

AMENDMENTS TO BOARD POLICIES

- These amendments are being brought to the October State Board of Education meeting at the direction of the State Board to ensure institutions have all the requisite provisions to address the coming holdback-induced budgetary expenditure reductions.
- In summary, the provisions include:
 - Wide authority for presidents to take actions short of declarations of financial exigency.
 - Clarification of Chief Executive Officer's authority to manage, supervise and control the Human Resources of the institutions and agencies, including:
 - Organizational structure
 - Duty assignments
 - FTE count
 - Place of work
 - Shift placement
 - Salary reductions
 - Work hour adjustments (furloughs or other unpaid leave)
 - Benefit determinations
 - Reductions in force
 - Specifies that such actions taken are not grievable, although employees must be given 30 days written notice and access to a procedure that is prompt, expeditious, and fair, but normal.
 - Employees may not challenge the Chief Executive Officer's determination that a reduction in budgetary expenditures is necessary nor contest the Chief Executive Officer's chosen means of addressing the reduction need unless such means were in violation of constitutional or statutory protections for the employee.