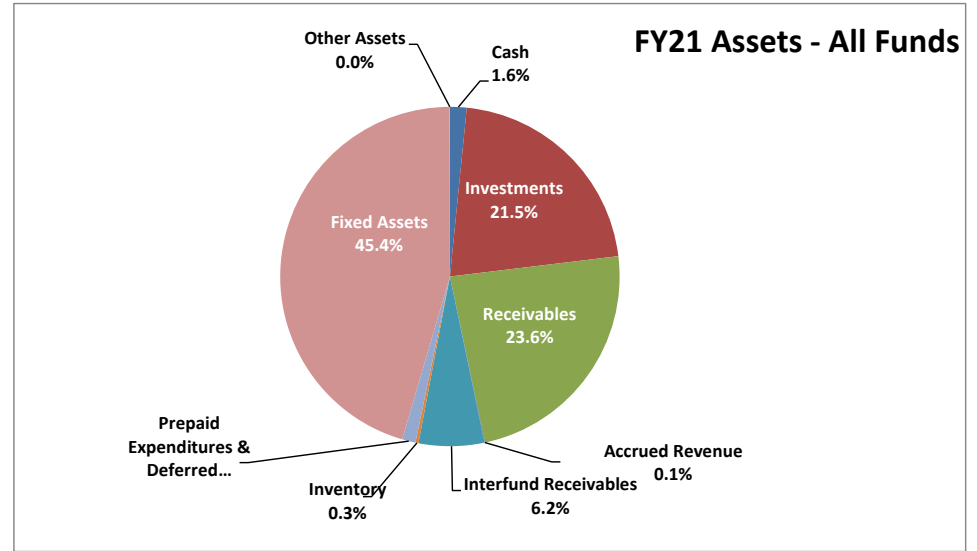
| Funds Statement of Net Position (Balance Sheet) | | | | | | | | | | | | | | |
|--|--------------------|-------------------|-------------------------------|--|----------------------|-----------------------------|--------------------------|-------------------|--------------------------|------------------------|---------------------|----------------|--|---------------------|
| March 31, 2022 | | | | | | | | | | | | | | |
| | All Funds | Education Fund | Operations & Maintenance Fund | Operations & Maintenance (Restricted) Fund | Bond & Interest Fund | Auxilliary Enterprises Fund | Restricted Purposes Fund | Working Cash Fund | General Fixed Asset Fund | General Long-Debt Fund | Trust & Agency Fund | Audit Fund | Liability Protection & Settlement Fund | OPEB Fund |
| Assets | | | | | | | | | | | | | | |
| Cash | 1,119,209 | - | - | - | 382,893.84 | (0) | 0 | 95,646 | - | - | 416,972 | 41,822 | - | 181,875 |
| Investments | 34,248,211 | 13,488,868 | 1,018,545 | 14,749,289 | - | - | - | 2,918,690 | - | - | - | - | 2,072,819 | - |
| Receivables | 36,967,666 | 33,648,535 | 2,571,487 | - | - | 10,691 | (40,490) | - | - | - | - | 75,000 | 702,444 | - |
| Accrued Revenue | 73,250 | 17,184 | 1,575 | 48,555 | - | - | - | 3,234 | - | - | - | - | 2,701 | - |
| Interfund Receivables | 11,837,676 | 4,648,205 | 6,596,829 | 1,715 | 16,005 | 695,595 | (579,532) | - | - | - | (2,629) | (6,637) | 0 | 468,125 |
| Inventory | 247,431 | - | - | - | - | 247,431 | - | - | - | - | - | - | - | - |
| Prepaid Expenditures & Deferred Charges | 1,840,101 | 943,310 | 16,668 | - | - | 22,816 | 83,365 | - | - | 119,183 | - | - | 61,078 | 593,681 |
| Fixed Assets | 70,903,135 | - | - | - | - | - | - | - | 70,903,135 | - | - | - | - | - |
| Other Assets | 24,358 | - | - | - | - | - | - | - | - | 24,358 | - | - | - | - |
| Total Assets | 157,261,037 | 52,746,101 | 10,205,104 | 14,799,559 | 398,899 | 976,533 | (536,657) | 3,017,571 | 70,903,135 | 143,541 | 414,344 | 110,185 | 2,839,042 | 1,243,681 |
| Liabilities | | | | | | | | | | | | | | |
| Payroll Deductions Payable | 1,279,180 | 1,126,424 | 33,297 | - | - | 119,460 | - | - | - | - | - | - | - | - |
| Accounts Payable | 443,060 | 430,457 | - | - | - | 354 | 12,248 | - | - | - | - | - | - | - |
| Interfund Payable | 11,464,840 | - | - | 9,336,378 | - | 216,987 | 192,760 | - | - | - | - | - | 1,718,715 | - |
| Accrued Expense | 23,381,826 | - | - | - | - | - | - | - | - | - | - | - | - | 23,381,826 |
| Deferred Revenue | 31,657,686 | 23,216,423 | 1,982,686 | 6,873 | 64,148 | 14,233 | - | - | - | - | - | 56,250 | 526,833 | 5,790,240 |
| Fixed Liabilities | 9,809,907 | - | - | - | - | - | - | - | - | 9,809,907 | - | - | - | - |
| Other Liabilities | 203,937 | 45,853 | - | - | - | 158,084 | - | - | - | - | - | - | - | - |
| Total Liabilities | 78,240,435 | 24,819,158 | 2,015,982 | 9,343,251 | 64,148 | 509,118 | 205,008 | - | - | 9,809,907 | - | 56,250 | 2,245,548 | 29,172,066 |
| Designated Fund Balance | 79,020,601 | 27,926,943 | 8,189,122 | 5,456,308 | 334,751 | 467,416 | (741,665) | 3,017,571 | 70,903,135 | (9,666,366) | 414,344 | 53,935 | 593,494 | (27,928,385) |
| Assigned Fund Balance | | | | | | | | | | | | | | |
| 33% Unassigned for annual budgeted expenditures | 19,160,136 | 16,938,640 | 2,221,497 | | | | | | | | | | | |
| Other Designated Reserves | 0 | | | | | | | | | | | | | |
| Capital Improvement/Investment in Capital Assets | 76,359,443 | | | 5,456,308 | 0 | | | | 70,903,135 | | | | 593,494 | -27,928,385 |
| Liabilities, Protection, and Settlement | -37,144,798 | | | | | | | | | -9,809,907 | | | | |
| Working Cash/Other Restricted | 1,476,613 | | | | | | -741,665 | 1,750,000 | | | 414,344 | 53,935 | | |
| Remaining Unassigned Balance | 19,169,207 | 10,988,303 | 5,967,625 | 0 | 334,751 | 467,416 | 0 | 1,267,571 | 0 | 143,541 | 0 | 0 | 0 | 0 |

All Funds Statement of Net Position (Balance Sheet)
March 31, 2022

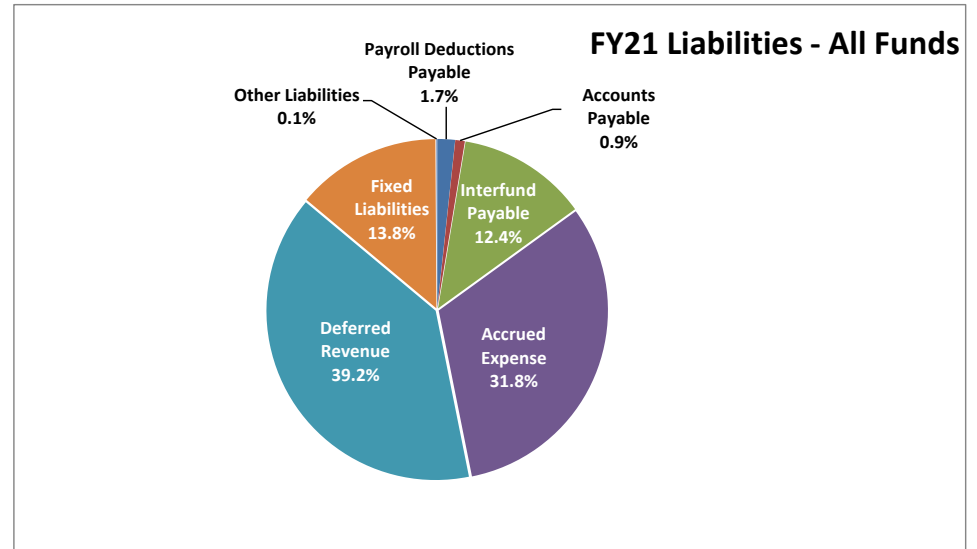
Total Assets = \$ 157,261,037



Total Assets = \$ 153,988,931



Total Liabilities = \$ 78,240,435



Total Liabilities = \$ 77,472,980

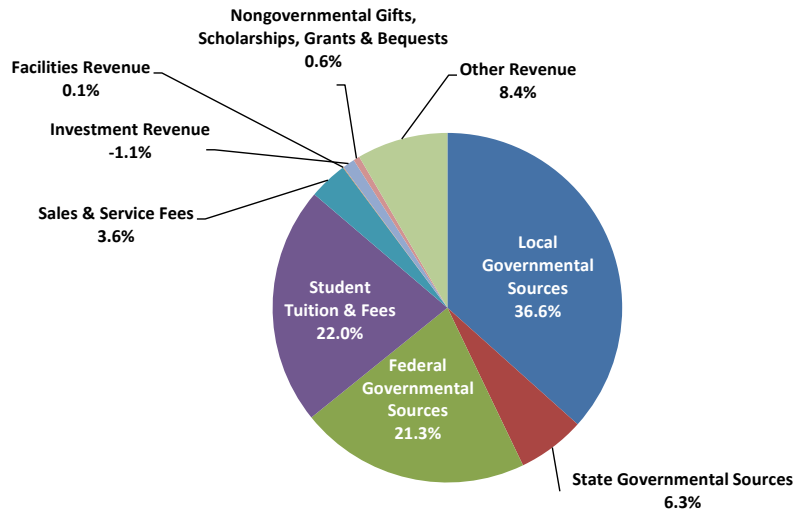
All Funds Statement of Activities (Income Statement)
March 31, 2022

| | | 01 | 02 | 03 | 04 | 05 | 06 | 07 | 08 | 09 | 10 | 11 | 12 | 17 |
|--|-------------------|-------------------|-------------------------------|--|-------------------|----------------------------|--------------------------|-------------------|--------------------------|------------------------|---------------------|---------------|--|--------------|
| | All Funds | Education Fund | Operations & Maintenance Fund | Operations & Maintenance (Restricted) Fund | Bond and Interest | Auxiliary Enterprises Fund | Restricted Purposes Fund | Working Cash Fund | General Fixed Asset Fund | General Long-Debt Fund | Trust & Agency Fund | Audit Fund | Liability Protection & Settlement Fund | OPEB Fund |
| Revenue | | | | | | | | | | | | | | |
| Local Governmental Sources | 22,049,624 | 19,476,146 | 1,990,912 | - | - | - | - | - | - | - | - | 56,224 | 526,342 | - |
| State Governmental Sources | 3,767,800 | 2,378,121 | 648,848 | - | - | - | 740,831 | - | - | - | - | - | - | - |
| Federal Governmental Sources | 12,833,392 | 1,328 | - | - | - | - | 12,832,064 | - | - | - | - | - | - | - |
| Student Tuition & Fees | 13,267,714 | 10,426,442 | 1,347,534 | 79,191 | 739,138 | 675,408 | - | - | - | - | - | - | - | - |
| Sales & Service Fees | 2,155,121 | 37,443 | - | - | - | 2,117,679 | - | - | - | - | - | - | - | - |
| Facilities Revenue | 33,672 | 17,166 | - | - | - | 16,506 | - | - | - | - | - | - | - | - |
| Investment Revenue | (683,636) | (334,388) | (19,011) | (258,610) | - | - | - | (39,029) | - | - | - | - | (32,598) | - |
| Nongovernmental Gifts, Scholarships, Grants & Bequests | 351,721 | 21,559 | - | - | - | 2,855 | 194,523 | - | - | - | 132,784 | - | - | - |
| Other Revenue | 5,067,078 | 4,434,393 | 35,081 | 481,005 | - | - | - | - | 533,761 | (481,005) | 63,842 | - | - | - |
| Total Revenue | 58,842,485 | 36,458,210 | 4,003,364 | 301,586 | 739,138 | 2,812,447 | 13,767,418 | (39,029) | 533,761 | (481,005) | 196,626 | 56,224 | 493,744 | - |
| Expenditures | | | | | | | | | | | | | | |
| Salaries | 21,759,553 | 19,032,120 | 401,311 | - | - | 1,301,330 | 1,024,792 | - | - | - | - | - | - | - |
| Employee Benefits | 7,904,120 | 6,986,467 | 87,024 | - | - | 222,498 | 158,039 | - | - | - | - | - | 450,092 | - |
| Contractual Services | 4,200,477 | 2,160,048 | 1,030,484 | 18,773 | - | 346,788 | 590,384 | - | - | - | - | 54,000 | - | - |
| General Materials & Supplies | 4,726,372 | 1,877,537 | 804,427 | - | - | 956,970 | 1,087,438 | - | - | - | - | - | - | - |
| Travel & Conference/Meeting | 273,425 | 179,096 | 10,212 | - | - | 39,517 | 44,601 | - | - | - | - | - | - | - |
| Fixed Charges | 573,490 | 1,351,650 | 32,442 | - | 626,200 | 9,836 | - | - | - | (1,515,544) | - | - | 68,906 | - |
| Utilities | 776,949 | 162,062 | 614,888 | - | - | - | - | - | - | - | - | - | - | - |
| Capital Outlay | 2,740,724 | 77,756 | 999,401 | 481,005 | - | 12,699 | 1,291,010 | - | (121,148) | - | - | - | - | - |
| Other Expenditures | 10,141,095 | 607,640 | - | - | - | 5,527 | 9,337,324 | - | - | - | 190,604 | - | - | - |
| Contingency | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total Expenditures | 53,096,205 | 32,434,375 | 3,980,189 | 499,778 | 626,200 | 2,895,164 | 13,533,589 | - | (121,148) | (1,515,544) | 190,604 | 54,000 | 518,998 | - |
| Excess/(deficit) of revenues over expenditures | 5,746,280 | 4,023,835 | 23,175 | (198,192) | 112,938 | (82,717) | 233,830 | (39,029) | 654,909 | 1,034,539 | 6,022 | 2,224 | (25,254) | - |
| Operating transfers in | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Operating transfers out | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Beginning Fund Balance | 74,469,295 | 24,117,766 | 8,193,267 | 5,654,508 | 221,886 | 522,810 | (4,525) | 3,056,600 | 70,248,226 | (10,700,905) | 410,950 | 58,348 | 618,749 | (27,928,385) |
| Ending Fund Balance | 80,215,575 | 28,141,601 | 8,216,442 | 5,456,316 | 334,824 | 440,093 | 229,305 | 3,017,571 | 70,903,135 | (9,666,366) | 416,972 | 60,572 | 593,495 | (27,928,385) |

All Funds Statement of Activities (Income Statement)
March 31, 2022

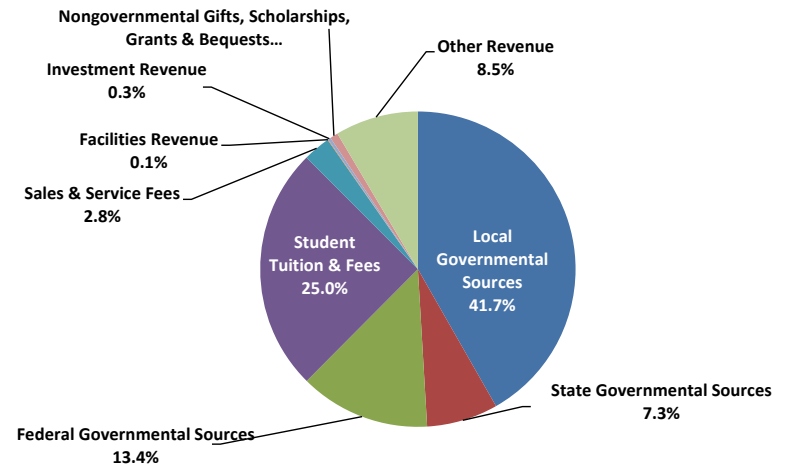
Total Revenue = \$ 58,842,485

FY22 Revenue - All Funds

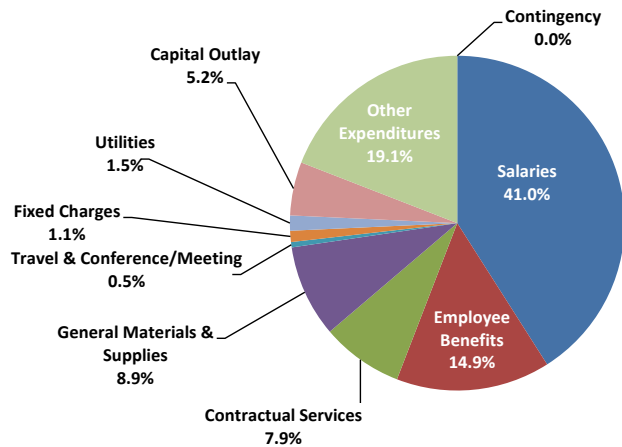


Total Revenue = \$ 52,037,910

FY21 Revenue - All Funds

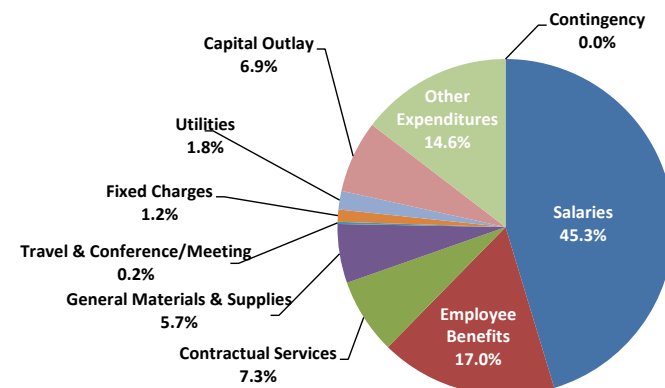


FY22 Expenditures - All Funds



Total Expense = \$ 53,096,205

FY21 Expenditures - All Funds



Total Expense = \$ 46,787,832

Operating Funds
Net of SURS/Investments

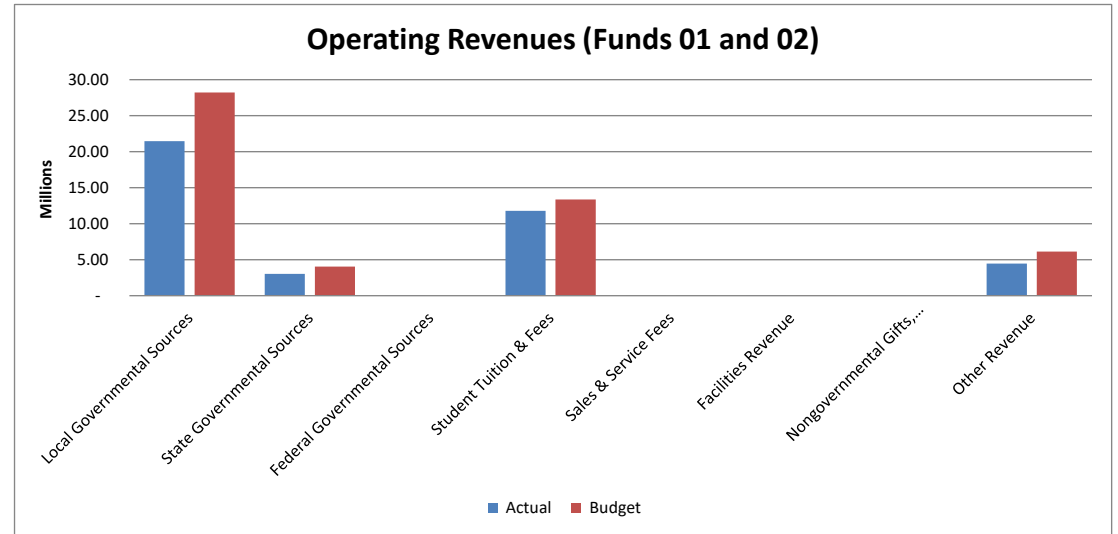
Operating (Funds 01 & 02) Statement of Activities (Net of SURS/Investments)

March 31, 2022

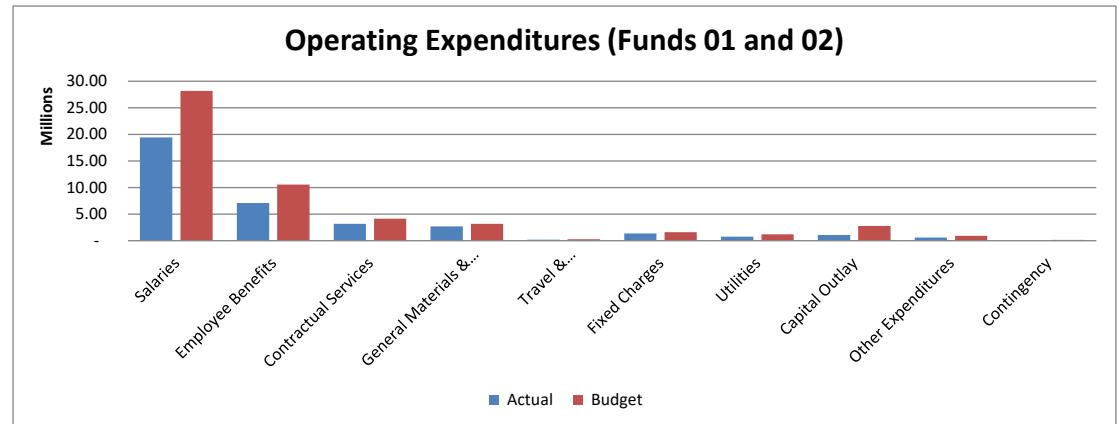
| | | | | FY21 | | | |
|--|----------------------|----------------------|-----------------------|----------------|--------------|----------------------|--------------------------|
| | | FY22 | | YTD Actual to: | | FY21 | FY22 Act. |
| | YTD Actual | YTD Budget | Full Budget | YTD Bud. | Full Bud. | YTD Actual | Change Over FY21 Act. |
| Revenue | | | | | | | |
| Local Governmental Sources | \$ 21,467,058 | \$ 21,096,347 | \$ 28,225,058 | 101.8% | 76.1% | \$ 20,790,019 | \$ 677,039 |
| State Governmental Sources | 3,026,968 | 3,031,914 | 4,056,435 | 99.8% | 74.6% | 2,889,867 | \$ 137,101 |
| Federal Governmental Sources | 1,328 | - | - | 0.0% | 0.0% | 50,261 | \$ (48,933) |
| Student Tuition & Fees | 11,773,976 | 10,885,694 | 13,350,427 | 108.2% | 88.2% | 11,581,663 | \$ 192,313 |
| Sales & Service Fees | 37,443 | 39,427 | 52,750 | 95.0% | 71.0% | 2,709 | \$ 34,733 |
| Facilities Revenue | 17,166 | 14,176 | 18,966 | 121.1% | 90.5% | 17,166 | \$ - |
| Nongovernmental Gifts | 21,559 | 8,222 | 11,000 | 262.2% | 196.0% | 2,291 | \$ 19,268 |
| Other Revenue | 4,469,475 | 4,575,674 | 6,121,850 | 97.7% | 73.0% | 4,400,380 | \$ 69,095 |
| Total Revenue | \$ 40,814,973 | \$ 39,651,455 | \$ 51,836,486 | 102.9% | 78.7% | \$ 39,734,358 | \$ 1,080,615 |
| Expenditures | | | | | | | |
| Salaries | \$ 19,433,431 | \$ 21,076,104 | \$ 28,197,974 | 92.2% | 68.9% | \$ 18,921,732 | \$ 511,699 |
| Employee Benefits | 7,073,491 | 7,895,683 | 10,563,730 | 89.6% | 67.0% | 6,993,431 | \$ 80,060 |
| Contractual Services | 3,190,532 | 3,102,841 | 4,151,328 | 102.8% | 76.9% | 2,878,979 | \$ 311,553 |
| General Materials & Supplies | 2,681,963 | 2,364,688 | 3,163,744 | 113.4% | 84.8% | 1,756,513 | \$ 925,450 |
| Travel & Conference/Meeting | 189,308 | 205,470 | 274,901 | 92.1% | 68.9% | 85,495 | \$ 103,812 |
| Fixed Charges | 1,384,092 | 1,208,268 | 1,616,557 | 114.6% | 85.6% | 1,468,432 | \$ (84,340) |
| Utilities | 776,949 | 906,264 | 1,212,502 | 85.7% | 64.1% | 834,626 | \$ (57,676) |
| Capital Outlay | 1,077,157 | 2,070,577 | 2,770,250 | 52.0% | 38.9% | 450,029 | \$ 627,129 |
| Other Expenditures | 607,640 | 678,525 | 907,807 | 89.6% | 66.9% | 705,493 | \$ (97,853) |
| Contingency | - | 112,115 | 150,000 | 0.0% | 0.0% | - | \$ - |
| Total Expenditures | \$ 36,414,564 | \$ 39,620,535 | \$ 53,008,793 | 91.9% | 68.7% | \$ 34,094,730 | \$ 2,319,833 |
| Surplus/(deficit) | \$ 4,400,409 | \$ 30,920 | \$ (1,172,307) | | | \$ 5,639,628 | \$ (1,239,218) |
| Net Transfers Out/(In) | \$ - | | \$ 1,000,000 | | | \$ 700,000 | \$ (700,000) |
| Net Operating Funds Surplus/(Deficit) | \$ 4,400,409 | \$ 30,920 | \$ (2,172,307) | | | \$ 4,939,628 | \$ (539,218) |
| <i>Beginning Fund Balance</i> | <i>32,311,033</i> | <i>32,311,033</i> | <i>32,311,033</i> | | | <i>29,109,315</i> | |
| <i>Net Operating Funds Surplus/(Deficit)</i> | <i>4,400,409</i> | <i>30,920</i> | <i>(2,172,307)</i> | | | <i>4,939,628</i> | |
| <i>Add: Contingency (assumption is it is not used)</i> | | | <i>150,000</i> | | | | |
| Calculated YTD Ending Fund Balance (b) | \$ 36,711,442 | \$ 32,341,953 | \$ 30,288,726 | | | \$ 34,048,943 | |

Operating Funds - Statement of Activities
March 31, 2022

| | Actual | Budget |
|--|----------------------|----------------------|
| Revenue | | |
| Local Governmental Sources | 21,467,058.01 | 28,225,058.00 |
| State Governmental Sources | 3,026,968.32 | 4,056,435.00 |
| Federal Governmental Sources | 1,328.00 | - |
| Student Tuition & Fees | 11,773,976.41 | 13,350,427.00 |
| Sales & Service Fees | 37,442.50 | 52,750.00 |
| Facilities Revenue | 17,166.00 | 18,966.00 |
| Nongovernmental Gifts, Scholarships, Grants & Bequests | 21,559.08 | 11,000.00 |
| Other Revenue | 4,469,474.66 | 6,121,850.00 |
| Total Revenue | 40,814,972.98 | 51,836,486.00 |



| | | |
|---|----------------------|-----------------------|
| Expenditures | | |
| Salaries | 19,433,430.94 | 28,197,974.00 |
| Employee Benefits | 7,073,490.69 | 10,563,730.00 |
| Contractual Services | 3,190,532.38 | 4,151,328.15 |
| General Materials & Supplies | 2,681,963.45 | 3,163,744.00 |
| Travel & Conference/Meeting | 189,307.57 | 274,900.85 |
| Fixed Charges | 1,384,091.79 | 1,616,557.00 |
| Utilities | 776,949.43 | 1,212,502.00 |
| Capital Outlay | 1,077,157.25 | 2,770,250.00 |
| Other Expenditures | 607,640.08 | 907,807.00 |
| Contingency | - | 150,000.00 |
| Total Expenditures | 36,414,563.58 | 53,008,793.00 |
| Excess/(deficit) of revenues over expenditures | 4,400,409.40 | (1,172,307.00) |



*#N/A or "-" indicates that there is no activity to record for this category in Fund 01 or 02.

College administration suggests that the College revise Appendix C of the Records Retention Policy to better reflect current backup processes and technologies. The revision also removes extraneous information.

Current Policy (Appendix C)

APPENDIX C – Electronic Data Backup Routines and Record Storage

McHenry County College performs two forms of periodic electronic data backups. One form pertains to the file system where users and applications store data to on-premises file servers in a variety of ~~formats such as PDF's, Microsoft Office, text files, binary system files, and a number of other formats, etc.~~

MCC ~~Information Technology~~ policies require all users to store their files on ~~College MCC servers or MCC-provided hosted locations.~~ Storage of files on local computer hard drives is not allowed. The other form of backup ~~regards-pertains to~~ the College's virtualized computer systems ~~running on VMware~~ in the College's Data Center. Data Center servers are primarily virtualized, where a few large physical servers each run ~~a large number of many~~ virtual servers within each physical server. One physical server may run as many as 30-50 virtual servers on one single physical system. ~~As of this writing, there are over 200 virtual servers in the College's Data Center.~~ This virtual environment requires a different form of backup which is "virtual-aware" and is performed using a well-known ~~industry and regarded~~ data backup product. ~~called Commvault.~~

The schedule ~~of backups~~ for each of the two forms of backup ~~are~~ is noted below:

File system backups:

- Run daily on a scheduled basis to assure the data is secure and will not be lost in the event of a file server resource failure:
 - Full backups (all data) are run ~~on Friday evenings/Saturday mornings.~~ Weekly.
 - Incremental backups (~~e.g., only data changed since the last full backup~~) are run ~~on Saturday evenings provided the targeted system's Friday/Saturday full backup job has completed. These incremental backups continue to run through Thursday evening, at least daily.~~
- Data from the above backups are stored ~~on online disk storage for thirty days in a manner to allow~~ for fast recovery. ~~This online disk storage is.~~ These backups are replicated to ~~a separate Data Center located nine miles away from the main campus at another College-owned facility, an off-site location~~ for redundancy purposes.
- Monthly copies/snapshots of the ~~disk-based~~ backups are ~~written to tape starting the first Friday of the month also created on a scheduled basis~~ and are kept for three years.
 - ~~Tapes for the previous month's backups are sent offsite to Iron Mountain, otherwise tapes are kept in a fireproof safe on the main campus.~~
 - These backups are stored in approved locations for the duration of retention.

Virtual System (VM) Backups:

- VM full backups are run on a weekly basis ~~on Friday evenings and Saturday mornings~~ and are

kept for 30 days ~~with the exception of except for~~ some highly used volatile server resources that are backed up ~~on a daily basis~~. This includes the ERP system, which is backed up ~~on a daily basis~~. Incremental backups of the virtual environment are not necessary because incremental backups are already run for file system backups (see above).

- Data from the above backups are stored ~~on online disk storage for thirty days in a manner to allow~~ for fast recovery. ~~This online disk storage is~~ These backups are replicated to a ~~separate Data Center located nine miles away from the main campus at another College-owned facility an off-site location~~, for redundancy purposes.
- Monthly copies/snapshots of the ~~disk-based~~ backups are ~~written to tape starting the first Friday of the month also created on a scheduled basis~~ and are kept for three years.
 - ~~Tapes for the previous month's~~ These backups are ~~sent offsite to Iron Mountain, stored in approved locations for the duration of retention.~~
 - ~~Otherwise tapes are kept in a fireproof safe on the main campus.~~

Proposed Policy (Appendix C)

APPENDIX C – Electronic Data Backup Routines and Record Storage

McHenry County College performs two forms of periodic electronic data backups. One form pertains to the file system where users and applications store data to on-premises file servers in a variety of formats such as PDF's, Microsoft Office, text files, binary system files, etc. MCC policies require all users to store their files on MCC servers or MCC-provided hosted locations. Storage of files on local computer hard drives is not allowed. The other form of backup pertains to the College's virtualized computer systems in the College's Data Center. Data Center servers are primarily virtualized, where a few large physical servers each run many virtual servers within each physical server. One physical server may run as many as 30-50 virtual servers on one single physical system. This virtual environment requires a different form of backup which is "virtual-aware" and is performed using a well-known and regarded data backup product.

The schedule for each of the two forms of backup is noted below:

File system backups:

- Run on a scheduled basis to assure the data is secure and will not be lost in the event of a file server resource failure:
 - Full backups (all data) are run weekly.
 - Incremental backups (only data changed since the last full backup) are run at least daily.
- Data from the above backups are stored in a manner to allow for fast recovery. These backups are replicated to an off-site location for redundancy purposes.
- Monthly copies/snapshots of the backups are also created on a scheduled basis and are kept for three years.
 - These backups are stored in approved locations for the duration of retention.

Virtual System (VM) Backups:

- VM full backups are run on a weekly basis and are kept for 30 days except for some highly used volatile server resources that are backed up daily. This includes the ERP system, which is backed up daily. Incremental backups of the virtual environment are not necessary because incremental backups are already run for file system backups (see above).
- Data from the above backups are stored in a manner to allow for fast recovery. These backups are replicated to an off-site location for redundancy purposes.
- Monthly copies/snapshots of the backups are also created on a scheduled basis and are kept for three years.
 - These backups are stored in approved locations for the duration of retention.

College administration suggests that the College revise two (2) Board policies within the Human Resources section of the Board Policy Manual to update language to current terminology and practice. Revised policies include:

3.2.2. ADMINISTRATIVE CONTRACTS (Revised 09/27/12, 8/25/16)

3.2.4 CLASSIFIED AND PROFESSIONAL EMPLOYEES (Revised 9/27/12, 8/25/16)

Current Policy with Edits

3.2.2. ADMINISTRATIVE CONTRACTS (Revised 09/27/12, 8/25/16, and 04-28-22)

The Board approves all full-time administrative notification of assignments on a fiscal year ~~contractual~~ basis. Employment of administrative employees is at-will.

Proposed Policy

3.2.2. ADMINISTRATIVE CONTRACTS (Revised 09/27/12, 8/25/16, and 04-28-22)

The Board approves all full-time administrative notification of assignments on a fiscal year basis. Employment of administrative employees is at-will.

Current Policy with Edits

3.2.4. ~~CLASSIFIED AND PROFESSIONAL~~ HOURLY AND SALARIED STAFF EMPLOYEES (Revised 09/27/12, 8/25/16, and 04-28-22)

The Board-Staff Council Contract and any applicable law shall provide the ~~bases~~ basis for College employment practices for all ~~classified and professional~~ hourly and salaried staff employees. The Board of Trustees retains the prerogative of adopting additional policies relating to ~~classified and professional~~ hourly and salaried staff employment which are determined to be necessary for the effective operation of the College and which do not conflict with provisions contained within the Board-Staff Council Contract and applicable law.

Proposed Policy

3.2.4. HOURLY AND SALARIED STAFF EMPLOYEES (Revised 09/27/12, 8/25/16, and 04-28-22)

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