

This Open Meeting of the Board of Trustees is authorized in accordance with the Texas Government Code, §§ 551.001 through 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of Board Relations. Per Texas Government Code § 551.1282.

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

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

Tuesday, November 10, 2020

4:00 p.m.

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 the October 6, 2020 Regular Meeting Minutes
- 2) Approval of the October 27, 2020 Special Meeting Minutes

B. Policy Items

- 1) Approval of Amendments to Policies Concerning Dallas College Name and Definitions & Board Legal Status – AB and BA (LOCAL)
- 2) Approval of Amendments to Policies Concerning State and Federal Revenue Sources – CAA and CAAB (LOCAL)

C. Finance Items

- 1) Approval of Order Authorizing the Redemption of the General Obligation Refunding Bonds, Series 2018 and the Redemption of the General Obligation Refunding Bonds, Series 2019; Delegating the Redemption of the Bonds to the Designated Financial Officer Named in this Order; Establishing the Use of Available Debt Service Funds for the Purpose of Affecting this Redemption

D. Education Workforce Items

- 1) Approval of Interlocal Agreement for Bioterrorism or Health
Emergency Assistance between Dallas County and Dallas College

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

7. Policy Items – First Reading

- A. Approval of Amendments to Policies Concerning Site Management –
CHE (LOCAL) Use of Electronic Mail System

8. Informative Reports

A. Committee Reports

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

- 1) Governance Committee Notes for October 6, 2020
- 2) Education Workforce Committee Notes for October 6, 2020
- 3) Finance Committee Notes for October 6, 2020

B. Report from Investment Officers on Training

C. Current Funds Operating Budget Report for September 2020

D. Monthly Award and Change Order Summary (September 2020)

E. Facilities Maintenance Projects Report

F. Dallas College Foundation Report (November 2020)

G. Notice of Grant Awards

H. Contracts for Educational Services

I. Human Resources Update

9. Executive Session (if required)

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

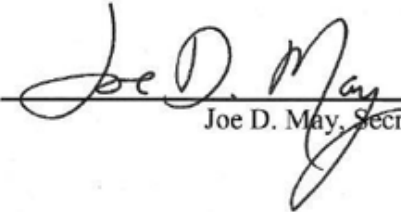
C. Deliberate Regarding Real Property Since Open Deliberation would have a Detrimental Effect Upon Negotiations with a Third Person - Section 551.072

D. Deliberate Regarding Security Devices or Security Audits- Sections 551.076 and 551.089

10. Adjournment

**CERTIFICATION OF NOTICE POSTED FOR THE
NOVEMBER 10, 2020 REGULAR MEETING OF DALLAS
COLLEGE AND RICHLAND COLLEGIATE HIGH SCHOOL
BOARD OF TRUSTEES**

I, Joe D. May, Secretary of the Board of Trustees of Dallas College, do certify that a copy of this notice was posted on the 6th day of November 2020, 1) in a place convenient to the public in the Dallas College Administrative Office, 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 the October 6, 2020 Regular Meeting Minutes

It is recommended that the Board approve the minutes of the October 6, 2020 Regular Board meeting.

A virtual Regular meeting of the Board of Trustees of Dallas College was held Tuesday, October 6, 2020, beginning at 4:45 p.m. on the Cisco Webex platform and was broadcast via the streaming link: <http://www.dcccd.edu/boardmeetingslive>. The meeting was convened by Chair Flores.

Board Members and Officers Present

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

Ms. Monica Lira Bravo
Mr. JL Sonny Williams

Note

Monica Lira Bravo was present for Executive Session only.

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. **Citizens Desiring to Address the Board**
None.
4. **Chancellor and Board Announcements**
 - A. Announcements from the Chancellor
 - Chancellor May congratulated retirees with 50+ years of service – Johnny Duvall, Ida Keller and Charles Wickersham.

- Dr. May announced we would host an event called the Virtual Spooky Trot 2020 to raise funds for the Food Pantry for our students. He encouraged everyone to participate and support the event. More information could be found on the Dallas Foundation website.
- He also mentioned the Bits and Bites event on October 25, 3:00-6:00 p.m. This was our 12th annual event. More information could be found on the Dallas Foundation website.
- Lastly, he announced that the Virtual Hope Summit 2020 to address reentry programs led by Representative Carl Sherman would be held on October 16, 10:00 a.m.

B. Announcements from the Board Chair and/or Trustees

- Chair Flores highlighted retirees with 20+ years' service – Craig Mays, Theresa Nelson, Brenda Brad, George Herring, Velma Hargis and Michael Moore.
- She announced that another Trustee Townhall was scheduled for October 13.
- On behalf of the board, Chair Flores congratulated Trustee Bravo and her husband on the birth of their daughter.
- She also advised that the Faculty Association is hosting a candidate forum via Webex.

5. Consent Agenda

Trustee Ritter moved and Trustee Jameson seconded the motion to approve Consent Agenda items 5A 1-2. A roll call vote was taken as follows:

- Chair Flores – aye
- Vice Chair Jameson – aye
- Trustee Ritter – aye
- Trustee Compton – aye
- Trustee Zimmermann – aye
- Trustee Williams – not present
- Trustee Bravo – not present

The motion was approved and passed by a unanimous vote of Board members present.

A. Minutes

- 1) Approval of the September 8, 2020 Special Meeting Minutes
- 2) Approval of the September 8, 2020 Regular Meeting Minutes

6. Policy Items – First Reading

- A. Approval of Amendments to Policies Concerning Dallas College Name and Definitions & Board Legal Status – AB and BA (LOCAL)
- B. Approval of Amendments to Policies Concerning State and Federal Revenue Sources – CAA and CAAB (LOCAL)

7. Informative Reports

A. Committee Reports

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

- 1) Governance Committee Notes for January 17, 2020
- 2) Audit Committee Notes for September 8, 2020
- 3) Education Workforce Committee Notes for September 8, 2020
- 4) Finance Committee Notes for September 8, 2020
- B. 4th Quarter Facilities Improvement Plan (FIP)
- C. 4th Quarter Investment Transactions
- D. Quarterly Budget Book Vendor Summary
- E. Current Funds Operating Budget Report for August 2020
- F. Monthly Award and Change Order Summary
- G. Facilities Management Report
- H. Dallas College Foundation Report (October 2020)
- I. Notice of Grant Awards
- J. Contracts for Educational Services
- K. Human Resources Update

8. Executive Session was held from 4:59 p.m. to 6:03 p.m.

9. Adjournment

The Regular Meeting adjourned at 6:08 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.

CONSENT AGENDA NO. 5A-2

Approval of October 27, 2020 Special Meeting Minutes

It is recommended that the Board approve the minutes of the October 27, 2020 Special Meeting.

A virtual special meeting of the Board of Trustees of Dallas College was held Tuesday, October 27, 2020, beginning at 11:00 a.m. and was broadcasted on the Cisco Webex platform via the streaming link: <http://www.dcccd.edu/boardmeetingslive>. This meeting was convened by Chair Diana Flores.

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 confirmed by Perla Molina.
2. **Certification of Notice** posted for the meeting was confirmed by Chancellor Joe May.
3. **Citizens Desiring to Address the Board**
None.
4. **Chancellor and Board Announcements**
 - A. Announcements from the Chancellor
None.
 - B. Announcements from the Board Chair and/or Trustees\
None.

5. Executive Session

Held from 11:07 a.m. to 1:00 p.m.

6. Adjournment

The board meeting adjourned at 1:02 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.

POLICY ITEM NO. 5B-1

Approval of Amendments to Policies Concerning Dallas College Name and Definitions & Board Legal Status – AB and BA (LOCAL)

The Chancellor recommends the Board adopt the following amendments to local policy, as recommended by the Texas Association of School Boards (TASB) and revised by the Office of the General Counsel, to reflect the new name and organizational structure of Dallas College.

Effective Date: Upon Board Approval

LOCAL POLICY

EXPLANATORY NOTES

AB – College
District Name and
Definitions

Revises local policy to reflect the College’s name change and makes changes at “Definition” consistent with the College’s new organizational structure.

BA – Board Legal
Status

Revises local policy to reflect the official title of the Board of Trustees.

COLLEGE DISTRICT NAME AND DEFINITIONS

AB
(LOCAL)

Definitions

The corporate name of this college, as provided by law, is Dallas College ~~Dallas County Community College District~~, herein referred to as “the College ~~District~~.”

The following terms, when used in this manual, shall have the meanings as defined below, unless the context in which such terms are used clearly indicates another meaning:

1. Board ~~BOARD~~: The Board of Trustees of the College ~~District~~.
2. Chancellor ~~CHANCELLOR~~: The chief administrative officer of the College ~~District~~.
3. Campus ~~COLLEGE~~: A constituent college campus of the College ~~District~~; as an adjective, referring to any of the officers, personnel, or functions of a campus college.
4. Chief Human Resources Officer ~~DIRECTOR OF HUMAN RESOURCES~~: College ~~District Director of~~ Chief Human Resources Officer.
5. Dallas College or College ~~DISTRICT OR COLLEGE DISTRICT~~: The Dallas ~~County Community College District~~; as an adjective, referring to any of the offices, officers, or other personnel having College wide ~~Districtwide~~ jurisdiction or responsibility.
6. Manual ~~MANUAL~~: The “Board Policies and Administrative Procedures Manual.”
7. President ~~PRESIDENT~~: The chief administrative officer of a college campus of the College ~~District~~.
8. Provost ~~PROVOST~~: Provost of Educational Affairs ~~or Provost of LeCroy Center for Educational Telecommunications~~, as appropriate.
9. Vice Chancellor ~~VICE CHANCELLOR~~: The Vice Chancellor of Student Success or the Vice Chancellor of Workforce and Advancement Business or Vice Chancellor of Public and Governmental Affairs in connection with College ~~District~~ procedures in this manual affecting each position the same. The Vice Chancellor title may also include the term Executive Vice Chancellor of Operations.
10. Vice Chancellor of Operations, Executive: An administrator ensuring efficient operations of Dallas College, across campuses.
11. ~~VICE CHANCELLOR OF BUSINESS~~ Vice Chancellor of Student Success: An administrator providing leadership and su-

COLLEGE DISTRICT NAME AND DEFINITIONS

AB
(LOCAL)

pervision for the planning, organizing, and coordinating of student success ~~Business Affairs.~~

12. ~~VICE CHANCELLOR OF GOVERNMENTAL AFFAIRS~~ Vice Chancellor of Workforce and Advancement: An administrator responsible for the coordination and oversight of College partnerships with employers, donors, and alumni ~~Public and Governmental Affairs.~~

13. Vice President or Vice Provost ~~VICE PRESIDENT~~: An administrator performing vice presidential duties of business, instruction, or student development at a college and may have a different title than vice president or vice provost.

14. Fiscal Year ~~FISCAL YEAR~~: The fiscal year for the College ~~District~~, which shall be the 12-month period beginning on the first day of September in each year and ending on the last day of August in the next succeeding calendar year.

Use of Institutional Name or Logo

The following names are protected trademarks under state law:

15. Dallas College Brookhaven Campus College.
16. Dallas College Cedar Valley Campus College.
17. Dallas College Eastfield Campus College.
18. Dallas College El Centro Campus College.
19. Dallas College Mountain View Campus College.
20. Dallas College North Lake Campus College.
21. Dallas College Richland Campus College.
22. Dallas ~~County Community~~ College District.
23. R. Jan LeCroy Center for Telecommunications.

The logos of the following Dallas College campuses, locations, and affiliates ~~institutions~~ are protected trademarks under federal law:

24. Brookhaven Campus College.
25. Cedar Valley Campus College.
26. Eastfield Campus College.
27. El Centro Campus College.
28. Mountain View Campus College.
29. North Lake Campus College.
30. Richland Campus College.

COLLEGE DISTRICT NAME AND DEFINITIONS

AB
(LOCAL)

31. Dallas ~~County Community~~ College ~~District~~.
32. Dallas County Community College District Foundation.
33. R. Jan LeCroy Center for Telecommunications.

All names and logos previously affiliated with Dallas County Community College District (now Dallas College) or its colleges are also protected under state and federal law, as applicable.

No individual or entity may use the name or logo of a campus or location of Dallas College ~~an institution~~ that is protected by trademark without express written approval of the highest level administrator at the campus or location ~~the institution for which the~~ ~~whose~~ name or logo is sought.

BOARD LEGAL STATUS

BA
(LOCAL)

The official title of the governing body of the College ~~District~~ shall
be the Dallas College ~~Dallas County Community College District~~
Board of Trustees, herein referred to as "the Board."

POLICY ITEM NO. 5B-2

Approval of Amendments to Policies Concerning State and Federal Revenue Sources – CAA and CAAB (LOCAL)

The Chancellor recommends the Board adopt the following amendments relating to fiscal requirements for federal grants.

Effective Date: Upon Board Approval

<u>LOCAL POLICY</u>	<u>EXPLANATORY NOTES</u>
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CAA – Grants and Awards	Revises local policy to ensure compliance with requirements of state and federal grants and awards, including those requirements relating to the College's use of grant funds.
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CAAB – Carl D. Perkins Grants	Revises local policy to ensure that funding received under the Perkins Act is used for its intended purpose only and to supplement, and not supplant, state, local and other federal awards.
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APPROPRIATIONS AND REVENUE SOURCES
STATE AND FEDERAL REVENUE SOURCES

CAA
(LOCAL)

Grants and Awards

General

The College District shall comply with all requirements for state and federal grants and awards imposed by law, the awarding agency, or an applicable pass-through entity. The Chancellor shall develop and enforce financial management systems, internal control procedures, procurement procedures, and other administrative procedures as needed to provide reasonable assurance that the College District is complying with requirements for state and federal grants and awards.

The Chancellor shall be authorized to:

1. Apply, on behalf of the Board, for any and all special federal and state grants and awards as deemed appropriate for the College District's operations;
2. Approve commitment of College District funds for matching, cost sharing, cooperative, or jointly funded projects up to the amounts specifically allowed under the College District budget approved by the Board; and
3. Approve grant and award amendments as necessary.

~~The College District shall comply with all requirements for state and federal grants and awards imposed by law, the awarding agency, or an applicable pass-through entity. The Chancellor shall develop and enforce financial management systems, internal control procedures, procurement procedures, and other administrative procedures as needed to provide reasonable assurance that the College District is complying with requirements for state and federal grants and awards.~~

[See CAAA, CAAB]

Federal Awards

~~Conflict of Interest~~
Fiscal Requirements

Maintenance of Effort

As required by law, the College District shall maintain, and be able to demonstrate, maintenance of its effort in state or local fund spending for those programs and activities for which the College District has received a federal award or grant. -For purposes of this provision, maintenance of effort shall mean maintaining non-federal funding at a level which is not less than the expenditures for such program activities during the fiscal year prior to receiving the grant or award. Maintenance of effort calculations shall exclude capital expenditures, special one-time projects, and the cost of pilot programs.

Supplement, not Supplant

The College District shall use federal grant and award funds, whether awarded by a federal agency or a pass-through entity ("grant funds"), to supplement ("to complete, add to or extend") and, to the extent practicable, increase the services, staff, programs, activities and materials ("programs/activities") that would, in the absence of grant funds, be offered with other federal, state and

APPROPRIATIONS AND REVENUE SOURCES
STATE AND FEDERAL REVENUE SOURCES

CAA
(LOCAL)

local sources or funds independently generated by or allocated to the College District ("other funding sources"). Unless otherwise permitted by law, in no event shall the College District use grant funds to supplant ("to take the place of or serve as a substitute") Other funding sources that would otherwise be expended to carry out or pay for College District programs/activities, including, but not limited to, programs/activities required by state law, coordinating board rules, or College District policy.

The College District may rebut a presumption of supplanting or have good cause to use (determined prior to taking action) grant funds to fund costs of programs/activities that were funded in a previous year with other funding sources. A rebuttal of or justification for such funding action requires the following showing by the College District:

1. Evidence of an actual reduction in state and/or local funding sources and/or other non-federal support; and
2. Evidence that the program/activity would be discontinued without the benefit of grant funds.

The College District shall develop and maintain contemporaneous written records that clearly demonstrate the supplementary nature of grant funds and/or provide support or justification for any supplanting action.

Conflict of Interest

Each employee, Board member, or agent of the College District who is engaged in the selection, award, or administration of a contract supported by a federal grant or award, and who has a potential conflict of interest as defined at 2 C.F.R. 200.318, shall disclose to the College District in writing any conflict that meets the disclosure threshold in Local Government Code Chapter 176. [See CAAB]

In addition, each employee, Board member, or agent of the College District shall comply with any other conflict of interest requirements imposed by the granting agency or a pass-through entity or by College District policy. [See DBD]

For purposes of this policy, "immediate family member" has the same meaning as "family member" as described in Local Government Code Chapter 176. [See BBFA]

For purposes of this policy, "partner" shall have the same meaning as defined in Business Organizations Code Chapter 1, Subchapter A.

APPROPRIATIONS AND REVENUE SOURCES
STATE AND FEDERAL REVENUE SOURCES

CAA
(LOCAL)

An employee, Board member, or agent of the College District who is required to disclose a conflict in accordance with the provisions above shall not participate in the selection, award, or administration of a contract supported by a federal grant or award.

Gifts and Gratuities Employees, Board members, and agents of the College District shall not solicit any gratuities, favors, or items from a contractor or a party to a subcontract for a federal grant or award and shall not accept:

1. Any single item with a value at or above \$50; or
2. Items from a single contractor or subcontractor that have an aggregate monetary value exceeding \$100 in a 12-month period.

[See BBFA, BBFB, CAAB, and DBD. In the event of a violation of these requirements, see CDE and DH.]

STATE AND FEDERAL REVENUE SOURCES
FEDERAL

CAAB
(LOCAL)

Carl D. Perkins
Grants

The College District shall ensure the following:

1. Funds expended through the Carl D. Perkins ("Perkins") grant program are used for the purposes, goals and objectives identified in the grant and in accordance with any requirements imposed by the awarding agency, applicable law or College District policies and procedures.
2. No Perkins funds are used to pay for programs or activities required by state law, Coordinating Board rules or College District policy.

Consistent with the provisions of CAA (LOCAL) and in accordance with applicable law, the College District shall use Perkins funds only to supplement, not supplant, state, local and other federal funds that would otherwise be expended to carry out career and technical education, including but not limited to, payment for services, staff, programs or materials. [See CAA (LOCAL) at "Supplement, not Supplant"].

State or local funds shall not be decreased or diverted for other uses due to the availability of Perkins funds.

FINANCIAL ITEM NO.5C-1

Approval of Order Authorizing the Redemption of the General Obligation Refunding Bonds, Series 2018 and the Redemption of the General Obligation Refunding Bonds, Series 2019; Delegating the Redemption of the Bonds to the Designated Financial Officer Named in this Order; Establishing the Use of Available Debt Service Funds for the Purpose of Affecting this Redemption

The Chancellor recommends that an Order to establish the parameters to redeem all of the General Obligation Refunding Bonds, Series 2018 and all of the General Obligation Refunding Bonds, Series 2019 be approved in an amount not to exceed \$29,200,000 with a target net present value savings minimum of 4.00% and a positive gross savings.

Purpose

Taxpayer savings of at least \$2.85 million

Background

The General Obligation Refunding Bonds, Series 2018 with an original aggregate principal of \$27,280,000 were issued as payment for the refunding of the General Obligation Bonds, Series 2010. The General Obligation Bonds, Series 2019 with an original aggregate principal of \$22,210,000 were issued as payment for the refunding of the General Obligation Refunding Bonds, Series 2010.

The Order calls for the following provisions to be present before the refunding bonds can be issued:

- A principal amount of not more than \$29,200,000.
- A net present value savings of 4.00% or more.

The parameters in this Order calls for the Board to authorize the Chancellor or the Chief Financial Officer to act as the designated financial officer to execute the redemption prior to their scheduled maturities on February 15, 2021. A report will be issued to the Board with final results upon completion of the redemption. The Order, if passed, provides authority to effect the redemption of all of the General Obligation Refunding Bonds, Series 2018 and Series 2019; this Order to expire at 5:00 p.m., Friday, February 15, 2021.

**RESOLUTION AUTHORIZING REDEMPTION OF
GENERAL OBLIGATION REFUNDING BONDS,
SERIES 2018 AND SERIES 2019**

WHEREAS, Dallas County Community College District has outstanding the following obligations:

Dallas County Community College District General Obligation Refunding Bonds, Series 2018, maturing on February 15, 2030 (the “2018 Bonds”);

Dallas County Community College District General Obligation Refunding Bonds, Series 2019, maturing on February 15, 2025 (the “2019 Bonds, and together with the 2018 Bonds, the “Bonds”); and

WHEREAS, the Dallas County Community College District also is known as “Dallas College”, and is referred to herein as “Dallas College” or the “District”; and

WHEREAS, the proceedings adopted by the Board of Trustees authorizing the issuance of the Bonds provide that a redemption of the Bonds may occur prior to their scheduled maturities; and

WHEREAS, the staff of Dallas College has determined and recommended to the Board of Trustees that effecting the redemption of the Bonds in the manner described below will be the most beneficial use of available funds, resulting in the retirement of all such outstanding Bonds.

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

Section 1. That the Board of Trustees hereby authorizes the use of available funds of Dallas College for the purpose of effecting the redemption of all of the outstanding Bonds (the “Redeemed Obligations”).

Section 2. That the Chief Financial Officer is hereby directed to cause the Redeemed Obligations to be redeemed prior to their scheduled maturities on February 15, 2021. Notice of the redemption of the Redeemed Obligations shall be given in the manner provided in the proceedings authorizing the issuance of the Bonds.

Section 3. That the Chief Financial Officer is hereby directed to effect the redemption of the Redeemed Obligations from available funds of Dallas College in an amount equal to the principal amount of the Redeemed Obligations to be redeemed, plus accrued interest on the Redeemed Obligations to February 15, 2021, the date fixed for redemption of the Bonds.

Section 4. That the Chief Financial Officer is hereby authorized to execute, attest, seal and deliver any agreements necessary to effect the purposes of this Resolution.

PASSED AND APPROVED THIS _____ DAY OF _____, 2020.

ATTEST:

Diana Flores, Chair
Board of Trustees

Joe D. May
Chancellor

(Seal)

EDUCATION WORKFORCE ITEM NO.5D-1

Approval of Interlocal Agreement Between Dallas College (DC) and Dallas County for Bioterrorism or Health Emergency Assistance

The Chancellor recommends approval of an interlocal agreement between Dallas College and Dallas County to assist in protecting the health and safety of the public throughout Dallas County by allowing use of Dallas College facilities, as needed by the County's Health Authority in the event of a local health emergency or act of bioterrorism.

Purpose

Dallas College will partner with Dallas County and update an existing agreement. This would allow Dallas College to be one of the future sites when potential vaccines would be distributed.

Project Scope

1. Upon request of the Local Health Authority, the College shall furnish mutual aid in coping with a local health emergency. The College will designate specific College locations and make them available to the County for the purposes of distributing medications and vaccines only.
2. Provisions of this agreement are activated whenever the Local Health Authority declares a local health emergency.
3. Requests for aid shall specify the designated locations and shall state the time period for which such facilities are requested.
4. The College shall designate one individual at each designated location, to be used on campus, to serve as a single point of contact to the Local Health Authority.
5. The College shall be released by the Local Health Authority when the services of the College are no longer required or when the individual in charge of the College's facilities and staff decides at his or her sole discretion that further assistance should not be provided.
6. The College shall prepare and keep current and emergency management plan for its campuses, providing for disaster preparedness, response recover, and rehabilitation. The plan shall provide rules governing entrance to and exit from the campuses and its buildings, and other security measures deemed necessary.
7. The Local Health Authority will act as the coordinator for mutual aid responses under the Agreement. The Local Health Authority agrees that it shall maintain a current listing of the parties to this Agreement. Such listing shall include personnel to be contacted at the College, appropriate

telephone and facsimile numbers and other information which would be needed in order to contact the College in case of a response.

Dallas College Responsibilities

1. Provide facilities for use in the event of a local health emergency.
2. Comply with requirements of the Local Health Authority for Dallas County.

Background

Original agreement was signed in 2013. This agreement replaces the original agreement and specifies Dallas College locations to be utilized, in the event of a local health emergency. The agreement is for a 12-month term and automatically renews with the same terms.

Funding Source

This agreement has no financial implications for Dallas College.

Resource Contact

Dr. Sharon Davis, Chief Critical Response Officer

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 Officers listed below for the period indicated. Police Officers are hired through the Dallas College Police Department and assigned to various locations.

WARRANTS OF APPOINTMENT – 6

Lindsay Aceto	District Office
Full-time	Effective Date: November 3, 2020
Period of Employment: Through termination of employment with Dallas College.	
Elaulas Cristano	District Office
Full-time	Effective Date: November 3, 2020
Period of Employment: Through termination of employment with Dallas College.	
Ana Denova	District Office
Full-time	Effective Date: November 3, 2020
Period of Employment: Through termination of employment with Dallas College.	
Jasmine Hunstberry	District Office
Full-time	Effective Date: November 3, 2020
Period of Employment: Through termination of employment with Dallas College.	
Janerius Sanders	District Office
Full-time	Effective Date: November 3, 2020
Period of Employment: Through termination of employment with Dallas College.	
Stafford Williams	District Office
Full-time	Effective Date: November 3, 2020
Period of Employment: Through termination of employment with Dallas College.	

POLICY ITEM FIRST READING – NO. 7A

Approval of Amendments to Policies Concerning Site Management – CHE (LOCAL) Use of Electronic Mail System

The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) applying to all schools that receive federal funds, is a federal law that protects the privacy of student education records, including the improper disclosure of student records by electronic means. Accordingly, to reinforce the security of student education records and maintain the integrity of the College's information resources, the Chancellor recommends the Board adopt the following amendments relating to the use of the College electronic mail system.

Effective Date: Upon Board Approval

LOCAL POLICY

CHE – Use of
Electronic Mail
System

EXPLANATORY NOTES

Revises local policy to make clear that all students and employees shall be assigned an official email address upon matriculation and hire; that all communication from the College, or from College personnel, shall be sent from and to the official email address; that students are required to use their official email address when communicating with College faculty and administration; and that all students and employees shall be presumed to have received and read all email sent to their official email account. The revisions to policy also set forth acceptable use and privacy expectations relating to the use of the College electronic mail system.

SITE MANAGEMENT
MAIL AND DELIVERY

CHE
(LOCAL)

USE OF ELECTRONIC
MAIL SYSTEM

The College recognizes electronic mail ("email") as an official means of communication and information delivery. All students, upon initial matriculation to the College, and employees upon initial hire (collectively "Users"), shall be assigned an official College email address. All electronic communication from the College, or from personnel of the College in the performance of College business, shall be sent from an official College email address to the employee or student's official College email address. Students must use their official email address when communicating with College personnel, including faculty. All users are expected to read, and shall be presumed to have received and read, all email messages sent to their official College email address.

ACCEPTABLE
USE

The College electronic mail system is intended for college business purposes. College email may be used for incidental personal purposes, provided such use does not interfere with College business, College technology resources or email service, the User's employment or obligations to the College, or violate applicable law or College policies, procedures, or regulations.

Users of the College electronic mail system must comply with all local, state and federal laws and regulations relating to the use of electronic mail systems and all applicable College policies, procedures, and regulations, including but not limited to those policies relating to confidentiality, intellectual property and standards of conduct. All use of the College electronic mail system, including the transmission of sensitive or confidential information, shall be consistent with the College's obligations under Family Educational Rights and Privacy Act (FERPA). [See CS(REGULATION) and FJ(LEGAL)]

EXPECTATION
OF PRIVACY

All data files, including but not limited to email communications (both outgoing and incoming), voicemail, instant messages, and internet and social media postings, created and/or maintained in a College email account or on the College electronic mail system are the property of the College, and as such may be subject to disclosure under applicable law or other legal processes. Users of the College electronic mail system should have no expectation of privacy in such data files, except where protected by law.

The Chancellor shall promulgate administrative regulations for the implementation of this policy.

USE OF INTERNAL
MAIL SYSTEM

The College District mail system for delivering items between College District buildings shall not be available for use other than for official school business. With the permission of the Chancellor or designee, internal mailboxes at an individual campus may be used by campus employees and school-sponsored or school-support groups affiliated with that campus. [See also GD]

SITE MANAGEMENT
MAIL AND DELIVERY

CHE
(LOCAL)

COMMITTEE REPORT NO. 8A-1

Governance Committee Notes for October 6, 2020

A virtual Governance Committee meeting of the Board of Trustees of Dallas College was held Tuesday, October 6, 2020, beginning at 12:20 p.m. on the Cisco Webex platform and was broadcast via the streaming link: <http://www.dcccd.edu/boardmeetingslive>. This meeting was convened by Vice Chancellor Wesley Jameson on behalf of Committee Chair JL Sonny Williams.

Board Members and Officers Present

- Ms. Charletta Compton
- * Ms. Diana Flores (chair)
- * Mr. Wesley Jameson (vice chair)
- Mr. Philip J. Ritter
- Dr. Joe May (secretary and chancellor)
- Ms. Dorothy Zimmermann

Members Absent

- * JL Sonny Williams (committee chair)
- Monica Lira Bravo

- * *Denotes a committee member*

1. **Roll Call - Announcement of a Quorum** confirmed by Perla Molina.

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

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

4. **Committee Presentations**
 - A. Discussion of Board Self-Assessment
Presenter: Perla Molina

Parameters of ACCT Self-Assessment:

- Due at end of November
- Sample Surveys have been shared with Trustees

- Proposed activity timeline from October 7 to November 10 reflects actions and assessment build for review (questionnaire/survey)
- ACCT will assist with question creation; Board committee members are able to make question suggestions
- Board is to review and respond by Oct 19 - Oct30
- Turnaround of initial development draft is 24 hours
- Full report to share with public by November 10
- Molina will collaborate with SACSCOC Liaison and ACCT to ensure deadlines are met.
- If desired, a retreat can be scheduled in the Spring regarding the self-assessment report
- Molina confirmed that the survey would be 25-30 questions. ACCT would provide a weblink to complete survey
- Molina requested board members email any comments/questions to her by next Wednesday, October 14 and she would continue to collaborate with Vice Chair Jameson to stay true to the requested structure.
- Trustee Zimmermann asked if ACCT was helping or charging for their assistance, what was the benefit of the service and the overall financial obligation. Molina confirmed that the total cost to manage the process where ACCT would develop the survey, send out the link, collect the data and create the summary reports would be \$3,000.
- Chair Flores explained the benefit of using ACCT as a national association for community colleges, it has perfected the process, stays on track with annual assessments and has provided recommendations for improvement and training based on responses.
- Molina confirmed that this service is covered by the Board's training and professional development budget and that it had not been used as of September 1. It would allow for flexibility to choose appropriate speakers and training to address any concerns and requests from the Board.
- Chair Flores asked about last year's budget regarding spending. Molina stated the previous year's budget was not fully spent due to COVID-19 impact on operations
- Chancellor May stated the budget could also be used for conferences such as the ACCT Leadership Congress happening during the week of October 5.
- Trustee Compton asked if a draft copy of the submission to ACCT would be shared with the board; and, if there is already something

proposed or planned to submit to ACCT. Molina confirmed that herself and Vice Chair Jameson would develop a final draft survey.

- Molina requested the Board forward their concerns, questions and suggestions regarding the survey so it can be taken into account.
- Molina confirmed the process had not started at all and wanted to confirm the timeline and sample to review for feedback and approval before moving forward.
- Chancellor May expressed his appreciation to the Board for assisting and working with Dallas College in this urgent need as the report must be given to SACSCOC in December.
- Vice Chair Jameson requested additional questions. None came forward.

5. Items for Review

A. Committee Notes

- 1) Governance Committee Notes for January 17, 2020
No comments or edits were made.

6. Executive Session

None.

7. Adjournment at 12:44 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.

COMMITTEE REPORT NO. 8A-2

Education Workforce Committee Notes for October 6, 2020

An Education Workforce virtual meeting of the Board of Trustees of Dallas College was held Tuesday, October 6, 2020, beginning at 1:51 p.m. on the Cisco WebEx platform and was broadcast via the streaming link: <http://www.dcccd.edu/boardmeetingslive>. This meeting was convened by Chair Diana Flores on behalf of Committee Chair Monica Lira Bravo.

Board Members and Officers Present

Ms. Charletta Rogers Compton
* Ms. Diana Flores (chair)
* Mr. Wesley Jameson (vice chair)
Dr. Joe May (secretary and chancellor)
Mr. Philip J. Ritter
Ms. Dorothy Zimmermann

Members Absent

* Ms. Monica Lira Bravo (committee chair)
Mr. JL Sonny Williams

* Denotes a committee member.

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

4. Committee Presentations

A. Faculty Compensation
Presenter: Sherri Enright

Chief of Human Resources Sherri Enright stated the first part of this presentation will show historical aspects of faculty compensation. Enright informed the Committee there were multiple types of pay for faculty but typically, faculty pay comes from two sources

- 1) Base pay
 - Faculty are hired into a range, of F1 – F4
 - Placement in a range was determined based on level of attainment of educational achievement and experiences
 - Faculty were hired at a minimum or 1st quartile, usually below midpoint
 - could also obtain supplemental pay through a variety of measures
- 2) Faculty can also obtain supplemental pay through a variety of measures
 - Extra service was the primary method of potential supplemental income for faculty members

Enright stated that the top twenty-five paid faculty received the bulk of pay from extra service. Hourly pay was also available if faculty provided support to campus, works on councils, etc., and they were paid on an hourly rate of hours based on that.

Chair Flores asked if the first line base pay was a typo that said \$13,612.07. Enright explained that this was the total pay for an academic year, not hourly rate. Enright also explained to the committee that extra service made up a very large portion of total compensation for faculty.

Chair Flores asked for the average amount of extra service paid for all faculty, and how many faculty members could participate with extra service. Enright answered that all faculty were essentially eligible, but there had been inconsistent distribution of extra service throughout the seven campuses.

Chair Flores stated that many faculty members were making more in extra service than in their base pay and wanted to know if this would be the same in the future.

Enright answered that this was correct based on current methods of compensation for faculty and that Dr. Floyd would address how that was changing and how it would be more equitable.

Dr. May replied to Chair Flores that back in 2019 there were policy recommendations brought forward to the Board addressing this issue. What created some of these inequities were:

- Availability of courses offered in certain areas
- A small number of options available

- Limited because of a big portion of their day eaten up with lab time, for which they weren't compensated at the same rate as other individuals
- Historically taking on certain roles without the ability to rotate those roles

Dr. May also stated that there was:

- A big cluster of individuals who were the majority not taking advantage of extra service
- Outliers who were not able to make load in the past
- Nothing wrong with earning compensation
- An equity issue in that this has not been available for a variety of reasons for everyone, even when it appeared available on paper, not in practice.

Dr. May stated that the ultimate goal, would limit access for some instructors, while increasing that opportunity for others.

Chair Flores stated that another concern was the quality for students, if the faculty were making more in extra service than base pay, it speaks to quality of instruction for students.

Enright stated that these inequities occurred for multiple reasons:

- Resulted in inconsistent application of existing policies and practices
- Inconsistent assignment of extra service courses throughout college campuses
- Due to lack of centralized HR policies and procedures
- Procedures were implemented differently at various campuses

Enright confirmed that the median of all faculty total compensation was approximately \$69,500.00

Enright also explained to the committee that HR was striving to have consistency in these policies and practices. Moving forward, there would be a more consistent application so that extra service would be distributed in a much more equitable and fair way.

Enright also stated that HR was committed to providing dedicated staff support to the Provost/Vice Provosts to ensure the development of programs that meets the needs of faculty compensation and aligned with the vision and mission of Dallas College.

Lastly, Enright stated that the most important thing was application of standard definitions and populations to ensure single source methodology for faculty compensation.

B. Faculty Load and Scheduling

Presenters: Shawnda Floyd

Dr. Shawnda Floyd informed the Committee about the importance of laying the foundation for faculty load and scheduling as a student centric process, and how it would provide greater equity in preparing faculty load/schedule build.

Dr. Floyd provided some inconsistencies with policies for faculty load/scheduling among all seven colleges:

- All colleges interpreted and implemented policies differently
- Each college assigned load, release time, extra service in different manners.
- Broad policies that were left open to interpretation
- Lack of guidance and support in how to interpret policies
- inconsistencies result in unintended consequences

Floyd stated that moving to one college and changing the culture through more structured policies and procedures and streamlined reporting would show the work that faculty were doing and allow it to be easily monitored for tracking and audit purposes.

Floyd stated that there has been a more in-depth look at faculty load policies over the past five years and that the Board approved nine policies in 2019. She also stated that Dallas College has moved forward with those policies and continues to refine culture and organizational structure. We are now at the point to take steps to operationalize policies into practice.

Floyd informed the committee that the Schedule Pilot would go live in the Spring and that it is in three schools:

- Creative Arts, Entertainment and Design
- Law & Public Service
- Engineering, Technology, Mathematics, and Science.

Floyd stated that the Schedule Pilot was important because it allowed student centricity in schedule building, while also allowed faculty to have preference in course assignments. Floyd also stated that both students and faculty participated in surveys that helped to inform this schedule build.

Floyd noted that 74% of faculty would see an increase in extra service compensation through policy changes and that 16% would see a decrease, while 10% would see no change.

Dr. May stated that this was recognizing a historic inequity going back 50 years in areas such as lab courses which meant that there would be a need to hire more full-time faculty to aid in these areas.

Dr. May also stated that faculty who would see a decrease to their pay were those who made the most in the status quo.

Trustee Flores asked if 74% would have an opportunity to teach more extra service. Dr. May wanted input from faculty groups before moving forward and stated that they would implement a policy of lab/lecture ratio Fall 2021.

Floyd provided major points to the committee about Schedule Pilot:

- be clear, consistent, and equitable
- policies such as lecture/lab, as well as extra service limitations are incorporated into the new schedule methodology
- process it provides consistent application of processes
- will treat a class as a class
- all classes will be treated equally
- how load is calculated for all faculty across all disciplines

Chair Flores asked Floyd if this was a result of BCG recommendations. Dr. Floyd responded that BCG found inequities and provided data to the policy initiative team. The policy initiative teams were made up of faculty and administrators throughout the college who formulated policy.

Chair Flores asked if more full-time faculty needed to be hired. Dr. May responded yes, additional faculty were needed, part-time and full-time.

Trustee Ritter asked if this was in our current budget cycle. Dr. May responded that it was in FY2021 budget and that some would see a reduction in maximum salary, and some would see an increase.

Vice Chair Jameson asked how far along the systems were able to do this type of scheduling. Dr. May responded that the system couldn't automatically calculate salary and that there were bids in for new ERP. Dr. May also stated that there were 22 ways identified to calculate salaries.

Trustee Zimmermann stated that she hoped that pay schedule does not change the nurturing and caring culture.

Dr. May responded that a sense of unfairness and lack of equity seemed to be an issue and that Dallas College was all about meeting the needs of the students, and providing the opportunity for faculty, when speaking of culture.

Chair Flores stated there was a need to look at employee council structures and formalizing relationships with the following councils:

- Administrative
- PSS
- Faculty

Chair Flores requested to look at this in the next 2 to 3 months. Dr. May responded, that there were a few ideas and there needed to be a broader discussion.

C. Overview of Title IX

Presenters: Tricia Horatio, LaShawn Grant

Tricia Horatio began by stating to the Committee that policy changes were based on legislation at the state and federal level. Prior legislation required institutions to focus on sexual assault only. She said that HB – 1735

- Established new policy requirements for institutions of higher education in Texas
- Expanded the scope to include sexual harassment, sexual assault, stalking, and dating violence
- Institutions must provide training to students, develop prevention outreach programs and provide training to law enforcement

Horatio stated that SB 212:

- Established reporting requirements for institutions
- Employees were mandatory reporters
- Employees must report any instance of sexual harassment, sexual assault, dating violence, and stalking to Title IX Coordinator.
- Failure to report or false report was subject to administrative penalty/criminal penalty.

Horatio stated that Title IX administrators were required to submit reports to CEO and that the Chancellor was required to present reports that were received by college annually to Board and publish to Dallas College website.

Horatio stated that at federal level, Title IX regulations were released in May and:

- For the first time, addressed sexual harassment by administrative regulation, previously only by guidance
- Defined sexual harassment to include quid pro quo harassment, unwelcomed conduct in any instance or sexual assault, domestic violence, dating violence, or stalking
- Required schools to promptly respond to reports of sexual harassment and
 1. Offered free supportive measures to alleged victims of sexual harassment.
 2. Investigated every formal complaint filed
 3. Adjudicated formal complaints using an elaborate procedure

LaShawn Grant stated to the Committee that since 2016, Dallas College has had a robust Title IX policy and procedure.

- When new statutory and regulatory requirements were added, it significantly added much to the college's obligations
- Have report vs. formal complaint – with report, anyone who was aware of sexual misconduct can file an incident report
- Formal complaint was completed by the person who has been subjected to the offensive behavior.
- Must be investigated

Grant also stated that investigation/requirements were applied to students and employees and that:

- Were much like a court proceeding
- Parties have a right to be accompanied by an advisor
- If they do not call an advisor, Dallas College was mandated to provide an advisor to parties
- Decision makers must make determination of relevance, regarding evidence and testimony

Grant also stated that with new state and federal regulations, extensive training requirements were involved for entire Title IX structure (coordinators, deputies, advisors, etc.)

Tricia Horatio then stated to Committee what changed in policy:

- Policy amendments were tailored to meet requirements of state and federal law
- Definition of sexual harassment was revised to include the offenses listed at the state and federal level, and to comply with Title VII
- Structure for policy was changed; previously focused on reporting and investigation only
- Now focused on those elements plus disciplinary and corrective action
- Introduced terms complainant and respondent per federal regulation (Complainant referring to alleged victim, respondent referring to alleged perpetrator)
- Outlined exceptions to mandatory reporting
- Spoke to the right to an advisor
- Facilitators of Title IX process must be free of conflicts of interests and bias
- Provided for informal resolution

Horatio also stated that this policy change provided steps and timeline for conducting the investigation and the requirements for mandatory and permissive dismissal, and that several different offenses fall within the definition of sexual harassment.

Trustee Compton asked if a grievance process was put in place. Horatio answered yes, and that the policy was accompanied by extensive regulations. Compton also asked if there was a list for advisors; Horatio responded that advisors were put together in a pool, and that no specific requirements are needed; will be trained.

Trustee Ritter asked Horatio to talk a little about adjudication/judges and if they should come from an external agency. Horatio responded that there was discussion about this, and that it was not determined if Dallas College would move outside of the organization.

Dr. May stated that hundreds of years of history of handling student issues, courts generally stayed out of academics, and that it was normally handled in different ways, like student jurists/advisors.

Trustee Ritter stated that it needed to be approached from a risk-management point-of-view.

Trustee Jameson asked what group of people does Title IX cover? Horatio replied that it covered employees and students.

5. Items for Review

A. Committee Notes

- 1) Education Workforce Committee Notes for September 8, 2020
No comments or edits were made.

6. **Executive Session**

None.

7. **Adjournment** was at at 3:03 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.

COMMITTEE REPORT NO. 8A-3

Finance Committee Notes for October 6, 2020

A virtual Finance Committee meeting of the Board of Trustees of the Dallas College was held Tuesday, October 6, 2020, beginning at 12:44 p.m. on the Cisco Webex platform and was broadcast via the streaming link:

<http://www.dcccd.edu/boardmeetingslive>. This meeting was convened by Committee Chair Phil Ritter.

Board Members and Officers Present

- * Ms. Charletta Rogers Compton
Ms. Diana Flores
Mr. Wesley Jameson
Dr. Joe May (secretary and chancellor)
- * Mr. Philip J. Ritter (committee chair)
Ms. Dorothy Zimmermann

Board Members Absent

- Ms. Monica Lira Bravo
- * Mr. JL Sonny Williams
- * *Denotes a committee member*

1. **Roll Call - Announcement of a Quorum** confirmed by Perla Molina.
2. **Certification of Notice** posted for the meeting confirmed by Chancellor May.
3. **Citizens Desiring to Address the Board**
None.

4. Committee Presentations

- A. Brookhaven Community Integration Planning
Presenters: Linda Braddy, Paris Rutherford, Catalyst Urban Development
 - Dr. Linda Braddy, along with Mr. Paris Rutherford from Catalyst Urban Development, presented the Brookhaven Community Integration Campus Plan, which would draw the community into

the campus through mixed-use development and a residential housing expansion.

- Trustee Flores asked about market rates for housing. Mr. Rutherford responded that there is a housing demand in that area for rentals. Further discussion would be needed to determine market and rates. Trustees Flores and Ritter proposed that the board have a separate discussion regarding housing and policy.
- Trustee Zimmermann spoke about how retail has moved online, and businesses have closed due to COVID-19. She suggested keeping COVID-19 in mind during the planning. Trustee Compton spoke about having community advisory panels for feedback during planning.
- Trustee Ritter also asked about vertical parking lots to preserve more green space. Trustee Zimmermann echoed the need to preserve green space. Mr. Rutherford stated that the plan can be updated to incorporate structured parking and preserve more green space.
- Trustee Compton asked about the current zoning. Mr. Rutherford said that it is primarily single family. Rob Wendland stated that legal is in the process of inventorying zoning information collegewide.
- Trustees Ritter and Jameson asked about multi-family housing. Dr. May spoke about the importance of addressing students housing needs.
- Trustees Flores, Ritter and Compton asked that the board discuss policy framework and land use at future meetings.

5. Items for Review

A. Committee Notes

- 1) Finance Committee Notes for September 8, 2020
No comments or edits were made.

6. Executive Session

None.

7. Adjournment was at 1:38 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.

INFORMATIVE REPORT NO. 8B

Report from Investment Officers on Training

The report from investment officers on training is presented as provided by Board Policy CAK (LOCAL), which states:

The investment officer shall attend a training session during each state fiscal biennium and may receive training from any independent source approved by the Board. The investment officer may also require other staff members to complete investment training during each state fiscal biennium.

Board Members - 0

None to report at this time.

Investment Officers - 1

Name	Training Date	Source
John Robertson	October 15, 2020	Public Financial Management, Inc. (PFM)

Investment Staff - 1

Name	Training Date	Source
Ayal Kassa	August 13, 2020	Public Financial Management, Inc. (PFM)

INFORMATIVE REPORT NO. 8C

Current Funds Operating Budget Report for September 2020

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

Operating Funds for the month ending September 2020 are deferred pending year-end closing.

INFORMATIVE REPORT NO. 8D

Monthly Award and Change Order Summary (September 2020)

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

CHANGE ORDERS

Beck Architecture, LLC	Construction Sciences Building – NLC
Purchase Order No. B31980	Change Order No. 6
<u>Scope</u>	
Architectural and engineering design services for Construction Technology Building at Dallas College Coppell Center (formerly North Lake North Campus).	
<u>Change</u>	
This additional service provides for preparation of plans to coordinate the lab equipment locations and the utilities serving the equipment.	
Original Contract Amount	\$1,250,000
Change Order Limit/Contingency	\$0
Prior Change Order Total Amounts	\$1,883,365
Net Change	\$13,744
Revised Contract Amount	\$3,147,109

CSRS, Inc.	IT Closet Upgrades – Collegewide
Purchase Order No. B32474	Change Order No. 2 & 3
<u>Scope</u>	
Provide professional construction management services for the implementation of IT closet environmental upgrades.	
<u>Change</u>	
This additional service modifies the original agreement to include security integration phase 2. CSRS, Inc. will perform Construction Administration (CA) services on owner's behalf to ensure that the cabling infrastructure installation, provided by the cabling contractor, has general adherence to the consultant design intent and ensure that the security installation, provided by the selected Security Integrator, has general adherence to the consultant design intent.	
Original Contract Amount	\$1,430,625
Change Order Limit/Contingency	\$0
Prior Change Order Total Amounts	\$445,678
Net Change	\$461,087
Revised Contract Amount	\$2,337,390

Allen & Company Environmental Services – Bid #12532	IT Closet Upgrades – EFC
Change Order No. 4	B37596
<u>Scope</u>	
Asbestos abatement for the Eastfield Campus IT Closet project.	
<u>Change</u>	
This change order removes 20 square feet of gyprock wall from the interior of room C173A, removes another 150 square feet for room C127, removes 40 square feet gyprock wall material near the door, and removes 2 linear feet of 18” diameter duct insulation.	
Original Contract Amount	\$12,250
Change Order Limit/Contingency	\$0
Prior Change Order Total Amounts	\$6,950
Net Change	\$2,980
Revised Contract Amount	\$22,180

Centennial Contractors Enterprises, Inc. – Bid #12573	Baseball Dugout & Tennis Court – NLC
Purchase Order No. B37176	Change Order No. 4
<u>Scope</u>	
Baseball dugout upgrades and tennis court refurbishments at North Lake Campus.	
<u>Change</u>	
This change order adds the installation of a sidewalk on both sides of the 3rd base dugout, re-grading of soil around it and filling in a window in the dugout storage. The sidewalk will control soil moisture levels around the dugout foundation, re-grading was then required to level the soil around the dugout and sidewalk. Filling the window is required to secure the storage area.	
Original Contract Amount	\$361,772
Change Order Limit/Contingency	\$54,266
Prior Change Order Total Amounts	\$12,602
Net Change	\$7,521
Revised Contract Amount	\$381,895

Mart Inc. – Bid #12548	Fannin Hall Renovations - RLC
Purchase Order No. B35218	Change Order No. 5
<u>Scope</u>	
Fannin Hall Renovations at Richland Campus	

Change

This change order provides a credit for return of unused hardware and acceptance of scratched door hardware.

Original Contract Amount	\$1,284,000
Change Order Limit/Contingency	\$192,600
Prior Change Order Total Amounts	\$81,007
Net Change	-\$7,525
Revised Contract Amount	\$1,357,482

Mart, Inc. – Bid #RFBC-2019-13

IT Closet Upgrades – Collegewide

Purchase Order No. B37261

Change Order No. 5

Scope

IT Closet Upgrades at Mountain View Campus

Change

This change order adds deep cleaning cost for each IDF room and additional smoke alarms/strobes.

Original Contract Amount	\$6,774,000
Change Order Limit/Contingency	\$1,016,100
Prior Change Order Total Amounts	\$85,437
Net Change	\$10,704
Revised Contract Amount	\$6,870,141

Prism Electric, Inc. - CO-OP TIPS
#190201

FPE Replacement – BHC

Purchase Order No. B37338

Change Order No. 1

Scope

Replace Federal Pacific Equipment (FPE) at Brookhaven campus.

Change

This change order adds a new wall, the extension of the existing concrete pad, replacement of an additional wall mounted FPE transformer in Building B, and replacement of new controls. The new wall is required due to code requirements, the existing concrete pad dimensions do not match the new switchgear and existing controls did not properly interface with the switchgear. This order adds 161 days to the project due to manufacturing and delivery delays associated with COVID 19.

Original Contract Amount	\$288,150
Change Order Limit/Contingency	\$0
Prior Change Order Total Amounts	\$0
Net Change	\$63,490
Revised Contract Amount	\$351,640

INFORMATIVE REPORT NO. 8E

Facilities Maintenance Projects
Status Report for the Period Ending September 30, 2020

<u>Campus</u>	<u>Project Description</u>	<u>Project Budget</u>	<u>Contracts Awarded</u>	<u>Start Date</u>	<u>Completion Date</u>
CVC	Upgrade of Exterior Lighting	108,632	5,992	2/2019	12/2020
		108,632	5,992		
DSC	District Wide Cabling Infrastructure Enhancements	32,435,900	10,977,280	5/2017	5/2021
	District Wide Asbestos and Environmental Services	100,401	100,401	11/2017	On-Going
		32,536,301	11,077,681		
EFC	Chemistry Lab Renovation	1,888,511	1,888,511	3/2019	8/2020
		1,888,511	1,888,511		
NLC	Repair Drainage System at Building L	135,790	4,352	2/2017	12/2020
	Repair Drainage System at Buildings J and K	101,843	3,580	2/2017	12/2020
	Replace Exterior Stairs at Buildings F and T	109,832	3,863	7/2018	12/2020
		347,465	11,795		
RLC	Modular Buildings	3,600,000	178,600	8/2020	5/2021
		3,600,000	178,600		
		38,480,909	13,162,579		

INFORMATIVE REPORT NO. 8F

Dallas College Foundation Report (November 2020)

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

DALLAS COLLEGE 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
09/01/20 \$64,519,027

GIFTS REPORTED IN FISCAL YEAR 2020-2021

<u>Month Reported</u>	<u>Scholarships</u>	<u>Programs & Services</u>	<u>Total</u>
September 2020	\$3,222	\$270,900	\$274,122
Total	\$3,222	\$270,900	\$274,122

FUNDING PRIORITIES

<u>Priority</u>	<u>Total Raised</u>	<u>Total Pledged</u>
LevelUp Scholarship	\$1,264,465	

CROWDFUNDING CAMPAIGNS 2020-2021

No new campaigns launched yet this fiscal year.

INFORMATIVE REPORT NO. 8G

Notice of Grant Awards (November 2020)

The Notice of Grants Awards report reflects alignment with current DCCCD Strategic Priorities. The report references the following five 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) Redesign 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 Dallas College's fiscal year. Dallas College 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 College - Richland Campus

Purpose

Through the TRIO Student Support Services program funds are awarded to institutions of higher education to provide opportunities for academic development, assist students with basic college requirements and to motivate students toward the successful completion of their postsecondary education.

<u>Priority</u>	<u>Funding Source</u>	<u>Students Served</u>	<u>Amount</u>	<u>Term</u>
4	USDE	284	\$348,002	09/01/2020 – 08/31/2021

Recipient

Dallas College – El Centro Campus

Purpose

The Developing Hispanic-Serving Institutions (DHSI) Program provides grants to assist HSIs to expand educational opportunities for, and improve the attainment of, Hispanic students. These grants also enable HSIs to expand and enhance their academic offerings, program quality and institutional stability.

<u>Priority</u>	<u>Funding Source</u>	<u>Students Served</u>	<u>Amount</u>	<u>Term</u>
4	USDE	14,000	\$599,840	10/01/2020 – 09/30/2021

Recipient

Dallas College – North Lake Campus

Purpose

The Developing Hispanic-Serving Institutions (DHSI) Program provides grants to assist HSIs to expand educational opportunities for, and improve the attainment of, Hispanic students. These grants also enable HSIs to expand and enhance their academic offerings, program quality and institutional stability.

<u>Priority</u>	<u>Funding Source</u>	<u>Students Served</u>	<u>Amount</u>	<u>Term</u>
4	USDE	12,000	\$598,480	10/01/2020 – 09/30/2021

Recipient

Dallas College – Eastfield Campus

Purpose

The Developing Hispanic-Serving Institutions (DHSI) Program provides grants to assist HSIs to expand educational opportunities for, and improve the attainment of, Hispanic students. These grants also enable HSIs to expand and enhance their academic offerings, program quality and institutional stability.

<u>Priority</u>	<u>Funding Source</u>	<u>Students Served</u>	<u>Amount</u>	<u>Term</u>
4	USDE	15,000	\$589,880	10/01/2020 – 09/30/2021

Grant Awards Reported in Fiscal Year 2020-2021

September 2020	\$196, 244
October 2020	\$6,206,781
November 2020	\$2,136,202
December 2020	
January 2021	
February 2021	
March 2021	
April 2021	
May 2021	
June 2021	
July 2021	
August 2021	
Total to Date	\$8,539,227

INFORMATIVE REPORT NO. 8H

Contracts for Educational Services

The Chancellor presents the report for September 2020 of contracts for educational services entered by the campuses.

BROOKHAVEN - \$0	
No revenue to report.	

CEDAR VALLEY - \$0	
No revenue to report.	

EASTFIELD – \$11,210	
A+ Academy Secondary	Certified Nurse's Aide

EL CENTRO – \$8,100	
Dallas Police Department	Academy Training

MOUNTAIN VIEW – \$71,833	
Dallas Independent School District	Alternative Teacher Certification
Wesley Rankin	Introduction to Customer Service
AT&T	AccTT Technical Training

NORTH LAKE - \$184,367	
Construction Education Foundation	CE
North Texas Electrical & Joint Apprentice Fund	CR
United Masonry Contractors Association	CE

RICHLAND - \$3,520	
City of Plano	Communicating Effectively Virtually (Grp A)
City of Plano	Communicating Effectively Virtually (Grp B)
Epiroc	Forklift Certification (Grp A)
Epiroc	Forklift Certification (Grp B)

Contracts for Educational Services Reported in 2020-21

	<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 2020	\$ 0	\$ 0	\$ 11,210	\$ 8,100	\$ 71,833	\$ 184,367	\$ 3,520	\$ 279,030
October 2020	\$	\$	\$	\$	\$	\$	\$	\$
November 2020	\$	\$	\$	\$	\$	\$	\$	\$
December 2020	\$	\$	\$	\$	\$	\$	\$	\$
January 2021	\$	\$	\$	\$	\$	\$	\$	\$
February 2021	\$	\$	\$	\$	\$	\$	\$	\$
March 2021	\$	\$	\$	\$	\$	\$	\$	\$
April 2021	\$	\$	\$	\$	\$	\$	\$	\$
May 2021	\$	\$	\$	\$	\$	\$	\$	\$
June 2021	\$	\$	\$	\$	\$	\$	\$	\$
July 2021	\$	\$	\$	\$	\$	\$	\$	\$
August 2021	\$	\$	\$	\$	\$	\$	\$	\$
Total to Date	\$ 0	\$ 0	\$ 11,210	\$ 8,100	\$ 71,833	\$ 184,367	\$ 3,520	\$ 279,030

Contracts for Educational Services Reported in Fiscal Years 2013-14 through 2019-20

<u>Campus</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>	<u>2019-20</u>
BHC	\$ 195,018	\$ 210,171	\$ 172,151	\$ 448,589	\$ 453,890	\$ 453,422	\$ 270,494
CVC	\$ 188,340	\$ 174,546	\$ 4,420	\$ 223,423	\$ 43,287	\$ 129,157	\$ 147,606
EFC	\$ 20,225	\$ 10,130	\$ 175,095	\$ 94,216	\$ 76,600	\$ 52,413	\$ 107,227
ECC	\$ 269,327	\$ 444,171	\$ 489,753	\$ 443,500	\$ 264,370	\$ 105,500	\$ 199,240
MVC	\$ 167,566	\$ 252,798	\$ 377,121	\$ 310,452	\$ 175,657	\$ 367,697	\$ 605,890
NLC	\$ 497,515	\$ 519,540	\$ 740,256	\$ 691,962	\$ 726,409	\$ 768,763	\$ 608,468
RLC	\$ 220,229	\$ 210,637	\$ 144,972	\$ 145,488	\$ 198,066	\$ 129,193	\$ 163,324
Total	\$1,558,220	\$1,821,993	\$2,103,768	\$2,357,630	\$1,938,279	\$2,006,145	\$ 2,102,249

INFORMATIVE REPORT NO. 8I

Human Resources Update

The Chancellor presents the information on hiring and talent moves as of October 14, 2020.

ADMINISTRATORS & STAFF

First Name	Last Name	Position Type	Position	Internal/External	Loc	Salary	Education	One College Impact
Warner	Bell	STAFF	Systems Administrator	Internal	DSC	\$80,250.00	BS	No
Leah Tabitha	Calvert	STAFF	Scheduling Data Analyst	Internal	CVC	\$65,000.00	BA	Yes
Lori	Cox	ADM	Chief	External	DSC	\$170,000.00	Master	Yes
Duane	Davis	STAFF	Sr. Manager	External	EFC	\$69,875.00	Master	No
Terenzio	Di Paolo	ADM	Vice Provost, E-Learning	Internal	DO	\$220,000.00	Ph.D.	Yes
Shine	George	STAFF	Police Officer Trainee	External	DO	\$43,700.00	Associates	No
Tracy	Johnson	ADM	Associate Vice Chancellor	Internal	ECC	\$190,000.00	Ph.D.	Yes
Cameron	King	STAFF	Police Officer Trainee	External	DO	\$43,700.00	HS Diploma	No
Nicole	Mabine	ADM	Director	Internal	NLC	\$100,000.00	Master	No
Ada	McCarthy Pratt	STAFF	Welcome Assistant	Internal	NLC	\$34,080.00	Master	No
Betty	Mehling	STAFF	Welcome Assistant	Internal	NLC	\$35,360.00	Master	No
Bobby	Moten, Jr.	STAFF	District Courier	Internal	DSC	\$35,040.00	BA	No
Marilyn	Moye Reed	STAFF	Welcome Assistant	Internal	NLC	\$35,520.00	Some College	No
Marisa	Pierce	ADM	Associate Vice Chancellor	Internal	NLC	\$190,000.00	Ed.D.	Yes
Giraud	Polite	ADM	Executive Dean	Internal	BHC	\$102,348.00	Ph.D.	No
Moses	Pologne	STAFF	Welcome Assistant	Internal	NLC	\$34,720.00	Ph.D.	No
Diana	Quinonez	STAFF	Program Services Coordinator	External	DO	\$43,430.00	BS	No
Sara	Stall	ADM	Director	Internal	ECC	\$116,210.00	Master	Yes
Karen	Stills	ADM	Associate Vice Chancellor	Internal	DO	\$190,000.00	Master	Yes
Guanwei	Tao	STAFF	Small Business Advisor	External	DO	\$53,795.00	Master	No
Veronique	Tran	ADM	Vice Provost School of Mfg & Indus Tech	External	NLC	\$220,000.00	Ph.D.	Yes
Amanda	Vigil	STAFF	Welcome Assistant	Internal	NLC	\$32,000.00	HS Diploma	No
Keenan	Vigne	STAFF	Police Officer Trainee	External	DO	\$43,700.00	Associates	No

FACULTY

First Name	Last Name	Discipline	Position Type	Position	Salary	Education	Loc
Lichelle	Everly	Nursing	New FT Hire	Faculty Full-Time, Range 1	\$ 71,642	Masters - Nursing Education	MVC
Denise	Gonzalez	Biology	Temp FT	Faculty, Full-Time, Range 4	\$ 67,850	Ph.D - Molecular Biology	RLC
Adele	Gordon	Biology	New FT Hire	Faculty Full-Time, Range 1	\$ 56,131	Masters - Molecular, Cellular and Development Bioilogy	ECC
Mark	Green	History	Temp FT	Faculty, Full-Time, Range 3	\$ 60,731	Masters - History	MVC
James	Greenberg	ENG TECH	Temp FT	Faculty Full-Time, Range 1	\$ 58,503	BS - Electrical Engineering	RLC
John	Harris	HVAC	New FT Hire	Faculty Full-Time, Range 1	\$ 57,500	Associates - Air Conditioning and Refrigeration	CVC
Alysmae	Hodges	Mathematics	New FT Hire	Faculty Full-Time, Range 1	\$ 53,500	Masters - Applied Mathematics	ECC
Chukwuka	Iwundu	BCIS	Temp FT	Faculty, Full-Time, Range 3	\$ 57,692	Masters - Information Systems	MVC
Andrew	Jardim	Chef	Temp FT	Faculty Full-Time, Range 1	\$ 51,465	Associates - Culinary Arts	ECC
Kathryn	Johanon	Math	Temp FT	Faculty Full-Time, Range 1	\$ 53,040	Masters - Mathematics	BHC
Demetria	Mathews	Computer Information Technology	Temp FT	Faculty Full-Time, Range 1	\$ 52,600	Masters - Business Administration	BHC
Elizabeth	McGinty	Biology	New FT Hire	Faculty, Full-Time, Range 4	\$ 61,131	Ph.D - Quantitative Biology	ECC

*Location corrections

EMPLOYEE SEPARATION REPORT

	Resignation	Retirement	Other*
Administrator	0	0	3
Faculty	0	1	0
FT Staff	4	4	8
PT Staff	4	0	14
Adjunct	0	0	1
Police	0	0	1

*Other includes – involuntary separation, reorganization, auto terminations, death, temporary assignment complete

WORKFORCE DEMOGRAPHIC 5-YEAR OVERVIEW

The Chancellor presents the Workforce Demographics report as of October 14, 2020.

Workforce diversity continues to be a priority for the Dallas College, 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 College.

Five Year Distribution										
Full-time	Sep-16		Sep-17		Sep-18		Sep-19		Fiscal Year 2019-2020	
	#	%	#	%	#	%	#	%	#	%
<i>Faculty</i>										
White	515	58.99%	504	58.99%	498	59.35%	503	55.03%	496	54.7%
Black	142	16.27%	146	16.27%	158	16.24%	163	17.83%	164	18.1%
Hispanic/Latino	107	12.26%	115	12.26%	121	12.85%	131	14.33%	125	13.8%
Asian	63	7.22%	66	7.22%	67	7.48%	79	8.64%	77	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%	6	0.7%
Unknown/Not Reported	30	3.44%	23	3.44%	26	2.45%	25	2.74%	30	3.3%
Hawaiian/Pacific Islander*	1	0.11%	1	0.11%	0	0.12%	0	0.00%	0	0.0%
Faculty Total	873	100%	868	100%	883	100%	914	100%	906	100%
<i>Administrators</i>										
White	151	52.43%	147	52.43%	128	50.17%	127	43.20%	118	41.1%
Black	77	26.74%	81	26.74%	87	28.76%	99	33.67%	101	35.2%
Hispanic/Latino	40	13.89%	42	13.89%	40	14.05%	43	14.63%	42	14.6%
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%	17	5.9%
Hawaiian/Pacific Islander*	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.0%
Administrators Total	288	100%	293	100%	280	100%	294	100%	287	100%
<i>Staff</i>										
White	878	38.61%	840	38.61%	865	37.43%	831	34.40%	808	33.2%
Black	699	30.74%	701	30.74%	737	31.09%	757	31.33%	786	32.3%
Hispanic/Latino	465	20.45%	490	20.45%	538	21.22%	574	23.76%	585	24.0%
Asian	112	4.93%	125	4.93%	124	5.22%	127	5.26%	131	5.4%
Native American/Alaskan	21	0.92%	20	0.92%	20	0.83%	20	0.83%	22	0.9%
International	4	0.18%	4	0.18%	4	0.22%	4	0.17%	4	0.2%
Unknown/Not Reported	92	4.05%	94	4.05%	100	3.96%	101	4.18%	97	4.0%
Hawaiian/Pacific Islander*	3	0.13%	2	0.13%	2	0.04%	2	0.08%	3	0.1%
Staff Total	2274	100.00%	2276	100.00%	2390	100.00%	2416	100.00%	2436	100.0%
FT Grand Total	3435		3437		3553		3624		3629	

Part-time										
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%	294	32.38%
Black	572	23.02%	563	23.22%	523	22.75%	506	23.12%	224	24.67%
Hispanic/Latino	522	21.01%	505	20.82%	494	21.49%	469	21.43%	256	28.19%
Asian	182	7.32%	173	7.13%	186	8.09%	158	7.22%	85	9.36%
Native American/Alaskan	10	0.40%	8	0.33%	12	0.52%	17	0.78%	8	0.88%
International	27	1.09%	30	1.24%	24	1.04%	24	1.10%	11	1.21%
Unknown/Not Reported	91	3.66%	107	4.41%	115	5.00%	96	4.39%	29	3.19%
Hawaiian/Pacific Islander*	2	0.08%	3	0.12%	3	0.13%	2	0.09%	1	0.11%
PT Total	2485	100.00%	2425	100.00%	2299	100.00%	2189	100.00%	908	100.0%
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%	781	51.35%
Black	0	0.00%	459	18.76%	451	18.53%	494	20.21%	340	22.35%
Hispanic/Latino	0	0.00%	263	10.75%	266	10.93%	261	10.68%	152	9.99%
Asian	0	0.00%	171	6.99%	179	7.35%	169	6.91%	116	7.63%
Native American/Alaskan	0	0.00%	10	0.41%	14	0.58%	15	0.61%	10	0.66%
International	0	0.00%	18	0.74%	25	1.03%	25	1.02%	19	1.25%
Unknown/Not Reported	0	0.00%	159	6.50%	176	7.23%	158	6.46%	103	6.77%
Hawaiian/Pacific Islander*	0	0.00%	1	0.04%	3	0.12%	1	0.04%	0	0.00%
Adjunct Total	0	0.00%	2447	100.00%	2434	100.00%	2444	100.00%	1521	100.00%
PT Grand Total	2485		4872		4733		4633		2429	
Employee Grand Total	5920		8309		8286		8257		6058	

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

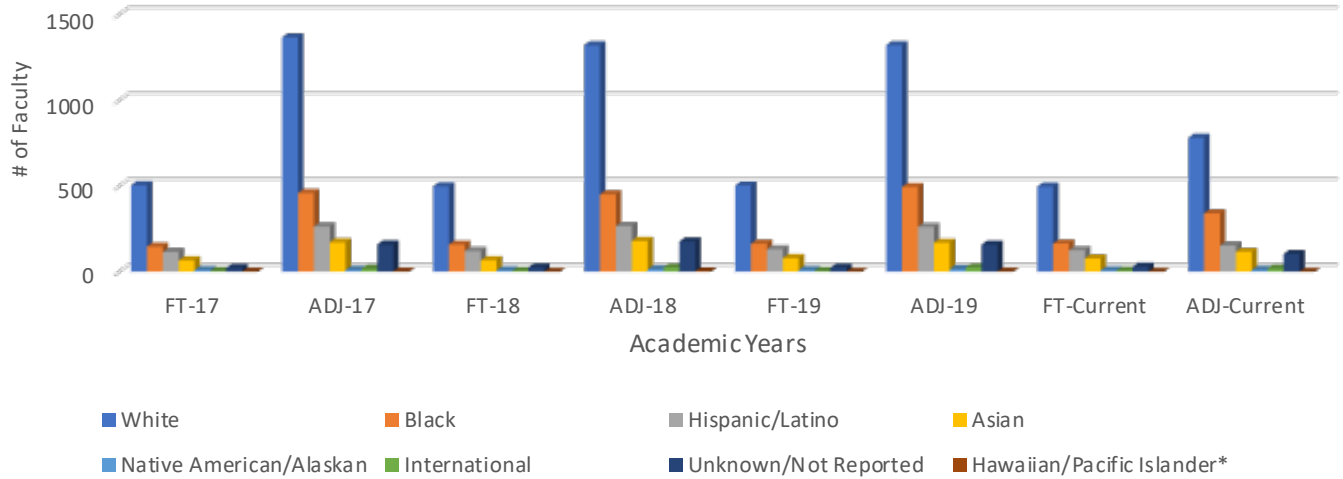
Note

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. The decrease in Employee Grand total is it being summer, less adjuncts, FT faculty, and PT employees.

COMPARATIVE GRAPHS

Adjunct and FT Faculty

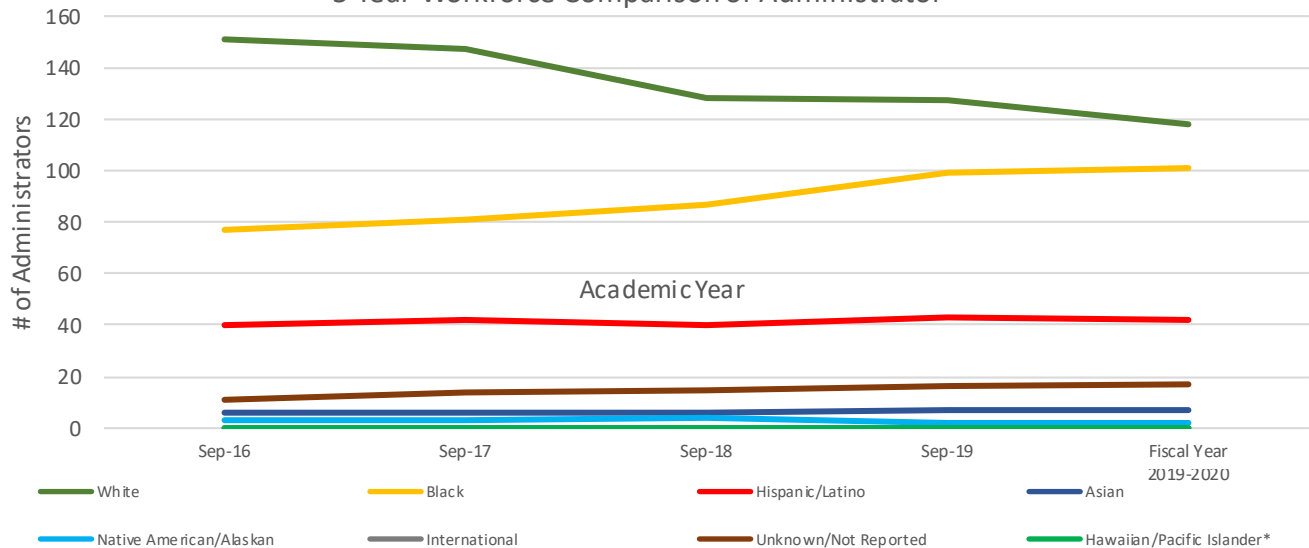
4-Year Comparative Workforce Chart (Adjunct and FT Faculty)



Adjunct and FT Faculty Comparative Data	FT-17	ADJ-17	FT-18	ADJ-18	FT-19	ADJ-19	FT-Current	ADJ-Current
White	504	1366	498	1320	503	1321	496	781
Black	146	459	158	451	163	494	164	340
Hispanic/Latino	115	263	121	266	131	261	125	152
Asian	66	171	67	179	79	169	77	116
Native American/Alaskan	9	10	8	14	9	15	8	10
International	4	18	5	25	4	25	6	19
Unknown/Not Reported	23	159	26	176	25	158	30	103
Hawaiian/Pacific Islander*	1	1	0	3	0	1	0	0

Administrators

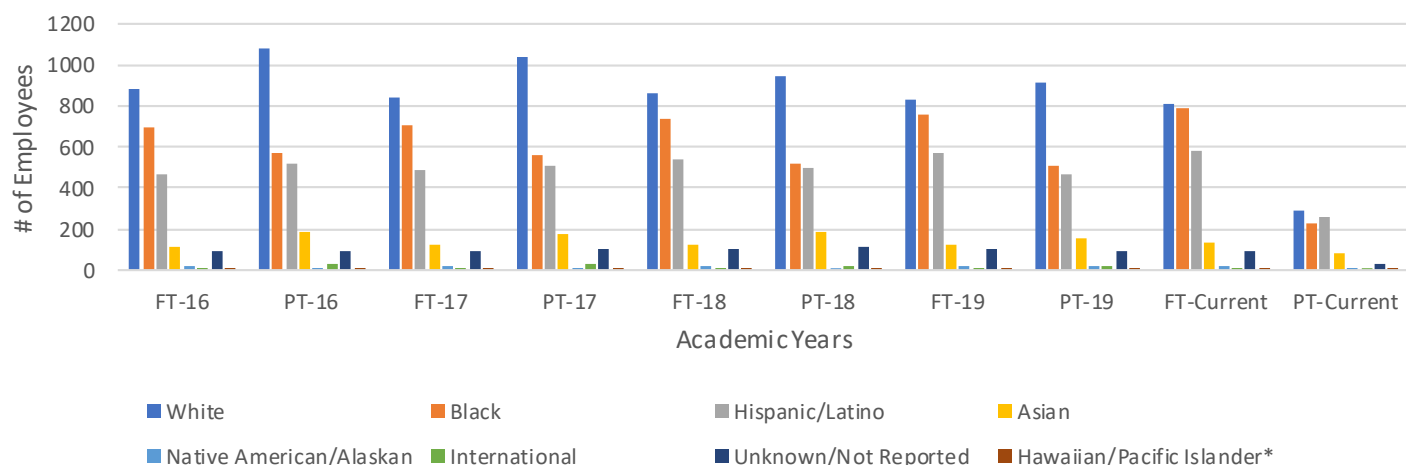
5 Year Workforce Comparison of Administrator



Administrator Comparative Data	Sep-16	Sep-17	Sep-18	Sep-19	Fiscal Year 2019-2020
	#	#	#	#	#
White	151	147	128	127	118
Black	77	81	87	99	101
Hispanic/Latino	40	42	40	43	42
Asian	6	6	6	7	7
Native American/Alaskan	3	3	4	2	2
International	0	0	0	0	0
Unknown/Not Reported	11	14	15	16	17
Hawaiian/Pacific Islander*	0	0	0	0	0
Total	288	293	280	294	287

Full-time and Part-time

5-Year Comparative Workforce Chart (FT and PT Staff)



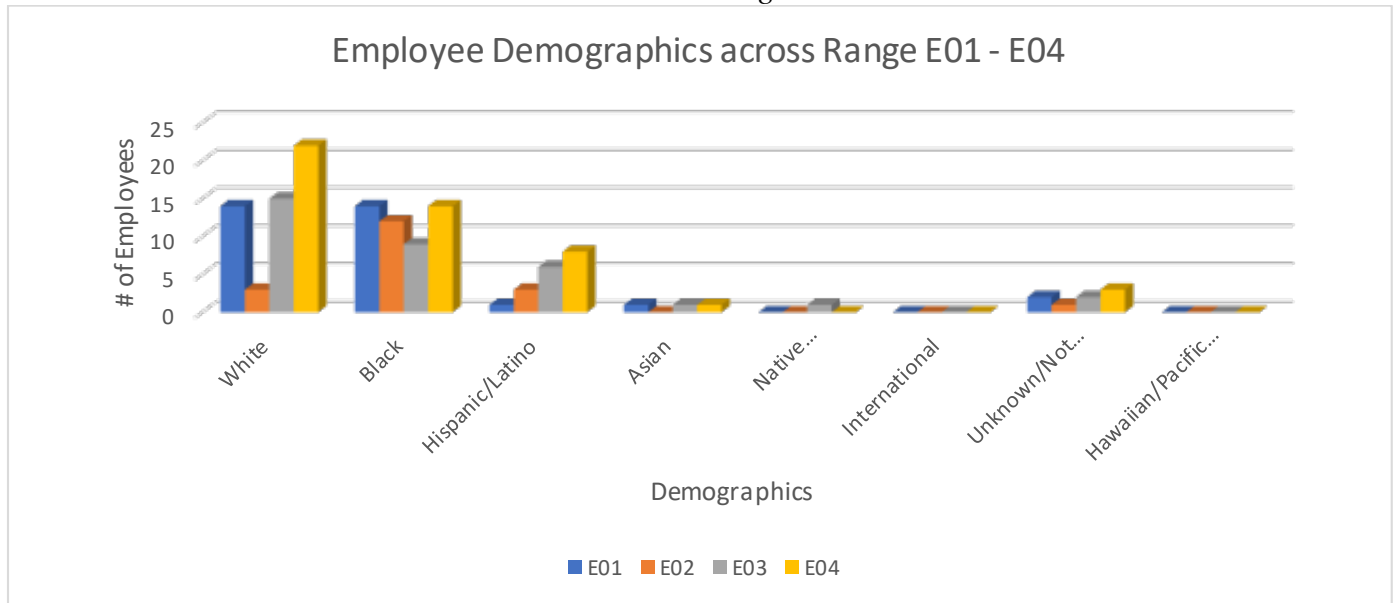
Staff Comparative Data	FT-16	PT-16	FT-17	PT-17	FT-18	PT-18	FT-19	PT-19	FT-Current	PT-Current
White	878	1079	840	1036	865	942	831	917	808	294
Black	699	572	701	563	737	523	757	506	786	224
Hispanic/Latino	465	522	490	505	538	494	574	469	585	256
Asian	112	182	125	173	124	186	127	158	131	85
Native American/Alaskan	21	10	20	8	20	12	20	17	22	8
International	4	27	4	30	4	24	4	24	4	11
Unknown/Not Reported	92	91	94	107	100	115	101	96	97	29
Hawaiian/Pacific Islander*	3	2	2	3	2	3	2	2	3	1

WORKFORCE DEMOGRAPHICS BY SALARY RANGE

The Chancellor presents the Workforce Demographics by Salary Range report as of October 14, 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

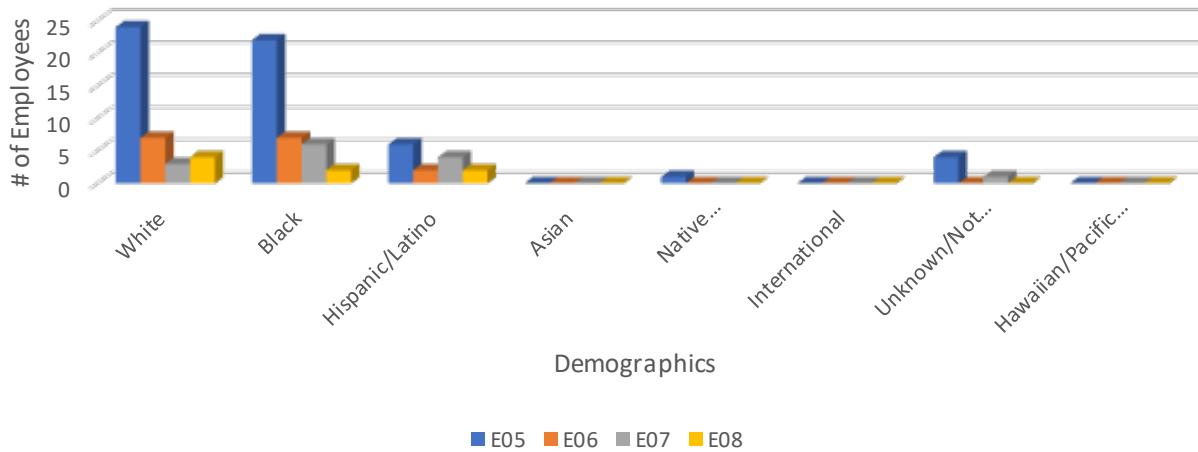
Lower Range



Race/Ethnicity	E01	E02	E03	E04
White	14	3	15	22
Black	14	12	9	14
Hispanic/Latino	1	3	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	3
Hawaiian/Pacific Islander*	0	0	0	0
Total	32	19	34	48

Mid-Range

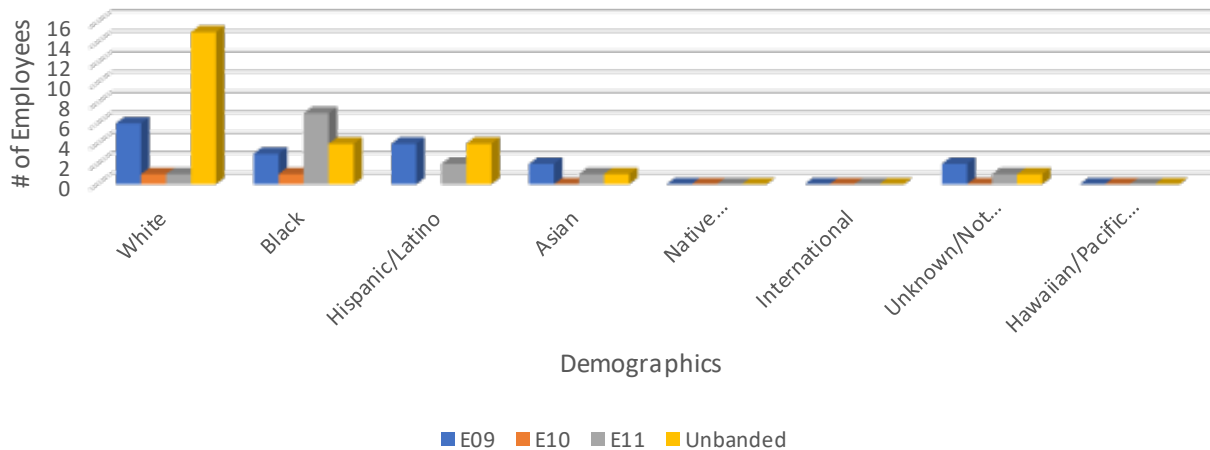
Employee Demographics across Range E05 - E08



Race/Ethnicity	E05	E06	E07	E08
White	24	7	3	4
Black	22	7	6	2
Hispanic/Latino	6	2	4	2
Asian	0	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	57	16	14	8

Upper Range

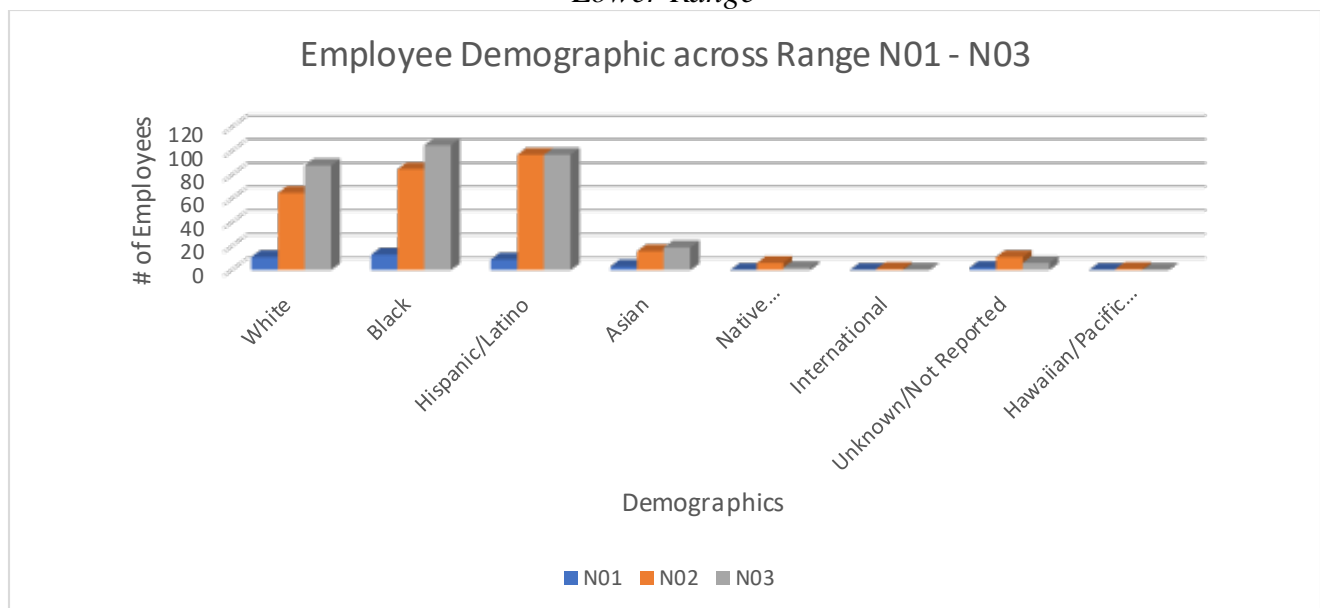
Employee Demographics across Range E09 - Unbanded



Race/Ethnicity	E09	E10	E11	Unbanded
White	6	1	1	15
Black	3	1	7	4
Hispanic/Latino	4		2	4
Asian	2	0	1	1
Native American/Alaskan	0	0	0	0
International	0	0	0	0
Unknown/Not Reported	2	0	1	1
Hawaiian/Pacific Islander*	0	0	0	0
Total	17	2	12	25

FT PROFESSIONAL SUPPORT STAFF

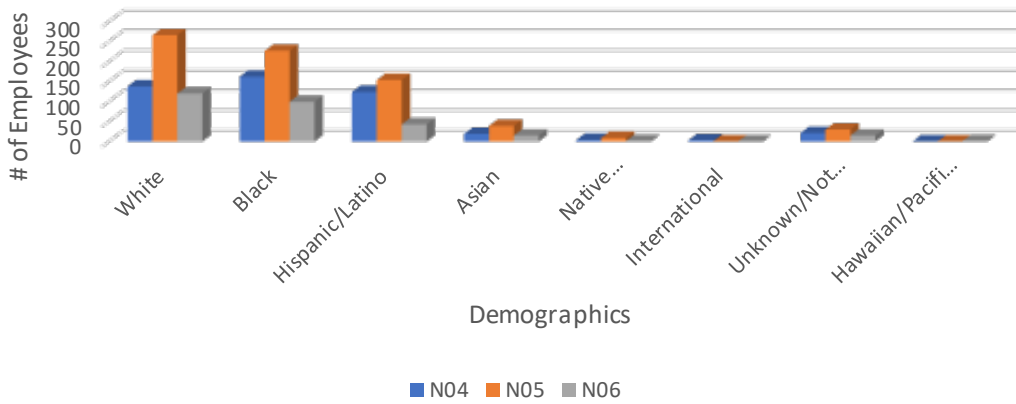
Lower Range



Race/Ethnicity	N01	N02	N03
White	11	65	88
Black	13	85	105
Hispanic/Latino	9	97	97
Asian	3	16	19
Native American/Alaskan	0	6	2
International	0	1	0
Unknown/Not Reported	2	11	6
Hawaiian/Pacific Islander*	0	1	0
Total	38	282	317

Mid-Range

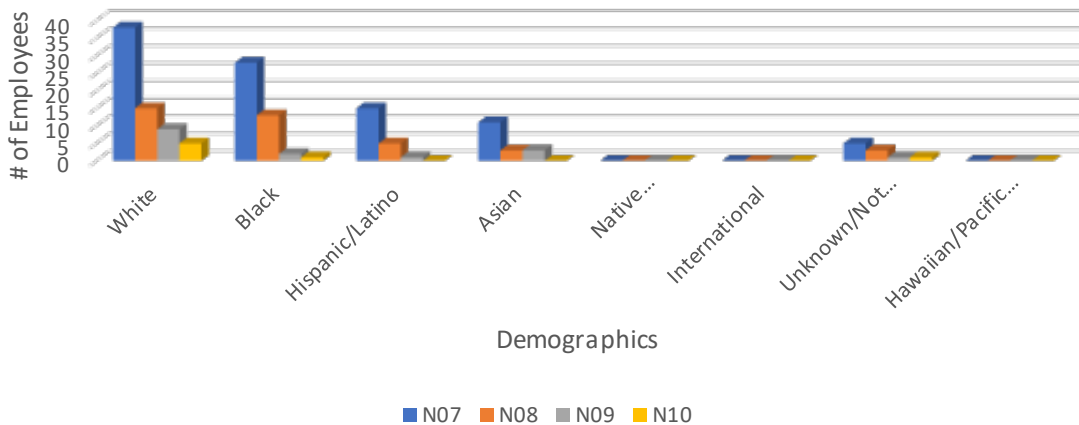
Employee Demographic across Range N04 - N06



Race/Ethnicity	N04	N05	N06
White	138	266	120
Black	162	227	99
Hispanic/Latino	124	154	43
Asian	19	39	15
Native American/Alaskan	4	9	1
International	3	0	0
Unknown/Not Reported	21	30	15
Hawaiian/Pacific Islander*	0	0	1
Total	471	725	294

Upper Range

Employee Demographics across Range N07 - N10



Race/Ethnicity	N07	N08	N09	N10
White	38	15	9	5
Black	28	13	2	1
Hispanic/Latino	15	5	1	0
Asian	11	3	3	0
Native American/Alaskan	0	0	0	0
International	0	0	0	0
Unknown/Not Reported	5	3	1	1
Hawaiian/Pacific Islander*	0	0	0	0
Total	97	39	16	7