



This Open Meeting of the Board of Trustees is authorized in accordance with the Texas Government Code, §§551.001 through 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of Board Relations. Per Texas Government Code §551.1282, this meeting is being broadcast over the Internet in the manner prescribed by Texas Government Code, §551.128. In accordance with Texas Government Code §551.127 one or more members of the Board of Trustees may participate in the meeting via videoconference in accordance with the provisions thereof.

**NOTICE OF AN FINANCE COMMITTEE MEETING OF THE BOARD OF
TRUSTEES FOR DALLAS COLLEGE AND RICHLAND COLLEGIATE
HIGH SCHOOL**

TUESDAY, APRIL 2, 2024 | 2:30 PM

Administration Office

1601 Botham Jean Blvd., Room #036, Dallas, TX 75215

www.dallascollege.edu/boardmeetingslive

Persons who address the Board are reminded that the Board may not take formal action on matters that are not part of the meeting agenda and may not discuss or deliberate on any topic that is not specifically named in the agenda. For any non-agenda topic introduced during this meeting, there are three (3) permissible responses: 1) to provide a factual answer to a question; 2) to cite specific Board Policy relevant to a topic; or 3) the topic may, at a later date, be placed on a Board Agenda for a subsequent meeting.

Speakers shall direct their presentations to the Board Chair, or the Board, as a whole.

FINANCE COMMITTEE MEETING AGENDA

1. Roll Call - Announcement of Quorum

(Committee Members: Cliff Boyd (Committee Chair), Monica Lira Bravo, (Member), Catalina E. Garcia (Member)

2. Certification of Notice Posted for the Meeting

3. Citizens Desiring to Address the Board

4. Committee Presentations

4.1. Bond Update: Real Estate Matters

Presenters: Joseph Cahoon (HRA), Brad Williams

- a. Policy Items: Approval of Amendment to Policies Concerning Facilities Construction – CM (LOCAL)

5. Overview of Regular Agenda Items

5.1. Finance Items

- a. Approval of Hanger Sublease Agreement at Dallas Executive Airport

5.2. Resolutions

- a. Adoption of Resolution Ratifying Execution of an Easement in Favor of ONCOR Electric Delivery Company, LLC for Installation of Utility Service Lines in a Building being Constructed by Irving ISD Pursuant to a Ground Lease on North Lake Campus

6. Items for Review

- 6.1. Finance Committee Notes for March 5, 2024

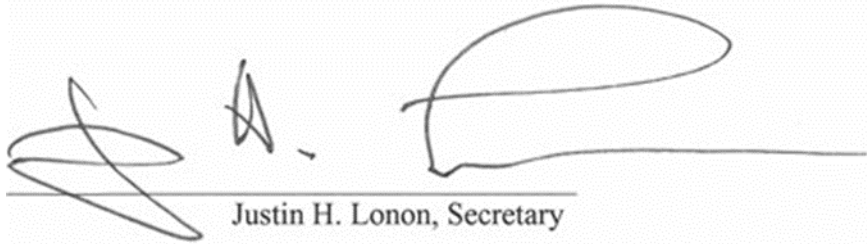
7. Executive Session (if needed)

- 7.1. Consultation with Attorney Regarding Legal Matters or Pending and/or Contemplated Litigation or Settlement Offers - Section 551.071
- 7.2. Personnel Matters Relating to Appointment, Employment, Evaluation, Assignments, Duties, Discipline, or Dismissal of Officers or Employees- Section 551.074
- 7.3. Deliberate Regarding Real Property Since Open Deliberation would have a Detrimental Effect Upon Negotiations with a Third Person - Section 551.072
- 7.4. Deliberate Regarding Security Devices or Security Audits Sections 551.076 and 551.089

8. Adjournment

***CERTIFICATION OF NOTICE POSTED FOR THE APRIL 2, 2024 FINANCE
COMMITTEE MEETING OF DALLAS COLLEGE AND RICHLAND COLLEGIATE
HIGH SCHOOL BOARD OF TRUSTEES***

I, Justin H. Lonon, Secretary of the Board of Trustees of Dallas College, do certify that a copy of the notice for this meeting was posted on the 28th day of March 2024 in compliance with the applicable provisions of the Texas Open Meetings Act.



Justin H. Lonon, Secretary

OVERVIEW OF POLICY ITEM NO. 4.1.a.

Approval of Amendment to Policies Concerning Facilities Construction – CM (LOCAL)

The Chancellor recommends the following revisions to policy CM (LOCAL) to assist the College District in determining if a change in land use at a given location is aligned with the mission and priorities of the College District.

Effective Date

Upon Board Approval

LOCAL POLICY	EXPLANATORY NOTES
CM – Facilities Construction	<p>Revisions to local policy would establish the following:</p> <ul style="list-style-type: none">• Principles that will guide the use of College District land assets.• The purpose, character, and conditions for use of College District land assets; and• College District priorities for the disposition and development of College District land assets.

**Compliance with
Law**

The Chancellor or designee shall establish procedures ~~ensuring to ensure that the use of College District land assets and~~ all facilities within the College District comply with College District policies and applicable federal, state and local laws, regulations, ordinances and local building codes.

Land Use

In alignment with the strategic priorities of the College District, the following principles shall guide the use of College District land assets:

1. Increasing the accessibility and functionality of College District services and opportunities;
2. Reducing economic disparities for College District students, faculty, and staff, and the communities served by the College District;
3. Growing the College District's position as a regional leader and driver in workforce and economic development; and
4. Supporting innovation, particularly when it addresses enduring community and social challenges and needs.

Appropriate Use

The following purposes will be considered an appropriate use of College District land assets:

1. **Academic:** Land use that meets demonstrated academic needs and supports the College District in the fulfillment of its mission.
2. **Administrative:** Land use that accommodates facilities that support College District administrative functions, i.e., enhance the College's ability to attract qualified and talented employees.
3. **Economic Development:** Land use that supports and drives equitable economic development, i.e., economic development that reduces economic disparity.
4. **Community:** Land use that meets community needs, as demonstrated through engagement and analysis. When determining if a proposed use of College District land assets qualifies as an appropriate community use, the College District will consider the proposed programming for the existing space or proposed development and how it may benefit the surrounding community.

Character and
Conditions

5. **Housing:** Land use that provides housing will be considered an appropriate use if it helps prospective students of the College District overcome a barrier that would otherwise prevent them from accessing College District programs, courses, or services.

When evaluating a proposed use of land assets, the College District shall prioritize the following.

1. **Value Return:** The College District will, in accordance with applicable laws, seek to maximize the value of its land assets, whether financial value or commensurate community impact.
2. **Transit Accessibility:** The College District will utilize its land assets in a way that maximizes accessibility by:
 - a. Supporting increased mobility options (e.g., direct transportation infrastructure investments);
 - b. Increasing the accessibility of College District services (e.g., determining use based on transit accessibility of the service location);
 - c. Increasing the accessibility of employment opportunities for College District students; and
 - d. Improving how students access key resources, including but not limited to, affordable food, housing, childcare, healthcare, and recreation.
3. **Density:** The College District will prioritize higher density development when such development is in alignment with College District priorities and student needs.
4. **Sustainability and Resilience:** The College District will require in facilities built on its land high standards of sustainability, building performance, and resilience that require:
 - a. Incorporating best practices in sustainable construction and building operations, whether in new or renovated facilities;
 - b. Minimizing the environmental impact of the development and operation of College District facilities on surrounding communities; and
 - c. Selecting development sites and construction methods that are appropriate for the intended programming and that maximize resilience to climate-related challenges such as extreme heat and flooding.

Disposition and
Development

5. **Community Integration:** The College District will prioritize the thoughtful integration of developments on College District land into existing surrounding communities, including but not limited to, considering the character of the surrounding built environment and maximizing mutual benefits and connectivity through the thoughtful placement of roads, trails and other infrastructure and amenities.

In the procurement of development and design services, contractors, tenants, and other beneficiaries of the development of College District land assets, the College District will, whenever possible, prioritize the provision of opportunities for College District students, small business owners and entrepreneurs to ensure that those benefiting from the development of College District land reflect the College District community.

In all cases, the College District shall:

1. Endeavor to retain control of land (i.e., through a lease or ground lease arrangement) and maintain the asset in the College District portfolio, unless the sale of the asset is determined, in accordance with applicable College District policies procedures, to be aligned with College District priorities and would help reduce or eliminate unnecessary costs for the College District.
2. Consider the long-term impact of its land-use decisions, including but not limited to, considering the potential best use of the land over different spans of time (e.g., 10 years, 50 years, and 100 years), and when possible, ensuring the ability of the College District to reassess and re-evaluate such use, as necessary.

OVERVIEW OF FINANCIAL ITEM NO. 5.1.a.

Approval of Hanger Sublease Agreement at Dallas Executive Airport

The Chancellor recommends that authorization be given to approve the following contract:

Dallas College Hanger Sublease Agreement at Dallas Executive Airport, to commence on approximately July 1, 2024.

Purpose

The hangar operated by Jet Access Group within the Executive Airport (also known as Redbird Airport), located at 5555 Apollo Dr. will be utilized for technical training in Aviation Mechanic Technology, specifically for the Dallas College Airframe and Powerplant (A&P) Program. Additionally, the College will go through an FAA approval process. As a part of this process, Dallas College needs to have the necessary equipment, such as turbines, small Senna planes, etc., which will help students gain hands-on experience in A&P maintenance. The equipment will require proper storage and an area for transportation.

After touring various facilities, this location was chosen to support students in the southern sector. Dallas College will be the only training facility within a 30-mile radius, and this location requires the least amount of investment to begin the program. Additionally, the Executive Airport is conveniently located near public transportation.

Background

- Dallas College and Dallas Jet Holdings LLC (d/b/a Jet Access) propose to enter into a hangar sublease agreement to accommodate Dallas College's need to fulfill Federal Aviation Administration (FAA) regulations to become a Part 147 school.
- The agreement is tentatively set to commence in (approximately) July 2024 with a termination date of (approximately) June 30, 2027. The first-year rental price will be Six Thousand Two Hundred Fifty and 00/100 (\$6,250.00) dollars per month with annual escalation thereafter, and annual renewal options for ten (10) additional years.

Strategic Priorities

The A&P program launch is in line with our strategic priorities, in partnership with the City of Dallas and Dallas ISD, by providing students in the southern sector with high-paying career training opportunities and will improve the student pipeline from high school to Dallas College and eventually employment. Additionally, we have partnered with industry organizations like American Airlines, Southwest Airlines, Aero Star Aviation, CAE Inc., and Concentric Aviation, among others.

“Southwest plans to hire between 200 and 250 AMT Technicians in 2024 and anticipates a similar rate for the 3 years beyond. The retirement attrition rates are modest through

the next few years, currently forecasted at 2 to 3 percent, but expect these rates to increase in the next 5 to 7 years- moving forward.” Scott Colling, Southwest Airlines

“According to the U.S. Bureau of Labor Statistics, the aviation industry will require more than 200,000 new A&P licensed technicians between now and 2040, meaning there’s never been a better time to start a career in aircraft maintenance. At American, we’re committed to growing the next generation of aviation maintenance technicians and partnering with educational institutions like Dallas College to help ensure we have the talent needed to fill our hangars here in Dallas/Fort Worth and across our network for the future.” Chase Beasley, American Airlines

Funding Source

Operating Budget

Resource Contacts

Tiska Thomas, Chief Financial Officer

Scott K. Wright, Chief Facilities Officer

OVERVIEW OF RESOLUTION NO. 5.2.a.

Adoption of Resolution Ratifying Execution of an Easement in Favor of ONCOR Electric Delivery Company, LLC for Installation of Utility Service Lines in a Building being Constructed by Irving ISD Pursuant to a Ground Lease on North Lake Campus

The Chancellor recommends approval of the adoption of a resolution ratifying the execution of an easement in favor of ONCOR Electric Delivery Company, LLC for the installation of lines to provide electric utility service to a building to be constructed by Irving ISD on land located on the North Lake Campus property.

Background

Dallas College and the Irving ISD entered into a ground lease agreement in 1999 to accommodate Irving ISD's need for land to build additional academic related facilities. This agreement resulted in the construction of Singley Academy. The agreement expires in 2049 with a renewal option for an additional 10 years.

At the February 8, 2024 Board Meeting, the Board of Trustees approved a 4th Amendment to the ground lease to permit the Irving ISD to construct a 22,265 square foot Professional Learning and Wellness Center to be used for general office, administrative, educational offerings and classes, and other related lawful purposes consistent with a public institution of secondary and higher education.

Construction activity has already commenced on the Professional Learning and Wellness Center and in connection with that activity ONCOR has requested an easement to provide utility service lines to serve the new building. Dallas College Facilities has reviewed the proposed easement location and has determined that the easement will not impact any current or future plans for the North Lake campus. Because the easement was requested too late to get it on the March Board meeting for Board consideration and construction was being delayed while awaiting execution of the easement, the Chancellor executed the easement with the understanding that the Board would have the opportunity to consider ratification of the execution of the easement at the April meeting.

Resource Contact

Scott Wright, Chief Facilities Officer
Robert Wendland, General Counsel

**A RESOLUTION OF THE BOARD OF TRUSTEES
OF DALLAS COLLEGE RATIFYING THE
EXECUTION OF AN EASEMENT TO GRANTEE
ONCOR ELECTRIC DELIVERY COMPANY,
LLC**

WHEREAS, Dallas College and the Irving Independent School District (“IISD”) entered into a ground lease agreement in 1999 to accommodate IISD’s need for land to build additional academic related facilities;

WHEREAS, at the February 8, 2024, Board Meeting, the Board approved a 4th Amendment to the ground lease to permit IISD to construct a 22,265 square foot Professional Learning and Wellness Center to be used for general office, administrative, educational offerings and classes, and other related lawful purposes consistent with a public institution of secondary and higher education;

WHEREAS, in connection with the construction of the new IISD facility, it became necessary to obtain an easement in favor of ONCOR Electric Delivery Company, LLC and delay in execution of the easement was unduly delaying construction activities such that the Chancellor executed the easement with the understanding that such action would be brought to the Board of Trustees for ratification at the April 2024 Board Meeting;

**NOW THEREFORE BE IT RESOLVED, BY THE BOARD OF TRUSTEES
OF DALLAS COLLEGE:**

- Section 1. The Board has considered the action of the Chancellor in executing an easement in favor of ONCOR Electric Delivery Company, LLC, attached hereto as Exhibit “A,” on land located at the North Lake campus of Dallas College and has determined that such action was in the furtherance of the relationship between Dallas College and the Irving Independent School District;
- Section 2. That all acts and doings of the Chancellor and other employees and agents of Dallas College in connection with said easement, whether taken prior to, on, or after the date of this Resolution, that are in conformity with and in the furtherance of the purposes and intents of this Resolution as described above, shall be, and the same hereby are, in all respects ratified, approved and confirmed;
- Section 3. That this Resolution is effective upon adoption by the Board of Trustees.

BE IT SO ORDERED.

Adopted on this 2nd day of April, 2024.

DALLAS COLLEGE

By: _____
Monica Lira Bravo, Chair of the Board of Trustees

ATTEST

By: _____
Justin H. Lonon
Secretary to the Board of Trustees

EXHIBIT “A”
EASEMENT DOCUMENT

EASEMENT AND RIGHT OF WAY

STATE OF TEXAS §
 § KNOW ALL MEN BY THESE PRESENTS:
COUNTY OF DALLAS §

That **Dallas College**, hereinafter called "Grantor," whether one or more, for and in consideration of Ten Dollars (\$10.00) and other valuable consideration to Grantor in hand paid by **Oncor Electric Delivery Company LLC, a Delaware limited liability company**, 1616 Woodall Rodgers Freeway, Dallas, Texas 75202-1234, hereinafter referred to as "Grantee," has granted, sold and conveyed and by these presents does grant, sell and convey unto said Grantee, its successors and assigns, an easement and right-of-way for overhead and/or underground electric supply and communications facilities, consisting of a variable number of wires and cables, supporting structures, surface mounted equipment, conduits and all necessary or desirable appurtenances over, under, through, across and upon Grantor's land described as follows:

SEE EXHIBIT "A" (ATTACHED)

Grantor recognizes that the general course of said lines, or the metes and bounds as described above, is based on preliminary surveys only, and Grantor hereby agrees that the easement and right-of-way and its general dimensions hereby granted shall apply to the actual location of said lines when constructed.

Together with the right of ingress and egress along and upon said easement and right-of-way and over and across Grantor's adjoining properties for the purpose of and with the right to construct, maintain, operate, repair, remove, replace, reconstruct, abandon in place, and to change the size and capacity of said facilities; the right to relocate said facilities in the same relative direction of said facilities; the right to relocate said facilities in the same relative position to any adjacent road if and as such is widened in the future; the right to lease wire space for the purpose of permitting others to string or lay wire or cable along said facilities; the right to prevent excavation within the easement area; the right to prevent construction of, within the easement area, any and all buildings, structures or other obstructions which, in the sole judgment of Grantee, may endanger or interfere with the efficiency, safety, and/or convenient operation of said facilities and their appurtenances and the right to trim or remove trees or shrubbery within, but not limited to, said easement area, including by use of herbicides or other similar chemicals approved by the U.S. Environmental Protection Agency, to the extent in the sole judgment of Grantee, as may be necessary to prevent possible interference with the operation of said facilities or to remove possible hazard thereto. Grantor shall not make changes in grade, elevation or contour of the land or impound water within the easement area as described above without prior written consent of Grantee.

Grantor reserves the right to use the land within the above described easement area for purposes not inconsistent with Grantee's use of such property, provided such use shall not, in the sole judgment of Grantee, interfere with the exercise by Grantee of the rights hereby granted.

TO HAVE AND TO HOLD the above described easement and right-of-way unto the said Grantee, its successors and assigns, until all of said electric lines and facilities shall be abandoned, and in that event said easement and right-of-way shall cease and all rights herein granted shall terminate and revert to Grantor or Grantor's heirs, successors or assigns, and legal representatives; and Grantor hereby binds Grantor and Grantor's heirs, successors, assigns, and legal representatives, to warrant and forever defend the above described easement and right-of-way unto Grantee, its successors and assigns, against every person whomsoever lawfully claiming or to claim the same or any part thereof.

EXECUTED this _____ day of _____, 2024.

Dallas College

By: _____
Dr Justin H. Lonon, Chancellor

STATE OF TEXAS §
 §
COUNTY OF DALLAS §

BEFORE ME, the undersigned authority, on this day personally appeared **Justin H. Lonon**, known to me to be the person whose name is subscribed to the foregoing instrument and acknowledged to me that he/she executed the same as the act and deed of **Dallas College**, as the **Chancellor** thereof, for the purposes and consideration therein expressed, in the capacity therein stated and that he/she is authorized to do so.

GIVEN UNDER MY HAND AND SEAL OF OFFICE this _____ day of _____, A.D. 2024.

Notary Public in and for the State of Texas

ONCOR Electric Delivery Company, LLC
EXHIBIT "B"
PAD MOUNTED TRANSFORMER EASEMENT DESCRIPTION

BEING a tract of land situated in the William Foreman Survey, Abstract Number 472, City of Irving, Texas and being a portion of that certain tract of land described on the plat of North Lake Community College Addition, as recorded in Volume 75142, Page 1129, Official Public Records, Dallas County, Texas and being more particularly described by metes and bounds as follows:

COMMENCING at a 1/2 inch iron rod found at the southwest corner of a 50 foot Right-of-Way dedication shown on the plat of North Lake Community College Addition and being the existing southeast corner of said North Lake Community College Addition tract now being in the westerly Right-of-Way line of MacArthur Boulevard (a 100 foot Right-of-Way) and being the northeast corner of Lot 1, Block A, Greenview Addition, Phase 1, First Installment, Las Colinas Sector VII, as recorded in Volume 90251, Page 2340, Official Public Records, Dallas County, Texas and from which a 1/2 inch iron rod found for the southeast corner of Lot 3, Block A, Greenview Addition, Phase II, Las Colinas Sector VII, as recorded in Volume 94007, Page 4082, Official Public Records, Dallas County, Texas bears S 09°06'06"E, 623.17 feet and from which a 3/4 inch iron rod found for the northwest corner of Linkside Addition, Instrument Number 202200089542, Official Public Records, Dallas County, Texas bears S 63°13'49"E, 110.66 feet;

THENCE N 41°38'22"W, a distance of 735.95 feet to a 60D Nail set for the POINT OF BEGINNING:

THENCE N 01°56'19"E, a distance of 20.00 feet to a 1/2 inch iron rod with yellow plastic cap stamped "Pierce Murray" set;

THENCE S 88°03'41"E, a distance of 26.00 feet to an X-CUT set;

THENCE S 01°56'19"W, a distance of 20.00 feet to an X-CUT set;

THENCE N 88°03'41"W, a distance of 26.00 feet returning to the Point of Beginning and containing 520 square feet or 0.012 acres of land, more or less.

WILLIAM FOREMAN SURVEY
ABSTRACT NUMBER 472

ABEL MOORE SURVEY
ABSTRACT NUMBER 909

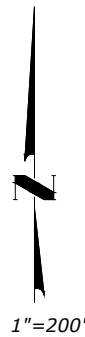
PROPOSED
ONCOR EASEMENT
520 SQ.FT.
1/2"IRS
L5
X-CUT
SET
L6
X-CUT
SET
L7
POINT OF
BEGINNING
60D NAIL SET

NORTH LAKE COMMUNITY
COLLEGE ADDITION
CALLED 277.386 ACRES
VOL. 75142, PG. 1129
O.P.R.D.C.T.

APPROXIMATE SURVEY LINE

APPROXIMATE SURVEY LINE

MacARTHUR BLVD
(100' RIGHT-OF-WAY)



JOHN W. JOHNSON SURVEY
ABSTRACT NUMBER 1640

LINE	BEARING	DISTANCE
L1	S 09°06'06" E	623.17'
L2	S 63°13'49" E	110.66'
L3	N 41°38'22" W	735.95'
L4	N 01°56'19" E	20.00'
L5	S 88°03'41" E	26.00'
L6	S 01°56'19" W	20.00'
L7	N 88°03'41" W	26.00'

1/2"IRF
(CM)

POINT OF
COMMENCING

GREENVIEW ADDITION
PHASE I, FIRST INSTALLMENT
LAS COLINAS SECTOR VII
LOT 1, BLOCK A
VOL. 90251, PG. 2340
O.P.R.D.C.T.

GREENVIEW ADDITION
PHASE II,
LAS COLINAS SECTOR VII
LOT 2, BLOCK A
VOL. 94007, PG. 4082
O.P.R.D.C.T.

GREENVIEW ADDITION
PHASE II,
LAS COLINAS SECTOR VII
LOT 3, BLOCK A
VOL. 94007, PG. 4082
O.P.R.D.C.T.

1/2"
IRF
1/2"IRF
(CM)

LINKSIDE ADDITION
INST. NO. 202200089542
O.P.R.D.C.T.

CM=CONTROLLING MONUMENT
IRF = IRON ROD FOUND
IRS = 1/2" IRON ROD WITH YELLOW PLASTIC CAP STAMPED "PIERCE MURRAY" SET

BASIS OF BEARINGS IS THE TEXAS COORDINATE SYSTEM of 1983,
NORTH CENTRAL ZONE, NAD83 DATUM, 2011 REALIZATION.

PIERCE-MURRAY
LAND SOLUTIONS
Engineering & Surveying

PIERCE-MURRAY LAND SOLUTIONS
800 TALLYHO CIRCLE
TYLER, TEXAS 75703
(817) 239-5646
(903) 539-2256

TBPELS FIRM REGISTRATION NO. 10194437



EXHIBIT "A"

ONCOR ELECTRIC DELIVERY COMPANY, LLC
PAD MOUNTED TRANSFORMER EASEMENT
SITUATED IN THE
WILLIAM FOREMAN SURVEY, ABSTRACT NUMBER 472
DALLAS COUNTY, TEXAS

Page 17 of 25

ITEMS FOR REVIEW NO. 6.1.

Finance Committee Notes for March 5, 2024

The Finance Committee Meeting of the Board of Trustees of Dallas College was held Tuesday, March 5, 2024, beginning at 9:30 a.m. at the administrative office in room 036 and was broadcasted via the streaming link www.dallascollege.edu/boardmeetingslive. This meeting was convened by Committee Chair Cliff Boyd.

Board Members and Officers Present

- * Mr. Cliff Boyd (committee chair)
- * Mrs. Monica Lira Bravo
Ms. Charletta Rogers Compton
Ms. Diana Flores
- * Dr. Catalina E. Garcia
Dr. Justin H. Lonon (secretary and chancellor)
Mr. Paul Mayer
Mr. Philip J. Ritter

- * *Denotes a committee member*

Members Absent

None

1. **Roll Call - Announcement of a Quorum** confirmed by Committee Chair Boyd.
2. **Certification of Notice Posted for the Meeting** confirmed by Chancellor Lonon.
3. **Citizens Desiring to Address the Board**
There were no citizens desiring to address the Board.
4. **Committee Presentations**
 1. Legislative Update: Spring 2024
Presenters: Debbi Richards, Brad Williams

Committee Chair Boyd opened the meeting by thanking Perla Molina and her team for all they do for the trustees.

Trustees and several Dallas College students attended the National Legislative Summit hosted by the Association of Community College Trustees. The students would be speaking about their experience at the regular board meeting.

Brad Williams, vice chancellor of operations, and Debbi Richards, senior director of government affairs, presented a legislative update.

Short-term Pell grant programs, such as JOBS Act, PELL Act, and Jobs to Compete Act, were available for students in workforce development.

Trustee Flores questioned whether the acts had passed. Williams replied that the acts had not passed.

Trustee Flores inquired about the standing of Texas delegation and senators on this matter. Richards responded that Representatives Allred and Crenshaw had signed on as co-sponsors.

Trustee Compton asked for clarification on the statement “strengthen under-resourced institutions.” Williams explained that rural areas may lack the funding to meet the needs. These institutions may benefit from access to grants and funding to build infrastructure, such as broadband or cybersecurity.

Trustee Compton questioned whether strategies were in place to address rural community issues. Williams replied that strategies were based on feedback from stakeholders.

Chancellor Lonon spoke about the Department of Education changing textbook program rules. Students would have to opt-in to textbook programs, which differed from Dallas College

IncludED program with all students automatically opted in. If students opted out of the textbook program, their tuition was adjusted.

Trustee Garcia questioned whether textbook publishers were penalized if books were not available by the first day of school. Rob Wendland, legal counsel, responded that penalties were built into the contract if materials were not received as promised.

Tiska Thomas, chief financial officer, presented the state legislative considerations. Thomas reminded the board that House Bill 8 was the methodology for receiving state funding. Also, the FAST funding payment was still pending due to technical issues.

A high priority for both federal and state levels were workforce needs. The state along with Texas Workforce Commission would determine credentials of value for implementation by fiscal year (FY) 2026. College allocations for FY 2025 would be calculated based on estimations and projections from FY 2017-2023 trends in high demand fields.

Trustee Flores asked for clarification on the number of years reviewed. Thomas explained that for FY 2025, seven years would be reviewed as a baseline and going forward, the immediate past three years would be reviewed. Thomas stressed the importance of data and thanked Strategic Analytics and Office of Finance teams for working together on data.

Trustee Flores inquired about the Texas Opportunity High School diploma. Shawnda Floyd, provost and vice chancellor of Workforce Education, explained that Dallas College was selected as one of five pilot institutions in the state to serve as Opportunity High School for the North Texas region for candidates 18 or older who do not have a high school diploma. Students would co-enroll in classes to earn their high school diploma, as well as a

workforce certificate or degree. The program would launch in Fall 2024. Austin, El Paso, San Jacinto, and Alamo colleges were also selected as pilot institutions.

Trustee Ritter asked about policy implementation for shared services with other college districts. Thomas responded that policy had not been developed.

Trustee Ritter questioned whether the coordinating board would issue a statewide comparative report regarding performance metrics. Thomas commented that the annual report was not yet available. In the past, the state had been transparent with college allocations.

Trustee Flores asked about online workforce certifications. Floyd responded that most workforce programs were available online. Some certifications required hands-on components.

Committee Chair Boyd discussed the need to help small colleges affected by the fire in the panhandle. Chancellor Lonon confirmed that Dallas College had helped.

Trustee Flores requested a list of all online certificate programs and hands-on certificate programs.

Williams discussed the request for information regarding mental health and substance use disorder needs in higher education issued by the Department of Education. Dallas College submitted a formal response with the resources available to students for mental health.

Trustee Ritter commended Dallas College programs that support students' mental health.

Committee Chair Boyd spoke about the importance of recognizing the mental health issue. He also thanked Debbi

Richards for coordinating events at the U.S. Capitol with elected officials.

Williams discussed the importance of building partnerships with trustees at other community colleges, such as Tarrant College

Committee Chair Boyd called a break at 10:26 a.m. The meeting resumed at 10:31 a.m.

2. Leadership Academy - Supporting our 2030 Vision Through Leadership Development for All Leaders at Dallas College
Presenters: HR Learning and Development Team - Louis Burrell, Ernesto Sanchez

Louis Burrell, interim chief human resources officer, and Ernesto Sanchez, associate deputy chief talent management, presented the Leadership Academy program, which was created based on feedback from the employee survey.

Leadership Academy was created to develop leaders at every level from emerging leaders to those who lead the organization. The program expectation was defined and discussed.

Competencies for leadership development included:

- Self-Awareness on leadership styles
- Engage people with a servant and value-centered leadership mindset
- Connect through collaboration
- Deliver results

Leaders collegewide would receive over 16 hours of leadership development. Two hundred selected leaders would serve as mentors for leaders collegewide and receive in-depth leadership development.

Trustee Mayer asked about the 200 selected leaders. Sanchez stated that self-awareness tools confirm leadership skills and capabilities for selection to the program.

Trustee Mayer asked about performance management for leaders. Burrell responded that all employees have performance goals and receive feedback throughout the year.

Trustee Flores inquired about the hierarchy of the leadership academy. Sanchez replied that the hierarchy was developed based on the work of Ram Charan, author of multiple leadership development works.

Trustee Flores asked whether leaders would receive a certificate. Sanchez confirmed that certificates would be provided.

Trustee Flores asked whether leaders would receive a certificate. Sanchez confirmed that certificates would be provided.

Trustee Flores questioned the acronym PMP. Sanchez clarified that it stood for performance management process.

Committee Chair Boyd inquired about artificial intelligence. Burrell spoke about talent management technology utilizing artificial intelligence that could automatically match employees with jobs based on their skills. Committee Chair Boyd spoke in favor of engagement with partners and this kind of technology.

Leadership Academy also included a pilot program and a future leader component. The pilot program, External Leadership Coaching, would pair leaders with coaches to improve performance in specific areas. Future aspiring leaders would participate in Leading Self, comprised of monthly sessions with assessments.

Trustee Mayer inquired whether there was an assessment to measure an employee's ability to change. Sanchez replied that assessments and feedback were part of the program that would help employees grow and change.

Trustee Mayer spoke in support of the Leadership Academy.

Trustee Flores asked whether skilled certificates would be available. Sanchez stated that an attendance certificate would be provided, but a skilled certificate program would need to be built.

Trustee Flores suggested providing this program to small businesses or large corporations once the skilled certificate program was built.

Trustee Flores recommended making an administrative practice of giving credit or recognition to employees who had developed work that others were using as their own.

Trustee Flores asked for the names of the team members who helped develop the Leadership Academy.

Chancellor Lonon spoke about Dallas College and the path towards becoming the Best Place to Work.

Williams spoke about rebuilding the employee onboarding program to develop employees early on through ambassadors and mentors. Selected leaders would become future trainers.

Committee Chair Boyd spoke about investing in development of leaders and recommended reaching out to superstar employees early on and growing them quickly. Williams spoke about further developing employees as part of a speaker's bureau for external presentations. Sanchez spoke about a plan to develop high-performing leaders at a faster pace.

Trustee Flores asked if the program was for existing leaders. Sanchez confirmed that the program was for existing leaders. He also spoke about developing a program for emerging leaders.

5. Overview of Regular Agenda Items

No comments or edits were made.

1. Policy Items
 - a. Amendment to Policies Concerning Facilities Construction – CM (LOCAL)
2. Resolutions
 - a. Adoption of Resolution Regarding Health Insurance Coverage for Eligible Current and Former Trustees

6. Items for Review

1. Committee Notes
 - a. Finance Committee Notes for February 8, 2024
No comments or edits were made.

7. Executive Session began at 11:10 a.m. and returned at 1:14 p.m.

8. Adjournment was at 1:15 p.m.

Captioned video and transcripts for Dallas College Board Meetings are available at our website, www.dallascollege.edu/boardmeetingslive, under the Archived Videos section.