

**BOARD OF REGENTS FOR HIGHER EDUCATION
Human Resources and Administration Committee
SPECIAL MEETING**

8:30 am, Wednesday, November 28, 2018

[BOR Boardroom, Ground Floor, 61 Woodland Street, Hartford, CT](#)

AGENDA

1. Call to Order
2. Approval of Meeting Minutes - [September 5, 2018](#) and [October 16, 2018](#)
3. Action Item
 - a. Revision to Management Confidential policy on course privileges
4. Information Item:
 - a. Update on institutional equity planning
5. Adjournment

Committee members

Naomi K. Cohen, Chair
Richard J. Balducci
Holly Howery
David Jimenez
Elease Wright

ITEM

Revising the course privileges benefit for management & confidential professional employees at the community colleges.

BACKGROUND

Under the Board's existing Human Resources Policies, management and confidential professional employees at the community colleges receive course privileges that they can utilize only at the community colleges; this waiver of tuition and fees cannot be applied at the state universities. Until July 1, 2017, this benefit was substantially identical to the tuition waiver available to community college employees covered by collective bargaining agreements.

At the last round of contract negotiations, the Board and the three unions representing community college employees agreed to revise the course privileges benefit so that it could be applied towards the cost of tuition and fees at the state universities. Specifically, the new provision stipulates that employees may utilize the cash value of their community college benefit towards the cost of tuition and fees at the state universities. Generally speaking, the value of the community college benefit covers roughly 80% to 85% of the cost of tuition and fees at the universities.

One consequence of this bargained contractual change is that a differentiated tuition waiver benefit resulted between represented employees and non-represented management and professional confidential employees.

RECOMMENDATION

In the interests of equity and good conscience, along with the belief that recruitment and retention efforts will be enhanced, it is recommended that the course privileges benefit for management and confidential professional employees at the community colleges be aligned with the benefit available to community college employees covered by a collective bargaining agreement. The CSCU President concurs with this recommendation.

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Revised Course Privilege Benefits for Management & Confidential Professional Employees at the Community Colleges

WHEREAS, under the Board's existing Human Resources Policies, management and confidential professional employees at the community colleges receive course privileges that they can utilize only at any of the CSCU community colleges; and

WHEREAS, currently there is no policy that grants management and confidential professional employees a waiver of tuition and fees at the state universities, and

WHEREAS, until July 1, 2017, this benefit was substantially identical to the tuition waiver available to community college employees covered by collective bargaining agreements, and

WHEREAS, at the last round of contract negotiations, the Board and the three unions representing community college employees agreed to revise the course privileges benefit to be applied toward the cost of tuition and fees at both community colleges and state universities, and

WHEREAS, in the interests of equity and enhanced employee recruitment and retention, it is recommended that the course privileges benefit for management and confidential professional employees at the community colleges be aligned with the benefit available to community college employees covered by a collective bargaining agreement, now, therefore, be it

RESOLVED, that effective January 1, 2019, Section 6.9 of the Human Resources Policies for Management & Confidential Employees is hereby amended in accordance with the attachment to this Resolution.

A True Copy:

Erin A. Fitzgerald, Secretary of the
CT Board of Regents for Higher Education

Section 6.9 Course Privileges

System Office

Subject to the approval of the College or University offering the instruction, a full-time non-temporary System Office employee hired under these policies or their spouse and unmarried dependents under the age of 25 may take courses **only** at either the Community Colleges or the State Universities on a space available basis without payment of tuition. Upon making an election of either university or college, System Office employees may not change their election. System Office employees hired prior to the adoption of this policy shall be allowed course privileges in accordance with the policy that was previously in effect for their respective employer.

Community Colleges and State Universities

Full-time non-temporary Community College employees or their spouses and unmarried dependents under the age of 25 may take courses **[only]** at any of the colleges or universities with the exception of Charter Oak State College.

Effective January 1, 2019, full-time non-temporary Community College employees or their spouses and unmarried dependents under the age of 25 may apply the cash value of their community college in-state tuition and fees to universities throughout the CSCU System with the exception of Charter Oak State College. The cash value of a Community College tuition and fee waiver will equate to the total number of registered credit hours. The maximum cash value per semester will equate to a full-time load of twelve (12) or more credit hours. The cash value equivalent for Community College tuition and fee waivers will be adjusted to align with changes in community college in-state tuition and fees.

The cash value of the Community College tuition and fee waiver can be applied to graduate level courses for those Community College employees, their spouses, and dependents who are academically eligible for graduate classes.

Full-time non-temporary State University employees or their spouses and unmarried dependents under the age of 25 may take courses only at any of the state universities.

If attending a state university the following fees may be waived: State University Fee or General University Fee for full-time students and Extension Fee and Registration Fee for part-time students. If attending a community college the following fees may be waived: application fee, program enrollment fee, college services fee and student activity fee. Course privileges do not include waivers for credit extension course work.

Charter Oak

Full-time Charter Oak employees may take one free course per calendar year at Charter Oak State College.

The course privileges above may be granted provided that participation in courses does not interfere with the employee's professional obligations. This benefit shall also be available to the above-mentioned spouse and dependents surviving a deceased employee (death having occurred on or after July 1, 1990, during the employee's active service) who had accumulated ten (10) years of State service.