

Collin County Community College District Board of Trustees

1. Organization, Education, and Policy Committee

May 26, 2026

Resource: Melissa Irby
Chief Financial Officer
Monica Velazquez
General Counsel

INFORMATION ITEM: Information Item on Question Regarding Maximum Amount of Sick Leave Accumulation of Hours in Policy DEC (Local)

RESPONSE: To follow-up on a question raised by Trustee Orr at the March 24, 2026 meeting of the Organization, Education, and Policy Committee, regarding the current limit of 720 hours of sick leave limit that employees may accrue under Board policy DEC (Local), the following research from peer institutions was obtained and reviewed. The current accrual limit of 720 sick leave hours is within the parameters of similar benefits offered at peer institutions.

College	Accumulated Sick Leave Max.	Policy Reference / Source
Dallas College	528 hours (66 days)	https://pol.tasb.org/PolicyOnline/PolicyDetails?key=358&code=DEC#localTabContent
Collin College	720 hours (90 days)	https://pol.tasb.org/PolicyOnline/PolicyDetails?key=304&code=DEC#localTabContent
Tarrant County College	720 hours (90 days)	https://pol.tasb.org/PolicyOnline/PolicyDetails?key=1097&code=DEC#localTabContent
Alamo Colleges District	Unlimited	https://www.alamo.edu/4afcbc/siteassets/district/about-us/leadership/board-of-trustees/policies-pdfs/section-d/d.5.3.1-procedure.pdf
Austin College	1,200 hours (150 days)	https://sites.austincc.edu/administrative-rules/?p=988
Lone Star College System	600 hours (75 days)	https://www.lonestar.edu/departments/generalcounsel/Policy%20Manual%20Web%20Copy_2026.03.05%20(CLEAN).pdf
Houston City College	680 hours (85 days)	https://www.hccs.edu/careers/benefits/
San Jacinto College	1,280 hours (160 days)	https://www.sanjac.edu/about/policies-procedures/IV-4000-O-a-Sick-Leave.pdf
South Texas College	720 hours (90 days)	https://hr.southtexascollege.edu/docs/Employee-Benefits-Handbook.pdf
El Paso Community College	960 hours (120 days)	https://pol.tasb.org/PolicyOnline/PolicyDetails?key=435&code=DEC#localTabContent