College Policy Manual

Adopted by Board of Regents
March 10, 2008

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| Policy & Procedures: IV. Training for Board of Regents | Changed previous wording “Specific Open Records” Training to reflect new wording “Public Information Act” Training  
Added “Investment Training: The Public Funds Investment Act” requirements  
Revision Date: October 12, 2015 |
| Policy & Procedures: 3.5 Purchasing Policy | Updated policy requiring written quotations or bids unless specific criteria are met.  
Revision Date: October 12, 2015 |
| Policy & Procedures: 5.6 Curriculum or Degree Revisions | Updated policy changing to newer titles for the individuals to whom the policy specifically refers  
Revision Date: October 12, 2015 |
| A-2 Travel Reimbursement Schedule | Updated policy regarding exceptions to the travel policy and also reporting to Purchasing and Payment Services.  
Updated purchasing procedures for both Purchasing Card (p-card) and Purchase Requisitions (reqs)  
Revision Date: January 29, 2016 |
| B-11 Procedures for Purchasing of Goods and Services | Updated policy to change the description of evaluations of non-faculty employees to also be on an annual basis.  
Changed two references in the policy from “Appendix” to “Appendix C – Evaluation Documents.”  
Added a sentence that provided leeway to Cisco College supervisors to perform evaluations more often than once a year as deemed necessary or appropriate due to assignment of special projects, performance issues, etc.  
Revision Date: November 14, 2016 |
| Policy 5.11 Textbook and Course Material Policy | New policy  
Addition Date: December 12, 2016 |
| Appendix B-10: Organizational Chart by Position | Updated Organizational Chart  
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PREFACE

Cisco College, as a comprehensive community college district, can most efficiently and effectively accomplish its mission with united effort if all employees understand the policies and procedures of operation.

Nothing in this handbook is a guarantee of continued employment nor does it constitute an employment contract. This manual disavows any representations to the contrary made by anyone other than representations in writing by authorized administrative personnel. Cisco College reserves the right to change the provisions of this manual at any time. Every attempt has been made to address matters requiring policy. However, ever-changing federal and state laws are foundational in the operation of the college district and will take priority.

Cisco College does not discriminate on the basis of race, color, national origin, sex, disability, age, religion, veteran status, or any other legally protected status in educational programs, activities, admission, or employment practices.
MISSION
The Mission of Cisco College is to provide quality, affordable, educational opportunities to meet the diverse academic, technical and career needs of the students and communities we serve.

MISSION AND VISION GOALS
1. **Offer Life-long Learning Opportunities:** Offer high-quality, life-long learning opportunities in academic transfer programs, career and technical programs, continuing workforce development, developmental college-preparatory course work, faculty and staff development, and personal enrichment.

2. **Focus on Students:** Focus on students through caring and responsive faculty and staff and through support services that promote access, opportunity and student success.

3. **Provide a Life-long Learning Environment:** Provide an environment with appropriate facilities, resources, and staffing that support the life-long learning mission of the college.

4. **Enhance Quality of Life:** Initiate programs, activities and opportunities that enhance quality of life, encourage tolerance for diversity, engage in the service of others, and partner with the community to meet various educational needs.

ETHICS AND PHILOSOPHY
At Cisco College, ethical standards and a commitment to excellence are the foundations for creating an environment of life-long learning. The college is committed to fulfilling its mission by providing a positive, encouraging and success-oriented environment. All members of the college community are encouraged to act with mutual respect, integrity and professionalism towards one another and when representing the college to the greater community.

College policies that support innovation, sponsor collaboration, maintain open communication, encourage students and employees to adapt to change, call for efficient and effective use of college resources, and promote and protect the rights of each individual in the college community are enforced. This includes freedom from harassment and freedom for students and employees to develop and learn.
Cisco College adheres to both state and federal regulations and policies and accepts its responsibilities to students, employees, and the taxpaying citizens of Texas. The college strives to meet these responsibilities with fairness, accountability and integrity.

**GUIDING PRINCIPLES**

The principles that guide our expectations of learning and working together at Cisco College reflect our values as a community of learners and educators. The college’s commitment to ethical standards is demonstrated through these principles.

**Learning**

We believe an emphasis on teaching and learning should be the guiding force behind everything we do at Cisco College.

**Respect**

We respect and value each and every student and employee as a unique individual making an important contribution to the College.

**Integrity**

We work and interact with honesty, integrity, and mutual trust—looking beyond self-interests and without hidden agendas.

**Communication**

We listen carefully and communicate respectfully, giving genuine consideration to multiple perspectives and diversity of thought.

**Cooperation**

We work together to achieve common goals, offering support and building consensus.

**Joy**

We encourage fun and laughter, taking joy in our work and our learning while celebrating our successes.

**Innovation**

Always striving to improve, we encourage innovation and risk taking without the fear of consequences for unsuccessful endeavors.
HISTORY

The history of Cisco College begins in 1909 when O. C. Britton, prominent early-day educator, gained the support of far-sighted Cisco citizens in opening a private school known as Britton Training School. This school operated successfully until military involvement in World War I so depleted the number of students that it was forced to close.

In 1923, the Christian Church of Texas reopened the institution as Randolph College and operated it until 1932 as a four-year church-related school. Financial shortages plagued the college, and from 1932 to 1936 officials tried to keep the school open as a two-year junior college. When this effort failed, the college was again closed.

On May 8, 1939, after months of planning and consultation with state officials, Cisco citizens succeeded in getting enacted into legislation a bill which created Cisco Junior College as part of the Cisco Independent School District. R. N. Cluck, superintendent of Cisco schools, who had devoted years to the project, became its first president. Randolph College properties were purchased, the college was formally opened in September 1939, and the first students were received in 1940. Such was the success of this venture that in 1956, the college separated from the public schools and a Board of Regents was elected.

In 1972, Cisco Junior College began offering technical programs to Abilene, and in 1990, the college began serving the Big Country area of the Texas Midwest with a large variety of academic and technical programs in two primary locations: the main campus in Cisco and the Abilene Educational Center in Abilene. Since that time, the high-quality, low-cost, state-supported educational programs enabled Cisco Junior College to serve the educational needs of students from its service area and throughout Texas, as well as students from across the United States and from other countries. In 2004 the college first occupied the newly constructed Abilene facility located on 25 landscaped acres in the southeast part of the city.

In 2009, the Board of Regents passed a resolution in recognition of the 100 year anniversary of education offered on the original site of Cisco Junior College in Cisco, Texas. Acknowledging with pride the many past accomplishments of the College and looking forward to the future with a vision that reflects the ability of the College to adapt to change and respond to new developments in higher education, the Board of Regents voted to officially change the name to Cisco College. The Cisco College curriculum includes full academic transfer programs leading to degrees in major professional fields, a comprehensive array of technical programs, a wide variety of continuing education and industry training courses, and both high school dual credit and online learning options.
CURRENT STATUS
Cisco College is a comprehensive public community college district receiving federal, state, and local district support. Cisco College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award associate level degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Cisco College. (Note: The Commission is to be contacted only if there is evidence that appears to support the institution’s significant non-compliance with a requirement or standard.) It is approved by the Texas Higher Education Coordinating Board (512) 427-6101 and the Texas Education Agency for Veterans’ Educational Training.
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BOARD OF REGENTS
I. BOARD OF REGENTS

Cisco College is governed by a nine-member Board of Regents, elected by the citizens of The College Tax District. The Board names its own officers, including president, vice-president and secretary. The Board meets in eleven regularly scheduled monthly meetings per calendar year and may be called into special session. The Board of Regents receives its power, authority, duties and responsibilities from the Texas Education Code: Chapter 130, Section 130.0011 – Public Junior Colleges: Rule and Mission. It is the ultimate legal authority for the college district. All Regents shall be free of any contractual, employment, or personal or familial financial interest in the College.

Three major principles governing the assumption of functions by the Board of Regents are:

A. The Board is a legislative body, not an executive agency, and as such should always delegate to the President the application of its policies and should never try to perform executive acts.

B. The Board should recognize clearly the areas in which its members are personally competent, and should always delegate authority over matters in which its members have no competence.

C. The authority of the Board resides only in the Board as a whole. An individual member of the Board, as such, has no authority whatever except as authority may have been specifically delegated to him or her.

External Functions

A. Represent the community and interpret social and economic trends in terms of institutional policies.

B. To obtain funds for the operation and extension of the institution.

C. To bear the legal responsibility and authority for all aspects of the operation of the institution.
Internal Functions

A. To select the chief executive officer, and, in some cases, to select Board members. The selection of the President is the most important single act of the Board of Regents.

B. To be responsible for the final determination of College policies.

C. To confirm or reject the recommendations of the College President in the following:
   
   • Approves and ensures regular review of the college Mission.
   
   • Establishing requirements for admission of students and for the general organization of the work of the institution.
   
   • Granting degrees.
   
   • Approving appointments, salary schedules, retirements, promotions, granting tenure, etc. for the faculty and staff. (Legal contracts must be authorized.)
   
   • Setting tuition and fees.
   
   • Approving plans for the physical development of the institution.
   
   • Adopting a budget and revising it from time to time.
   
   • Reporting.

D. To adopt regulations pertaining to the duties and responsibilities of the administrative and instructional staff of the college.

E. To appraise and evaluate policies and practices.

F. Regularly evaluates its responsibilities and expectations.
II. ELECTION OF REGENTS

Cisco College is governed by a Board of Regents of nine members, duly elected by the registered voters of the Cisco College District for individual terms of six years each. Three Regents are elected biennially and elections are held in May of even-numbered years on the Uniform Election Date, as established by the State of Texas.

Laws related to the College District elections are administered by the Elections Division of the Office of the Texas Secretary of State and the Texas Ethics Commission and governed by the United States Department of Justice and the State of Texas Legislature.

Preclearance No Longer Required: As has been the case for many decades, significant changes to previously established election, early voting, or voting procedures or locales by the Board of Regents no longer requires Pre-Clearance from the U.S. Department of Justice, as ruled by the U.S. Supreme Court prior to the 2014 Election Date.

Statement of Elected/Appointed Official (or pre-oath statement)

Following the biennial election, newly-elected Regents are required to sign the Statement of Elected/Appointed Officer or Pre-Oath Statement, prior to the administration of the Oath of Office; the Oath of Office may not be taken until the signed Pre-Oath has been executed, as prescribed by law. The Statement of Elected/Appointed Officer or Pre-Oath Statement is a sworn statement or affirmation that the newly-elected board member has not received payment, been promised payment, contributed or promised to contribute money or thing of value or promised public office or employment for the giving or withholding of a vote at the election at which the Regent was elected or as a reward to secure appointment or confirmation. Under penalties of perjury, the Regent swears or affirms the facts of the document. [Texas Constitution, Article XV, § 1 (c) (amended 2001)]

Administration of Oath of Office

Adhering to legal requirements, newly-elected Regents are administered the Oath of Office during the first regularly scheduled June Board Meeting following the election. After
execution of the Oath of Office, the Board of Regents is reorganized and selects from among its membership a president, vice-president and secretary.

**Required Elected or Appointed Board Member Training**
The completion of the (1) Open Meeting Act [*Texas Government Code, Section 551.005*] and (2) Public Information Act [*Texas Government Code, Section 552-012*] training is required within 90 days, as verified by State certificate issuance upon completion of the training. (3) The Public Funds Investment Act [*Texas Government Code, Section 2256*] specifies mandatory training within 6 months after taking the oath of office, also verified by State-issued certificate. (4) Board Leadership Training is required of all newly elected or appointed board members, either by attendance at a meeting held in Austin, or via an online course if Austin conference attendance is not possible. Either form of training must be completed within two years of taking the Oath of Office, and such completion results in a State-issued certificate.

**Residency Requirement**
A person elected to serve as a Board member must remain a resident of the College District throughout the term of office. A Board member who ceases to reside in the College District vacates his or her office. [*Tex. Const., Art. XVI, Sec. 14; Education Code 130.082(d); Whitmarsh v. Buckley, 324 S. W2d 298 (Tex. Civ. App. 1959)*]

**Vacancy**
Any vacancy occurring on the Board through death, resignation, or otherwise, shall be filled by a special election ordered by the Board or by appointment by resolution or order of the Board. If the vacancy occurs on a Board whose members are elected at large/by position, the person appointed to fill the unexpired term shall serve until the next regular election of members to the Board, at which time the position shall be filled by election for a term appropriately shortened to conform with what regularly would have been the length of the term for that position. [*Education Code 130.082(d)*]

**A. Optional Appointment Consideration**
An appointment to the Board shall be made as required by applicable law and may be made with the intent to ensure that the Board is representative of the constituency served by the Board. The Board that chooses this optional appointment consideration shall adopt procedures for its implementation. [*Local Gov’t Code 180.005(b), (c)*]

*Procedure for Optional Board Appointment:* The Board President shall appoint an ad hoc committee to select and nominate persons eligible for service on the board.
• The ad hoc committee shall consist of a minimum of three members—including a faculty member (preferably a member of the Faculty Senate), the Board President and at least one other member. Other committee members may be appointed at the discretion of the Board President.

• The Selection Committee shall nominate at least one, but no more than three, eligible persons. State requirements for Board service are:
  
  o Eighteen years of age;
  
  o Registered voter in the College District (voter registration must be verified);
  
  o Texas resident for 12 months preceding nomination;
  
  o Resident of the College District for six months preceding nomination;
  
  o Willing to serve without compensation; and
  
  o Willing to take the Oath of Office of the State of Texas.

• The Selection Committee shall use the most current College District voter registration list to verify eligible appointees, if necessary.

• The Selection Committee shall rank nominee choices from one through three, if required, and submit their report to the Board at the next regular monthly meeting for approval by the Board. The ad hoc committee shall be automatically dissolved following such action.

• At their discretion, the Board shall order the appointment of the Selection Committee nominee or other qualified nominee, by a majority vote of the board members present at the meeting.

• The appointee shall be contacted regarding eligibility and willingness to serve according to State requirements for holding public office.

• The Oath of Office shall be administered, as required, to the appointee at the next regular monthly Board meeting.

• The new appointee shall complete State-required training as noted previously in this section. [II. Election of Regents]
B. Special Election
A special election shall be conducted in the same manner as the general election on the next uniform election date that will afford enough time to hold the election in the manner required by law. [Election Code 41.001(a), 41.004(a)]

C. Resignation
To be effective, a Board member's resignation must be in writing and signed by the officer and must be delivered to the Board for acting on the resignation. The Board may not refuse to accept a resignation. If a Trustee submits a resignation, whether to be effective immediately or at a future date, a vacancy occurs on the date the resignation is accepted by the Board or on the eighth day after the date of its receipt by the Board, whichever is earlier. [Election Code 201.0 (a), 201.023]

**Holdover Doctrine:** All public officers shall continue to perform the duties of their offices until their successors shall be duly qualified, i.e., sworn in. Until the vacancy created by a Regent’s resignation is filled by a successor, the Regent continues to serve and have the duties and powers of office, except that a Regent may not vote on the appointment of the Regent’s successor. [Tex. Const., Art. XVI, Sec. 47; Atty. Gen. Ops. JM-636 (1987), DM-2 (1991), 0-6259 (1945)]

D. Military Active Duty
A Board member who enters active duty in the armed forces of the United States as a result of being called to duty, drafted, or activated does not vacate the office held, but the Board may appoint a replacement to serve as a temporary Board member if the elected or appointed Board member will be on active duty for longer than 30 days.

The Board member who is temporarily replaced may recommend to the Board the name of a person to temporarily fill the office. The Board shall appoint the temporary Board member to begin service on the date specified in writing by the Board member being temporarily replaced as the date the Board member will enter active military service.

A temporary Board member has all the powers, privileges, and duties of the office as the Board member who is temporarily replaced. A temporary Board member shall perform the duties of office for the shorter period of:

A. The term of the active military service of the Board member who is temporarily replaced; or
B. The term of office of the Board member who is temporarily replaced.

"Armed Forces of the United States" means the United States Army, the United States Navy, the United States Air Force, the United States Marine Corps, the United States Coast Guard, any reserve or auxiliary component of any of those services, or the National Guard. [Tex. Const., Art. XVI, Sec. 72]
III. Removal from Office

Board members may be removed from office for:

A. Incompetency," which means:

1. Gross ignorance of official duties;

2. Gross carelessness in the discharge of those duties; or

3. Unfitness or inability to promptly and properly discharge official duties because of a serious physical or mental defect that did not exist at the time of election.

B. "Official misconduct," which means intentional, unlawful behavior relating to official duties by a Regent entrusted with the administration of justice or the execution of the law. The term includes an intentional or corrupt failure, refusal, or neglect of a Regent to perform a duty imposed on the Regent by law and conviction of an offense relating to violation of purchase procedures.

C. Intoxication on or off duty caused by drinking an alcoholic beverage, but not if it was caused by drinking an alcoholic beverage on the direction and prescription of a licensed physician.

D. Conviction of a Trustee by a jury for any felony or for misdemeanor official misconduct.

E. Nonattendance of Board meetings if the member is absent from more than half of the regularly scheduled Board meetings that the member is eligible to attend during a calendar year, not counting an absence for which the member is excused by a majority vote of the Board.

Actions for removal of Board members must be brought before the judge of the district court holding jurisdiction, except that any court convicting a Regent of a felony or official
misconduct shall order immediate removal. [Tex. Const., Art. V, Sec. 24; Local Gov't Code 87.011, 87.012, 87.013, 87.031; Education Code 44.032(e), 130.0845]
IV. Training for Board of Regents

The Coordinating Board shall establish a training program for Board members of institutions of higher education. Each Board member shall attend, during the member’s first two years of service, at least one training program as prescribed by law. The content of the instruction at the training program shall focus on the official role and duties of the Board members, and shall provide training in the areas of budgeting, policy development, and governance. In addition to the content listed above, topics covered by the training program for Board members must include information about best practices in campus financial management, financial ratio analysis, and case studies using financial indicators.

The minutes of the last regular meeting held by the Board during a calendar year must reflect whether each Board member has completed any training required as of the meeting date.

The Coordinating Board shall provide an equivalent training program by electronic means in the event a Board member is unable to attend the training program required by this law. Completion of the training program by electronic means is deemed to satisfy the requirements of this law. [Education Code 61.084]

Specific Open Meetings Training

Within 90 days after taking the oath of office, each Board member shall complete a course of training regarding the responsibilities of the Board and its members. The training, as offered by the attorney general, shall be not less than one hour and not more than two hours regarding the requirements of the law under Texas Government Code, Section 551. The office of the attorney general shall provide a certificate of course completion to persons who complete the training. The failure of one or more Board members to complete the training required by this law does not affect the validity of an action taken by the Board. [Government Code 551.005]
PUBLIC INFORMATION ACT TRAINING

Within 90 days after taking the oath of office, each Board member and/or designated public information coordinator must complete a course of training of not less than one hour and not more than two hours regarding the responsibilities of the Board regarding the requirements of the Public Information Act law under Texas Government Code, Section 552.012. A public official may designate a public information coordinator to satisfy the training requirements of this chapter of the Texas Government Code if the public information coordinator is primarily responsible for administering the responsibilities of the public official or Board. The designated public information coordinator shall complete the training course regarding the responsibilities of the Board which the coordinator serves not later than the 90th day after the date the coordinator assumes the duties of the coordinator.

The attorney general shall ensure that the training is made available and shall ensure that at least one course of training approved by the attorney general is available on videotape or other functionally similar and widely available medium at no cost.

The office of the attorney general or other entity providing the training shall provide a certificate of course completion to persons who complete the training. The Board shall maintain and make available for public inspection the record of its completion of the training.

INVESTMENT TRAINING: THE PUBLIC FUNDS INVESTMENT ACT

The Public Funds Investment Act (Texas Government Code, Section 2256.007) specifies mandatory investment training requirements for elected and appointed officials who are subject to this. Each member of the governing board of a state agency and its investment officer must attend at least one training session relating to the person’s investment responsibilities within six months after taking office or assuming duties. The training must include education in investment controls, security risks, strategy risks, market risks, diversification of investment portfolio, and compliance with Chapter 2256 of the Texas Government Code. Information may be obtained from the University of North Texas, Center for Public Management at [http://pacs.unt.edu/cpm/content/investment-training-video](http://pacs.unt.edu/cpm/content/investment-training-video) or by telephone at (940) 369-7843.

FEES

A Regent shall pay from private funds the required fee and the Regent’s costs of travel, including transportation, lodging, and meals. Neither the required fee nor a Regent’s travel costs shall be reimbursed from appropriated funds, other than grants and donations of private funds available for that purpose. [Education Code 61.084(c)]
CONVENTIONS AND WORKSHOPS

Board members may attend regional, state, or national conventions or workshops without such gatherings being construed as “meetings” under the Open Meetings Act. However, no formal action shall be taken at such conventions or workshops concerning College District business, and any discussion of public business shall be merely incidental to the convention or workshop. [Gov't Code 551.001(4)]
V. MEETINGS OF THE BOARD OF REGENTS

REGULAR MEETINGS

A. Regular meetings of the Board of Regents of Cisco College District shall be held in the Board Room located on the Cisco campus of Cisco College on the second Monday of the months January through November of each year at 7:00 p.m., unless otherwise provided by the Board of Regents. The Board shall not meet during the month of December unless such meeting is deemed necessary by the College President and the Board President.

B. An agenda shall be prepared under the direction of the College President, or President’s designee, in the absence of the President.

C. Written notice of the date, hour, place and agenda of each meeting of the Board shall be given as prescribed by law. Notice will be given as follows:

1. Notice shall be posted, delivered, or given at least 72 hours prior to the day of the meeting.

   • Three copies of the agenda shall be publicly posted. A copy of the agenda shall be posted in a specifically designated and publicly accessible location at the front of Harrell Fine Arts Building, a second copy shall be posted in the Disclosures portion of the College’s official website www.cisco.edu, and the third copy shall be delivered or faxed to the County Clerk of Eastland County for posting at the county courthouse. Payment for Courthouse postings shall be made to the Eastland County Clerk according to payment requirements established by Eastland County Commissioners and/or by the County Clerk's office.

2. Members of the Board shall be given notice, by the College President or by a designated person, of regular or special meetings at least 72 hours prior to the day of the meeting.
D. All meetings of the Board of Regents shall be publicly opened as prescribed by law.

E. A quorum of the members of the Board must be present in order for the Board of Regents to conduct official business. A quorum consists of five members.

SPECIAL MEETINGS
Special Meetings of the Board of Regents may be called by the Board President, the College President, or at least four members of the Board of Regents. All members of the Board shall be notified of the place, date, time and agenda of the special meeting at least 72 hours prior to the day of the meeting, except in cases of emergency. A written notice mailed to the Board Members shall be construed as official notification.

EMERGENCY MEETINGS
Emergency meetings shall be convened due to urgent public necessity or emergency when 72 hours posted notice prior to the day of the meeting is impractical due to the urgency of the situation. Notice of Emergency Meetings will be posted at least two (2) hours before the meeting is convened and shall include the date, hours, place and agenda of the meeting and express the nature of the emergency. The College President or presiding officer of the Board shall ensure that notices are publicly posted as stated and that news media who have requested to be notified shall receive such notification.

RECESSSED MEETINGS
Recessed meetings may be held if the business of the Board of Regents requires. At the time of the recess, the time, date and place of the continuation of the meeting shall be determined and announced.

CLOSED MEETING (CLOSED SESSION OR EXECUTIVE SESSION)
A. Closed Meeting (Closed Session or Executive Session) will not be held unless the Board of Regents has first been convened in open meeting for which notice has been given. If, during the open meeting, a Closed Meeting is necessary, the presiding officer of the Board shall announce that a Closed Meeting will be held, and identify the section or sections under Government Code Sections 551.071, 551.072, 551.073 or 551.074, which authorizes the holding of such Closed Session, including but not limited to:

551.071 Consultation with Attorney – To conduct a private consultation with an attorney about pending litigation or a settlement offer.
551.072 Deliberation Regarding Real Property – To deliberate the purchase, exchange, lease, or value of real property, if deliberation in an open meeting would have a detrimental effect on the position of the College in negotiations with a third person.

551-073 Deliberation Regarding Prospective Gift – To deliberate a negotiated contract for a prospective gift or donation if deliberation in an open meeting would have a detrimental effect on the position of the College in negotiations with a third person.

551-074 Personnel Matters – To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, or to hear a complaint or charge against an officer or employee.

B. A certified agenda or tape recording shall be kept of all Closed Meetings except those involving consultations with an attorney.

C. The Board will not take any final action or final vote or make any final decision with regard to any matter considered in a Closed Meeting. Such final action, final votes or final decision with regard to any matter considered in a Closed Meeting will be made only in a meeting that is open and for which proper notice was given.

D. After any and all closed meetings, the Board will reconvene the public meeting or session before adjourning.

CITIZENS ADDRESSING THE BOARD OF REGENTS

Cisco College board meetings are open to the public. In order to provide citizens of the district an orderly opportunity to be heard by the Board of Regents, the following process is instituted.

A. Written request to address the Board must be presented to the Office of the President one week prior to the meeting in which the citizen desires to be heard. The topic of discussion must be disclosed in order to be placed on the meeting agenda.

B. The Board presentation will be limited to five (5) minutes. Presentation length may be extended by the Board of Regents if it is necessary for the Board to gather more information.

C. No rebuttal time will be allowed following the presentation.
D. The Board of Regents will take sufficient time to study and deliberate the request prior to making a decision or taking action.

E. A memorandum regarding Board action will be provided to the citizen following a decision.

ORDER OF BUSINESS AND PROCEDURES

A. Unless otherwise determined by the Board, all meetings shall be conducted in accordance with Robert’s Rules of Order, Revised.

B. A record of all transactions of the Board will be set forth in Official Minutes of the Board of Regents. The minutes will be kept in the College President’s office as a permanent official record of school legislation in the College and will be open to inspection by the public, as prescribed by law.

C. The minutes will record the name of the Regent making the motion, the name of the Regent seconding the motion, and the vote. Voting will be in a manner prescribed by the presiding officer, except that a roll call vote may be required by a Board member. A member voting against a motion may state his reasons and may have them recorded in the minutes if he/she so requests at the time of voting. Board members may request inclusion of statements they deem vital.

D. Meetings shall start promptly at the appointed time, provided a quorum is present. If a quorum is not present at the appointed time, the Board members present shall wait a minimum of fifteen (15) minutes, and if a quorum is still not present, may then adjourn.

E. The presence of five (5) members of the Board of Regents of Cisco College shall constitute a quorum.

TRANSACTION OF BUSINESS

When possible, business of the Board shall be transacted in a regular scheduled meeting. Committees shall transact business only on authority granted them by the Board, and their acts have no final authority until their action has been approved by the Board. Each action of the Board, where supported by the majority, is binding on the whole Board. There can be no action by a part of the Board of Trustees that is not supported by the majority of the Board in attendance at a regular or special meeting.

No individual member of the Board shall speak in any official capacity before action is taken by the Board, unless specifically authorized to do so by Board policy or by a majority of the Board while in session.
The Board shall not be controlled by a minority of Regents or by any organizations or interests separate from it in the transaction of business. The Board shall remain free from undue influence from external bodies, including but not limited to those of political or religious affiliation, and shall protect the institution from such influence in the transaction of business.
VI. NEPOTISM

A. Regent Relation
Definition: In this policy the term “appoint” includes appointing, confirming the appointment of, and voting to appoint or confirm the appointment of a person.

1. Nepotism Prohibited
Except as provided by this policy, a Regent may not appoint a person to a position or hire an independent contractor that is to be directly or indirectly compensated from public funds or fees of office if:

   a. The person is related to the Trustee by blood (consanguinity) within the third degree or by marriage (affinity) within the second degree; or

   b. The Regent holds the appointment or confirmation authority as a member of the board and the person is related to another member of the board by blood or marriage within a prohibited degree. Gov’t Code 573.002, 573.041; Atty. Gen. Op. JC-0184 (2000)

2. Compensation of Prohibited Employee
A Regent may not approve an account or draw or authorize the drawing of a warrant to pay the compensation of an ineligible person if the official knows the person is ineligible. Gov’t Code 573-083

3. Consanguinity
The nepotism provisions apply to relationships within the third degree by consanguinity (related by blood). Two persons are related to each other by consanguinity if one is a descendant of the other or if they share a common ancestor. An adopted child is considered to be a child of the adoptive parents. Gov’t Code 573.002

The degree of relationship by consanguinity between a person and his or her descendant is determined by the number of generations that separate them.
An individual’s relatives within the third degree of consanguinity are the individual’s:

a. Parent or child (first degree);

b. Brother, sister, grandparent, or grandchild (second degree);

c. Great-grandparent, great-grandchild, aunt or uncle [who is a sibling of a parent of the person], nephew or niece [who is a child of a brother or sister of the person] (third degree). Gov’t Code 573-023

There is no distinction under the nepotism statute between half-blood and full-blood relations. Thus, half-blood relationships fall within the same degree as those of the full-blood. Atty. Gen. Op. LO-90-30 (1990)

4. **Affinity**

The nepotism provisions apply to relationships within the second degree by affinity (related by marriage). Two persons are related to each other by affinity if they are married to each other or if the spouse of one of the persons terminates the relationships by affinity created by that marriage, unless a child of the marriage is living, in which case the marriage is considered to continue as long as a child of that marriage lives. Gov’t Code 573-024

A husband and wife are related to each other in the first degree by affinity. For other relationships, the degree of relationship by affinity is the same as the degree of the underlying relationship by consanguinity. For example, if two persons are related to each other in the second degree by consanguinity, the spouse of one of the persons is related to the other person in the second degree of affinity. A person’s relatives within the second degree by affinity are:

a. Anyone related by consanguinity to the person’s spouse within the first or second degree; or

b. The spouse of anyone related to the person by consanguinity within the first or second degree. Gov’t Code 573.025

5. **Effect of Regent Resignation**

All Regents shall continue to perform the duties of their offices until their successors shall be duly qualified, i.e. sworn in. Until the vacancy created by a Regent’s resignation is filled by a successor, the Trustee continues to serve
and have the duties and powers of office, and a relative within a prohibited degree of relationship is barred from employment. *Tex. Const., Art. XVI, Sec. 17; Atty. Gen. Op. JM-636 (1987)*

6. **Trading**
   A Regent may not appoint a person to a position in which the person is compensated directly or indirectly from public funds or fees of office if:

   a. The person is related to another Regent within the prohibited degree; and

   b. The appointment would be carried out in whole or in partial consideration for the other Regent’s appointing a person who is related to the Regent within a prohibited degree. *Gov’t Code 573.044*

7. **Federal Funds**
   The rules against nepotism apply to employees paid with public funds, regardless of the source of those funds. Thus, the rules apply in the case of a teacher paid with funds from a federal grant. *Atty. Gen. L.A. No.80 (1974)*

8. **Penalties**
   An individual who violates the nepotism prohibitions shall be removed from his or her position. *Tex. Gov’t Code 573.081, 573.082*
SECTION 1: GENERAL COLLEGE OPERATIONS
1.1 COLLEGE MISSION, ETHICS AND PHILOSOPHY

The Mission Statement of Cisco College defines the purpose of the institution and establishes the broad parameters for guiding the College through the process of planning and improvement. The Board of Regents has the ultimate authority for establishing the Mission Statement of Cisco College. Through the use of the Institutional Effectiveness Plan, the College seeks to ensure continuous improvement in fulfilling its mission and in maintaining a mission that is current and relevant to the College constituencies.

The Mission Statement is reviewed annually by the Executive Council. An official review by the entire college community is undertaken every five to seven years, or as often as deemed necessary by the Executive Council.

A Strategic Plan for fulfilling the mission is approved by the Board of Regents and maintained by the College president. The Strategic Plan is a flexible and living document that undergoes periodic revision as deemed appropriate by the Board, the President and the Executive Council. An official review of the Strategic Plan is undertaken every five to ten years, or as often as deemed necessary by the president. Such a review incorporates input from faculty, staff, students and community members.

The Institutional Effectiveness Plan structures the process by which evaluation, effectiveness planning, and improvement of policies, programs and personnel takes place. The Institutional Effectiveness Committee is responsible for annual evaluation of all Institutional Effectiveness Action Plans and for making recommendations to the Executive Council regarding improvements and updates to the Institutional Effectiveness Plan.
1.2 Truth in Advertising/Media Communication

Truth in Advertising
It is the policy of Cisco College to adhere to the highest ethical standards for truth in advertising in all College publications and marketing plans. College publications are a vital tool in promoting the image of the college. Cisco College designates official publications and maintains archives of official publications. See the Appendix B-8 for procedures.

The appropriate executive level administrator shall coordinate review and archival of all official publications with the exception of the college website. Review of all press releases, publication of all official publications, and review of the college website shall be coordinated by the Director of Marketing and Public Relations in order to confirm accuracy and ensure appropriate representation of the College. See Appendix B-8 for procedures.

Media Communication
The Director of Marketing and Public Relations will take primary responsibility for communication with the media. See Appendix B-8 for procedures.

Request for Open Records
See Appendix B-9 for procedures.
1.3 NON-DISCRIMINATION/SEXUAL HARASSMENT

Non-Discrimination Policy
It is the policy of Cisco College to not discriminate on the basis of race, color, national origin, sex, disability, age, religion, veteran status, or any other legally protected status in educational programs, activities, admission, or employment practices. The college seeks to treat each person of the college community as a unique individual and to provide a positive, encouraging, and success-oriented environment. College policies that promote and protect the rights and development of each individual in the college community will be enforced.

Sexual Harassment
Sexual harassment is a form of discrimination. Conduct that constitutes sexual harassment of employees or students is prohibited by Cisco College. It is the goal of the college to provide a work and learning environment that is free of any form of objectionable, disrespectful or inappropriate conduct or communication of a sexual nature. Sexual harassment will not be tolerated and is prohibited by law. A simple rule to follow is: IF IN DOUBT, DO NOT DO IT.

A. Sexual Harassment in the Workplace
For purposes of this policy, sexual harassment is defined as unwelcome advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made explicitly or implicitly a term or condition of an individual’s employment;

2. Submission to or rejection of such conduct is used as a basis for employment decisions affecting an individual; or

3. Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive environment for work.
Examples of Sexual Harassment

Such conduct includes but is not limited to:

1. Physical assault;

2. Direct or implied threats that submission to sexual advances will be a condition of employment, work status, or letters of recommendation;

3. Direct propositions of a sexual nature;

4. A pattern of conduct intended to discomfort or humiliate, or both, that includes one or more of the following:
   a. Comments of a sexual nature;
   b. Sexually explicit statements, questions, jokes, or anecdotes; or
   c. Subtle pressure for sexual activity, an element of which may be conduct such as repeated and unwanted staring;

5. A pattern of conduct that would discomfort or humiliate, or both, a reasonable person at whom the conduct is directed that includes one or more of the following:
   a. Unnecessary touching, patting, hugging, or brushing against a person’s body;
   b. Remarks of a sexual nature about a person’s clothing or body; or
   c. Remarks about sexual activity or speculations about sexual experience

B. Sexual Harassment of Students

Sexual harassment of students by employees is strictly prohibited and, in addition to the conduct described above, may include such activities as engaging in sexually-oriented conversations for purposes of sexual gratification, telephoning students to solicit inappropriate social relationships, physical contact that would reasonably be construed as sexual in nature, and enticing or threatening students to engage in sexual behavior in exchange for grades, recommendations, or other school-related benefit. Sexual harassment of students by employees can be discrimination on the basis of sex under Title IX.
C. **Isolated and Inadvertent Offenses**
Employees of Cisco College, who without establishing a pattern of doing so, engage in isolated conduct of the kind described above or who exhibit a pattern of engaging in such conduct but fail to realize that their actions discomfort or humiliate tend to demonstrate insensitivity that necessitates remedial measures. When employees become aware that such activities are occurring in their areas, they should report the circumstances to their immediate supervisor. The supervisor shall then contact the offending employees and counsel with them to help them understand the harm they are doing.

D. **Matters Involving Sexually Explicit Material**
Occasionally, the college will provide educational services that may include sexually-explicit materials or of a sexually-explicit nature. Such services could include but are not limited to services and courses offered in anatomy, art, sociology, literature, counseling, parenting, nursing, and other allied health area. Work involving such matters for members of the community is not considered a form of sexual harassment. Such work, when reasonably necessary, is considered a part of the employee’s job function and should be conducted in a professional and ethical manner. In the event a particular matter involving sexually-explicit materials is so offensive as to impair an employee’s work performance, then the employee should bring the matter to the attention of his or her immediate supervisor. The supervisor will make an effort to reasonably accommodate the employee, subject to the requirements of the college, ethical considerations, and availability of other employees possessing sufficient knowledge and expertise to provide services consistent with the standards required by the college.

E. **Confidentiality**
The college will maintain the confidentiality of both the complainant and the accused to the extent legally and ethically possible during the informal resolution process and without compromising the college’s intent to investigate the accusations.

F. **Retribution Prohibited**
Retaliatory action of any kind is strictly prohibited against a person who: files a complaint of sexual harassment in good faith, opposes a charge, or testifies, assists or participates in an investigative proceeding or hearing. Such retaliatory action shall be regarded as a separate and distinct cause for complaint.

**Initiating a Complaint**
Grievance procedures for addressing complaints by an employee against another employee or trustee or by an employee against a student can be found in the Appendix.
CISCO COLLEGE

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<tr>
<th>COLLEGE POLICY MANUAL</th>
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<tr>
<td>TYPE: General College Operations</td>
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<tr>
<td>TITLE: Americans with Disabilities Act, Reasonable Accommodation, Service Animal Policy</td>
<td>ADOPTION DATE: March 10, 2008</td>
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1.4 AMERICANS WITH DISABILITIES ACT, REASONABLE ACCOMMODATION, SERVICE ANIMAL POLICY

Americans with Disabilities Act
It is the policy of Cisco College to comply with the requirements of the Americans with Disabilities Act (ADA) unless such action shall pose an undue burden or would result in a fundamental alteration of programs of the district. Employees requesting assistance under the letter or spirit of the ADA should contact the Director of Human Resources. Students requesting assistance should contact the Special Populations Counselor.

Reasonable Accommodation
Cisco College, pursuant to section 504 and ADA guidelines, will make every effort to provide “reasonable accommodations” to qualified individuals with disabilities, as long as doing so does not impose an undue financial or administrative burden (or if the accommodation fundamentally changes the academic program). Accommodations allow disabled individuals to participate and compete on an equal footing with non-disabled colleagues, students, or other beneficiaries of programs. There is no “universal accommodation” for any particular disability nor will any single accommodation meet the needs of all disabled persons. The college is not required to make all accommodations that a disabled individual requests. If the college determines the request is not reasonable, all accommodation determinations will include the person making the request in the decision making process.

Accommodations can take many different forms. Accommodations can be placed into five categories:

1. Input aids to assist those whose functional limitation may make it difficult for them to record, retain, or enter necessary information.

2. Output aids to assist those whose functional limitation may make disseminating information difficult.
3. Alternative forms so that all may understand pertinent material no matter what the functional limitation.

4. Telecommunications aids to facilitate communications without barriers.

5. Alternative training and education methods that can help individuals operate around a functional limitation that would normally preclude them from activities such as performing a job or participating in a classroom setting.

In considering an accommodation, the following is suggested:

1. The student discloses the disability. It is in the student’s best interest to disclose prior to registration.

2. The student provides written documentation from a licensed physician to support the disability. The documentation is maintained by the Special Populations Coordinator in a locked filing cabinet.

3. The student requesting the special accommodation and a representative from the college meet to determine any or all accommodations requested.

4. Identifying appropriate accommodations is best done on a case-by-case basis. It is important to recognize that individuals with disabilities have different capabilities and varying degrees of disabiling conditions.

Although an accommodation that would cause an undue hardship to the college is not a reasonable accommodation, an individual with a disability could be given the option of providing the accommodation by seeking the assistance of an outside agency or paying that portion of the cost that would constitute an undue hardship.

Service Animal Policy

Definition

According to the amended ADA, the definition of a service animal is “any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability.” The work or tasks performed by a service animal must be directly related to the individual’s disability. Dogs whose sole function is “the provision of emotional support, well-being, comfort, or companionship” are not considered service dogs under the ADA. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition.

Requirements of Service Animals and Their Handlers
1. **Identification:** It is strongly suggested that the dog should wear a harness, identification vest, or other gear that identifies it as a working animal while it is working on a Cisco College campus.

2. **Control:** The service animal must be under the full control of the handler at all times and must be on a leash or harness unless the use of a leash or harness would interfere with the service animal's ability to do its job. The animal should not be aggressive or disruptive.

3. **Health:** Service animals must comply with all local ordinances and regulations, including vaccinations against rabies. We strongly encourage all service animals to wear a rabies tag with current dates.

4. **Cleanliness:** Service animals are expected to be clean and well-groomed. The handler is responsible for cleaning up after the animal, including proper disposal of any waste.

**Faculty, Staff, and Student Policies Concerning Service Animals**

When there are qualified service animals at Cisco College locations, the following policies should be observed:

1. Allow a service animal to accompany its handler at all places in that college location except where service animals are specifically prohibited due to health, environment, or safety hazards.

2. Refrain from petting, feeding, or deliberately distracting a service animal.

3. Do not inquire about the handler’s disability; that is private and confidential information.

4. Immediately report any disruptive or aggressive behavior of a service animal to Student Services.

Questions? Call the Special Populations Coordinator at (254) 442-5023, or email leigh.dycus@cisco.edu

**Pets and Comfort/Therapy Animals**

Pets are strictly prohibited in Cisco College housing even temporarily. “Pets” include mammals, reptiles, amphibians, birds or insects. Having an unauthorized animal in a dorm room or indoor public area will result in a removal of the animal and a fine of $250.

**COMFORT AND THERAPY ANIMAL POLICY**
Cisco College recognizes the rights of Cisco College Housing residents to have Comfort Animals or Therapy Animals. Comfort and Therapy Animals may also be called Emotional Support Animals.

This is different from Service Animals which are registered with the Cisco College Special Populations Coordinator. Service Animals registered with Cisco College are allowed access to all areas of Cisco College.

Comfort or Therapy Animals are only permitted in Cisco College housing. They are not permitted in classrooms, administrative buildings, the dining hall, housing common areas, or gyms and athletic fields. No animal will be permitted in Cisco College Housing that:

- Does not have prior approval by the Cisco College Special Populations Coordinator, the Dean of Student Services and Cisco College Housing Office
- Poses a direct threat to the health and safety of other students or staff
- Would cause substantial physical damage to Cisco College facilities or other residents
- Would fundamentally alter the nature of Cisco College Housing operations
- Is defined as “dangerous wild animals” in the Texas Health and Safety Code 822.101 (big cats, apes, bears, hybrids of these animals), primates, high rabies risk animals (bats, fox, raccoon, coyote), venomous animals, or domestic animals with an unknown health history are not allowed

The Dean of Student Services and the Special Populations Coordinator, will make the final determination for on-campus residents requesting a waiver of the “no pets” policy so that they may have a Comfort or Therapy Animal. A decision about if a particular accommodation is reasonable is a fact intensive, case-specific determination. To request to have a Comfort or Therapy Animal in Cisco College Housing the student must submit the following to the Office for Students with Disabilities:

- Complete a Disability Services intake form
- Provide a Comfort or Therapy Animal Request letter completed by a licensed mental health professional (therapist, psychologist, or psychiatrist – not a family doctor) on his/her letterhead that states the student is under his/her care, is emotionally or psychiatrically disabled, and prescribes a Comfort or Therapy Animal for the specific student
- Provide documentation from a licensed veterinarian that the animal is inoculated and free from diseases. The paperwork must also show that all shots are updated and in compliance with Eastland County and the City of Cisco requirements.
Once a Comfort or Therapy Animal is approved the student will be required to complete animal registration paperwork with the Cisco College Housing Office and sign an acknowledgement of Comfort and Therapy Animal Housing Policies.

Residents with approved Comfort or Therapy Animals will not automatically be assigned a private room. Efforts will be made to match students with Comfort or Therapy Animals to potential roommates to whom contact has been made to prevent possible incompatibilities such as allergies or other concerns. If a private room is requested, and available, approved standard private room rates will apply. A specific exercise location for the Comfort or Therapy Animal is the responsibility of the student. Comfort or Therapy Animals may not be fed food or scraps from on campus dining.

In addition to complying with ADA guidelines, Cisco College Housing policies, and community standards residents with Comfort or Service Animals must meet the following expectations:

- Animals must be on a leash, in a carrier, in a cage or otherwise restrained when not in the residents room
- Animals must receive daily care (food, water and attention) from the resident
- Animals must be kept clean, their waste disposed of properly, and any problems with fleas or ticks promptly eliminated
- Animals must not bite or make excessive noise – barking, growling, screeching howling, crying, etc.
- Residents will be responsible for any damages caused by the animal
- Repeated complaints by students or staff about an animal’s hygiene or behavior without prompt resolution may result in removal of the animal
- If the animal poses an immediate threat to other Cisco College students or Cisco College staff Eastland County Animal Services may be contacted to remove the animal immediately
- All liability for the actions of the animal is the sole responsibility of the owner
- The owner of the animal must notify Cisco College Housing staff immediately if the animal escapes or is lost
- Students are not allowed to leave the Comfort or Therapy Animal unattended overnight at any time if a student will be gone from Cisco College Housing overnight the Comfort or Therapy Animal must be removed from Cisco College Housing to either be with the student or be in proper boarding.

Any violations of the above policy can result in immediate removal of the animal and permanent revocation of the Comfort or Therapy Animal privileges for the student.
Checkout expectations of students with Comfort or Therapy Animals are:

- **Checkout must be scheduled by appointment with the Dean of Student Services Office**
- **The room must be completely clear of animal hair**
- **The room must be cleaned sufficiently to eliminate any animal odor or waste odor**
- **Residents will be charged upon checkout if any additional cleaning, deodorizing, or disinfecting is required to remove animal hair, dander, waste or odor.**
1.5 Campus Safety Policy

Cisco College strives to maintain a safe and secure environment in which to live, work and learn. Cisco College is concerned about the protection of persons and property. The institution cannot, however, guarantee the absolute safety of any one individual. Cisco College, by providing a number of safety services, programs and policies seeks to work with its employees, students, and visitors to create a safe environment at all campus locations.

Cisco College strongly encourages employees, students, and others to report criminal actions and emergencies that occur on campus. Reports should be made to the on-site administrative office and to the campus safety department. Reports will be made to the appropriate government agency by the campus safety department. Victims of crimes, as well as witnesses to crimes, will greatly enhance the success of the College’s response by reporting incidents promptly.

The Cisco campus and the Abilene Educational Center are monitored by security personnel and patrolled by city, county and state police officers. Security personnel report criminal activities and suspicious activities to local law enforcement agencies.

Threats

Cisco College recognizes the high cost of violent incidents and the disruptive effect they have on employees and productivity. Harassment (including stalking), abusive behavior, and violence are not tolerated in this workplace.

A. Threats (including those made by mail, over the telephone, by fax, or by email), intimidation, and acts of violence, with or without the presence of a weapon, will not be tolerated at Cisco College. Reported violations of this policy will be investigated, documented, and may result in disciplinary actions up to and including immediate suspension and/or dismissal, and the filing of appropriate criminal charges.

B. All employees, regardless of position, are responsible for the immediate reporting of any threats received, witnessed, or communicated to them. Employees should also
report unusual or threatening behavior, even though it may not be in the form of a direct threat, when such behavior makes the employee(s) fearful for their continued safety or the safety of others. Reportable threats include those made by co-workers, students, or outsiders entering the workplace – such as a spouse, or job applicant, etc. Employees must make such reports regardless of the relationship of the employee to the person who initiated the threat or behavior. Reports should be made immediately, without fear of retaliation, to a supervisor, personnel manager, or to any member of Cisco College administration. Cisco College administration must immediately report all incidents of threatening behavior to the Vice President for Student Services or his designee.

C. Nothing in this policy relieves a supervisor or manager from taking immediate action when the safety or security of employees is threatened and time is crucial. Such action may include a call to the Police, suspension, or the temporary separation of employees in the workplace. This policy does not replace routine management actions such as counseling, reprimands, or changes in work assignments, as applicable. This policy is intended for those cases of immediate and/or continuing inappropriate action(s) or threat(s) including those where normal management and personnel actions have been ineffective and the possibility of violence is such that the Police and others need to be involved.

Information concerning security services, crime prevention, general safety, and security on and off campus is available. In compliance with the Campus Crime Awareness and Campus Security Act of 1990, Cisco College makes, through its website, policies related to campus security and statistics concerning specific types of crimes accessible to all current students and employees and to applicants for enrollment and employment. Additionally, registered sex offender information is available on the https://records.txdps.state.tx.us/dps_web/Portal/index.aspx website. This website is the official Internet source for Sex Offender Registration information. The Sex Offender Registration is open record information is extracted from the DPS Sex Offender Registration Database. The DPS maintains files based on registration information submitted by criminal justice agencies and represents a statewide source of information regarding sex offenders required by law to register.
1.6 Nepotism

A. Regent Relation

Definition: In this policy the term “appoint” includes appointing, confirming the appointment of, and voting to appoint or confirm the appointment of a person.

1. Nepotism Prohibited

Except as provided by this policy, a Regent may not appoint a person to a position or hire an independent contractor that is to be directly or indirectly compensated from public funds or fees of office if:

   a. The person is related to the Trustee by blood (consanguinity) within the third degree or by marriage (affinity) within the second degree; or

   b. The Regent holds the appointment or confirmation authority as a member of the board and the person is related to another member of the board by blood or marriage within a prohibited degree. Gov’t Code 573.002, 573.041; Atty. Gen. Op. JC-0184 (2000)

2. Compensation of Prohibited Employee

A Regent may not approve an account or draw or authorize the drawing of a warrant to pay the compensation of an ineligible person if the official knows the person is ineligible. Gov’t Code 573-083

3. Consanguinity

The nepotism provisions apply to relationships within the third degree by consanguinity (related by blood). Two persons are related to each other by consanguinity if one is a descendant of the other or if they share a common ancestor. An adopted child is considered to be a child of the adoptive parents. Gov’t Code 573.002

The degree of relationship by consanguinity between a person and his or her descendant is determined by the number of generations that separate them.
An individual’s relatives within the third degree of consanguinity are the individual’s:

a. Parent or child (first degree);

b. Brother, sister, grandparent, or grandchild (second degree);

c. Great-grandparent, great-grandchild, aunt or uncle [who is a sibling of a parent of the person], nephew or niece [who is a child of a brother or sister of the person] (third degree). Gov’t Code 573-023

There is no distinction under the nepotism statute between half-blood and full-blood relations. Thus, half-blood relationships fall within the same degree as those of the full-blood. Atty. Gen. Op. LO-90-30 (1990)

4. Affinity

The nepotism provisions apply to relationships within the second degree by affinity (related by marriage). Two persons are related to each other by affinity if they are married to each other or if the spouse of one of the persons terminates the relationships by affinity created by that marriage, unless a child of the marriage is living, in which case the marriage is considered to continue as long as a child of that marriage lives. Gov’t Code 573-024

A husband and wife are related to each other in the first degree by affinity. For other relationships, the degree of relationship by affinity is the same as the degree of the underlying relationship by consanguinity. For example, if two persons are related to each other in the second degree by consanguinity, the spouse of one of the persons is related to the other person in the second degree of affinity. A person’s relatives within the second degree by affinity are:

a. Anyone related by consanguinity to the person’s spouse within the first or second degree; or

b. The spouse of anyone related to the person by consanguinity within the first or second degree. Gov’t Code 573.025

5. Effect of Regent Resignation

All Regents shall continue to perform the duties of their offices until their successors shall be duly qualified, i.e. sworn in. Until the vacancy created by a Regent’s resignation is filled by a successor, the Trustee continues to serve
and have the duties and powers of office, and a relative within a prohibited degree of relationship is barred from employment. Tex. Const., Art. XVI, Sec. 17; Atty. Gen. Op. JM-636 (1987)

6. **Trading**
A Regent may not appoint a person to a position in which the person is compensated directly or indirectly from public funds or fees of office if:

   a. The person is related to another Regent within the prohibited degree; and

   b. The appointment would be carried out in whole or in partial consideration for the other Regent’s appointing a person who is related to the Regent within a prohibited degree. Gov’t Code 573.044

7. **Federal Funds**
The rules against nepotism apply to employees paid with public funds, regardless of the source of those funds. Thus, the rules apply in the case of a teacher paid with funds from a federal grant. Atty. Gen. L.A. No.80 (1974)

8. **Penalties**
An individual who violates the nepotism prohibitions shall be removed from his or her position. Tex. Gov’t Code 573.081, 573.082

B. **Employee Relation**
Withstanding the above restrictions, the college permits the employment of relatives within the scope of the following policy. Relatives are defined by this policy to include relationships to the third degree of consanguinity and second degree of affinity. All employees (full-time and part-time), excluding part-time temporary of the college, as well as consultants and contractual individuals will be in accordance with the following:

1. Employees may not participate in professional review or decisions such as the hiring, promotion, retention, and sole contractual arrangements of a relative prohibited by this policy.

2. Immediate supervision of one employee by a related employee in a prohibited relationship will not be allowed.

3. When the marriage of two individuals places either of them or one of their relatives as defined by this policy in conflict with this policy, the supervisory relationship will be addressed so that there is no familial influence.
Exceptions to this policy are allowed with the approval of the Executive Council if it is in the best interest of the college.
1.7 Consensual Relations

Cisco College personnel (administrators, faculty and staff) whether full or part-time, shall not engage in consensual relations (dating and/or intimate relations) with students and/or employees over whom they exercise direct authority, supervision, or instruction. If personnel have concerns or questions about the application of this policy to their specific situation, they are to confer and resolve any ambiguity with the appropriate administrator as outlined in the organizational chart. The Executive Council may grant a waiver from this policy if it is in the best interest of the college.
1.8 Smoke-Free Workplace

Smoking is prohibited in all Cisco College facilities and vehicles.

Individuals may not smoke in doorways and entrances to buildings.

Where smoking areas are provided, individuals must make reasonable efforts to use these areas.

Employees are expected to enforce the no-smoking rule in college facilities and in doorways and entrances to buildings as a courtesy to colleagues and students.
1.9 Drug Free Workplace

Drug Free Workplace Policy
Cisco College believes that chemical abuse, legal or illegal, by employees may seriously impair their performance and responsibilities in the workplace. Proven chemical abuse may result in immediate termination. To this end, the college supports the maintenance of a drug-free workplace through programs of drug education, prevention and assistance, and referral in correcting a problem that interferes with job performance and completion of job responsibilities.

Every effort will be made to rehabilitate alcohol or drug abusers. The program will focus primarily on education as the means of prevention. Another aspect of the drug-free workplace policy will be to encourage and accommodate through scheduling those individuals seeking help with chemical abuse problems. The final component of the program will be to make every employee aware of the clear consequences for unacceptable chemical abuse behavior.

According to Department of Transportation regulations, each applicant for employment or employee who is required to obtain a commercial drivers’ license at the college must be tested for drugs, alcohol or controlled substances.

Program Implementation
1. Employee Notification: All employees will be notified upon employment about the college’s policy on the prohibition of alcohol and controlled substances and the actions taken by the college district against employees violating this rule and will sign a form accordingly.

2. Awareness Program: Each year the college district will inform its employees about the dangers of drug abuse in the workplace, about the availability of drug counseling, and about sources for rehabilitation.

3. Counseling: Individuals with chemical abuse problems will be encouraged to seek counseling.
4. **Referral:** Employees who are identified as abusing chemicals to the extent that it interferes with the performance in the workplace will be encouraged to participate in drug or alcohol counseling or attend a chemical abuse program. Participation in a program will be encouraged by Cisco College. Choosing not to participate in a chemical abuse program may result in further disciplinary action or termination.

**Consequences of Chemical Abuse**
Employees must report to work in a condition fit for duty. Being under the influence of alcohol or drugs is prohibited. Employees who use or distribute illegal drugs will be discharged. Any drugs confiscated in the workplace will be turned over to law enforcement personnel. If an employee is arrested off the job for drug involvement, it is the employee’s responsibility to notify his/her supervisor within 24 hours after the arrest. The college will consider various circumstances surrounding the arrest before taking action. Due to federal regulations, the college must notify the appropriate agency within ten days after receiving notice that an employee has been arrested and convicted of a criminal drug statute. If an employee is under treatment with a drug that could alter his or her ability to do the job, the employee could be subject to reassignment.

Employees are encouraged to seek help voluntarily. If a chemical problem comes to the attention of the college but is denied by the employee, the district may consider termination of employment or disciplinary action.
1.10 Working Conditions

The college strives to maintain positive and motivational working conditions. These conditions are met through amity and unity of purpose among employees. In the event of disagreements over working relationships, work conditions, employment practices, or interpretation of policies, employees may file an official complaint and seek solutions to resolve matters. This action should be taken as quickly as possible after issues arise, preferably within 10 college working days. See the Appendix for official complaint procedures.
1.11 POLICY APPROVAL

The primary purposes of Board Policies and Administrative Regulations at Cisco College are:

1. To provide the College with rules and regulations that are necessary to guide employees as they work to accomplish the mission of Cisco College.

2. To ensure that the College adheres to local, state and federal laws.

3. To ensure that the College adheres to the Rules and Regulations of the Texas Higher Education Coordinating Board and the Southern Association of Colleges and Schools Commission on Colleges.

The Executive Council will regularly review all policies, policy revisions and appendix items in the College Policy Manual and will make recommendations to the College President. If a policy change or addition that initiates a substantive change in policy or practice impacting employees is recommended, the policy will be dispersed to college employees for a period of internal comment. The information gathered through that process will be considered by the Executive Council before making a recommendation to the Board.

The Executive Council will have final approval of all Appendix Items excluding payment schedules.

The President will make recommendations to the Board of Regents concerning all College Policies.

The Board of Regents will have final approval of all policies, policy revisions and payment schedules in the College Policy Manual.
1.12 Shared Governance

It is the policy of Cisco College to provide opportunities for distinct and complementary roles in shared decision-making in order to implement the fundamental principles of shared governance.

A. Final Authority and responsibility for the welfare of Cisco College rests with the Board of Regents. The Board delegates authority to the President for the management of the College. The President works with the Executive Council to develop and implement the principles of shared governance. The Executive Council members work with their areas of responsibility to develop and implement the principles of shared governance.

B. Cisco College employees have opportunities appropriate to their area and special expertise to participate in decisions through the following avenues:
   - Standing Committees
   - Standing Councils
   - Organizational Structure and Processes
   - Faculty/Professional Staff Senate

C. Issues impacting the ability of Cisco College to accomplish its mission are considered through the appropriate avenue of shared governance. When appropriate, recommendations are brought to the Executive Council and then to the Board of Regents for final consideration. Issues considered through shared governance are included in but not limited by the list given below.
   - Defining the College Mission
   - Issues impacting the ability of College employees to successfully meet the mission of the College
   - Issues impacting the ability of students to successfully complete their education
   - Budget Development
   - Selection and Tenure of Faculty.

D. Those participating in the shared governance process also share responsibility for the following:
• Being informed on issues that confront Higher Education and Cisco College in particular
• Acting within time constraints imposed by external agencies, sometimes with little or no notice
• Acting within budget constraints of the College
• Sharing information and providing timely feedback
• Recognizing the specific goals of the College and being accountable
• Distinguishing the roles played by the various units and individuals in decision-making and administration of the College
• Interacting with other members of the College community in a way that demonstrates the intent of the Guiding Principles.

E. College employees may express their opinions freely on all shared governance matters without the fear of retaliation. All administrators, including faculty holding administrative appointments, are encouraged to express their opinions freely without the fear of retaliation during policy discussions; once a decision is reached, professionalism is expected for the support and implementation of policy.
1.13 CONFLICT OF INTEREST

A. Texas conflict of interest statutes cover two types of conflicts of interest. [Gov’t Code 171.001-010]

1) Business Entity Conflicts: Conflicts due to a Regent’s substantial interest in a “business” that has an issue before the Board. State law provides a two-part test for ascertaining whether a Regent has a conflict of interest regarding a business entity that would prevent the Regent from participating in a vote or discussion on that item.

   **Step One:** The Regent must determine if he/she received 10% or more of his/her gross income in the previous year from that business entity or if he had a stock or other substantial ownership interest in the business entity. If the Regent has such an interest or a close relative of the Regent has such an interest, the Regent must consider the second part of the test for determining if a conflict of interest exists.

   **Step Two:** The Regent must determine whether the action that the Board is considering would have a special economic effect on the business entity that is distinguishable from its general effect on the public.

   If it is determined that the Regent has a substantial interest in the business entity and it is likely that the action would have a special economic effect on the business entity that is distinguishable from its effect on the general public, a conflict of interest would exist. If a conflict of interest exists, the Regent is prevented from discussing or voting on an issue involving that business entity.

2) Real Property Conflicts: Conflicts due to a local Regent’s substantial interest in “real property” that would be affected by the Board’s action. State law provides a two-part test for ascertaining whether a Regent has a conflict of interest regarding real property that would prevent the Regent from participating in a vote or discussion on that item.
**Step One:** First, the Regent must determine if he/she has a $2500 or more legal or equitable interest in real property that would be affected by the Board’s action. If the Regent has such an interest or a close relative of the Regent has such an interest, the official must consider the second part of the test for determining if a conflict of interest exists.

**Step Two:** The Regent must determine whether the action that Board is considering would have a special economic effect on the value of the property that is distinguishable from its general effect on the public.

If it is determined that the Regent has a substantial interest in the real property and it is likely that the action would have a special economic effect that is distinguishable from its effect on the general public, a conflict of interest would exist. If a conflict of interest exists, the Regent is prevented from discussing or voting on an issue involving that business entity.

**B.** If a Regent has a conflict of interest under the two part test, the Regent must take three actions:

1) **File an Affidavit:** The Regent must file an affidavit with Executive Assistant stating the nature and extent of his/her interest in the matter. This affidavit must be filed before any vote or decision on the matter;

2) **Abstain from Discussion on the Item:** The Regent must abstain from discussions or other proceedings regarding the item; and

3) **Abstain from Voting on the Item:** The Regent must abstain from voting on the item.
1.14 Substantive Change

Cisco College shall adhere to the substantive change policy of the Southern Association of Colleges and Schools (SACS) Commission on Colleges (COC). In accordance with this decision, Cisco College will notify the SACS-COC of potential or actual substantive change to its role and scope, including curricula, programs, or mission, in a timely manner in compliance with SACS-COC guidelines.

Guidelines

Approval of New Programs

1. No new academic-transfer program or certificate program may be added at Cisco College except with specific prior approval of the Curriculum Committee, the college’s Board of Regents and the Texas Higher Education Coordinating Board (THECB).

2. No new academic-transfer program or certificate program may be initiated by Cisco College until the THECB has made a written finding that the degree program or certificate is adequately financed.

3. No new academic-transfer program that constitutes a significant departure from current offerings can be offered without specific prior approval by the SACS-COC.

Substantive Change to Existing Programs

1. Any time the college seeks a significant modification or expansion of the nature and scope of a degree program, the college will follow the substantive change procedures established by the SACS-COC, and will inform the SACS-COC of such changes in accordance with those procedures; except in those types of changes exempted by SACS-COC guidelines.

2. Once approved, no academic-transfer program or certificate program at Cisco College may be expanded to include subject matter courses which are outside of approved academic-transfer and certificate programs except with specific prior approval of the Executive Council of the college in conjunction with approval by the Cisco College Board of Regents (Texas Higher Education Coordinating Board changes to existent curriculum are exempt from this process (i.e. Workforce Education...)).
Accreditation Liaison

The President of the college shall appoint an official liaison between Cisco College and the SACS-COC who shall be responsible for developing and implementing procedures necessary to ensure compliance with all SACS-COC standards.

Process

The following process will be implemented for all identified areas of substantive change.

1. Initiation – All substantive changes shall be coordinated by the accreditation liaison with the appropriate administrative personnel (Division Chair, Program Director, Dean and/or Executive Council member) to complete necessary documents (notification letter, prospectus, or modified prospectus) and provide information regarding the substantive change requirements and/or status to the Curriculum Committee, Executive Council, and/or Board of Regents.

2. Submission – Following review by the SACS-COC Liaison and the appropriate administrative personnel (Division Chair, Program Director, Dean and/or Executive Council member), substantive change documents shall be submitted for approval to the President (refer to types of Substantive Change identified below). All substantive change documents are submitted to SACS-COC from the Office of the President through the designated accreditation liaison.

3. Documentation – All substantive change documents (notification letter, prospectus, or modified prospectus) will be available on the college intranet upon submission to the SACS-COC. All correspondence from the SACS-COC will be archived on the intranet.

4. Oversight – The President shall ensure that the Board of Regents is aware of substantive change aspects relating to items requiring Board approval. The President shall also ensure that the Board of Regents is notified of the SACS-COC’s response to substantive changes (acceptance of notification, approval/denial, and pending site visits).

Types of Substantive Change

Types of substantive change, procedure, and requirements as defined by SACS are located at:


Appendix H-1 identifies the process and stakeholders for a substantive change.
SECTION 2: STRUCTURAL OPERATIONS
2.1 Board of Regents

Cisco College is governed by a nine-member Board of Regents, elected by the citizens of The College Tax District. The Board names its own officers, including president, vice-president and secretary. The Board meets in eleven regularly scheduled monthly meetings per calendar year and may be called into special session. The Board of Regents receives its power, authority, duties and responsibilities from the Texas Education Code: Chapter 130, Section 130.0011 – Public Junior Colleges: Rule and Mission. See Board of Regents Operational Policies for more information.
### 2.2 Lines of Responsibility

The President determines the lines of responsibility within the College. These lines of responsibility will be reflected in the current administrative organizational flow chart. The Board of Regents approves the executive level of the organizational flow chart. (See Appendix B-10.)
2.3 POSITION CLASSIFICATION

Position classification is a system for grouping positions with similar responsibilities. See the Appendix for a full listing of positions.

Executive Officers

The President of the College is the chief executive officer and is directly responsible in all matters to the Board of Regents. The executive officers share in formulating administrative policy by making recommendations to the President and are responsible for overall leadership of various dimensions of the college.

Administrative Staff

The Administrative Staff is responsible for managing and guiding various departments and programs of the College.

Professional (Exempt) Staff

Professional (exempt) positions require a high level of problem solving that may have a large impact on the institution and are not eligible for overtime pay. Professional staff members are responsible for duties that necessitate a high level of professional expertise and experience. Professional positions require little day-to-day supervision.

Classified (Non-exempt) Staff

Classified (non-exempt) staff are eligible for overtime pay and position categories are identified by the EEOC as Primary Occupational Activity Codes. Areas that are included are:

1. Clerical and Secretarial
2. Technical and Paraprofessional
3. Skilled Craft
4. Service/Maintenance
Faculty

Faculty positions have instructional responsibilities and may have other professional assignments.
2.4 COMMITTEES AND COUNCILS

The President will establish committees to provide recommendations on delegated matters. The list of Standing Committees and Councils will be updated annually with current membership and stated purpose of the committee.

Assignment to membership of a Cisco College Standing Committee is made by the Executive Council with input from the Faculty. All full-time faculty members, administrators and professional staff are eligible to be assigned to committees. The assignment process can be found in Appendix B-1, Administrative Guidelines.
2.5 Faculty/Professional Employee Senate

The Faculty and Professional Employees of Cisco College are encouraged to maintain a Faculty Senate. The constitution for the faculty senate will reflect the purpose of facilitating participation of faculty and professional employees in identifying, defining, and achieving the mission and purposes of Cisco College. The senate is invited to make recommendations on academic and professional matters relating to the best interests of the College. Recommendations from the Senate are forwarded to the Executive Council for consideration. The Faculty Senate Constitution is located in Appendix E-1.
SECTION 3: BUSINESS OPERATIONS
CISCO COLLEGE

COLLEGE POLICY MANUAL

POLICY NUMBER: 3.1

TYPE: Business Operations

EFFECTIVE DATE: Immediately

TITLE: Annual Budgets

ADOPTION DATE: March 10, 2008

REVISON DATE:

3.1 Annual Budgets

The fiscal year for Texas community colleges is September 1 through August 31. The Board of Regents will adopt an annual budget for Cisco College in accordance with all applicable laws, rules and regulations. The annual budget sets forth anticipated revenues and expenditures for the fiscal year. It is the legal basis for the establishment of tax rates and the document which describes in financial terms the programs and operations to be conducted during the fiscal year by the College.

It is the policy of Cisco College to have a budget planning process which allows adequate time for data gathering and input from employees and the Board of Regents. The Dean of Business Services will develop a Budget Calendar and provide for involvement of employees through their submission of requests to their immediate supervisor, who will in turn submit approved requests to the Dean of Business Services. Upon receipt of the approved requests, the Dean of Business Services will compile the requests and present a draft budget to the Executive Committee. At this point, the Executive Officers will study the draft budget and in turn, make recommendations to the President, who will then present the final budget to the Board of Regents for approval.

Budget Implementation

The Board of Regents places the responsibility for administering the annual budget with the President. Each department is responsible for controlling its budget and following purchasing procedures as outlined by the Business Office.

The Board of Regents authorizes the President and his/her designees to make internal adjustments within program areas in the current fund.
3.2 Payment Policy

It is the policy of Cisco College to have orderly and fiscally-sound procedures for the processing and approval of demands for payment from college funds. All demands for payment will be processed in the central Business Office in Cisco. Payments will be supported by properly approved invoices or other approval documentation. In most cases, the approval documentation will be performed through the Distributed Purchasing System, but it may be some other form of approval, such as a payroll approval form, or other document from a person with authority to approve payment.
3.3 Financial Reports

Cisco College recognizes the importance of regular financial reporting to its fiscal well-being. Monthly Financial Reports shall be prepared and reviewed. Quarterly Investment Reports shall be prepared, given to the Board of Regents for review, and posted on the College web site. Budget cost center reports will be distributed to those responsible for approving expenditures.
## 3.4 Auditing

It is the policy of Cisco College that internal auditing may occur as deemed appropriate to ensure the integrity of its financial records.

It is the policy of Cisco College that all fund categories of the College be audited annually by an independent, qualified public accounting firm. Completed audit reports shall be reviewed by the Board of Regents and a representative of the firm shall meet with the Board.
3.5 Purchasing Policy

It is the policy of Cisco College that all purchasing of supplies, services, equipment or capital outlay items must be subject to controls established by the Dean of Business Services and approved by the President.

It is the policy of Cisco College to require written quotations or bids, when required by State regulations, for the purchase of supplies, services, equipment, or capital outlay items. Competitive bidding and comparative quotations may not be necessary when the product or services required meet the following criteria:

- Sole Source or Propietary purchase is defined as the product or service needed is only manufactured by one vendor, or the vendor is the only vendor who can offer this service or support that meets the needs of the college.
- The college is under an Interlocal Agreement with a State of Texas Cooperative Purchasing Network. The co-ops have existing contract pricing with the State of Texas.
- Emergency repair arises requiring expediency of the purchase.
3.6 **Contracts and Agreements**

It is the policy of Cisco College to establish an orderly process for the approval of all contracts and agreements entered into by the College. The Board of Regents specifically delegates to the Administration, through the College President, the authority to enter into contracts and agreements. The College President shall determine which administrators are authorized to sign specific agreements. The College Attorney may be asked to review all non-standard contracts and agreements prior to execution.
3.7 Travel

It is the policy of Cisco College to maintain a college motor pool to be used for college related travel. College employees traveling on official business shall observe normally accepted standards of propriety in the type and manner of expenses incurred.

The College President shall approve administrative regulations governing the operation of College vehicles. The Board of Regents authorizes a vehicle to be permanently assigned to the College President and to other employees as approved by the President.

The President or Dean of Business Services may grant approval for exception to College travel policy and regulations when necessary due to extenuating circumstances.

A. Travel Authorization and Approval

Employees who wish to travel at College expense should contact their supervisor via college e-mail and explain the purpose of the travel. It is recommended that a copy of the email be retained for departmental records. Prior approval is not required for incidental and inter-campus travel not requiring an overnight stay.

B. Travel Advances

Advances of college funds may be requested by employees to pay travel expenses while on official college business, when such expenses are approved within this travel policy. Advances shall not be authorized for any person who is delinquent in submitting an accounting for expenses of a prior trip, unless otherwise necessitated by extenuating circumstances and approved by the Dean of Business Services. Requests for cash advances must follow standard College Distributed Purchasing System Procedures (DPS).

Receipts to substantiate expenditure of advanced funds must be attached to the Travel Reconciliation form and submitted to the Business Office as soon as practical upon return.
C. **Travel Reimbursement**

It is the policy of Cisco College to reimburse employees and members of the Board of Regents for expenses incurred while carrying out authorized duties with approval from the immediate supervisor. Mileage reimbursement and meal per diems are set by the Board of Regents (see appendix). The total amount of all expenses and/or advances pertaining to a particular trip must be accounted for by the traveler. **Receipts are required for expenditures** in order to request reimbursement and must be attached to DPS documentation.

Disallowed expenses include alcohol, tobacco products, personal grooming products or services, personal laundry and/or dry cleaning, personal items such as medicine, clothing items, personal entertainment, or all other items of a personal nature.

D. **Conventions, Conference or Business Meetings**

Travel expenses incurred as part of attending conventions, conferences or business meetings are allowed when approved by the immediate supervisor. These expenses include registration fees, transportation, per diem, and miscellaneous expenses. Reimbursement for any portion of the registration fee related to optional entertainment is not allowed unless prior permission is received. When the registration fee includes meals and lodging, the traveler may not be reimbursed for Per Diem expenses. Fees paid prior to the event may be submitted for prepayment by the college.

E. **Transportation**

Administrative Regulations covering the use of College vehicles are developed by the Dean of Business Services and approved by the President. All travelers must utilize the most economical and practical mode of transportation as well as the most usually traveled route consistent with the authorized purpose of the trip. Mileage reimbursement for use of personal vehicles will be based upon “point to point” distances, according to http://www.maps.yahoo.com.

F. **Accidents and Injuries**

1. **Accidents Involving Damage to Vehicles or Other Property:** Individuals on approved college travel must immediately notify the office of the Dean of Business Services of the occurrence and details of any accident in which any property is damaged. Please provide a copy of the Police Report as soon as it is available.
2. **Injuries to Individuals**: Any bodily injury that has occurred while on approved College travel must be reported to the office of the Dean of Business Services.

In the event an employee is involved in an accident, please remember the following guidelines:

1. If the employee is able to do so, write down names and phone numbers of any witnesses to the accident. Additionally, if the employee has a camera, or a cell phone with photographic capabilities, the employee should photograph vehicle damage to all vehicles; license plates of all vehicles; road conditions at the time of the accident; other persons, if any, involved in the accident; witnesses; and drivers’ licenses, if possible.

2. Statements to the police are fine, but do not give statements to other parties or to the other parties’ insurance companies without first checking with the College administration and/or the college’s insurance carrier.

G. **Grant Funded Travel**

Costs must be reasonable and consistent with the college travel policy (Section 3.7 in the Cisco College Policy Manual.) Uniform Grant Guidance 200.474 Travel Costs Section outlines allowable expenses for transportation, lodging, subsistence and related items incurred while on college business.

Out-of-town travel is to follow similar guidelines reasonable and consistent with college policy. Grant policies will take precedence over college allowances in case of specific grant guidelines.
3.8 INTELLECTUAL PROPERTY POLICY

Faculty, staff, students and other members of the Cisco College community are encouraged to publish, copyright, invent, and/or patent materials and objects of their own creation which will contribute to the advancement of knowledge. The college encourages and protects this interest and its personnel in relation to disclosure of scientific and technological developments including inventions, discoveries, trade secrets, computer software, and original works and ideas which may have monetary value. It is also the responsibility of the college to ensure that public funds and property are not used for personal gain. The author, creator, or inventor is free to benefit from royalties and monies accruing from such publication or invention, subject to the following guidelines:

1. All classes of intellectual property, scientific, and technological developments, materials, or objects, including inventions, discoveries, trade secrets, computer software, and original works and ideas, created on the individual’s own time, and without the use of college facilities, equipment, materials, or support shall be the sole property of the owner.

2. All classes of intellectual property, scientific, and technological developments, materials, or objects, including inventions, discoveries, trade secrets, computer software, and original works and ideas, created by individuals shall be the property of the employee. However, the college shall be given unrestricted license to use and reproduce original work without royalty payment.

3. The college will ensure equity and management participation on the part of the inventor or inventors in business entities that utilize technology created at the institution.

4. No individual shall realize a profit from intellectual property, scientific, and technological developments, materials, or objects, including inventions, discoveries, trade secrets, computer software, and original works and ideas sold exclusively to Cisco College students.
5. When instructional material developed by faculty is sold in the college bookstore for profit, the publisher of the materials must be approved by the instructional administrator.

Any individual who intends to create any intellectual property, scientific, and technological developments, materials, or objects, including inventions, discoveries, trade secrets, computer software, and original works and ideas developed wholly or partially using college time, equipment, materials, facilities, and/or personnel who intends to copyright, patent, or otherwise merchandise those intellectual property, scientific, and technological developments, materials, or objects, including inventions, discoveries, trade secrets, computer software, and original works and ideas developed wholly or partially using college time, equipment, materials, facilities, and/or personnel who intends to copyright, patent, or otherwise merchandise those intellectual property, scientific, and technological disclosures, including consideration of ownership and appropriate legal protection.

It is the responsibility of the party(ies) having ownership of the intellectual property, scientific and technological developments, materials, or objects, including inventions, discoveries, trade secrets, computer software, and original works and ideas, to secure any licenses, copyrights, or patents. Licenses, copyrights, or patents are to be secured at the expense of the party(ies) having ownership.

Personnel of college units whose function is to produce educational materials may not realize a profit from the sale of such materials. In the case of any materials produced exclusively by these units, copyright will be held by Cisco College. Materials produced under an externally funded grant will be guided by the terms of the grant.

**Individuals Subject to This Policy**

This intellectual property policy applies (a) to all persons employed by Cisco College including, but not limited to, full- and part-time faculty and staff or visiting faculty and staff members, and (b) to anyone using the facilities or resources of Cisco College, including but not limited to, students enrolled at Cisco College whether enrolled in an academic transfer or career and technical education programs. All individuals subject to this policy must abide in accordance to the guidelines expressed in the policy.
3.9 Equipment

Audio-Visual Equipment and Software
Employees must make reservations in advance for equipment, films, records, etc., to ensure that the materials and equipment desired will be available when needed. Employees are expected to learn appropriate operation of the audiovisual equipment; support personnel are not available to operate AV equipment for individual classes.

Use of College Equipment
College equipment cannot be loaned for private use off-campus, except in special circumstances, and then only with the approval of an Executive Council level administrator. Under no condition may college property or equipment be used for personal profit or gain.

Employees of Cisco College will not be allowed to borrow equipment, tools, computers, or supplies from the college for external business purposes with the intent of personal profit or gain.
3.10 **Key Control/Key Allocation**

**Purpose**
This policy is to facilitate the issuance of keys, define responsibility for issuance and collection of keys, and encourage responsible care of keys by key holders.

**Responsibilities**
Dean of Students/Athletic Director for the Cisco campus and the Director of AEC Operations/Assistant to the Provost for the Abilene Educational Center:

- Issues keys on their respective campuses.
- Maintains all key control files and records of original, duplicate and replacement keys for each building and/or facility.
- Securely stores all unissued or unused keys.
- Evaluates key authorizations to insure the type of key requested is appropriate and that issuance does not create an unacceptable security risk.
- Reports all key losses or thefts to the appropriate Executive Council member or their designate when deemed appropriate.
- Furnishes Executive Council members, upon request, a list of all persons in their area who are in possession of keys and which keys those individuals have.
- Collects and turns in to the Dean of Business Services all proceeds for lost key replacement, notifies Director of Human Resources when keys are or are not returned on employee separation from the college.
- Purchases, maintains and installs locks and other door hardware.
- Coordinates all requests for lock changes.
- Acquires new, duplicate or replacement keys for storage or issue.
• Authorizes the issuance of keys to contract and other essential personnel.

Department Heads

• Authorizes the issuance of keys to faculty and staff.

• Conducts an annual review of all keys issued to faculty and staff.

• Provides written notification to faculty and/or staff when a change in status, location or actual need requires the individual to return keys to the Dean of Students/Athletic Director on the Cisco campus or the Director of AEC Operations/Assistant to the Provost at the Abilene Educational Center.

Key Holder

• Signs Key Holder Agreement for each key received.

• Maintains personal possession of issued keys. Keys are not to be duplicated or loaned or transferred to others for any reason. Unauthorized duplication, use or transfer of any key may result in administrative termination and/or disciplinary action against the key holder.

• Reports loss or theft of keys to the Dean of Students/Athletic Director on the Cisco campus and to the Director of AEC Operations/Assistant to the Provost at the Abilene Educational Center.

• Returns all keys in his/her possession upon change of status or location, when recalled, or when no longer needed to perform job related responsibilities.

Requests for Keys

The request for keys should come from a supervisor or key coordinator and be sent to the Dean of Students/Athletic Director on the Cisco campus and to the Director of AEC Operations/Assistant to the Provost at the Abilene Educational Center by filling out a Key Issuance Request (see Appendix B-14).

Exterior Door Keys

Keys to exterior doors will be issued to employees and to regular contract service providers in need of building access. Supervisors may request additional keys to issue to designated students under special circumstances; however, those keys should be checked out from the supervisor with appropriate documentation and returned to the supervisor to safeguard. Employees will be issued an exterior door key to the building in which their office is located, and to additional buildings for which access is necessary in order to perform job functions.
In an effort to limit the numbers of keys issued and to maintain a more secure environment, keys to other buildings will not be permanently issued but may be checked out when needed. Keys checked out for a special need must be returned immediately after use. Lost, broken or damaged keys should be reported to the Dean of Students/Athletic Director on the Cisco campus and to the Director of AEC Operations/Assistant to the Provost on the Abilene campus.

**Interior Door Keys**
Keys to interior doors will be issued to employees or contract service providers as necessary.

**Master Keys**
Exterior door campus master keys will not be issued to anyone except under the specific direction of a member of the Executive Council.

**Loaning of Keys**
Keys may not be loaned to any non-college employee under any circumstance. Violation of this policy without justification may result in termination.

**Key Inventory**
Keys no longer needed should be returned to the Dean of Students/Athletic Director on the Cisco campus and to the Director of AEC Operations/Assistant to the Provost at the Abilene Educational Center immediately at any time of the year. Upon resignation or termination, the employee’s final paycheck will be withheld until all keys are returned to the Dean of Students/Athletic Director on the Cisco campus or to the Director of AEC Operations/Assistant to the Provost at the Abilene Educational Center.
3.11 SCHEDULING COLLEGE FACILITIES

Central Office Hours
Administration office hours will be established by the President. The President may establish varied hours to be open to the public for different locations, as needed. The President may also establish summer hours for offices to be open to the public, and such hours may vary from the office hours established during a school term, as long as employees meet the appropriate number of hours needed to constitute a full work week.

Facilities/Offices
The college owns property, leases space, and also has in-kind usage of facilities. Facilities (employee offices) and equipment remain the property of the College and may be accessed periodically by appropriate personnel.

Scheduling of College-Sponsored Programs on Campus
Approved programs will be placed on the Master Calendar for the College. The President’s Office on the Cisco campus or the Director of AEC Operations/Assistant to Provost for the Abilene Educational Center in Abilene shall be contacted to reserve college facilities at the respective locations.

Scheduling of Community-Sponsored Programs on Campus
To use college facilities, community organizations must apply in writing and complete appropriate forms. The President’s Office on the Cisco campus or the Director of AEC Operations/Assistant to the Provost in Abilene shall be contacted to reserve college facilities at the respective location. Community-sponsored programs must not be for profit.

Summer Programs
Facilities must be reserved through the normal scheduling process for college-sponsored programs and workshops or for community-sponsored programs.
3.12 Telephone and FAX

1. **Office Telephones**: Employees may use college telephones for personal matters if the use does not interfere with the work environment. Employees may not use college telephones for personal profit or gain. Personal calls should be kept to a minimum. Abuses of this policy may be cause for disciplinary action including termination.

2. **FAX Usage**: Employees may receive personal FAX messages on college FAX equipment. Employees may not use college FAX equipment for personal profit or gain. Personal FAX messages should be kept to a minimum. Abuses of this policy may be cause for disciplinary action including termination.

3. **Cell Telephones**: Cell telephones may be approved for certain employees who are regularly required to be away from their respective work telephones, or as deemed appropriate by the college administration. It is expected that some personal calls will be made and/or received on these telephones. Employees may not use college cell telephones for personal profit or gain.

   In some cases, a monthly cost reimbursement may be approved by the President for employees who regularly use personal cell phones for college business, or may need to be routinely contacted while away from the college premises. College-to-employee reimbursement shall not exceed the cost of the employee’s basic cell phone plan.

   Employees so approved will be reimbursed monthly. A copy of the employee’s monthly bill must be provided to the Business Office as documentation.

   Rare and/or exceptional items that exceed the above stated limits may also be approved by the President or Dean of Business Services for reimbursement. These items will be considered on an individual basis.

   Failure to abide by this policy could result in loss of reimbursement for cell phone use privileges.
3.13 INFORMATION RESOURCES

Acceptable Use of State/College-Owned Information Resources
The primary purpose of electronic communication systems at Cisco College is to support and advance the College mission.

Information resources are defined for the purpose of the Acceptable Use Policy as any college-owned computer, video, data communication, or network facilities. The Executive Director of Information Technology Systems with input from the Technology and Distance Learning Advisory Committee will make recommendations for developing Administrative Regulations and Policy for Information Resources.

Purpose

A. To remain competitive, to better serve college constituencies and to provide employees with the best tools to do their work, Cisco College makes available access to electronic media and services, which may include but is not limited to computers, e-mail, databases, software, telephones, voicemail, fax machines, external electronic bulletin boards, wire services, online services, Intranet, Internet and the World Wide Web.

B. Cisco College encourages the use of these media and associated services because they can make communication more efficient and effective and because they are valuable sources of information. However, everyone connected with the college should remember that electronic media and services provided by the college are college property and their purpose is to facilitate and support school business. All computer users have the responsibility to use these resources in a professional, ethical, and lawful manner.

C. To help all employees make responsible decisions, the following guidelines have been established for using information resources. No policy can lay down rules to cover every possible situation. Instead, it is designed to express Cisco College philosophy and set forth general principles when using electronic media and services.
Prohibited Communications

Electronic media cannot be used for knowingly transmitting, retrieving, or storing any communication that is:

1. Discriminatory or harassing;
2. Derogatory to any individual or group;
3. Obscene, sexually explicit or pornographic;
4. Defamatory or threatening;
5. In violation of any license governing the use of software; or
6. Engaged in for any purpose that is illegal or contrary to Cisco College’s policy or business interests.
7. For product advertisement or political lobbying

Personal Use

The computers, electronic media and services provided to employees by Cisco College are primarily for work related purposes. Limited, occasional, or incidental use of electronic media (sending or receiving) for personal purposes is understandable and acceptable, and all such use should be done in a manner that does not negatively affect the systems' use for their intended purposes, the employee’s job performance or the college budgets. Employees are expected to demonstrate a sense of responsibility and not abuse this privilege. See section four for additional information.

Access to Employee Communications

A. Generally, electronic information created and/or communicated by an employee using e-mail, word processing, utility programs, spreadsheets, voicemail, telephones, Internet and bulletin board system access, and similar electronic media is not reviewed by the college. However, the following conditions should be noted:

Cisco College does routinely gather logs for most electronic activities and monitor communications directly, e.g., sites accessed, upload/download content, and time at which transfers are made, for the following purposes:

1. Cost analysis;
2. Resource allocation;
3. Optimum technical management of information resources; and
4. Detecting patterns of use that indicate users are violating college policies or engaging in illegal activity.

B. Cisco College reserves the right, at its discretion, to review any employee’s electronic files and messages to the extent necessary to ensure electronic media and services are being used in compliance with the law, this policy and other college policies.

C. Employees should not assume electronic communications are completely private. Accordingly, if they have sensitive information to transmit, they should use other means.

Software
To prevent computer viruses from being transmitted through the school's computer system, unauthorized downloading of any unauthorized software is strictly prohibited. Only software registered through Cisco College may be downloaded. Employees should contact the Helpdesk if they have any questions.

Security/Appropriate Use
A. Access to Information Technology Resources is granted according to role based needs by appropriate administrators.

B. Employees must respect the confidentiality of other individuals' electronic communications. Except in cases in which explicit authorization has been granted by school administration, employees are prohibited from engaging in, or attempting to engage in:

1. Monitoring or intercepting the files or electronic communications of other employees or third parties;

2. Hacking or obtaining access to systems or accounts they are not authorized to use;

3. Using other people's log-ins or passwords; and

4. Breaching, testing, or monitoring computer or network security measures.

C. No e-mail or other electronic communications can be sent that attempt to hide the identity of the sender or represent the sender as someone else.
D. Electronic media and services should not be used in a manner that is likely to cause network congestion or significantly hamper the ability of other people to access and use the system.

E. Anyone obtaining electronic access to other companies' or individuals' materials must respect all copyrights and cannot copy, retrieve, modify or forward copyrighted materials except as permitted by the copyright owner. Respect for the intellectual work of others has traditionally been essential to the mission of colleges and universities. We do not tolerate plagiarism, and we do not condone unauthorized copying of software, including programs, applications, databases and code.

**Participation in Online Forums**

A. Employees should remember that any messages or information sent on school-provided facilities to one or more individuals via an electronic network—for example, Internet mailing lists, bulletin boards, and online services—are statements identifiable and attributable to Cisco College.

B. Cisco College recognizes that participation in some forums might be important to the performance of an employee’s job function and/or professional responsibilities.

**Violations**

Any employee who abuses the privilege of their access to e-mail or the Internet in violation of this policy will be subject to corrective action, including possible termination, legal action, and criminal liability.
CISCO COLLEGE

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<td>TYPE: Business Operations</td>
<td>EFFECTIVE DATE: Immediately</td>
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<tr>
<td>TITLE: Fund Raising</td>
<td>ADOPTION DATE: March 10, 2008</td>
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3.14 FUND RAISING

Policies and Procedures for Fund Raising

The success of fund raising depends directly on the institution clearly and convincingly conveying its mission and purpose to the public. The institution must clarify the broad range of priorities and areas toward which public awareness and financial resources are to be focused. Determinations must be made whether funds will be sought for current operations, endowments, buildings, or other designated projects. The college must use fundamental skills of sound management and excellent communication with donors and prospects. Therefore, Cisco College has adopted the following policies and procedures for fund raising:

1. All fund-raising activities and publications must be approved in advance by the President or the President’s designee.

2. Reports of all fund-raising activities must be submitted to the Director of Development. Reports should include the name of the activity, the names of donors (if available), and the amount of monies/pledges collected.

3. Student organizations raising funds on campus should follow guidelines established in the Student Handbook.

4. All individuals representing Cisco College and involved in fund-raising activities shall comply with all applicable local, state, and federal civil and criminal laws, and college fiscal and purchasing procedures.

5. Persons involved in fund-raising activities shall adhere to the principle that all donor and prospect information created by, or on behalf of, Cisco College is the property of Cisco College and shall not be transferred or removed.

6. Persons representing Cisco College involved in fund-raising activities shall not disclose privileged information to unauthorized parties and shall keep constituent information confidential.
7. All individuals representing Cisco College involved in fund-raising activities shall take care to ensure that all solicitation materials are accurate and correctly reflect the College’s mission and use of solicited funds.

8. All individuals representing Cisco College and involved in fund raising activities shall, to the best of their abilities, ensure that contributions are used in accordance with the donor’s intentions.

9. Persons representing Cisco College involved in fund raising activities shall ensure, to the best of their abilities, that donors receive informed and ethical information about the value and tax implications of potential gifts.
3.15 DONATIONS

It is the policy of Cisco College that all gifts must meet legal requirements and the mission and purpose of the College while upholding ethical and moral standards. Gifts to the college may be cash (cash or checks), non-cash (equipment, books, securities, collections, or real property), or gifts-in-kind (work/services performed). Actual gifts (whose size permits) and offers of gifts should be forwarded to the Director of Development, who will seek a determination from the President on whether to accept or reject the gift(s) or for placement on the Board agenda for consideration. Gifts with a value of $25,000 or more, significant space requirements, unbudgeted costs of $10,000 or more that must be committed for gift acceptance must be approved and accepted by the Board of Regents. Gifts with a value less than $25,000 will be reported to the Board of Regents.

Guidelines for Acceptance of Gifts

Discretion must be used in determining whether or not to accept all gifts. Among the following factors that must be considered are these:

- Utility to the college
- Cost to the college, including special transport, installation, and future maintenance and repair
- Availability of appropriate space, if needed
- Possible legal, moral, ethical and public relations considerations

No gifts will be officially accepted until all appropriate procedures are completed as outlined below.

Procedures for Acceptance of Cash Gifts

Cash gifts should be received by the Dean of Business Services or Director of Development (or the appropriate administrator according to the College organizational chart) for accounting, reporting, and acknowledgement purposes. In situations where cash gifts are received at other offices, the cash, check, etc., and any accompanying documentation are to
be taken immediately to the appropriate office. The following information should accompany the gift:

- Donor’s name and street address (If the gift is from other than an individual, i.e., corporation, foundation, association, etc., an individual’s name and title should be reported in addition to the firm name.)

- Date the gift is received

- Purpose (scholarship, capital equipment, endowment, general fund, etc.)

- Any reports required or other special follow-up consideration

Donations for the establishment of scholarship endowments must be processed by the Director of Development.

If no special designation is made, the cash gift will be deposited into the College’s unrestricted fund.

**Procedures for Acceptance of Non-Cash or in-Kind Gifts**

Offers of non-cash or in-kind gifts should originate in the offices of the appropriate administrator. Upon the offer of a non-cash or in-kind gift in other offices, the employee should notify the supervisor of that area.

In some instances, before acceptance by the College, a knowledgeable college representative may be asked to assess the utilization of the gift. In some cases, it may be the employee receiving the original request. If the gift cannot be used but could be traded or sold, the representative will discuss these options with the appropriate administrator. The college representative and/or Director of Development/off-campus administrator will then discuss these options with the prospective donor.

If it is determined that the gift will be accepted, the appropriate administrator will assure that the delivery or pickup of the gift is arranged or carried out as appropriate. The non-cash gift may be utilized by the college or given to another non-profit organization if the donor wishes. By law, the donor cannot be provided with an estimated value of the gift. The donor is responsible for estimating a value (for his/her own tax deduction purposes) when notifying the Director of Development.

**Procedures for Acceptance of Land or Real Estate**

Offers of land or real estate gifts should be forwarded to the President’s Office.
The administrator will gather and assemble data about the proposed gift and its use as an educational facility or its marketability.

This information will be given to the President who will, in turn, make a recommendation for action to the Board of Regents.

**Guidelines for Acceptance of Land or Real Estate**
Discretion must be used in determining whether or not to accept a gift. These factors are among those to be considered:

- Utility to the College
- Property survey or description
- Property appraisal or value
- Public utility and other easements
- Property liens or leases
- Mineral rights
- Donor restrictions and encumbrances, if any
- Environmental and regulatory matters
- Access to public record
- Operational endowment
- Deed restrictions
- Co-ownership issues
- Marketability
- Income and expense potential
- Insurance
- Property taxes paid for the year

**Acknowledging, Recording and Reporting all Gifts**
The Director of Development will notify the Office of the President of all gifts to the college including:
1. Name and address of the donor

2. Amount and purpose of the monetary gift or description of a non-cash gift

Upon receipt of this information, the President will grant approval for the Director of Development to:

• Send the donor a letter of acknowledgement
• Send the donor an acknowledgement/tax letter along with a College receipt.
• Maintain a record of all College gifts and donors.
• Deliver to the Business Office all monetary gifts, who in turn, will provide a receipt.
• Forward to the Business Office copies of all Gift Agreements.
• Assure that all reports are completed and any special follow-up accomplished.
3.16 GRANTS AND CONTRACTS

External Funds Policy
It is the policy of Cisco College that all externally funded grants and contracts must be related to the mission, purpose, and goals of the College. Any proposed externally funded grants or contracts not congruent with the College’s mission, purpose, and goals are not permitted. The College encourages applications for grants of monies for the purpose of furthering the College mission with fiscal resources other than current funds. All grant originators will follow the rules and regulations for origination of grant proposals.

The Provost – Abilene Educational Center is responsible for rules and regulations pertaining to origination of grant proposals. These procedures are approved by the Executive Council and are located in the Appendix. Any College employee may be an originator of a grant request if approved by the immediate supervisor and Provost – Abilene Educational Center.

Time and Effort Reporting
Compensation may be paid to employees working partial, part-time or full-time status. The amount is equitable with employees doing similar work and paid with non-federal funds. In order to maintain the integrity of federal funds, a system is in place to ensure that the proper amount of time is spent on activities under the grant. Each employee paid with federal funding will maintain a log itemizing all tasks and then determine that an appropriate amount of time is spent on grant activities. These employees will have their supervisor periodically review their logs and document in writing that the employee is appropriating the proper amount of time to the assigned activities. These logs and verification documents will be available for audit. This system of internal control ensures that funds are accurate, allowable, and allocated as indicated in the grant.
CISCO COLLEGE

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3.17 CONTROL OF PHYSICAL RESOURCES

It is the policy of Cisco College to exercise control over its physical resources through functions in several areas of the College. The Dean of Business Services oversees the recording and depreciating of capital assets, and risk management, while the President oversees maintenance and construction activities. Space planning and management is controlled by members of the Executive Council depending on the location of the space. The development of a safe and secure environment is under the control of the Vice President for Student Services. Each of these functions contributes to overall control of physical resources.

Recording and Depreciating of Capital Assets:

Capital assets are recorded at cost at the date of acquisition, or fair market value at the date of donation. The College’s capitalization policy includes all items with a unit cost of $5,000 or more and an estimated useful life in excess of one year. Renovations to buildings, infrastructure, and land improvements that significantly increase the value or extend the useful life of the structure are capitalized.

Depreciation is computed using the straight-line method over the estimated useful lives of the assets applying the half-year convention. The following useful lives are generally used: buildings – 50 years; facilities and other improvements – 20 years; machinery, vehicles and other equipment – 10 years; telecommunication and peripheral equipment – 5 years; and library books – 20 years.

Maintenance and Construction Activities:

Maintenance, custodial and grounds employees are daily involved in the control of physical resources through their diligence and expertise in caring for and construction of College’s assets.

Risk Management:

Risk management involves identifying and evaluating exposure to loss, reducing loss potential where feasible and selecting appropriate insurance coverage to reduce the burden of paying for losses that occur.
Space Planning and Management:
This process seeks to determine what space exists, how it is being used, who uses the space, how the space could be used, what additional space may be needed or extra space eliminated, and the best way to provide more space.

Safe and Secure Environment:
A comprehensive safety plan is an effective tool for controlling physical resources. Such a plan provides ideas on not only protecting College facilities, but human resources as well.

Grant–funded Inventory:
Inventory of grant-funded equipment must be maintained and reflect the purchase of new equipment as it occurs. Per the Education Department General Administrative Regulations (EDGAR) and the Office of Management and Budget (OMB), the record must include a description of the property, a serial number, source of funding, acquisition date, cost of property, and portion of Federal funding used to purchase the item.

Additionally, a physical inventory of all properties must be taken and results reconciled with records at least once every two years.

When property is disposed due to its lack of use or need, the fair market value of the item determines where it goes. Items with a $5000 value or less may be retained by the college, sold or otherwise disposed of with no obligation to the awarding agency.

Items valued at more than $5000 will be disposed of in accordance with the guidelines presented in the EDGAR publication detailing its fair-market value and results if the item is sold.

All equipment purchased with Federal funds shall be labeled indicating that it is purchased with non-local funds (such as Perkins) and tracked through the college inventory system.
3.18 INVESTMENT POLICY

I. PURPOSE AND OBJECTIVES
This investment policy is intended to provide guidelines for the investment officer and other College employees empowered to deposit, withdraw, invest, transfer, or manage in any other manner the funds of Cisco College. The overall investment objectives of the College are, in order of priority:

- preservation of capital and protection of principal,
- maintenance of sufficient liquidity,
- yield, and
- diversification to avoid unreasonable risks.

Cisco College’s funds shall be managed in accordance with the following standard of care:

Investments shall be made with judgment and care, under prevailing circumstances, that a person of prudence, discretion, and intelligence would exercise in the management of the person’s own affairs, not for speculation, but for investment, considering the probable safety of capital and the probable income to be derived.

II. OPERATIONAL GUIDELINES

Investment Responsibilities
The investment officer is designated to be the Dean of Business Services and is given the responsibility for the investment and all other authority over the College’s funds. In the absence of or at the direction of the Dean of Business Services, the President and/or the Administrative Assistant for Business Services/Account may deposit, withdraw, invest, transfer, or manage in any other manner the funds of the College. Authority granted by this policy is effective until rescinded by the College or until termination of employment.
An investment officer who has a personal business relationship with an entity seeking to sell an investment to the College shall file a statement disclosing the relationship. The statement must be filed with the Texas Ethics Committee and the Cisco College governing board. The same requirements shall be met for an investment officer who is related in the second degree by marriage (affinity) or blood (consanguinity) to an individual seeking to sell an investment to the College.

When deciding whether an investment officer’s actions were prudent, the determination should be based upon total investment portfolio, rather than an individual investment in the portfolio. However, an investment transaction inconsistent with the written investment policy would not be considered prudent.

**Internal Procedures**

Each member of the College governing board and the investment officer shall attend at least one training session relating to their responsibilities for investments within six months after taking office or assuming duties. The Texas Higher Education Coordinating Board shall certify this training. It will include education in investment controls, security risks, strategy risks, market risks, and compliance with the law.

Further, the investment officer shall attend a training session not less than once in a two-year period from any independent source approved by the governing body. Also, the investment officer shall prepare a report on the Public Funds Investment Act and deliver it to the governing body not later than the 180th day after the last day of each regular session of the legislature.

The College’s governing board shall review its investment policy at least annually.

A printed copy of the investment policy shall be presented to any person or business organization seeking to sell an investment to the College. The registered principal of the organization seeking to sell the investment shall execute a written document, which states the principal has received and thoroughly reviewed the College’s investment policy. The document shall acknowledge that the business organization has implemented reasonable procedures and controls in an effort to preclude imprudent investment activities between the College and the business organization. The investment officer may not buy any securities from a person or business organization who has not delivered such document to the College.

The College shall perform or cause to be performed a compliance audit of management controls on its investments and of adherence to the established investment policy at least annually. This may be done in conjunction with the College’s annual financial audit.
Management Reports
The College’s investment officer shall prepare or cause to be prepared and submit, not less than quarterly, a written report of the investment transactions for all funds to the governing board.

At a minimum, the submitted report shall:

a) describe in detail the investment position of the College on the date of the report;

b) include a signed compliance statement proclaiming adherence to the investment policy, the investment strategy, and the applicable provisions of the Public Funds Investment Act;

c) state the book value and market value of each investment that has a maturity date;

d) state the fund or pooled group fund for which each investment was acquired, and;

e) include the beginning market value for the reporting period, the changes to market value for the reporting period, and the ending market value for the reporting period for each investment that has a maturity value.

III. INVESTMENT STRATEGY
As a part of the investment policy, an investment strategy for each accounting fund of the College shall be developed. The investment strategy for each particular fund shall be set forth by listing, in order of importance, investment objectives, which will also show the level of acceptable risk. The investment objectives are as follows:

A. Preservation and safety of principal;

B. Liquidity;

C. Marketability of the investment (ability to liquidate before maturity);

D. Yield;

E. Diversification of the investment portfolio.

In all matters concerning investment strategy, the investment officer should display an understanding of the suitability of the investment as it pertains to the financial requirements of each particular accounting fund of the College. Each accounting fund is listed below with its corresponding investment objectives:

- Local Fund - A, B, C, D, E
• Appropriation Fund - A, B, C, D, E
• Bond Revenue Fund - A, B, C, D, E
• Bond Interest & Sinking Fund - A, B, C, D, E
• Grants & Aid Fund - A, B, C, D, E
• Endowment Fund - A, D, C, B, E
• Federal Aid Fund - A, B, C, D, E
• Loan Fund - A, B, C, D, E
• Agency Fund - A, B, C, D, E

IV. AUTHORIZED INVESTMENTS
Cisco College’s investment authority is derived from the Public Funds Investment Act (the Act). There are numerous types of investments authorized by the Act. The College’s investment officer should, however, remain keenly aware of his own level of expertise in any and all investment decisions. However, the maximum stated maturity of any individual investment should be no longer than 10 years, and the maximum dollar-weighted average maturity of any pooled fund should be no longer than 1 year. The investments set out below are deemed to be appropriate for Cisco College.

Government Securities
The College may invest in obligations of, or guaranteed by, governmental agencies and instrumentalities. However, the following investments are specifically prohibited: 1) obligations whose payment represents the coupon payments on the outstanding principal balance of the underlying mortgage-backed security collateral and pays no principal; 2) obligations whose payment represents the principal stream of cash flow from the underlying mortgaged-backed security collateral and bears no interest; 3) collateralized mortgage obligations that have a stated final maturity date of greater than 10 years; and 4) collateralized mortgage obligations the interest rate of which is determined by an index that adjusts opposite to the changes in a market index.

Certificates of Deposit
College funds may be invested in certificates of deposit if they are issued by a state or national bank domiciled in the State of Texas or a savings and loan association domiciled in the State of Texas and guaranteed by the Federal Deposit Insurance Corporation or its successor. Collateral for the certificates of deposit must be in investments authorized by the Public Funds Investment Act and approved by the College.
Money Market Mutual Funds
The College may invest in a no-load money market mutual fund if it is registered with the Securities and Exchange Commission, has an average weighted maturity of less than two years, and is invested exclusively in obligations approved by the Public Funds Investment Act. The money market mutual fund must also be continuously rated as to investment quality by at least one nationally recognized investment rating firm of not less than AAA or its equivalent. It must also conform to the requirements of the Public Funds Investment Act relating to the eligibility of investment pools to receive and invest funds of investing entities.

The College is specifically prohibited from: 1) investing in the aggregate more than 80 percent of its monthly average fund balance, excluding bond proceeds and reserves and other funds held for debt service, in money market mutual funds; 2) investing any portion of bond proceeds, reserves, and funds held for debt service in a money market mutual fund that has a dollar-weighted average stated maturity of 91 days or more, and does not include in its investment objectives the maintenance of a stable net asset value of $1 for each share, and; 3) investing in any one mutual fund in an amount that exceeds 10 percent of the total assets of the mutual fund.

Investment Pools
The College may invest its funds in eligible investment pools if the governing board specifically authorizes transfers of funds to the particular pool. In order to be an eligible investment pool, the investment pool must meet the qualifications set forth in the Public Funds Investment Act for investment pools.

V. AUTHORIZED BROKERS
The governing body of Cisco College shall, at least annually, review, revise, and adopt a list of qualified brokers that are authorized to engage in investment transactions with the College. As of the date of this amended policy, the qualified brokers are:

First Financial Bank, Abilene, Texas
First Southwest Company
Local Government Investment Cooperative (LOGIC)
Lone Star Investment Pool (First Public, LLC)
Prosperity Bank, Cisco, TX
Texas Short Term Asset Reserve Program (TexSTAR)

Raymond James Financial Services, Inc.

Ameriprise Advisor Services, Inc.
SECTION 4: RELATIONSHIP OF FULL-TIME EMPLOYEES TO CISCO COLLEGE
4.1 **Human Resources: Hiring Policy**

It is the policy of Cisco College to afford equal opportunity to every individual. The College does not discriminate against any applicant or employee because of race, color, national origin, sex, disability, age, religion, veteran status or any other legally protected status that does not affect the job duties.

It is the policy of Cisco College to comply with all applicable state and federal laws pertaining to employer-employee relations. When requesting a replacement for a new or vacant position, all supervisory personnel may consider individuals currently under their supervision who may be qualified for advancement or transfer. Applicants may not be considered for employment if they have ever been convicted of a felony or other offense, or if the applicant has pending felony or misdemeanor charges until the pending charge is resolved.

The Board of Regents must give final approval for Cisco College employment. In situations involving Executive and mid-management level positions (e.g. Vice President, Deans, Directors, and Head Coaches). Board approval is required prior to extending an offer of employment. The President may call a special meeting of the Board of Regents in situations critical to fulfilling the mission of the college.

*See Appendix B-7 for hiring procedures.*
4.2 Salary Determination and Distribution

It is the goal of the Board of Regents of Cisco College to provide college employees adequate salaries and a well-planned program of benefits to enable them to live in dignity and to facilitate the college in attracting, employing, and retaining personnel who are capable and willing to implement programs that fulfill the philosophy, principles, and objectives of the college. The salary schedule is developed through the Budget Process and must be approved by the Board of Regents.

Faculty Positions
Base salaries for all full-time instructional personnel are determined by a uniform salary schedule, based upon formal education and relevant experience (see Appendix A-1 for current salary schedule). In addition to the base salaries, faculty teaching overload can earn additional pay.

Other Exempt and Non-Exempt Employees
Salaries for other exempt and non-exempt positions are determined by the college schedule. Non-faculty salary depends on position classification. Each position is evaluated relative to education required, minimum experience, complexity of duties, impact, supervision of others, contacts with others, and physical effort/conditions. After this evaluation, the position is assigned placement on the appropriate salary schedule. (See Appendix A-1 for salary schedules for exempt, non-exempt, and administrative employees.)

Special Assignments
Compensation for special assignments will be determined by the appropriate administrator according to the organizational chart and approved through the budgeting process described in the Business Operating Policies.
4.3 Benefits

Insurance
It is the policy of Cisco College to make plans for group hospitalization insurance, vision insurance, cancer insurance, group life insurance, group dental insurance, short term and long term disability insurance, and tax sheltered annuities available to full-time employees. Information concerning these plans and other employee benefits may be obtained from the Human Resources office. The policies will be administered by Employees Retirements System of Texas (ERS) according to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). Insurance benefits paid for and provided by Cisco College cannot be continued following a resignation if the employee does not continue receiving compensation.

Retirement Programs
All Cisco College employees who are not students are required to belong to a retirement plan. Eligible employees may choose the Teacher Retirement System of Texas (TRS) or an Optional Retirement Plan (ORP). Part-time employees belonging to TRS through another employer are required to include their college earnings in the retirement plan. Persons intending to withdraw from the retirement program may initiate withdrawal procedures upon receipt of the final paycheck. (Other part-time employees must participate in a plan administered by a Board-approved company.)

An employee who elects TRS will have a percentage of his/her gross salary deducted each month and deposited with TRS. The State Comptroller will place a percentage in the employee’s TRS account each month. Complete information regarding the Teacher Retirement Program is available in the Human Resources office or online at www.trs.state.tx.us.

Those persons eligible for the ORP may enroll with any carrier approved by the State of Texas and the College. Only those companies shown on the List of 403(b) Certified Companies on the Teacher Retirement System web site will be considered for approval. If a company is removed from the TRS list, it will be immediately removed as an active carrier.
Only those employees using that carrier at the time the company becomes inactive may continue to use the carrier. A complete list of ORP carriers is available in the Human Resources office.

**Retirement Planning**
College employees considering retirement should give advance notice so that the Human Resources office may provide assistance in obtaining information associated with retirement benefits (insurance and annuities).

**Tax-Deferred Annuities**
Under the provision of public law, an employee of the college may be eligible to purchase a tax-deferred retirement annuity. While the annuity is being purchased, the employee does not pay current income taxes on the amount deducted from his/her salary for the annuity premium.

If the employee signs a contract for a tax sheltered annuity program, his/her current salary is reduced by whatever amount is stated on the contract. This is defined as a reduction rather than a deduction to comply with the current tax regulations. Interested employees may obtain information on annuity programs, including a list of approved carriers, from the Human Resources office. Only those companies shown on the List of 405(b) Certified Companies on the Teacher Retirement System web site will be considered for approval. If a company is removed from the TRS list, the company will immediately be removed as an active carrier. Only those employees using that carrier at the time it became inactive may continue to use the carrier.

**Social Security**
Cisco College employees are not covered by Social Security.

**Worker’s Compensation**
All College employees are covered by workers’ compensation insurance while in the course and scope of their duties in the College. Workers’ compensation insurance pays for medical bills resulting from injuries or illness an employee incurs while in the course and scope of his/her duties with the College. Workers’ compensation also pays a partial salary continuation benefit for time lost from work as a result of an eligible work-related injury or illness. The length and amount paid are governed by State law. For injuries resulting in long term or permanent disability, the employee may be eligible for other payments as governed by State law.

*Reporting Responsibility:* Any employee who experiences an on-the-job injury is required to notify his/her supervisor and the Director of Human Resources as soon
as possible after the incident occurs. The employee is required to complete an Injury Report and submit it to the Director of Human Resources. If the employee is unable to report the injury or complete the Report, the supervisor and/or co-worker should report the incident immediately to the Director of Human Resources.

Lost Time: It is the policy of the College that if an employee is disabled or unable to work because of an occupational accident, the employee shall be compensated as follows: Employees will be paid by the college during the seven-day “waiting period” as defined by workers’ compensation if the employee has accrued sick leave or vacation to cover the period. If the employee does not have accrued sick leave or vacation to cover the seven day waiting period, that period will be without pay. Employees receiving pay under the workers’ compensation program will not receive salary compensation from the college during the period that they are being paid by workers’ compensation.

Legal Services
The Board of Regents may authorize legal service for employees who are sued for actions that occur in the performance of their assigned duties. Information may be obtained from the Director of Human Resources. Full-time employees are encouraged to consider legal insurance available through the Texas Community College Teachers Association.

Credit Classes
Full-time employees, their spouses, and their unmarried dependents under the age of 25 may be provided a tuition and fee waiver to cover a portion of the cost of enrolling in approved courses for credit. Employees or dependents will be required to pay for kits or other supplies required for class. Employees who have resigned or whose employment is not expected to continue through the semester of employment are not eligible to participate in the tuition waiver program.

The following guidelines should be followed when taking classes (at Cisco College or at another institution):

1. If an employee requests to take a course during regular work hours, it must be approved at the Executive Council level and must clearly relate to the position in question. The time away from work must be made up according to a schedule pre-approved at the Executive Council level. Employees are strongly encouraged to enroll in on-line courses or courses offered during non-working hours.

2. Employees taking classes should not work on assignments during regular working hours.
Employee Counseling
Employees who are having difficulty in coping with a personal problem are encouraged to contact the counseling department. The counseling department will assist employees in seeking the appropriate professional help while maintaining a level of confidentiality.

Children at Work
Employees should not bring children to the campus and leave them unattended while involved in work or campus business during regular working hours. In the event of a temporary, unusual circumstance, an employee should discuss the issue with their respective supervisor.
4.4 Leaves of Absence

A. Holidays
Holidays for employees will be set according to the academic calendar or by departmental supervisors with Executive Council level approval. If a college holiday occurs on a day that is outside the employee’s normal work schedule, the employee is not entitled to recover the holiday missed. The academic calendar will be approved by the Executive Council and the Board of Regents.

B. Extended Development Leave
Extended development leaves (without salary) may be granted by the President with approval of the Board of Regents for a period of not less than one semester or more than one year. A faculty development leave will be granted only if a suitable substitute can be found for the faculty member who requests leave. Substitutes will be made aware of the temporary nature of the position. An employee must have been with the College at least two years to be eligible for development leave. An employee requesting a leave of absence should prepare a written request describing the details of the requested leave (purpose, length, and other pertinent details). The written request should be directed to both the appropriate administrator and the President and should be submitted well in advance in order for proper arrangements to be made and for Board approval.

C. Sick Leave
All full-time employees may accumulate a maximum of 90 working days sick leave (approximately one regular semester) acquired at the rate of one day per month of contracted service. The employee must notify the appropriate supervisor as soon as possible when missing work due to sick leave. The following regulations apply to sick leave:

1. One-half month or more full-time employment is considered a complete month in computing earned sick leave. Less than one-half month of full-time employment is disregarded.
2. Credit for sick leave does not accumulate during leave of absence.

3. An employee must make an application for sick leave upon returning to work, except in cases of elective hospitalization for which prior approval must be obtained. Approved applications for sick leave are filed in the Human Resources office.

4. Sick leave with pay is allowed a full-time employee for absence from work for which he/she has been scheduled during the employee’s normal work week up to the amount of his/her earned credits.

5. Illness or injury should be reported to the employee’s immediate supervisor as soon as possible. An employee planning to return to work following sick leave should notify his/her supervisor as early as possible of the employee’s return time. Hours missed are charged to sick leave in increments of 4 hours or 8 hours.

6. An employee who transfers from one department to another maintains the balance of his/her unused sick leave.

7. Sick leave will be deducted from the employee’s accumulated sick leave in accord with the employee’s regular work schedule.

8. An employee is not entitled to take sick leave with pay except when he/she or a member of his/her family is actually ill or has a doctor’s appointment for which the employee needs to be present. Family may also be defined as a person who occupies a position of significance.

9. Maternity leave will be given the same consideration as sick leave.

10. Faculty Sick Leave: A faculty workday is based upon scheduled duties rather than a certain number of hours. Generally, if the responsibilities for the day are missed, then 8 hours will be charged against accrued sick leave. If an entire morning or afternoon/evening responsibilities are missed, then 4 hours will be charged. Special circumstances will be handled by the appropriate administrator.

11. Unused accumulated sick leave will not be reimbursed upon separation from the College.
D. **The Family and Medical Leave Act**

If at any time, when an employee requests leave under The Family Medical Leave Act, the following provisions apply:

1. Any employee who has been employed by the college for at least twelve consecutive months and for at least 1,250 hours of service during the twelve months immediately preceding the date when leave is requested to commence shall be eligible for the following described FMLA leave.

2. The leave shall be granted for any of the following qualifying events:
   - The birth of a child or the need to care for a newborn child of the employee
   - The placement of a child with the employee for adoption or foster care
   - The need for the employee to care for a child, spouse, or parent with a serious health condition
   - The employee’s own serious health condition, if it makes the employee unable to perform the functions of his job

3. During the time of the FMLA leave, all college health benefits shall be afforded as if the employee had continued to work, with the college continuing to pay the employer portion of any health care premium. The employee shall continue to pay all premium payments as if the employee were continuing to work instead of taking the leave.

4. The College may recover its share of health care premiums paid for the employee if the employee does not return to work for any reason other than the continuous serious health condition of the employee or the employee’s immediate family or other reason beyond the employee’s control. The employee shall be considered as having returned to work 30 calendar days after return to work.

5. An employee desiring to take FMLA may be asked to provide certification from a health care provider to substantiate that the leave is due to the serious health condition of the employee or of someone in the employee’s immediate family.
6. The college may require that the employee present a certification of fitness to return to work if the absence was caused by the employee’s own serious health condition. The college may delay restoring the employee to employment until it receives a certificate relating to the health condition that caused the employee’s absence.

7. The taking of FMLA leave shall not result in the employee losing any benefits that accrued prior to the start of the leave.

8. Leave shall be determined based on the needs of the employee and may be granted for an amount of time not to exceed twelve work weeks during any twelve-month period.

9. The college shall calculate the twelve-month period and twelve-week entitlement as follows:

   • Cisco College chooses the “rolling” 12-month period measured backward from the date an employee uses any FML for determining the 12-month period.

10. If at any time the Board of Regents elects to change the manner in which FMLA entitlements are calculated, the President shall give 60 days’ notice to all employees during any transition period. The employee shall be entitled to a calculation under whichever method affords the employee the greater entitlement during the transition period.

11. If both husband and wife are employed by the college, each may request FMLA, but the combined leave may be limited to a total of twelve weeks if the leave is for:

   a. Birth of the employee’s child or to care for the child after birth

   b. Placement of a child with the employee for adoption or foster care or to care for the child after such placement

   c. Care of the employee’s parent with a serious health condition

12. FMLA leave may be taken intermittently by non-instructional employees as follows:

   a. Leave may be taken in separate blocks of time due to a single qualifying reason, such as a reduced leave schedule with a lesser number of days per work week or a lesser number of hours.
b. Leave taken after the birth or placement of a child for adoption or foster care may be taken intermittently if the college agrees. If, however, the parent has a serious health condition or other qualifying cause apart from the care of the child, this section shall not apply.

c. Leave may be taken intermittently on a reduced leave schedule when medically necessary for planned or unanticipated medical treatment of a related serious health condition by or under the supervision of a health care provider, for recovery from treatment or recovery from a serious health condition, or to provide care or psychological comfort to an immediate family member with a serious health condition.

d. If the employee needs intermittent leave or leave on a reduced leave schedule that is foreseeable based on planned medical treatment for the employee or family member, including during a period of recovery from a serious health condition, or if the college agrees to permit intermittent or reduced schedule leave for the birth of a child or for the placement of a child for adoption or foster care, the college may require the employee to transfer temporarily during the period of intermittent or reduced leave schedule to an available alternate position for which the employee is qualified and which better accommodates recurring periods of leave than does the employee’s regular position. The alternative position must have equivalent pay and benefits.

13. If an employee does not give notice of foreseeable FMLA leave to be taken intermittently or on a reduced leave schedule, the college may require the employee to take leave of a particular duration or to transfer temporarily to an alternative position or require the employee to delay taking the leave until the thirty-day notice provision is met.

14. For **instructional** employees desiring to take intermittent leave or leave on a reduced schedule to care for a family member or for the employee’s own serious health condition, which is foreseeable based on planned medical treatment, and the employee would be on leave for more than twenty percent (20%) of the total number of working days over the period leave would extend, the college may require the employee to choose either:

a. To take leave for a period or periods of a particular duration not greater than the duration of the planned treatment, or
b. To transfer temporarily to an available alternative position for which the instructional employee is qualified, which has equivalent pay and benefits, and which better accommodates recurring periods of leave than does the employee’s regular position.

The above-described policy applies only to leave involving more than twenty percent (20%) of the working days during the period over which the leave extends. If the instructional employee desires to take leave for 20% or less of the working days during the leave period, the college shall not request transfer of the employee to an alternate position.

15. If an instructional employee requests to take leave more than five weeks before the end of the semester, the college may require the employee to continue to take leave until the end of the term, if the leave will last at least three weeks and the employee would return to work during the three-week period before the end of the term.

16. If an instructional employee requests to take leave more than five weeks before the end of the term for a purpose other than the employee’s own serious health condition, and the employee will return during the five-week period before the end of the term, the college may require the instructional employee to continue to take leave until the end of the term, if the leave will last more than two weeks and the employee would return to work during the two-week period before the end of the term.

17. If an instructional employee begins leave for a purpose other than the employee’s own serious health condition during the three-week period before the end of the term, and the leave will last more than five working days, the college may require the employee to continue taking leave until the end of the term.

18. Salaried employees who are among the highest paid 10% of all the employees of the college at the time of the request of leave need not be restored to the same position, if to do so would cause substantial and grievous economic injury to the operations of the college. If the college believes reinstatement should be denied to such an employee, it must give written notice of this fact to the employee at the time the employee gives notice of the need for FMLA leave. At the same time, the college must fully inform the employee of the potential consequences with respect to reinstatement and maintenance of health benefits, if the college should
determine that substantial and grievous economic injury to the college operation will result if the employee is reinstated upon return.

No employee of the college shall interfere with any employee’s rights under the law or this policy to request or assert a right to FMLA leave.

E. Bereavement Leave
Bereavement leave may be granted by the immediate supervisor for absence from job duties. The amount of leave granted will depend on the travel distance required and/or the relationship to the deceased. One half day up to one week bereavement leave to attend a funeral may be granted with approval from the supervisor. Approval for bereavement leave lasting longer than one week must be approved by the supervisor and requested at the Executive Council level.

F. Personal Leave
Specifically for employees who do not accrue vacation leave, personal leave may be granted for compelling personal reasons, provided adequate arrangements can be made for the employee’s responsibilities during the absence. It should not be granted if significant inconvenience or more than normal expense to the College would result. Employees who have personal business requiring their absence from assigned duties must request leave through the supervisor prior to the requested absence and it must be approved at the Executive Council level. Generally no more than two (2) days will be approved.

G. Bad Weather Days
Classes will be held and business will continue as usual on bad weather days unless hazardous conditions exist that affect travel to the site of instruction. The designated administrator appointed by the College President will determine the need to cancel classes and will coordinate with the local school district. Closure announcements will be given to the local radio stations by 6:00 a.m. or as appropriate. In some instances, employees will not be able to travel due to local conditions in his/her place of residence. These leaves of absence will be handled on a case-by-case basis with the supervisor.

H. Court or Jury Duty
Any employee may fulfill his/her civic responsibilities of serving as a juror or witness. An employee who is subpoenaed as a witness or called to serve as a juror should report the call to his/her immediate supervisor. He/she will be relieved from duties for the reasonable time required for rendering such services. The employee is entitled to retain all compensation received for such services, and no deductions will
be made in pay for the reasonable time he/she is absent from duty fulfilling such responsibilities.

I. Work at Home
While Cisco College does not have a specific “work at home” policy, some exempt employee jobs may be appropriate for a portion of the work to be completed from home during times of illness or necessary absence. This option may not be available to all employees because of the nature of their job and should be utilized only in situations of extreme need. In the event of such circumstances, and if agreeable to the employee and the employee’s supervisor, the employee’s work-at-home time would be calculated and recorded by the supervisor. A work arrangement of this nature must be reviewed and reauthorized on a regular basis.

J. Military Leave
Employees who are members of any branch of service are entitled to all rights according to the Uniformed Services Employment and Reemployment Rights Act of 1994 (USEERA), see 38 USCA. Individuals who voluntarily or involuntarily leave his/her employment position to undertake military service are protected under USEERA. USERRA also prohibits employers from discriminating against past and present members of the uniformed services and applicants to the uniformed services. For more information, see www.dol.gov/vets.

K. Vacations—Exempt and Non-Exempt
All full-time, exempt and non-exempt employees working full-time for twelve months are entitled to accrue paid vacation time on a monthly basis from the date of employment.

Twelve-month employees will earn two weeks of vacation per year upon the initial hire. After ten years of full-time service, all twelve-month employees will earn three weeks of paid vacation per year. All Executive Council level administrators will earn three weeks of vacation per year beginning with the immediate hire.

1. If an employee terminates with the college prior to the completion of the fiscal year and has used all vacation time, the employee’s final paycheck will be adjusted accordingly.

2. An employee is permitted to accrue and carry over double the amount of vacation time earned annually.
3. Upon resignation, termination or interruption of employment, paid vacation time will be computed on a pro-rata basis if at least ninety days service has been rendered. Exceptions are as follows:

   a. An employee may be discharged without notice or without further pay for willful violation of rules, misconduct, or similar causes.

   b. If the last day of duty is other than the last day of the respective ninety-day period for accruing vacation, leave will be computed to the nearest half day.

4. Length of service is determined as follows:

   a. If all service has been continuous except for sick leave, authorized absences, or temporary lay-offs, the employee’s length of service shall continue from the original day of employment.

   b. If an employee’s employment is terminated and he/she later is re-employed for full-time, he/she is considered to be the same as a new employee with regard to allowed paid vacation.

   c. In the event that an employee transfers or is promoted, the continuous credited service accumulated under the employee’s present position is counted as continuous credited under the new position.

5. Holidays recognized by the College and occurring during a vacation period are not counted against vacation time.

6. Vacation time does not accrue during authorized absences without compensation.

7. Extra pay is not given in lieu of vacation leave unless approved by the President.

8. A permanent record of vacation time accrued and taken is kept for each employee from the beginning date of his/her employment.

   a. The maintenance of this record is kept in the Human Resources Office.
b. If an employee is to use accrued vacation time prior to the end of the accrual period, the department prorates and records the employer’s accrued vacation time prior to its use.

9. Vacation schedules are determined according to the needs of the department. Department supervisors shall determine the appropriate time for employees to schedule vacations. All vacation schedules are subject to control and prior approval of the department supervisor. Employees are required to schedule their vacations so as to not interfere with normal operations of their department as determined by the supervisor. When 2 or more employees request vacations for the same period, the employee with the greater length of service receives priority. Some department’s vacation schedules and accrual may vary due to the nature of the individual positions.

10. In case of an employee’s death, all accumulated vacation leave will be paid to the estate. The payment is calculated at the rate of compensation being paid the employee at the time of death.

11. Employees that change from full-time to part-time will no longer accrue vacation.

12. The supervisor of the employee who has announced his/her resignation may request the employee whose contract/letter will not be renewed to take any accumulated vacation time prior to his/her last day.

13. Holidays – The holiday calendar may vary depending on how the holidays fall on the yearly calendar. The President has the authority to change the College’s holiday calendar as needed.

L. Sick Leave Pool (Effective date: September 1, 2014)

The sick leave pool is a program that allows employees who are eligible to participate in the sick leave program of the College (Policy 4.4, Section C.) to voluntarily transfer sick leave to a sick leave pool. The sick leave pool is intended to assist employees and their families in dealing with catastrophic illnesses or injuries that force the employees to exhaust all of their available leave time. An employee becomes eligible to withdraw time from the sick leave pool if:

• the employee has exhausted their leave time because of catastrophic illness or injury of the employee or a member of the employee’s family, and
• the employee is a participant in the sick leave pool program.
The sick leave pool is established by employee contributions and participation in the pool is voluntary.

1. Definitions
   • **Catastrophic illness or injury** is a severe condition or combination of conditions affecting the mental or physical health of the employee or the employee’s family that requires the services of a licensed medical practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee.
   
   • **Licensed Medical Practitioner** means practitioner, as defined in the Texas Insurance Code, who is practicing within the scope of his or her medical license.
   
   • **Family** is defined as those individuals related by kinship, adoption, marriage, or foster children (who are so certified by the Texas Health and Human Services Commission) who are living in the same household, or if not in the same household are totally dependent upon the employee for personal care or services on a continuing basis.

2. Eligibility and Limitations
   • Employees who are eligible for sick leave benefits are eligible to participate in the sick leave pool. All eligible employees may enroll during an initial enrollment period (the dates of which will be announced), or the open enrollment period, which will be held each year from January 1 – January 31 and August 1 – August 31. New, full-time employees can voluntarily enroll in the sick leave pool upon their completion of six (6) months of employment and an accumulation of five (5) days (40 hours) of leave time. Following enrollment, there will be a 60 day waiting period before a withdrawal from the sick leave pool for all applicants. Eligibility will continue, provided the employee donates at least one (1) day (8 hours) of accumulated leave time each subsequent fiscal year; however, additional accumulated sick leave or accrued sick leave days may be donated as desired, up to the annual maximum allowance. To enroll, an employee must complete an application and submit it to Human Resources.
   
   • To participate in the pool, an employee must contribute at least 1 day (8 hours) after becoming eligible. The maximum annual allowance to the pool is 3 days (24 hours).
The maximum number of days available to be drawn from the pool is 30 days (240 hours) in a fiscal year (September through August), or not more than one-third (1/3) of the total balance in the pool, whichever is less.

- Donated accumulated sick leave contributed to the pool becomes the property of the College and may not be withdrawn, targeted for specific individuals, or returned to an employee.

- Use of benefits from the sick leave pool is considered under the provisions of the Family and Medical Leave Act (FMLA), and any use is calculated within the twelve weeks of leave provided under this Act for an employee.

- Any unused balance of sick leave pool hours granted to the employee returns to the pool.

- Employees may not receive sick leave pool hours while receiving any other compensation or compensation from lost wages. (This includes short term disability, long term disability, benefits paid under Workers’ Compensation claims, or earned sick or vacation leave.

- The estate of a deceased employee is not entitled to payment for unused time withdrawn by the employee from the sick leave pool.

- Participants in the sick leave pool shall lose the right to use benefits from the pool upon any of the following:
  - termination of employment,
  - suspension without pay during the period of suspension,
  - abuse of the rules of the pool, or
  - falsification of any document or statement required under the rules.

3. Administration

- The sick leave pool shall be administered by the Director of Human Resources. As the administrator, the Director of Human Resources shall review requests for sick leave pool usage for appropriateness and eligibility. An employee may draw from the pool only with the approval of the pool administrator. Supporting documentation from a medical practitioner must be submitted for approval to be granted.
• The Director of Human Resources shall establish such other procedures that may be required to operate the pool fairly and efficiently. All such procedures shall be approved by the Cisco College Executive Council. Please see Appendix B-16 Sick Leave Pool for operational procedures and instructions to access associated forms.

4. Procedures
• An employee must be on approved FMLA Leave prior to requesting time from the Sick Leave Pool.

• All requests for sick leave pool time due to catastrophic illness or injury of the employee or qualified family member must be accompanied by a physician’s statement which states the beginning date of the condition, a description of the illness or injury, a prognosis for recovery, and the anticipated date the employee will be able to return to work.

• If the time being requested for use is to care for a qualified family member or an individual residing in the employee’s residence for whom the employee is the primary caregiver, the request must also include the relationship, where the family member resides, and a physician’s statement giving details of the illness or injury and a statement concerning to what extent the family member or individual resident is totally dependent on the employee on a continuing basis.

• The Office of Human Resources is responsible for processing the request and securing a determination.

• The Office of Human Resources shall notify the employee and supervisor of the decision regarding the Request for Sick Leave Pool hours.

• The Office of Human Resources shall ensure that the employee’s approved time is counted in the College’s time reporting system.

• The immediate supervisor shall ensure that an eligible employee is advised of the program.

• The immediate supervisor shall ensure that, upon approval, the employee’s time is submitted accurately and reported by the use of Absence Reports, not less than once per month to account for all days absent during that month.
• The estate of a deceased employee is not entitled to payment for unused time withdrawn by the employee from the sick leave pool.

5. Confidentiality

• All information regarding the Sick Leave Pool Request and donations shall be treated as confidential information in accordance with HIPPA and other applicable laws.
4.5 Evaluations

It is the policy of Cisco College to require all employees to participate in the performance evaluation process. The purpose of performance evaluation includes recognition of a job well done, improvement of the job performance, job promotion, tenure, termination, and other related items. Job descriptions will also be reviewed and updated at the time of evaluation.

The President will be evaluated by the Board of Regents. All other personnel will be evaluated by their immediate supervisor.

Faculty will be evaluated annually in accordance with the Faculty Evaluation Plan. (See Appendix C-5)

All Other Employees

All employees of Cisco College will be evaluated annually through the use of evaluation forms furnished by the College. Superiors may conduct performance evaluations more often than annually, as deemed necessary by the supervisor, due to special projects or performance. The results of the evaluations will be reviewed with each respective employee. (See Appendix C-5)
## 4.6 Disciplinary Action

It is the policy of Cisco College to utilize disciplinary action appropriate to the infraction. Disciplinary action is the responsibility of a supervisor or administrator and action taken should be appropriate to the situation. The general types of disciplinary actions include, but are not limited to, the following:

1. Verbal reprimand
2. Documented reprimand
3. Change of assignment, special assignment, demotion, suspension without pay
4. Dismissal.
SECTION 5: RELATIONSHIP OF FULL-TIME FACULTY TO CISCO COLLEGE
5.1 CONTRACT EMPLOYMENT

Contract Faculty Employment

Notice of employment status is issued to faculty from the Office of the President during the spring semester of each academic year. The specific offer of employment is made when a completed contract is presented. The preparation of contracts is dependent upon the adoption of the college budget and may be delayed pending the passage of an appropriations bill by the State Legislature or other circumstances. All contracts must be signed and returned to the President not later than fourteen (14) days from the date of issue or the offer of employment may be void. The offer of a contract of employment may be withdrawn by the Board at any time before it is signed and delivered to the Office of the President.

An appointment is effective only for the term stated in the contract of employment and no property right is created beyond the term stated in the contract. Each division chair will submit to the appropriate supervisor by April 1, a list of faculty members recommended for reappointment. This information will be approved by the Director of Nursing Programs, the Executive Dean of Workforce and Economic Development (Fire Academy and Biotechnology faculty) and the Vice President of Instruction, who will compile a list of recommendations for the President. The President will submit a final recommendation list to the Board of Regents for approval.

Lack of enrollment in the discipline in which a faculty member is employed, or non-compliance with College policy may result in reassignment, non-renewal, or cancellation of the contract.

A faculty member may be reassigned at any time if deemed necessary by the college administration and Board of Regents.
Non-Contract Faculty Employment

Employees who are not tenured nor employed under the terms of a written employment contract have no property right and may be dismissed at will.
5.2 DUTIES AND RESPONSIBILITIES OF A FACULTY MEMBER

Under the direct supervision of the designated administrator and division chair, a faculty member performs the duties outlined in the faculty job description. All faculty members will be responsible for maintaining sufficient knowledge of current Cisco College procedures and policies as outlined in the College Policy Manual and the Instructional Administrative Regulations.

A faculty member:

1. Provides quality learning experiences for students and maintains the integrity of course standards and objectives. Meets classes punctually and keeps classes throughout the scheduled time as appropriate to provide quality learning experiences.

2. Fulfills duties as defined in the position job description.

3. Is on time for assigned duties and notifies the appropriate supervisor as early as possible of an unscheduled absence.

4. Reports to the appropriate official all student problems in need of special consideration.

5. Makes special reports as may be requested by the immediate supervisor of an administrative officer in the line of report.

6. Attends all meetings, commencements, and other official events required by the college administration, unless excused by the supervisor. Absence from commencement may only be excused by the President.

7. Serves actively on committees as appointed.

8. Cooperates and participates in the formal evaluation process.

9. Keeps the administration informed regarding problems, progress, and matters affecting the welfare of the institution in general.
10. Processes and maintains general budget expenditures for the appropriate program as applicable.

11. Is a good public relations agent both on the campus and in the community.

12. Channels each request or grievance through the administrative hierarchy delineated in the organizational chart of the college.

13. Administers appropriate assessment instruments and submits required documentation to the appropriate administrator.


15. Performs extra duties as may be assigned.

*Failure to abide by these policies may be considered breach of contract.*
5.3 PROFESSIONAL GROWTH AND DEVELOPMENT

New Employee Orientation
All new employees are required to attend a designated new employee orientation. The immediate supervisor is responsible for ensuring that appropriate orientation for new employees takes place.

Continued Professional Development
Cisco College recognizes the need for continued professional growth and development of all faculty. Requests for institutional funds are made through the immediate supervisor.

Cisco College encourages professional growth and development by offering an ongoing program of professional development. Documentation of professional growth must be submitted to the division chair annually.

Professional growth activities may include but are not limited to:

- e-Learning – Cisco College makes available a variety of online courses, webinars and professional presentations. Announcements are disseminated to all faculty regarding access and availability.

- Workshops, seminars, and/or short courses to develop new skills.

- Scholarly papers presented at the local, regional, state, and/or national level. A paper is defined as any work of original thesis or proposition that may or may not involve extensive research.

- Publication of books, articles, and papers.

- Active participation in professional associations and organizations at the local, regional, state, and national level.

- Service to the college – providing programs or workshops for students, staff or faculty or development of new instructional materials and/or courses.
• Service to the community – providing programs or workshops to organizations or civic groups.

• Writing and submitting grants.

• Completion of approved college courses.

• Occupational/work experience used for professional development – must pertain to the faculty’s immediate teaching areas or related fields. Work experience, excluding Cisco College appointments, shall include but not be limited to outside instruction, summer or part-time employment, salaried/non-salaried, or contract work. Since the goal of occupational/work experience is to refine, develop, or update faculty skills, diversification in work experience shall be encouraged.

Professional Development Requirement for Faculty Teaching Distance Courses
Faculty teaching via interactive television (ITV) or online for the first time must attend a training orientation prior to the course start date. Training for faculty teaching via interactive television (ITV) will include training in the use of ITV equipment as well as teaching techniques appropriate to the ITV classroom. Training for faculty teaching online courses will include technical training as well as teaching techniques appropriate to the online setting. The Director of Distance Education and e-Learning will be responsible for teaching and documenting distance learning training and may excuse faculty with previous on-line instruction experience from training.

Elected Additional Education for Faculty
Course approval for salary increments: It is the policy of Cisco College to encourage faculty members to seek additional graduate credit in areas that will enhance the instructional expertise. These guidelines are not intended to inhibit graduate enrollments. (See Appendix A-1 Salary Schedule for pay increment.)

To be certain the courses taken can be used to earn incentive pay, please follow these guidelines:

1. Instructors are encouraged to work on advanced degrees in their teaching fields at regionally accredited universities.

2. Courses, which are not part of a degree plan, except for education courses, need to be approved on a course-by-course basis by the immediate supervisor. Random graduate courses and graduate education courses will be approved only if a clear relationship exists between the course’s content and the instructor’s assignment.
3. As a general policy, eighteen hours is the maximum number of hours to be earned in any one year: Exceptions to this policy may be obtained through the immediate supervisor.

4. To be included on the contract, the courses must be completed and a grade received prior to the beginning of the fall term. Official transcripts must be provided to the Human Resources office. Approval from the Executive Council level administrator must be obtained for salary increases.

Exceptions to these guidelines, either in hours or course subjects approved, shall be requested in writing to the Executive Council level administrator.
5.4 Faculty Schedules

Teaching Schedules
Faculty teaching schedules are developed by the appropriate Division Chair with input from the Faculty member.

Evening and Summer Teaching
Evening courses are a regular part of the course schedule, and instructors may be called upon to teach evening courses as a portion of their regular load. Prior to summer, faculty members are asked to indicate whether or not they desire to teach in one or both terms of the summer session. Summer employment is compensated separately from annual contracts. Employment for any summer session is available only upon compelling evidence of divisional need and approval of the instructional administrator. The summer schedule of courses is based upon anticipated enrollment patterns. The assignment of instructors to evening and summer classes is the responsibility of the division chair and the Vice President of Instruction.

Changing Class Meeting Hours
Provision for changing class meeting hours to a time other than the regularly scheduled class or laboratory session, can be made only with the permission of the Division Chair or the Vice President of Instruction. Such permission should be obtained prior to any announcement of change to students.

Changing Classrooms
In an effort to maximize classroom space, it may be necessary at times to change assigned classrooms after the semester has started. Instructors must determine if the classroom is available and obtain permission from their Division Chair prior to making such changes. The Vice President of Instruction’s office is in charge of maintaining the course schedule and must be alerted. It is the responsibility of the Vice President of Instruction to notify the Director of AEC Operations/Assistant to the Provost.
**Office Hours**
Faculty will schedule a minimum of five office hours per week when they will be available to meet with students. Faculty should be available by appointment to meet with students at other times.

**Committee Meeting Schedules**
Faculty should input their teaching schedules into their shared calendars so that committee meetings can be scheduled around their classes. Faculty should attend committee meetings as scheduled or notify their Division Chair.
5.5 Faculty Teaching Load/Overload

Faculty Teaching Load

It is the policy of Cisco College to maintain administrative regulations concerning workload formula for faculty. The formula is recommended by the Vice President of Instruction with input from the appropriate Division Chairs and approved by the President. See Appendix B-5.

I. Teaching Load for Faculty
   A. Load is determined according to a load contact hour formula. The contract load for a professor is 240 load contact hours per academic semester. The contract load for a non-tenure track instructor is 192 load contact hours per semester. See Appendix B-5.

   B. Classes taught via instructional telecommunications (online, videotaped, or interactive TV) will be paid according to the Distance Learning Load Schedule. See Appendix B-5.

   C. The total number of students for multi-site ITV or online dual credit classes calculated as part of the contract load or as an overload will not exceed a division’s established course limit.

   D. When two or more courses are taught concurrently (in the same time period), load credit will be given for only one course.

   E. The division chairs will submit individual faculty work load information at the beginning of each semester for all faculty in their divisions.

   F. The load for activity directors will be assessed by the appropriate supervisor. Music, dance team, theatre production, and athletics are
programs the college desires to have as part of a comprehensive community college and to enhance the quality of life in the college service area.

G. All faculty members are subject to assignment of professional duties. See faculty job description in Appendix D.

II. Overload Calculation Policy
A. The compensation policy for the full-time faculty load is set by the Board of Regents on an annual basis. The compensation policy for overload is part of this compensation schedule. See Appendix A-1.

B. Overload hours may be converted to contract load hours if the contract load hours are not fulfilled.
### 5.6 Curriculum or Degree Revisions

Primary responsibility for the content, quality, and effectiveness of the curriculum is given to the faculty. The faculty evaluate the core curriculum and the curriculum for each technical education program annually. Other courses, such as those offered for elective credit only, are evaluated biennially in conjunction with catalog publication. If faculty members determine a need for a revision in the content of the curriculum/program, faculty members recommend revisions to the chair of the appropriate division. The recommendation is then forwarded to the Vice President of Instruction for discussion and then to the Curriculum Committee for approval. If the committee approves the recommendation, it is referred to the Vice President of Instruction for approval and, if appropriate, to the Board of Regents and Texas Higher Education Coordinating Board. If the Curriculum Committee does not approve the recommendation, the sponsoring faculty member(s) may resubmit the recommendation at any subsequent curriculum committee meetings. Once a recommendation is approved, the appropriate administrator is informed and is responsible for coordinating the efforts of the division for implementation.
**5.7 ACADEMIC FREEDOM AND RESPONSIBILITIES**

**Academic Freedom**

Public institutions of higher education are dependent upon a free search for truth and its free expression. Cisco College is committed to the principle that the faculty members must be free to pursue scholarly inquiry without undue restriction and to vote and publish conclusions concerning the significance of evidence that they consider relevant. Faculty members may be assured that their careers or resultant material benefits will not be jeopardized because of differences of opinion with anyone inside or outside the College.

A. Faculty members are entitled to freedom in research and in the publication of its results, subject to the adequate performance of academic duties. Research for pecuniary return using college resources must be undertaken only with the prior approval from the appropriate administrator.

B. Faculty members are entitled to freedom in the classroom in discussing their discipline, but should refrain from introducing inappropriate matters bearing no relevance to the subject. Professional judgment should be exercised.

C. Faculty members are citizens, members of a learned profession, and members of an educational community. Speaking or writing as citizens, they should be free from institutional censorship or discipline, but their special position in the community is recognized as imposing special obligations. As individuals of learning and as members of an educational community, instructors should understand that the public may judge the profession and the institution by their utterances, appearance and actions. It is, therefore, expected that they will at all times strive to be accurate, exercise appropriate restraint, show respect for the opinions of others, and conduct themselves in a professional manner.

D. When expressing themselves as private citizens, faculty members should not indicate that they are representing the college.
E. The fundamental responsibilities of faculty members as teachers and scholars include maintenance of competence in their fields of specialization and the exhibition of such competence in lectures, discussions, and publications.
5.8 Faculty Evaluation

It is the policy of Cisco College that all full-time faculty members will be evaluated by students and by the Division Chair.

The Faculty Evaluation Plan will be maintained by the Vice President of Instruction and approved by the College President. The results of evaluations will be reviewed with respective employees. Evaluations will be completed by April 1 of each year. Job descriptions will also be updated and kept current as part of the evaluation process.

Through classroom observations by the Division Chair, the Vice President of Instruction, and/or faculty peers, faculty members are able to receive feedback on their teaching techniques. The follow-up sessions to discuss the classroom observations provide the opportunity to point out observed strengths as well as areas that may need improvement. The follow-up sessions provide an additional opportunity to discuss the faculty member’s educational plans and professional activities as well as his/her involvement with campus committees, professional organizations, and the local community as it may relate to the college.

When results of a faculty evaluation are not satisfactory, the follow-up session will include a specific plan for improvement. The session will include discussion of student evaluations, supervisor evaluation, and classroom evaluation. Options for improvement may include mentoring by a peer instructor as well as seminars on improving teaching methodology, learning styles, curriculum development, etc. A target date for accomplishing the improvement measures will be set and documented. A second review by the division chair and/or the Vice President of Instruction will also be scheduled. All improvement efforts will be documented in the faculty’s personnel file. The goal is for the evaluation to lead to improved skills for the faculty and improved quality in the educational program.

See Appendix C-5 for Administrative Regulations concerning Faculty Evaluation in the form of the Faculty Evaluation Plan.
### 5.9 Tenure

It is the policy of Cisco College to provide a specific system of faculty tenure which undergirds the integrity of the institution.

**Definition:** Tenure provides assurance to an experienced faculty member that he or she may expect to continue in his or her academic position unless adequate cause for dismissal is demonstrated in a fair hearing, following established procedures of due process. Tenure shall be granted by the Board of Regents of Cisco College according to Administrative Regulations established for that purpose. The tenure system of the College applies only to full-time instructors:

A. Beginning with the appointment to a full-time position, each faculty member of Cisco College shall be required to serve a provisional period of five consecutive years before establishing tenure. The five-year provisional period cannot officially begin until after the instructor holds the minimum qualifications required for the position. Any exception to this policy will be considered on an individual basis by the supervisor and taken to the President for approval. The academic year consists of fall and spring semesters of a given college year.

B. In cases where the terms of the provisional period have been met, the faculty member may apply for tenured status according to the Administrative Regulations identifying the requirements for tenure. Tenure is considered only upon recommendation by one’s Division Chair and the Vice President of Instruction no later than April 1. If a candidate is not recommended for tenure, the candidate will be notified by the Division Chair. At such time the candidate may appeal the decision to the Hearing Committee who sends their recommendations to the President. The President makes tenure recommendations to the Board who makes the final decision concerning awarding tenure.

C. Upon achieving tenured status, a faculty member is informed in writing by the Vice President of Instruction.
D. An individual who is eligible for tenure, who is not awarded tenure status within the minimum service period, may be continued as a probationary member of the faculty for a maximum of two additional years. In specific situations where a probationary contract is issued for the sixth or seventh year, it would be so stated that such contract is a probationary contract. In the event a contract for an eighth year of consecutive full-time service is awarded, either tenure status will be awarded or the contract shall be shown to be terminal.

E. No person loses tenured status as a professor by accepting a leave of absence or by accepting an appointment to a college administrative position. The immediate supervisor will determine the impact of the years of experience on the pre-tenure status for an administrator returning to the classroom. No administrator has tenure in an administrative assignment. No division chair has tenure in the division chair assignment.

F. Awarding of tenure status to professors whose time and employment with Cisco College and whose performance would merit such an award may be withheld if declining enrollment, either actual or projected, would indicate a probable reduction in staff, or if the phasing out of instructional programs requires reduction of faculty, or in cases of bonafide financial emergency. In cases of these events occurring, exceptions may be made to the tenure policy.

G. A faculty member holding tenure may be dismissed only for adequate cause, and only after appropriate procedures have been followed. Except in cases of moral turpitude, conviction of a felony, or breach of contract, notice of dismissal will be given a tenured person one year prior to termination of employment. This provision does not create an award of severance pay but contemplates the performances of duties assigned for the period between dismissal notice and final termination.

See the Appendix B-12 for Administrative Regulations concerning the tenure application process.
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<td>COLLEGE POLICY MANUAL</td>
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**5.10 Separation from the College**

**Resignation**

Faculty members who choose to resign should notify their supervisor in writing. Funds in retirement accounts cannot be released to an employee until the last payroll has been processed.

**Administrative Leave with Pay**

In some instances employees may be placed, by the President, on administrative leave pending an investigation or other pertinent matters. This action is not considered a disciplinary action. The employee shall be notified in writing.

**Dismissal during Contract Term**

Any faculty member under the terms of an employment contract may be dismissed for good cause before the completion of the term of employment. “Good cause” may include any ground that is put forward by college authorities in good faith that is not arbitrary, irrational, unreasonable, or not irrelevant to the duties with which such college authorities are charged and is not limited to some form of inefficiency or misconduct on the part of the person dismissed. A contract faculty member shall not be dismissed until he or she has received reasonable notice of the cause for dismissal. The faculty member may request a hearing which shall meet the College procedures for due process.

The term “good cause” shall include but not be limited to the following:

1. Failure or refusal to comply with official directives, either oral or written.

2. Failure to comply with official policies.

3. Inefficiency or incompetence in performance of duties.

4. Conviction of any felony-grade crime or conviction of any other crime involving moral turpitude. “Conviction” may be defined to include deferred adjudication or probation.

6. Possession of or being under the influence of alcohol while being on duty.

7. Possession of or being under the influence of illegal drugs.

8. Insubordination.

9. Indecent or immoral conduct which violates common decency or morality or reflects negatively on the reputation of Cisco College.

10. Physical or mental incapacity not otherwise protected by law that prevents full performance of the employee’s duties.

11. Failure to correct deficiencies pointed out in observation, supplemental memoranda, or other communications.

**Non-Reappointment of Non-Tenured Faculty**

An appointment of non-tenured faculty is effective only for the term stated in the contract of employment and no property right is created beyond the term stated in the contract. The responsible supervising administrator who decides to recommend such an employee for non-reappointment must notify that person in writing.

The Board may decide not to renew the contract of any employee if, in its judgment, the best interests of the college will be served by such non-reappointment.

Although the College is not legally required to give a non-tenured faculty member a reason for a decision not to make a reappointment for another contract term, or to provide a hearing, each non-tenured faculty member is entitled to review all of his or her personnel files and to obtain a copy of the files at the expense of the person requesting it. A faculty member who is non-reappointed may present in person to the President a complaint on the issue of the faculty member’s employment. The President’s decision on this complaint is final and may not be appealed to the governing board.

**Faculty Retrenchment**

Retrenchment is the need for reduction in faculty positions arising from declining enrollment, declining funding, and/or the elimination or redirection of academic or technical programs or grants. When circumstances require a reduction in staff, the reduction will be accomplished using the following procedures: The President shall submit to the Board a recommendation for dismissing particular faculty members after applying the following criteria, listed in order of importance, in each selected employment area to determine which employees shall be retained:
1. Performance: Employee’s effectiveness as reflected by written evaluations or assessments.

2. Breadth of Education: Preparation for other instruction/administrative assignments.

3. Seniority: Years of teaching or administrative experience with Cisco College.

After considering the President’s recommendation, the Board shall determine which employees shall be dismissed. The employee shall be given a written statement of the reasons or conditions requiring such dismissal and shall, upon request, be given a hearing in accordance with the policy for dismissal during the contract term.

This policy applies only to retrenchment conducted during the term of employment of affected employees where such employees have a property interest in their position. No personnel action other than retrenchment shall be considered under this procedure. Retrenchment cannot be subject for grievance.

**Check-Out Procedures**

When a faculty member resigns or is dismissed, the department supervisor should notify the Director of Human Resources the next business day. The supervisor should submit the faculty member’s statement of resignation and payroll recommendation. All persons leaving employment with the college should meet with Human Resources personnel or applicable campus representative to complete the check-out process.
The purpose of the textbook guidelines is to ensure that Cisco College is taking steps to control cost, improve quality, availability, and the need to coordinate the selection of textbook and course materials with other instructors with the department. The right of individual professors to select their own instructional materials is maintained within the guidelines. Without compromising academic standards or academic freedom, instructors and departments, when selecting textbooks and other instructional materials, should try to minimize the cost to students. Instructors will make an effort to maintain an adoption for an extended period of time.

None of these policies restrict faculty members from assigning their own academic works to students. Rather, the policies seek to ensure that course-assignment decisions are not compromised by even the appearance of impropriety and adhere to the Higher Education Act on textbooks.

The selection of textbooks and other instructional materials is the responsibility of each division chair or department head subject to the guidelines set forth here.

- A Division Chair or Department Head may choose to allow full-time instructors to select their own textbooks or other instructional materials. If a full-time instructor has not chosen textbooks or other instructional materials, the relevant Division Chair shall ensure that such materials are made available.
• A part-time instructor is required to utilize the current textbooks and other instructional materials already in use by the department.

An apparent conflict of interest may be present when textbooks and other educational materials produced by an instructor are required for a section that the instructor teaches, and where the sale of such materials produces financial gain for the instructor. In such a circumstance, the instructor and the department must act as follows:

• The instructor must inform the department chairperson about the selection and the chairperson must inform the provost.
• The instructor must disclose this issue to students along with the efforts taken to address and mitigate the same.
• The instructor should accommodate students who choose not to purchase the materials by placing copies on reserve in the library.

An instructor shall not seek or accept any gift, service, favor, employment, engagement, emolument or economic opportunity which would influence in the selection of textbook or other instructional materials.
SECTION 6: RELATIONSHIP OF CLASSIFIED (NON-EXEMPT) EMPLOYEES TO CISCO COLLEGE
6.1 Definition, Classification, Pay and Rest Periods

Definition
A non-exempt employee is defined as a person employed by Cisco College in a position which is subject to minimum wage and overtime provisions of the Federal Fair Labor Standards Act of 1938 (FLSA) as amended (see below.)

Classification and Pay
Staff personnel are classified according to a uniform plan and are paid according to a corresponding salary schedule. Classification is made on the basis of duties and responsibilities. Positions with similar duties and responsibilities are grouped in the same class. In accordance with the provision of federal statutes, there is no discrimination in classification or pay and all non-exempt positions are assigned appropriate salaries that provide equal pay for equal work and responsibility. A salary figure stated in monthly or yearly terms is not intended to create an employment contract for that period.

Full-time, non-exempt employees whose regular schedule requires less than 40 hours per week will be paid at the regular hourly rate through 40 hours. Overtime pay will be calculated as defined below.

FLSA and Policy Regarding Overtime Pay
Non-exempt employees will be subject to the overtime provisions of the Federal Fair Labor Standards act of 1938 (FLSA) as amended. Non-exempt employees who are required to work in excess of 40 hours in a workweek are entitled to compensation for the excess hours. The college defines the work week as that period beginning at 12:00 a.m. Monday and extending through the seven-day period ending at 11:59 p.m. the following Sunday. Compensation for all authorized overtime in excess of 40 hours per week worked by eligible employees shall consist of overtime payment at the rate equal to one and one-half times the employee’s regular rate of pay.

On occasions when the employee is required to work in excess of the regular daily working hours, it is permissible to adjust the remaining workweek so that 40 hours will not be
exceeded in that workweek, if the arrangement is mutually agreeable between employee and supervisor.

Regularly scheduled college holidays will be counted as Hours worked in the calculation of the number of hours in a workweek. However, the hours will not be counted toward overtime hours.

FLSA non-exempt employees required to travel to another city for work assignments will report time spent in traveling as working time.

**Rest Periods**
Each supervisor allows employees one rest period during each half of the work shift, to be taken as work allows subject to the following provisions:

1. No single rest period may exceed more than fifteen (15) minutes absence from the staff employee’s work station.
2. Staff personnel may not accumulate rest periods.
3. Rest period time may not be used for late arrival or early departure from duty.
6.2 LETTER OF EMPLOYMENT/PROBATIONARY PERIOD

Letter of Employment
All non-exempt employees are by definition at-will employees and can be terminated at the discretion of the employer. A letter of employment does not create any property rights in any position. Employees employed under the terms of a letter of employment have no property rights in the job in which they are employed and such employees may be dismissed at will.

Probationary Period
Appointment to a staff position is made on the basis of qualification, merit, and ability. At the time of initial employment, a new staff member will be provided a complete description of the job duties to be performed. The staff employee is responsible for each of the duties outlined in the job description.

A new staff member is required to serve ninety working days during the probationary period before final certification as a full status employee. Prior to the end of the probationary period, each staff employee will be evaluated by his/her supervisor. The purpose of the evaluation is to determine if the employee should continue employment. During the probationary period, a staff employee may be dismissed without notice if the ability and qualifications necessary to provide satisfactory service are not demonstrated. Successful completion of the employee probationary period is not a guarantee of a right to employment.
### 6.3 Duties and Responsibilities of Non-Exempt Employees

Under the direct supervision of the designated administrator and/or supervisor, an employee performs the duties listed below. All employees will be responsible for maintaining sufficient knowledge of current Cisco College procedures and policies as outlined in the College Policy Manual. (If assistance is needed, contact Human Resources.)

A non-exempt staff member:

1. Supports the teaching and learning process through the successful completion of job duties.

2. Maintains satisfactory attendance.

3. Fulfills duties as defined in the position job description.

4. Is on time for assigned duties and notifies the appropriate supervisor as early as possible of an unscheduled absence.

5. Reports all problems in need of special consideration to the appropriate official.

6. Makes special reports as may be requested by various administrative officers.

7. Attends all meetings called by the college administration unless excused by the supervisor.

8. Serves actively on committees as appointed.

9. Cooperates, participates, and encourages participation in the formal evaluation process.

10. Keeps the administration informed regarding problems, progress and matters affecting the welfare of the institution in general.

11. Is a good public relations agent both on the campus and in the community.
12. Channels each request or complaint through the administrative hierarchy delineated in the organizational chart of the college.

13. Maintains only those personal relationships with students and colleagues that do not interfere with the performance of professional duties.

14. Performs extra duties as may be assigned.
6.4 SKILLS DEVELOPMENT

New Employee Orientation
All new employees are required to attend an appropriate new employee orientation. The immediate supervisor is responsible for ensuring that appropriate orientation for new employees takes place.

Job and Skills Development
Cisco College recognizes the need for the continued professional growth and development of all employees as allowable within the College Budget. Cisco College encourages professional growth and development by offering an ongoing program of professional development. Additional professional growth activities may include but are not limited to:

1. e-Learning – Cisco College makes available a variety of online courses, webinars, and professional presentations. Announcements are disseminated to all employees regarding access and availability. Special requests should be submitted to the appropriate supervisor or administrator.

2. Workshops, seminars, and/or short courses to develop new skills

3. Active participation in professional associations and organizations

4. Completion of college courses
6.5 Separation from the College

Resignation
When a non-exempt employee plans to resign from employment with the College, as much advance notice of the resignation date as possible should be given to the supervisor so that arrangements for a replacement can be made. At least two (2) weeks’ notice is considered as minimal good practice. No employee should be absent from duty without authorized leave except briefly in cases of sickness or emergency. An employee who is absent without authorized leave may be deemed to have abandoned his/her position and to have resigned from the college. Exceptions may be made if the employee can verify that extenuating circumstances prevented his/her reporting or requesting leave. When the employment relationship concludes between the college and an employee, the employee must be physically at work the day following any official college holiday if the employee is to be compensated for the holiday period. Vacation days or personal days may not be used to meet this attendance requirement.

Administrative Leave with Pay
In some instances the President will place an employee on administrative leave with pay pending an investigation or for other pertinent matters. This action is not considered a disciplinary action. The employee shall be notified in writing of the terms and conditions, if any.

Disciplinary Action, Dismissals
This procedure does not apply to dismissal during the probationary period.

Disciplinary Action
The general types of disciplinary actions include, but are not limited to, the following: oral reprimand, documented reprimand held with supervisor, written reprimand for the personnel file, disciplinary leave with pay, probation change of assignment, demotion, suspension without pay and dismissal. Disciplinary action is the responsibility of a supervisor or administrator and action taken should be appropriate to the situation.
**Dismissal and Suspension**

Offenses justifying suspension or dismissal include, but are not limited to:

1. Failure or refusal to comply with official directives, either oral or written.
2. Failure to comply with official policies.
3. Inefficiency or incompetency in performance of duties.
4. Conviction of any felony grade crime or conviction of any other crime involving moral turpitude. “Conviction” is defined to include deferred adjudication or probation.
5. Necessary reduction in force (retrenchment.)
6. Possession of or being under the influence of alcohol while being on duty.
7. Possession of or being under the influence of illegal drugs.
8. Insubordination.
9. Indecent or immoral conduct which violated common decency or morality or reflects negatively on the reputation of Cisco College.
10. Physical or mental incapacity not otherwise protected by law that prevents full performance of the employee’s duties.
11. Failure to correct deficiencies pointed out in observation, supplemental memoranda, or other communications.

**Appeal (non-contract employees)**

At-will employees have no property rights and may be dismissed at will. There is no appeal of this employment action.

**Layoffs**

When it becomes necessary to lay off one or more employees in a department, the supervisor should consider all pertinent factors, such as individual production records and quality of past work performed when selecting the employees to be laid off. When possible, department supervisors will give staff personnel fourteen (14) calendar days’ notice prior to layoffs. Whenever possible and applicable, persons on lay-off status are recalled before new staff personnel are employed.
Check-Out Procedures

When an employee resigns or is dismissed, the department supervisor should notify the Director of Human Resources within one working day. The supervisor should submit the employee’s statement of resignation and/or a recommendation for dismissal form. All persons leaving employment with the College should meet with Human Resources personnel or applicable campus representatives to complete the check-out process.
SECTION 7: RELATIONSHIP OF PROFESSIONAL (EXEMPT) EMPLOYEES TO CISCO COLLEGE
7.1 Non-contract and Contract Employment

Non-Contract Employment
Employees who are not employed under the terms of a written employment contract have no property right and may be dismissed at will.

Contract Employment
An appointment is effective only for the term stated in the contract of employment and no property right is created beyond the term stated in the contract. The issuance of official contracts follows the approval of administrative employees by the Board of Regents. Contracts may be delayed pending passage of an appropriations bill by the State Legislature or adoption of a college budget. However, all contracts must be signed and returned to the President no later than fourteen days from the date of issue to be valid. The offer of a contract of employment may be withdrawn by the Board at any time before it is signed and delivered to the Office of the President.

An employee may be reassigned at any time if deemed necessary by the college administration and Board of Regents.
### 7.2 Duties and Responsibilities of Professional (Exempt) Employees

Under the direct supervision of the designated administrator and/or supervisor, an employee performs the duties listed below. All employees will be responsible for maintaining sufficient knowledge of current Cisco College procedures and policies as outlined in the College Policy Manual. (If assistance is needed, contact Human Resources.)

A professional (exempt) staff member:

1. Supports the teaching and learning process through the successful completion of job duties.

2. Fulfills duties as defined in the position job description.

3. Is on time for assigned duties and notifies the appropriate supervisor as early as possible of an unscheduled absence.

4. Reports to the appropriate official all student problems in need of special consideration.

5. Makes special reports as may be requested by the immediate supervisor of an administrative officer in the line of report.

6. Attends all meetings, commencements, and other official events required by the college administration, unless excused by the supervisor. Absence from commencement may only be excused by the President.

7. Serves actively on committees as appointed.

8. Cooperates and participates in the formal evaluation process.

9. Keeps the administration informed regarding problems, progress, and matters affecting the welfare of the institution in general.
10. Processes and maintains general budget expenditures for the appropriate program as applicable.

11. Is a good public relations agent both on the campus and in the community.

12. Channels each request or grievance through the administrative hierarchy delineated in the organizational chart of the college.

13. Participates in strategic planning and institutional effectiveness.

14. Performs extra duties as may be assigned.

*Failure to abide by these policies may be considered breach of contract.*

**Additional Duties**

Exempt employees may be subject to assignment of additional professional duties. Duties may include accepting teaching assignments, serving on taskforce/committees, or sponsoring student organizations.


7.3 **PROFESSIONAL GROWTH AND DEVELOPMENT**

**New Employee Orientation**

All new employees are required to attend an appropriate new employee orientation. The immediate supervisor is responsible for ensuring that appropriate orientation for new employees takes place.

**Continued Professional Development**

Cisco College recognizes the need for the continued professional growth and development of all employees. While some institutional funds are available for these activities, all employees are responsible for their own continued professional development. Application for institutional funds is made through the appropriate campus administrator. Cisco College encourages professional growth and development by offering an ongoing program of professional development.

Professional growth activities may include but are not limited to:

1. **e-Learning** – Cisco College makes available a variety of online courses, webinars, and professional presentations. Announcements are disseminated to employees regarding access and availability. Special requests should be submitted to the appropriate supervisor or administrator.

2. Workshops, seminars, and/or short courses to develop new skills

3. Scholarly papers presented at the local, regional, state, and/or national level. A paper is defined as any work or original thesis or proposition that may or may not involve extensive research.

4. Publication of books, articles and papers.

5. Active participation in professional associations and organizations at the local, regional, state, and national level.
6. Service to the college – providing programs or workshops for students, staff, or faculty or development of new instructional materials and/or courses.

7. Service to the community – providing programs or workshops to organizations or civic groups.

8. Writing and submitting a grant

9. Completion of approved college courses
7.4 SEPARATION FROM THE COLLEGE

Resignation
Employees who choose to resign should notify their supervisor in writing. Funds in retirement accounts cannot be released to an employee until the last payroll has been processed. When the employment relationship concludes between the college and an employee, the employee must be physically at work the day following any official college holiday if the employee is to be compensated for the holiday period. Vacation days or personal days may not be used to meet this attendance requirement.

Administrative Leave with Pay
In some instances employees will be placed, by the President, on administrative leave with pay pending an investigation or for other pertinent matters. This action is not considered a disciplinary action. The employee shall be notified in writing of the terms and conditions, if any.

Disciplinary Action
The general types of disciplinary actions include, but are not limited to, the following: oral reprimand, documented reprimand held with supervisor, written reprimand for the personnel file, disciplinary leave with pay, probation, change of assignment, demotion, suspension without pay, and dismissal. Disciplinary action is the responsibility of a supervisor or administrator and action taken should be appropriate to the situation.

Dismissal
Any employee employed under the terms of an employment contract may be dismissed for good cause before the completion of the term of employment. “Good cause” shall include any ground that is put forward by college authorities in good faith and that is not arbitrary, irrational, unreasonable, or not irrelevant to the duties with which such college authorities are charged, and is not limited to some form of inefficiency or misconduct on the part of the person dismissed.

The term shall include, but not be limited to, the following:
1. Failure or refusal to comply with official directives, either oral or written.

2. Failure to comply with official policies.

3. Inefficiency or incompetence in performance of duties.

4. Conviction of any felony grade crime or conviction of any other crime involving moral turpitude. “Conviction” is defined to include deferred adjudication or probation.

5. Necessary reduction in force (retrenchment.)

6. Possession of or being under the influence of alcohol while being on duty.

7. Possession of or being under the influence of illegal drugs.

8. Insubordination.

9. Indecent or immoral conduct which violates common decency or morality or reflects negatively on the reputation of Cisco College.

10. Physical or mental incapacity not otherwise protected by law which prevents full performance of the employee’s duties.

11. Failure to correct deficiencies pointed out in observation, supplemental memoranda, or other communications.

**Non-Reappointment**
An appointment is effective only for the term stated in the contract of employment and no property right is created beyond the term stated in the contract. The responsible supervising administrator who decides to recommend such an employee for non-reappointment must notify that person in writing at least two weeks in advance of the employee’s contract completion date. The Board may decide not to renew the contract of any employee, if, in its judgment, the best interests of the College will be served by such non-reappointment. An exempt employee who is non-reappointed may present a grievance in person to the President on the issue of the employee’s employment. The President’s decision on this grievance is final and may not be appealed to the governing board.

**Retrenchment**
Retrenchment is the need for reduction in positions arising from declining enrollment, declining funding, and/or the elimination or redirection of departments or grants. When
circumstances require a reduction in staff, the reduction will be accomplished using the following procedures:

The President shall submit to the Board a recommendation for dismissing particular employees after applying the following criteria, listed in order of importance, in each selected employment area to determine which employees shall be retained:

1. Performance: Employee’s effectiveness as reflected by written evaluations or assessments.
2. Professional Background: Professional education and work experience related to the position.
4. Seniority: Years of employment with Cisco College.

After considering the President’s recommendation, the Board shall determine which employees shall be dismissed. The employee shall be given a written statement of the reasons or conditions requiring such dismissal and shall, upon request, be given a hearing in accordance with the policy for termination during the contract term.

This policy applies only to retrenchment conducted during the term of employment of affected employees where such employees have a property interest in their position. No personnel action other than retrenchment shall be considered under this procedure. Retrenchment cannot be subject for grievance.

**Check-Out Procedures**
Whenever an employee resigns or is dismissed, the department supervisor should notify the Director of Human Resources within one working day. The supervisor should submit the employee’s statement of resignation and/or a payroll recommendation. All persons leaving employment with the College should meet with Human Resources personnel or applicable campus representative to complete the check-out process.
SECTION 8: RELATIONSHIP OF PART-TIME EMPLOYEES TO CISCO COLLEGE
8.1 General Information/Hiring Information

General Information
The College employs both part-time faculty and non-faculty positions. These positions have no property rights and are at-will positions. Policies in the following sections of this handbook pertain to part-time employees, and part-time employees should become familiar with the policies: General College Operations, Structural Operations, and Business Operations. In addition, part-time faculty should become familiar with the Faculty Handbook.

Hiring Information
Part-time positions may be posted on-campus and/or on the Cisco College website. After receiving a completed application, applicants are referred to the appropriate hiring supervisor for the interview process. The supervisor selects qualified applicants for interviews. Reference checks should be completed as appropriate for part-time positions.

Some part-time applicants may be subject to a criminal background check prior to employment with the College. The applicant’s signed release is obtained on the application. If more information is needed to process the criminal background check, the Human Resources department will contact the applicant. Positions that may be subject to a criminal background check are: positions that have access to student and employee records, access to large amounts of cash, coaches, positions that travel with students, and any security sensitive position. Background check information will be kept confidential in the Human Resource office.

See Appendix B-7 for Part-Time Employee Hiring Procedure.

Employees of less than eighteen years of age are only hired when the employing supervisor is willing to accept total responsibility for compliance with the Federal Child Labor Laws.

These laws are available from the Director of Human Resources or from the federal government.
## 8.2 Definition of Part-Time Non-Faculty Employee/Compensation for Non-Faculty Employee

### Part-Time Non-Faculty

**Definition of Part-time Non-Faculty Employee**

Part-time non-faculty employees are those exempt employees who work less than 18 hours per week and those non-exempt employees who work less than 18 hours per week. Scheduled work hours are flexible depending upon the department and hours are set by the immediate supervisor. In some instances, the job description of an individual position will require varied hours to address services required for students, staff, and/or the community. These schedule variations must be approved through the regular approval channels. Such schedules must also be set so as to provide essential services to college clients and customers in the most effective manner.

**Compensation for Part-time Non-Faculty Employee**

Part-time employees are paid based on the employee classification and the requirements of the position, with approval from the Dean of Business Services. Part-time employees are required to participate in either a college-sponsored retirement plan, Social Security or TRS, if currently a member from other employment.
8.3 Duties and Responsibilities for Non-Faculty Employees

Under the direct supervision of the designated administrator and/or supervisor, a part-time employee performs the duties listed below. All employees will be responsible for maintaining sufficient knowledge of current Cisco College procedures and policies as outlined in the College Policy Manual. (If assistance is needed, contact Human Resources.)

A part-time employee:

1. Supports the teaching and learning process through the successful completion of job duties.

2. Maintains satisfactory attendance.

3. Fulfills duties as defined in the position job description.

4. Is on time for assigned duties and notifies the appropriate supervisor as early as possible of an unscheduled absence.

5. Reports all problems in need of special consideration to the appropriate official.

6. Makes special reports as may be requested by various administrative officers.

7. Attends all meetings called by the college administration unless excused by the supervisor.

8. Cooperates, participates, and encourages participation in the formal evaluation process.

9. Keeps the administration informed regarding problems, progress and matters affecting the welfare of the institution in general.

10. Is a good public relations agent both on the campus and in the community.

11. Channels each request or complaint through the administrative hierarchy delineated in the organizational chart of the college.
12. Maintains only those personal relationships with students and colleagues that do not interfere with the performance of professional duties.

13. Performs extra duties as may be assigned.
8.4 PART-TIME FACULTY DEFINITION, APPOINTMENT AND WORKLOAD, COMPENSATION FOR PART-TIME FACULTY

Part-Time Faculty

Definition of Part-Time Faculty
Part-time faculty are those who teach 144 contact hours or less per semester. Part-time faculty represent a substantial portion of the Cisco College teaching staff. The college is aware of and values the important contributions made by part-time instructors not only in the classroom but also in the community. Each part-time faculty member’s major responsibility is to provide quality instruction to students. However, this responsibility does not end in the classroom. Part-time faculty are encouraged to stay up-to-date with what is happening in the college in terms of growth and expansion and services available to students. In addition to the information provided in the Policy Manual, part-time faculty members are expected to be familiar with the contents of the current catalog and the Faculty Handbook. See job description in Appendix D-3.

Appointment and Workload
Part-time instructors are employed on a semester-to-semester basis renewable at the option of Cisco College. Typically, part-time instructors are not eligible for insurance. Part-time employees belonging to TRS through another employer are required to include their college earnings in the retirement plan. If currently a member of TRS, a part-time instructor must be included in either a college-sponsored retirement plan or Social Security. Information is available in the Human Resource Office. Part-time employees are not eligible for leave benefits including vacation and sick leave. In order to become employed as a part-time instructor, applicants must possess certain professional qualifications.

Compensation for Part-Time Faculty (Credit Programs)
A. Part-time instructors in any credit program class in any semester or session will be paid according to the Cisco College Faculty Salary Schedule. See salary schedule in Appendix A-1.
B. Part-time faculty who teach in long semesters (fall and spring) will be paid in four equal payments. For fall semesters, it will be September, October, November, and December. For spring semesters, it will be February, March, April, and May. Part-time faculty teaching in short terms (summer sessions and mini-terms) will receive one payment at the end of the summer term or mini-term. Long summer will be paid in June and July.
8.5 Absence Procedure

Part-time instructors teaching college credit courses are expected to meet all of their classes for the length of time scheduled. Cisco College does not have a “walk policy;” however, the college does recognize that during the semester, situations may arise which prevent instructors from meeting class (though the expectation is that such absences will be rare). The following guidelines have been established to ensure that efforts are made to provide students all the classroom instruction to which they are entitled and that instructors are treated fairly and consistently.

It is the instructor’s responsibility to plan to have the class covered as appropriate. In most situations a substitute can be arranged far in advance of the class meeting. All substitutes must be approved by the Division Chair or appropriate Executive Council member.

If a substitute wishes to be paid, rather than substituting on a “trade-off” or “favor” basis, approval must be received from the Division Chair.

If an emergency or last minute, unavoidable situation arises and a substitute cannot be arranged, the office of the appropriate Division Chair or of the Vice President of Instruction must be notified as soon as possible.
8.6 Duties and Responsibilities of the Part-Time Faculty

Under the direct supervision of the designated administrator and/or supervisor, a part-time faculty member performs the duties listed below. All employees will be responsible for maintaining sufficient knowledge of current Cisco College procedures and policies as outlined in the College Policy Manual. (If assistance is needed, contact Human Resources.)

A part-time faculty member:

1. Provides quality learning experiences for students and maintains the integrity of course standards and objectives. Meets classes punctually and keeps classes throughout the scheduled time as appropriate to provide quality learning experiences.

2. Teaches assigned classes following approved course syllabi.

3. Is on time for classes and notifies the supervisor as early as possible of an unscheduled absence.

4. Makes all required grade reports to the Admissions office in a prompt manner and according to schedule.

5. Maintains a class roll and grade book in which the daily attendance, grades and the semester grade averages are recorded for all students.

6. Reports to the appropriate official all student problems in need of special consideration.

7. Keeps the administration informed regarding problems, progress, and matters affecting the welfare of students, faculty or the institution in general.

8. At the end of the term, checks out with department coordinator or the division chair.

9. Is a good public relations agent, both in the classroom and the community.
10. Channels each request or complaint through the administrative hierarchy delineated in the organizational chart of the college.

11. Maintains only those personal relationships with students and colleagues that do not interfere with the performance of professional duties.

12. Maintains effective working relationships with colleagues and supervisors.

13. Teaches classes using established texts and/or prescribed instructional materials.

14. Administers appropriate assessment instruments and submits required documentation to the appropriate administrator.
8.7 Professional Growth and Development
Cisco College recognizes the need for the continued professional growth and development of all faculty. Cisco College encourages professional growth and development as time allows by offering professional development days each academic year, one at the beginning of the fall semester and one at the beginning of the spring semester.

Additional professional growth activities may include but are not limited to:

1. e-Learning – Cisco College makes available a variety of online courses, webinars, and professional presentations. Announcements are disseminated to all faculty regarding access and availability. Special requests should be submitted to the appropriate administrator.

2. Workshops, seminars, and/or short courses to develop new skills.

3. Scholarly papers presented at the local, regional, state and/or national level. A paper is defined as any work of original thesis or proposition that may or may not involve extensive research.

4. Publication of books, articles, and papers.

5. Active participation in professional associations and organizations at the local, regional, state and national level.

6. Service to the college – providing programs or workshops for students, staff, or faculty or development of new instructional materials and/or courses.

7. Service to the community – providing programs or workshops to organizations or civic groups.

8. Writing and submitting a grant.

9. Completion of approved college courses.
10. Occupational/work experience – must pertain to the faculty’s immediate teaching areas or related fields. Work experience, excluding Cisco College appointments, shall include but not be limited to outside instruction, summer or part-time employment, salaried/non-salaried, or contract work. Since the goal of occupational/work experience is to refine, develop, or update faculty skills, diversification in work experience shall be encouraged.

**Requirement for Part-Time Faculty Teaching Distance Courses**

Faculty teaching via interactive television (ITV) or online for the first time must attend a training orientation prior to the course start date. Training for faculty teaching via interactive television (ITV) will include training in the use of ITV equipment as well as teaching techniques appropriate to the ITV classroom. Training for faculty teaching online courses will include technical training, as well as teaching techniques appropriate to the online setting. Division chairs will be responsible for teaching and documenting distance learning training.
APPENDICES:
APPENDIX A: BOARD APPROVED SCHEDULES
A-1: SALARY SCHEDULES
### Executive Employees:
- $67,125

### Administrative Employees:
- $46,625

### Faculty Salary Schedule

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Salary</th>
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</thead>
<tbody>
<tr>
<td>Nursing</td>
<td></td>
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</tbody>
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### Professional Employees:
- Professional III Salary Schedule - $34,460

### Professional I

<table>
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<tr>
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<tbody>
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<td>$34,460</td>
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### Professional II

<table>
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<tr>
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### Professional I

<table>
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### Dorm Supervisors:
- $419

### Classified Office Staff

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<td>Specialist</td>
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<table>
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<tbody>
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<td>$18,44</td>
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<tr>
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<td>$21,76</td>
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<td>$419</td>
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**ISCO COLLEGE 2017-2018 EMPLOYEE CLASSIFICATIONS**
Cisco College Salary Schedule - Faculty 9-Month Contract 2017-2018

<table>
<thead>
<tr>
<th></th>
<th>Bachelors</th>
<th>Masters</th>
<th>Masters+12</th>
<th>Masters+24</th>
<th>Masters+36</th>
<th>Doctors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base</td>
<td>$34,460</td>
<td>$35,360</td>
<td>$36,260</td>
<td>$37,160</td>
<td>$38,060</td>
<td>$39,935</td>
</tr>
</tbody>
</table>

Professor - tenure track faculty
1. A maximum of five years’ experience will be accepted upon initial employment; for each year of outside experience accepted, $360 will be added to the base salary. Only full-time employment will be accepted, and the employment experience must be related to position responsibilities.

2. An additional increment for approved graduate hours earned after initial employment beyond the master’s degree will be awarded at the rate of $75 per semester credit hour. The increment(s) will be paid beginning with the new contract period.

3. Overload and part-time teaching will be paid at the rate of $28 per contact hour.

4. Classes taught via instructional telecommunications (online, videotaped, or interactive TV) will be paid according to the Distance Learning Load Policy.

5. Occupational certification equals bachelor's degree on the salary schedule.

6. Market impacted positions may be considered for an additional stipend of no more than 20% of the individual's base annual salary* with the following stipulations:

   ● Data indicates that the base salary is below the local market salaries for the same or similar position.

   ● Funding must be identified in advance.

   ● Recipient must sign an official Memorandum of Understanding (MOU) committing to a minimum of two years additional service to the college and an official document (IOU) requiring repayment of funds if the requirements of the MOU are not met. The MOU will be specific to the position in question and may include details of how the stipend is to be utilized.

   ● The initial Recommendation for a Market impacted position stipend must be made by the supervisor and all documentation presented to the CFO/Dean of Business Services.

   ● The CFO/Dean of Business Office must review all documents and make a recommendation to the College President.
• The College President will determine whether or not to take a recommendation to the Board of Regents.

Instructor - non-tenure track faculty
• Instructor is defined as a 9 month contract with a base salary of $25,100.

* Base annual Salary is defined as:

  9 months of base pay without additional stipends if the employee is a 9-month employee

  12 months of base pay without additional stipends if the employee is a 12-month employee
Cisco College Salary Schedule – Nursing Faculty 12-Month Contract 2017-2018

<table>
<thead>
<tr>
<th></th>
<th>Bachelors</th>
<th>Masters</th>
<th>Masters+12</th>
<th>Masters+24</th>
<th>Masters+36</th>
<th>Doctors</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 month base</td>
<td>$34,460</td>
<td>$35,360</td>
<td>$36,260</td>
<td>$37,160</td>
<td>$38,060</td>
<td>$39,935</td>
</tr>
</tbody>
</table>

12 month contract = 9 month base + summer pay (5/24)

1. A maximum of five years experience will be accepted upon initial employment; for each year of outside experience accepted, $360 will be added to the base salary. Only full-time employment will be accepted, and the employment experience must be related to position responsibilities.

2. An additional increment for approved graduate hours earned after initial employment beyond the master’s degree will be awarded at the rate of $75 per semester credit hour. The increment(s) will be paid beginning with the new contract period.

3. Overloads will be paid at the rate of $1344 per course. Part time teaching will be paid at the rate of $28 per contact hour.

4. Classes taught via instructional telecommunications (online, videotaped, or interactive TV) will be paid according to the Distance Learning Load Policy.

5. Market Impact Stipend:
   a) $10,000 per year stipend for Bachelor's, Master's, and Doctor's-Prepared Nurse
   b) $5,000 per year for Associate Degree Nurse, + up to $5,000 tuition grant to complete BSN at approved university. Degree plan must be approved by Director of VN Program and Vice President of Instruction and must be completed within two years as condition for continued employment with Cisco College.

6. The course load for Nursing faculty is 15 courses per year. Additional duties, such as assisting in labs or substituting for a colleague is expected as part of other duties as assigned.
CISCO COLLEGE SALARY SCHEDULE PROFESSIONAL III EMPLOYEES 12-MONTH CONTRACT 2017-2018

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's</th>
<th>Master's</th>
<th>Doctor's</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base</td>
<td>$34,460</td>
<td>$35,360</td>
<td>$39,935</td>
</tr>
</tbody>
</table>

- Occupational certification equals bachelor's degree on the salary schedule.
<table>
<thead>
<tr>
<th>Plant/Operations-</th>
<th>Plant/Operations-</th>
<th>Plant/Operations-</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worker</td>
<td>Skilled</td>
<td>Supervisor</td>
</tr>
<tr>
<td>$8.29 to $8.79</td>
<td>$8.79 to $10.44</td>
<td>$9.84 to $11.79</td>
</tr>
</tbody>
</table>
A-2: TRAVEL REIMBURSEMENT SCHEDULE
Cisco College Travel Reimbursement Policy (Board Approved on 9/12/05)

Cisco College understands the need and encourages its employees to attend seminars, workshops, and professional meetings. Eligible expenses for such trips and meetings will be reimbursed or paid within departmental budgetary guidelines. Forms for requesting reimbursement or reconciling advances are available from the Purchasing and Payment Services department in the business office. These forms, with proper approval, should be turned in as soon as practical upon returning from a trip.

Whenever college funds are used for travel, the expenses must be approved in advance by the appropriate supervisor. When requesting travel advances, please allow adequate time for the check to be processed during the normal check printing cycle (dates shown on school calendar).

The approved reimbursement rates are shown below. The President or Dean of Business Services may grant exceptions to the college travel policies and regulations due to extenuating circumstances.

**Mileage:**
For the use of a personal vehicle for official business, the College will reimburse the employee at the rate of $.40 per mile.

**Meals:**
The College will reimburse the actual cost of eligible meals while on official business upon presentation of receipts up to a maximum of $26.00 per day. Individual meal limits are: breakfast - $6.00, lunch - $8.00, and dinner - $12.00. The maximum reimbursement with no receipts is $5.00 per meal. Day trips (departure and return in the same day) are not eligible for reimbursement unless approved by a supervisor.

**Lodging:**
While on official business, the actual cost of lodging will be reimbursed upon presentation of receipts. Employees should always take care to use modest accommodations and make use of convention rates when possible.

**Miscellaneous:**
While on official business, the actual cost of miscellaneous expenses (such as tips, tolls, cab fare, etc.) will be reimbursed by requesting such on the travel reimbursement form.
APPENDIX B: ADMINISTRATIVE REGULATIONS
**B-1: CURRENT COMMITTEE AND COUNCIL MEMBERSHIP**

**A. Process for Assigning Standing Committee Memberships**

Early in the summer, the Executive Council identifies a sub-committee of the Executive Council to develop a committee roster for the upcoming academic year. The Faculty Senate President is invited to serve on this sub-committee.

First, all possible changes recommended by faculty and professional staff in the previous year’s committees’ end of year reports are made. This includes but is not limited to committee membership and chairperson elections.

Second, a chair is identified for each committee. If one was not elected by the previous year’s committee, or if the person elected will not be able to serve, the previous year’s chairperson may be reassigned to that position. If that person is unable to serve, a new chair is chosen for that committee from the roster of previous year’s members if possible.

Third, the committee assigns committee membership of any faculty, administrators and professional staff who have specified a preference for serving on a specific committee. All possible requests are accommodated.

Fourth, the committee makes remaining assignments based on committee members’ time on the committee and the required make-up of the individual committees. In general, a two year rotation is thought to be reasonable. However, some other considerations may take precedence.

The sub-committee takes the proposed new roster to the Executive Council for approval.

Any recommended changes are made and the new roster is prepared for the faculty and professional staff by the Administrative Assistant for IT, IR & SACSCOC.
B. Committees

Admissions, Registration and Financial Aid Committee-Cisco

**Purpose:** The purpose of the Admissions, Registration and Financial Aid Committee is as follows: review and make decisions on admission appeals on any admission that does not meet the regular admission standards; review and make decisions on appeals coming from students placed on financial aid probation or suspension; and to make recommendations on changes to improve registration procedures and processes.

**Representation**
- Officer: Chair (elected by committee)
- At least five Cisco faculty and/or professional staff members
- Ex officio: VP for Student Services, Dean of Counseling, Director of Admissions, Director of Financial Aid

Admissions, Registration and Financial Aid Committee-Abilene

**Purpose:** The purpose of the Admissions, Registration and Financial Aid Committee is as follows: review and make decisions on admission appeals on any admission that does not meet the regular admission standards; review and make decisions on appeals coming from students placed on financial aid probation or suspension; and to make recommendations on changes to improve registration procedures and processes.

**Representation**
- Officer: Chair (elected by committee)
- At least five Abilene faculty and/or staff members
- Ex officio: VP for Student Services, Dean of Counseling, Director of Admissions, Director of Financial Aid

Athletic Committee

**Purpose:** To study proposals and make recommendations on improvements for the Athletic Department and its programs.

**Responsibilities:** To act as liaison between the Athletic Department and the other Divisions of the College.

**Representation**
- Officer: Chair (elected by committee)
- At least seven Abilene and Cisco faculty, administrators and/or professional staff members
- Ex officio: VP for Student Services, All coaches on contract
Campus Activities Committee-Cisco

**Purpose:** The purpose of the Cisco Campus Student Activities Committee is to facilitate activities and events for Homecoming and Ranch Day for students at the Cisco College Cisco campus through the engagement of current Cisco College students in the process.

**Responsibilities:** The responsibilities of the Cisco Campus Student Activities Committee are to plan, organize and direct Homecoming and Ranch Day activities and events.

**Representation**
- Officer: Chair (elected by committee)
- Eight Cisco faculty and/or professional staff members
- Ex officio: Dean of Student Life, 4-14 students appointed

Campus Activities Committee-Abilene

**Purpose:** To facilitate activities and events for students, faculty, parents and community.

**Responsibilities:** To provide supervision and oversee fundraising for student activities and organizations.

**Representation**
- Officer: Chair (elected by committee)
- At least six Abilene faculty and/or professional staff members
- Ex officio: Director of Student Activities, Provost/Chief Academic Officer and Dean of Student Life

Curriculum Committee

**Purpose**
- To provide the structure through which the faculty have ownership and control over the college curriculum.
- To ensure the integrity and the substance of courses and programs by reviewing all proposals to:
  - Create new courses or programs.
  - Modify or delete existing courses or programs.
  - Revise the requirements for a degree or a certificate.
  - Oversee the core curriculum including transferability, learning outcomes and assessment.
**Responsibilities:** The curriculum committee’s scope is restricted to items dealing with the development, removal, or restructuring of segments of the college curriculum. All curriculum changes must be approved by the curriculum committee.

**Representation**
- Officer: Chair (elected by committee at April meeting)
- Seven total representatives from the academic divisions-different divisions (approximately 58 academic faculty)
- Four total representatives from technical divisions-different divisions (approximately 25 technical faculty)
- Ex officio: Director of Admissions, Provost/Chief Academic Officer, SACSCOC Liaison, Dean of Counseling, Dean of Workforce Education, Administrative Assistant for Instruction

**Developmental Education Committee**

**Purpose:** To retool the developmental education program in order to take advantage of the resources and information available in that field.

**Responsibilities:** To maintain vertical integration between developmental courses and college level courses within the same discipline and to act as liaisons between academic departments and Student Success Programs.

**Representation**
- Developmental Instructor serves as chair
- Six members exclusive of chair
  - At least one instructor of developmental math (must teach at both Abilene and Cisco)
  - At least one instructor of developmental language (Reading and/or Writing) (must teach at both Abilene and Cisco)
  - Director of Student Success
  - Counselor
- Ex officio: Provost/Chief Academic Officer, Director of Athletics, Dean of Counseling

**Food/Student Need Committee – Abilene**

**Purpose:** To partner with the community to keep students in school and help fill gaps when emergencies happen or needs arise.

**Responsibilities:** To maintain the integrity of the campus food pantry, to post hours, to distribute food to students, and to act as liaisons with people in the community who
desire to partner as donors

**Representation:**
- Chair elected by committee
- Two Abilene Faculty members
- Ex officio: Director of Development, Provost/Chief Academic Officer

**Student Needs Committee – Cisco**

**Purpose:** The purpose of the committee is to provide toiletries and hygiene products for men and women who cannot afford to buy necessary items. These items include mostly toiletries such as body wash, deodorant, shampoo, conditioner, toothpaste and toothbrushes, hand soap, shower gels, body soap, body lotion, tissues, disposable wipes, toilet paper, and feminine products; as well as cleaning supplies such as laundry detergent and dish soap.

**Responsibilities:**
- To solicit and secure monetary donations with which to buy necessary items.
- To solicit and receive direct donations of items.
- To maintain a Hygiene Closet wherein items are stored and made available for distribution to students.
- To maintain an alphabetical log recording the names of students and items they took from the closet, as well as the date the items were taken.
- To monitor the log: Students are permitted to take items only once in two weeks.
- To inform of the committee’s needs through posters, emails, and media news releases.

**Representation:**
- Chair elected by committee
- One Cisco Faculty member, Student Life Assistant
- Ex officio: Director of Development, Director of Student Life

**Hearing Committee**

**Purpose**
- To perform the due process provisions as outlined in the Policy Manual relating to dismissal of tenured personnel or professional contract personnel during the term of their contract.
- To hear disciplinary suspension cases that have been appealed by the student involved. The hearing will be conducted as outlined in the student handbook.
- A quorum of the annual members must be present for a hearing to take place (seven members)
Responsibilities: The committee functions primarily to insure that the student has been treated fairly and on providing the student the safeguards of “due process”.

Representation
- Officer: Chair (elected by committee)
- At least ten faculty, professional staff or administrators
- For student issues, two students are appointed to serve for the duration of each student issue
- Ex officio: Director of Student Success Programs & Title IX, Dean of Student Life, Director of Human Resources

Institutional Effectiveness Committee

Purpose
- To study and make recommendations relating to compliance with the criteria on institutional effectiveness of the Southern Association of Colleges and Schools.
- To make recommendations for the evaluation of the research, planning, and institutional effectiveness functions of the college.
- To study, review, and make recommendations relating to the College’s mission and purpose statements and its long range plan.

Representation
- Officer: Chair (elected by committee)
- At least nine faculty, administrators and/or professional staff members
- Ex officio: Provost/Chief Academic Officer, VP for Student Services, SACSCOC Liaison, Administrative Assistant for IT, IR & SACSCOC

Library Committee

Purpose:
- To evaluate faculty and student utilization of the Library and make recommendations to the director for improvement.
- To coordinate academic activities with the Library.
- Serve as a liaison group between faculty and the Library regarding general faculty representative during librarian interviews and/or hiring.

Responsibilities:
- Evaluate Cisco Library survey and report findings to faculty.
- Periodically review library policy and make revision suggestions to director, or review library policy revisions made by director and report changes to faculty.
• Communicate any requests from faculty to the library that cannot be made individually to the director, and communicate any requests from the library to the faculty that cannot be made to individual departments of faculty members.
• Investigate any issues which arise during the academic year the library director and/or the faculty request help with, and which cannot be addressed individually with the director, or with individual departments or faculty members.
• Represent the faculty, either as a committee or through a committee-member representative, during library hiring process and report on process to the faculty.
• Investigate or identify the Cisco library regarding new issues, policies, revisions, and/or requests needed to be in compliance with SACS.

**Representation**

- **Officer:** Chair (elected by committee)
- At least seven Cisco faculty and/or professional staff members
- **Ex officio:** Director of Library Services, AEC Library Manager

**Program-Level Assessment Committee**

**Purpose:**

- To implement a faculty-driven, efficient and effective institution-wide process for assessing student learning in the AA, AAT, AAS that addresses the expectations of SACSCOC principles 2.7.2 and 3.3.1.1
- To implement a faculty-driven, efficient and effective institution-wide process for assessing student learning in the general education core which aligns the expectations of the THECB and SACSOC principles CR 2.7.3 and CS 3.5.1
- To maintain the core and program curriculum maps with current program objectives, outcomes, or competencies
- To report program-level information to the college for use in improving student learning
- To provide institutional effectiveness documentation for the purpose of institution-level assessment of the college mission
- To assess the program-level assessment cycles and methodologies and make changes to improve the processes
- To review and make changes to the Assessment Committee purpose as necessary

**Representation**

- **SACSCOC Liaison** serves as Chair
- Division Chairs and Department Heads
- **Ex officio:** Director of Institutional Effectiveness and Planning, Administrative Assistant for IT, IR & SACSCOC
Safety Committee-Cisco

Purpose
• To insure that a safe living and working environment for all students, employees, and visitors is maintained.

Representation
• College Police Chief/Director of Campus Safety serves as chair
• At least six Cisco faculty and/or professional staff members
• Ex officio: Dean of Student Life, Director of Plant Operations

Safety Committee-Abilene

Purpose
• To insure that a safe living and working environment for all students, employees, and visitors is maintained.

Representation
• Officer: Chair (elected by committee)
• At least six Abilene faculty and/or professional staff members
• Ex officio: Director of AEC Physical Plant, Director of AEC Operations, Dean of Student Life, Director of Campus Safety

Technology & Distance Learning Advisory Committee

Purpose: To advise the Distance Learning program and Information Technology Management in order to ensure excellence in distance education opportunities for students and the technology needs of Cisco College. To fulfill this purpose, the committee strives toward the following goals:
• To review current policies, standards, and procedures of distance education;
• To recommend guidelines for course development;
• To recommend standards, evaluation, and training for distance-learning faculty;
• To help prepare for the future of distance learning by providing vision in view of new technologies and ideas;
• To serve as a liaison group between the Information Technology Department and the faculty and staff;
• To identify faculty, staff and student technology needs and make recommendations to Information Technology Management

Representation
• Officer: Chair (elected by the committee)
• At least eight faculty and/or professional staff members
• One Faculty Senate representative - ?
• Ex officio: Executive Director of IT, Director of Distance Education & eLearning, Director of Workforce
C. Councils

Executive Council

**Purpose:** The primary purpose of the Executive Council is to support the College mission and strengthen Cisco College through a process of collaborative problem solving in the overall leadership of the College. The Council shares in formulation of administrative policy and procedure, establishment of College priorities, and strategic planning. Members of the Executive Council are responsible for facilitating communication and coordination of efforts throughout the College.

**Representation:** President, Provost Abilene Educational Center, Vice President of Instruction, Vice President for Student Services

Leadership Council

**Purpose:**

**Representation:** Chair: President, Executive Vice President, Provost AEC, Vice President of Instruction, Vice President for Student Services, Executive Dean of Workforce & Economic Development, Director of Media, Marketing and Public Relations, Dean of Business Services, Dean of Enrollment Services, Dean of Student Life, Dean of Counseling Services, Director of Financial Aid, College Police Chief/Director of Campus Safety, Dean of Health Sciences, Director of Student Success Programs, Director of Assessment & Developmental Studies, Director of Library Services, Director of Bookstore Operations, Director of Human Resources, Director of Cisco Physical Plant, Director of AEC Operations & Assistant to Provost, Director of AEC Physical Plant, Director of Athletic Programs & Facilities, Director of Performing Arts Programs & Facilities, Faculty Senate President

Student Services: Student Support Council

**Purpose:** The purpose of the Cisco College Student Services Council is to support the College mission by providing a venue for effective communication between the College departments providing support services to students, and to collaborate toward the improvement in the efficiency, effectiveness, and delivery of those services.

**Representation:** Vice President for Student Services, Dean of Enrollment Services, Dean of Counseling Services, Dean of Student Life, Director of Financial Aid, Director of ARA Food Services, and College Police Chief/Director of Campus Safety
B-2: DRIVING COLLEGE VEHICLES PROCEDURES:

VAN AND VEHICLE DRIVERS’ ORIENTATION 2014-2015

A. Basic requirements to be a driver of vehicles and vans owned by Cisco College

1. You, the driver, must be current faculty, staff, or student at Cisco College, or have permission from President Bobby Smith.
   a. You, the driver, must have a valid driver’s license issued in the United States and legal in the State of Texas, and which also authorizes you, the driver, to operate the specific vehicle checked out.
   b. You, the driver, must have an acceptable driving record according to the college’s current insurance company.
   c. You, the driver, must attend the Van and Vehicle Orientation Class.

2. Students who have completed the Driver’s Orientation Class, and have been successfully added to the driver’s list, are to drive as a last resort.

B. Rules of Cisco College pertaining to Vehicles and Vans

The only vehicles exempt are those vehicles provided through employment contract and are considered as taxable remuneration. They are provided for official and personal use purposes.

Reserving Vehicles and Other Information:

1. Vehicles may be reserved and checked out at the Business Office by contacting Ext. 5116 (Beverly Massey) or Ext. 5123 (Renee Batteas). The Business Office will issue keys, gas card, and insurance form.

2. You, the driver, will have to fill out the Vehicle Pass. It is located in the office of Beverly Massey (Room 100, Harrell Fine Arts Building), in a notebook. If the Vehicle Pass is not completed, vehicle bags will not leave the office.
3. There should be a Mileage Log pad in each vehicle. Fill in the beginning mileage and ending mileage and the date. Place the form in the bag before it is returned. Mileage Logs help to track when the oil is to be changed for each vehicle.

4. Keys, gas card with gas purchase receipts, and insurance forms must be turned in to the business office immediately following your return to the campus before 4:30 p.m., or at 8:00 a.m. the following morning if you return after business hours. (EXCEPTION: If the vehicle check-in and turnaround check-out is on a tight schedule and another driver needs the vehicle you will be returning, we will give the next driver your information and the two of you will need to make arrangements regarding a time for the exchange.) Vehicle passes still need to be filled out in the office of Beverly Massey before such exchange is approved. The mailbox belonging to Coach Hughes will no longer be used as a drop-off location or exchange point.

Returning the Vehicle:

1. Remove all trash and personal belongings from the vehicle(s) upon return to the campus. As the driver, it is your responsibility to keep the vehicle(s) as clean as possible while in use. If you pick up a vehicle without trash in it, you bring it back to the parking lot without trash in it!

2. Before returning to the campus, it is your responsibility to fill the vehicle with fuel.

3. The vehicle parking lot is reserved for school vehicles only. Your personal vehicle may be parked in the lot South of VoTech I. Each school vehicle will have assigned parking. Please part Cisco College vehicles in the proper place upon your return. On the Abilene campus, please see Lee Davidson if the vehicle is to be left overnight. Vehicles may be parked in the Automotive Technology shop or just outside the shop.

4. If your vehicle check-out involves a trailer, unhook and park it upon your return. A trailer light plug adapter is required on some vehicles. The College attempts to keep adapters in the trailers, or you can purchase adapters. **If the trailer becomes damaged in any way on your trip, please notify Renee Batteas. PLEASE UNHOOK THE TRAILER LIGHT PLUG BEFORE DRIVING AWAY FROM THE TRAILER.**

5. Notify the Business Office of any problems with a vehicle – mechanical warning lights, cracks in the windshield, or anything that would concern you if it was your personal vehicle.
C. POLICY FOR USING CISCO COLLEGE VEHICLES

1. Cisco College has a **Zero Tolerance Policy** in that vehicles belonging to Cisco College are to be operated by Cisco College-authorized drivers only, and are not to be used for personal business or personal reasons.

2. Cisco College has a **STRICT POLICY** that all laws are to be followed at all times. It is critical that all speed limits are obeyed – advisory speed limits, temporary speed limits, work zone speed limits, school zone speed limits, and campus speed limits. **The campus speed limit for the Cisco and Abilene campuses is 20MPH unless otherwise posted.**

3. Cisco has a **Zero Tolerance Policy** that you never overload vehicles with cargo or passengers. A 15 passenger van may legally carry a driver and 14 passengers.

4. Cisco College has a **STRICT POLICY** that all seat belts for the driver and passengers are to be worn.

5. On overnight trips it is the driver’s responsibility to protect the vehicle at all times. Always try to park in areas that will be safe and conspicuous. If vandalism or problems occur, notify the proper authorities and acquire a report for Cisco College, and for the College’s insurance company.

6. Notify the authorities of any accidents, no matter how small, and give the accident report to Renee Batteas upon your return. Should you need assistance, have a major accident, or if there are injuries in either party, notify Renee Batteas as soon as possible.

7. The use of tobacco products is forbidden in any Cisco College vehicle. Cisco College has a **Zero Tolerance Policy that no alcoholic beverages are allowed in any Cisco College vehicle.**
Cisco College Vehicle Operators Contract

Safety Policy

• The safety of the student, faculty, staff, and the public is paramount. Every attempt must be made to reduce the possibility of accidents.

• Safety shall take precedence over expediency, or short cuts, at all times.

• Cisco College intends for all vehicle operators to comply with all applicable safety laws, regulations, and Cisco College policies.

I (print) ____________________________ have attended the Van and Vehicle Drivers Orientation Class.

Social Security Number ____________________________

Driver’s License Number ____________________________

Department ____________________________

I have read, understand, and agree to abide by the required rules for drivers, and Rules of Cisco College pertaining to Vehicles and Vans.

Signature ____________________________
B-3: DUE PROCESS PROCEDURES

General Complaint Procedure:
The procedure for processing an official complaint is as follows:

1. The employee/complainant should first talk to his/her supervisor. Should an employee/complainant feel after oral discussion with his/her supervisor that a resolution has not been reached, the employee should present the facts in writing to the next level of supervision in the chain of command. At this point in the process, this level supervisor should share the written complaint with his/her supervisor, the Human Resources Director, and the highest level administrator in this area of reporting. The supervisor receiving the written complaint will respond in writing within five (5) college working days after receipt of the written grievance.

2. Should the employee/complainant decide that the reply of this level of supervisor is unsatisfactory the matter may be taken to the next level of supervision. This individual will also respond to the employee/complainant within five (5) college working days after receipt of the written complaint.

3. When the matter reaches the Executive Council level position for resolution, this individual will also respond in writing to the employee/complainant within five (5) college working days after receipt of the written complaint.

4. In the event that the matter is not resolved at the Executive Council level, the employee/complainant may file a notice of appeal to the college president within five (5) college working days after receipt of the Executive Council members’ decision.

5. Upon the receipt of the written notice of appeal, the college president makes the final decision on the matter within five (5) college working days.

Hearing Procedure:
The Hearing Procedure may be requested by a tenured employee who is being recommended for dismissal or by a contract employee who is to be dismissed before completion of the term of contract.

1. The employee shall be given reasonable notice of the action in writing. If, upon receiving written notification the employee desires to be heard in order to contest the proposed action of the Board, he/she shall give the Hearing Committee written notice within 10 college working days of receipt of the notice of proposed dismissal.
If a request for hearing within the ten college working days prescribed is not submitted, the employee shall be deemed to have waived any right to a hearing.

2. In the event that the employee shall file a timely request for hearing, said hearing shall be set within 10 college working days of the date the request for the hearing is received by the Hearing Committee.

3. The Hearing Committee may conduct the hearing in closed session unless the employee requests a public hearing, in which case the hearing shall be open to the public. In matters where the conduct of individuals, other than the faculty member or employee filing the grievance, will be at issue and will require testimony from those individuals, or evidence of the conduct of those individuals, then the affected individuals shall have the right to petition the Board to close to the public either the entire hearing or those portions of the hearing at which the affected individual’s conduct will be discussed or at which they will testify.

4. At the hearing, the employee shall have the right to hear the evidence upon which the dismissal is based, to cross-examine all adverse witnesses, and to present evidence in his/her behalf. The Committee shall determine the existence of good cause for dismissal, which determination shall be based solely upon the evidence presented in the hearing.

5. The employee may be suspended with pay by the College President pending the outcome of the dismissal hearing.

6. In the event that the decision of the Hearing Committee is unsatisfactory to the employee or the supervisor, either may within five college working days after receipt of the decision of the Hearing Committee file a written notice of appeal to the President. Upon receipt of the notice of appeal, the President will schedule within five college working days a hearing with the employee and the supervisor. The President will issue a written decision within ten college working days following the hearing.

7. If the employee or supervisor is not satisfied with the decision, each may request a hearing with the governing board within five college working days of the receipt of the decision of the President. The governing board will conduct the hearing within thirty college working days from the date of the request for a hearing. The governing board will make the final decision regarding the matter.
**B-4: Electronic Mail Procedures**

1. Use the subject field. If you change the topic of an e-mail in the reply, please change the subject line to match.

2. All e-mail should begin with a greeting.

3. All e-mail should end with a signature line—short and descriptive. (The automated signature function will attach your signature to all outgoing messages.)

4. Don’t type in all upper case—it’s considered SHOUTING.

5. Please be judicious when using College Contact Lists. If your message is not work-related, please select only the names of individuals that you know would like to receive the message.

6. Do not forward a message addressed to you unless you know the message was intended to be forwarded.

7. Remember that your e-mail is not necessarily private. (Don’t say anything that you wouldn’t want your mom to read.)


**B-5: FACULTY LOAD FORMULA**

A. Contract load is determined according to a load contact hour formula. The contract load for a full-time professor on a nine month contract is 240 load contract hours per academic semester. The contract load for a non-tenure track instructor is 192 load contact hours per academic semester. Additional load will be compensated according to the faculty salary schedule. See Appendix A-1.

   a. One contact hour per week of lecture equals one load credit.

   b. One contact hour per week of lab equals .66 load credits.

   c. All lecture and lab hours should reflect the information in our catalog. The information in the catalog is based on a 16 week semester unless indicated differently. If the class meets a shorter semester, the load contact hours should equal the total number for a 16 week semester; the number per week would change. Online classes are assigned the same load contact hours as the same class taught face-to-face.

   d. Calculating Load Credit Hours:

<table>
<thead>
<tr>
<th>Type course</th>
<th>Load Contact Hrs for 16 weeks</th>
<th>Per hour rate</th>
<th>Overload/Adjunct Pay for 16 week semester</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Paid at 100% of contact hrs</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lecture/Clinical – 1 hour/wk</td>
<td>16</td>
<td>$28</td>
<td>$448.00</td>
</tr>
<tr>
<td>Lecture/Clinical – 2 hour/wk</td>
<td>32</td>
<td>$28</td>
<td>$896.00</td>
</tr>
<tr>
<td>Lecture/Clinical – 3 hour/wk</td>
<td>48</td>
<td>$28</td>
<td>$1,344.00</td>
</tr>
<tr>
<td>Lecture/Clinical – 4 hour/wk</td>
<td>64</td>
<td>$28</td>
<td>$1,792.00</td>
</tr>
<tr>
<td>Lecture/Clinical – 6 hour/wk</td>
<td>96</td>
<td>$28</td>
<td>$2,688.00</td>
</tr>
<tr>
<td>Lecture/Clinical – 7 hour/wk</td>
<td>112</td>
<td>$28</td>
<td>$3,136.00</td>
</tr>
<tr>
<td>Lecture/Clinical – 8 hour/wk</td>
<td>128</td>
<td>$28</td>
<td>$3,584.00</td>
</tr>
<tr>
<td>Lecture/Clinical – 12 hour/wk</td>
<td>192</td>
<td>$28</td>
<td>$5,376.00</td>
</tr>
<tr>
<td>Lecture/Clinical – 16 hour/wk</td>
<td>256</td>
<td>$28</td>
<td>$7,168.00</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-----</td>
<td>-----</td>
<td>------------</td>
</tr>
<tr>
<td>Lecture/Clinical – 21 hour/wk</td>
<td>336</td>
<td>$28</td>
<td>$9,408.00</td>
</tr>
</tbody>
</table>

**Paid at 66% of contact hrs**

<table>
<thead>
<tr>
<th>Lab – 1 hour/wk</th>
<th>10.56</th>
<th>$28</th>
<th>$295.68</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lab – 2 hour/wk</td>
<td>21.12</td>
<td>$28</td>
<td>$591.36</td>
</tr>
<tr>
<td>Lab – 3 hour/wk</td>
<td>31.68</td>
<td>$28</td>
<td>$887.04</td>
</tr>
</tbody>
</table>

**66% of contact hrs (cont’d)**

<table>
<thead>
<tr>
<th>Lab – 4 hour/wk</th>
<th>42.24</th>
<th>$28</th>
<th>$1,182.72</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lab – 5 hour/wk</td>
<td>52.80</td>
<td>$28</td>
<td>$1,478.40</td>
</tr>
<tr>
<td>Lab – 6 hour/wk</td>
<td>63.36</td>
<td>$28</td>
<td>$1,774.08</td>
</tr>
<tr>
<td>Lab – 7 hour/wk</td>
<td>73.92</td>
<td>$28</td>
<td>$2,069.76</td>
</tr>
<tr>
<td>Lab – 8 hour/wk</td>
<td>84.48</td>
<td>$28</td>
<td>$2,365.44</td>
</tr>
</tbody>
</table>

**Paid at 100% of contact hrs**

| Co-ops/Internships – All | 64 | $28 | $1,792.00 |

- Based on the above, a class with 3 lecture and 4 lab hours per week would be 90.24 load contact hours and paid $2,526.72.

- A class that has one lecture and 6 lab hours per week would be 79.36 load contact hours and paid $2,222.08.

**B. Contract loads less than or in excess of 240 or 192 load contact hours will be set upon the recommendation of the Division Chair and approved by the Vice President of Instruction**

  a. Full-time faculty who are responsible for performing teams and ensembles are assigned teaching loads by their immediate supervisor.
b. Health Science faculty loads are based on standards set by the Texas Board of Nursing and other outside accrediting agencies. These agencies may mandate contact hours in a particular field, ratio of student to faculty and number of hours designated for curriculum, course, faculty, program and clinical evaluations. Health Science faculty loads must be equivalent to faculty loads in other divisions.

C. Division Chairs are assigned reduced loads to allow for administrative tasks.
B-6: GRANT WRITING PROCEDURES

PROCEDURAL GUIDELINES FOR SECURING EXTERNAL FUNDS

One of the roles of advancement is to coordinate and prepare funding proposals from private as well as governmental sectors to advance the mission, purpose and goals of the college. External funding can create additional reporting requirements, record keeping and workflow issues. In addition, approaches to funding sources, particularly private sources, must be coordinated. Therefore, permission must be granted prior to pursuing external funds.

A. FUNDING SOURCE GUIDELINES

1. Funding from governmental sectors: The applicant should closely follow the agency guidelines to ensure that Cisco College can qualify for and appropriately administer the grant.

2. Funding from the private sector: There are three general types of proposals that are structured to meet the donor’s informational needs.

   a. Major Donor Proposal – A major donor proposal is prepared for an individual. The content is tailored to the individual's interests, personal preferences and history with the college.

   b. Corporate Proposal – A corporate proposal is prepared for a corporation or organization. A corporate proposal focuses more on the benefits of giving and does not typically include "emotional appeal" language. A typical corporate proposal includes:

      • Executive Summary
      • Request for Funding
      • Statement of Need
      • Description of Project
      • Evaluation of Project
      • History of department, the college or school and Cisco College
      • Detailed Budget
c. **Foundation Proposal** – The foundation proposal format will follow the application deadlines and proposal guidelines required by the specific foundation.

**B. PROPOSAL DEVELOPMENT**

The applicant should contact the office of Director of Media, Marketing and Public Relations **at least one month** prior to the submission deadline, to ensure the viability of the project, including the proposal budget, and for compliance with agency guidelines (RFP) and Cisco College policy. Exceptions will be made when the RFP has a particularly short turnaround time.

**A Proposal Tracking Form** must be submitted by the applicant with the division chair signature to the Director of Media, Marketing and Public Relations. The director will review the form, sign the appropriate area and take it to a member of executive council for final approval.

Upon receipt of approval, the applicant may proceed with the proposal. The office of institutional research and advancement will provide general college information and will assist with the development and writing of the proposal if requested.

**C. PROPOSAL SUBMISSIONS**

After a proposal has been completed, and all appropriate signatures have been obtained for the proposal, the following process will be followed:

1. **Departmental Review**: Each proposal package (Proposal Tracking Form, full proposal, original RFP) will be reviewed and endorsed by the division chair or other appropriate personnel at the departmental level.

2. **Executive Committee Review**: The proposal package will then be presented to a member of the executive council for final approval.

3. **Mailing/Submission**: After the proposal has been reviewed and authorizing signatures secured, the Director of Media, Marketing and Public Relations will be responsible for mailing/submitting (including appropriate number of copies) to the funder. When a proposal is being submitted in hard copy rather than electronically, and will be mailed, express mailed, or shipped with an overnight delivery service, the Director of Media, Marketing and Public Relations will secure the routing number and evidence of pick-up and delivery.
D. NOTICE OF FUNDING

When the college receives notice of funding, all documents received from the funding source should be forwarded to the Director of Media, Marketing and Public Relations. Acceptance of funds obligates the district, project director and other college personnel to exercise full responsibility in pursuit of the project.

E. ADMINISTRATION OF PROJECT ACTIVITIES

1. **Implementation:** The project director is responsible for implementing and abiding by the terms of the agreement. Assistance will be given from other offices when necessary in order to ensure the college fully complies.

2. **Reporting:** The project director is responsible for producing all statistical, narrative and non-financial reports as required by the funding source. These reports must be completed and submitted according to the project’s contractual requirements. Copies of all reports will be forwarded to the Director of Media, Marketing and Public Relations.

3. **Finance:** The project director is responsible for working with the budget office to ensure that appropriate measures have been established to accommodate the disbursement and reported use of funds.

F. OTHER ISSUES

1. **Collaborative Projects:** In situations where Cisco College is not the primary fiscal agent but is a co-collaborator/sub-grantee on a project, a copy of the budget must be obtained as soon as possible and submitted along with a Proposal Tracking Form to the Director of Media, Marketing and Public Relations. If possible, it is preferable to have a copy of the full proposal and the original RFP.

2. **Letters of Support:** Letters of support can create obligations for the district. If an external entity requests a Cisco College employee to write a letter of support, the employee must obtain administrative approval prior to sending the letter.
B-7: HIRING PROCEDURES

1. Recruitment
   a. When a position becomes available, the supervisor, after obtaining approval from an Executive Council level administrator, creates a job notice containing responsibilities and qualifications for the position and delivers it to the Director of Human Resources.
   b. The Human Resources Office posts the job notice as directed. The position opening may be advertised in appropriate geographic areas as determined by the hiring supervisor.
   c. Applicants’ original files are kept in the Human Resource office only. The Human Resources Office will ensure personnel files are complete for candidates employed by Cisco College.
   d. The Board of Regents must give final approval for Cisco College employment.
   e. Applications will be kept on file for one year.

2. Interviewing/Selection
   a. The Human Resources office obtains and collates the following information on applicants:
      i. Application form
      ii. Resume, when required
      iii. Letter of application, when required
      iv. Transcripts of college coursework, when required
      v. Criminal Background check
      vi. Work experience and licensure information if applicable.
   b. Interview Selection Procedures:
      i. The Human Resources department will submit all applications for the open position to the appropriate supervisor.
      ii. The appropriate supervisor, with the approval of the Vice President of Instruction, shall assemble a committee to be charged with reviewing, interviewing, and recommending a candidate for the
contract faculty position to the Vice President of Instruction. The committee shall consist of at least a 75% majority of faculty from within the appropriate division and/or related disciplines. The appropriate Division Chair/Director shall serve on and chair the committee.

iii. Qualifications are minimum requirements. In addition, applicants for faculty positions will be further screened by comparison with academic training and experience of other applicants. Only those applicants who are selected as best suited for the needs of the specific position may receive a personal interview for the position.

iv. Non-faculty employees are selected for interviewing on the basis of academic training and/or work experience. In addition, an applicant is selected who is best suited for the needs of the specific position. The appropriate supervisor will review the individuals selected for possible interview.

v. Reference checks are required on all full-time employees. Reference checks will be made by the appropriate supervisor.

vi. A candidate for a position is usually invited to the campus for a personal interview with the appropriate hiring committee, supervisor, administrator, and/or the President.

vii. When the committee has selected a candidate to recommend for the contract faculty position and prior to extending any offer of employment, the Division Chair/Director will notify the Vice President of Instruction in writing for approval and to subsequently forward to the President and Board of Regents. Once a candidate has been approved by the Vice President of Instruction, an inquiry is made by the Human Resources Office or the immediate supervisor to determine if the candidate is indeed interested in employment at Cisco College.

viii. All applicants will be subject to a criminal background check prior to employment with the district. The applicant’s signed release is obtained on the application. If more information is needed to process the criminal background check, the Human Resource department will contact the applicant.
3. Part Time Employee Hiring Procedure

Upon hiring a new adjunct instructor:

a. Division Chairs disseminate the current New Hire Packet to the adjunct. The Oath of Office form in this packet must be notarized. In Cisco, contact the Human Resources or Business Office for notary services; in Abilene, contact the Director of AEC Operations for notary services.

b. Division Chairs submit the completed paperwork to the Assistants to the Vice President of Instruction. The Assistants enter the new employee’s Employee Information Form on the intranet, notifies Admissions to add the new adjunct to the POISE database, and forwards the completed paperwork to Human Resources. Human Resources will contact the Division Chair or new employee for any missing information.

c. New adjunct instructors shall have official transcripts sent directly to the Human Resources office:

   Cisco College
   ATTN: HUMAN RESOURCES OFFICE
   101 College Heights
   Cisco, TX 76437

Transcripts must be sent to the attention of HR where official copies are required in all faculty files per SACS and College policies. (PLEASE NOTE: Transcripts received at the Admissions Office may be mistakenly filed as incoming student transcripts and subsequently destroyed.) Upon receipt, Human Resources will copy the official transcripts to the Assistant to the Vice President of Instruction for SACS documentation.

New health science division’s adjunct instructors shall have official transcripts sent to the Human Resources office at the above address, as well as to the appropriate Director as required by health science accrediting agencies.

d. Division Chairs enter the new adjunct instructor’s information into the Faculty Credentials Database under the SACS area of the Intranet.

e. Division Chairs also request new adjuncts’ POISE, email, and Canvas
accounts from the helpdesk and Executive Director of Information Technology Systems

4. Commitment to Employ
Employees are considered provisionally hired until all paperwork has been submitted and processed.

a. The Human Resources Department will complete a file after receiving a recommendation from the supervisor. If transcripts are not official, the provisional employee must request that official transcripts be sent to the Human Resource office.

b. The President’s office may issue provisional letters of employment.

c. The President makes recommendations to the Board of Regents concerning employment selections. If the position has not been previously approved in the budget, the President will submit the position to the Board of Regents for approval prior to the selection of an employee.

5. Recommendations of Former or Current Personnel and/or Verification of Employment
If an employee is contacted by an outside individual seeking a reference for a current or former employee, the employee giving the recommendation assumes all risk and liability associated with these recommendations. Cisco College employees may choose not to give recommendations.

Verifications of employment will be officially made by the Human Resources Office.
B-8: PUBLICATIONS AND MEDIA COMMUNICATION PROCEDURES

Introduction
Complete and accurate publications and effective communications with the media are critical to Cisco College’s ability to carry out its mission and promote continued public support for the college. Accurate publications and effective media relations best serve the college by:

- Informing the public of what Cisco College can do for them,
- Promoting the college’s achievements, activities and events of significance,
- Expanding the general visibility of the college, and
- Ensuring that accurate information is conveyed to the public regarding incidents and issues of a controversial and/or sensitive nature.

The Director of Marketing and Public Relations serves as the official college spokesperson and conveys the official college position on issues of general college-wide impact or significance or situations that are of a particularly controversial or sensitive nature. Inquiries from the media about such issues should be referred to the Director of Marketing and Public Relations or to the President.

Depending on the specific circumstances, the President may designate another college administrator to serve as spokesperson for a particular issue.

In cases of critical significance to the college, the Director of Marketing and Public Relations will work with other college officials to develop an “official statement”, detailing the known facts of the situation and summarizing the college position.

In the event of a crisis or emergency situation, the Director of Marketing and Public Relations will handle all contacts with the media, and will coordinate the information flow from the college to the public. In such situations, all campus departments should refer calls from the media to the Director of Marketing and Public Relations or the President.
The Director of Marketing and Public Relations serves as the college webmaster and is responsible for maintaining the college website(s) and social media presence. The Director of Marketing and Public Relations maintains a website organizational chart and coordinates with college personnel who hold web-content responsibilities to review and update the college website periodically.

**Procedures**

All press releases intended for off-campus or external audiences should be routed through the Director of Marketing and Public Relations.

Since positive media solicitation is an integral element of the college's communications program, any ideas for articles or pieces that would positively portray the college, its work or its community should also be directed to the Director of Marketing and Public Relations. The Director of Marketing and Public Relations should be notified about occurrences that are likely to rise to the level of a news story.

Members of the faculty and staff are free to respond to requests from the media regarding their own scholarship, teaching or professional expertise. In such cases, the Director of Marketing and Public Relations should be notified as soon as possible. Such notification can be particularly important if follow-up inquiries are made with other college personnel.

Guidelines for communicating with the media when the issue is non-controversial and limited to the faculty and/or staff member’s area of expertise are:

- Obtain the name of the person calling, the media organization and, if available, the anticipated time of release of information in print or broadcast. This information should be included when notifying the Director of Marketing and Public Relations.

- The best approach with media is to be prompt, helpful and honest. All contacts from the media should be returned as soon as possible, in deference to reporters’ deadlines. Calls should be returned within a half-day. If that is not possible, an alternate employee (if appropriate) or the Director of Marketing and Public Relations should be asked to handle the call.

- Make sure you understand each question from the media before answering. If you cannot answer the question, or are uncomfortable providing a response, take the reporter’s number and advise him/her that someone who can provide the information will contact him/her as soon as possible. Then follow-up by contacting the Director of Marketing and Public Relations.
• Do not offer speculations or gossip. Do not answer a reporter’s question with “no comment”. Do not be condescending or underestimate the reporter’s intelligence, but make sure the reporter understands your responses. Provide your phone number and/or email address for follow-up questions.

• Remember that in responding to the media, you can be seen as representing and speaking for the college. Personal opinions should be clearly and carefully identified as such.

• Issues that should not be discussed with reporters are:
  o legal issues,
  o personnel issues,
  o questions that involve college integrity, such as ethics or issues that may result in harm to others, or
  o a campus crisis or emergency.

• Any media inquiries that involve information about specific students should be directed to the Dean of Students. Such inquiries will be handled in strict compliance with the Family Educational Rights and Privacy Act (FERPA).

• Any media inquiries regarding Cisco College faculty or staff should be referred to the Director of Human Resources. Only public information may be provided without the employee’s written approval.

**Campus Emergency/ Crisis**
Crisis communications have a lasting impact on institutional reputation and public support. How well we convey our message to the public greatly depends on what is reported in the media. This is especially true in a crisis, during which the news media is the primary means of communication to our constituencies. Because of the emotions that usually accompany crises, images formed from crisis reporting are especially important in shaping long-lasting public impressions of the institution.

In the event of a major crisis on campus, the Office of the President is responsible for the development and dissemination of all college communication. This includes internal communications with students, faculty and staff, as well as communications with the media. The priority will be on maintaining timely and open communications with the media, coordinating with the Office of Campus Safety to provide complete accurate and confirmed information about the emergency situation and the college response. Communications with the media will be frequent throughout the duration of the emergency situation. The Cisco College website will be a key medium for updating the college community and the
public regarding the details of the emergency situation and the actions taken to address all related issues.

In a campus emergency faculty, staff and students have a right not to speak with the media. The media has a right to access only public areas. Any individual who feels a reporter has abused his/her rights should report the incident to the Director of Marketing and Public Relations.

**College Website Maintenance**

The Director of Marketing and Public Relations, or a member of his/her staff, will maintain a Website Content Chart that identifies college positions with web content responsibilities. The Director of Marketing and Public Relations will maintain the chart on the college intranet and/or website for ready access by college personnel.

Prior to the start of each Fall semester, the Director of Marketing and Public Relations will provide the Website Content Chart to the Executive Council for review and updating as necessary. Also prior to the start of each Fall semester, the Director of Marketing and Public Relations will send a request for website review and updates to college personnel with designated web content responsibilities. Updates will be submitted to the Director of Marketing and Public Relations office via an appropriate electronic format by an electronic request form maintained on the college website, with updates to be completed on the website within 7-10 business days.

**Official Publications Designation and Archiving**

The Executive Council will maintain a list of college publications designated as official, including but not limited to the college catalog, student and residence hall handbook, and dual credit handbook. A publication master will be identified for each official publication. Changes to official college publications requested by Deans, Directors, Division Chairs, the Curriculum Committee or other appropriate group or individual will be submitted to the official publication master in an appropriate electronic format. The request should include the content to be updated, the reason for the update, and the effective date of the new content. The official publication master will archive the current publication version, update the official publication, and notify the requesting personnel or committee that the update has been completed. This updating should be accomplished within 7-10 business days or as soon as practical or specified, depending on the official publication.
## Cisco College Official Publication List with Publication Master

<table>
<thead>
<tr>
<th>Publication Name</th>
<th>Publication Master</th>
<th>Update/Archival Schedule</th>
<th>Archives</th>
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<tr>
<td>Cisco College Catalog</td>
<td>VPI-Administrative Assistant</td>
<td>Biannually by fall and/or spring</td>
<td>Website</td>
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<tr>
<td>Cisco College Website</td>
<td>Director of Marketing and Public Relations</td>
<td>7-10 business days or as practical</td>
<td></td>
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<tr>
<td>Student Handbook</td>
<td>VP of Student Services</td>
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<td>On file</td>
</tr>
<tr>
<td>Dual Credit Handbook</td>
<td>Coordinator of Dual Credit Programs</td>
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<tr>
<td>Cisco College Policy Manual</td>
<td>Executive Assistant to Board and President</td>
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<td></td>
</tr>
<tr>
<td>Academic School Calendar</td>
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</tr>
<tr>
<td>Faculty Handbook</td>
<td>VPI-Administrative Assistant</td>
<td>Summer annually</td>
<td>On file</td>
</tr>
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**B-9: PUBLIC INFORMATION REQUESTS**

Cisco College is bound by requirements and guidelines provided in the Freedom of Information Act, The Texas Public Information Act, The Privacy Act, and The Family Educational Rights and Privacy Act when providing public and media access to official college documents and records. All requests for public information must be made through the Director of Media, Marketing and Public Relations, the designated public information compliance office.

**Requesting Information**

Public information requests must be made in writing and submitted to the Director of Media, Marketing and Public Relations. Under the Texas Public Information Act, the requestor must ask for records or information already in existence; the College is not required to create new information, or do legal research to answer questions. In preparing a request the requestor may want to ask the College what information is available.

**Fees**

Cisco College does not charge for the opportunity to inspect available public information, however, there are charges if the institution is providing copies of information to the requesting individual(s). The following fee structure is observed for providing copies of public information to the requestor:

- Paper copies ................................................................. $.10 per page
- Labor ................................................................. $15.00 per hour
- Labor for any necessary computer programming . $30.00 per hour
- Labor for necessary data manipulation ............... $15.00 per hour
- Overhead Charge ................................................................. 20%
- Client Server Charge ................................................. $3.00 per hour
- PC Charge (i.e. burning CD’s) ................................. $1.00 per hour

**Cost of Copies**

**General Cost Provisions**

Subchapter F of the Texas Public Information Act, sections 552.261 through 552.275, generally provides for allowable charges for copies of and access to public information. All charges are calculated in accordance with the rules promulgated by the attorney general under section 552.262. The rules establish the charges, as well as methods of calculation for those charges. The rules also provide that Cisco College may, if needed to cover its costs, exceed the costs established by the rules of the attorney general by up to 25 percent.
In general, charges are allowed for copies of public information to recover the cost of materials, labor, and overhead. However, if a request is for 50 or fewer copies of paper records, the allowable charges are limited to the per page charge for each copy, unless the records to be copied are located in (a) two or more separate buildings, or (b) a remote storage facility. Buildings connected by an open or covered sidewalk, or an underground or overhead passageway are not considered “separate buildings.”

The Act provides several exceptions to the general rule that charges for access or inspection of records are not allowed. For information contained in paper records, the exceptions are based on the volume or age of the records, combined with the time required to prepare the records for inspection. For information contained in electronic records, the exceptions are based on the location of the records, whether they are directly accessible to the public in their electronic format, and the tasks that must be performed before providing access to the public information.

**Charges for Copies of Paper Records and Printouts of Electronic Records**

As indicated by section 552.261(a), Cisco College is allowed to recover all costs related to reproducing public information. A request for copies and/or printouts that results in more than 50 pages may also be assessed charges for labor, overhead (which is calculated as a percentage on the labor total), and materials. When a request results in more than 50 pages, the location of the records is irrelevant. Requests that require programming and/or manipulation of data may be assessed charges for those tasks also, as well as computer time to process the request. The law defines “programming” as “the process of producing a sequence of coded instructions that can be executed by a computer.” “Manipulation of data” is defined as “the process of modifying, reordering, or decoding of information with human intervention.” Finally, “processing” means “the execution of a sequence of coded instructions by a computer producing a result.” The amount allowed for computer processing depends on the type of computer used and the time needed for the computer to process the request. The time is calculated in CPU minutes for mainframe and midrange computers and in clock hours for client servers and PC’s.

**Examples:**

1. Cisco College receives a request for copies of the last 12 months’ worth of travel expenditures for employees, including reimbursements and backup documentation. The records are still in the building. The College determines that there are about 120 pages, and that it will take one and a half hours to put the information together, redact social security numbers and credit card numbers (the requestor has given permission to do this), and make copies.
The total charges for this request would be:
Copies, 120 pages @ $.10/page $12.00
Labor, 1.5 hours @ $15.00/hour $22.50
Overhead, $22.50 x .20 $4.50
Total for copies & labor (paper records) $39.00

2. In addition to the above request, the requestor also sends a separate request for copies of all the e-mails between two named employees and the public for the same 12-month period. The requestor has agreed to the redaction of any e-mail addresses of members of the public. Cisco College determines that there are 80 pages of e-mail responsive to this request.

The total charges for this request would be:
Printouts, 80 pages @ $.10/page $8.00
Labor, .25 hours to recover deleted e-mails, @ $15.00/hour $3.75
Labor, .50 hours to write program to redact, @ $30.00/hour $15.00
Overhead, $18.75 x .20 $3.75
Client Server, .50 hours to process program, @ $3.00/hour $1.50
Total for printouts & labor (electronic redaction/electronic records) $32.00

3. Rather than receiving the e-mails in paper form, the requestor wants to receive them electronically on a CD.

The total charges for this request would be:
Labor, .25 hours to recover deleted e-mails, @ $15.00/hour $3.75
Labor, .50 hours to write program to redact, @ $30.00/hour $15.00
Labor, .25 hours to prepare to burn to CD, @ $15.00/hour $3.75
Overhead, $22.50 x .20 $4.50
Client Server, .50 hours to process program, @ $3.00/hour $1.50
PC, .25 hours to burn CD, @ $1.00/hour $0.25
Materials, 1 CD @ $1.00/each $1.00
Total for CD & labor (electronic redaction/electronic records) $29.75
B-10: ORGANIZATIONAL CHART BY POSITION