

*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 the Chancellor, per Texas Government Code § 551.1282. This meeting is being broadcast over the Internet in the manner prescribed by Texas Government Code, § 551.128.*

**NOTICE OF REGULAR MEETING BY VIDEOCONFERENCE OR  
TELEPHONE CALL OF THE BOARD OF TRUSTEES FOR THE  
DALLAS COUNTY COMMUNITY COLLEGE DISTRICT AND  
RICHLAND COLLEGIATE HIGH SCHOOL**

**<http://www.dcccd.edu/boardmeetingslive>**

**Tuesday, June 2, 2020**

**4:00 PM**

**DUE TO HEALTH AND SAFETY CONCERNS RELATED TO THE COVID-19 CORONAVIRUS, THIS MEETING WILL BE CONDUCTED BY VIDEOCONFERENCE OR TELEPHONE CALL. AT LEAST A QUORUM OF THE BOARD OF TRUSTEES WILL BE PARTICIPATING BY VIDEOCONFERENCE OR TELEPHONE CALL IN ACCORDANCE WITH THE PROVISIONS OF SECTIONS 551.125 OR 551.127 OF THE TEXAS GOVERNMENT CODE THAT HAVE NOT BEEN TEMPORARILY SUSPENDED BY ORDER OF GOVERNOR ABBOTT ON MARCH 16, 2020.**

**AGENDA**

1. Roll Call - Announcement of a Quorum
2. Certification of Notice Posted for the Meeting
3. Citizens Desiring to Address the Board
4. Chancellor and Board Announcements  
*(Comments on Accomplishments; Awards Received; Appointments at the Local, State, and National Level; Published Articles and Newspaper Reports; District/College Reports/Metrics, and Upcoming Events; Workshops, Seminars,*

*and Conferences taking place at the District or any of its Colleges)*

A. Announcements from the Chancellor

B. Announcements from the Board Chair and/or Trustees

5. Consent Agenda

*(Consent Agenda items may be approved by a single motion and vote or, alternatively, upon request of a Trustee(s); any listed item can be removed and considered individually.)*

A. Minutes

1) Approval of Minutes of the May 5, 2020 Regular Meeting 6

B. Policy Items

1) Approval of Amendments to Policies Concerning Tuition and Fees – FD (LOCAL) Learning Materials 18

C. Financial Items

1) 2020 Schedule for Tax Rate and Budget Adoption as Determined by Texas Property Tax Code Requirements 22

D. Richland Collegiate High School Items

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## 6. Individual Items

*(Individual Agenda items may be approved by a single motion and vote or, alternatively, upon request of a Trustee(s); any listed item can be removed and considered individually.)*

### A. Talent Items

- 1) Approval of Warrants of Appointment for Police Officers 27

## 7. Policy Items - First Reading

- A. Approval of Amendments to Policies Concerning Term Contracts - DCA (LOCAL) General Provisions; Faculty and Administrative Personnel 28

## 8. Informative Reports

### A. Committee Reports

*(Committee notes are listed only after they have been reviewed and approved by the committee in question.)*

- 1) Education Workforce Committee Notes for March 3, 2020 31

- 2) Finance Committee Notes for March 3, 2020 37

- B. Current Funds Operating Budget Report for April 2020 40

- C. Monthly Award and Change Order Summary 43

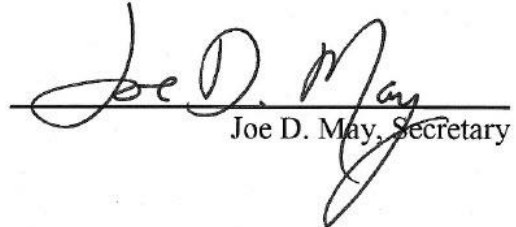
- D. Facilities Management Reports 47

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

**CERTIFICATION OF NOTICE POSTED FOR THE JUNE 2,  
2020 REGULAR MEETING OF THE DALLAS COUNTY  
COMMUNITY COLLEGE DISTRICT AND RICHLAND  
COLLEGIATE HIGH SCHOOL BOARD OF TRUSTEES**

I, Joe D. May, Secretary of the Board of Trustees of the Dallas County Community College District, do certify that a copy of this notice was posted on the 29th day of May 2020, 1) in a place convenient to the public in the District Office Administration Building, 2) to John F. Warren, County Clerk of Dallas County, Texas, and 3) on the bulletin board at the George Allen, Sr. Courts Building, all as required by the Texas Government Code §551.054.

  
Joe D. May, Secretary

## CONSENT AGENDA NO. 5A-1

### Approval of Minutes of the May 5, 2020 Regular Meeting

It is recommended that the Board approve the minutes of the May 5, 2020 Virtual Regular Meeting.

A Virtual Regular Meeting of the Board of Trustees of Dallas County Community College District was held Tuesday, May 5, 2020, beginning at 4:00 p.m. on the Cisco Webex platform and was broadcast via the streaming link: <http://www.dcccd.edu/boardmeetingslive>.

### Board Members and Officers Present

Ms. Monica Lira Bravo  
Ms. Charletta Rogers Compton  
Ms. Diana Flores (chair)  
Mr. Wesley Jameson (vice chair)  
Dr. Joe May (secretary and chancellor)  
Mr. Phil Ritter  
Mr. JL Sonny Williams  
Ms. Dorothy Zimmermann

### Members Absent

None.

1. **Roll Call - Announcement of a Quorum** was read by Perla Molina and all trustees were present, a quorum was confirmed.
2. **Certification of Notice** posted for the meeting was confirmed by Chancellor Joe May.
3. **Citizens Desiring to Address the Board**  
Jamesia Reddish commented to the board that she was concerned for her safety and the safety of others with all the news of the COVID-19 virus cases still increasing. She felt it was hard to maintain social distancing and that many people wouldn't wear masks. She believed it was too soon for the economy to reopen, including the campuses. Chair Flores reassured Ms. Reddish that she understood her concerns and that the safety of the students would be taken into account as the Board deliberates and moves forward.

#### 4. Chancellor and Board Announcements

*(Comments on Accomplishments; Awards Received; Appointments at the Local, State, and National Level; Published Articles and Newspaper Reports; District/College Reports/Metrics, and Upcoming Events; Workshops, Seminars, and Conferences taking place at the District or any of its Colleges)*

##### A. Announcements from the Chancellor

The Chancellor stated it was the District's 7th week working remotely and that the transition had been a big success with everyone working hard online to meet the needs of students and staff, while staying safe. Much had been accomplished, including the distribution of food and the donation of time, as the District navigated and adjusted to various challenges. He thanked the Board for their support from the beginning, despite continued uncertainty.

##### B. Announcements from the Board Chair and/or Trustees

- Chair Flores expressed her appreciation to staff for adjusting to the challenging environment. She referenced the Resolution in which the District committed to paying staff through August 31, 2020, as the budget allowed. Decisions were made with consideration to staff and students, as well as what was best for the District.
- Trustee Compton stated she had previously requested an update on the ASCEND initiative and asked when the Board would receive it. Dr. May answered that they had intended to bring it up at a committee meeting but would have a report to the Board soon. Also, she questioned why the speaking time for citizens was reduced from 5 to 3 minutes. Chair Flores answered that it was due to the virtual environment but could go back to the 5 minutes, and assured Trustee Compton her request was noted.
- Vice Chair Jameson commented as we passed commitment dates for District students to make their plans for college, he was aware that many did not plan to pursue out-of-state, four-year degrees but would be more cautious and stay closer to home. Community Colleges had become a more attractive option. In the District's preparedness for online remote learning, was there capacity to handle a surge in enrollment as this environment continued? Dr. May responded that they were considering this and had been in contact with university partners, discussing future plans and challenges they faced. We would continue to work together to accommodate the needs of the community and the students, perhaps in higher numbers than in the past.

Trustee Bravo stated that she was glad for the Resolution that was passed to alleviate staff concerns regarding job security; however, she brought up the looming Supreme Court decision that would impact DACA students who were very stressed. In the next meeting's agenda, she hoped that they could discuss how to better support DACA students.

#### **5. Update on COVID-19 Pandemic and Rapid Response Team**

Chancellor May stated that there would be six reports on this topic to bring everyone up to date.

##### *ACADEMIC SUCCESS UPDATE – INTERIM PROVOST LINDA BRADDY*

Dr. Braddy gave an update on student academic success stating that the task force and administrators had been very busy. She added that faculty had been creative and flexible on how to evaluate student progress and award appropriate grades, while still ensuring that they achieved the desired learning outcomes. She outlined the following activities:

- Incomplete policy was temporarily modified.
- Letter grades would be given rather than use a pass/fail option. A 100% refund would be given to students who dropped courses after Spring Break, which would not affect their 6-course drop limit.
  - Trustee Ritter inquired about grading and asked if there were any issues with dual enrollment and partnerships with DISD. Did we coordinate well with the District? Braddy answered yes, there was coordination and they had paid special attention to meet those students' needs. There were no problems that they were unable to resolve.
- Full-time faculty hiring.
  - Chair Flores mentioned it was good that they were looking strategically at faculty hires as we did not know what the full budgetary impact would be, as the District moved forward.
- The team was creating an aggressive plan to help students whose Spring courses required hands-on, face-to-face training. These courses would be completed as soon as possible, following CDC guidelines.
- MoveOnline! and Ready for Summer courses had been created to support faculty.
  - Chair Flores added that it was good to hear about faculty professional development and asked if they planned to sustain the training. Dr. May confirmed that North Lake College President Slejko was building faculty development into the new organizational structure.



- Communications from the Provost's office had been going out 2-3 times a week.
- Trustee Compton asked if there were dual credit students that the District had lost track of and was it the District's or the DISD's responsibility to reach out to those students. Dr. May responded he was not aware of losing track of any. Primarily, it was DISD's responsibility to maintain relationships, but we were in contact with them daily. He stated that the district had lost fewer students this Spring than one year ago. Anna Mays stated that dual credit students were being called by the District and DISD had a similar campaign. Students were getting multiple contacts.

*STUDENT SUPPORT SERVICES UPDATE – INTERIM VICE CHANCELLOR OF STUDENT SERVICES JOE SEABROOKS*

Seabrooks gave an update on how the team had been focused on the ever-evolving needs of the student population. He shared the following developments:

- More than 60,000 wellness check phone calls were made by 188 volunteer callers.
  - Chair Flores stated that one-on-one outreach to students was much needed and it spoke volumes on how much the District cared.
- Care Teams had made 216 referrals as a result of COVID-19.
- Professional counselors had engaged with 95 students via video appointments.
- Seabrooks described a live interactive map that students could use to find much needed jobs. This had been a phenomenal tool for students.

*FOUNDATION EMERGENCY AID UPDATE – CHIEF OF ADVANCEMENT INITIATIVES PYEPER WILKINS*

- Dr. Pyeper Wilkins gave a CARES Act update, stating the District had received around \$20 million in funding and \$9 million of that was cash grants that would go directly to students. Unfortunately, these funds did not apply to all students due to strict interpretation of the legislation. DACA and other students that did not meet the requirements would benefit from Foundation help through the Emergency Aid Fund.
- Food insecurity was being addressed. Due to college food pantries not being open, they had worked to ensure that that food was moving out and being donated in the community. Also, grocery gift cards from the Emergency Aid Fund were being distributed. To date, roughly 100 students had requested and received those gift cards and about \$7,000 had been utilized.
  - Chair Flores wanted to be sure the Board thanked the Foundation

- Board for making funds available for relief of students in need.
- Trustee Compton asked how they identified students in need. Wilkins answered that students filled out brief applications through an app or online portal. Within 24 hours they received an answer and within 48 to 72 hours they had cash in their accounts.
- Trustee Bravo inquired how much money had been given out to students since the pandemic began. Wilkins answered that the average gift amount was \$400. Each need was considered individually, and different caps were put on different needs, for example, \$1,000 for housing. At this point, about \$120,000 had been given out.
- Dr. May thanked Wilkins and her team for their work, considering limitations and restrictions, and for getting funds out as quickly as possible. He added that they were able to give out CARES Act funds through September 2021.
- Trustee Ritter asked about the North Texas Food Bank partnership, as students relied on it. Had they shut down and could CARES Act money be used to address this? Wilkins answered that the partnership was still in place and the students had been told where they could find services and food. The District hosted the Food Bank for drive-through food distribution at North Lake College. Mountain View College would host in the next couple of weeks. She confirmed that gift cards and emergency aid were available to DACA students.

*TECHNOLOGY/HARDWARE PROCUREMENT UPDATE – CHIEF INNOVATIONS OFFICER TIM MARSHALL*

- Tim Marshall stated that the District had finally received and distributed laptops and tablets for staff and faculty working remotely.
- Hotspots to provide internet connectivity were being distributed to students. Initially, 1,000 hotspots were ordered. The first ones were delivered to students who staff identified as most in need. Then, a forum on the student website took in more requests and those were being delivered. An additional 500 units would be delivered soon.
- The IncludedED pilot was rolled out for students to access digital materials. Students from El Centro and Brookhaven Colleges would participate in the pilot.
- Partners in the city had expressed that the number of students who didn't have access to internet or a device to help them further their education was distressing. Dr. May had worked with a number of superintendents to

create a group of IT CIOs to convene and draft options to remedy this situation.

*POTENTIAL REOPENING PLANS – CHIEF HUMAN RESOURCES OFFICER SHERRI ENRIGHT, CHIEF FINANCIAL OFFICER JOHN ROBERTSON AND GENERAL COUNSEL ROB WENDLAND*

- Dr. Sherri Enright stated that they were shifting their focus from a virtual environment to reopening and returning to work.
- John Robertson stated that they were implementing a phased approach to reopening facilities. Phase I (May 18, 2020) previously identified essential employees, using existing protocols, such as temperature checks and entering through secure entrances. Phase IA (May 18 – June 1, 2020) identify need to reopen buildings to large groups and add critical employees to prepare facilities. Phase II (Beginning June 1) critical roles such as cashiers, financial aid, labs and hands-on classes.
- Rob Wendland confirmed these considerations were looked at daily. The safety of students and staff was paramount. They would be cautious in implementing these phases.
- Enright outlined key concerns and working groups that focused on safety protocols.
  - Chair Flores asked if they were letting people back on campus June 1 and who would be classified as essential. Enright answered that they already had identified a group of 183 people: facilities workers, police, and mail room personnel.
- Dr. May added there were many challenges around tracking 40,000 students and ensuring their safe return to the facilities.
  - Trustee Compton asked what process would be used to allow employees to enter the facilities. Dr. May answered that social distancing guidelines would be put in place, as well as daily health assessments. Plexiglass could be used in the phasing process. Robertson added that facilities activity had not declined, and landscaping had been kept up. They had scheduled the number people present in a building at any one time through staggered shifts. Wendland mentioned that the essential factors were the number of people who could be in a facility at a given time and assuring social distancing.
  - Trustee Zimmermann asked about the Governor's guidelines and what guidelines we were following in the District. Dr. May answered that the District adhered to the Governor's guidelines, as well as CDC procedures. Adding, for the foreseeable future, things would not return to normal.
  - Vice Chair Jameson asked if the number of employees allowed in the facilities was enough to cover all the bases. Wendland replied

that the 183 personnel did not include the police department, which was an additional 180 people.

*SCENARIO ASSESSMENT AND OPERATIONAL CONTINUITY – CHIEF FINANCIAL OFFICER JOHN ROBERTSON*

John Robertson gave an update on the following topics:

- Enrollment and tuition forecasting.
- State funding and property tax revenues forecast.
- Transitioning from shutdown to return to work for staff and students with various timelines.
- Robertson reviewed a chart showing current, planned and worst-case scenarios regarding revenue sources.
  - Trustee Ritter asked if CARES Act dollars would cause the District to not grant as many waivers and would that expense decrease? Robertson referred to the federal money from the CARES Act as a pass-through. There was no current guidance on how it would be accounted for; it might not even show up on the annual financial report. Typically, when a student received a government check, the District would not give them a waiver.
  - Trustee Compton asked about letting students back on campus and current utilization in a worst-case scenario. Robertson answered that the majority of classes would still be online.

*COMMUNICATING THROUGH COVID-19 UPDATES – EXECUTIVE VICE CHANCELLOR JUSTIN LONON AND CHIEF OF MARKETING & COMMUNICATIONS PATTY ARELLANO-TOLOTTA*

Justin Lonon and Patty Arellano-Tolotta gave a communications update. Engagement of employees in three virtual Town Halls with up to 1,326 staff in attendance.

- Engagement of students through social media that included a Student Encouragement Video, Student Online Learning Highlights, Faculty Online Teaching Highlights and Counselor Videos.
- Patty shared some media highlights for the District.
  - Chair Flores congratulated the team on their work and the Town Halls.

**6. Dallas College Update**

Justin Lonon gave an update on the SACS process. He stated that SACS was going to consider the District's consolidation prospectus in June.

*ACADEMIC SUCCESS UPDATE – INTERIM PROVOST LINDA BRADDY*

Dr. Braddy gave an update regarding on the following:

- There was a new surveying degree at North Lake College. Surveyors were in high demand with 6% expected growth.
- Maymester and Summer terms would be online. Enrollments were up by 11% from last year.
- Convening academic VPs and deans were focusing on the standardization of processes and forms for consistency and equity under One College.
- Common course curricula had been established across the District for WorkReadyU.
- The Provost was working to finalize alignment within the “Schools of” structure in terms of programs and disciplines.

*MEETING STUDENT DEMAND FOR ONLINE COURSE OFFERINGS –  
CHANCELLOR JOE MAY*

- DCCCD was limited in the number of programs that could be officially offered fully online but had the ability to quickly make more online programs available.
- There was a growing student demand for fully online programs.
- The District was working with the school districts on joint reopening.
- The District was working to identify which courses require some face-to-face instruction that included construction, healthcare and the arts.
- Data regarding Dallas College’s ability to offer more programs online than the few current SACS-approved online programs was reviewed. Survey results showed growing interest in fully online degree programs.
  - Trustee Compton was concerned that online courses made it difficult to determine if students were actually completing the work. Dr. May answered that this was always something to be vigilant about, but through constant faculty monitoring, it was kept to a minimum. Dr. Braddy stated that this issue was constantly being addressed with methods such as a lockdown of browsers. Marshall added that this browser prevented a student from surfing and showed their ID during online testing. There may still be those who found ways to cheat, but monitoring technologies were in place.
  - Trustee Ritter asked what impact the virus would have on the traditional mode of education delivery for community colleges and was the District considering long-term strategic consequences? Dr. May answered that quarantine had created an opportunity to find new ways to meet student needs, such as expanded hours. He discussed other challenges and how they were being addressed.
  - Trustee Zimmermann asked if students would also get a full refund for their books if they withdrew from class. Dr. May answered

that, in this interim period, the District was providing full refunds, but the normal refund policy would apply going forward.

- Trustee Zimmermann asked how Boston Consulting Group fit into the role of the reorganization. Dr. May answered that they had been working with BCG over the years in all aspects to help with the move to the One College, not just the reorganization. Work with them would continue in multiple areas.

*STUDENT SUPPORT SERVICES UPDATE – INTERIM VICE  
CHANCELLOR OF STUDENT SERVICES JOE SEABROOKS*

- The Virtual Student Resource Center unified 6 steps to enrollment for the District.
- Unified virtual recruitment priorities – Dallas Promise, non-Dallas Promise, building on wellness calls with current students and addressing student barriers.
- High priorities: establish and streamline communications, measure quality and response time and unified enrollment management.

*HUMAN RESOURCES UPDATE: CHIEF HUMAN RESOURCES OFFICER  
SHERRI ENRIGHT*

- COVID lessons learned were being captured and would be transferred into policies, practices and procedures.
- The District was designing an effective service delivery model.
- The Leadership Talent Pool was in the final stage of assessment.
  - Trustee Compton asked if HR had hired anyone since the COVID-19 outbreak. Enright answered, yes, they had conducted interviews and remote virtual onboarding.
  - Trustee Compton asked when the Board would receive the accountability report. Dr. May said that they would be providing those in next month's agenda. Enright stated that she would ensure that report was included.

*TECHNOLOGY/HARDWARE PROCUREMENT UPDATE – CHIEF  
INNOVATIONS OFFICER TIM MARSHALL*

- IncludedED programming went live.
- There was a request for approval for purchasing agreements with DISD.
  - Trustee Compton asked were there any particular products in mind in the purchasing agreement with DISD. Dr. May answered the District was particularly interested in computers and technology.
- There would be an RFP going out for Enterprise resources planning scheduled to start in the fall.

*FINANCE AND FACILITIES UPDATE – CHIEF FINANCIAL OFFICER  
JOHN ROBERTSON*

- The team was working on the budget for One College based on the Chancellor's organization.
- They were developing finance and facility organizational structure with consistent planning that was service oriented and supported budgets and operations for One College.

*DALLAS COLLEGE BRAND UPDATES– EXECUTIVE VICE  
CHANCELLOR JUSTIN LONON & CHIEF OF MARKETING &  
COMMUNICATIONS PATTY ARELLANO-TOLOTTA*

- New branding would build on current brand equity through familiar, yet updated visuals.
- The existing brand was refreshed to appeal to future generations of learners.
- The new branding captured the spirit of the District, while it looked to the future.
- Graphics presented the new Dallas College logo, as well as branding examples—t-shirts, letterhead and signage.
  - Trustee Williams asked what age group was targeted in advertising. Arellano-Tolotta answered that they targeted the traditional 18-24-year-old college-age range, but also marketed directly to nontraditional students and parents.

**7. Opportunity for Members of the Board and Chancellor to Declare  
Conflicts of Interest Specific to this Agenda**  
None.

**8. Consent Agenda**

*(Consent Agenda items may be approved by a single motion and vote or, alternatively, upon request of a Trustee(s); any listed item can be removed and considered individually.)*

Trustee Ritter moved and Trustee Bravo seconded the motion to approve Items 8A-1 & 8A-2, 8B-1, and 8C-1, The motion was approved by roll call vote as follows: Trustee Ritter – aye, Trustee Bravo – aye, Trustee Williams – aye, Trustee Zimmermann – aye, Vice Chair Jameson – aye, Chair Flores – aye, Trustee Compton – aye.

**A. Minutes**

- 1) Approval of Minutes of the April 7, 2020 Regular Meeting

2) Approval of Minutes of the April 24, 2020 Special Meeting

**B. Financial Items**

1) Approval of Interlocal Purchase Agreement between the Dallas Independent School District and the Dallas County Community College District to Maximize Efficiency and Reduce Costs

**C. Education Workforce Items**

1) Approval of Associate Applied Science Degree in Surveying Technician at North Lake College

**D. Resolutions**

1) Adoption of Resolution Regarding Wage Payment During the COVID-19 Pandemic

The Resolution was approved by roll call vote as follows: Trustee Ritter – aye, Trustee Bravo – aye, Trustee Williams – aye, Trustee Zimmermann – aye, Vice Chair Jameson – aye, Chair Flores – aye, Trustee Compton – aye.

**9. Individual Items**

*(Individual Agenda items may be approved by a single motion and vote or, alternatively, upon request of a Trustee(s); any listed item can be removed and considered individually.)*

Trustee Compton moved and Trustee Bravo seconded the motion to approve Item 9A-1. The motion was approved by roll call vote as follows: Trustee Ritter – aye, Trustee Bravo – aye, Trustee Williams – aye, Trustee Zimmermann – aye, Vice Chair Jameson – aye, Chair Flores – aye, Trustee Compton – aye.

**A. Talent Items**

1) Approval of Warrants of Appointment for Police Officers

**10. Policy Items - First Reading**

**A. Approval of Amendments to Policies Concerning Tuition and Fees – FD (LOCAL) Learning Materials**

Trustee Zimmermann pointed out that, when looking at the numbers of staff and administration compared to faculty, it appeared that there were far more staff and administration than faculty because adjunct faculty were not included. She suggested adding adjunct into diversity information to have a clearer representation. Dr. May replied that she was



correct, that we contracted with a large number of adjuncts. As the group discussed the numbers, Trustee Compton and Trustee Bravo thought they should keep those numbers separate on the report to reflect a true and accurate picture; full-time faculty were very different from adjuncts. Numbers should reflect that distinction, as the report was designed to show full-time. Adding the adjuncts separately or expanding the report was considered.

**11. Informative Reports**

- A. Current Funds Operating Budget Report for March 2020
- B. Facilities Management Reports
- C. DCCCD Foundation Report (March 2020)
- D. Notice of Grant Awards (May 2020)
- E. Contracts for Educational Services
- F. Talent - Sabbatical Leave
- G. Workforce Demographics
- H. Workforce Demographics by Salary Range
- I. Annual Racial Profiling Reports

**12. Executive Session**

None.

**13. Adjournment**

The Regular Meeting was adjourned at 7:20 p.m.

*Captioned video and transcripts for DCCCD Board Committee Meetings, Work Session and Regular Board Meetings are available at our website, [www.dcccd.edu/boardmeetingslive](http://www.dcccd.edu/boardmeetingslive), under the Archived Videos section.*

## POLICY ITEM NO. 5B-1

### Approval of Amendments to Policies Concerning Tuition and Fees – FD (LOCAL) Learning Materials

In October 2019, the Board approved an increase in College District tuition rates to fund the implementation of All-Inclusive Learning Materials. The goal of the All-Inclusive Learning Materials initiative is to ensure students have access to learning materials on the first day of class and provide a significant cost-saving alternative for students who choose to use digital learning materials in lieu of printed textbooks. In accordance with that initiative, and Federal regulations governing the inclusion of learning materials costs in the amount of tuition and fees, the Chancellor recommends the following amendments to local policy.

Effective Date: Upon Board Approval

#### LOCAL POLICY

FD– Learning  
Materials

#### EXPLANATORY NOTES

Adds to local policy a provision allowing students to opt-out of receiving certain learning materials from the College District and still receive a reduced tuition rate.

TUITION AND FEES

FD  
(LOCAL)

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**Semester Tuition**

Beginning fall 2020, tuition for all semesters is as ~~follows~~[set forth in the table below \("Tuition Table"\)](#):

Residency Status	Tuition
Dallas County residents*	\$79 per credit unit or a minimum of \$79
Out-of-district residents	\$135 per credit unit or a minimum of \$135
Out-of-state residents	\$200 per credit unit or a minimum of \$200
Out-of-country residents	\$200 per credit unit or a minimum of \$200
* See <a href="#">"Employees, Retirees, and Dependents,"</a> below	

Employees,  
Retirees, and  
Dependents

A full-time College District employee, College District retiree, or eligible dependent who resides outside Dallas County shall be eligible for Dallas County tuition rates. An individual who would have been classified as a resident for the first five of the six years immediately preceding registration but who resided in another state for all or part of the year immediately preceding registration shall be classified as a resident student.

Duplicative  
Coursework

For students who enroll more than twice in a course with substantially the same content, the College District shall charge additional tuition of \$50 per credit unit as allowed by law.

**Learning Materials**

[The Tuition Table above specifies College District tuition rates, which include the cost of learning materials. Pursuant to the federal student aid regulations governing the inclusion of learning materials costs in the amount of tuition and fees, the College District will allow students the opportunity to opt-out of receiving learning materials from the College District and receive a reduced tuition rate, according to the following procedures:](#)

- [1. The College District will confirm that it has an arrangement with a third party that enables the College District to make learning materials available to students at below competitive market rates. To achieve this the College District will do the following:](#)
  - [a. Annually, the College District will review publicly available pricing information for the same or substantially similar learning materials to confirm the learning materials](#)

TUITION AND FEES

FD  
(LOCAL)

- are being made available to students at below competitive market rates.
- b. This annual review will also include information identifying the cost to the College District of the learning materials and presenting a segregation of those costs for internal accounting purposes.
- c. The results of this review will be memorialized in writing and maintained in the College District's files.
- d. The memorialization of this annual review will be for internal accounting purposes and for the further purposes of substantiating that learning materials are being made available to students at below competitive market rates facilitating regulatory compliance by the College District.
2. By the seventh day of a financial aid payment period, the College District will enable students to obtain learning materials. The College District will coordinate with the entity providing learning materials to ensure students obtain learning materials within this timeframe.
3. The College District will develop a process by which students may opt out of receiving the learning materials from the College District for the current academic semester. The College District may offer the process either in hard copy or electronically, and the process shall be made accessible through the College District's website. The process shall be approved by the College District legal department.

**Tuition Waivers**

In accordance with law, the Board authorizes the following tuition waivers:

1. **Ad Valorem Taxes.** A person who resides outside the College District and who owns property subject to ad valorem taxation by the College District, or a dependent of that person, shall be entitled to pay tuition at the rate that applies to a student who resides in the College District.
2. **Economic Development and Diversification Program.** A person from outside the state of Texas, who registers with a college before having established residency in the state of Texas, is entitled to pay the same tuition and other fees required of Texas residents if the person, or the parent or guardian of the person, has relocated to Texas as an employee of a business or organization that, not earlier than five years before the enrollment date, became established in this state as

TUITION AND FEES

FD  
(LOCAL)

part of the Texas Economic Development and Diversification Program, and the person files with the college a letter of intent to establish residency in Texas.

3. Dallas County Promise Initiative. The College District shall provide eligible persons who reside outside the College District and who participate in the Dallas County Promise Initiative the same services and opportunities afforded Dallas County residents enrolled in its colleges. Accordingly, a person who resides outside the College District, who executes the Promise Pledge on or before the Promise Pledge due date, and satisfies all other requirements of the Dallas County Promise Initiative shall be entitled to pay tuition and fees at the rate that applies to a student who resides in the College District, if that person resides in the taxing district of a public junior college district contiguous to the College District.

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FINANCIAL ITEM NO. 5C-1

2020 Schedule for Tax Rate and Budget Adoption as Determined by Texas  
Property Tax Code Requirements

Tuesday, June 2	Approval of the 2020 Tax Rate Schedule and Budget Adoption by DCCCD Board.
Monday, July 27	Dallas Central Appraisal District issues Certified Estimate of Value.
Monday, July 27	Notice of Public Hearing on adoption of the budget in newspaper and website published 8 days prior to August 4th Board meeting.
Friday, July 31	72-hour notice for August 4 Board meeting at which the budget will be adopted. (Open Meetings Notice)
Tuesday, August 4	Regular Board meeting with agenda to include public hearing and adoption on the DCCCD operating budget for 2020-2021.
Tuesday, August 4	Public hearing and adoption on Richland Collegiate High School (RCHS) budget for 2020-2021.
Tuesday, August 4	Regular Board meeting with agenda item to discuss the proposed tax rate. Take a record vote and schedule public hearings if the proposed tax rate will exceed the effective tax rate.
Monday, August 10	“Notice of Public Hearing” on tax increase if required (First quarter-page ad published in newspaper and website at least seven (7) days before first public hearing).
Monday, August 17	72-hour notice for first public hearing on tax rate. (Open Meetings Notice)
Thursday, August 20	First of two public hearings on the tax rate, if required.
Friday, August 21	72-hour notice for the second of two public hearings on tax rate, if required.
Thursday, August 27	Second of two public hearings on the tax rate, if required. Schedule and announce meeting to adopt tax rate 3-14 days from this date.
Tuesday, September 1	“Notice of Tax Revenue Increase” if required (quarter-page ad published in newspaper and website at least seven (7) days before meeting to adopt tax rate).

- |                      |   |
|----------------------|---|
| Friday, September 4  | 72-hour notice for September 8 Board meeting at which the tax rate will be adopted. (Open Meetings Notice)                        |
| Tuesday, September 8 | Regular Board meeting with agenda to include approval of resolutions levying ad valorem and debt service tax rates for 2020-2021. |

The calendar for adoption of the tax rate and budget is largely determined by requirements set forth in the Texas Property Tax Code, which was enacted in 1979. The Texas Comptroller of Public Accounts publishes a Truth-in-Taxation Manual each year that includes an up-to-date history of amendments in this code.

The Property Tax Code establishes target dates for many Truth-in-Taxation activities. Although circumstances may force appraisal districts or taxing units to alter their timetables, the target dates provide a framework for activities.

The calendar is published and approved based on current state law but is subject to change should new law go into effect by the start of the next fiscal year.

RICHLAND COLLEGIATE HIGH SCHOOL ITEM NO. 5D-1

Approval of 2020-2021 Academic Calendar for Richland Collegiate High School

The Chancellor recommends that the Board of Trustees adopt the 2020 - 2021 Academic Calendar for Richland Collegiate High School (RCHS).

Richland Collegiate High School 2020-2021 Academic Calendar

Fall 2020 Semester	
August 6	Duck Camp - Incoming Juniors
August 7	First Class day
August 21	Student Holiday (RCHS Staff Development Day-Waiver Day)
August 24	Fall Term Begins
September 7	High School Closed (Labor Day Holiday)
October 14	Junior PSAT Testing
November 26-27	High School Closed (Thanksgiving Holidays)
December 7-10	Final Exam Week
December 10	Fall Semester Ends
December 11 - January 18	High School Closed (Winter Break)
Spring 2021 Semester	
January 11-15	Orientation for Incoming Juniors
January 18	High School Closed (Martin Luther King Jr. Holiday)
January 19	Spring Term Begins
February 26	Student Holiday (RCHS Staff Development Day – Waiver Day)
March 15-19	High School Closed (Spring Break)
April 2	High School Closed (Student Holiday)
May 7	U.S. History STAAR Testing
May 10-13	Final Exam Week
May 13	Last Day of School



### Background

The 2020-2021 RCHS Academic Calendar includes two staff development day waivers (August 21, 2020 and February 26, 2021) and one waiver for modified schedule state assessment testing.

Texas Education Code Title 2, Subtitle C, Chapter 11, Subchapter A, Sections 11.151 and 11.1511 list general and specific powers and duties of the school board. Approval of a school's calendar is considered the responsibility of the school board; therefore, RCHS is required to have approval of the Dallas County Community College District Board of Trustees for each academic calendar, which includes appropriate waivers for staff development days, early release and modified assessment.

RICHLAND COLLEGIATE HIGH SCHOOL ITEM NO. 5D-2

Approval of Richland Collegiate High School Waiver Request

The Chancellor recommends that the Board of Trustees approves the high school's submission of the 2019-2020 COVID-19 Missed School Day Waiver.

Effective: June 3, 2020

Background

This waiver permits the district or charter school to waive attendance hours based on the school's closure for COVID-19-related concerns. The waiver allows the high school to meet the Texas Education Agency's mandatory operational minute requirement.

TALENT ITEM NO. 6A-1

Approval of Warrants of Appointment for Police Officers

The Chancellor recommends that the Board of Trustees approve the following warrants of appointment for the Police Officer's listed below for the period indicated. Police Officers are hired through the District Police Department and assigned to various college locations.

WARRANTS OF APPOINTMENT – 1

Luis Corona

District Office

Full-time

Effective Date: June 3, 2020

Period of Employment: Through termination of employment with DCCCD.

## POLICY ITEM – FIRST READING NO. 7A

### Approval of Amendments to Policies Concerning Term Contracts - DCA (LOCAL) General Provisions; Faculty and Administrative Personnel

Consistent with the authority delegated by the Board to the Chancellor for the identification, hiring and retention of College District personnel and the transition to one college, the Chancellor recommends the following amendments to local policy.

Effective Date: Upon Board Approval

#### LOCAL POLICY

#### EXPLANATORY NOTES

DCA – General  
Provisions; Faculty

Revises policy to align with the delegation of authority to the Chancellor provided in BAA (LOCAL) and approved by the Board in February 2020.

DCA –  
Administrative  
Personnel

Revises policy to not only align with the Board's delegation of authority to the Chancellor, but also provide for the approval of multi-year contracts for administrators who, in the opinion of the Chancellor, have administrative duties that necessitate a contract of more than one year.

EMPLOYMENT PRACTICES  
TERM CONTRACTS

DCA  
(LOCAL)

**General Provisions**

All term contracts shall be in writing on a form approved by the ~~Board~~Chancellor, setting forth the length of the contract and other terms and conditions of employment. In most circumstances, contracts shall not be for specific assignments but shall indicate employment as "faculty" or "administrator." Consistent with the authority delegated to the Chancellor for the identification, appointment, and retention of faculty and administrators, the Chancellor, upon recommendation of appropriate personnel, shall approve employment contracts. ~~No~~No term contract shall be valid or binding on the ~~Board-College District~~ until approved by ~~Board action~~the Chancellor. Contracts shall be signed by the employee and the ~~Board's Chancellor or a~~ designee.

~~The Chancellor, upon recommendation of the appropriate staff, shall recommend contracts for approval.~~

~~In exceptional circumstances, the Chancellor may authorize the employment of personnel when, in the opinion of the Chancellor, the deferral of employment authorization until the next regular Board meeting would cause a disruption in the operation of the College District. The terms of employment of such personnel must conform to policies in this manual concerning compensation, workload, benefits, and the like. Personnel so authorized shall be submitted to the Board for ratification at the earliest practical time.~~

Unless expressly authorized elsewhere in this manual, no employee has the authority to offer or promise to offer a contract of employment to any person without authorization from the ~~Board~~Chancellor. Nor shall any person expect to receive a contract of employment until the ~~Board~~Chancellor authorizes the contract and the appropriate personnel execute such contract. Neither renewal of employment contracts nor other employment procedures or practices shall give rise to an expectation of continued employment beyond the term of the contract or a belief in de facto tenure.

**Administrative  
Personnel**

Administrative contracts shall normally be issued for the fiscal year. Contracts may be issued for periods of less than 12 months, based upon length of service required.

An administrator who, in the opinion of the Chancellor, has significant administrative duties such that it would be in the best interest of the College District to enter into a contract of employment for a term longer than one year may be eligible to receive a contract for a term not to exceed three years upon ~~recommendation~~approval ~~by~~from the Chancellor, provided that nothing contained herein shall prohibit a recommendation of a contract term of less than three years for any such administrator. ~~Persons eligible for such a contract shall be direct reports to the Chancellor.~~

EMPLOYMENT PRACTICES  
TERM CONTRACTS

DCA  
(LOCAL)

Faculty

Before completion of the first year of a contract, for any administrator with a contract term longer than one year, ~~the Chancellor~~the administrator's supervisor (which for the purposes of this section may include the Chancellor acting in a supervisory capacity with respect to a direct report) shall evaluate the administrator to determine whether to recommend, or, in the case of a direct report to the Chancellor, approve, another contract of the same term or a contract of another term, up to and including a three-year contract.

At any time after the completion of the first year of a multi-year contract, an administrator, having received an effective performance rating as determined by the supervisor's evaluation, may be offered a successor multi-year contract, at the discretion of the Chancellor ~~of the Board~~.

~~One-year faculty contracts shall normally be recommended for consideration at a May Board meeting.~~

Full-time faculty members may be employed for contractual periods of up to three years if the following conditions exist:

1. A faculty member has received a one-year contract for each of the first three years of faculty employment in the College District.
2. Upon completion of three consecutive years of faculty employment with the College District, a faculty member has rendered high-quality services to the College District as determined by the most recent rating obtained through the performance evaluation system established by the Chancellor.

At any time after the completion of the first year of a three-year contract, if a faculty member has an "effective" performance rating, he or she may be offered a successor three-year contract at the discretion of the ~~Board~~Chancellor.

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## COMMITTEE REPORT NO. 8A-1

### Education Workforce Committee Notes for March 3, 2020

An Education Workforce meeting of the Board of Trustees of Dallas County Community College District was held Tuesday, March 3, 2020, beginning at 12:09 p.m. in the Lower Level, Room 036. This meeting was convened by Committee Chair Monica Lira Bravo.

#### Board Members and Officers Present

- \* Ms. Monica Lira Bravo (committee chair)  
Ms. Charletta Rogers Compton
- \* Ms. Diana Flores (chair)
- \* Mr. Wesley Jameson (vice chair)  
Dr. Joe May (secretary and chancellor)  
Mr. JL Sonny Williams  
Ms. Dorothy Zimmermann

#### Members Absent

Mr. Philip J. Ritter

- \* *Denotes a committee member*

1. **Certification of Notice posted for the meeting** was confirmed by Chancellor Joe May.

2. **Citizens Desiring to Address the Board**

There were no citizens who addressed the Board of Trustees.

3. **Committee Presentations**

- A. Additions to Strategic Priorities 2020-2021  
Presenter: Mary Brumbach

Mary Brumbach presented the additions to the strategic priorities 2020-2021. Mary Brumbach reviewed the following information with the Committee.

Mary Brumbach informed the Committee that statements related to customer service and sustainability were added to the Strategic Priorities

for 2020-2021. Brumbach updated the Supportive Environment and the Capital Improvements in the Strategic Priorities for 2020-2021.

The Supportive Environment now states:

- Provide a welcoming, accessible and responsive environment to all levels of our organization that demonstrates sensitivity and respect for individual needs, giving timely accurate and consistent information and resolving issues as needed.

The Capital Improvements now states:

- Meet the short and long-term educational needs of our students, employers and communities through construction of new building and renovations of existing facilities within sustainability and fiscal guidelines.

Chair Flores requested a broader definition for sustainability for next year's Strategic Priorities.

The Committee gave consensus to use the graph that Mary Brumbach had provided for the strategic priorities 2020-2021.

#### B. WorkReadyU

Presenters: Mark Hays, Gloria Smith

Mark Hays and Gloria Smith presented the WorkReadyU presentation. Mark Hays and Gloria Smith reviewed the following information with the Committee.

Gloria Smith informed the Committee about the programs and services that were provided through the WorkReadyU program, which included Adult Basic Education, Career Transitions, Accelerated & Innovative Learning, Non-Traditional Learning, High School Equivalency, Entry level Certifications, Career Pathway Accelerated Opportunities, Stackable Credentials and Certificates & Licenses.

Smith informed the Committee about the low-income residents that were south of Dallas, due to infrastructure challenges. Students south of Dallas would rather be at a facility in their community than a DCCCD college. Smith provided this information from the Dallas County Income Data. She informed the Committee that 75% of students identified as Hispanic or Latino and 69% of the students they served were females.



Smith informed the Committee about the adult basic education programs and the WorkReadyU performance for the last five years. The WorkReadyU provided English as a second language, high school equivalency preparation, community-based partnerships, college transition preparations and work-based employer training. Smith informed the Committee that in the last five years WorkReadyU had 29,776 participants enrolled, 938 high school equivalencies earned and 2,009 technical training enrollments.

Smith listed a few of WorkReadyU AEL innovative partnerships, which included:

- Inner City Community Development Cooperation: South Dallas Training Center
- Chime Solutions
- Seagoville Federal Correctional Facility
- Dallas County Sheriff's Department
- International Rescue Committee
- Garland ISD
- Salvation Army
- Ulta Cosmetics
- Dallas ISD
- Behind Every Door
- Martin Luther King Center
- Children's Health Hospital

Smith spoke about the TREC Grant that would support equitable development and revitalization. The communities that would be a part of the TREC Grant include The Bottom, the Forest District and West Dallas Census Tract 205. With the TREC Grant, WorkReadyU would initiate job readiness, entrepreneurship, technical training and technical skills training through community service.

Smith talked about the challenges that WorkReadyU faces with growth and expansion, which included:

- A social and economic barrier that obstructs travel to a traditional campus location.
- Inadequate infrastructure to support expansion of programs and services within the campus ecosystem.
- Managing multiple governing boards and policies to ensure compliance.

- Inability to fully integrate adult education into the traditional college service learning model and experience.
- High cost of instruction for highly qualified personnel required to build and customize curriculum.
- Inadequate resources available to support growing number of requests for services.
- Access to technology tools needed to manage curriculum and resources for instructors.

Trustee Bravo had requested the link to the Dallas Promise video that was in the WorkReadyU presentation.

#### C. One College Update

Presenters: Joe May, Georgia Alvarez, Elsy Carranza, Sherri Enright, Carlos Martinez, Danielle Valle

Dr. Joe May, Georgia Alvarez, Elsy Carranza, Sherri Enright, Carlos Martinez and Danielle Valle presented the One College Update. The presenters reviewed the following information with the Committee.

Dr. May informed the Committee that 1350 students out of 1600 students were eligible for reverse transfer degrees, but these students did not receive their degree due to the 25% rule. 800 or more previous DCCCD students would be eligible for a degree or certificate under One College. Dr. May informed the Committee that there was a \$546 million loss in lifetime earnings for DCCCD students under the current system.

Dr. May stated that student success would be at the center of One College which would include:

- Student Centricity
- Economic Mobility
- Employer Connected
- Relevant Offerings
- At Scale

Danielle Valle informed the Committee about the SACSCOC consolidation process timeline:

- March 15th – Prospectus due to SACSCOC
- June 2020 – SACSCOC board decision
- As early as Fall 2020 – SACSCOC site visit
- 3 months after visit – SACSCOC board meeting to take any action and onsite visit follow-up

Sherri Enright updated the Committee about the talent pool process, that aimed to consider groups of qualified candidates for similar positions. Enright shared details about the six process of the talent pool.

1. Prepare:

- The preparation process would include defining the talent pool, document responsibilities, minimum qualifications and the selection of criteria for each position in the pool. The preparation process was estimated to take one week.

2. Collect:

- The collection process would include the opening of the talent pool and the collection of applications. During the collection process, the talent pool would include overview of the responsibilities, minimum qualifications and instructions for applications. The collection process was estimated to take two weeks.

3. Screen:

- The screening process would take place once the application was closed. Then the applicants would be screened for minimum qualifications. The screening process was estimated to take one week.

4. Assess:

- The assessment process would include the review of applications with a selection committee. The selection committee would take into account the selection criteria that was aligned to the role responsibilities. The assessment process was estimated to take two weeks.

5. Interview:

- The interview process would include interviewing the candidates from the selection committee, then they would determine the final candidate for each position. The interview process was estimated to take two or more weeks.

6. Staff:

- The staff process would include informing the interviewees of the decision made. The staff process was estimated to take two weeks or more.

Trustee Compton asked if the group that was hired to help with the assessment process could be confidential since they were dealing with the hiring process. Rob Wendland informed Trustee Compton that the talent pool process would be confidential.

Dr. May affirmed that this change would be worthwhile but could be uncomfortable at first. There would be ups and downs in the One College process. Existing positions may change or no longer be needed, while several new positions would be created. DCCCD would use technology to be more effective and would leverage best practices.

**4. Items for Review**

**A. Committee Notes**

**1) November 5, 2019 Committee Notes**

There were no questions regarding the items for review.

**5. Executive Session**

None.

**6. Adjournment**

The Education Workforce Committee adjourned 2:23 p.m.

*Captioned video and transcripts for DCCCD Board Committee Meetings, Work Session and Regular Board Meetings are available at our website, [www.dcccd.edu/boardmeetingslive](http://www.dcccd.edu/boardmeetingslive), under the Archived Videos section.*

## COMMITTEE REPORT NO. 8A-2

### Finance Committee Notes for March 3, 2020

The Finance Committee Meeting of the Board of Trustees of Dallas County Community College District was held Tuesday, March 3, 2020, beginning at 2:34 p.m. in the lower level, room 036. This meeting was convened by Trustee Charletta Rogers Compton.

#### Board Members and Officers Present

- Ms. Monica Lira Bravo
- \* Ms. Charletta Rogers Compton
- Ms. Diana Flores
- Mr. Wesley Jameson
- \* Mr. Philip J. Ritter (committee chair)
- Dr. Joe May (secretary and chancellor)
- Mr. Philip J. Ritter
- \* Mr. JL Sonny Williams
- Ms. Dorothy Zimmermann

#### Board Members Absent

Mr. Philip J. Ritter (committee chair)

- \* *Denotes a committee member*

1. **Certification of Notice** posted for the meeting by Chancellor Joe May.

2. **Citizens Desiring to Address the Board**  
None.

#### 3. **Committee Presentations**

A. LSU Nicholson Gateway - A Case Study in Public Private Partnerships (P3); Presenter: CSRS

Ed Jenkins, Stuart Helo, and Casey Anderson from CSRS spoke about the Louisiana State University (LSU) P3 project and the importance of planning and vision of the project. Currently, CSRS was the project manager for the DCCCD IT closets and the construction science building at North Lake College.

P3 – public, private, and non-profits – was a design, construction, financing, operations and maintenance partnership with a transparent approach. There were two types of P3: availability payment, which was revenue generating, and western P3, which was tax-exempt bond financing. P3 was a project delivery method, not a funding approach. Funding and revenue stream must be marketable for P3 to be viable.

LSU had underutilized dormitories on a 28-acre site and created a master plan for development. CSRS developed a marketable project with market studies for students and community. LSU had a vision for the college to provide upper, graduate, and 1<sup>st</sup> year student housing and improve infrastructure. To complete the \$400 million project in 3 years, tasks were completed concurrently in three phases and opened in 2018. This project improved beautification for the campus, along with connecting it to the other side of the campus. The development included mixed-use retail space for students and community.

B. Discussion and Q&A on the P3 Conference and What’s Happening in the World of P3 Development; Presenter: Mary Scott Nabors with Strategic Partners, Inc. (SPI)

Mary Scott Nabors founded Strategic Partners, Inc., which worked with large global contractors who did business with local government and monitors P3 opportunities across the country. Ms. Nabors often speaks at P3 conferences and has written a guidebook for P3s that illustrates a step-by-step P3 process.

According to Nabors, public funding would not be adequate in our lifetime to handle infrastructure - roads, water systems, power grids and healthcare systems. There was an abundance of private sector funding available for projects. Nabors recommended developing a sound revenue repayment model.

Trustee Compton expressed concern for companies being pre-selected and pushing out small, minority firms. Trustee Compton also spoke about a concern with “non-traditional procurement methods” and the need to follow laws and state requirements. Rob Wendland stated that P3s were in full compliance with the state law.

Chair Flores asked about the downside of P3s. Nabors stated that P3s were complicated and advised having financial and legal advisors with P3 experience. She also recommended developing a civic outreach plan that was transparent, finding a political advocate who could be the voice of the project, and preparing for possible problems.

- C. Public Private Partnerships - P3 Development Plan; Presenter: John Robertson

This item was tabled with plans to move to a future agenda.

- D. Bond Interim Financing Program; Presenter: Hilltop Securities and Estrada Hinojosa

Jason Hughes from Hilltop Securities and Bob Estrada from Estrada Hinojosa spoke about interim financing options for capital projects: use of cash on hand, long-term debt, and commercial paper. Long-term debt was set-up as a 20-year term with a fixed rate. Commercial paper was short-term debt with flexibility, allowing for financing projects as they arise. Once commercial paper was created, commercial paper could be issued at any point to provide funding for the district. DCCCD utilized commercial paper with the 2004 bond program.

#### **4. Overview of Regular Agenda Items**

##### **A. Financial Items**

- 1) Approval of Lease Agreement with 4315 ESV, LLC for Instructional Space for the Second Chance Workforce Development Program for Returning Citizens

##### **B. Resolutions**

- 1) Approval to Adopt Resolution Declaring Intention to Reimburse Certain Expenditures with Bond Proceeds

#### **5. Items for Review**

##### **A. Committee Notes**

- 1) February 3, 2020 Finance Committee Notes  
No changes were made.

#### **6. Executive Session**

Trustees moved to executive session for consultation with attorney and discussion of personnel matters at 3:45 p.m.

#### **7. Adjournment** was at 4:29 p.m.

*Captioned video and transcripts for DCCCD Board Committee Meetings, Work Session and Regular Board Meetings are available at our website, [www.dcccd.edu/boardmeetingslive](http://www.dcccd.edu/boardmeetingslive), under the Archived Videos section.*

INFORMATIVE REPORT NO. 8B

Current Funds Operating Budget Report for April 2020

The Chancellor presents the report of the current funds operating budget for review for the period ending April 30, 2020.



DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
2019-20 CURRENT FUNDS OPERATING BUDGET

**REVENUES & EXPENDITURES**

Year-to-Date April 30, 2020

	Approved Budget	Allocated Budget	Year-To-Date Actuals	Percent Budget
<b>REVENUES</b>				
State Appropriations	\$ 94,495,215	\$ 94,495,215	\$ 58,692,663	62.1%
Tuition	135,475,137	135,475,137	117,579,803	86.8%
Less: Waivers & Discounts	(21,904,878)	(21,904,878)	(13,180,564)	60.2%
Less: TPEG Set Aside	(6,897,912)	(6,897,912)	(5,191,453)	75.3%
Total Net Tuition	106,672,347	106,672,347	99,207,786	93.0%
Taxes	278,882,917	278,882,917	278,359,039	99.8%
Federal Grants & Contracts (Work Study)	1,145,477	1,145,477	1,020,097	89.1%
Investment Income	3,900,000	3,900,000	4,515,860	115.8%
General Revenue	2,057,328	2,057,328	1,433,614	69.7%
Subtotal Revenue	487,153,284	487,153,284	443,229,059	91.0%
Enrollment Growth				
Transfers-In From Other Funds	8,341,412	8,341,412	n/a	n/a
Special Items	42,160,405	42,160,405	n/a	n/a
<b>TOTAL REVENUE</b>	<b>537,655,101</b>	<b>537,655,101</b>	<b>443,229,059</b>	<b>82.4%</b>
	Approved Budget	Allocated Budget	Year-to-Date Actuals	Percent Budget
<b>EXPENSES</b>				
Salaries & Wages	\$ 299,402,667	\$ 300,307,562	\$ 203,290,078	67.7%
Staff Benefits	36,675,429	36,605,246	23,599,264	64.5%
Purchased Services	33,263,055	47,034,249	32,665,612	69.5%
Operating Expenses	66,417,898	66,583,779	38,680,043	58.1%
Supplies & Equipment	34,698,524	60,964,287	34,161,845	56.0%
Provisions (See Summary Below)	50,920,405	5,631,723	n/a	n/a
Subtotal Expenses	521,377,978	517,126,846	332,396,842	64.3%
Transfers to Other Funds:				
Institutional Matching - Contracts/Grants	875,000	877,675	1,084,883	123.6%
Auxiliary Fund	9,902,123	9,924,404	9,924,404	100.0%
Capital Budget Projects	5,500,000	9,726,176	9,726,176	100.0%
<b>TOTAL EXPENSES</b>	<b>537,655,101</b>	<b>537,655,101</b>	<b>353,132,305</b>	<b>65.7%</b>
	Approved	Allocated Budget	Adjustments	Current Unallocated
<b>PROVISIONS SUMMARY:</b>				
Compensation	\$ 1,000,000	\$ -	\$ -	\$ 1,000,000
Dallas Promise	500,000	-	-	500,000
Level-Up Scholarship	835,000	-	-	835,000
Program & Pathways	6,425,000	-	(3,128,277)	3,296,723
Special Items	42,160,405	(42,160,405)	-	-
<b>TOTAL PROVISIONS</b>	<b>50,920,405</b>	<b>(42,160,405)</b>	<b>(3,128,277)</b>	<b>5,631,723</b>
	Prior Month Balance	Current Month Net Change	Current Month Balance	Year-to-Date Net Change
<b>CASH ON HAND</b>				
Pools & Banks	\$ 308,058,835	\$ 32,661,684	\$ 340,720,519	\$ 72,380,535
Commerical Paper	80,062,342	(9,798,917)	70,263,426	50,311,684
Total Cash	388,121,177	22,862,767	410,983,944	122,692,219

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
2019-20 CURRENT FUNDS OPERATING BUDGET

**REVENUES & EXPENDITURES**

Year-to-Date - 66.67% of Fiscal Year Elapsed

**UNRESTRICTED FUND**

**REVENUES**

	April 30, 2020			April 30, 2019		
	Allocated Budget	Year-to-Date Actuals	Percent Budget	Approved Budget	Year-to-Date Actuals	Percent Budget
State Appropriations	\$ 94,495,215	\$ 58,692,663	62.1%	\$ 87,722,604	\$ 54,444,962	62.1%
Tuition	135,475,137	\$ 117,579,803	86.8%	136,825,161	116,679,704	85.3%
Less: Waivers & Discounts	(21,904,878)	\$ (13,180,564)	60.2%	(19,361,133)	(12,705,290)	65.6%
Less: TPEG Set Aside	(6,897,912)	\$ (5,191,453)	75.3%	(6,972,463)	(5,193,392)	74.5%
Total Net Tuition	106,672,347	99,207,786	93.0%	110,491,565	98,781,022	89.4%
Taxes for Current Operations	278,882,917	278,359,039	99.8%	260,739,716	257,609,507	98.8%
Work Study	1,145,477	1,020,097	89.1%	1,048,960	769,221	73.3%
Investment Income	3,900,000	4,515,860	115.8%	4,341,572	4,855,596	111.8%
General Revenue	2,057,328	1,433,614	69.7%	1,974,913	1,526,172	77.3%
SUBTOTAL	487,153,284	443,229,059	91.0%	466,319,330	417,986,480	89.6%
Transfers-In From Other Funds						
Repairs & Renovations	8,341,412	n/a	n/a	9,889,328	n/a	-
Special Items	42,160,405	-	-	35,559,452	-	-
<b>TOTAL REVENUES</b>	<b>537,655,101</b>	<b>443,229,059</b>	<b>82.4%</b>	<b>511,768,110</b>	<b>417,986,480</b>	<b>81.7%</b>

**EXPENSES**

	April 30, 2020			April 30, 2019		
	Allocated Budget	Year-to-Date Actuals	Percent Budget	Approved Budget	Year-to-Date Actuals	Percent Budget
Salaries & Wages	\$ 300,307,562	\$ 203,290,078	67.7%	\$ 288,903,044	\$ 194,567,395	67.3%
Staff Benefits	36,605,246	23,599,264	64.5%	36,149,120	23,295,134	64.4%
Purchased Services	47,034,249	32,665,612	69.5%	35,299,151	27,159,359	76.9%
Operating Expenses	66,583,779	38,680,043	58.1%	74,067,694	36,738,767	49.6%
Supplies & Equipment	60,964,287	34,161,845	56.0%	33,619,275	13,341,137	39.7%
Provisions (See Summary Below)	5,631,723	n/a	0.0%	13,428,896	n/a	0.0%
Subtotal Expenses	517,126,846	332,396,842	64.3%	481,467,181	295,101,792	61.3%
Transfers to Other Funds:						
Institutional Matching - Contracts/Grants	877,675	1,084,883	n/a	374,434	32,981	n/a
Auxiliary Fund	9,924,404	9,924,404	100.0%	9,975,402	9,975,402	100.0%
Capital Budget Projects	9,726,176	9,726,176	100.0%	19,951,093	19,928,893	99.9%
<b>TOTAL EXPENSES</b>	<b>537,655,101</b>	<b>353,132,305</b>	<b>65.7%</b>	<b>511,768,110</b>	<b>325,039,068</b>	<b>63.5%</b>

**Provision Summary**

	Approved	Year-to-Date Allocation	Balance	Approved	Year-to-Date Allocation	Balance
	\$ 50,920,405	(42,160,405)	8,760,000	\$ 45,138,212	(31,709,316)	13,428,896

## INFORMATIVE REPORT NO. 8C

### Monthly Award and Change Order Summary

Listed below are the awards and change orders approved by the Chief Financial Officer in April 2020.

#### CHANGE ORDERS

Torres Engineering Services	FPE Replacement – BHC
Purchase Order No. B35673	Change Order No. 1
<u>Scope</u>	
Replacement of Federal Pacific Equipment in Buildings H and B at Brookhaven College.	
<u>Change</u>	
This additional service adds egress and occupancy review required by the city in Building B. The unforeseen request by the city results from the college adding an office space to the central plant after the major electrical equipment was installed.	
Original Contract Amount	\$53,285
Change Order Limit/Contingency	N/A
Prior Change Order Total Amounts	\$0
Net <b>Increase</b> this Change Order	\$2,200
Revised Contract Amount	\$55,485

HP EnviroVision, Inc.	Cooling Tower Replacement – MVC
Purchase Order No. B37292	Change Order No. 1
<u>Scope</u>	
Asbestos abatement for the Mountain View college cooling tower replacement project.	
<u>Change</u>	
This change order adds the abatement of approximately 200 sq. ft. of asbestos containing material from the north wall of the cooling tower. This work was not previously identified in the original specifications.	
Original Contract Amount	\$5,690
Change Order Limit/Contingency	N/A
Prior Change Order Total Amounts	\$0
Net <b>Increase</b> this Change Order	\$4,479
Revised Contract Amount	\$10,169

Centennial Contractors Enterprises, Inc. Sports Field Refurbishment – NLC (Bid #12573)	
Purchase Order No. B37176	Change Order No. 1
<u>Scope</u>	
Baseball dugout upgrades and tennis court refurbishments at North Lake College.	
<u>Change</u>	
This change order extends the substantial completion date to June 12, 2020 by adding 91 days. Additional report clarification for baseball dugout subgrade treatment and inclement weather caused the schedule delay.	
Original Contract Amount	\$361,772
Change Order Limit/Contingency	\$54,266
Prior Change Order Total Amounts	\$0
Net <b>Increase</b> this Change Order	\$0
Revised Contract Amount	\$361,772

308 Construction, LLC (Bid #12510) Storefront Replacement – ECC	
Purchase Order No. B35287	Change Order No. 2
<u>Scope</u>	
Remove and replace existing storefronts at four (4) entrances and two (2) upper level locations at El Centro College.	
<u>Change</u>	
This change order adds new auto operators at multiple locations and new curtain wall changes at building B. The additions add 30 days to the project.	
Original Contract Amount	\$512,407
Change Order Limit/Contingency	\$76,861
Prior Change Order Total Amounts	\$-13,325
Net <b>Increase</b> this Change Order	\$77,926
Revised Contract Amount	\$577,008

Infinity Contractors Intl Ltd Various Mechanical Projects – MVC (Bid #RFBC 2019-12)	
Purchase Order No. B37206	Change Order No. 2
<u>Scope</u>	
Various mechanical maintenance projects at Mountain View College including the replacement of the air handling fan motor in Mechanical Room H and the AHU in Mechanical Room J.	

Change

This change order adds material and labor for properly sized motor wiring and doorframe installation. The current fan motor wirings are undersized, and the previous doorframe was removed due to inadequate clearance.

Original Contract Amount	\$497,771
Change Order Limit/Contingency	\$74,666
Prior Change Order Total Amounts	\$6,337
Net <b>Increase</b> this Change Order	\$7,701
Revised Contract Amount	\$511,809

Infinity Contractors (Bid #12502)      Cooling Tower Replacement – MVC

Purchase Order No. B37301      Change Order No. 1

Scope

Installation of three (3) cooling towers at Mountain View College.

Change

This change order increases commission services allowance to rework unforeseen electrical conditions and decreases funds for piping changes and TAB (testing, adjusting and balancing) services.

Original Contract Amount	\$1,172,960
Change Order Limit/Contingency	\$175,944
Prior Change Order Total Amounts	\$0
Net <b>Increase</b> this Change Order	\$2,402
Revised Contract Amount	\$1,175,362

Infinity Contractors (Bid #12502)      Cooling Tower Replacement – MVC

Purchase Order No. B37301      Change Order No. 2

Scope

Installation of three (3) cooling towers at Mountain View College.

Change

This change order extends the scope of work to include 20 loads of rock excavation and 10 yards of import fill dirt due to unexpected encounter of rocks while excavating the pad.

Original Contract Amount	\$1,172,960
Change Order Limit/Contingency	\$175,944
Prior Change Order Total Amounts	\$2,402
Net <b>Increase</b> this Change Order	\$18,513
Revised Contract Amount	\$1,193,875

Infinity Contractors (Bid #12520)	Science Lab Upgrades - NLC
Purchase Order No. B35027	Change Order No. 2
<u>Scope</u>	
Remove/replace nineteen (19) fume hoods, upgrade exhaust fans, energy/temperature controls, laboratory systems, safety controls and balance room/lab hood air flow in five (5) science labs at North Lake College.	
<u>Change</u>	
This change order extends scope of work to include updates of counter-tops, chemical spill buttons, conduit wirings and switches. The request also adds light arrays outside two labs, replaces tile/ceiling work and adds 50 calendar days to the project.	
Original Contract Amount	\$1,015,957
Change Order Limit/Contingency	\$152,394
Prior Change Order Total Amounts	\$11,860
Net <b>Decrease</b> this Change Order	\$18,074
Revised Contract Amount	\$1,045,891

Infinity Contractors (Bid #12520)	Science Lab Upgrades - NLC
Purchase Order No. B35027	Change Order No. 3
<u>Scope</u>	
Remove/replace nineteen (19) fume hoods, upgrade exhaust fans, energy/temperature controls, laboratory systems, safety controls and balance room/lab hood air flow in five (5) science labs at North Lake College.	
<u>Change</u>	
This change order adds investigation, identification, testing and repair of gas leaks in Building C, room C313. Gas pressure was deemed inadequate during the final testing of lab hoods.	
Original Contract Amount	\$1,015,957
Change Order Limit/Contingency	\$152,394
Prior Change Order Total Amounts	\$29,935
Net <b>Increase</b> this Change Order	\$3,299
Revised Contract Amount	\$1,049,191

# INFORMATIVE REPORT NO. 8D

## Facilities Maintenance Projects Status Report for the Period Ending April 31, 2020

Campus	Project Description	Project Budget	Contracts Awarded	Start Date	Completion Date
BHC	Upgrade Electrical Meters	\$ 147,345	\$ 149,842	4/2017	4/2020
	Replace Hot Water Storage Tanks	67,068	67,068	4/2017	4/2020
	Replace Air Compressors	14,743	14,743	4/2017	4/2020
	Replace PVI Boilers	344,363	338,120	4/2017	4/2020
	Refurbish Expansion Tanks at Central Plant	25,577	25,577	4/2017	4/2020
		<u>599,096</u>	<u>595,350</u>		
CVC	Upgrade of Exterior Lighting	108,632	5,992	2/2019	8/2020
	Replace Campus Signage	164,748	155,150	4/2019	9/2020
	TDJC Industrial and Welding Lab	548,403	408,719	7/2017	4/2020
		<u>821,783</u>	<u>569,861</u>		
DSC	District Wide Cabling Infrastructure Enhancements	32,435,900	10,977,280	5/2017	7/2020
	District Wide Asbestos and Environmental Services	100,401	100,401	11/2017	On-Going
		<u>32,536,301</u>	<u>11,077,681</u>		
ECC	Replace Exterior Doors	89,657	75,220	5/2016	4/2020
	Door/Lock Replacement	213,538	210,094	5/2016	4/2020
	Replace Windows/Installation	142,884	136,715	5/2016	4/2020
	Repair Stucco Over Deck	112,154	87,268	5/2016	4/2020
		<u>558,233</u>	<u>509,297</u>		
EFC	Weatherproof Exterior Windows, Phase III	439,960	10,012	5/2016	5/2020
	Stern Lab Renovation	125,000	125,000	3/2019	5/2020
	Installation of Family Restroom	239,000	14,980	12/2019	4/2020
	Mechatronics Lab Renovation	1,483,572	1,500,592	2/2019	4/2020
	Chemistry Lab Renovation	1,888,511	1,888,511	3/2019	4/2020
		<u>4,176,043</u>	<u>3,539,095</u>		
MVC	Replace Crawl Space Pipe Insulation	1,372,900	124,267	5/2017	8/2020
	Upgrade Breaker Panels	678,950	163,415	5/2017	8/2020
	Repaint Exterior Thermal Storage Tank	58,948	72,181	5/2017	8/2020
	Upgrade Lighting System	549,160	69,085	5/2017	8/2020
	Upgrade Distribution Panels at East and West Campus	468,476	115,035	5/2017	8/2020
	Upgrade Air Handling Units	274,580	374,426	5/2017	8/2020
	Electrical Substation Maintenance	67,895	74,606	5/2017	8/2020
	Replace Return Air Handling Units Buildings J and F	200,000	358,082	5/2017	8/2020
	Replace and Intergrate Fan Motors and Drives	101,843	41,098	5/2017	8/2020
	Upgrade Campus Clock System	42,095	50,649	5/2017	8/2020
		<u>3,814,847</u>	<u>1,442,844</u>		
NLC	Renovate Building Entrances	746,845	374,924	5/2016	5/2020
	Repair Drainage System at Building L	135,790	4,352	2/2017	8/2020
	Repair Drainage System at Buildings J and K	101,843	3,580	2/2017	8/2020
	Replace Exterior Stairs at Buildings F and T	109,832	3,863	7/2018	8/2020
	Replace Caulk Joints	137,290	3,090	7/2018	8/2020
	Upgrade Baseball Dugouts	122,211	215,491	7/2018	4/2020
	Refurbish Tennis Courts	108,632	150,000	7/2018	4/2020
	Upgrade Science Lab Safety Control System	1,092,259	1,092,259	6/2017	3/2020
	Installation of Gender Neutral Restroom	30,000	5,350	5/2019	6/2020
	Flooring Replacement	45,389	44,453	9/2017	4/2020
	Corridor Refurbishment	735,121	670,363	9/2017	6/2020
	Police Department Remodel	50,000	45,000	2/2020	3/2020
	Re-Carpet the Cafeteria	201,041	130,601	9/2017	6/2020
	Re-Carpet Bldg C	96,133	77,271	9/2017	6/2020
		<u>3,712,386</u>	<u>2,820,596</u>		
RLC	Replace Federal Pacific Electric Panels	149,369	111,931	2/2016	6/2020
	Replace Central Plant Motor Control Center	142,580	263,930	2/2016	6/2020
	Fannin Hall Renovation	738,000	594,739	8/2017	4/2020
	Modular Buildings	3,600,000	178,600	8/2020	8/2020
	Alamito Hall Reconfiguration of First & Second Floor	1,570,811	1,570,811	2/2017	6/2020
		<u>6,200,760</u>	<u>2,720,011</u>		
		<u>52,419,449</u>	<u>23,274,735</u>		

## INFORMATIVE REPORT NO. 8E

### Human Resources Update

The Chancellor presents the information on hiring and talent moves as of May 20, 2020.

#### **ADMINISTRATORS & STAFF**

First Name	Last Name	Position	Range	Appointment (Temporary, Administrator, or Staff)	Out-of-cycle	In-range-adjustment	Location	Internal/ External Hire
Michael	Anguiano	Senior Manager – Student Services	\$70,200	Staff			CVC	External
Julian	Carranza	Database Administrator III (1 Year Temporary Assignment)	\$83,056	Temporary			DSC	Internal
Janeen	Dantzler	Assistant Director - Special Programs, Outreach & Marketing	\$76,125	Staff			BJP	External
Shaneika	Frazier	Manager - Community Outreach (Grant Funded Position)	\$65,000	Staff			BJP	External
Laura	Garcia	Department Assistant	\$32,640	Staff			BJP	External
Howsha	Golden	Degree Audit Specialist	\$36,320	Staff			EFC	Internal
Kevela	Kirby	Manager – Career Services (Grant Funded Position)	\$55,385	Staff			BJP	Internal
Juan	Landa	Senior Academic Advisor (Dual Credit)	\$43,038	Staff			RLC	Internal
Ahmed	Mohamed	Network Engineer	\$78,750	Staff			DSC	External
Susan	Ondrick	System Administrator	\$85,125	Staff			DSC	Internal
Cecilia	Perez	Administrative Assistant (Grant Funded Position)	\$39,240	Staff			DO	External



First Name	Last Name	Position	Range	Appointment (Temporary, Administrator, or Staff)	Out-of-cycle	In-range-adjustment	Location	Internal/ External Hire
Brentt	Petika	Senior Academic Advisor-Pathways (Science & Health Professions)	\$44,273	Staff			RLC	External
Garrett	Rosser	Energy Manager	\$80,000	Staff			DSC	Internal
Tim	Samuels	Regional Director-Corporate Partnerships	\$122,400	Administrator			DO	External
Bryan	Soto	Systems Analyst I	\$53,000	Staff			DSC	Internal

## **FACULTY**

First Name	Last Name	Position	Salary	Appointment (Temporary or Regular)	Reclassification	Sabbatical	Location
Deborah	DiStasi	Faculty Full Time (BOSS)	\$55,415	Regular			RLC
Allene	Nichols	FT English Faculty	Extended Temporary position an additional year F04	Temporary			RLC
Calin	Scoggins	FT Government	Extended Temporary position an additional year F03	Temporary			RLC
Kevin	Wortley	FT Business			F03-F04		RLC

## **EMPLOYEE SEPARATION REPORT**

	Resignation	Retirement		Other*
<b>Administrator</b>	0	0		1
<b>Faculty</b>	0	0		0
<b>FT Staff</b>	2	5		1
<b>PT Staff</b>	6			3
<b>Adjunct</b>	3			1

\*Other includes – involuntary separation, reorganization, death, temporary assignment completed

## WORKFORCE DEMOGRAPHIC 5-YEAR OVERVIEW

The Chancellor presents the Workforce Demographics report as of May 20, 2020.

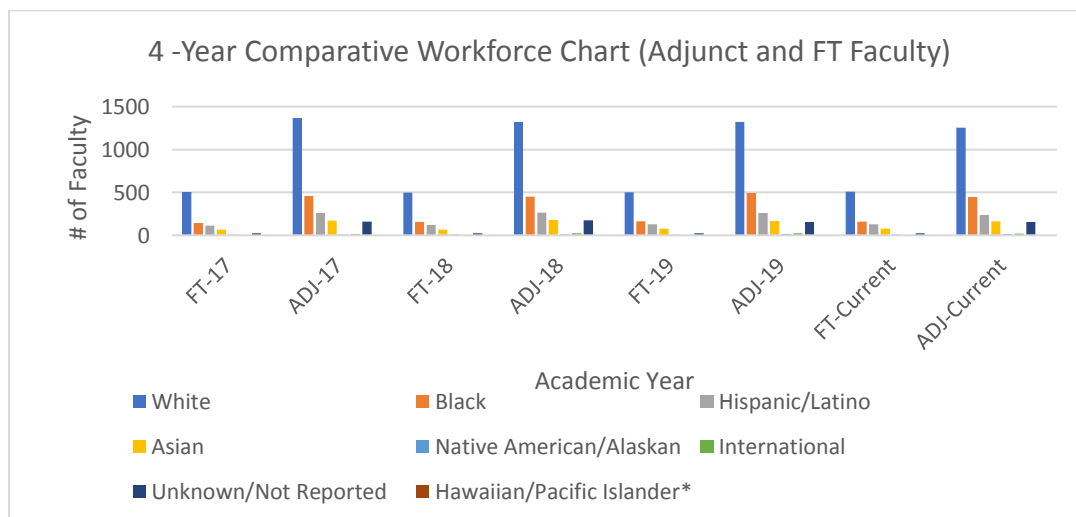
Workforce diversity continues to be a priority for the Dallas County Community College District, as reflected in the Board's strategic objectives. This report is designed to present workforce diversity information as a five-year trend analysis to provide a historic perspective on changes in the three major employee groups within the DCCCD.

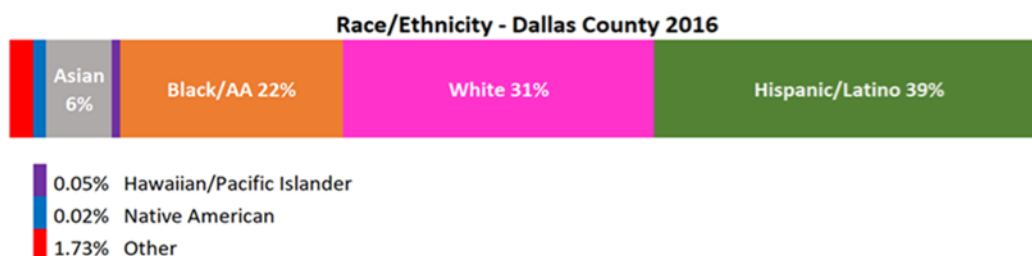
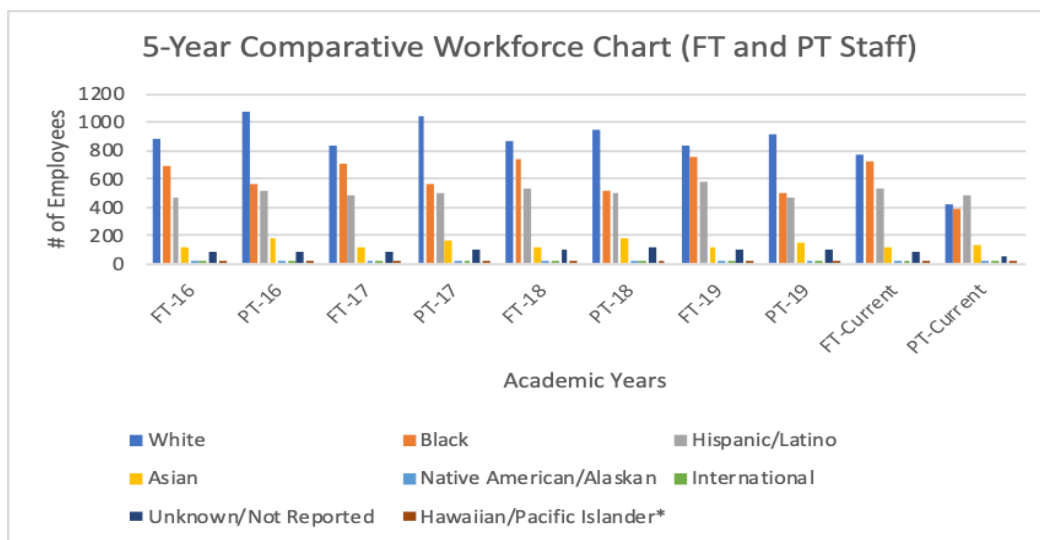
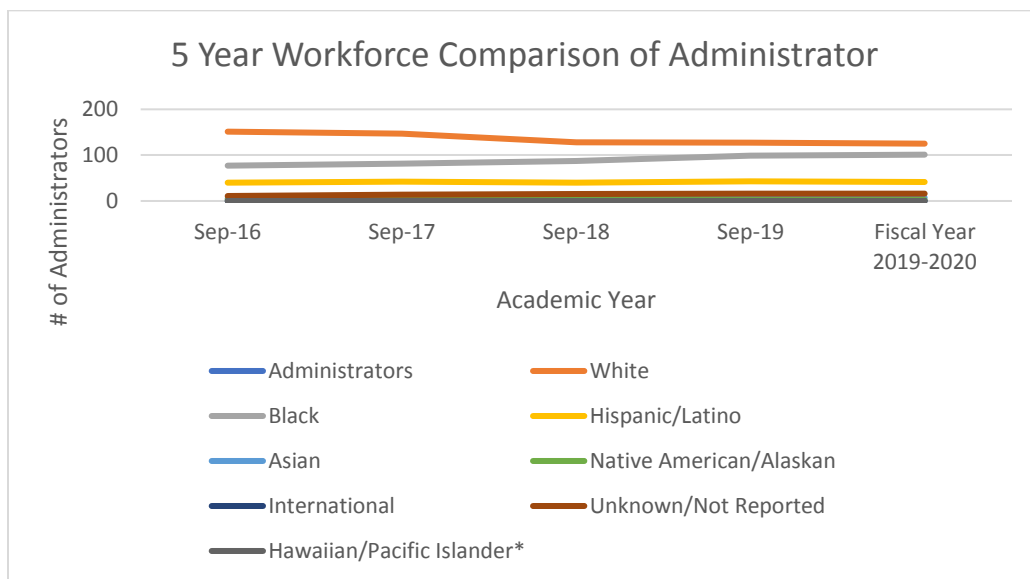
Five Year Distribution										
Full-time	Sep-16		Sep-17		Sep-18		Sep-19		Fiscal Year 2019-2020	
	#	%	#	%	#	%	#	%	#	%
<b><u>Faculty</u></b>										
White	515	58.99%	504	58.99%	498	59.35%	503	55.03%	509	55.5%
Black	142	16.27%	146	16.27%	158	16.24%	163	17.83%	162	17.7%
Hispanic/Latino	107	12.26%	115	12.26%	121	12.85%	131	14.33%	131	14.3%
Asian	63	7.22%	66	7.22%	67	7.48%	79	8.64%	78	8.5%
Native American/Alaskan	10	1.15%	9	1.15%	8	1.05%	9	0.98%	8	0.9%
International	5	0.57%	4	0.57%	5	0.47%	4	0.44%	4	0.4%
Unknown/Not Reported	30	3.44%	23	3.44%	26	2.45%	25	2.74%	25	2.7%
Hawaiian/Pacific Islander*	1	0.11%	1	0.11%	0	0.12%	0	0.00%	0	0.0%
<b>Faculty Total</b>	<b>873</b>	<b>100%</b>	<b>868</b>	<b>100%</b>	<b>883</b>	<b>100%</b>	<b>914</b>	<b>100%</b>	<b>917</b>	<b>100%</b>
<b><u>Administrators</u></b>										
White	151	52.43%	147	52.43%	128	50.17%	127	43.20%	125	42.8%
Black	77	26.74%	81	26.74%	87	28.76%	99	33.67%	101	34.6%
Hispanic/Latino	40	13.89%	42	13.89%	40	14.05%	43	14.63%	41	14.0%
Asian	6	2.08%	6	2.08%	6	2.34%	7	2.38%	7	2.4%
Native American/Alaskan	3	1.04%	3	1.04%	4	1.00%	2	0.68%	2	0.7%
International	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.0%
Unknown/Not Reported	11	3.82%	14	3.82%	15	3.68%	16	5.44%	16	5.5%
Hawaiian/Pacific Islander*	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.0%
<b>Administrators Total</b>	<b>288</b>	<b>100%</b>	<b>293</b>	<b>100%</b>	<b>280</b>	<b>100%</b>	<b>294</b>	<b>100%</b>	<b>292</b>	<b>100%</b>
<b><u>Staff</u></b>										
White	878	38.61%	840	38.61%	865	37.43%	831	34.40%	765	33.7%
Black	699	30.74%	701	30.74%	737	31.09%	757	31.33%	729	32.1%
Hispanic/Latino	465	20.45%	490	20.45%	538	21.22%	574	23.76%	530	23.3%
Asian	112	4.93%	125	4.93%	124	5.22%	127	5.26%	125	5.5%
Native American/Alaskan	21	0.92%	20	0.92%	20	0.83%	20	0.83%	22	1.0%
International	4	0.18%	4	0.18%	4	0.22%	4	0.17%	5	0.2%
Unknown/Not Reported	92	4.05%	94	4.05%	100	3.96%	101	4.18%	92	4.1%
Hawaiian/Pacific Islander*	3	0.13%	2	0.13%	2	0.04%	2	0.08%	2	0.1%
<b>Staff Total</b>	<b>2274</b>	<b>100%</b>	<b>2276</b>	<b>100%</b>	<b>2390</b>	<b>100%</b>	<b>2416</b>	<b>100%</b>	<b>2270</b>	<b>100%</b>
<b>FT Grand Total</b>	<b>3435</b>		<b>3437</b>		<b>3553</b>		<b>3624</b>		<b>3479</b>	
<b>Part-time</b>										

Part-time	Sep-16		Sep-17		Sep-18		Sep-19		Fiscal Year 2019-2020	
	#	%	#	%	#	%	#	%	#	%
White	1079	43.42%	1036	42.72%	942	40.97%	917	41.89%	422	27.93%
Black	572	23.02%	563	23.22%	523	22.75%	506	23.12%	393	26.01%
Hispanic/Latino	522	21.01%	505	20.82%	494	21.49%	469	21.43%	478	31.63%
Asian	182	7.32%	173	7.13%	186	8.09%	158	7.22%	141	9.33%
Native American/Alaskan	10	0.40%	8	0.33%	12	0.52%	17	0.78%	10	0.66%
International	27	1.09%	30	1.24%	24	1.04%	24	1.10%	17	1.13%
Unknown/Not Reported	91	3.66%	107	4.41%	115	5.00%	96	4.39%	49	3.24%
Hawaiian/Pacific Islander*	2	0.08%	3	0.12%	3	0.13%	2	0.09%	1	0.07%
<b>PT Total</b>	<b>2485</b>	<b>100%</b>	<b>2425</b>	<b>100%</b>	<b>2299</b>	<b>100%</b>	<b>2189</b>	<b>100%</b>	<b>1511</b>	<b>100%</b>
Adjunct	Sep-16		Sep-17		Sep-18		Sep-19		Fiscal Year 2019-2020	
	#	%	#	%	#	%	#	%	#	%
White	0	0.00%	1366	55.82%	1320	54.23%	1321	54.05%	1253	54.50%
Black	0	0.00%	459	18.76%	451	18.53%	494	20.21%	447	19.44%
Hispanic/Latino	0	0.00%	263	10.75%	266	10.93%	261	10.68%	237	10.31%
Asian	0	0.00%	171	6.99%	179	7.35%	169	6.91%	166	7.22%
Native American/Alaskan	0	0.00%	10	0.41%	14	0.58%	15	0.61%	15	0.65%
International	0	0.00%	18	0.74%	25	1.03%	25	1.02%	22	0.96%
Unknown/Not Reported	0	0.00%	159	6.50%	176	7.23%	158	6.46%	158	6.87%
Hawaiian/Pacific Islander*	0	0.00%	1	0.04%	3	0.12%	1	0.04%	1	0.04%
<b>Adjunct Total</b>	<b>0</b>	<b>0.00%</b>	<b>2447</b>	<b>100%</b>	<b>2434</b>	<b>100%</b>	<b>2444</b>	<b>100%</b>	<b>2299</b>	<b>100%</b>
<b>PT Grand Total</b>	<b>2485</b>		<b>4872</b>		<b>4733</b>		<b>4633</b>		<b>3810</b>	
<b>Employee Grand Total</b>	<b>5920</b>		<b>8309</b>		<b>8286</b>		<b>8257</b>		<b>7289</b>	

\*Pacific Islander included with Asian count prior to Fiscal Year 2012/2013

Note: Decrease in Administrator positions is the result of positions in Bands I and II move to Staff positions effective 12/1/2015. Adjunct for 2016/17 Fiscal Year is not included.



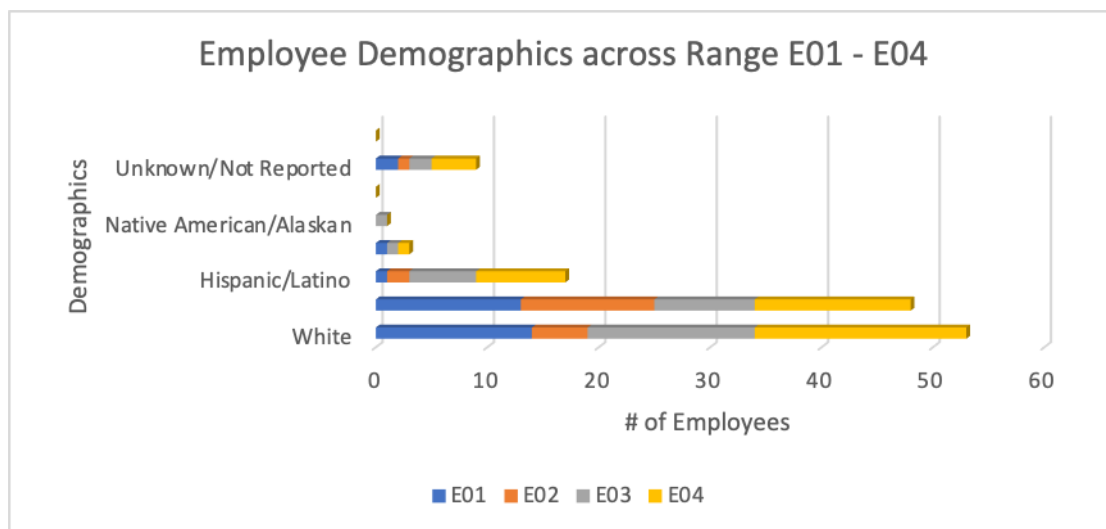


## **WORKFORCE DEMOGRAPHICS BY SALARY RANGE**

The Chancellor presents the Workforce Demographics by Salary Range report as of May 20, 2020. Workforce diversity continues to be a priority for Dallas College, as reflected in the Board's strategic objectives. This report is designed to present workforce diversity information related to the race/ethnicity of administrators and staff across three (3) ranges – upper, middle and lower ranges and indicated below.

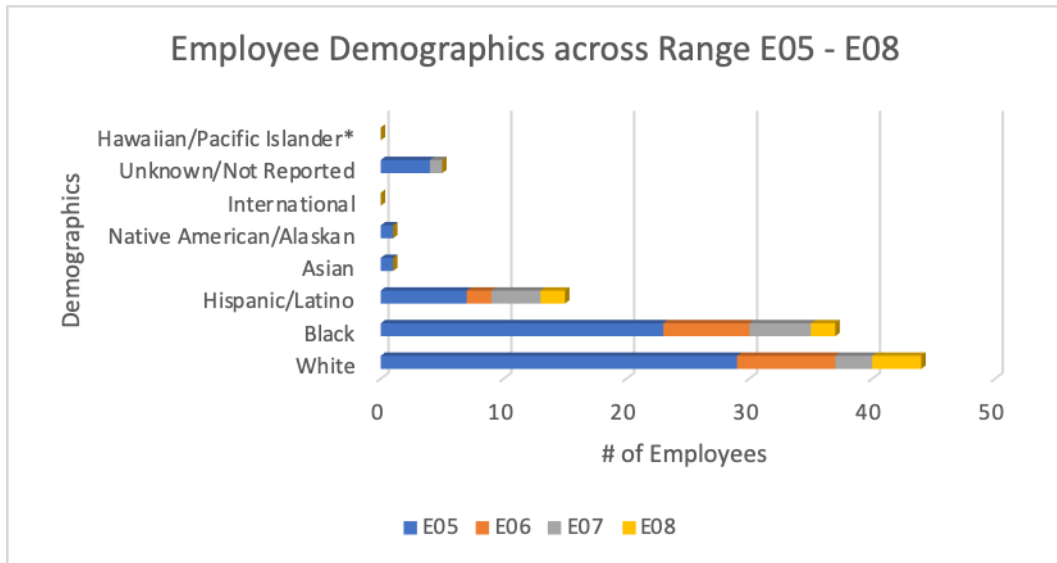
### **ADMINISTRATORS**

#### **Lower Range**



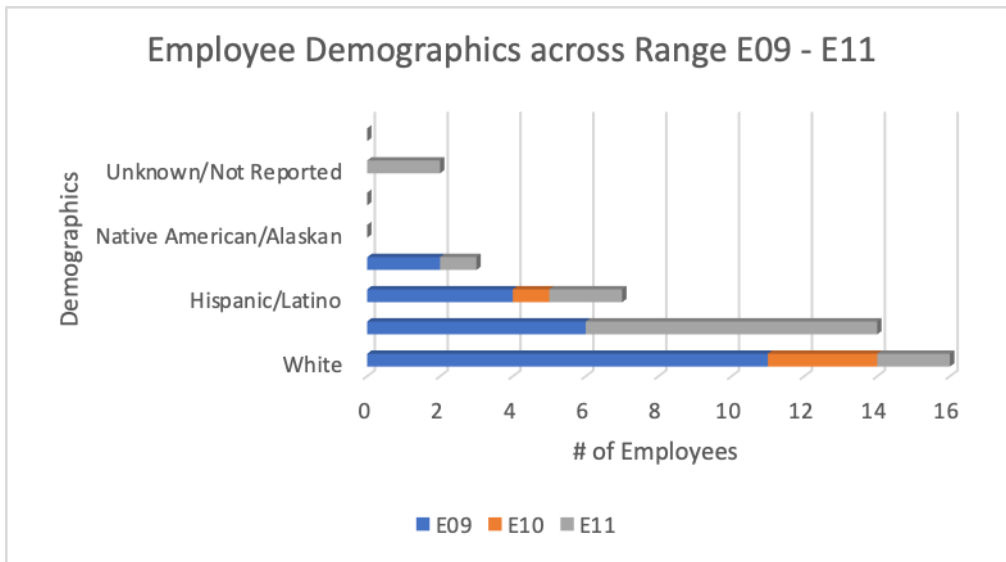
Race/Ethnicity	E01	E02	E03	E04
White	14	5	15	19
Black	13	12	9	14
Hispanic/Latino	1	2	6	8
Asian	1	0	1	1
Native American/Alaskan	0	0	1	0
International	0	0	0	0
Unknown/Not Reported	2	1	2	4
Hawaiian/Pacific Islander*	0	0	0	0
<b>Total</b>	<b>31</b>	<b>20</b>	<b>34</b>	<b>46</b>

## Mid-Range



Race/Ethnicity	E05	E06	E07	E08
White	29	8	3	4
Black	23	7	5	2
Hispanic/Latino	7	2	4	2
Asian	1	0	0	0
Native American/Alaskan	1	0	0	0
International	0	0	0	0
Unknown/Not Reported	4	0	1	0
Hawaiian/Pacific Islander*	0	0	0	0
Total	65	17	13	8

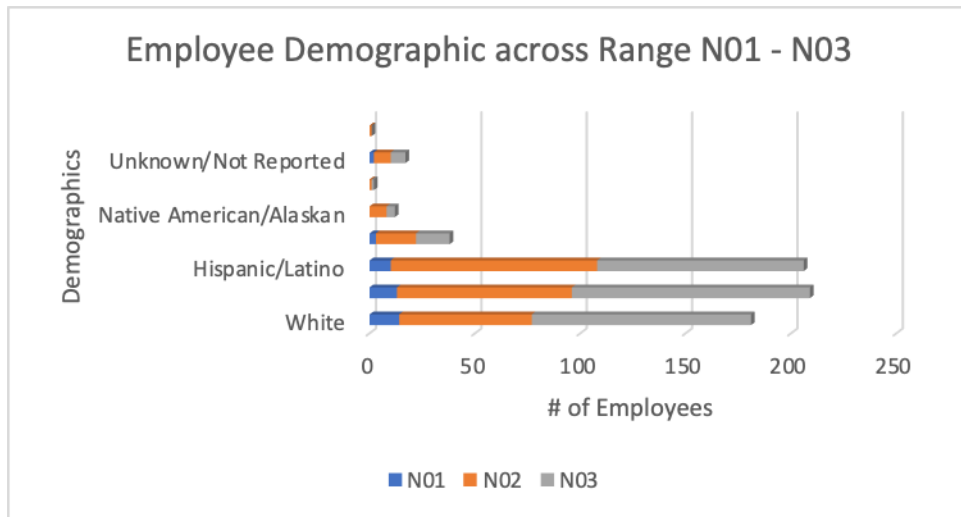
## Upper Range



Race/Ethnicity	E09	E10	E11
White	11	3	2
Black	6	0	8
Hispanic/Latino	4	1	2
Asian	2	0	1
Native American/Alaskan	0	0	0
International	0	0	0
Unknown/Not Reported	0	0	2
Hawaiian/Pacific Islander*	0	0	0
Total	23	4	15

## FT PROFESSIONAL SUPPORT STAFF

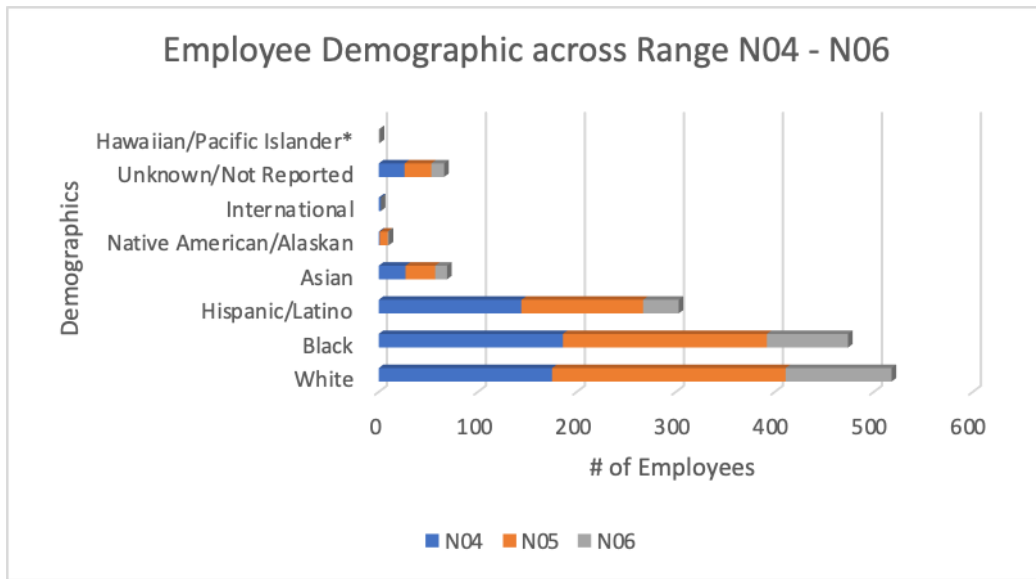
### Lower Range



Race/Ethnicity	N01	N02	N03
White	14	63	104
Black	13	83	113
Hispanic/Latino	10	98	98
Asian	3	19	16
Native American/Alaskan	0	8	4
International	0	1	1
Unknown/Not Reported	2	8	7
Hawaiian/Pacific Islander*	0	1	0
Total	42	281	343

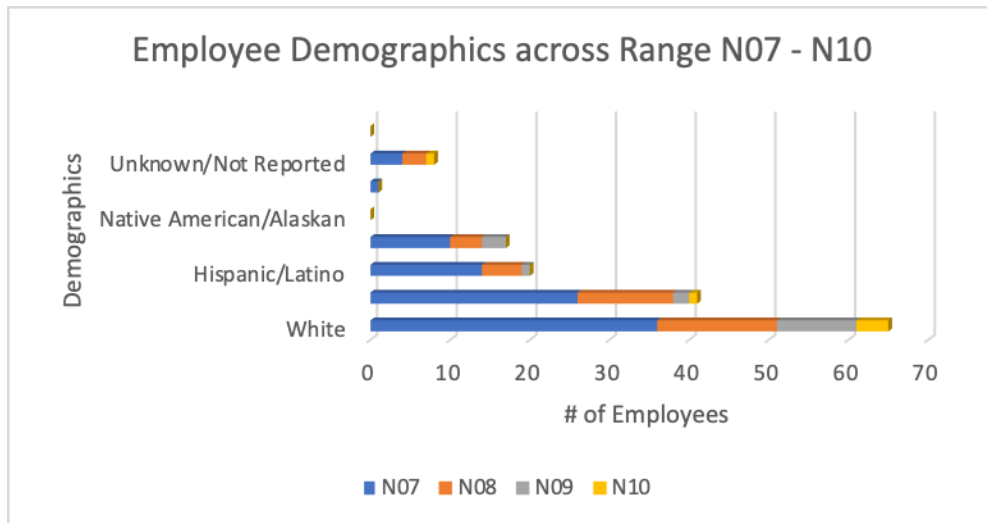


## Mid-Range



Race/Ethnicity	N04	N05	N06
White	175	236	107
Black	186	206	82
Hispanic/Latino	144	123	36
Asian	27	30	12
Native American/Alaskan	1	8	1
International	2	0	0
Unknown/Not Reported	26	27	13
Hawaiian/Pacific Islander*	0	0	1
Total	561	630	252

## Upper Range



Race/Ethnicity	N07	N08	N09	N10
White	36	15	10	4
Black	26	12	2	1
Hispanic/Latino	14	5	1	0
Asian	10	4	3	0
Native American/Alaskan	0	0	0	0
International	1	0	0	0
Unknown/Not Reported	4	3	0	1
Hawaiian/Pacific Islander*	0	0	0	0
<b>Total</b>	<b>91</b>	<b>39</b>	<b>16</b>	<b>6</b>

## INFORMATIVE REPORT NO. 8E

### DCCCD Foundation Report (May 2020)

The Foundation presents the monthly activity report reflecting incoming donations for scholarships, programs and services.

#### **DCCCD Foundation Net Assets**

09/01/14 \$40,327,988  
09/01/15 \$41,183,692  
09/01/16 \$43,049,433  
09/01/17 \$52,709,066  
09/01/18 \$56,485,722  
09/01/19 \$57,812,606

#### **Gifts Reported in Fiscal Year 2019-2020**

<u>Month Reported</u>	<u>Scholarships</u>	<u>Programs &amp; Services</u>	<u>Total</u>
September 2019	\$ 35,505		\$270,200
October 2019	\$ 1,732	\$234,695	\$ 55,577
November 2019	\$ 38,773	\$ 53,845	\$290,018
December 2019	\$ 14,999	\$251,245	\$526,839
January 2020	\$95,993	\$511,840	\$132,849
February 2020	\$ 47,975	\$36,856	\$152,248
March 2020	\$5,238	\$104,273	\$29,989
April 2020	\$35,425	\$24,751	\$567,264
		\$531,839	
<b>Total</b>	<b>\$ 275,640</b>	<b>\$1,749,344</b>	<b>\$2,024,984</b>

#### **Funding Priorities**

<b>Priority</b>	<b>Total Raised</b>	<b>Total Pledged</b>
LevelUp Scholarship	\$1,264,285	

### Crowdfunding Campaigns 2019-2020

College	Campaign Name	# of Donors	Goal/Raised	% to Goal or End Date
Brookhaven	Brookhaven Women's Volleyball 2019	36	\$4,000/\$2,585	65%
Eastfield	Eastfield Women's Volleyball 2019	56	\$8,000/\$6,960	87%
Eastfield	Eastfield Women's Soccer 2019	15	\$3,000/\$999.50	33%
Cedar Valley	Cedar Valley Students Green Club	31	\$2,540/\$1,800	70%
Brookhaven	Brookhaven College Women's Soccer 2019	52	\$8,000/\$7,565	95%
Brookhaven	Brookhaven College Men's Basketball 2019	29	\$2,000/\$2,060	103%
Brookhaven	Brookhaven College Men's Baseball 2019	121	\$10,000/\$8,820	88%
Eastfield	2019 Eastfield College Baseball Challenge	115	\$10,000/\$8,317	83%

## INFORMATIVE REPORT NO. 8F

### Notice of Grant Awards (June 2020)

The Notice of Grants Awards report reflects alignment with current DCCCD Strategic Priorities. The report references the following six priorities:

- 1) Impact Income Disparity throughout Our Community.
- 2) Streamline Navigation to and through Our System and Beyond.
- 3) Strengthen the Career Connected Learner Network and Implement the Student-Centric One College Organization.
- 4) Foster an Equitable, Diverse and Inclusive Environment for Employees and Students.
- 5) Re-Design Professional Development to Create a Diverse and Inclusive High Performing Work and Learning Environment.
- 6) Serve as the Primary Provider in the Talent Supply Chain throughout the Region.

Funding agencies define fiscal years for each grant, which often do not align with DCCCD's fiscal year. DCCCD administers grants in accordance with requirements of the funding agency and its own policies and procedures. This report is for informative purposes only.

Recipient: Dallas County Community College District

Purpose: To facilitate programming in support of COVID-19 small business response and recovery to foster job creation and business restoration.

Priority: 6) Serve as the primary provider in Talent Supply Chain throughout the region.

Funding Source: Small Business Administration

Students Served: Businesses Served (unlimited until funds are expended)

Amount: \$4,784,315

Term: April 1, 2020 – March 31, 2021

Recipient: Cedar Valley College

Purpose: To enhance the ability of public community, technical colleges and the Texas Engineering Extension Service (TEEX) to respond to industry and workforce training needs and provide customized assessment and training.

Priority: 6) Serve as the primary provider in Talent Supply Chain throughout the region.

Funding Source: TWC-Texas Workforce Commission

Students Served: Businesses Served (until all funds are expended)

Amount: \$210, 000

Term: March 31, 2020 – March 30, 2021

Grant Awards Reported in Fiscal Year 2019-2020

September 2019	\$1,809,308
October 2019	\$2,830,915
November 2019	\$6,902,112
December 2019	\$1,721,527
January 2020	-
February 2020	\$60,929.00
March 2020	\$385,000
April 2020	-
May 2020	\$3,352,738
June 2020	\$499,431.50
July 2020	
August 2020	

Total to Date	\$17,561,960.50
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## INFORMATIVE REPORT NO. 8H

### Contracts for Educational Services

The Chancellor presents the report of contracts for educational services entered, not the colleges in the past month.

#### BROOKHAVEN COLLEGE - \$10,934

Ford

Automotive

#### CEDAR VALLEY COLLEGE - \$56,000

Youth with Faces

Welding Fundamentals, Blueprint  
Reading, OSHA 10, and Forklift  
Training

#### EASTFIELD COLLEGE – \$0

No revenue to report

#### EL CENTRO COLLEGE – \$0

No revenue to report

#### MOUNTAIN VIEW COLLEGE – \$8,818

Dallas Independent School District

Alternative Teacher Certification

#### NORTH LAKE COLLEGE - \$0

No revenue to report

#### RICHLAND COLLEGE - \$0

No revenue to report

Contracts for Educational Services Reported in 2019-20

	<u>BHC</u>	<u>CVC</u>	<u>EFC</u>	<u>ECC</u>	<u>MVC</u>	<u>NLC</u>	<u>RLC</u>	<u>Total</u>
September 2019	\$ 7,952	\$ 1,840	\$ 60,305	\$ 41,620	\$ 207,237	\$ 152,650	\$ 11,720	\$ 483,324
October 2019	\$ 100,204	\$ 13,862	\$ 20,726	\$ 11,565	\$ 47,969	\$ 17,212	\$ 18,465	\$ 230,003
November 2019	\$ 5,467	\$ 31,946	\$ 7,680	\$ 8,055	\$ 78,648	\$ 12,640	\$ 18,283	\$ 162,719
December 2019	\$ 7,455	\$ 4,500	\$ 0	\$ 0	\$ 0	\$ 9,842	\$ 9,280	\$ 31,077
January 2020	\$ 12,477	\$ 4,500	\$ 17,116	\$ 8,470	\$ 58,543	\$ 183,810	\$ 27,956	\$ 312,872
February 2020	\$ 77,940	\$ 18,218	\$ 850	\$ 45,265	\$ 129,329	\$ 126,120	\$ 23,710	\$ 421,432
March 2020	\$ 4,970	\$ 5,900	\$ 550	\$ 4,660	\$ 8,928	\$ 2,695	\$ 6,210	\$ 33,913
April 2020	\$ 10,934	\$ 56,000	\$ 0	\$ 0	\$ 8,818	\$ 0	\$ 0	\$ 75,752
May 2020	\$	\$	\$	\$	\$	\$	\$	\$
June 2020	\$	\$	\$	\$	\$	\$	\$	\$
July 2020	\$	\$	\$	\$	\$	\$	\$	\$
August 2020	\$	\$	\$	\$	\$	\$	\$	\$
Total to Date	\$ 227,399	\$ 136,766	\$ 107,227	\$ 119,635	\$ 539,472	\$ 504,969	\$ 115,624	\$ 1,751,092

Contracts for Educational Services Reported in Fiscal Years 2012-13 through 2018-19

<u>Campus</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>
BHC	\$ 301,369	\$ 195,018	\$ 210,171	\$ 172,151	\$ 448,589	\$ 453,890	\$ 453,422
CVC	\$ 109,913	\$ 188,340	\$ 174,546	\$ 4,420	\$ 223,423	\$ 43,287	\$ 129,157
EFC	\$ 51,800	\$ 20,225	\$ 10,130	\$ 175,095	\$ 94,216	\$ 76,600	\$ 52,413
ECC	\$ 290,895	\$ 269,327	\$ 444,171	\$ 489,753	\$ 443,500	\$ 264,370	\$ 105,500
MVC	\$ 89,876	\$ 167,566	\$ 252,798	\$ 377,121	\$ 310,452	\$ 175,657	\$ 367,697
NLC	\$ 494,958	\$ 497,515	\$ 519,540	\$ 740,256	\$ 691,962	\$ 726,409	\$ 768,763
RLC	\$ 204,246	\$ 220,229	\$ 210,637	\$ 144,972	\$ 145,488	\$ 198,066	\$ 129,193
Total	\$1,543,057	\$1,558,220	\$1,821,993	\$2,103,768	\$2,357,630	\$1,938,279	\$ 2,006,145