

CONSENT AGENDA NO. 8.1.a.

Approval of Regular Meeting Minutes for September 12, 2023

It is recommended that the Board approve the minutes of the September 12, 2023, Regular Board meeting.

A Regular meeting of the Board of Trustees of Dallas College was held Tuesday, September 12, 2023, beginning at 4:17 p.m. and was broadcasted via the streaming link: www.dallascollege.edu/boardmeetingslive. The meeting was convened by Chair Bravo.

Board Members and Officers Present

Mr. Cliff Boyd
Ms. Monica Lira Bravo (Chair)
Ms. Charletta Rogers Compton
Ms. Diana Flores
Dr. Catalina Garcia
Dr. Justin H. Lonon (Secretary and Chancellor)
Mr. Paul Mayer
Mr. Phil Ritter (Vice Chair)

Board Members Absent

None.

1. **Roll Call - Announcement of Quorum** confirmed by Chair Bravo.
2. **Certification of Notice Posted for the Meeting** confirmed by Chancellor Lonon in accordance with section 551.054 of the Texas Government code.
3. **Pledges of Allegiance to U.S. and Texas Flags** recited by Board members.
4. **Public Hearing on Proposed Tax Rate for Fiscal Year 2023-2024**
Chair Bravo announced that in accordance with the Texas Education Code the public hearing on the proposed tax rate for FY2023-24 was now open and being held in person and through Cisco WebEx software. Members of the public who have followed the instructions on the Dallas College Board of Trustees website to register to speak will have 5 minutes to speak.

No citizen's request was received.

Chair Bravo announced the public hearing closed at 4:19 p.m.

5. Citizens Desiring to Address the Board

No citizen's request was received.

6. Special Presentation

1. 2023 Erin Tierney Kramp Scholars Recognition
2. Myers-LeCroy Scholars Recognition

Chancellor Lonon spoke about the Erin Tierney Kramp (ETK) Encouragement scholarship that was established in 1999 by the ETK Encouragement Foundation and the Dallas Ft. Worth Private Equity Forum in memory of Erin Tierney Kramp. Those scholarship awards go to students based on their courage and perseverance in the face of adversity. Currently the scholarship has awarded 59 scholars a combined amount of nearly \$307,000.

Dr. Lonon also said the Myers-LeCroy scholarship endowment was established in 1988 by DCCCD board member, Mike Myers who would be coming forward to recognize the late Dr. R. Jan LeCroy, former chancellor of DCCCD, for his leadership in education. In 2018, the scholarship was renamed the Myers-LeCroy scholarship in honor of Mr. Myers dedication to this program. Outstanding leadership and academics are the main requirements for the scholarship program. Currently, they have awarded 248 scholars a combined amount of nearly \$675,000.

Dr. Lonon invited Josh Skolnick, executive director of Dallas College Foundation to come up and speak about these scholarships and introduce the speakers.

Executive Director Skolnick introduced Zulema Cervantes who is on the ETK Board where she has served for 18 years in addition to mentoring the students and dedicating her life to those less fortunate. She came forward and introduced the scholars.

Zulema Cervantes Martinez spoke about her time serving on the ETK scholarship board and recognized her board colleagues. She introduced student Ariana Villareal.

Villareal, a Richland campus student majoring in economics and international studies, spoke about her background and the offices she holds in various organizations, including PTK president and student government vice president. She told of her difficult path and family

hardships that led her to seek scholarships to lessen the financial burden on her family. She also outlined her future academic goals and aspiration to play a part in the political process.

Mr. Skolnick introduced the founder of the Myers-LeCroy scholarship, Mike Myers. He spoke about Mr. Myers' background mentioning the over 250 students he has mentored since he founded the scholarship in 1988, his civic engagements, and leadership in the community. Mr. Skolnick invited him to introduce the students.

Mr. Myers addressed the board and expressed his respect and admiration for each of them. He summarized his history in academics and the big part Dallas College students played. He announced the scholars.

Student Demarcus Forest attended Richland campus and is majoring in computer science. He talked about his early struggles trying to work and go to college and how the scholarship helped. He listed some of the programs and organizations he was involved in at Dallas College. Mr. Forest talked about how he is giving back to his community by volunteering for after school programs including starting a tutoring program in his apartment complex. He also spoke about his academic goals and how important this scholarship was to achieve those goals.

Student Nomvuyo Makhathini was born and raised in South Africa. She said her home campus is North Lake, however, she is currently taking classes at the Brookhaven campus. She explained her reasons for applying for the Myers-LeCroy scholarship that included coming from a disadvantaged background. She spoke on mentoring and its importance to her. She mentioned the leadership skills she acquired and how this will help her help others. Makhathini voiced her academic goals and spoke of her commitment to volunteerism.

Chancellor Lonon thanked the students and said the scholarship awardees commitment to serving others was an inspiration to everyone. He also recognized the mentors for their support of the students.

Chair Bravo also commended the students, expressed her pride in them, and wished them good luck in the future.

Chancellor Lonon invited the scholarship recipients and staff to come

forward for a photo with the Board of Trustees.

7. Chancellor and Board Announcements

1. Announcements from the Chancellor

Chancellor Lonon thanked everyone who contributed to the success of conference day including the event staff led by Dorothy Jones and Molly Bewley, stated it was a great reminder of why we all do what we do.

He announced Dallas College events and activities to kick off Hispanic Heritage month and celebrate our staff and students across all our campuses.

Community College Association of Texas Trustees (CCATT) conference will be later that week in Ft. Worth. Dr. Lonon thanked Trustee Boyd for helping lead its development while serving on that board.

Our Leadership team went on a retreat where they spent time engaging in reviewing goals, metrics, and KPIs. This was an important part of the KPI framework and accountability measures.

The chancellor closed his announcements with the innovation report, part of which was the result of the reaffirmation process with the League of Innovation. We will have a team participate in a League of Innovation visit next month.

2. Announcements from the Board Chair and/or Trustees

Trustee Flores announced that she attended a meeting last week at El Centro on the vision for the new campus. She was surprised how often safety was mentioned as a concern.

Trustee Flores, also a board member for the North Texas Food Bank, said in celebration of Hispanic Heritage month they are asking for volunteers to put together kits of food. She challenged Employee Resource Groups (ERGs) to get the most volunteers to support this effort. She also challenged faculty and board members.

Trustee Boyd thanked the staff for their preparation of activities for Veteran's Day. It's an opportunity to enlist those who support our veterans and provide services for our veterans to come together. He said we will have more details forthcoming.

Trustee Boyd also thanked fellow board members who will be attending the CCATT conference for Board of Trustees.

Trustee Flores suggested board members wear veteran shirts during the November board meeting in honor of our veterans.

Trustee Garcia announced she will be holding a townhall meeting on September 23 from 3-5 p.m. on the Richland Campus LeCroy Center to inform the students and community what Dallas College is doing.

Chair Bravo added that Conference Day was great and thanked all the Trustees who attended. She noted that this was the second year all seven Trustees attended.

Chair Bravo also announced that she would be hosting an event with State Representative Victoria Neave Criado on Oct. 7 at the Eastfield Campus. It is an annual event for high school students and parents to learn how to apply for financial aid, apply for other colleges, and learn about college.

Chair Bravo recognized 6 retirees, listing each name and years of service.

8. Opportunity for Members of the Board and Chancellor to Declare Conflicts of Interest Specific to this Agenda

No board members declared a conflict.

9. Consent Agenda

Dr. Lonon announced 9.3.a., which is about compensation and benefits, there was a reference to performance pay and incentive program for faculty specifically. That language is old and for something previously in place and will likely need to be cleaned up as we contemplate what any pay performance could look like specifically for faculty. This would not be in effect for this year.

Trustee Garcia shared her concerns about the old wording previously mentioned by Chancellor Lonon saying, if we keep repeating it, we keep institutionalizing it. She voiced her approval for the reminder of the compensation package saying, it was fair but said she would be voting against it in support of the faculty she wants to make sure are treated equitably.

Trustee Flores asked for a clarification regarding the benefits and compensation package.

Chancellor Lonon clarified and expanded on the process to refine it and cascade it down and added that minor adjustments might need to be made as it is implemented.

General Counsel Robert Wendland clarified further about the policy language and said we will address that moving forward.

Trustee Flores asked if the cost-of-living adjustment was going to go away once the compensation incentive pay plan was put into place.

General Counsel Wendland said this item needs to be removed from the consent agenda.

Chair Bravo asked that 9.3.a. and 9.3.b. be pulled from the consent agenda and first a vote be made on the other consent agenda items.

Trustee Compton moved to approve consent agenda items 9.1., 9.2., and 9.4.

Trustee Flores seconded the motion.

Motion passed at 4:58 p.m. with one abstention by Trustee Garcia.

Chair Bravo announced that discussion was now open for consent agenda item 9.3.a.

Chief Human Resources Officer Louis Burrell shared that compensation needs to be reviewed annually to insure we have a recommendation that reflects what is happening in the marketplace that is unusual and determine if an across the board raise needs to be administered or move forward with a merit-based process.

Trustee Flores asked if there could be a year where there would only be a merit-based increase.

Chief Human Resources Officer Burrell said yes that could be the case but there could also be years where there could be both a merit-based and cost-of-living increase.

Trustee Compton asked for clarification as to whether we would be moving away from across-the-board increases.

Chancellor Lonon said there would be an annual review of that to see what is happening in the economy and whether some adjustments to the policy need to be made.

Trustee Flores moved to approve consent agenda item 9.3.a.

Trustee Boyd seconded the motion.

Motion passed at 5:02 p.m., with one no vote by Trustee Garcia.

Chair Bravo asked for a motion to approve consent agenda item 9.3.b.

Trustee Flores motioned to approve 9.3.b.

Trustee Mayer seconded the motion.

Trustee Flores asked about employee out-of-county travel and whether they receive a per diem or do they have to save receipts.

General Counsel Wendland explained that all employees that travel out of county receive a per diem.

Chief Financial Officer John Robertson expanded further on the travel policy explaining that staff can either accept a per diem or save their receipts, they do not have to do both.

Chair Bravo stated that we already have a motion to approve, and it has already been seconded.

The motion to approve consent agenda item 9.3.b. passed at 5:07 p.m.

Motion passed at 5:07 p.m.

1. Meeting Minutes
 - a. Approval of Regular Meeting Minutes for August 8, 2023
2. Finance Items
 - a. Approval of Dallas County Hospital District dba Parkland Health Ground Lease Agreement with Dallas College
3. Policy Items
 - a. Approval of Amendment to Policies Concerning Compensation and Benefits – DEA (LOCAL)

- b. Approval of Amendment to Policies Concerning Expense Reimbursement – DEE (LOCAL)
- 4. Resolutions
 - a. Adoption of Amendment to Resolution Authorizing Agreement for the Dallas College Autonomous Vehicle Initiative

10. Individual Items

Chair Bravo asked for a motion to adopt the new tax rate.

Trustee Mayer moved to have the property tax increased by the adoption of the total tax rate of 0.110028 comprised of an interest and sinking rate of 0.019767 and a maintenance and operation rate of 0.090261 which is effectively a 10.7% increase in the tax rate because this tax rate will raise more taxes for maintenance and operations than last year's tax rate.

Trustee Flores seconded the motion.

Chair Bravo called for a roll-call vote as required by law and explaining that Trustees have four options. They can vote for, against, present and not voting, or absent.

Trustee Flores: for.

Trustee Boyd: for.

Trustee Mayer: for.

Chair Bravo: for.

Vice Chair Ritter: for.

Trustee Garcia: for.

Trustee Compton: for.

Motion to adopt the new tax rate passed at 5:09 p.m.

- 1. Finance items
 - a. Adoption of Resolution Levying the Ad Valorem Tax Rate for Tax Year 2023

11. Informative Reports

No comments or questions on the informative reports.

- 1. Committee Reports

- a. Governance Committee Notes for June 6, 2023
 - b. Chancellor Performance Review Committee Notes for June 6, 2023
 - c. Audit Committee Notes for August 8, 2023
 - d. Education Workforce Committee Notes for August 8, 2023
 - e. Finance Committee Notes for August 8, 2023
 - f. Chancellor Performance Review Committee Notes for August 24, 2023
2. Current Funds Operating Budget Report (June 2023)
 3. Monthly Change Order Summary (July 2023)
 4. Dallas College Foundation Report (July 2023)
 5. Notice of Grant Awards (September 2023)
 6. Dallas College Human Capital New Hire/New Position Report (July 13, 2023 - August 12, 2023)
 7. Workforce & Advancement Ascend Institute Report (June 2023)
 8. Report from Investment Officers on Training

12. Executive Session

No executive session was called.

13. Adjournment

Meeting adjourned at 5:09 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.