

CONSENT AGENDA NO. 5A-1

Approval of the August 4, 2020 Regular Meeting Minutes

It is recommended that the Board approve the minutes of the August 4, 2020 virtual regular meeting.

A virtual regular meeting of the Board of Trustees of Dallas College was held Tuesday, August 4, 2020, beginning at 4:03 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

Ms. Dorothy Zimmermann

Members Absent

Mr. JL Sonny Williams

1. **Roll Call - Announcement of a Quorum** was confirmed by Perla Molina.
2. **Certification of Notice** posted for the meeting was confirmed by Chancellor Joe May.
3. **Public Hearing on Richland Collegiate High School Budget for 2020-2021**
4. **Public Hearing on Dallas College Budget for 2020-2021**
5. **Citizens Desiring to Address the Board**
None.
6. **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

- Chancellor May announced this is officially our last meeting of the academic year, and beginning our first virtual semester.
- During the last board meeting, the board of trustees took a stance demonstrating Dallas College's recognition of the marginalization of Black American lives across the country, proposing to present a resolution this month in support of the Black Lives Matter movement. He completely supports the resolution presented by our board of trustees and commended them for caring enough about our black community, black students, and our black employees to take this stance.
- Chancellor May acknowledged that August marks the eighth anniversary of the Deferred Action for Childhood Arrival (DACA) program. We were one of the first institutions to host an open door policy to all students regardless of residency status.
- He affirmed his support of the board's two resolutions and making public statements that Black Lives Matter to Dallas College and the importance of protecting the opportunities for dreamers to access higher education.
- We're making firm commitments to create meaningful and substantive change for students and employees. As such, we are seeking individuals to serve as the Chief Social Responsibility Officer and Director of Equity and Inclusion in order to champion the importance and the value of diversity and inclusive environment for students and employees.
- In follow-up to Chair Flores' request for information related to faculty salaries, we sent the board a document detailing the top 25 faculty salaries, including a detailed key of terms because of the many ways faculty receive compensation. He instructed Board members to reach out to HR or Budget and Finance for further clarification.
- Chancellor May indicated that in 2019, the highest earning faculty member made around \$200,000. The 25th top earning faculty member made around \$159,000. These included base salary, plus extra service pay.
- The three-year average compensation for the 25 highest paid instructors is \$155,409.
- Overall average faculty salaries, without extra service or supplemental pay, full-time is \$69,866.

- As discussed with the board and with faculty leadership previously, the amount of extra service that is going to relatively few people is not equitable which is why we spent time and attention on faculty load over the last several years.
- We'll continue to work on policies and procedures to support our outstanding faculty and promote equity.
- With regard to the updated organizational structure to support Dallas College, he's proud of the level of talent we have in our new roles and excited about the opportunity for additional leaders to be considered.
- The consolidation shows duplication effort as we move from seven colleges to one and this impacts what we need to do as we go forward.
- He shared recommendations with the board to support individuals whose role may be impacted by the consolidation.
- Based on an earlier discussion with the board, he will send out details of the proposed severance plan for the board's consideration and how we handle short-term contracts during this transition period.
- We're committed to ensuring impacted employees are supported through this transition and will do our best to be transparent and informative as much as possible.
- Chancellor May confirmed that employees returned to our locations yesterday on an ABC schedule. We are committed to the health and safety of our students and employees and have taken great care to create a safe environment for their return.
- Dr. Sharon Davis, Dallas College's Chief Critical Response Officer, shared her team is monitoring the ever-changing environment and information about Covid-19 and will adjust plans as needed to provide a safe environment for working and learning.
- He thanked Dr. Davis for her leadership during this critical time.
- As we move ahead this coming year, we'll continue our journey at the evolution and continue to adjust to many changes and new opportunities that come our way.
- We're making a deliberate effort to engage students in the new virtual environment through technology and tracking and intrusive case management and forming partnerships to address new technological gaps students may have.
- Many students are not able to fully participate because of that digital divide that exists in our community.
- Our staff and faculty continue to find new ways to connect with

students to ensure academic success.

- Communication and engagement will be key for student and employees.
- He welcomes everyone back and is looking forward to both a challenging, but exciting fall.

At the conclusion of Chancellor May's comments, Chair Flores commented that it's good we've been looking at faculty load and equity as related to that. With faculty members teaching quite a bit, she asked whether there is a way to determine their office hours and availability to students outside the classroom. Since it is a key piece of student success, she would like to know whether this is part of their contracts and whether the information can be provided by school alignment. She requested a work session on this report at the September meeting to which Chancellor May agreed to setup the work session and suggested that for any other questions, contact Sherri Enright or Robert Wendland. Chair Flores indicated that for transparency sake, if anyone wishes to see the report in advance of the meeting, they can request it primarily from Dr. Lonon

B. Announcements from the Board Chair and/or Trustees

- Vice Chair Jameson would like to offer our sympathy and condolences to the passing of our friend and peer Donna Walker who worked with this district for over 42 years and was the superintendent of our Richland Collegiate High School. She will be greatly missed.
- Chair Flores agreed and commented that she was a dedicated employee who did a lot of good for students, primarily, and also for the district as a whole.
- Trustee Zimmerman shared in the sentiments.
- Chair Flores advised that the board has several resolutions on the agenda today, two of them supporting and encouraging equity, racial, and social justice. She shared the board is committed to creating more ways to engage with community members through the creation of trustee town hall meetings, focusing on Dallas College fulfilling the mission to ensure Dallas County remains economically viable for current and future generations and providing a teaching and learning environment.
- Townhalls are open to the community and a time for questions at the end. The public can watch for them on the board of trustees webpage and Dallas College social media.

- Chair Flores, on behalf of the board, extended welcome and thanks to employees who returned to work yesterday as well as those who support our students remotely.

7. **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.)

Vice Chair Jameson moved and Trustee Bravo seconded the motion to approve consent agenda containing items under 7, the consent agenda A, 1 and 2, B, 1 and 2, C, 1 and 2, D, 1 - 5, and E, 1 - 2.

Trustee Ritter asked for a change of the language in D1 and with that, Chair Flores made a motion to change the language in both resolutions. The change would read, in the first recital clause, Whereas, the board of trustees of “Dallas College serves as the governing body of Dallas College”.

A roll call vote was taken as follows: Chair Flores – aye, Trustee Compton – aye, Vice Chair Jameson – aye, Trustee Ritter – aye, Trustee Bravo – aye, Trustee Zimmermann – abstain. The motion was approved and passed by a majority vote.

A. Minutes

- 1) Approval of Minutes of the June 2, 2020 Regular Meeting
- 2) Approval of Minutes of the June 22, 2020 Work Session

B. Policy Items

- 1) Approval of Amendment to Policy Concerning Investments – CAK (LOCAL)
- 2) Approval of Amendments to Policies Concerning Employee, Student and Community Expression and Use of Facilities – DGC, FLA, GD (LOCAL)

C. Financial Items

- 1) Approval of Educational Agreement between Dallas College and Forney Independent School District (FISD) to Maximize Resources and Offer Training on Multiple Disciplines
- 2) Approval of 2020-2021 Brokers-Dealers List

D. Resolutions

- 1) Adoption of Resolution in Support of Deferred Action for Childhood Arrivals (DACA)

- 2) Adoption of Resolution Declaring that Black Lives Matter and in Support of Social and Racial Justice and Equality
- 3) Adoption of Resolution Reflecting Review of Investment Policy 2020-2021
- 4) Adoption of Resolution Ordering an Amendment to the Order of the Election
- 5) Adoption of Resolution for Authorization of Interim Richland Collegiate High School Superintendent

E. Richland Collegiate High School Items

- 1) Approval of Richland Collegiate High School 2020-2021 Student Handbook
- 2) Approval of Richland Collegiate High School 2020-21 Asynchronous Instruction Plan

8. **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.)

Vice Chair Jameson moved and Trustee Bravo seconded the motion to approve Items 8, A.1 & B.1 - 3.

A roll call vote was taken as follows: Chair Flores – aye, Trustee Compton – aye, Vice Chair Jameson – aye, Trustee Ritter – aye, Trustee Bravo – aye, Trustee Zimmermann – absent. The motion was approved and passed by a majority vote.

Trustee Bravo moved and Trustee Ritter seconded the motion to approve Item 8, B.4 - approval of date to adopt ad valorem tax rate for 2020 tax year.

A roll call vote was taken as follows: Chair Flores – for, Trustee Ritter – for, Trustee Bravo – for, Trustee Compton – for, Vice Chair Jameson – for, Trustee Zimmermann – for, Trustee Williams - absent. The motion was approved and passed unanimously.

A. Talent Items

- 1) Approval of Fifth Amendment to Chancellor's Employment Agreement

B. Financial Items

- 1) Approval of Revised Budget for Richland Collegiate High School (RCHS) for 2019-20
- 2) Adoption of Resolution Approving the Richland Collegiate High School (RCHS) Budget for FY2020-2021
- 3) Adoption of Resolution Approving the Dallas College Budget for FY2020-21
- 4) Approval of Date to Adopt Ad Valorem Tax Rate for 2020 Tax Year

9. Informative Reports

A. Committee Reports

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

Trustee Zimmerman requested changes to pages 140 and 141. Molina noted to make the edit.

- 1) Chancellor Performance Review Committee Notes for March 3, 2020
- 2) Education Workforce Committee Notes for March 3, 2020
- 3) Audit Committee Notes for March 3, 2020
- 4) Education Workforce Committee Notes for June 2, 2020
- 5) Finance Committee Notes for June 2, 2020
- 6) Chancellor Performance Review Committee Notes for June 22, 2020
- 7) Finance Committee Notes for June 23, 2020

B. 3rd Quarter Investment Transactions

C. Quarterly Budget Book Vendor Summary

D. 3rd Quarter Facilities Improvement Plan

E. Current Funds Operating Budget Report for June 2020

F. Monthly Award and Change Order Summary - May 2020

G. Monthly Award and Change Order Summary - June 2020

H. Facilities Management Reports

I. Dallas College Foundation Report

J. Notice of Grant Awards

K. Contracts for Educational Services

L. Human Resources Update

M. Public Funds Investment Act (PFIA) Changes and Amendments Report

10. Executive Session

None.

11. Adjournment

The Regular Meeting was adjourned at 4:44 p.m.

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