



# Howard County Junior College District

District Update  
August 15, 2016

# Decade of Growth 2015-2024



1.

- New Construction Usage

2.

- Changing Demographics

3.

- Energy Industry and Economic Cycles

4.

- eLearning / Dual Credit Changes

5.

- House Bill 5/505 (No Limits; Freshmen & Sophomores)

6.

- Changing Funding Structure

7.

- Strategic Regional Approach / Legislative Changes

# THE CHARGE

## VISION STATEMENT

To be a leader in education...for learning, for earning, for life.

## MISSION STATEMENT

Working as one, Howard College builds communities through quality, innovative education for lifelong learning.

Howard College primarily serves the communities of its taxing district of Howard County and the twelve other counties in its service area (Coke, Kimble, Martin, Concho, Menard, Dawson, Schleicher, Glasscock, Sterling, Irion, Sutton, Tom Green) as well as the deaf and hard-of-hearing community in its state-legislated responsibility for the SouthWest Collegiate Institute for the Deaf. Students who choose to attend the college district from places outside of the taxing district and service area are integrated into the college community. Howard College offers career technical/ workforce and academic courses for certificates and associate degrees, continuing education, remedial and compensatory education consistent with open-admission policies. Appropriate student services are also provided. Howard College strives to enhance economic, community, cultural, and personal development across the service area through appropriate partnerships and services in meeting its public service mission. As a community college, research is not included in the mission of Howard College. However, exploration of innovative teaching and student development practices to enhance learning is supported and expected.



# THE CHARGE

## VALUES

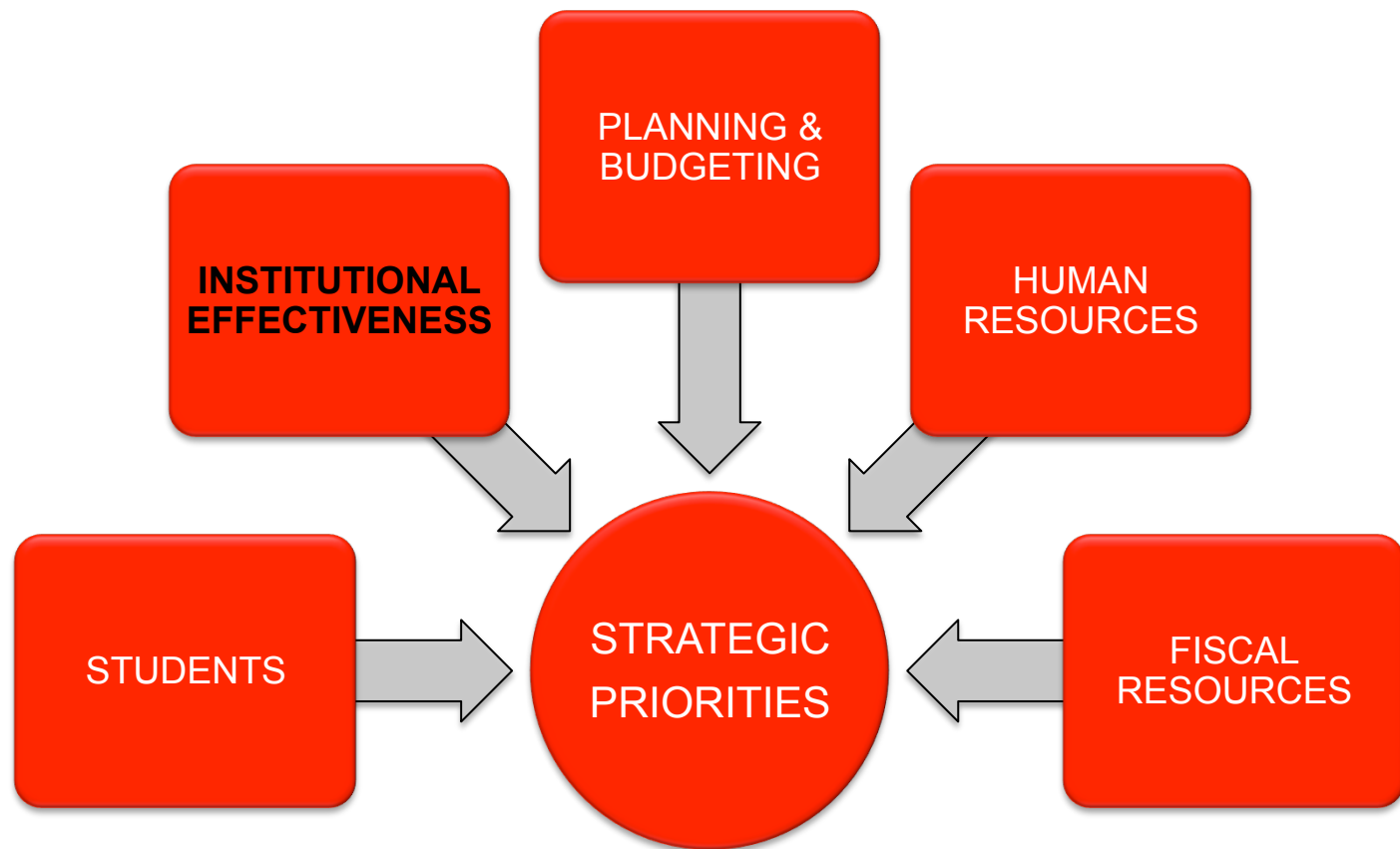
- Focus on who we serve;
- Provides quality, innovative instruction and services leading to successful outcomes;
- Utilizes effective and efficient processes;
- Demands a culture of personal and institutional integrity and accountability;
- Fosters an environment of high academic standards, exceptional performance and service by all;
- Values the individual employee.





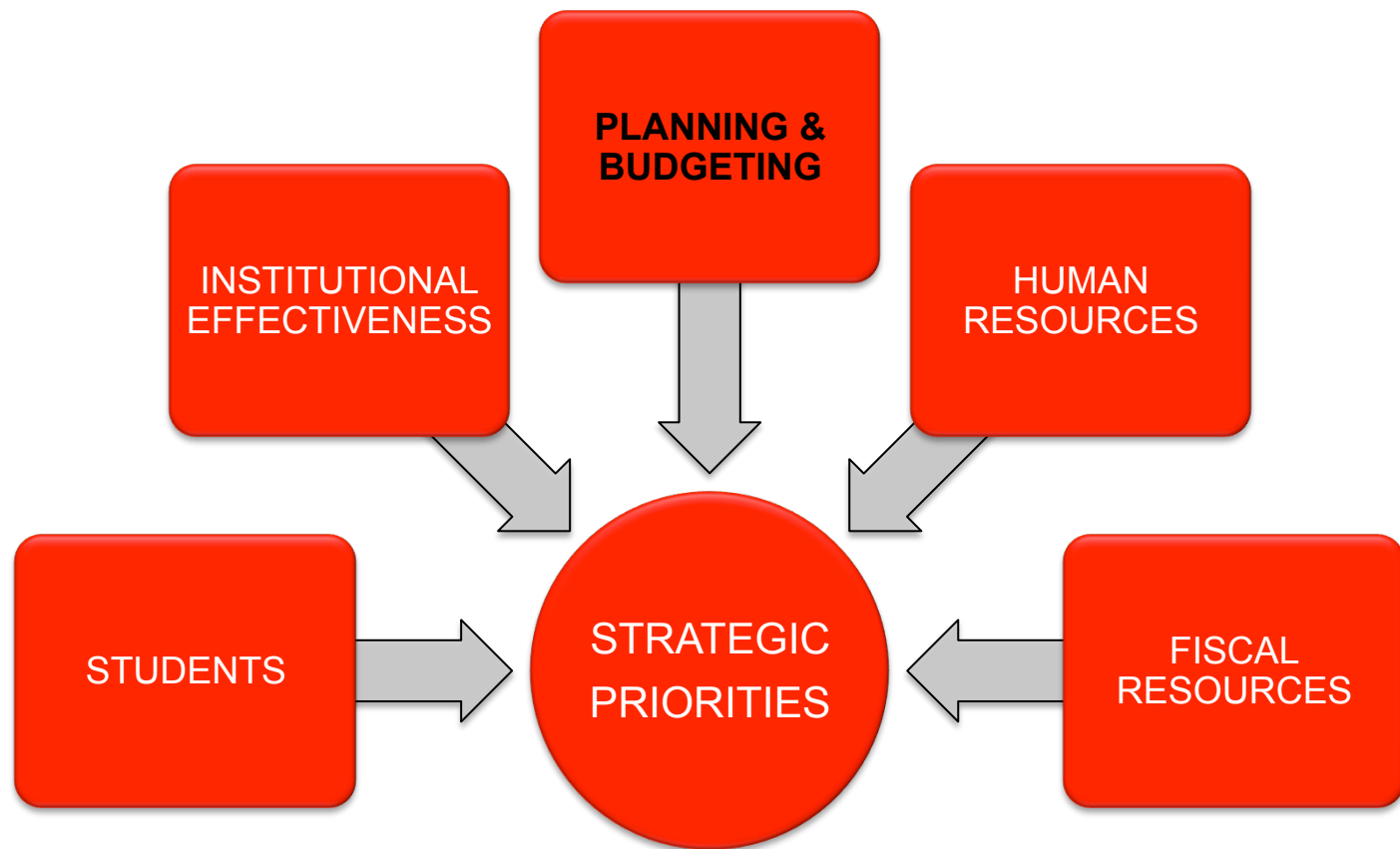
## OUR STUDENTS – THE PURPOSE

Our students are the purpose of our existence. We are here to serve them and help them reach their potential as learners, as earners, and as citizens of our communities and nation.



## **INSTITUTIONAL EFFECTIVENESS – THE OUTCOMES**

The district-wide institutional effectiveness structure focuses on issues such as program outcomes, student learning outcomes, student success, and outreach to communities and students.



## **PLANNING & BUDGETING – THE STRUCTURE**

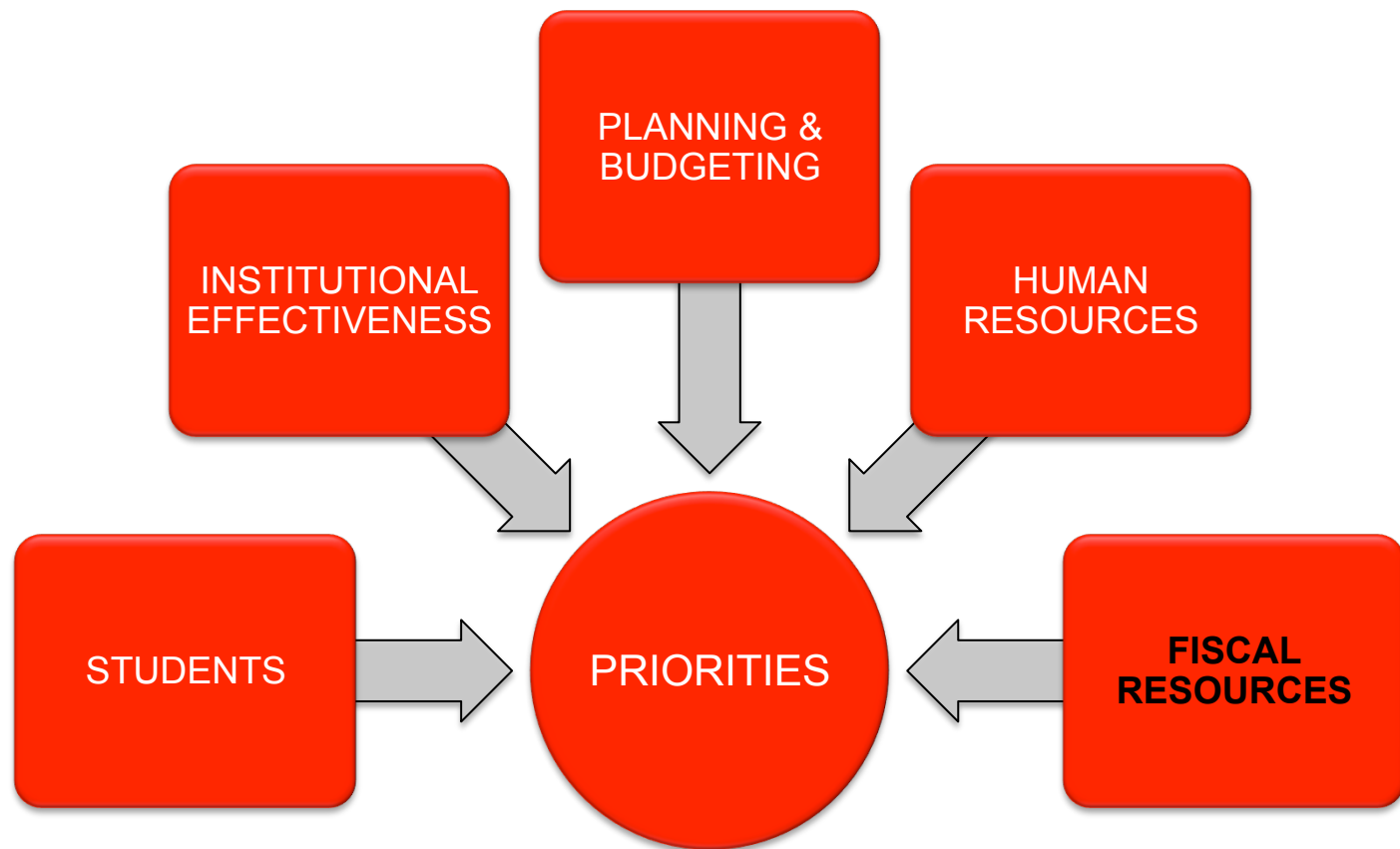
The planning and budgeting process lays a framework of implementation for Howard College to focus on building communities, quality/innovative education, and institutional integrity.



## **HUMAN RESOURCES – THE MAIN RESOURCE**

The main resource available to Howard College is the Human Resource: faculty, support staff, administrators and board members. Through the work and efforts of these individuals and groups, we are able to assist our students in reaching their educational goals.





## **FISCAL RESOURCES – THE FUEL**

Institutional integrity is a high priority for Howard College. We will assume this responsibility regarding our fiscal management with balance, fairness, accountability, and ethical integrity.

# Special Initiatives

- Quality Enhancement Plan
- ERP / District
- Transportation Pool
- Capital Projects
  - Dorm Repair / Big Spring
  - HVAC Repair / San Angelo
- Marketing Plan
- FLSA Requirements
- Compensation
- Workforce and Community Development



# Fair Labor Standards Act

## Overtime Rule

Effective December 1, 2016  
(May 18, 2016 Document)

2015: \$23,660/year

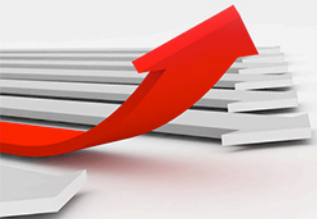
2016: \$47,476/year

2020 update again / every three years

To Be Exempt:

- Must be paid on a salary basis
- Must meet minimum salary level / \$47,476
- Primary duty must involve work associated with exempt executive, administrative, or professional employees (standard duties test)

Teaching and academic administrative personnel are exempt from overtime compensation and do not have to meet the minimum salary level.



# Fair Labor Standards Act

## Overtime Rule

Effective December 1, 2016  
(May 18, 2016 Document)

### Options for Compliance:

1. Evaluate to determine those who do not work more than 40 hours.
2. Raise salaries / \$47,476.
3. Pay overtime (compensatory time).
4. Reorganize workloads, adjust schedules, spread work hours.
5. Adjust wages.



# Legislative Appropriations Request



## Howard College

### Estimated Funding 2018-19

Core	1,500,000
Student Success Points	1,088,722
Instructional	10,433,552
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Estimated Total 2018-19	<b>\$13,022,274</b>
2016-17 Total	<b>\$12,215,026</b>

*(Does not include Hold Harmless or BAT)*

Additional funds for the college to  
invest in the 2018-19 Biennium

2018-19 Biennium	807,248
Each Year of Biennium	403,624

# Legislative Appropriations Request



## FY2018 and FY2019 Investments

### Strategies Requiring Funding Investments for Howard College:

- ✓ Attraction, appreciation and retention of qualified professionals with equitable pay in order to provide quality instruction and student services
- ✓ Concentration/maximization of human resources to better align student pathways beginning with dual credit to the workplace focusing on HB5 and 60X30TX goals
- ✓ Realignment/start-up of instructional and training programs to address the regional workforce needs of the private and public sector resulting in jobs for economically-distressed families and qualified workers
- ✓ Focus on campus safety initiatives

# Legislative Appropriations Request



## FY2018 and FY2019 Investments

### Strategies Requiring Funding Investments for SWCID:

- ✓ Attraction, appreciation and retention of qualified professionals with equitable pay in order to provide quality instruction and student services for deaf and hard-of-hearing individuals
- ✓ Concentration/maximization of human resources to better align student pathways for deaf and hard-of-hearing individuals beginning with dual credit to the workplace focusing on HB5 and 60X30TX goals
- ✓ Realignment/start-up of instructional and training programs to address workforce needs of the public and private sector resulting in jobs for deaf and hard-of-hearing individuals to actively participate in the workplace with strong skills and enhance their earning capacity and quality of life
- ✓ Address aging infrastructure needs of the overall SWCID physical plant and keep up with increasing operational and technological costs
- ✓ Focus on campus safety initiatives