



LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM

Changing Lives,
Creating Futures

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TO: Dr. Monty Sullivan
President

FROM: Joseph F. Marin
Chief Operations Officer

DATE: August 5, 2019

RE: Board Resolution for Development of Faculty and Staff Compensation
Strategies

FOR BOARD INFORMATION

Background: We value our employees and one way to reward them is through
compensation. The proposed board resolution creates a framework for the
development of long-term compensation strategies for all LCTCS entities.

Prior Board Action: The Board passed a resolution at the September 2017 meeting
urging and requesting that LCTCS colleges and board office give salary
adjustments, to the extent practicable, based on plans submitted to the President.

Benefits to the System: This resolution provides a framework for the creation
and implementation of long-term compensation strategies for each LCTCS entity
for faculty and staff.

Approved for Distribution to the Board
Dr. Monty Sullivan, President

APPROVED

Signature

8-14-19

LCTCS BOARD OF SUPERVISORS

Signature of Monty Sullivan

8/14/19

Date

LCTCS Board of Supervisors
Resolution to Urge and Request LCTCS Colleges and Board Office
to Develop Faculty and Staff Compensation Strategies

Whereas, LCTCS employees, particularly teaching staff, have always given the best of themselves and risen to the challenge of providing for the educational and workforce training needs of students, even during times of fiscal hardship experienced by colleges, and


Whereas, the Board of Supervisors has always striven to provide for the health and welfare of LCTCS employees to the extent practicable and augmented through system policies that provide for educational tuition and leave benefits to employees and educational tuition discounts to their dependents, and improved negotiated employee group insurance benefits plan, and

Whereas, statewide the compensation of secondary educators has increased to account for increased costs of living and other factors, however

Whereas, recognizing that salary adjustments are the primary means to award the valuable contributions faculty and staff provide for the benefit of the State of Louisiana and its citizens, and

Whereas, also recognizing that since the fall of 2015 LCTCS colleges have forgone generating any additional tuition dollars from tuition increases and have striven not to increase the financial burden on students who seek to better themselves and provide for their families through education and training in joining Louisiana's workforce, thereby placing more of a financial burden on LCTCS colleges in bearing the burden of ever increasing annual operational costs.

Therefore be it resolved, the LCTCS Board of Supervisors Urges and Requests the leadership of each LCTCS college and Board Office to develop and implement compensation, targets and timeframes for faculty and staff that encompass such factors as, but are not limited to, providing a premium for training that meet the high demand, high wage occupational training demands of the state, employee work experience, considering regional cost of living factors, current market valuation of the training occupation, among other items. Plans should encompass strategies for attaining compensation thresholds by field of training and rank of employee and timeframes for the attainment of those thresholds, also factoring financial and student enrollment considerations, with such plans to be submitted to the system President for approval.



Stephen Toups
Chair LCTCS Board

Date: 8-14-2019