

*Persons who address the board are reminded that the board may not take formal action on matters that are not part of the meeting agenda, and, may not discuss or deliberate on any topic that is not specifically named in the agenda that was posted 72 hours in advance of the meeting today. For any non-agenda topic that is introduced during this meeting, there are only three permissible responses: 1) to provide a factual answer to a question, 2) to cite specific Board of Trustees policy relevant to the topic, or 3) to place the topic on the agenda of a subsequent meeting.*

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

**MEETING OF THE BOARD OF TRUSTEES  
DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
AND RICHLAND COLLEGIATE HIGH SCHOOLS**

**District Office  
1601 South Lamar Street  
Lower Level, Room 007  
Dallas, TX 75215  
Tuesday, February 2, 2010  
4:00 PM**

**AGENDA**

- I. Certification of Posting of Notice of the Meeting Wright Lassiter
- II. Citizens Desiring to Address the Board Regarding Agenda Items
- III. Enrollment, Budget, and Related Operational Updates about Richland Collegiate High School of Mathematics, Science, and Engineering (opened Fall 2006) and Planning Update about Richland Collegiate High School for Visual, Performing and Digital Arts (opening Fall 2010) – Dr. Kathryn Eggleston, acting superintendent
- IV. Opportunity for Chancellor and Board Members to Declare Conflicts of Interest Specific to this Agenda (pp. 6-7)
- V. Consideration of bids
  1. Recommendation to amend award to Liberty Mutual Fire Insurance Company for a fire pump and emergency generator for the fire suppression system, a freon monitoring system, and an extensive re-configuration of the building's fire lanes at Cedar Valley College for \$480,000.
  2. Recommendation for award to Advanced Technologies Consultants, Inc. for the purchase of an energy training system that includes equipment, components and curriculum which demonstrate how wind turbines and solar cells are being used in the consumer and industrial markets to supplement the world's power needs at Eastfield College

- for \$62,393.
3. Recommendation for award to Anaconda Sports, Barcelona Sporting Goods, BSN Sports/Collegiate Pacific, Cannon Sports, Inc., Flaghouse, Inc., Gail's Flags, Inc., Korney Board Aids, Plano Sports Center, Riddell, Sator Sports, Inc., Soccer Post, Sport Acular Players, Sports Endeavors, Inc., Teamline, Team Sports of Texas, and The Soccer Corner for equipment and supplies needed for various sports, district-wide, in the amount of \$560,000 (3-year estimate).
  4. Recommendation for award to J.A.M. Equipment Sales and Service, LLC (\$92,913), Northern Tool & Equipment (\$2,799), and Quality Air & Lift Service (\$16,060) for the purchase/installation of new equipment at Cedar Valley, Eastfield, and Richland plus upgrades to existing equipment at Brookhaven, all of which is used for student instruction in the automotive technologies programs at each of the designated colleges.
  5. Recommendation for award to Entech Sales and Service, Inc. to provide and install an integrated perimeter access control system, call boxes, intrusion detection system, and closed circuit television security surveillance system for the district administrative offices building for \$95,648.
  6. Recommendation for award to Sherman Roofing Company, Inc. to remove the existing 20 year old sprayed-on foam roof system on Buildings N and P and replace it with a multi-ply membrane roofing system and replacement of drain strainers and clamps at Eastfield College for \$270,850.
  7. Recommendation for award to J. Reynolds & Company to replace the built-up roofs on Buildings H and P, plus installation of an asphalt flood coat and new gravel ballast to restore existing roofs on Buildings C, G, L, M, and W, and replacement of associated roof-top drainage components at Richland College for \$918,188.
  8. Recommendation for award to SDC construction, LLC to repair numerous failed areas in the east and west concrete parking lots plus the associated driveways and the removal and replacement of the storm system piping which drains the east building's roof at the District Service Center for \$105,000.
  9. Recommendation for award to Sawyers Construction, Inc. to remove/replace 17 pairs of exterior doors and door frames at selected locations in Buildings A, C, and F and associated work regarding automatic door operators, floor closers, and sidelights at Eastfield College for \$121,200.
  10. Recommendation for award to Verve Communications Group to provide marketing/advertising campaign services district-wide for \$180,000 (6-month estimate).

11. Recommendation for award to Blackbaud, Inc. to add two NetCommunity modules to the district foundation's existing fundraising software system, Raiser's Edge for \$63,000 (3-year estimate).

VI. Consent Agenda: If a trustee wishes to remove an item from the consent agenda, it will be considered at this time.

#### Minutes

12. Approval of Minutes of the January 5, 2010 Regular Meeting

#### Policy Reports

13. Approval of Resolution Ordering Election for May 8, 2010, in Trustee Districts 2, 3 and 4
14. Approval of Resolution Establishing County Voter Precinct Boundaries for the May 8, 2010 Trustee Election

#### Building and Grounds Reports

15. Approval of Change Order with Accord Construction, Inc.

#### Financial Reports

16. Approval of Resolution to establish parameters to refund Maintenance Tax Notes, Series 2004
17. Approval of Expenditures for December 2009
18. Approval of Tuition for Continuing Education Courses
19. Approval of Special Authorization to Contract with Training Providers funded by Governmental Agencies
20. Approval of Amended Agreement with Higher One, Inc.
21. Approval of Amendment to Interlocal Contract for Services Provided by DCCCD to The Dallas County Sheriff's Department
22. Approval of Amendment to the Agreement with Construction Education Foundation

#### VII. Individual Items

23. Acceptance of Resignations
24. Approval of Warrant of Appointment for Security Personnel
25. Employment of Contractual Personnel
26. Recommendation for Reclassification for Financial Aid Directors
27. Approval of Short-term Sabbatical Leaves for 2010-2011

#### VIII. Informative Reports

28. Presentation of Current Funds Operating Budget Report for December 2009

29. Notice of Grant Awards – January 2010
30. Notice of Grant Awards – February 2010
31. Presentation of DCCCD Foundation, Inc. Report of Gifts and Expenditures on Behalf of DCCCD
32. Presentation of Contracts for Educational Services
33. Monthly Award and Change Order Summary
34. Payments for Goods and Services
35. Progress Report on Construction Projects
36. Bond Program Report on Projects
37. Facilities Management Project Report
38. Sale of General Obligation Bonds
39. Approval of Report of January 2010 DCCCD Credit Ratings
40. Report on Sabbatical Experiences (Executive Summaries)
41. Report of Full-time Employees by Ethnicity and Salary
42. Report of Part-time Employees by Ethnicity and Hourly Rate

IX. Questions/Comments from the Board and Chancellor

43. Commendations to employees for work they did to enroll record number of students for Spring 2010 (requested by Trustee Ferguson)

X. Citizens Desiring to Appear Before the Board

XI. Executive Session: The Board may conduct an executive session as authorized under §551.074 of the Texas Government Code to deliberate on personnel matters, including commencement of annual evaluation of the chancellor and any prospective employee who is noted in Employment of Contractual Personnel.

As provided by §551.072 of the Texas Government Code, the Board of Trustees may conduct an executive session to deliberate regarding real property since open deliberation would have a detrimental effect upon negotiations with a third person.

The Board may conduct an executive session under §551.071 of the Texas Government Code to seek the advice of its attorney on a matter in which the duty of the attorney under the Rules of Professional Conduct clearly conflict with the Open Meetings Act.

XII. Adjournment of Regular Meeting

**CERTIFICATION OF POSTING OF NOTICE FEBRUARY 2, 2010  
REGULAR MEETING OF THE DALLAS COUNTY COMMUNITY  
COLLEGE DISTRICT AND RICHLAND COLLEGIATE HIGH SCHOOLS  
BOARD OF TRUSTEES**

I, Wright L. Lassiter, Jr., Secretary of the Board of Trustees of the Dallas County Community College District, do certify that a copy of this notice was posted on the 28<sup>th</sup> day of January, 2010, in a place convenient to the public in the District Office Administration Building, and a copy of this notice was provided on the 28<sup>th</sup> day of January, 2010, to John F. Warren, County Clerk of Dallas County, Texas, and the notice was posted on the bulletin board at the George Allen Sr. Courts Building, all as required by the Texas Government Code, §551.054.

A handwritten signature in blue ink, appearing to read "Wright L. Lassiter, Jr.", is positioned above a horizontal line.

Wright L. Lassiter, Jr., Secretary

## DECLARATION OF CONFLICT OF INTEREST

Texas Local Government Code, Chapter 176, provides that local government officers shall file disclosure statements about potential conflict(s) of interest in certain defined circumstances. "Local government officers" are the chancellor and trustees. The penalty for violating Chapter 176 accrues to the chancellor or trustee, not to DCCCD.

Names of providers considered and/or recommended for awards in this agenda appear following this paragraph. If uncertain about whether a conflict of interest exists, the chancellor or trustee may consult with DCCCD Legal Counsel Robert Young.

3 ID Management LLC	Flaghouse, Inc.
911 Security Cameras, Inc.	Force One Security Solutions, Inc.
A Photo Identification	Frasca International Inc.
Advanced Technologies Consultants, Inc.	Gail's Flags, Inc.
Advantage USAA, Inc.	Glass Doctor
Allyn Media	Hitachi High Technologies
American Security Solutions	ID Card Systems, Inc.
Anaconda Sports	ID Wholesaler
Anchor Roofing Systems, Ltd.	Identocard Systems Worldwide
Avanti Enterprises, Inc.	Identisys, Inc.
Axis Contracting, Inc.	IDG Services, Inc.
Baker & Taylor, Inc.	Integrated Access Systems
Barcelona Sporting Goods	J & T Excavating, LLC
Ben Meadows Co.	J. A. M. Equipment Sales and Service, LLC.
Blackbaud, Inc.	J. Reynolds & Company, Inc.
Books-A-Million.Com	Johnson Controls, Inc.
Boone Bridge Books	Korney Board Aids
Borders, Inc.	KS Booktique, Inc.
BSN Sports/Collegiate Pacific	Lamination Service Inc.
Business Services	Laminex Inc
Cannon Sports, Inc.	Lancaster Advertising & Marketing
Castro Roofing of Texas	Liberty Mutual Fire Insurance Co.
Color ID, LLC	MedeTrac System, LLC
Complete Book & Medical Supply, Inc.	Metroplex Control Systems
DMI Technologies, Inc.	Newbart Products, Inc.
Entech Sales and Service, Inc.	Northern Tool & Equipment
Express Book Sellers	Paragon Roofing, Inc.
Fairway Supply, Inc.	Plano Sports Center

Progressive Roofing  
Quality Air & Lift Service  
Quick Roofing Commercial, Inc.  
Riddell  
Roof Management Services, Inc.  
SAS Security Alarm Service Co., Inc.  
Sator Sports, Inc.  
Sawyers Construction, Inc.  
SDC Construction, LLC  
Secure Cam, Inc.  
Sentinel The Alarm Company  
Sherman Roofing Company, Inc.  
Siemens Industry, Inc.  
Sigma Surveillance, Inc.  
Snap-On Equipment Solutions  
Soccer Post  
Sport Acular Players  
Sports Endeavors, Inc.  
Studio 121, Inc./ES Creative Gang  
Supreme Systems, Inc.  
Team Sports of Texas  
Teamline  
Terrell Glass & Mirror, Inc.  
Texas Roof Management, Inc.  
The Soccer Corner  
Tri-Lam Roofing & Waterproofing  
Vendigm Construction  
Verve Communications Group  
Ward's Natural Science

## **Chapter 176 of the Texas Local Government Code Disclosure of Certain Relationships with Local Government Officers; Providing Public Access to Certain Information**

Chapter 176 of the Texas Local Government Code was approved by the Legislature and it is effective January 2006. In an effort to comply with this law, the District provides annual training to the Board of Trustees, the Superintendent and its employees that are involved in the monitoring and approval of contracts with vendors.

Applicable to:

1. Board of Trustees
2. Superintendent
3. Principal, Director level and above [ See Policy DBD Local]
4. Vendors and potential vendors

On May 23, 2005, the Texas Senate passed House Bill No. 914, adding Chapter 176 to the Local Government Code, and imposing new disclosure and reporting obligations on vendors and potential vendors to local government entities beginning on January 1, 2006. This includes School Districts.

Failure to abide by these new statutory requirements can result in possible criminal penalties.

### **Legal FAQs**

The following has been provided by the Texas Association of School Boards

#### **Q: What is HB 914?**

A: Adopted by the 79th Legislature, House Bill 914 (HB 914) added chapter 176 to the Texas Local Government Code. HB 914 requires the disclosure of certain conflicts of interest by local government officers and by vendors who sell goods or services to local government entities.

#### **Q: What does HB 914 require from local government officers?**

A: HB 914 requires “local government officers” (LGOs) to complete forms disclosing their relationships with actual or potential vendors. In a school district, LGOs must file these forms with the district’s superintendent.

#### **Q: What is a “local government officer”?**



A: An LGO is a member of the governing body of a local government entity (LGE). An LGO is also a director, superintendent, administrator, president, or other person designated as the executive officer of the LGE. For school districts, “local government officers” are board members and superintendents.

**Q: What are the forms called and where can we find them?**

A: The form for LGOs is a conflicts disclosure statement, or “CIS.” The form for vendors is a “questionnaire,” or “CIQ.” The Texas Ethics Commission was charged with developing these forms. The forms are posted at [www.ethics.state.tx.us/whatsnew/conflict\\_forms.htm](http://www.ethics.state.tx.us/whatsnew/conflict_forms.htm).

**Q: When do LGOs have to file CIS forms?**

A: An LGO must file a CIS regarding a specific vendor if the LGO has an employment or business relationship with the vendor and the district has contracted with the vendor or is considering doing business with the vendor. The form must be filed within seven days of the date the LGO becomes aware of facts requiring disclosure.

**Q: What relationships must be disclosed?**

A: An LGO must disclose a relationship with a vendor if the officer or a member of his family (see below) receives taxable income because of an employment or business relationship with the vendor. An LGO must also disclose gifts offered to the LGO or his family members by a vendor within the past 12 months if the value of the gifts was \$250 or more.

**Q: What family relationships are covered?**

A: For purposes of the disclosure requirements, family relationships include first-degree relatives, both by consanguinity (blood) and by affinity (marriage). This includes the LGO’s parents, children, spouse, the spouses of the LGO’s parents and children, and the parents and children of the LGO’s spouse. See DBE(EXHIBIT).

**Q: When does an LGO have to disclose gifts?**

A: An LGO must disclose a vendor’s offer of gifts worth \$250 or more. The CIS form requires an LGO to disclose an offer of a gift even if the officer refused the gift. However, an LGO does not have to disclose food, lodging, transportation, or entertainment accepted as a guest, even if the value exceeded \$250.

**Q: Does the LGO still have to file the “substantial interest” affidavit under Texas Local Government Code chapter 171?**

A: Yes. These are separate and independent requirements. Thus, an LGO who has a substantial interest in a transaction involving the district may need to complete both the CIS and the substantial interest affidavit. See BBFA(LEGAL).

**Q: What if I or a family member has an interest-bearing savings account at the district’s depository bank?**

A: Under a conservative reading of the statute, an LGO must disclose that he or a family member receives taxable income from the district’s bank, even if the LGO or family member receives only \$.01 of interest income each year. The statute refers to “taxable income” and does not contain a threshold dollar amount. Recently, state representatives Beverly Woolley and John Smithee submitted a request to the attorney general for clarification of several issues, including this one.

**Q: What if an LGO owns a business that is entering into a contract with the district?**

A: An LGO who owns a business that contracts with the district must file a CIS, in his capacity as a board member or superintendent, and a CIQ, in his capacity as a vendor.

**Q: What if the LGO or vendor has nothing to disclose?**

A: The statute does not require an LGO to file a CIS if he has nothing to disclose. Unfortunately, however, the statute does not clarify whether vendors with nothing to disclose have to file CIQ with school districts. This is one of the many questions asked in the pending Attorney General request. Until further clarification, vendors may submit “blank” CIQs out of an abundance of caution.

**Q: Does HB 914 apply to employees of the district?**

A: The only employee to whom the statute directly applies is the superintendent. A board of trustees may extend the disclosure requirements, subject to criminal penalties, to all or a group of district employees. Because of the additional administrative burden this may create, TASB Legal Services recommends that a board consult with its school attorney before extending these requirements to additional employees.

**Q: Does an LGO have to file a CIS if one of the LGO's relatives is employed by the district?**

A: No. HB 914 does not apply when a district employs a relative of an LGO as a district employee. Such relationships continue to be regulated by the nepotism laws. See BBFB(LEGAL).

**Q: What is the penalty for a violation?**

A: There is a criminal penalty for failing to file a required disclosure statement. Knowing failure to file the conflicts disclosure statement is a Class C misdemeanor. It is a defense to prosecution if the officer files the statement within seven business days of receiving notice of a violation.

**Q: What forms are vendors required to file?**

A: An individual or business entity that contracts or seeks to contract for the sale or purchase of property, goods, or services with a district must file a CIQ. This includes individuals and entities that seek to purchase goods and services from school districts, as well as those who seek to sell goods and services to school districts. An "agent" of a vendor in the vendor's business with the district must also file a CIQ.

**Q: When and where must a vendor file the CIQ?**

A: The CIQ must be filed with the superintendent within seven days of beginning contract negotiations, or submitting an application, bid, response to a request for proposal, correspondence, or other writing related to a potential agreement with a district. The forms must be updated annually.

**Q: What should the superintendent do with the forms he receives?**

A: The district has a responsibility to make public the information received under this statute. The superintendent must post CIS forms received from LGOs and CIQ forms received from vendors on the district's internet Web site. The superintendent is also responsible for maintaining a list of LGOs at the district and making that list available to the public.

**Q: What is the district's obligation to notify vendors of this requirement?**

A: The statute does not require school districts or other LGEs to inform vendors of the disclosure requirements, nor does the statute impose a penalty on districts for doing business with vendors who fail to file CIQs. However, the vendors face criminal liability. TASB Legal Services recommends that districts take reasonable

steps to notify vendors of the requirement through bid documents, website postings, and other avenues of communication.

**Q: If the district does business with another district or an ESC, does it have to complete a CIQ?**

A: No. The State of Texas, a political subdivision of the state, the federal government, and foreign governments are not subject to the disclosure requirements.

**Q: Why did TASB send our district a CIQ?**

A: In addition to the services and resources TASB provides to school districts as a benefit of membership, TASB provides a number of products and services to school districts and other LGEs for a fee. For this reason, TASB is complying with the new requirements like any other vendor. After the January 1, 2006 effective date of the new requirements, TASB sent school districts and other LGEs its completed CIQ. In many cases, TASB was unable to identify an actual or potential conflict, but TASB submitted a form to ensure compliance. Districts should post the TASB CIQ in the same manner as other CIQs. If you have questions about TASB's CIQ, contact Mary Ann Briley, TASB Associate Executive Director, Member Services, 800-580-8272, extension 3594.

**Q: Where can I get more information?**

A: In the October 2005 Texas Lone Star, TASB Legal Services overviewed these new requirements. The requirements of House Bill 914 are also reflected in Update 77 at BBFA(LEGAL) and DBD(LEGAL).

February 2006

This document is provided for educational purposes only and contains information to facilitate a general understanding of the law. It is not an exhaustive treatment of the law on this subject nor is it intended to substitute for the advice of an attorney. It is important for you to consult with your own attorneys in order to apply these legal principles to specific fact situations.

(Tab 1) RECOMMENDATION FOR AMENDMENT OF AWARD –  
RFP NO. 11147  
CONSTRUCTION MANAGER AT RISK FOR  
CEDAR VALLEY COLLEGE - INDUSTRIAL TECHNOLOGY  
BUILDING

BACKGROUND:

As part of the 2004 bond program, on November 7, 2006, the board of trustees awarded a construction manager at risk contract to Hisaw & Associates for the industrial technology building for Cedar Valley College. After Hisaw & Associates announced that they had ceased operations, the district formally terminated Hisaw & Associates on May 7, 2009 and entered into a takeover agreement with Liberty Mutual Fire Insurance Company, surety for Hisaw & Associates, on June 24, 2009 to undertake the completion of the prime contract in accordance with the terms of the performance bond issued by the surety and the agreement.

RECOMMENDATION FOR AWARD:

LIBERTY MUTUAL FIRE INSURANCE COMPANY	\$480,000
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COMMENTS: This amendment will provide for a fire pump and emergency generator for the fire suppression system, a freon monitoring system, and an extensive re-configuration of the building's fire lanes. These additions are the result of requirements imposed on the project by the City of Dallas well after the project had started. Specifically, the fire pump requirement came about because the water pressure in the city's domestic water supply line that serves the campus dropped from an acceptable level of 60 psi to 38 psi during the time the project was being constructed. With this pressure reduction the water-based fire suppression systems for the building would not operate as designed necessitating the addition of a fire pump.

The attached amended construction budget includes the original and amended phase I preconstruction fee, phase II construction fee, cost for the CMAR to perform the general conditions, and the cost of the work.

The funds for the amended construction budget for this project will come from savings realized on the other bond program construction projects.

**NOTE:**

As is the case for all work under the construction manager at risk contracts, the construction manager at risk is required to select the subcontractors for the additional work via an advertised sealed bid process. Further, the guaranteed maximum price may not exceed the budget amount unless specifically approved by the board of trustees.

Administration further recommends the district director of purchasing be authorized to execute contracts for this project.

Company	College	Project	Original Award	Previously Approved Amendments to the Construction Budget	Proposed Increase	10% Contingency	Amended Maximum Construction Budget Inc. Contingency
Liberty Mutual Fire Insurance Company	CVC	Industrial Technology Building	\$10,428,800	\$0	\$480,000	\$1,090,880	\$11,999,680

(Tab 2) RECOMMENDATION FOR AWARD – BID NO. 11652  
PROVIDE & INSTALL SOLAR-WIND TRAINING SYSTEM  
EASTFIELD COLLEGE

RESPONSE: Requests for bids were sent to 15 companies, and one response was received.

RECOMMENDATION FOR AWARD:

ADVANCED TECHNOLOGIES CONSULTANTS, INC.	\$62,393
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LOW AND ONLY BID

COMMENTS: This is for the purchase of an energy training system that includes equipment, components and curriculum which demonstrate how wind turbines and solar cells are being used in the consumer and industrial markets to supplement the world's power needs. As this is a rather specialized system, rebidding of this project is not expected to yield an improved level of bidder response.

Administration further recommends the district director of purchasing be authorized to execute contracts for this project.



(Tab 3) RECOMMENDATION FOR AWARD – BID NO. 11684  
 ATHLETIC EQUIPMENT, SUPPLIES & UNIFORMS  
 PRICE AGREEMENT, DISTRICT-WIDE  
 FEBRUARY 3, 2010 THROUGH JANUARY 31, 2013

RESPONSE: Requests for bids were sent to 30 companies, and 16 bids were received.

COMPARISON OF BIDS:

	discount from list price
Anaconda Sports	0-25%
Barcelona Sporting Goods	0-35%
BSN Sports/Collegiate Pacific	10%
Cannon Sports, Inc.	25-40%
Flaghouse, Inc.	10%
Gail's Flags, Inc.	net
Korney Board Aids	net
Plano Sports Center	25%
Riddell	1-23%
Sator Sports, Inc.	10-15%
Soccer Post	10-25%
Sport Acular Players	3%
Sports Endeavors, Inc.	0-10%
Teamline	5-40%
Team Sports of Texas	0-29.5%
The Soccer Corner	10-25%

RECOMMENDATION FOR AWARD:

ANACONDA SPORTS	(3-year estimate)
BARCELONA SPORTING GOODS	\$560,000
BSN SPORTS/COLLEGIATE PACIFIC	
CANNON SPORTS, INC.	
FLAGHOUSE, INC.	
GAIL'S FLAGS, INC.	
KORNEY BOARD AIDS	
PLANO SPORTS CENTER	
RIDDELL	
SATOR SPORTS, INC.	
SOCCER POST	
SPORT ACULAR PLAYERS	
SPORTS ENDEAVORS, INC.	

TEAMLINE  
TEAM SPORTS OF TEXAS  
THE SOCCER CORNER

BEST BIDS

COMMENTS: This price agreement is for equipment and supplies needed for various sports including archery, badminton, baseball, basketball, soccer, softball, handball, racquet ball, tennis, volleyball, swimming, and wrestling.

Pricing is based on discounts from vendors' list prices. No single vendor can furnish all items required by the colleges and it is recommended that award be made to all bidders to maximize product availability and campus flexibility in placing orders.

Administration further recommends the district director of purchasing be authorized to execute contracts for this project.

(Tab 4) RECOMMENDATION FOR AWARD – BID NO. 11686  
AUTOMOTIVE LIFTS AND ALIGNMENT EQUIPMENT  
UPGRADE KIT  
BROOKHAVEN, CEDAR VALLEY, EASTFIELD, AND  
RICHLAND COLLEGES

RESPONSE: Request for bids were sent to 36 companies, and three responses were received.

COMPARISON OF BIDS:

Tabulation of bids attached.

RECOMMENDATION FOR AWARD:

J.A.M. EQUIPMENT SALES AND SERVICE, LLC. items 1, 2, and 5	\$ 92,913.00
NORTHERN TOOL & EQUIPMENT item 4	\$2,799.99
QUALITY AIR & LIFT SERVICE item 3	\$16,060.00
TOTAL	\$111,772.99

LOW BID: items 1, 2, 4 and 5  
LOW BID MEETING SPECIFICATIONS: item 3

JUSTIFICATION:

The low bidder for item #3 is not recommended because it is an alternate to the specified unit. Substitutions were not allowed for this item to ensure that new equipment is identical to existing equipment for consistency in usage and an improved student safety level.

COMMENTS: This award is for the purchase/installation of new equipment at Cedar Valley, Eastfield, and Richland plus upgrades to existing equipment at Brookhaven, all of which is used for student instruction in the automotive technologies programs at each of the designated colleges.

Administration further recommends the district director of purchasing be authorized to execute contracts for this project.

Bid #11686  
 Automotive Lifts and Alignment Equipment Upgrade Kit  
 Brookhaven, Cedar Valley, Eastfield, and Richland Colleges

Item #	Qty	Description	J.A.M. Equipment Sales and Service, LLC	Northern Tool & Equipment	Quality Air & Lift Service
1 (CVC)	14	Rotary vehicle lift, SPOA10RA	\$3,717	\$6,776.43	\$4,015
2 (CVC)	1	Lifts Rotary Mach 4	\$28,599	\$45,299.99	\$33,324.60
3 (EFC)	4	Rotary vehicle lift, SPOA10	\$3,717 (alternate)	\$5,252.94	\$4,015
4 (RLC)	1	Lift, BendPak Symmetric	\$3,717	\$2,799.99	\$3,150
5 (BHC)	3	Hunter Alignment Equipment Upgrade Kit #20-2179-1	\$4,092	No bid	No bid

(Tab 5) RECOMMENDATION FOR AWARD – BID NO. 11688  
BUILDING SECURITY SYSTEM  
DISTRICT OFFICE

RESPONSE: Of 25 companies that attended the mandatory prebid, seven bids were received.

COMPARISON OF BIDS:

Force One Security Solutions	\$66,488.00
American Security Solutions	\$86,045.42
Entech Sales and Service, Inc.	\$95,648.00
DMI Technologies, Inc.	\$98,863.00
Integrated Access Systems	\$99,995.00
Siemens Industry, Inc.	\$129,500.00
Sentinel The Alarm Company	\$241,300.00

RECOMMENDATION FOR AWARD:

ENTECH SALES AND SERVICE, INC. \$95,648.00

LOW BID MEETING SPECIFICATIONS

JUSTIFICATION:

The low bid is not recommended because they have no prior experience with installing this type of system and the consultant could not determine that they are a factory authorized and certified dealer for the system quoted.

During the assessment of the bids it was determined that the second low respondent submitted a “proposal” for an alternate system rather than a “bid” for the specified system. This was a request for sealed bids and not a request for proposals. While the company was of the opinion their proposed system was superior to the specified system, its proposal was for components and a system design that deviated from the specified system. The proposed system includes a relatively unknown control system that is manufactured by a rather small company. Determining the suitability of the proposed control system and overall system design is beyond the scope of this bid and the services for which the district’s consulting engineer was engaged.

As such, the district's consultant cannot attest as to whether the proposed system would in fact meet the specified performance requirements and recommends the third lowest respondent as being the lowest and best bid meeting all specifications.

COMMENTS: This project is to provide and install an integrated perimeter access control system, call boxes, intrusion detection system, and closed circuit television security surveillance system for the district administrative offices building.

Administration further recommends the district director of purchasing be authorized to execute contracts for this project.

(Tab 6) RECOMMENDATION FOR AWARD – BID NO. 11695  
ROOF REPLACEMENT ON TWO BUILDINGS  
EASTFIELD COLLEGE

RESPONSE: Of 17 companies that attended the mandatory prebid meeting, eight bids were received.

COMPARISON OF BIDS:

Sherman Roofing Company, Inc.	\$270,850
Tri-Lam Roofing & Waterproofing	\$309,433
J. Reynolds & Company, Inc.	\$326,765
Progressive Roofing	\$339,000
Anchor Roofing Systems, Ltd.	\$385,000
Paragon Roofing, Inc.	\$412,000
Advantage USAA, Inc.	\$449,000
Castro Roofing of Texas	\$474,800

RECOMMENDATION FOR AWARD:

SHERMAN ROOFING COMPANY, INC. \$270,850

LOW BID

COMMENTS: This project is to remove the existing 20 year old sprayed-on foam roof system on Buildings N and P and replace it with a multi-ply membrane roofing system; replacement of drain strainers and clamps is also included.

Based on 15% of the awarded amount, a contingency fund of \$40,627 is recommended for unforeseen changes to this project. It is further recommended that the executive vice chancellor of business affairs be authorized to approve change order(s) in an amount not to exceed the contingency fund.

Administration further recommends the district director of purchasing be authorized to execute contracts for this project.

(Tab 7) RECOMMENDATION FOR AWARD – BID NO. 11700  
ROOF REPLACEMENT AND RESTORATION ON SEVEN  
BUILDINGS  
RICHLAND COLLEGE

RESPONSE: Of 25 companies that attended the mandatory prebid meeting,  
nine bids were received.

COMPARISON OF BIDS:

J. Reynolds & Company	\$918,188
Quick Roofing Commercial, Inc.	\$1,026,676
Texas Roof Management, Inc.	\$1,032,435
Anchor Roofing Systems, Ltd.	\$1,050,000
Advantage USAA, Inc.	\$1,076,000
Progressive Roofing	\$1,117,000
Roof Management Services, Inc.	\$1,125,373
Supreme Systems, Inc.	\$1,387,005
Castro Roofing of Texas	\$1,418,900

RECOMMENDATION FOR AWARD:

J. REYNOLDS & COMPANY	\$918,188
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LOW BID

COMMENTS: This project is to replace the built-up roofs on Buildings H (38) and P (38), plus installation of an asphalt flood coat and new gravel ballast to restore existing roofs on Buildings C (21), G (38), L (38), M (13), and W (38); replacement of associated roof-top drainage components is also included. Note the numbers beside the building is the age of the roof.

Based on 15% of the awarded amount, a contingency fund of \$137,728 is recommended for unforeseen changes to this project. It is further recommended that the executive vice chancellor of business affairs be authorized to approve change order(s) in an amount not to exceed the contingency fund.

Administration further recommends the district director of purchasing be authorized to execute contracts for this project.



(Tab 8) RECOMMENDATION FOR AWARD – BID NO. 11705  
PARKING LOT AND DRAINAGE IMPROVEMENTS  
DISTRICT SERVICE CENTER

RESPONSE: Of five companies that satisfied the mandatory site visit requirement, five bids were received.

COMPARISON OF BIDS:

SDC Construction, LLC	\$105,000
Vendigm Construction	\$119,424
Axis Contracting, Inc.	\$130,000
Sawyers Construction, Inc.	\$132,260
J & T Excavating, LLC	\$140,610

RECOMMENDATION FOR AWARD:

SDC CONSTRUCTION, LLC	\$105,000
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LOW BID

COMMENTS: This project is to repair numerous failed areas in the east and west concrete parking lots plus the associated driveways; also included is the removal and replacement of the storm system piping which drains the east building's roof.

Administration further recommends the district director of purchasing be authorized to execute contracts for this project.

(Tab 9) RECOMMENDATION FOR AWARD – BID NO. 11711  
SELECTED EXTERIOR DOOR REPLACEMENT  
EASTFIELD COLLEGE

RESPONSE: Of nine companies that satisfied the mandatory site visit requirement, four bids were received.

COMPARISON OF BIDS:

Terrell Glass & Mirror, Inc.	\$68,535.00
Sawyers Construction, Inc.	\$121,200.00
IDG Services, Inc.	\$134,919.51
Fairway Supply, Inc.	\$174,270.00

RECOMMENDATION FOR AWARD:

SAWYERS CONSTRUCTION, INC.	\$121,200.00
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LOW BID MEETING SPECIFICATIONS

JUSTIFICATION:

The low bidder is not recommended because the aluminum doors/door frames quoted do not meet specifications in that, in the opinion of the consultant, they are constructed of inferior materials which are not comparable to the heavy duty quality necessary to withstand long-term high traffic usage, plus their appearance is a different style and design that will not match the existing campus standard.

COMMENTS: This project is to remove/replace 17 pairs of exterior doors and door frames at selected locations in Buildings A, C, and F; it includes associated work regarding automatic door operators, floor closers, and sidelights.

Administration further recommends the district director of purchasing be authorized to execute contracts for this project.

(Tab 10) RECOMMENDATION FOR AWARD – RFP NO. 11712  
MARKETING/ADVERTISING CAMPAIGN SERVICES  
DISTRICT MARKETING AND COMMUNICATIONS  
FEBRUARY 3, 2010 THROUGH JULY 31, 2010

RESPONSE: Requests for proposals were sent to 30 companies, and four proposals were received.

COMPARISON OF BIDS:

Studio 121,Inc./ES Creative Gang	\$136,790
Lancaster Advertising & Marketing	\$161,100
Allyn Media	\$170,000
Verve Communications Group	\$180,000

RECOMMENDATION FOR AWARD:

	(6-month estimate)
VERVE COMMUNICATIONS GROUP	\$180,000

BEST PROPOSAL

COMMENTS: Proposers submitted their capabilities and ideas to build on the momentum of the current advertising campaign theme which promotes the district's image, as well as the objective to raise the overall perception of the district and its contributions to the community.

Proposals were rated and ranked based on the approach to the requirements; the competency, capability, and experience of each company; and pricing to develop new television, radio, and print advertising in English and Spanish.

In the opinion of the evaluation committee, the recommended company will provide the most effective program to best serve the interests of the district based on their comprehensive creative approach, cutting-edge concepts, quality of services provided, and overall understanding of the DCCCD and its diverse marketing needs.

Administration further recommends the district director of purchasing be authorized to execute contracts for this project.

(Tab 11) RECOMMENDATION FOR AWARD – REQ NO. 1D84231  
FOUNDATION GIVER WEBSITE  
DISTRICT OFFICE  
FEBRUARY 3, 2010 THROUGH JANUARY 31, 2013

RECOMMENDATION FOR AWARD:

BLACKBAUD, INC.	(3-year estimate) \$63,000
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SOLE SOURCE

COMMENTS: This is to add two NetCommunity modules to the district foundation's existing fundraising software system, Raiser's Edge. This system upgrade will provide supporters with web access, allow improved targeting of fundraising efforts via personalized appeals, and permit web content update by foundation personnel.

The modules are sole source and are available only through Blackbaud. Costs include installation, customization, and three years' subscription.

Administration further recommends the district director of purchasing be authorized to execute contracts for this project.

CONSENT AGENDA NO. 12

Approval of Minutes of the January 5, 2010 Regular Meeting

It is recommended that the Board approve the minutes of the January 5, 2010 Board of Trustees Regular Meeting.

**Board Members and Officers Present:**

Mrs. Kitty Boyle  
Ms. Charletta Compton  
Mr. Bob Ferguson  
Ms. Diana Flores (Vice Chair)  
Dr. Wright Lassiter (Secretary and Chancellor)  
Mrs. Martha Sanchez Metzger  
Mr. Jerry Prater (Chair)  
Mr. JL Sonny Williams

**Board Members and Officers Absent:** None

Board Chair Jerry Prater convened the meeting at 4:09 PM. Dr. Wright Lassiter certified to the posting of the meeting notice.

**CERTIFICATION OF POSTING OF NOTICE JANUARY 5, 2010  
REGULAR MEETING OF THE DALLAS COUNTY COMMUNITY  
COLLEGE DISTRICT AND RICHLAND COLLEGIATE HIGH SCHOOLS  
BOARD OF TRUSTEES**

I, Wright L. Lassiter, Jr., Secretary of the Board of Trustees of the Dallas County Community College District, do certify that a copy of this notice was posted on the 18<sup>th</sup> day of December, 2009, in a place convenient to the public in the District Office Administration Building, and a copy of this notice was provided on the 18<sup>th</sup> day of December, 2009, to John F. Warren, County Clerk of Dallas County, Texas, and the notice was posted on the bulletin board at the George Allen Sr. Courts Building, all as required by the Texas Government Code, §551.054.



Wright L. Lassiter, Jr., Secretary

### **Citizens Desiring to Address the Board Regarding Agenda Items**

There were no citizens desiring to address the board regarding agenda items.

### **Enrollment, Budget, and Related Operational Updates about Richland Collegiate High School of Mathematics, Science, and Engineering (opened Fall 2006) and Planning Update about Richland Collegiate High School for Visual, Performing and Digital Arts (opening Fall 2010) – Dr. Kathryn Eggleston, acting superintendent**

Dr. Kathryn Eggleston, acting superintendent, provided a status report about RCHS of Mathematics, Science, and Engineering and a planning update about the RCHS for Visual, Performing and Digital Arts.

### **Opportunity for Chancellor and Board Members to Declare Conflicts of Interest Specific to this Agenda**

Mr. Prater declared a conflict of interest.

### **Consideration of Bids**

Mrs. Boyle moved and Mr. Ferguson seconded a motion to approve all bids in the Consideration of Bids section of the agenda. Mr. Prater abstained. Motion passed. (See January 5, 2010, Board Meeting, Consideration of Bids, Agenda Items #1- 5, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

### **Consent Agenda**

Vice Chair Flores moved and Mrs. Sanchez Metzger seconded a motion to approve all recommendations in the Consent Agenda. Motion passed. (See January 5, 2010, Board Meeting, Agenda Items #6-22, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

### **Individual Items**

Mrs. Boyle moved and Mr. Ferguson seconded a motion to approve recommendations # 23 and #25, in the Individual Items section of the agenda. Motion passed. (See January 5, 2010, Board Meeting, Agenda Items #23 and #25, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Mrs. Boyle moved and Mr. Ferguson seconded a motion to approve recommendation #24, in the Individual Items section of the agenda. Motion passed with one dissenting vote from Vice Chair Flores. (See January 5, 2010, Board Meeting, Agenda Item #24, which is made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

### **Informative Reports**

(See January 5, 2010, Board Meeting, Agenda Items #26-42, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

**Questions/Comments from the Board and Chancellor**

(See January 5, 2010, Board Meeting, Agenda Items #43-44, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

**Citizens Desiring to Appear Before the Board**

There were no citizens desiring to appear before the board.

**Executive Session**

The Board went into executive session at 4:25 PM as authorized by §551.074 of the Texas Government Code to deliberate on personnel matters, including commencement of annual evaluation of the chancellor and any prospective employee who is noted in Employment of Contractual Personnel.

The Board of Trustees met to discuss Agenda Item #24 Employment of Contractual Personnel.

Board Chair Prater concluded the Executive Session on January 5, 2010 at approximately 5:23 PM.

At approximately 5:23 PM, the Board re-convened in its regular meeting.

**Adjournment**

Mrs. Boyle moved and Mrs. Sanchez Metzger seconded a motion to adjourn the meeting. Motion passed. Board Chair Prater adjourned the meeting at 5:43 PM.

Approved:



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Wright L. Lassiter, Jr., Secretary

POLICY REPORT NO. 13

Approval of Resolution Ordering Election for May 8, 2010, in Trustee Districts 2, 3 and 4

It is recommended that the Board of Trustees of the Dallas County Community College District order an election and other matters related to the election by adopting the attached Election Order Resolution. The election will be held on May 8, 2010 in Trustee Districts 2, 3 and 4. In addition, the Election Calendar is attached.

Effective Date: February 2, 2010

Policy Reminders

Board policies pertinent to evaluating a recommendation for ordering the Board of Trustees election include:

*The Board has the legal power and duty to: ...*

*13. Order elections as required by law. BAA (LEGAL), POWERS, DUTIES, RESPONSIBILITIES: ELECTIONS Education Code 130.082(f), 130.122(b)*

*The Board shall call the election not later than the 62nd day before election day, except that for an election to be held on the date of the general election for state and county officers, the election shall be called not later than the 70th day before the election day.*

*Each election order must state the date of the election, the offices or measures to be voted on, the location of the main early voting polling place, the dates and hours for early voting, the dates and hours of any Saturday and Sunday early voting, and the early voting clerk's official mailing address. A board shall retain the election order for at least 22 months after election day. : BBB (LEGAL), ELECTION ORDER*

Note: (LEGAL) denotes the subject is regulated by federal or state authority. (LOCAL) denotes a policy that DCCCD's Board of Trustees has adopted and may amend or eliminate at its discretion.



ELECTION ORDER  
RESOLUTION

WHEREAS, Section 3.004, Election Code, and Section 130.082, Education Code, requires the Board of Trustees of Dallas Community College District to order an election to elect certain members of the Board of Trustees in even-numbered years; and

WHEREAS, various provisions of the Election Code require the election order to contain certain information; NOW THEREFORE;

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF DALLAS COUNTY COMMUNITY COLLEGE DISTRICT:

Section 1. That an election shall be held on the second Saturday in May, 2010, which is the eighth day of May, 2010, to elect three (3) members of the Board of Trustees of Dallas County Community College District in Trustee Districts 2, 3 and 4.

Section 2. That Bruce Sherbet is the early voting clerk for the May 8, 2010 election. Early voting by mail shall be conducted at Dallas County Elections Department, eighth floor, 2377 North Stemmons Freeway, Suite 820, Dallas, Texas 75207. Early voting by mail begins March 9, 2010 and ends April 30, 2010.

Section 3. The deputy early voting clerks for conducting early voting by personal appearance will be designated by Bruce Sherbet.

The early polling location for voting by personal appearance is on the first floor of the Records Building, 509 Main Street, Dallas, Texas 75202 and other locations as designated by the Board of Trustees of Dallas County Community College District.

Early voting dates and times:

April 26 through April 30	(Monday thru Friday)	8:00 am to 5:00 pm
May 1	(Saturday)	8:00 am to 5:00 pm
May 2	(Sunday)	1:00 pm to 6:00 pm
May 3 & May 4	(Monday and Tuesday)	7:00 am to 7:00 pm

Section 4. That the date of the final canvass of returns for the May 8, 2010 election is Wednesday, May 19, 2010, at 1601 South Lamar Street, Dallas, Texas 75215 and the presiding officer of the canvass is Jerry Prater.

Section 5. That simultaneously with the adoption of this resolution, a Spanish version of this resolution is adopted.

Section 6. That this resolution is effective upon adoption by the Board of Trustees of Dallas County Community College District and that this resolution shall be signed by the Chairman of the Board of Trustees.

DALLAS COUNTY COMMUNITY  
COLLEGE DISTRICT

By: \_\_\_\_\_  
Jerry Prater, Chairman  
Board of Trustees

ATTEST

By: \_\_\_\_\_  
Wright L. Lassiter, Jr., Secretary  
Board of Trustees

Adopted: February 2, 2010

**DALLAS COUNTY COMMUNITY COLLEGE DISTRICT**  
**Board of Trustees Election**  
**Districts 2, 3, & 4**  
**May 8, 2010**

**Election Calendar**

<b><u>Day / Date, 2010</u></b>	<b><u>Event</u></b>
Monday, February 8	First day to accept candidate application and to appoint campaign treasurer upon filing application. First day to file declaration of write-in candidacy.
Monday, March 8 p.m.	Last day to accept candidate application by 5:00 p.m.
Tuesday, March 9	Drawing for position on ballot at 10:00 a.m. First day to accept application for early voting by mail.
Monday, April 26	First day for early voting by personal appearance.
Friday, April 30 mail.	Last day to accept application for early voting by mail.
Tuesday, May 4	Last day for early voting by personal appearance.
<b>Saturday, May 8</b>	<b>ELECTION DAY</b>
Wednesday, May 19	<b>Special Board Meeting after Election</b>  Final canvass of election returns Runoff Election ordered by Board, <i>if necessary</i> Drawing for position on runoff ballot Certify placement of candidates on ballot for runoff
Tuesday, June 1	<b>First Regular Board Meeting after Election</b>

in

Administer Oath of Office and conduct swearing

ceremonies.

Reorganize Board, if no runoff.

**Saturday, June 12**

**RUNOFF ELECTION DAY**

## RESOLUCIÓN DE LA ORDEN DE ELECCIÓN

POR CUANTO, el Artículo 3.004, Código Electoral, y el Artículo 130.082, Código de Educación, requieren que la Junta de Síndicos del Distrito del Colegio Comunitario del Condado de Dallas ordene una elección para elegir a ciertos miembros de la Junta de Síndicos en años pares; y

POR CUANTO, varias disposiciones del Código Electoral requieren que la orden de elección contenga cierta información, POR LO TANTO;

LA JUNTA DE SÍNDICOS DEL DISTRITO DEL COLEGIO COMUNITARIO DEL CONDADO DE DALLAS RESUELVE QUE:

Artículo 1. Se celebrará una votación el segundo sábado de mayo del 2010, el cual es el 8 de mayo del 2010, para elegir tres (3) miembros de la Junta de Síndicos del Distrito del Colegio Comunitario del Condado de Dallas en los Distritos de Síndicos 2, 3, y 4.

Artículo 2: Bruce Sherbet es el empleado a cargo de la votación anticipada para la elección del 8 de mayo del 2010. La votación anticipada por correo se realizará en el Departamento de Elecciones del Condado de Dallas, octavo piso, 2377 North Stemmons Freeway, Oficina 820, Dallas, Texas 75207. La votación anticipada por correo comienza el 9 de marzo del 2010 y concluye el 30 de abril del 2010.

Artículo 3. Bruce Sherbet designará a los empleados suplentes a cargo de la votación anticipada en persona.

El lugar para votar en forma anticipada en persona es en el primer piso del Edificio de Registros, 509 Main Street, Dallas, Texas 75202 y los demás lugares designados por la Junta de Síndicos del Distrito del Colegio Comunitario del Condado de Dallas.

Días y horario para votar en forma anticipada:

26 de abril hasta el 30 de abril p.m.	lunes a viernes	8:00 a.m. hasta las 5:00
1 de mayo p.m.	sábado	8:00 a.m. hasta las 5:00
2 de mayo p.m.	domingo	1:00 p.m. hasta las 6:00
3 de mayo y 4 de mayo 7:00 p.m.	lunes y martes	7:00 a.m. hasta las

Artículo 4. La fecha para presentar el escrutinio final de la elección del 8 de mayo del 2010 es el miercoles, 19 de mayo del 2010, 1601 S. Lamar Street, Dallas, Texas 75215 y Jerry Prater es el funcionario que preside el escrutinio electoral.

Artículo 5. Simultáneamente con la adopción de esta resolución, se adopta la versión en idioma español de la misma.

Artículo 6. Esta resolución entrará en vigor en el momento en que sea adoptada por la Junta de Síndicos del Distrito del Colegio Comunitario del Condado de Dallas. La misma será firmada por el Presidente de la Junta de Síndicos.

Resolución de la Orden de Elección  
Página 2 de 2

DISTRITO DEL COLEGIO COMUNITARIO DEL CONDADO DE  
DALLAS

Por: \_\_\_\_\_  
Jerry Prater, Presidente  
Junta de Síndicos

DOY FE

Por: \_\_\_\_\_  
Wright L. Lassiter, Jr., Secretario  
Junta de Síndicos

Adoptada: 2 de febrero del 2010

POLICY REPORT NO. 14

Approval of Resolution Establishing County Voter Precinct Boundaries  
for the May 8, 2010 Trustee Election

It is recommended that the Board of Trustees of the Dallas County Community College District adopt the attached resolution that establishes the same county voting precinct boundaries for the May 8, 2010 election as adopted by the Dallas County Commissioners Court for its use.

Effective Date: February 2, 2010

RESOLUTION ESTABLISHING  
COUNTY VOTER PRECINCT  
BOUNDARIES

WHEREAS, Section 42.061, Election Code, authorizes the Board of Trustees of Dallas County Community College District to establish election precincts for any elections ordered by the Board of Trustees; and

WHEREAS, the Board of Trustees desire to have the same voting precincts as adopted by the Commissioners Court of Dallas County for the May 8, 2010 election; NOW THEREFORE;

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF DALLAS COUNTY COMMUNITY COLLEGE DISTRICT:

Section 1. That the boundaries of the voting precincts for the May 8, 2010 election to elect three (3) members of the Board of Trustees of Dallas County Community College District in Districts 2, 3 and 4 shall be the same precinct boundaries that were created and defined by the Commissioners Court of Dallas County, Texas for its use.

Section 2. That simultaneously with the adoption of this resolution, a Spanish version of this resolution is adopted.

Section 3. That this resolution is effective upon adoption by the Board of Trustees of Dallas Community College District and shall be signed by the Chairman of the Board of Trustees.

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

By: \_\_\_\_\_  
Jerry Prater, Chairman  
Board of Trustees

ATTEST

By: \_\_\_\_\_  
Wright L. Lassiter, Jr., Secretary  
Board of Trustees

Adopted: February 2, 2010



RESOLUCIÓN QUE ESTABLECE  
LOS LÍMITES DE LOS  
DISTRITOS ELECTORALES PARA EL VOTANTE DEL CONDADO

POR CUANTO, el Artículo 42.061, Código Electoral, autoriza a la Junta de Síndicos del Distrito del Colegio Comunitario del Condado de Dallas a establecer distritos electorales para una votación ordenada por la Junta de Síndicos; y

POR CUANTO, la Junta de Síndicos desea tener los mismos distritos electorales que los adoptados por el Tribunal de Comisionados del Condado de Dallas para la elección del 8 de mayo del 2010; POR LO TANTO;

LA JUNTA DE SÍNDICOS DEL DISTRITO DEL COLEGIO COMUNITARIO DEL CONDADO DE DALLAS RESUELVE QUE:

Artículo 1. Los límites de los distritos electorales para la votación del 8 de mayo del 2010 para elegir tres (3) miembros de la Junta de Síndicos del Distrito del Colegio Comunitario del Condado de Dallas en los Distritos 2, 3, y 4 serán los mismos límites de los distritos electorales que fueron creados y definidos por el Tribunal de Comisionados del Condado de Dallas, Texas, para su uso.

Artículo 2. Simultáneamente con la adopción de esta resolución, se adopta la versión en idioma español de la misma.

Artículo 3. Esta resolución entrará en vigor en el momento en que sea adoptada por la Junta de Síndicos del Distrito del Colegio Comunitario del Condado de Dallas. La misma será firmada por el Presidente de la Junta de Síndicos.

DISTRITO DEL COLEGIO COMUNITARIO DEL CONDADO DE DALLAS

Por: \_\_\_\_\_  
Jerry Prater, Presidente  
Junta de Síndicos

DOY FE

Por: \_\_\_\_\_  
Wright L. Lassiter, Jr., Secretario  
Junta de Síndicos

Adoptada: 2 de febrero del 2010

BUILDING AND GROUNDS REPORT NO. 15

Approval of Change Order with Accord Construction, Inc.

It is recommended that authorization be given to approve change orders No. 7 and 8 with Accord Construction, Inc. in an amount not to exceed \$17,417 to provide services for Removal and Replace Project Signs, Sidewalk at Station 64 + 32, Core drill and place and paint bollards, purchase signs and install and provide asphalt walk adjacent to ball field at Eastfield College.

Original agreement	\$1,946,000.00
Previous change order(s)	338,537.70
Change order No.7 & 8	<u>17,417.00</u>
Revised agreement	\$2,301,954.70

Provided by Board Policy CF (Local), change orders Nos. 1-6 were approved as follows:

<u>Board Approved</u>	<u>VCBA Approved</u>	<u>Change Order No.</u>	<u>Amount</u>	<u>Revised Contract</u>	<u>Contingency</u>
	08/24/09	1	11,533.00	1,957,533.00	183,067.00
	08/24/09	2	64,240.00	2,021,773.00	118,827.00
	08/24/09	3	10,635.50	2,032,408.50	108,191.50
09/01/09		4	230,120.00	2,262,528.50	(121,929.50)
01/05/10		5	5,480.00	2,268,008.50	(127,408.50)
01/05/10		6	16,529.20	2,284,537.70	(143,937.70)
Pending		7	9,929.00	2,294,466.70	(153,866.70)
Pending		8	7,488.00	2,301,954.70	(161,354.70)

Change orders No. 7 & 8 provides for removal and replacement project signs, remove and replace sidewalk at station 64 + 32, core drill and place and paint bollards, credit for testing, purchase signs and install, provide asphalt walk adjacent to ball field.

This recommendation increases the project cost to \$2,301,954.70, which is \$355,954 (18%) over the original amount.

## Policy Reminders

Board policies pertinent to evaluating a recommendation for contract amendment or change order include:

*In the execution of his or her duties, the Chancellor must: ...*

*p. Ensure careful planning that minimizes need for change orders and amendments to contracts for facilities projects, and provide oversight for those that are deemed essential. BAA (LOCAL), POWERS, DUTIES, RESPONSIBILITIES: PROVIDE DIRECTION*

*Certain officials of the District are hereby expressly authorized to contract on behalf of the District as follows:*

*1. Capital improvement change orders. The Chancellor or Vice-Chancellor of Business Affairs may authorize a capital improvement change order if the amount of the change order is less than \$25,000 and is less than 25 percent of the original contract. The Board may delegate its authority to approve a change order of \$25,000 or more to the Chancellor or Vice-Chancellor if the board authorizes a contingency fund and the change order does not exceed the contingency fund. Otherwise, a change order of \$25,000 or more must be taken to the board for approval. CF (LOCAL), PURCHASING AND ACQUISITION: DELEGATION OF CONTRACTUAL AUTHORITY*

Note: (LEGAL) denotes the subject is regulated by federal or state authority. (LOCAL) denotes a policy that DCCCD's Board of Trustees has adopted and may amend or eliminate at its discretion.

## FINANCIAL REPORT NO. 16

### Approval of Resolution to establish parameters to refund Maintenance Tax Notes, Series 2004

It is recommended that a resolution to establish the parameters to refund the Maintenance Tax Notes, Series 2004 be approved in an amount not to exceed \$15 million with a target savings minimum of 1.5%.

#### Background

The Maintenance Tax Notes, Series 2004 were issued to fund \$40 million of maintenance projects prior to the authorization of taxable bonds that year. These notes had an original nine year maturity.

Interest markets are now returning to a level that allows for present value savings on the maintenance tax notes outstanding. When issued, the refunding notes would have a maturity of no greater than 4 years with an average interest coupon of approximately 5%, depending on the exact date of issuance.

The bonds will not be rated by the credit rating agencies because the financial advisors have recommended a private placement, which does not require a credit rating or issuance of an official statement.

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

- A principal amount of not more than \$15,000,000.
- A net present value savings of at least 1.5%.
- A maturity of the refunding bonds not to extend past 2013.

## FINANCIAL REPORT NO. 17

### Approval of Expenditures for December 2009

The chancellor recommends approval of expenditures in the amount of \$31,502,659 in the month of December 2009.

### Policy Reminders

Board policies pertinent to evaluating a recommendation for approval of expenditures include:

*Act as a fiduciary in the management of funds under the control of institutions subject to the Board's control and management. BAA (LEGAL), MANAGEMENT OF COLLEGE DISTRICT FUNDS, Education Code 51.352(e)*

*The College District shall not lend its credit or gratuitously grant public money or things of value in aid of any individual, association, or corporation. CC (LEGAL), AUTHORIZED EXPENDITURES, Tx. Const. Art. III, Sec 52; Brazoria County v. Perry, 537 S.W.2d 89 (Civ. App. 1976)*

*The College District shall not grant any extra compensation, fee, or allowance to a public officer, agent, servant, or contractor after service has been rendered or a contract entered into and performed in whole or in part. Nor shall the College district pay or authorize the payment of any claim against the College District under agreement or contract made without authority of law. CC (LEGAL), AUTHORIZED EXPENDITURES, Tx. Const. Art III, Sec 53; Harlingen ISD v. C.H. Page and Bro., 48 S.W.2d 983 (Comm. App. 1932)*

*Board responsibilities shall be to...provide ways and means of financial support; approve the annual budget; review and approve expenditures. BAA (LOCAL), BOARD LEGAL STATUS – POWERS, DUTIES, RESPONSIBILITIES*

*The adopted budget provides authority to expend funds for the purposes indicated and in accordance with state law, board policy, and the College District's approved purchasing procedures. The expenditure of funds shall be under the direction of the Chancellor or designee who shall ensure that funds are expended in accordance with the adopted budget. CC (LOCAL), BUDGET ADOPTION*

Note: (LEGAL) denotes the subject is regulated by federal or state authority. (LOCAL) denotes a policy that DCCCD's Board of Trustees has adopted and may amend or eliminate at its discretion.

## FINANCIAL REPORT NO. 18

### Approval of Tuition for Continuing Education Courses

It is recommended that approval be given to the attached continuing education course tuitions. This recommendation is made to comply with the Texas Higher Education Coordinating Board guideline: "Tuition and fees for workforce continuing education courses offered for continuing education units (CEUs) must be established by the institution's governing board and be uniformly and consistently assessed."

### Background

There are three attached lists compiled from information supplied by deans of continuing education at the colleges. The first list is *Retroactive Approval for Workforce Education CEU Reimbursable Courses* and contains courses not included on the November 2009 board agenda that need to be reported for 2<sup>nd</sup> quarter reimbursement. The second list is *New Tuition for Workforce Education CEU Reimbursable Courses* and represents changes in tuition costs beginning 3<sup>rd</sup> quarter. The third list, *New Workforce Education CEU Courses*, contains courses being offered for the first time during 3<sup>rd</sup> quarter. Because the Coordinating Board groups courses of similar content under generic course numbers, course numbers are repeated.

These courses are reimbursed at the same rate per contact hour as equivalent credit courses. Community colleges report CEU courses for contact hour reimbursement at the end of each reporting quarter (1<sup>st</sup> quarter: September – November, 2<sup>nd</sup> quarter: December – February, 3<sup>rd</sup> quarter: March – May, 4<sup>th</sup> quarter: June - August).

Tuition varies according to the following factors:

- Direct Costs:            Instructor salaries; materials, software and equipment for specialized courses; special marketing and recruitment efforts
- Indirect Costs:        Rental of off-campus facilities.

**DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
CONTINUING EDUCATION COURSE TUITION SCHEDULE  
EFFECTIVE FOR 3<sup>rd</sup> QUARTER (MARCH 1, 2010 – MAY 31, 2010)**

RETROACTIVE APPROVAL FOR WORKFORCE EDUCATION CEU REIMBURSABLE COURSES							
ID	College	Course Rubric	Course Number	Local Course Title (no abbreviations)	Total Tuition	Total Contact Hours	Comments/Explanatory Notes
1.	BHC	EDTC	1091	Teaching Grammar for ESL/EFL	\$ 100	24	Setup after submission of last report.
2.	BHC	HITT	1091	Medical Transcription	\$ 100	24	See ID #1
3.	BHC	INDS	1010	Going Green at the Workplace	\$ 100	24	See ID #1
4.	BHC	IMED	1000	Web 2.0: Blogs, Wikis & Podcasts	\$ 100	24	See ID #1
5.	BHC	ITNW	1091	Dreamweaver CS4	\$ 110	24	See ID #1
6.	BHC	CNBT	1091	Certified Green Supply Chain Professional	\$ 1,595	60	See ID #1
7.	BHC	CNBT	1091	Certified Indoor Quality Manager	\$ 795	16	See ID #1
8.	BHC	CNBT	1091	Certified Indoor Environmentalist	\$ 895	32	See ID #1
9.	BHC	CNBT	1091	Building Analyst Quick Start: Building Performance Institute, Building Association Certification	\$ 1,195	60	See ID #1
10.	BHC	ARTC	1093	Introduction to Graphic Design with Photoshop CS3	\$ 899	100	See ID #1
11.	BHC	ARTC	1093	Advanced Graphic Design with Photoshop CS3	\$ 898	100	See ID #1
12.	BHC	CNBT	1091	Performing Comprehensive Building Assessments	\$ 695	30	See ID #1
13.	BHC	IMED	1091	Singapore Math Strategies: Number Sense and Computational Strategies	\$ 100	24	See ID #1
14.	BHC	SPNL	1091	Spanish for Classroom Instruction	\$ 100	24	See ID #1
15.	BHC	ARTC	1091	Photoshop Elements 7.0 for the Digital Photographer, Part II	\$ 100	24	See ID #1
16.	BHC	ACNT	2033	QuickBooks 2009 for Contractors	\$ 100	24	See ID #1
17.	BHC	ITSE	1042	Visual Basic 2008, Intermediate	\$ 100	24	See ID #1
18.	BHC	BUSG	1091	Event Management and Design, Introduction	\$ 632	100	See ID #1
19.	BHC	BUSG	1091	Event Management and	\$ 632	100	See ID #1

RETROACTIVE APPROVAL FOR WORKFORCE EDUCATION CEU REIMBURSABLE COURSES							
ID	College	Course Rubric	Course Number	Local Course Title (no abbreviations)	Total Tuition	Total Contact Hours	Comments/Explanatory Notes
				Design, Intermediate			
20.	BHC	BUSG	1091	Event Management and Design, Advanced	\$ 631	100	See ID #1
21.	MVC	ACNT	1010	QuickBooks Pro 2007 I	\$ 139	24	See ID #1
22.	MVC	SCIT	1000	Anatomy & Physiology	\$ 160	35	See ID #1
23.	NLC	BMGT	1094	Foreman Entry Level Training	\$ 35	24	See ID #1
24.	NLC	BUSG	1012	Professionalism in the Workplace	\$ 162	18	See ID #1
25.	NLC	BUSG	1008	How To Start Your Own Business	\$ 125	32	See ID #1
26.	NLC	CJLE	1055	Management and Supervision	\$ 162	18	See ID #1
27.	NLC	CNBT	1002	Electrical IB	\$ 138	80	See ID #1
28.	NLC	DFTG	1013	Intermediate Building Systems Design Auto CAD	\$ 67	48	See ID #1
29.	NLC	DFTG	1009	Introduction to Building Systems Design Using Auto CAD	\$ 67	48	See ID #1
30.	NLC	EEIR	1023	Electrical IIIB	\$ 138	80	See ID #1
31.	NLC	ELPT	1000	Electrical IIB	\$ 138	80	See ID #1
32.	NLC	HART	2041	HVAC Commercial Service IB	\$ 138	80	See ID #1
33.	NLC	HART	1001	HVAC Commercial Service IIB	\$ 138	80	See ID #1
34.	NLC	HART	2043	HVAC Commercial Service IIIB	\$ 138	80	See ID #1
35.	NLC	HART	2057	HVAC Commercial Service IVB	\$ 138	80	See ID #1
36.	NLC	HRPO	1000	Understanding the Human Resources Function	\$ 162	18	See ID #1
37.	NLC	IMED	2011	Photography Portfolio Development	\$ 100	48	See ID #1
38.	NLC	INSR	2021	Essentials of Risk Management-Decision Making	\$ 162	18	See ID #1
39.	NLC	ITSC	1018	Introduction to Microsoft Project 2007	\$ 185	8	See ID #1
40.	NLC	PFPB	1011	Backflow Awareness	\$ 35	16	See ID #1
41.	NLC	PFPB	1019	Plumbing IB	\$ 138	80	See ID #1
42.	NLC	PFPB	2057	Plumbing IIIB	\$ 138	80	See ID #1



RETROACTIVE APPROVAL FOR WORKFORCE EDUCATION CEU REIMBURSABLE COURSES							
ID	College	Course Rubric	Course Number	Local Course Title (no abbreviations)	Total Tuition	Total Contact Hours	Comments/Explanatory Notes
43.	NLC	WLDG	1003	Welding Construction IIA Doubletime	\$ 138	80	See ID #1
44.	NLC	WLDG	2013	Welding Construction IIB Doubletime	\$ 138	80	See ID #1
45.	RLC	ITSE	1011	Beginning Web Programming	\$ 123	96	See ID #1
46.	RLC	GAME	2041	Game Scripting	\$ 123	96	See ID #1
47.	RLC	IMED	1045	Interactive Digital Media I	\$ 123	96	See ID #1
48.	RLC	GAME	1002	Interactive Storyboarding	\$ 123	96	See ID #1
49.	RLC	GAME	1053	Multi-User Game Program I	\$ 123	96	See ID #1
50.	RLC	GAME	2032	Project Development I	\$ 123	96	See ID #1
51.	RLC	GAME	2034	Project Development II	\$ 123	96	See ID #1
52.	RLC	ARTC	1059	Visual Design for New Media	\$ 123	96	See ID #1
53.	RLC	ITNW	1092	Special Topic in System Networking and Telecommunications	\$ 164	112	See ID #1
54.	RLC	ITMT	2032	Windows Server 2008	\$ 164	112	See ID #1
55.	RLC	ITNW	1008	Windows Vista Client Configuration	\$ 164	112	See ID #1
56.	RLC	ITCC	2050	Building Scalable Networks	\$ 164	96	See ID #1
57.	RLC	BUSG	1009	Basics of Building an Online Business	\$ 160	24	See ID #1
58.	RLC	BUSG	1011	Entrepreneurship 101	\$ 100	16	See ID #1
59.	RLC	BUSG	1023	Survival Skills for Emerging Entrepreneurs	\$ 188	48	See ID #1
60.	RLC	BUSG	1024	Starting Your Own Business	\$ 160	24	See ID #1
61.	RLC	BUSG	2009	Managing Your Own Business	\$ 188	48	See ID #1

**DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
CONTINUING EDUCATION COURSE TUITION SCHEDULE  
EFFECTIVE FOR 3<sup>rd</sup> QUARTER (MARCH 1, 2010 – MAY 31, 2010)**

NEW TUITION FOR WORKFORCE EDUCATION CEU REIMBURSABLE COURSES						
ID	College	Course Rubric	Course Number	Local Course Title (no abbreviations)	Total Tuition	Total Contact Hours
62.	EFC	ABDR	1001	Auto Body Repair and Repaint	\$ 205	48
63.	MVC	NURA	1060	Certified Nurse Aide Training II - Clinical	\$ 165	24
64.	NLC	ITNW	1007	Introduction to Internet/E-mail	\$ 99	24
65.	NLC	ITSC	1018	Microsoft Project	\$ 95	12
66.	NLC	ITSC	1010	Applied English with Computers: PC Fundamentals	\$ 87	21
67.	NLC	ITSW	1046	Excel II - Intermediate	\$ 95	12
68.	NLC	ITSW	2049	Excel - Functions & Formulas	\$ 95	12
69.	NLC	ITSW	1037	Power Point I - Introduction	\$ 95	12
70.	NLC	ITSW	1022	Introduction to MS Excel	\$ 99	24
71.	NLC	ITSW	1037	Introduction to Power Point	\$ 99	24
72.	NLC	POFI	1024	Introduction to MS Word	\$ 99	24
73.	NLC	POFI	1024	Applied English with Computers: MS Word	\$ 87	21
74.	NLC	POFT	1010	Introduction to Keyboarding	\$ 87	21

**DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
CONTINUING EDUCATION COURSE TUITION SCHEDULE  
EFFECTIVE FOR 3<sup>rd</sup> QUARTER (MARCH 1, 2010 – MAY 31, 2010)**

NEW WORKFORCE EDUCATION CEU REIMBURSABLE COURSES						
ID	Campus	Course Rubric	Course Number	Local Course Title (no abbreviations)	Total Tuition	Total Contact Hours
75.	CVC	CDEC	1032	Developing Environmental Awareness	\$ 30	8
76.	CVC	HART	1011	Solar Installation Exam Preparation	\$ 1,495	48
77.	CVC	HART	1051	Commercial Energy Audit Training	\$ 2,500	160
78.	MVC	ACNT	1002	Business Accounting I	\$ 159	24
79.	MVC	ACNT	1041	Business Accounting II	\$ 159	24
80.	MVC	ACNT	2033	QuickBooks Pro 2007 II	\$ 139	24
81.	MVC	BUSG	1008	Developing a Small Business Plan	\$ 158	24
82.	MVC	HITT	1013	Insurance Coding I	\$ 185	40
83.	NLC	BMGT	2006	Clase de Consulta con Asesor de Negocios (Class Coaching Session)	\$ 95	8
84.	NLC	BUSG	1020	Small Business Money Management	\$ 125	32
85.	NLC	BUSG	1008	Iniciando Tu Propio Negocio (Starting Your Own Business)	\$ 125	36
86.	NLC	COMG	1002	Applied English with Computers: PowerPoint	\$ 87	21
87.	NLC	POFT	1004	Developing Your Business Plan	\$ 125	32
88.	RLC	ITSW	1022	Excel for the Health Professional	\$ 125	16
89.	RLC	POFI	1024	Word I for the Health Professional	\$ 125	16
90.	RLC	FITT	1037	Personal Trainer Certification	\$ 549	30
91.	RLC	ETWR	1005	Technical Writing I	\$ 180	36
92.	RLC	COMG	1003	Communication Skills for Technical Writers	\$ 180	36
93.	RLC	ITSW	1022	Excel I for the Health Professional	\$ 125	16
94.	RLC	POFI	1024	Word I for the Health Professional	\$ 125	16

## FINANCIAL REPORT NO. 19

### Approval of Special Authorization to Contract with Training Providers funded by Governmental Agencies

It is recommended that the Board of Trustees authorize the Chancellor and Executive Vice-Chancellor of Business Affairs to enter into contracts funded by the Texas Work Force Commission Skills Development Funds, American Recovery and Reinvestment Act (ARRA), and the Comptroller's Every Chance Funds (Jobs and Education for Texans Fund) under the following conditions:

1. Each contract shall not exceed \$500,000.
2. The cumulative amount of all contracts shall not exceed \$5,000,000.
3. Each contract shall authorize various providers to train the workforce.
4. The District will comply with all federal regulations, state purchasing laws, and District policies and procedures.
5. This special authorization will end on February 2, 2012.
6. As this authority is used and contracts are executed, a report will be given to the board of trustees regarding the nature and details of the contracts.

### Background

This special authorization is requested to enable the colleges to enter into contracts funded by the entities named above to provide training under these various programs without incurring delay in providing services. The board of trustees will be apprised in a timely manner of the contracts executed.

## FINANCIAL REPORT NO. 20

### Approval of Amended Agreement with Higher One, Inc.

It is recommended that authorization be given to amend the contractual agreement with Higher One, Inc. in an amount not to exceed \$135,000 for the period February 2, 2010 through April 15, 2014, to provide services to process student financial disbursements for refunds and financial aid district-wide, which is an additional two years for the initial contract term.

### Background

The Board approved Higher One, Inc. to provide services to process student financial disbursements for refunds and financial aid district-wide, for the term of January 6, 2009 through April 15, 2012. The fee per transaction was set at \$.40 each whether by disbursement to the student through a Higher One account, the student's account at another bank, or by check. The fee was good for one year to allow time to determine whether disbursement by checks was needed. Because some students do not qualify for a bank account either through Higher One or another bank, the District feels that checks as a choice are still needed. Higher One will lock in the \$.40 per transaction to include refund by check if the District is willing to lock in the contract for an additional two years. Otherwise the fee will go to \$.80 per transaction. District management recommends that it is the best interest of the District and the students to lock in the price and retain the check option. The original agreement allowed for automatic renewal of up to five additional one-year periods. This amendment would reduce that to only three additional one-year periods.

This recommendation has undergone the following administrative review:

- Approval of the form of the agreement from DCCCD's legal counsel;
- Assurance from the chief business officer, Ed DesPlas, executive vice chancellor of business affairs, that relevant provisions of the *Board Policy Manual* have been observed;
- Approval of the substance of the agreement by Edward M. DesPlas, executive vice chancellor of business affairs.

Estimated expenditures are \$135,000 for the period January 6, 2009 through April 15, 2014.

## FINANCIAL REPORT NO. 21

### Approval of Amendment to Interlocal Contract for Services Provided by DCCCD to The Dallas County Sheriff's Department

The chancellor recommends approval of the following interlocal contract for services provided by DCCCD:

On October 15, 2007, the Board approved an Interlocal Agreement between the Dallas County Sheriff's Department and Dallas County Community College District to provide cooperative educational programs for inmates of the Dallas County Jail System for El Centro College. This contract ran from October 1, 2007 through September 30, 2008. On July 23, 2008, the Chancellor approved a Letter of Renewal to renew the contract from October 1, 2008 through September 30, 2010. It is recommended that authorization be given to approve an interlocal amendment to the Dallas County Sheriff's Department original agreement to increase the amount by \$170,000.

### Policy Reminders

Board policies pertinent to evaluating a recommendation for approval of an interlocal contract for services provided by DCCCD include:

*In order to increase the efficiency and effectiveness of College District operations and government, the College District may contract, to the extent it deems feasible, with other junior colleges, College Districts, local governments, and agencies of the state to study the feasibility of the performance of a governmental function or service by interlocal contract or to provide a governmental function or service that each party to the contract is authorized to perform individually.*

*An interlocal contract must be authorized by the Board and the governing body of each contracting party; must state the purpose, terms, rights, and duties of the contracting parties; and must specify that each party paying for the performance of governmental functions or services shall make those payments from current revenues available to the paying party.*

*An interlocal contractual payment must be in an amount that fairly compensates the performing party for the services or functions performed under the contract.*  
**GG (LEGAL), RELATIONS WITH GOVERNMENTAL AGENCIES AND AUTHORITIES, INTERLOCAL COOPERATION CONTRACTS, Gov't Code 791.001, 791.003(4), 791.011(c)-(f)**

Note: (LEGAL) denotes the subject is regulated by federal or state authority. DCCCD Legal Counsel interprets Gov't Code 791.011 to mean action is required by DCCCD Board of Trustees for every interlocal contract, irrespective of financial thresholds that apply to other contracts.

## FINANCIAL REPORT NO. 22

### Approval of Amendment to the Agreement with Construction Education Foundation

It is recommended that authorization be given to approve an amendment to the agreement with Construction Education Foundation in an amount not to exceed \$100,000, for additional construction education courses. The total contract amount for the Construction Education Foundation contract will now be \$150,000. The previously approved term of September 1, 2009 through August 31, 2010, does not change.

### Background

The Construction Education Foundation has requested the delivery of non-credit construction instruction for their industry members at the North Lake College West Campus. This non-credit instruction refers to training that encompasses both craft and management coursework for DFW area construction workers. This instruction is offered through the Construction Technology program at North Lake College. This amendment allows for additional training requests from the Dallas County Workforce Development Board, utilizing American Recovery and Reinvestment Act funds.

This recommendation has undergone the following administrative review:

- Approval of the form of the agreement from DCCCD's legal counsel;
- Assurance from the chief business officer, Christa Slejko, vice president of business services, that relevant provisions of the *Board Policy Manual* have been observed;
- Approval of the substance of the agreement by Herlinda Glasscock, president.



PERSONNEL REPORT NO. 23

Acceptance of Resignations

The Chancellor recommends that the Board of Trustees accepts the following requests for resignations from the following employees:

RESIGNATION(S) - 2

Ibeth Andrea Martinez  
Instructor, Vet-Tech, Visiting Scholar  
Length of Service: 1 year  
Reason for resigning: Personal reasons

Effective Date: December 18, 2009  
Campus: Cedar Valley College

Walter Brewer  
Campus Peace Officer (Part-time)  
Length of Service: 3 months  
Reason for resigning: Personal reasons

Effective Date: December 22, 2009  
Campus: North Lake College

PERSONNEL REPORT NO. 24

Approval of Warrant of Appointment for Security Personnel

The Chancellor recommends that the Board of Trustees approves the following warrant of appointment for the Peace Officer listed below for the period indicated.

WARRANT OF APPOINTMENT - 1

Ricky Ash

Campus: El Centro College

Part-time

Effective: February 3, 2010

Through: Termination of employment with DCCCD

PERSONNEL REPORT NO.25

Employment of Contractual Personnel

The Chancellor recommends that the Board of Trustees authorizes execution of written contracts of employment with the following persons on the terms and at the compensations stated.

REGULAR APPOINTMENT ADMINISTRATOR(S) - 4

Timothy Stewart  
Annual Salary: \$54,753/Band II  
Campus: Cedar Valley College  
Effective Dates: February 3, 2010  
through August 31, 2010 (Subject to  
successful criminal background check)

Monthly Business and Travel Allowance: \$125

Director, College Police II

Biographical Sketch: A.A.S., Navarro Junior College, Corsicana, TX

Experience: Lieutenant, Texas Department of Public Safety, Garland, TX

Thomas Graca  
Annual Salary: \$54,753/Band II  
Campus: Eastfield College  
Effective Dates: February 3, 2010  
through August 31, 2010

Monthly Business and Travel Allowance: \$125

Associate Instructional Dean

Biographical Sketch: J.D., Southern Methodist University, Dallas, TX; TX;

Ed.D., Texas A&M University-Commerce, Commerce, TX M.Ed., University of  
Texas at Arlington, Arlington,

Experience: Assistant Professor of Educational Leadership and Policy, University  
of Texas at Arlington, Arlington, TX; Instructor, Tarrant County College, Fort  
Worth, TX

Elizabeth Nichols  
Annual Salary: \$72,608/Band IV  
Campus: Eastfield College  
Effective Dates: February 3, 2010  
through August 31, 2010

Monthly Business and Travel Allowance: \$180

Instructional Dean/Instructional Division Chair

Biographical Sketch: M.A. and B.S., Texas Woman's University, Denton, TX

Experience: Full-time Faculty, Mountain View and Richland Colleges; Interim  
Executive Dean, Mountain View College

Jennifer Sanchez  
Annual Salary: \$47,526/Band I  
Campus: Eastfield College  
Effective Dates: February 3, 2010  
through August 31, 2010

Monthly Business and Travel Allowance: \$95

Program Coordinator

Biographical Sketch: M.A., Amberton University, Garland, TX; B.A., University of Texas at Dallas, Richardson, TX

Experience: Tutor, Meadowview School, Mesquite, TX; Teacher, Tosch and Florence Elementary-Mesquite Independent School District, Mesquite, TX; Program Administrator, Eastfield College

#### INTERIM APPOINTMENT ADMINISTRATOR - 1

Quentin Wright

Annual Salary: \$71,185/Band IV

Campus: Mountain View College

Effective Dates: January 6, 2010 through August 31, 2010, or until position is filled, whichever occurs first

Monthly Business and Travel Allowance: \$180

Interim Executive Dean (2005)

Biographical Sketch: Ed.D., University of North Texas, Denton, TX; M.A. and B.A., Angelo State University, San Angelo, TX

Experience: Full-time Faculty, Mountain View College

#### TEMPORARY APPOINTMENT ADMINISTRATOR - 1

Thomas Dill

Annual Salary: \$50,718/Band II

Campus: LeCroy Center

Effective Dates: February 3, 2010 through August 31, 2010

Distance Learning Content Specialist

Biographical Sketch: M.S., Oregon State University, Corvallis, OR; B.S., University of Nebraska, Lincoln, NE

Experience: Geologist/IT Analyst, Schlumberger, Dallas and Houston, TX; Geologist/IT Analyst, Burlington Resources, Fort Worth, TX; Content Specialist-Geology, LeCroy Center

#### REGULAR APPOINTMENT FACULTY - 4

Mark Carlson

Annual Salary (Range): \$47,150/F04

Campus: Richland College

Effective Dates: Academic Year 2010-2011

Instructor, Music

Biographical Sketch: Ph.D. and M.A., University of Wisconsin, Madison, WI; B.M., Northwestern University, Evanston, IL

Experience: Visiting Scholar-Faculty, Richland College; Sound Studio Engineer, Mills Music Library, Madison, WI; Recording Engineer, University of Wisconsin, Madison, WI

Curtis Garrett  
Annual Salary (Range): \$50,600/F04  
Campus: Richland College  
Effective Dates: Academic Year 2010-2011

Instructor, Chemistry  
Biographical Sketch: Ph.D., University of Illinois at Urbana-Champaign, Urbana, IL; B.S., University of Texas at Austin, Austin, TX  
Experience: Teaching Assistant, University of Illinois at Urbana-Champaign, Urbana, IL; Chemist, Raytheon, Dallas, TX; Adjunct Faculty, Richland College

Polly Schulle  
Annual Salary (Range): \$47,210/F04  
Campus: Richland College  
Effective Dates: Academic Year 2010-2011

Instructor, Mathematics  
Biographical Sketch: Ph.D., University of North Texas, Denton, TX; M.S. and B.S., University of Texas at Tyler, Tyler, TX  
Experience: Tutor, University of Texas at Tyler, Tyler, TX; Teaching Fellow, University of North Texas, Denton, TX; Visiting Scholar-Faculty, Richland College

Alice Z. Zhou  
Annual Salary (Range): \$48,185/F04  
Campus: Richland College  
Effective Dates: Academic Year 2010-2011

Instructor, Biology  
Biographical Sketch: Ph.D., University of Connecticut, Farmington, CT; B.S., Beijing University, Beijing, China  
Experience: Lecturer II, University of Texas at Dallas, Richardson, TX; Adjunct Faculty and Visiting Scholar-Faculty, Richland College

#### TEMPORARY APPOINTMENT FACULTY - 1

Emmett Wayne Cook  
Annual Salary (Range): \$46,000/F04  
Campus: Cedar Valley College  
Effective Dates: Spring Semester 2010 only

Instructor, English  
Biographical Sketch: Ph.D. and M.A., Texas Tech University, Lubbock, TX; B.A., Hardin-Simmons University, Abilene, TX

#### REDUCTION TO ADMINISTRATIVE CONTRACT - 1

Aaron Ostrom  
Executive Dean (2005)  
Campus: Brookhaven College  
Note: It is recommended that Mr. Ostrom's administrative contract be reduced

from 100 percent to 60 percent beginning March 1, 2010 through August 31, 2010

RESCISSION OF APPROVED ADMINISTRATIVE SABBATICAL - 1

Michael Dennehy  
Executive Dean (2005)

Campus: Brookhaven College

Note: It is recommended that Dr. Dennehy's sabbatical be rescinded due to the need to implement and devote time to new job responsibilities.

CORRECTION TO JANUARY 6, 2010 PERSONNEL REPORT - 1

Kizuwanda Grant  
Executive Dean (2005)

Campus: Mountain View College

Note: It is recommended that Dr. Grant's resignation date be change to January 4, 2010.

PERSONNEL REPORT NO. 26

Recommendation for Reclassification for Financial Aid Directors

The Chancellor recommends that the Board of Trustees approve a recommendation to reclassify the Financial Aid Directors listed below into new salary bands or titles as noted. This recommendation is made to retain current employees at salary levels that are comparable to other Community Colleges in Texas such as Alamo, Tarrant County, Collin County, Houston Community College System and Lone Star. The cost to implement this recommendation is \$35,496.75.

Robert Burchfield  
Annual Salary: \$60,000  
Brookhaven College  
Effective Date: January 4, 2010 through August 31, 2010  
Business and Travel Allowance: \$150  
From: Director of Financial Aid/Band 2  
To: Director Student Financial Support/Band 3

Decha Reid  
Annual Salary: \$60,000  
Campus: Cedar Valley College  
Effective Date: January 4, 2010 through August 31, 2010  
Business and Travel Allowance: \$150  
From: Director of Financial Aid/Band 2  
To: Director Student Financial Support/Band 3

Shadana Mingo  
Annual Salary: \$61,017  
Campus: Eastfield College  
Effective Date: January 4, 2010 through August 31, 2010  
Business and Travel Allowance: \$150  
From: Director of Financial Aid/Band 2  
To: Director Student Financial Support/Band 3

John Wells  
Annual Salary: \$70,114  
Campus: El Centro College  
Effective Date: January 4, 2010 through August 31, 2010  
Business and Travel Allowance: \$150  
From: Director of Financial Aid/Band 2  
To: Director Student Financial Support/Band 3

Pamela Shuttleworth  
Annual Salary: \$56,000  
Campus: Mountain View College  
Effective Date: January 4, 2010 through August 31, 2010  
Business and Travel Allowance: \$125

Director of Financial Aid Band 2

Note: Salary change only

Paul Felix

Annual Salary: \$65,263

Campus: North Lake College

Effective Date: January 4, 2010 through  
August 31, 2010

Business and Travel Allowance: \$150

From: Director of Financial Aid Band 2

To: Director Student Financial Support Band 3

Michael Williams

Annual Salary: \$60,000

Richland College

Effective Date: January 4, 2010 through  
August 31, 2010

Business and Travel Allowance: \$150

From: Director of Financial Aid/Band 2

To: Director Student Financial Support/ Band 3



PERSONNEL REPORT NO. 27

Approval of Short-term Sabbatical Leaves for 2010-2011

It is recommended that short-term sabbatical leaves be authorized for the following Administrators and Faculty listed below:

Administrator Short-Term Sabbatical

Raymond Canham – School of Mathematics – Richland College

Period of Leave: Summer II 2010

Synopsis: (*Title- Investigation in support of a summer program to illustrate the connections between social equity and justice, economic viability and environmental in northern New Mexico*) The intent to explore the feasibility of conducting a team-taught summer field program in northern Mexico that would consist of two courses, linked, and with Honors options.

Michael Iachetta – Ethic Studies, Social Science and Physical Education – Richland College

Period of Leave: Summer II 2010

Synopsis: (*Title-Gaining a better knowledge of American History*) To gain additional knowledge and develop a better understanding of American History.

Faculty Short-Term Sabbatical

Grady Cherry – Liberal Arts – North Lake College

Period of Leave: Summer II 2010

Synopsis: (*Title- Transcendentalism and Social Reform in the 19<sup>th</sup> Century*) The purpose of my mini-sabbatical is (1) to attend workshop sessions in Concord, Massachusetts, on “Concord, Massachusetts: a Center of Transcendentalism and Social Reform in the 19<sup>th</sup> Century,” sponsored by The Community College Humanities Association and after the workshops (2) to visit New England authors’ homes and landscapes, which inspired their literary works.

## Background

Contractual employees who have satisfactorily completed a minimum sequence of seven full years of service may be granted sabbatical leave for purpose of study or travel that will benefit the institution, the students and the employees. A faculty member may apply for either a one-year sabbatical leave in which compensation will equal half salary or a one-semester sabbatical leave in which full salary will be paid. An administrator may be granted a sabbatical for the period of one semester only, to be compensated at full pay. An approved sabbatical leave carries with it an obligation of at least two (2) years of continued service immediately after completion of the leave, if the individual is tendered contracts for such periods.

### ADMINISTRATORS

This procedure calls for consideration and support for the written proposal by the senior location administrator before forwarding to District Human Resources for verification. There are two administrators being recommended for approval for the coming year.

### FACULTY

Proposals for faculty sabbaticals are made in writing to the location president. Following college recommendation, the proposals are reviewed and recommended by the District Faculty Cabinet and sent to the Executive Vice Chancellor of Educational Affairs (EVCEA). The EVCEA reviews the recommendations and forwards them to the Chancellor for presentation to the Board. Last year, two faculty members were approved for short-term sabbatical leaves. There is one faculty member being recommended for approval for the coming year.

INFORMATIVE REPORT NO. 28

Presentation of Current Funds Operating Budget Report for December 2009

The chancellor presents the report of the current funds operating budget for December 2009 for review.

Policy Reminders

Board policies pertinent to evaluating a current funds operating budget report include:

*Act as a fiduciary in the management of funds under the control of institutions subject to the Board's control and management. BAA (LEGAL), MANAGEMENT OF COLLEGE DISTRICT FUNDS, Education Code 51.352(e)*

*In the execution of his or her duties, the Chancellor must: ...Operate the College District with a budget balanced by current funds revenue except in instances when the Board approves use of fund balance for specific purposes. BAA (LOCAL), PROVIDE DIRECTION*

*In the execution of his or her duties, the Chancellor must: ...Promote fiscal integrity by avoiding material deviations of actual expenditures from the budget. BAA (LOCAL), PROVIDE DIRECTION*

*The College District should operate on a budget balanced with current funds except as the Board may give specific approval to use fund balance for nonrecurring expenses. BAA (LOCAL), ANNUAL BUDGET*

*Budget planning shall be an integral part of overall program planning so that the budget effectively reflects the College District's programs and activities and provides the resources to implement them. In the planning process, general educational goals, specific program goals, and alternatives for achieving program goals shall be considered. Budget planning and evaluation are continuous processes and should be part of each month's activities. CC (LOCAL), BUDGET PLANNING*

*Periodic financial reports shall be submitted to the Board outlining the progress of the budget to that date and reporting on the status of all District funds and District accounts. These financial and budget progress reports shall indicate all receipts and their sources for the period, expenditures and their classification for*

*the period, and the various fund balances at the beginning and the end of the period. CDA (LOCAL)*

Note: (LEGAL) denotes the subject is regulated by federal or state authority. (LOCAL) denotes a policy that DCCCD's Board of Trustees has adopted and may amend or eliminate at its discretion.

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
2009-10 CURRENT FUNDS OPERATING BUDGET

**REVENUES & ADDITIONS**

Year-to-Date December 31, 2009  
33.3% of Fiscal Year Elapsed

	Approved Budget	Year-to-Date Actuals	Remaining Balance	Percent Budget	Control Limits	Notes
<b>UNRESTRICTED FUND</b>						
State Appropriations	\$ 96,381,533	\$ 41,502,040	\$ 54,879,493	43.1%	38.7-52.8%	
Tuition	79,906,374	54,103,279	25,803,095	67.7%	59.3-67.4%	(1)
Taxes for Current Operations	126,151,795	26,392,858	99,758,937	20.9%	10.0-31.0%	
Federal Grants & Contracts	1,245,261	319,623	925,638	25.7%	21.9-58.9%	
State Grants & Contracts	125,661	-	125,661	0.0%	n/a	
General Sources:						
Investment Income	5,050,000	1,331,028	3,718,972	26.4%	27.5-39.4%	(2)
General Revenue	3,024,673	1,056,083	1,968,590	34.9%	n/a	
Subtotal General Sources	8,074,673	2,387,111	5,687,562	29.6%	29.6-42.8%	
SUBTOTAL UNRESTRICTED	311,885,297	124,704,911	187,180,386	40.0%	n/a	
Use of Fund Balance & Transfers-in	41,588,740	-	41,588,740	0.0%	n/a	
<b>TOTAL UNRESTRICTED</b>	<b>353,474,037</b>	<b>124,704,911</b>	<b>228,769,126</b>	<b>35.3%</b>	<b>33.1-40.4%</b>	
<b>AUXILIARY FUND</b>						
Sales & Services	5,911,796	1,286,718	4,625,078	21.8%	21.2-29.0%	
Investment Income	230,702	83,867	146,835	36.4%	21.9-44.2%	
Transfers-in	5,175,797	5,175,797	-	100.0%	n/a	(3)
Use of Fund Balance	994,040	-	994,040	0.0%	n/a	
<b>TOTAL AUXILIARY</b>	<b>12,312,335</b>	<b>6,546,382</b>	<b>5,765,953</b>	<b>53.2%</b>	<b>29.4-60.9%</b>	
<b>RESTRICTED FUND</b>						
State Appropriations:						
Insurance & Retirement Match	26,411,849	8,446,939	17,964,910	32.0%	n/a	
SBDC State Match	1,841,483	907,265	934,218	49.3%	n/a	
ARRA	1,612,555	-	1,612,555	0.0%	n/a	
Subtotal State Appropriations	29,865,887	9,354,204	20,511,683	31.3%	n/a	
Grants, Contracts & Scholarships:						
Federal	70,302,377	15,370,411	54,931,966	21.9%	n/a	
State	5,631,808	2,077,447	3,554,361	36.9%	n/a	
Local	5,520,623	2,216,329	3,304,294	40.1%	n/a	
Transfers-in	144,528	5,271	139,257	3.6%	n/a	
Subtotal Grants, Contracts & Scholarships	81,599,336	19,669,458	61,929,878	24.1%	n/a	
Richland Collegiate High School	48,308	-	48,308	0.0%	n/a	
<b>TOTAL RESTRICTED</b>	<b>111,513,531</b>	<b>29,023,662</b>	<b>82,489,869</b>	<b>26.0%</b>	<b>n/a</b>	
<b>RICHLAND COLLEGIATE HIGH SCHOOL</b>						
State Funding	2,724,878	685,635	2,039,243	25.2%	n/a	
Investment Income	10,800	4,160	6,640	38.5%	n/a	
<b>TOTAL COLLEGIATE HIGH SCHOOL</b>	<b>2,735,678</b>	<b>689,795</b>	<b>2,045,883</b>	<b>25.2%</b>	<b>n/a</b>	
<b>TOTAL REVENUES &amp; ADDITIONS</b>	<b>\$ 480,035,581</b>	<b>\$ 160,964,750</b>	<b>\$ 319,070,831</b>	<b>33.5%</b>	<b>n/a</b>	

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
2009-10 CURRENT FUNDS OPERATING BUDGET  
**EXPENDITURES & USES BY FUNCTION**

Year-to-Date December 31, 2009  
33.3% of Fiscal Year Elapsed

	Approved Budget	Year-to-Date Actuals	Remaining Balance	Percent Budget	Control Limits	Notes
<b>UNRESTRICTED FUND</b>						
Instruction	\$ 133,952,705	\$ 51,623,234	\$ 82,329,471	38.5%	35.0-38.9%	
Public Service	6,880,367	2,697,367	4,183,000	39.2%	26.7-36.8%	(4)
Academic Support	19,041,385	6,273,993	12,767,392	32.9%	30.5-39.1%	
Student Services	28,768,141	9,639,206	19,128,935	33.5%	31.7-33.6%	
Institutional Support	64,110,626	24,741,202	39,369,424	38.6%	29.0-37.8%	(5)
Staff Benefits	11,468,744	4,166,230	7,302,514	36.3%	4.7-63.2%	
Operations & Maintenance of Plant	32,469,503	11,680,483	20,789,020	36.0%	35.6-47.0%	
Repairs & Rehabilitation	33,090,855	5,308,267	27,782,588	16.0%	1.3-45.0%	
Special Items:						
Reserve - Campus	6,056,371	-	6,056,371	n/a	n/a	
Reserve - Compensation	60,364	-	60,364	n/a	n/a	
Reserve - Retention	803,200	-	803,200	n/a	n/a	
Reserve - State Funding Reduction	-	-	-	n/a	n/a	
Reserve - Operating	3,373,923	-	3,373,923	n/a	n/a	
Reserve - Enrollment Growth	1,400,000	-	1,400,000	n/a	n/a	
Reserve - New Campuses	-	-	-	n/a	n/a	
Reserve - New Buildings	-	-	-	n/a	n/a	
Reserve - Non-operating	1,587,990	-	1,587,990	n/a	n/a	
<b>TOTAL UNRESTRICTED</b>	<b>343,064,174</b>	<b>116,129,982</b>	<b>226,934,192</b>	<b>33.9%</b>	<b>32.2-36.9%</b>	
<b>AUXILIARY FUND</b>						
Student Activities	7,385,190	2,755,421	4,629,769	37.3%	28.7-37.6%	
Sales & Services	3,629,831	1,501,348	2,128,483	41.4%	33.2-41.1%	(6)
Reserve - Campus	800,548	-	800,548	n/a	n/a	
Reserve - District	381,279	-	381,279	n/a	n/a	
Transfers-out	115,487	54,917	60,570	47.6%	2.4-124.8%	
<b>TOTAL AUXILIARY</b>	<b>12,312,335</b>	<b>4,311,686</b>	<b>8,000,649</b>	<b>35.0%</b>	<b>20.3-49.1%</b>	
<b>RESTRICTED FUND</b>						
State Appropriations	26,411,848	8,446,939	17,964,909	32.0%	2.4-64.0%	
Grants & Contracts	34,302,683	11,272,514	23,030,169	32.9%	n/a	
Scholarships	50,750,692	9,304,209	41,446,483	18.3%	n/a	
Subtotal Grants, Contracts & Scholarships	111,465,223	29,023,662	82,441,561	26.0%	n/a	
Richland Collegiate High School	48,308	-	48,308	0.0%	n/a	
<b>TOTAL RESTRICTED</b>	<b>111,513,531</b>	<b>29,023,662</b>	<b>82,489,869</b>	<b>26.0%</b>	<b>n/a</b>	
<b>RICHLAND COLLEGIATE H.S.</b>						
Expenditures	2,735,678	609,406	2,126,272	22.3%	n/a	
<b>TOTAL COLLEGIATE HIGH SCHOOL</b>	<b>2,735,678</b>	<b>609,406</b>	<b>2,126,272</b>	<b>22.3%</b>	<b>n/a</b>	
<b>SUBTOTAL EXPENDITURES &amp; USES</b>	<b>469,625,718</b>	<b>150,074,736</b>	<b>319,550,982</b>	<b>32.0%</b>	<b>n/a</b>	
<b>TRANSFERS &amp; DEDUCTIONS:</b>						
Mandatory Transfers:						
Tuition to Debt Service Fund	2,322,986	1,053,375	1,269,611	45.3%	36.4-49.4%	
LoanStar Loan to Debt Service Fund	-	-	-	0.0%	n/a	
Institutional Matching-Contracts/Grants	32,243	-	32,243	0.0%	14.7-86.2%	
Non-Mandatory Transfers & Deductions:						
Auxiliary Fund	5,175,797	5,175,797	-	100.0%	n/a	(7)
Unexpended Plant Fund	20,870	9,295	11,575	0.0%	n/a	
Debt Service Fund	2,857,967	740,155	2,117,812	25.9%	n/a	
<b>TOTAL TRANSFERS &amp; DEDUCTIONS</b>	<b>10,409,863</b>	<b>6,978,622</b>	<b>3,431,241</b>	<b>67.0%</b>	<b>n/a</b>	
<b>TOTAL EXPENDITURES &amp; USES</b>	<b>\$ 480,035,581</b>	<b>\$ 157,053,358</b>	<b>\$ 322,982,223</b>	<b>32.7%</b>	<b>n/a</b>	

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
2009-10 CURRENT FUNDS OPERATING BUDGET

**EXPENDITURES & USES BY ACCOUNT CLASSIFICATION**

Year-to-Date December 31, 2009  
33.3% of Fiscal Year Elapsed

	Approved Budget	Year-to-Date Actuals	Remaining Balance	Percent Budget
<b>UNRESTRICTED FUND</b>				
Salaries & Wages	\$ 207,412,551	\$ 75,782,852	\$ 131,629,699	36.5%
Staff Benefits	11,468,744	4,166,230	7,302,514	36.3%
Purchased Services	22,233,164	8,603,886	13,629,278	38.7%
Operating Expenses	83,039,843	20,850,075	62,189,768	25.1%
Supplies & Materials	12,738,677	7,103,163	5,635,514	55.8%
Minor Equipment	5,736,493	1,887,274	3,849,219	32.9%
Capital Outlay	6,057,596	2,972,409	3,085,187	49.1%
Charges	(18,904,742)	(5,235,907)	(13,668,835)	27.7%
<b>SUBTOTAL UNRESTRICTED</b>	<b>329,782,326</b>	<b>116,129,982</b>	<b>213,652,344</b>	<b>35.2%</b>
Reserve - Campus	6,056,371	-	6,056,371	n/a
Reserve - Compensation	60,364	-	60,364	n/a
Reserve - Retention	803,200	-	803,200	n/a
Reserve - State Funding Reduction	-	-	-	n/a
Reserve - Operating	3,373,923	-	3,373,923	n/a
Reserve - Enrollment Growth	1,400,000	-	1,400,000	n/a
Reserve - New Campuses	-	-	-	n/a
Reserve - New Buildings	-	-	-	n/a
Reserve - Non-operating	1,587,990	-	1,587,990	n/a
Transfers & Deductions:				
Mandatory Transfers:				
Tuition to Debt Service Fund	2,322,986	1,053,375	1,269,611	45.3%
LoanStar Loan to Debt Service Fund	-	-	-	0.0%
Institutional Matching - Contracts/Grants	32,243	-	32,243	0.0%
Non-Mandatory Transfers & Deductions:				
Auxiliary Fund	5,175,797	5,175,797	-	100.0%
Unexpended Plant Fund	20,870	9,295	11,575	0.0%
Debt Service Fund	2,857,967	740,155	2,117,812	25.9%
<b>TOTAL UNRESTRICTED</b>	<b>353,474,037</b>	<b>123,108,604</b>	<b>230,365,433</b>	<b>34.8%</b>
<b>AUXILIARY FUND</b>	<b>12,312,335</b>	<b>4,311,686</b>	<b>8,000,649</b>	<b>35.0%</b>
<b>RESTRICTED FUND</b>	<b>111,513,531</b>	<b>29,023,662</b>	<b>82,489,869</b>	<b>26.0%</b>
<b>RICHLAND COLLEGIATE HIGH SCHOOL</b>	<b>2,735,678</b>	<b>609,406</b>	<b>2,126,272</b>	<b>22.3%</b>
<b>TOTAL EXPENDITURES &amp; USES</b>	<b>\$ 480,035,581</b>	<b>\$ 157,053,358</b>	<b>\$ 322,982,223</b>	<b>32.7%</b>

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
2009-10 CURRENT FUNDS OPERATING BUDGET

**REVENUES & ADDITIONS**

Year-to-Date - 33.3% of Fiscal Year Elapsed

	December 31, 2009			December 31, 2008		
	Approved Budget	Year-to-Date Actuals	Percent Budget	Approved Budget	Year-to-Date Actuals	Percent Budget
<b>UNRESTRICTED FUND</b>						
State Appropriations	\$ 96,381,533	\$ 41,502,040	43.1%	\$ 89,498,204	\$ 43,864,918	49.0%
Tuition	79,906,374	54,103,279	67.7%	68,343,154	45,793,198	67.0%
Taxes for Current Operations	126,151,795	26,392,858	20.9%	126,851,795	21,745,311	17.1%
Federal Grants & Contracts	1,245,261	319,623	25.7%	887,169	379,035	42.7%
State Grants & Contracts	125,661	-	0.0%	148,520	-	0.0%
General Sources:						
Investment Income	5,050,000	1,331,028	26.4%	6,225,000	1,793,372	28.8%
General Revenue	3,024,673	1,056,083	34.9%	2,773,524	1,033,775	37.3%
Subtotal General Sources	8,074,673	2,387,111	29.6%	8,998,524	2,827,147	31.4%
<b>SUBTOTAL UNRESTRICTED</b>	311,885,297	124,704,911	40.0%	294,727,366	114,609,609	38.9%
Use of Fund Balance & Transfers-in	41,588,740	-	0.0%	40,172,444	2,019,251	0.0%
<b>TOTAL UNRESTRICTED</b>	353,474,037	124,704,911	35.3%	334,899,810	116,628,860	34.8%
<b>AUXILIARY FUND</b>						
Sales & Services	5,911,796	1,286,718	21.8%	5,942,910	1,486,925	25.0%
Investment Income	230,702	83,867	36.4%	275,153	92,342	33.6%
Transfers-in	5,175,797	5,175,797	100.0%	5,248,797	5,048,797	96.2%
Use of Fund Balance	994,040	-	0.0%	524,546	-	0.0%
<b>TOTAL AUXILIARY</b>	12,312,335	6,546,382	53.2%	11,991,406	6,628,064	55.3%
<b>RESTRICTED FUND</b>						
State Appropriations:						
Insurance & Retirement Match	26,411,849	8,446,939	32.0%	23,758,341	4,511,933	19.0%
SBDC State Match	1,841,483	907,265	49.3%	1,551,288	458,710	29.6%
ARRA	1,612,555	-	0.0%	-	-	0.0%
Subtotal State Appropriations	29,865,887	9,354,204	31.3%	25,309,629	4,970,643	19.6%
Grants, Contracts & Scholarships:						
Federal	70,302,377	15,370,411	21.9%	52,219,278	10,852,032	20.8%
State	5,631,808	2,077,447	36.9%	4,425,594	1,446,683	32.7%
Local	5,520,623	2,216,329	40.1%	5,911,446	1,564,060	26.5%
Transfers-in	144,528	5,271	3.6%	661,301	76,987	11.6%
Subtotal Grants, Contracts & Scholarships	81,599,336	19,669,458	24.1%	63,217,619	13,939,762	22.1%
Richland Collegiate High School	48,308	-	0.0%	-	-	0.0%
<b>TOTAL RESTRICTED</b>	111,513,531	29,023,662	26.0%	88,527,248	18,910,405	21.4%
<b>RICHLAND COLLEGIATE HIGH SCHOOL</b>						
State Funding	2,724,878	685,635	25.2%	2,152,019	564,140	26.2%
Investment Income	10,800	4,160	38.5%	17,000	7,447	43.8%
<b>TOTAL COLLEGIATE HIGH SCHOOL</b>	2,735,678	689,795	25.2%	2,169,019	571,587	26.4%
<b>TOTAL REVENUES &amp; ADDITIONS</b>	\$ 480,035,581	\$ 160,964,750	33.5%	\$ 437,587,483	\$ 142,738,916	32.6%



DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
2009-10 CURRENT FUNDS OPERATING BUDGET

**EXPENDITURES & USES BY FUNCTION**

Year-to-Date - 33.3% of Fiscal Year Elapsed

	December 31, 2009			December 31, 2008		
	Approved Budget	Year-to-Date Actuals	Percent Budget	Approved Budget	Year-to-Date Actuals	Percent Budget
<b>UNRESTRICTED FUND</b>						
Instruction	\$ 133,952,705	\$ 51,623,234	38.5%	\$ 128,534,171	\$ 47,877,215	37.2%
Public Service	6,880,367	2,697,367	39.2%	6,783,574	2,175,589	32.1%
Academic Support	19,041,385	6,273,993	32.9%	17,781,602	6,472,830	36.4%
Student Services	28,768,141	9,639,206	33.5%	27,047,286	8,804,737	32.6%
Institutional Support	64,110,626	24,741,202	38.6%	58,332,310	21,636,169	37.1%
Staff Benefits	11,468,744	4,166,230	36.3%	10,271,957	7,081,493	68.9%
Operations & Maintenance of Plant	32,469,503	11,680,483	36.0%	30,551,098	13,403,593	43.9%
Repairs & Rehabilitation	33,090,855	5,308,267	16.0%	33,905,964	2,678,024	7.9%
Special Items:						
Reserve - Campus	6,056,371	n/a	n/a	3,234,970	n/a	n/a
Reserve - Compensation	60,364	n/a	n/a	-	n/a	n/a
Reserve - Retention	803,200	n/a	n/a	-	n/a	n/a
Reserve - State Funding Reduction	-	n/a	n/a	-	n/a	n/a
Reserve - Operating	3,373,923	n/a	n/a	5,859,250	n/a	n/a
Reserve - Enrollment Growth	1,400,000	n/a	n/a		n/a	n/a
Reserve - New Campuses	-	n/a	n/a		n/a	n/a
Reserve - New Buildings	-	n/a	n/a	895,000	n/a	n/a
Reserve - Non-operating	1,587,990	n/a	n/a	154,219	n/a	n/a
<b>TOTAL UNRESTRICTED</b>	<b>343,064,174</b>	<b>116,129,982</b>	<b>33.9%</b>	<b>323,351,401</b>	<b>110,129,650</b>	<b>34.1%</b>
<b>AUXILIARY FUND</b>						
Student Activities	7,385,190	2,755,421	37.3%	7,098,421	2,295,679	32.3%
Sales & Services	3,629,831	1,501,348	41.4%	3,555,630	1,347,633	37.9%
Reserve - Campus	800,548	n/a	n/a	1,049,922	n/a	n/a
Reserve - District	381,279	n/a	n/a	195,027	n/a	n/a
Transfers-out	115,487	54,917	47.6%	92,406	60,346	65.3%
<b>TOTAL AUXILIARY</b>	<b>12,312,335</b>	<b>4,311,686</b>	<b>35.0%</b>	<b>11,991,406</b>	<b>3,703,658</b>	<b>30.9%</b>
<b>RESTRICTED FUND</b>						
State Appropriations	26,411,848	8,446,939	32.0%	23,758,341	4,511,933	19.0%
Grants & Contracts	34,302,683	11,272,514	32.9%	25,489,134	9,277,697	36.4%
Scholarships	50,750,692	9,304,209	18.3%	39,279,773	5,120,775	13.0%
Subtotal Grants, Contracts & Scholarships	111,465,223	29,023,662	26.0%	88,527,248	18,910,405	21.4%
Richland Collegiate High School	48,308	-	0.0%	-	-	0.0%
<b>TOTAL RESTRICTED</b>	<b>111,513,531</b>	<b>29,023,662</b>	<b>26.0%</b>	<b>88,527,248</b>	<b>18,910,405</b>	<b>21.4%</b>
<b>RICHLAND COLLEGIATE H.S.</b>						
Expenditures	2,735,678	609,406	22.3%	2,169,019	387,335	17.9%
<b>TOTAL COLLEGIATE HIGH SCHOOL</b>	<b>2,735,678</b>	<b>609,406</b>	<b>22.3%</b>	<b>2,169,019</b>	<b>387,335</b>	<b>17.9%</b>
<b>SUBTOTAL EXPENDITURES &amp; USES</b>	<b>469,625,718</b>	<b>150,074,736</b>	<b>32.0%</b>	<b>426,039,074</b>	<b>133,131,048</b>	<b>31.2%</b>
<b>TRANSFERS &amp; DEDUCTIONS:</b>						
Mandatory Transfers:						
Tuition to Debt Service Fund	2,322,986	1,053,375	45.3%	2,141,649	943,875	44.1%
LoanStar Loan to Debt Service Fund	-	-	0.0%	52,071	52,071	100.0%
Institutional Matching-Contracts/Grants	32,243	-	0.0%	28,000	73,027	260.8%
Non-Mandatory Transfers & Deductions:						
Auxiliary Fund	5,175,797	5,175,797	100.0%	5,248,797	5,048,797	96.2%
Unexpended Plant Fund	20,870	9,295	0.0%	1,040,906	-	n/a
Debt Service Fund	2,857,967	740,155	25.9%	3,036,986	756,167	24.9%
<b>TOTAL TRANSFERS &amp; DEDUCTIONS</b>	<b>10,409,863</b>	<b>6,978,622</b>	<b>67.0%</b>	<b>11,548,409</b>	<b>6,873,937</b>	<b>59.5%</b>
<b>TOTAL EXPENDITURES &amp; USES</b>	<b>\$ 480,035,581</b>	<b>\$ 157,053,358</b>	<b>32.7%</b>	<b>\$ 437,587,483</b>	<b>\$ 140,004,985</b>	<b>32.0%</b>

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
2009-10 CURRENT FUNDS OPERATING BUDGET

**EXPENDITURES & USES BY ACCOUNT CLASSIFICATION**

Year-to-Date - 33.3% of Fiscal Year Elapsed

	December 31, 2009			December 31, 2008		
	Approved Budget	Year-to-Date Actuals	Percent Budget	Approved Budget	Year-to-Date Actuals	Percent Budget
<b>UNRESTRICTED FUND</b>						
Salaries & Wages	\$ 207,412,551	\$ 75,782,852	36.5%	\$ 201,704,227	\$ 70,903,283	35.2%
Staff Benefits	11,468,744	4,166,230	36.3%	10,271,957	7,081,493	68.9%
Purchased Services	22,233,164	8,603,886	38.7%	15,413,775	5,941,581	38.5%
Operating Expenses	83,039,843	20,850,075	25.1%	81,232,242	22,553,257	27.8%
Supplies & Materials	12,738,677	7,103,163	55.8%	8,706,060	5,037,058	57.9%
Minor Equipment	5,736,493	1,887,274	32.9%	4,286,904	1,530,527	35.7%
Capital Outlay	6,057,596	2,972,409	49.1%	9,701,262	2,167,000	22.3%
Charges	(18,904,742)	(5,235,907)	27.7%	(18,108,465)	(5,084,549)	28.1%
<b>SUBTOTAL UNRESTRICTED</b>	<b>329,782,326</b>	<b>116,129,982</b>	<b>35.2%</b>	<b>313,207,962</b>	<b>110,129,650</b>	<b>35.2%</b>
Reserve - Campus	6,056,371	n/a	n/a	3,234,970	n/a	n/a
Reserve - Compensation	60,364	n/a	n/a		n/a	n/a
Reserve - Retention	803,200	n/a	n/a	-	n/a	n/a
Reserve - State Funding Reduction	-	n/a	n/a	-	n/a	n/a
Reserve - Operating	3,373,923	n/a	n/a	5,859,250	n/a	n/a
Reserve - Enrollment Growth	1,400,000	n/a	n/a		n/a	n/a
Reserve - New Campuses	-	n/a	n/a	-	n/a	n/a
Reserve - New Buildings	-	n/a	n/a	895,000	n/a	n/a
Reserve - Non-operating	1,587,990	n/a	n/a	154,219	n/a	n/a
Transfers & Deductions:						
Mandatory Transfers:						
Tuition to Debt Service Fund	2,322,986	1,053,375	45.3%	2,141,649	943,875	44.1%
LoanStar Loan to Debt Service Fund	-	-	0.0%	52,071	52,071	100.0%
Institutional Matching - Contracts/Grants	32,243	-	0.0%	28,000	73,027	260.8%
Non-Mandatory Transfers & Deductions:						
Auxiliary Fund	5,175,797	5,175,797	100.0%	5,248,797	5,048,797	96.2%
Unexpended Plant Fund	20,870	9,295	0.0%	1,040,906	-	n/a
Debt Service Fund	2,857,967	740,155	25.9%	3,036,986	756,167	24.9%
<b>TOTAL UNRESTRICTED</b>	<b>353,474,037</b>	<b>123,108,604</b>	<b>34.8%</b>	<b>334,899,810</b>	<b>117,003,587</b>	<b>34.9%</b>
<b>AUXILIARY FUND</b>	<b>12,312,335</b>	<b>4,311,686</b>	<b>35.0%</b>	<b>11,991,406</b>	<b>3,703,658</b>	<b>30.9%</b>
<b>RESTRICTED FUND</b>	<b>111,513,531</b>	<b>29,023,662</b>	<b>26.0%</b>	<b>88,527,248</b>	<b>18,910,405</b>	<b>21.4%</b>
<b>RICHLAND COLLEGIATE HIGH SCHOOL</b>	<b>2,735,678</b>	<b>609,406</b>	<b>22.3%</b>	<b>2,169,019</b>	<b>387,335</b>	<b>17.9%</b>
<b>TOTAL EXPENDITURES &amp; USES</b>	<b>\$ 480,035,581</b>	<b>\$ 157,053,358</b>	<b>32.7%</b>	<b>\$ 437,587,483</b>	<b>\$ 140,004,985</b>	<b>32.0%</b>

## NOTES

A column titled “Control Limits” appears in the two spreadsheets, *Revenues & Additions* and *Expenditures & Uses by Function*, to illustrate the method of analysis. This column contains plus and minus two standard deviations of the mean for each line item. If the entry is “n/a”, this is a line item that aggregates differently in the new format for the budget report and/or there is no historical data yet available.

- (1) Actual *Tuition* reflects a slightly higher than normal percent of budget due to a higher than expected growth in enrollment. Tuition is being re-evaluated for Spring Budget Revision.
- (2) Actual *Interest Income* reflects a slightly lower than normal percent of budget due to current market conditions. Interest income is being re-evaluated for Spring Budget Revision.
- (3) & (7) Actual *Transfers-in* and *Non-Mandatory Transfers* to the auxiliary fund reflects the full budgeted unrestricted transfer to the auxiliary fund for a District scholarship initiative as well as the original transfer for student activities.
- (4) Actual *Public Service* reflects a higher than normal percent of budget due primarily to increased spending for workforce contract training programs.
- (5) & (6) Actual *Institutional Support* and *Sales & Services* reflects slightly higher than normal percent of budgets due primarily to the obligation of funds for the conversion of technology from analog to HD for online classes.

FINANCIAL REPORT NO. 29

Notice of Grant Awards – January 2010

Grant Awards Reported in January 2010

*Source:* U. S. Department of Education  
*Beneficiary:* Eastfield College – Student Support Services Federal TRIO Program  
*Amount:* Increase New Award Amount  
\$2,722 (Grant Aid) \$1,495,547  
*Term:* September 1, 2009 – August 31, 2010  
*Purpose:* The program provides opportunities for academic development, assists students with basic college requirements, and serves to motivate students toward the successful completion of their postsecondary education. The goal of the program is to increase the college retention and graduation rates of its participants and help students make the transition from one level of higher education to the next.

*Source:* Workforce Solutions Greater Dallas – Workforce Investment Act American Recovery and Reinvestment Act of 2009  
*Beneficiary:* Cedar Valley College – Class-Sized Training  
*Amount:* \$241,100  
*Term:* May 20, 2009 – June 30, 2010  
*Purpose:* To provide Adult and Dislocated Workers Class-Sized Training with the intention of preserving and creating jobs by assisting workforce customers who are facing unprecedented challenges to retool their skills and re-establish themselves in viable high growth and high demand occupations.

*Source:* U. S. Department of Education – Title I, Part A-Improving Basic Programs  
*Beneficiary:* Richland College  
*Amount:* \$7,830  
*Term:* August 24, 2009 – June 30, 2010  
*Purpose:* To help schools with students from low income families provide high-quality education that will enable all children to meet the state student performance standards.

*Source:* U. S. Department of Education – Title II, Part D-Enhancing Education through Technology  
*Beneficiary:* Richland College  
*Amount:* \$70  
*Term:* August 24, 2009 – June 30, 2010  
*Purpose:* Professional development in the use of technology to lead to improvements in classroom instruction in the core academic subjects, including increasing student technology literacy that effectively prepares students to meet the

challenging state academic content standards and student academic achievement standards..

*Source:* U. S. Department of Education – Title IV, Part A-Safe & Drug-Free Schools and Communities  
*Beneficiary:* Richland College  
*Amount:* \$585  
*Term:* August 24, 2009 – June 30, 2010  
*Purpose:* To support comprehensive drug use prevention and violence prevention programs on campus.

*Source:* U. S. Department of Education – Title II, Part A-Teacher & Principal Training and Recruiting  
*Beneficiary:* Richland College  
*Amount:* \$7,064  
*Term:* August 24, 2009 – June 30, 2010  
*Purpose:* To increase student academic achievement through improving teacher and principal quality and increasing the number of highly qualified teachers in classrooms and highly qualified principals and assistant principals in schools.

*Source:* U. S. Department of Education – Title V, New Student Success  
*Beneficiary:* Mountain View College  
*Amount:* \$464,589  
*Term:* October 1, 2009 – September 30, 2010  
*Purpose:* To devote the resources of personnel, activities, and data collections to a central center for the success of new students which will centralize services for new students to encourage their success and establish a central location for new students to easily access the services they need.

*Source:* Workforce Solutions Greater Dallas – Workforce Investment Act American Recovery and Reinvestment Act of 2009  
*Beneficiary:* Richland College – Healthcare Infomatics Class-Sized Training  
*Amount:* \$192,000  
*Term:* May 20, 2009 – June 30, 2010  
*Purpose:* To provide Adult and Dislocated Workers Class-Sized Training with the intention of preserving and creating jobs by assisting workforce customers who are facing unprecedented challenges to retool their skills and re-establish themselves in viable high growth and high demand occupations.

*Source:* Workforce Solutions Greater Dallas – Workforce Investment Act American Recovery and Reinvestment Act of 2009

*Beneficiary:* Mountain View College – Industrial Electrical Maintenance Class-Sized Training

*Amount:* \$68,625  
*Term:* May 20, 2009 – June 30, 2010  
*Purpose:* To provide Adult and Dislocated Workers Class-Sized Training with the intention of preserving and creating jobs by assisting workforce customers who are facing unprecedented challenges to retool their skills and re-establish themselves in viable high growth and high demand occupations.

*Source:* Workforce Solutions Greater Dallas – Workforce Investment Act American Recovery and Reinvestment Act of 2009

*Beneficiary:* Mountain View College – Welding Technology Class-Sized Training

*Amount:* \$56,925

*Term:* May 20, 2009 – June 30, 2010

*Purpose:* To provide Adult and Dislocated Workers Class-Sized Training with the intention of preserving and creating jobs by assisting workforce customers who are facing unprecedented challenges to retool their skills and re-establish themselves in viable high growth and high demand occupations.

<u>Grant Awards Reported in Fiscal Year 2009-10</u>	
September 2009	\$ 3,659,266
October 2009	6,417,813
November 2009	3,611,050
December 2009	4,746,149
January 2010	1,041,510
February 2010	
March 2010	
April 2010	
May 2010	
June 2010	
July 2010	
August 2010 <sup>1</sup>	
<b>Total To Date</b>	<b>\$ 19,475,788</b>

<u>Grant Awards Reported in Fiscal Years 2002-03 through 2008-09</u>							
<u>Type</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
Competitive	\$20,264,070	\$18,750,094	\$22,137,173	\$17,679,698	\$17,168,910	\$21,334,592	\$24,212,850
Pell Grants <sup>1</sup>	26,199,861	29,899,662	31,449,815	31,467,783	29,413,886	30,189,339	\$24,986,762
<b>Total</b>	<b>\$46,463,931</b>	<b>\$48,649,756</b>	<b>\$53,586,988</b>	<b>\$49,147,481</b>	<b>\$46,582,796</b>	<b>\$51,523,931</b>	<b>\$49,199,612</b>

<sup>1</sup>The annual notice of Pell grants almost always appears in the August report. Pell grants are not awarded based on competitive applications; they are a component of Title IV student financial aid.

Most of the grants in the *Notice of Grant Awards* report are from government agencies. Very occasionally, a private donor may direct a gift to

DCCCD rather than to DCCCD Foundation, Inc., in which case the gift from the private donor is included in *Notice of Grant Awards*.

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

FINANCIAL REPORT NO. 30

Notice of Grant Awards – February 2010

Grant Awards Reported in February 2010

*Source:* U. S. Department of Education – Student Support Services Federal TRIO Program

*Beneficiary:* Mountain View College

*Amount:* Increase                      New Award Amount  
\$2,722 (Grant Aid)      \$1,198,047

*Term:* September 1, 2009 – August 31, 2010

*Purpose:* The program provides opportunities for academic development, assists students with basic college requirements, and serves to motivate students toward the successful completion of their postsecondary education. The goal of the program is to increase the college retention and graduation rates of its participants and help students make the transition from one level of higher education to the next.

*Source:* U. S. Department of Education – Upward Bound Federal TRIO Program

*Beneficiary:* Mountain View College – Grand Prairie ISD

*Amount:* Increase                      New Award Amount  
\$191,890                      \$691,890

*Term:* December 1, 2009 – November 30, 2010

*Purpose:* Upward Bound provides fundamental support to participants in their preparation for college entrance. This program provides opportunities for participants to succeed in their pre-college performance and ultimately in their higher education pursuits. The goal is to increase the rate at which participants complete secondary education and enroll in and graduate from institutions of postsecondary education.

*Source:* Texas Higher Education Coordinating Board/AmeriCorps American Recovery & Reinvestment Act(ARRA)

*Beneficiary:* El Centro College

*Amount:* \$68,000

*Term:* November 1, 2009 – August 31, 2010

*Purpose:* To provide supplemental funding for implementation of the Work Study Mentorship Program.

*Source:* USDA/Texas Department of Agriculture Child and Adult Care Food Program

*Beneficiary:* Eastfield College



**Amount:** \$23,000  
**Term:** October 1, 2009 – September 30, 2010  
**Purpose:** Unit rate reimbursement for meals served to children in child care.

<u>Grant Awards Reported in Fiscal Year 2009-10</u>	
September 2009	\$ 3,659,266
October 2009	6,417,813
November 2009	3,611,050
December 2009	4,746,149
January 2010	1,041,510
February 2010	
March 2010	
April 2010	
May 2010	
June 2010	
July 2010	
August 2010 <sup>1</sup>	
<b>Total To Date</b>	<b>\$ 19,475,788</b>

<u>Grant Awards Reported in Fiscal Years 2002-03 through 2008-09</u>							
<u>Type</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
Competitive	\$20,264,070	\$18,750,094	\$22,137,173	\$17,679,698	\$17,168,910	\$21,334,592	\$24,212,850
Pell Grants <sup>1</sup>	26,199,861	29,899,662	31,449,815	31,467,783	29,413,886	30,189,339	\$24,986,762
<b>Total</b>	<b>\$46,463,931</b>	<b>\$48,649,756</b>	<b>\$53,586,988</b>	<b>\$49,147,481</b>	<b>\$46,582,796</b>	<b>\$51,523,931</b>	<b>\$49,199,612</b>

<sup>1</sup>The annual notice of Pell grants almost always appears in the August report. Pell grants are not awarded based on competitive applications; they are a component of Title IV student financial aid.

Most of the grants in the *Notice of Grant Awards* report are from government agencies. Very occasionally, a private donor may direct a gift to DCCCD rather than to DCCCD Foundation, Inc., in which case the gift from the private donor is included in *Notice of Grant Awards*.

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

FINANCIAL REPORT NO. 31

Acceptance of Gifts

Administration recommends the Board accept the gifts, summarized in the following table, under the donors' conditions.

<u>Gifts Reported in January 2010</u>				
<u>Beneficiary</u>	<u>Purpose</u>	<u>Quantity</u>	<u>Range</u>	<u>Total</u>
DCCCD	Equipment	3	\$100 – 5,000	1,450
	Chancellor's Council	20	\$100 – 5,000	33,100
	Chancellor's Council	1	\$5,000 – 10,000	10,000
	Programs and Services	10	\$100 - 5,000	10,950
	Programs and Services	4	\$5,000 – 55,000	90,687
	Rising Star	4	\$100 – 5,000	8,600
	Rising Star	2	\$5,000 – 200,000	300,000
	Scholarships <sup>1</sup>	36	\$100 - 5,000	23,435
<b>Total</b>	n/a	<b>80</b>	n/a	<b>478,222</b>

<sup>1</sup>The "Scholarships" category does not include gifts to the Rising Star program, which are reported as a separate line item.

<u>Gifts Reported in Fiscal Year 2009-10</u>				
<u>Month Reported</u>	<u>Amount by Category</u>			
	<u>Equipment</u>	<u>Rising Star</u>	<u>Other Gifts</u>	<u>Total</u>
September 2009	\$6,892	\$189,793	\$101,553	\$298,238
October 2009	15,571	0	89,917	105,488
November 2009	500	26,468	120,983	147,951
December 2009	7,000	175,000	243,054	425,054
January 2010	1,450	308,600	168,172	478,222
February 2010				
March 2010				
April 2010				
May 2010				
June 2010				
July 2010				
August 2010				
<b>Total To Date</b>	<b>\$31,413</b>	<b>\$699,861</b>	<b>\$723,679</b>	<b>\$1,454,953</b>

<u>Type</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
Equipment	\$2,267,725	\$187,915	\$ 137,643	\$ 396,503	\$ 64,830	\$ 220,565	\$791,041
Rising Star	724,230	439,556	728,836	492,032	57,068	163,227	978,546
Other Gifts	734,917	1,135,653	939,058	1,432,358	972,010	879,876	1,204,822
<b>Total</b>	<b><u>\$3,726,872</u></b>	<b><u>\$1,763,124</u></b>	<b><u>\$1,805,537</u></b>	<b><u>\$2,320,893</u></b>	<b><u>\$1,093,908</u></b>	<b><u>\$1,263,668</u></b>	<b><u>\$2,974,409</u></b>

In December 2009, DCCCD Foundation, Inc. made the following expenditures on behalf of DCCCD:

<u>Purpose</u>	<u>Quantity</u>	<u>Total</u>
Chancellor's Fund	18	\$14,070
Programs and Services	19	\$49,338
<b>Total</b>	<b>37</b>	<b>\$63,408</b>

## INFORMATIVE REPORT NO. 32

### Presentation of Contracts for Educational Services

The chancellor presents the report of contracts for educational services entered into by the colleges in the past month.

### Policy Reminders

Board policies pertinent to evaluating an educational contracts report include:

*The Board must be sensitive to the hopes and ambitions of the community and be able to adapt readily to community needs. BAA (LOCAL), BOARD LEGAL STATUS – POWERS, DUTIES, RESPONSIBILITIES*

*In addition to goals enumerated in the Coordinating Board's plan for higher education, Closing the Gaps by 2015, the Board establishes these goals for the College District: ...*

*9. The College District will collaborate with private, public, and community partners to identify and respond to recruitment, training, and educational needs. BAA (LOCAL), BOARD LEGAL STATUS – POWERS, DUTIES, RESPONSIBILITIES, ESTABLISH GOALS*

*The Chancellor (or designee) is authorized to enter into contracts to provide educational services, provided the contract is less than \$250,000. In this policy, "educational services" means providing classroom instruction, testing, development of curriculum, counseling, and similar activities to business, industry, and other institutions. CF (LOCAL), DELEGATION OF CONTRACTUAL AUTHORITY*

*The provost of the Bill J. Priest Institute for Economic Development of College President is authorized to execute contracts for educational services, as defined in CF (LOCAL), provided the contract is less than \$250,000. Educational services to not include providing a service or classroom instruction that is open to the public, but rather providing the services to business, industry and other institutions. An administrator designated by the provost or College President may execute a contract for educational services if the contract is less than \$10,000. The provost and College Presidents shall report monthly through the Chancellor to the Board regarding contracts for educational services. CF (REGULATION), DELEGATION OF AUTHORITY*

Note: (LEGAL) denotes the subject is regular by federal or state authority. (LOCAL) denotes a policy that DCCCD's Board of Trustees has adopted and may amend or eliminate at its discretion.

**BROOKHAVEN COLLEGE - \$19,694**

Ford	Automotive
GM	Automotive
Center for Non-Profit	Non-Profit Management
City of Farmers Branch	So You Want to Be a Leader
Masoud Mimziorou	Food Preparation Re-Certification

**CEDAR VALLEY COLLEGE - \$58,739**

Best Southwest Cities Professional	Media Relations
Employee Development Program	
Federal Correctional Institute	Organizational Behavior
Federal Correctional Institute	Introduction to Business
Federal Correctional Institute	Principles of Management
Federal Correctional Institute	Business Math
Federal Correctional Institute	Introduction to Computers
Federal Correctional Institute	Business Correspondence
Federal Correctional Institute	Principles of Retailing
Federal Correctional Institute	Customer Relations
Texas Can	Automotive Brakes
Texas Can	Certified Nursing Assistant
Texas Can	Workforce Readiness Skills
Texas Department of Transportation	Business Correspondence and Communication
Texas Department of Criminal Justice	Business Math
Texas Department of Criminal Justice	Principles of Marketing
Texas Department of Criminal Justice	Advertising and Sales Promotion
Texas Department of Criminal Justice	Customer Relations
Texas Department of Criminal Justice	Principles of Selling
Texas Department of Criminal Justice	Principles of Retailing
Texas Department of Criminal Justice	Organizational Behavior
Texas Department of Criminal Justice	Human Resources Management
Texas Department of Criminal Justice	Introduction to Computers
Texas Department of Criminal Justice	Principles of Management
Texas Department of Criminal Justice	Problem Solving and Decision
Texas Department of Criminal Justice	Principles of Economics
Texas Department of Criminal Justice	Introduction to Psychology
Texas Department of Criminal Justice	Major World Religion

**EASTFIELD COLLEGE - \$1,000**

Motorcycle Training Center	Motorcycle Training
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**EL CENTRO COLLEGE – \$7,500**

Central Dallas Ministries

Adult Basic Education

**MOUNTAIN VIEW COLLEGE – \$5,703**

LaManna Group

GED

RETS

Home Inspection

AT&T

DC 2 Electronics (MW)

AT&T

DC 2 Electronics (TR)

**NORTH LAKE COLLEGE - \$3,881**

Construction Education Foundation

Career Training

Dallas Joint Electrical Training Center

Career Training

**RICHLAND COLLEGE – \$3,980**

Atlas Copco

Presentation Dynamics

Atlas Copco

Excel II

Kingsley Tools

AutoCAD IV

**Contracts for Educational Services Reported in 2009-10**

	<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 2009	\$ 25,267	\$ 30,560	\$ 2,100	\$ 4,360	\$ 8,844	\$ 10,593	\$ 8,289	\$ 90,013
October 2009	\$ 33,517	\$ 42,214	\$ 600	\$ 82,000	\$ 0.00	\$ 0.00	\$ 44,950	\$ 203,281
November 2009	\$ 13,587	\$ 44,092	\$ 0.00	\$ 1,040	\$ 8,705	\$ 62,991	\$ 30,390	\$ 160,805
December 2009	\$ 12,441	\$ 1,874	\$ 1,600	\$ 1,000	\$ 8,640	\$ 99,808	\$ 2,165	\$ 127,528
January 2010	\$ 19,694	\$ 58,739	\$ 1,000	\$ 7,500	\$ 5,703	\$ 3,881	\$ 3,980	\$ 100,497
February 2010								
March 2010								
April 2010								
May 2010								
June 2010								
July 2010								
August 2010								
<b>Total To Date</b>	<b>\$104,506</b>	<b>\$177,479</b>	<b>\$5,300</b>	<b>\$95,900</b>	<b>\$31,892</b>	<b>\$177,273</b>	<b>\$89,774</b>	<b>\$682,124</b>

Contracts for Educational Services Reported in Fiscal Years 2002-03 through 2008-09

<u>Campus</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
BHC	\$ 240,776	\$ 369,414	\$ 310,983	\$ 272,691	\$ 344,651	\$ 263,919	\$ 259,372
CVC	150,814	198,999	563,088	501,655	886,499	804,523	829,174
EFC	186,901	156,515	72,145	125,727	122,943	95,796	63,986
ECC	484,360	555,163	117,300	646,509	312,686	500,707	560,228
MVC	187,826	250,008	202,878	202,246	137,995	164,883	119,534
NLC	1,162,953	791,704	624,729	428,096	424,961	431,473	270,759
RLC	427,108	291,799	343,528	238,414	196,645	173,689	139,100
BPI	248,459	195,066	326,457	115,575 <sup>1</sup>	0	0	0
<b>Total</b>	<b>\$3,089,197</b>	<b>\$2,808,668</b>	<b>\$2,561,108</b>	<b>\$2,530,913</b>	<b>\$2,426,380</b>	<b>\$2,434,990</b>	<b>\$2,242,153</b>

<sup>1</sup>The Bill J. Priest Institute for Economic Development ceased contract training in October 2005. The Institute subsequently became El Centro College-Bill Priest Campus.





911 Security Cameras, Inc.	
Original amount (for an 8-camera system)	\$37,470.00
Increase amount (to monitor 3 more cameras)	<u>\$ 2,500.00</u>
Revised total	\$39,970.00

This request is for authorization to increase blanket purchase order no. 16070 by \$2,500 to combine monitoring capabilities of three surveillance cameras installed under the bond program with the eight units installed under this contract. The three cameras were installed previously as a separate system; this increase will interface all eleven units for monitoring by the campus Police Department.

144255	RENOVATION OF CASHIER AREA - ECC	
	Glass Doctor	
	Original PO Amount	\$ 8,640.00
	Increase Amount	<u>\$ 1,680.00</u>
	Revised PO Amount	\$10,320.00

This request to amend the existing purchase order. This increase is to add two more pass-thru trays and speak holes.

4D72032	ANNUAL SERVICE AGREEMENT FOR HITACHI MICROSCOPES - EFC	
	Hitachi High Technologies	\$17,285.64

This award is for an annual service agreement to provide comprehensive preventive maintenance, inspections and repair services for the Hitachi S-3400N electron microscope, the associated infrared camera, and the Hitachi TM-1000 electron microscope.

4D91372	TIS TECHSTREAM KITS- EFC	
	SNAP-ON Equipment Solutions	\$13,090.00

This award is for the purchase of two TIS Techstream Kits with wall mount units to be used in the Automotive Technology division. This equipment will be used by students for automotive diagnostic work in the Toyota Technical Education Network (T-TEN) program. Awardee is the sole source vendor for equipment to be used in conjunction with this program.

6D99746      WARRANTY EXTENSION FOR AIR CRAFT SIMULATORS -  
MVC  
Frasca International Inc.      \$21,766.00

This award is for an extended warranty service agreement contract to provide scheduled onsite maintenance visits for two Frasca flight simulators, models 141 (2), model 142, and Mentor G1000.

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**CHANGE ORDERS:**

J. C. Commercial – Bid #11545  
Adaptive remodel of building A - ECC  
Purchase Order No. B14881  
Change Order No. 07

Change:      Demolish and Replace door in Hallway 097, Demolish and replace walls at AHU#1 and AHU#2 to allow for installation of the new AHU's. Relocate emergency shower in room adjacent to A720. Relocate all panels in room A023. Charge for Simplex to fix fire alarm panel and 2 pump test. Fire alarm 1<sup>st</sup> floor and basement floor, rework to meet code.

Original Contract Amount	\$2,338,312.00
Change Order Limit/Contingency	350,746.80
Prior Change Order Total Amounts	99,294.81
Net <b>Increase</b> this Change Order	24,583.09
Revised Contract Amount	\$2,462,189.90

Board approved original award 04/07/2009. This is for ECC project #13, *Progress Report on Construction Projects*.

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J. C. Commercial – Bid #11545  
Adaptive remodel of building A - ECC  
Purchase Order No. B14881  
Change Order No. 08

Change:      Data drops in basement and 1<sup>st</sup> floor to include furnishing conduit and boxes with pull string stubbed out above ceiling height, in the locations shown on drawings.

Original Contract Amount	\$2,338,312.00
Change Order Limit/Contingency	350,746.80
Prior Change Order Total Amounts	123,877.90
Net <b>Increase</b> this Change Order	23,594.00
Revised Contract Amount	\$2,485,783.90

Board approved original award 04/07/2009. This is for ECC project #13, *Progress Report on Construction Projects*.

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J. C. Commercial – Bid #11545  
 Adaptive remodel of building A - ECC  
 Purchase Order No. B14881  
 Change Order No. 09

Change: Install new carpet & base in the following rooms: A108, A021, A022, A023, A031, A039, A041, A042, A043, A044, A064, A065, A066, A158, A150, A143, A142, A137, A136, A118, A120, A121, A122, A123, A124 and A126.

Original Contract Amount	\$2,338,312.00
Change Order Limit/Contingency	350,746.80
Prior Change Order Total Amounts	147,471.90
Net <b>Increase</b> this Change Order	23,886.00
Revised Contract Amount	\$2,509,669.90

Board approved original award 04/07/2009. This is for ECC project #13, *Progress Report on Construction Projects*.

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J. C. Commercial – Bid #11545  
 Adaptive remodel of building A - ECC  
 Purchase Order No. B14881  
 Change Order No. 10

Change: Demo carpet, base and ceiling. Paint and install new ceiling grid and tile in the basement and 1<sup>st</sup> floors. Rebuild the fur down outside Rooms A041, A042, A044, & A045 to allow for the HVAC supply.

Original Contract Amount	\$2,338,312.00
Change Order Limit/Contingency	350,746.80
Prior Change Order Total Amounts	171,357.90
Net <b>Increase</b> this Change Order	24,329.00
Revised Contract Amount	\$2,533,998.90

Board approved original award 04/07/2009. This is for ECC project #13, *Progress Report on Construction Projects*.

---

J. C. Commercial – Bid #11545  
 Adaptive remodel of building A - ECC  
 Purchase Order No. B14881  
 Change Order No. 11

Change: Install exhaust pipe from Room 720 to the roof and compressed air from the existing air compressor to Room 720.

Original Contract Amount	\$2,338,312.00
Change Order Limit/Contingency	350,746.80
Prior Change Order Total Amounts	195,686.90
Net <b>Increase</b> this Change Order	24,965.00
Revised Contract Amount	\$2,558,963.90

Board approved original award 04/07/2009. This is for ECC project #13, *Progress Report on Construction Projects*.

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J. C. Commercial – Bid #11545  
 Adaptive remodel of building - ECC  
 Purchase Order No. B14881  
 Change Order No. 12

Change: Install circuits for the exhaust fan, 3 phase circuits for the Spectrometer, remove and install ceilings, frame work and drywall for new chase, tape, bed, texture and paint. Move existing lockers from 1<sup>st</sup> floor, to the basement to include removing and reinstalling the 1”x6” red oak trim at the bottom.

Original Contract Amount	\$2,338,312.00
Change Order Limit/Contingency	350,746.80
Prior Change Order Total Amounts	220,651.90
Net <b>Increase</b> this Change Order	24,825.00
Revised Contract Amount	\$2,583,788.90

Board approved original award 04/07/2009. This is for ECC project #13, *Progress Report on Construction Projects*.

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## INFORMATIVE REPORT NO. 34

### Payments for Goods and Services

This is an indicator report for the M/WBE participation provision in Policy BAA (LOCAL), which the Board of Trustees adopted on April 1, 2008. The policy statement is “The Board intends that the District, in the awarding of contracts for goods and services, shall make competitive opportunities available to all prospective suppliers including but not limited to new businesses, small businesses, and minority and woman-owned business enterprises (M/WBEs).” This report reflects the status as of December 31, 2009.

### September & October 2009 Compared to September & October 2008

<u>Ethnicity/ Gender</u>	<u>September 09</u>		<u>October 09</u>		<u>September 08</u>		<u>October 08</u>	
	<u>Amount</u>	<u>%</u>	<u>Amount</u>	<u>%</u>	<u>Amount</u>	<u>%</u>	<u>Amount</u>	<u>%</u>
Amer Indian/ Alaskan Native	54,743	0.3	9,455	0.1	30,129	0.1	69,080	0.3
Black/African-American	547,012	2.6	1,020,111	6.7	5,057,922	22.2	2,773,180	12.6
Asian Indian	1,030,571	5.0	494,339	3.3	547,305	2.4	566,624	2.6
Anglo-American, Female	1,726,382	8.4	1,648,059	10.9	1,245,194	5.5	879,590	4.0
Asian Pacific	10,439	0.1	36,715	0.2	34,430	0.2	3,741	0.0
Hispanic/ Latino/ Mex-American	1,982,617	9.6	1,566,096	10.3	2,590,645	11.4	3,816,340	17.4
Other Female	56,882	0.3	85,006	0.6	251,365	1.1	137,660	0.6
<b>Total M/WBE</b>	<b>5,408,645</b>	<b>26.2</b>	<b>4,859,780</b>	<b>32.1</b>	<b>9,756,990</b>	<b>42.9</b>	<b>8,246,214</b>	<b>37.6</b>
Not Classified	15,239,773	73.8	10,283,161	67.9	13,006,078	57.1	13,693,784	62.4
Subtotal for Discretionary Payments	20,648,418	100.0	15,142,941	100.0	22,763,068	100.0	21,939,998	100.0
Non-discretionary Payments	2,950,476		2,546,863		3,568,720		1,726,781	
Total Payments	23,598,893		17,689,804		26,331,788		23,666,779	

### November & December 2009 Compared to November & December 2008

<u>Ethnicity/ Gender</u>	<u>November 09</u>		<u>December 09</u>		<u>November 08</u>		<u>December 08</u>	
	<u>Amount</u>	<u>%</u>	<u>Amount</u>	<u>%</u>	<u>Amount</u>	<u>%</u>	<u>Amount</u>	<u>%</u>
Amer Indian/ Alaskan Native	5,634	0.1	1,683	0.0	8,221	0.0	140	0.0
Black/African-American	435,464	4.6	429,581	3.5	3,960,548	14.1	5,523,542	19.9
Asian Indian	988,845	10.4	949,305	7.8	655,003	2.3	740,801	2.7
Anglo-American, Female	1,346,777	14.1	1,498,802	12.3	1,152,561	4.1	2,221,031	8.0
Asian Pacific	5,072	0.1	13,221	0.1	21,820	0.1	174,976	0.6
Hispanic/ Latino/ Mex-American	579,192	6.1	1,174,661	9.6	2,375,204	8.5	2,372,445	8.6
Other Female	399,182	4.2	59,229	0.5	59,452	0.2	11,063	0.0
<b>Total M/WBE</b>	<b>3,760,166</b>	<b>39.5</b>	<b>4,126,482</b>	<b>33.8</b>	<b>8,232,810</b>	<b>29.3</b>	<b>11,043,999</b>	<b>39.9</b>
Not Classified	5,761,318	60.5	8,080,252	66.2	19,831,935	70.7	16,650,527	60.1
Subtotal for Discretionary Payments	9,521,484	100.0	12,206,733	100.0	28,064,744	100.0	27,694,525	100.0
Non-discretionary Payments	1,616,628		2,170,880		1,172,782		1,914,040	
Total Payments	11,138,113		14,377,613		29,237,526		29,608,565	

Payments to M/WBEs in Fiscal Years 2001/02 – 2008/09

	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
Amer Indian/ Alaskan Native	1,985	2,735,072	3,849,775	300,869	976,953	1,098,580	293,244	304,324
Black/African- American	1,777,088	2,292,519	3,205,921	4,404,239	4,706,496	3,125,284	14,934,516	40,748,128
Asian Indian	422,606	66,670	148,477	468,352	1,112,483	3,170,023	3,494,574	12,392,237
Anglo-American, Female	1,861,600	1,615,111	1,237,126	5,569,275	4,684,336	3,902,023	4,893,713	14,952,024
Asian Pacific	193,409	236,225	286,589	995,558	25,793	26,035	656,552	1,099,847
Hispanic/ Latino/ Mex-American	2,214,839	1,019,652	816,123	2,574,890	4,034,906	1,993,010	11,019,093	30,260,832
Other Female	14,602	13,991	11,092	33,805	712,096	695,800	940,788	1,545,232
HUB	N/A	N/A	N/A	1,363,959	N/A	N/A	N/A	N/A
Total paid to M/WBEs	6,486,129	7,979,240	9,555,103	15,710,947	16,253,063	14,010,755	36,232,480	101,302,624
% of all payments	9.89%	12.02%	14.33%	24.78%	22.27%	20.07%	21.69%	37.87%

**Note:** Effective September 1, 2004, sources for ascertaining certification were expanded from only NCTRCA to include HUB-State of Texas, DFWMBDC, and WBC - Southwest.

INFORMATIVE REPORT NO. 35

PROGRESS REPORT ON CONSTRUCTION PROJECTS

Status Report as of December 31, 2009

PROJECTS		DESIGN								CONSTRUCTION									
		Board Review	A & E Selection	Feasibility Study	Programming	Concept Review	Schematic Rev	30%	65%	95%	100%	Bidding	Board Approval	Construction Start	30%	65%	95%	100%	Final Completion Acceptance
<b>BHC</b>																			
1	Install access control system																		
2	Recarpet bldgs B,D,J,T																		
3	Install Scene Shop fire protection																		
4	DCCCD Public Safety Comm Sys																		
5	Upgrade restrooms campus-wide																		
6	Repaint 40 classrooms, 20 labs, & performance hall																		
7	Exterior wall repair & sidewalk replacement																		
8	Update/replace exterior signage																		
9	Replace walkways/sidewalks campus wide																		
10	Replace 700T centrifugal chiller bldg B																		
<b>Bond Program</b>																			
11	Construct Science & Allied Health Bldg																		
12	Expand Automotive Technology																		
13	Construct Workforce & Continuing Education Bldg																		
<b>CVC</b>																			
1	Correct subsurface drainage bldgs B, C, D																		
2	Replace transformer & switchgear bldg B																		
3	Replace glass doors & related store fronts bldgs C & E																		
4	Update fire sprinkler systems bldgs D, E, F																		
<b>Bond Program</b>																			
5	Expand Mechanical Infrastructure																		
6	Construct Science Bldg																		
7	Construct Industrial Tech Bldg																		
<b>DO</b>																			
1	Dock lift																		
<b>Bond Program</b>																			
2	District Admin. Center																		
<b>DSC</b>																			
1	Replace underground roof drainage																		
2	Seal & redo parking lots																		
3	Upgrade security system																		
4	IT cabling D-W																		
5	Replace motor VFD etc. TAB, AHU 6 @ Purchasing																		
6	Refurbish cooling tower																		
<b>D-W</b>																			
1	Feasibility study IT environment upgrades																		
<b>ECC</b>																			



**PROGRESS REPORT ON CONSTRUCTION PROJECTS**  
 Status Report as of December 31, 2009

PROJECTS		DESIGN										CONSTRUCTION							
		Board Review	A & E Selection	Feasibility Study	Programming	Concept Review	Schematic Rev	30%	65%	95%	100%	Bidding	Board Approval	Construction Start	30%	65%	95%	100%	Final Completion Acceptance
1	Upgrade security system 701																		
2	Replace 9 air handlers																		
3	Replace carpet offices/classrooms @ BJP																		
4	Replace toilet partitions @ BJP																		
5	Replace restroom fixtures @ BJP																		
6	Replace Skylights @ Paramount																		
7	Replace window tint bldg. R																		
8	Welding exhaust system BJP																		
9	Replace/Repair gym bleachers C220																		
10	Replace & seal all ext. windows, Paramount																		
11	Replace roof bldg A & Penthouse																		
12	Replace portion Elm St sidewalk																		
13	Repair exterior sidewalks E & N @ BJP																		
14	Replace AHU drives, shaft, bearing, controls @ BJP																		
15	Replace surge suppressors @ distribution panels																		
	<b>Bond Program</b>																		
16	Develop West Campus																		
17	Build Center for Allied Health & Nursing																		
18	Back fill Adaptive Remodel																		
	<b>EFC</b>																		
1	Upgrade bromide exhaust																		
2	Reconstruct roadway																		
3	Repair structural crack in stairwell																		
4	Realign La Prada Drive																		
5	Repair foam roof bldgs C,L,M,N,P																		
6	Gymnasium bleacher replacement																		
7	Repair 6 racket-ball courts																		
8	Repair baseball backstop & dugout																		
9	Electronic marquee sign																		
10	Refurbish restrooms																		
11	Repair upper courtyard																		
12	Replace asphalt parking lots																		
13	CCTV																		
14	Replace exterior doors																		
15	Swimming pool																		
16	Re-route Oates to Loop Road																		
	<b>Bond Program</b>																		
17	Develop South Campus																		
18	Expand Mechanical Infrastructure																		
19	Build Learning Center																		
20	Remodel vacated space																		
21	Construct Continuing Education Workforce & Criminal Justice Bldg																		

**PROGRESS REPORT ON CONSTRUCTION PROJECTS**  
**Status Report as of December 31, 2009**

PROJECTS		DESIGN										CONSTRUCTION							
		Board Review	A & E Selection	Feasibility Study	Programming	Concept Review	Schematic Rev	30%	65%	95%	100%	Bidding	Board Approval	Construction Start	30%	65%	95%	100%	Final Completion Acceptance
22	Construct Center for Child & Family Studies																		
23	Construct Technology Bldg																		
	<b>MVC</b>																		
1	Replace access control																		
2	Replace gym roof																		
3	Replace pool filter tanks, deck & underwater lights																		
4	Repair cooling tower/Replace pipe																		
5	Replace hall carpet, main campus																		
6	Replace 1000T chiller																		
7	Replace motors & VFD's on AHUs																		
8	Relocate baseball field fence																		
	<b>Bond Program</b>																		
9	Build Soccer Fields & Community Recreation Complex																		
10	Expand Mechanical Infrastructure																		
11	Construct Science Bldg																		
12	Construct Performance Hall																		
13	Remodel vacated space																		
14	Construct Economic & Workforce Center																		
15	Construct Student Center																		
	<b>NLC</b>																		
1	Remodel & convert old library																		
2	Install CCTV system																		
3	Retrofit interior lighting																		
4	Construct new elevator for bldg A																		
5	Oncor Easements																		
6	Repair tunnel bldgs F & A300																		
7	Replace HVAC system bldg H; H200 & H300																		
8	Replace roofs bldgs H & K																		
9	Repair/replace concrete steps, bldg A waterproof																		
10	Repair roofs, exterior stucco water leaks bldg R																		
11	Repair high priority water infiltration points campus wide																		
12	Repair piping insulation in section of tunnel																		
13	Replace buried utility pipe in section of tunnel																		
14	Repair/re-upholster Performance Hall seating, 452 ea																		
15	Repair tunnel Soils @ bldg F & A300																		
16	Repair lab flooring Bldg C																		
	<b>Bond Program</b>																		
17	Develop South Campus																		
18	Develop North Campus																		
19	Expand Mechanical Infrastructure																		

**PROGRESS REPORT ON CONSTRUCTION PROJECTS**  
**Status Report as of December 31, 2009**

PROJECTS		DESIGN										CONSTRUCTION							
		Board Review	A & E Selection	Feasibility Study	Programming	Concept Review	Schematic Rev	30%	65%	95%	100%	Bidding	Board Approval	Construction Start	30%	65%	95%	100%	Final Completion Acceptance
20	Construct Science Bldg																		
21	Construct General Purpose Bldg																		
22	Workforce Development Center																		
23	Remodel vacated space																		
24	Repair structural/waterproofing																		
	<b>RLC</b>																		
1	Replace fire alarms campus-wide																		
2	Repair sinkhole south end of lake																		
3	Replace ADA Access																		
4	Restore roof bldgs A,N,F																		
5	Replace roof bldgs N,A,C,S,G,P																		
6	Structural analysis modular bldgs.																		
7	Structural analysis modular bldgs. Kiowa																		
8	Replace underground West side HVAG piping																		
9	Replace 900T chiller #2																		
10	Replace original entrance doors phase II																		
11	Refurbish existing cooling towers, 3 - 750T																		
12	Replace damper & actuators, AHU 1 & 2 @ LCET																		
13	Replace 84 store front doors																		
14	Sidewalk & ramp reconstruction																		
15	Magnetic locks on interior																		
	<b>Bond Program</b>																		
16	Construct Science Bldg & expand parking/Mechanical Infrastructure																		
17	Renovate Sabine Hall																		
18	Develop Garland Campus																		

## COMPLETED PROJECTS<sup>1</sup>

None

## BOND PROGRAM 100% COMPLETED PROJECTS<sup>2</sup>

Expand Automotive Technology (BHC)  
Construct Science & Allied Health Bldg (BHC)  
Construct Workforce & Continuing Education Bldg (BHC)  
Expand Mechanical Infrastructure (CVC)  
Construct Science Bldg (CVC)  
Construct Industrial Tech Bldg (CVC)  
District Admin. Center (DO)  
Build Center for Allied Health & Nursing (ECC)  
Develop West Campus (ECC)  
Develop South Campus (EFC)  
Expand Mechanical Infrastructure (EFC)  
Build Learning Center (EFC)  
Construct Continuing Education Workforce & Criminal Justice Bldg (EFC)  
Construct Center for Child & Family Studies (EFC)  
Build Soccer Fields & Community Recreation Complex (MVC)  
Expand Mechanical Infrastructure (MVC)  
Construct Science Bldg (MVC)  
Construct Performance Hall (MVC)  
Construct Economic & Workforce Development Center (MVC)  
Construct Student Center (MVC)  
Develop South Campus (NLC)  
Develop North Campus (NLC)  
Expand Mechanical Infrastructure (NLC)  
Construct Science Bldg (NLC)  
Construct General Purpose Bldg (NLC)  
Workforce Development Center (NLC)  
Construct Science Bldg & expand parking/Mechanical Infrastructure (RLC)  
Develop Garland Campus (RLC)

<sup>1</sup>This is the last report on which these projects will appear.

<sup>2</sup>The 100% completed Bond Program projects will continue to appear on this report

## INFORMATIVE REPORT NO. 36

### Bond Program Report on Projects

The status of planning as of December 31, 2009 for projects assigned to contracted construction program managers and other bond funded projects.

#### Background

The Bond Program Management Team has begun publishing a status report at [www.dcccd.edu](http://www.dcccd.edu) that includes site photographs, Gantt charts for each project, upcoming deadlines and persons to contact for submitting proposals and bids. The primary audiences for the Internet report are taxpayers in Dallas County and local businesses that are interested in participating in the District's bond program.

The primary audience for this report is the District's Board of Trustees. In this report, Trustees are informed about program design for new buildings, potential and actual impacts on campus operations and surrounding neighborhoods, and other matters that may affect student learning, operational productivity, public safety, and constituents' perceptions about use of public funds. Also listed are projects managed through DCCCD Facilities Management as part of the 2004 bond program.

Brookhaven College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Location Wide</b> Original Budget: \$0 Revised Budget: \$3,225,032	3,225,032				
<b>Science and Allied Health Building</b> Original Budget: \$29,200,000 Revised Budget: \$46,765,495 Total Awarded: \$46,620,002	0	3,673,731	39,002,042	434,981	3,509,248
<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Dec 07 / Aug 09 Managed by Bond Program Management Team. <b>\$37,566,526 CMAR Guaranteed Maximum Price 01/28/2008.</b>					
<b>Automotive Technology Expansion</b> Original Budget: \$4,000,000 Revised Budget: \$4,539,666 Total Awarded: \$4,369,693	0	352,950	3,881,695	82,880	52,168
<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Aug 08 / Jul 09 Managed by Bond Program Management Team.					

Brookhaven College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Workforce &amp; Continuing Education Building</b>	0	620,618	6,300,000	88,116	302,938
Original Budget: \$8,200,000 Revised Budget: \$7,800,006 Total Awarded: \$7,311,672	<p>Construction Start / Beneficial Occupancy: Nov 08 / Jan 10  Managed by Bond Program Management Team.  <b>\$6,300,000 CMAR Guaranteed Maximum Price 11/7/2008.</b></p> <p style="text-align: right;">December 31, 2009</p>				
<b>Location Summary</b>	<b>Original Budget:</b> <b>60,606,840</b>	<b>Revised Budget:</b> <b>62,330,200</b>		<b>Total Awarded:</b> <b>61,526,400</b>	

<b>BHC M/WBE Participation</b>						
	<b>Total Contracted Dollars</b>	<b>Dollars Allocated</b>	<b>Non-MWBE Dollars</b>	<b>Non-MWBE %</b>	<b>MWBE Dollars</b>	<b>MWBE %</b>
<b>Sub-total</b>	<b>57,808,724</b>	<b>57,771,151</b>	<b>36,764,457</b>	<b>64%</b>	<b>21,006,694</b>	<b>36%</b>



Cedar Valley College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Location Wide</b> Original Budget: \$0 Revised Budget: \$2,806,382	2,806,382				
<b>Mechanical Infrastructure</b> Original Budget: \$4,306,840 Revised Budget: \$77,810 Total Awarded: \$77,810	0	0	0	77,810	0
<p style="text-align: center;"><b>COMPLETED</b></p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Apr 08 / Jul 09            Managed by Bond Program Management Team.</p> <p>--Budget and scope included in science, allied health, and veterinary technology building.</p>					
<b>Science, Allied Health, &amp; Veterinary Technology Bldg.</b> Original Budget: \$30,600,000 Revised Budget: \$37,622,348 * Total Awarded: \$36,900,291	0	2,925,857	30,958,572	631,659	2,384,203
<p style="text-align: center;"><b>COMPLETED</b></p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Apr 08 / Jul 09            Managed by Bond Program Management Team.  <b>\$30,754,172 CMAR Guaranteed Maximum Price 3/17/2008.</b></p> <p>* \$55,500 added from non-bond program dollars.</p>					

Cedar Valley College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Industrial Technology Bldg.</b>	0	1,137,807	11,248,295	209,042	1,062,728
Original Budget: \$6,600,000  Revised Budget: \$13,636,263  Total Awarded: \$13,657,872	<p style="text-align: center;"><b>COMPLETED</b></p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Jan 08 / Dec 09  Managed by Bond Program Management Team.  <b>\$11,171,222 CMAR Guaranteed Maximum Price 12/13/2007.</b>  CMAR in default; surety involved.</p> <p style="text-align: right;">December 31, 2009</p>				
<b>Location Summary</b>	<b>Original Budget: 53,506,840</b>	<b>Revised Budget: 54,142,803</b>	<b>Total Awarded: 53,442,355</b>		

<b>CVC M/WBE Participation</b>						
	<b>Total Contracted Dollars</b>	<b>Dollars Allocated</b>	<b>Non-MWBE Dollars</b>	<b>Non-MWBE %</b>	<b>MWBE Dollars</b>	<b>MWBE %</b>
<b>Sub-total</b>	<b>50,384,873</b>	<b>50,336,893</b>	<b>41,285,487</b>	<b>82%</b>	<b>9,051,406</b>	<b>18%</b>

Eastfield College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Location Wide</b> Original Budget: \$0 Revised Budget: \$2,833,863	2,833,863				
<b>South Campus</b> Original Budget: \$10,200,000 Revised Budget: \$13,784,801 * Total Awarded: \$13,779,139	0	833,409	9,366,584	2,826,224	752,922
	<b>COMPLETED</b> Construction Start / Beneficial Occupancy: May 08 / May 09 Managed by Bond Program Management Team. <b>\$9,309,163 CMAR Guaranteed Maximum Price 4/24/2008.</b> * \$2,420,039 land purchase and \$296,152 demolition. \$372,349 added from non-bond program dollars.				
<b>Mechanical Infrastructure</b> Original Budget: \$2,306,840 Revised Budget: \$94,433 Total Awarded: \$94,433	0	0	0	94,433	0
	<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Sep 08 / Sep 09 Managed by Bond Program Management Team. --Budget and scope included in workforce development building.				

Eastfield College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Adaptive Remodel</b> Original Budget: \$4,600,000 Revised Budget: \$4,265,994 Total Awarded: \$4,191,100	0	23,880	3,879,844	24,689	262,687
Construction Start / Beneficial Occupancy: Jul 09 / May 10 Managed by Bond Program Management Team. <b>\$2,920,037 Design-Build Guaranteed Maximum Price 5/29/2009.</b> --Budget transferred to workforce development building, parent child study center, and industrial technology building.					
<b>Learning Center</b> Original Budget: \$17,400,000 Revised Budget: \$14,348,873 Total Awarded: \$14,340,377	0	1,058,965	11,766,086	135,691	1,379,635
<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Aug 07 / Nov 08 Managed by Bond Program Management Team. <b>\$11,766,086 CMAR Guaranteed Maximum Price 8/9/2007.</b> --Budget transferred to workforce development building, parent child study center, and industrial technology building.					
<b>Continuing Ed. Workforce &amp; Criminal Justice Bldg.</b> Original Budget: \$7,100,000 Revised Budget: \$10,867,593 Total Awarded: \$10,866,965	0	747,294	9,483,953	127,148	508,570
<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Sep 08 / Sep 09 Managed by Bond Program Management Team. <b>\$9,391,228 CMAR Guaranteed Maximum Price 8/15/2008.</b> --Budget transferred to industrial technology building.					

Eastfield College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Center for Child and Family Services</b>	0	460,212	6,232,847	67,903	290,028
Original Budget: \$0 Revised Budget: \$7,058,159 Total Awarded: \$7,050,990	<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Sep 08 / Jul 09 Managed by Bond Program Management Team. <b>\$6,167,079 CMAR Guaranteed Maximum Price 8/12/2008</b>				
<b>Technology Building</b>	0	446,607	7,073,517	94,966	219,945
Original Budget: \$0 Revised Budget: \$7,990,988 Total Awarded: \$7,835,035	Construction Start / Beneficial Occupancy: Nov 08 / Mar 10 Managed by Bond Program Management Team. <b>\$7,049,095 CMAR Guaranteed Maximum Price 11/10/2008</b>				
<b>Location Summary</b>	<b>Original Budget: 61,706,840</b>		<b>Revised Budget: 61,244,704</b>		<b>Total Awarded: 60,991,903</b>

<b>EFC M/WBE Participation</b>						
	<b>Total Contracted Dollars</b>	<b>Dollars Allocated</b>	<b>Non-MWBE Dollars</b>	<b>Non-MWBE %</b>	<b>MWBE Dollars</b>	<b>MWBE %</b>
<b>Sub-total</b>	<b>56,715,352</b>	<b>56,601,260</b>	<b>39,174,402</b>	<b>69%</b>	<b>17,426,858</b>	<b>31%</b>

El Centro College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Location Wide</b> Original Budget: \$0 Revised Budget: \$864,696	864,696				
<b>West Campus</b> Original Budget: \$10,200,000 Revised Budget: \$13,665,239 * Total Awarded: \$13,459,298	0	599,729	8,622,927	3,625,054	611,588
	<p align="center"><b>COMPLETED</b></p> <p align="center">Construction Start / Beneficial Occupancy: May 08 / May 09  Managed by Bond Program Management Team.  <b>\$8,667,129 CMAR Guaranteed Maximum Price 4/30/2008.</b></p> <p>* \$3,444,384 land purchase and \$530,855 demolition.</p>				
<b>Allied Health and Nursing</b> Original Budget: \$16,100,000 Revised Budget: \$20,592,600 *	0	1,093,129	11,361,796	351,538	5,429,231
	<p align="center"><b>COMPLETED</b></p> <p align="center">Construction Start / End: Jan 06 / Aug 08  Managed by Facilities Management.  Awarded \$18,235,694</p> <p>* \$292,600 added from non-bond program dollars.</p>				
<b>Adaptive Remodel</b> Original Budget: \$3,850,000 Revised Budget: \$4,998,646 *	0	421,426	2,680,824	72,253	0
	<p align="center">Construction Start / End: April 09 / May 10  Managed by Facilities Management.  Awarded \$3,174,503</p> <p>* \$1,000,000 from mechanical infrastructure.</p>				



El Centro College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Paramount Building / Land Acquisition</b> Original Budget: \$11,000,000 Revised Budget: \$11,309,880	Construction: Completed Managed by Facilities Management. Awarded \$11,243,117  <div style="text-align: center; font-size: 2em; opacity: 0.5;">COMPLETED</div>				
<b>Location Summary</b>	<b>Original Budget:</b> 46,990,680	<b>Revised Budget:</b> 51,431,061	<b>Total Awarded:</b> 46,977,308		

<b>ECC M/WBE Participation</b>						
	<b>Total Contract Dollars</b>	<b>Dollars Allocated</b>	<b>Non-MWBE Dollars</b>	<b>Non-MWBE %</b>	<b>MWBE Dollars</b>	<b>MWBE %</b>
<b>Sub-total</b>	<b>29,725,011</b>	<b>25,734,603</b>	<b>15,542,383</b>	<b>60%</b>	<b>10,192,220</b>	<b>40%</b>

Mountain View College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Location Wide</b> Original Budget: \$0 Revised Budget: \$2,797,278	2,797,278				
<b>Mechanical Infrastructure</b> Original Budget: \$4,491,280 Revised Budget: \$73,712 Total Awarded: \$73,712	0	0	0	73,712	0
	<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Dec 07 / Jul 09 Managed by Bond Program Management Team.  --Budget and scope included in science building and student center and services building. Partial budget transferred to economic and workforce development building.				
<b>Science Building</b> Original Budget: \$15,300,000 Revised Budget: \$15,286,761 Total Awarded: \$15,019,343	0	1,171,350	12,787,238	380,643	680,112
	<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Dec 07 / Dec 08 Managed by Bond Program Management Team. <b>\$12,948,189 CMAR Guaranteed Maximum Price 11/19/2007.</b>				

<b>Mountain View College</b>	<b>Awarded \$</b>				
	<b>Program Manager Fee</b>	<b>Architect Fee</b>	<b>CMAR / Contractor</b>	<b>Other Professional Services</b>	<b>Other Awards</b>
<b>Performance Hall</b>	0	278,552	3,744,871	76,742	15,117
Original Budget: \$5,700,000	<p style="text-align: center;">Construction Start / Beneficial Occupancy: Jul 08 / Apr 09 Managed by Bond Program Management Team.</p> <p>--Partial budget transferred to student center and services building.</p>				
Revised Budget: \$4,304,548					
Total Awarded: \$4,115,282					
<b>Adaptive Remodel</b>	0	16,050	3,605,948	60,594	162,593
Original Budget: \$2,300,000	<p style="text-align: center;">Construction Start / Beneficial Occupancy: May 09 / Jul 10 Managed by Bond Program Management Team.</p>				
Revised Budget: \$4,149,878					
Total Awarded: \$3,845,185					

Mountain View College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Economic and Workforce Development Building</b>	0	529,157	6,085,879	62,787	341,796
Original Budget: \$7,600,000 Revised Budget: \$7,718,268 Total Awarded: \$7,019,619	<p style="text-align: center;"><b>COMPLETED</b></p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Aug 08 / Aug 09 Managed by Bond Program Management Team. <b>\$6,079,499 CMAR Guaranteed Maximum Price 7/10/2008</b></p>				
<b>Student Services Building</b>	0	1,086,255	14,450,528	140,057	897,052
Original Budget: \$16,500,000 Revised Budget: \$17,615,166 Total Awarded: \$16,573,892	<p style="text-align: center;"><b>COMPLETED</b></p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Jan 08 / Aug 09 Managed by Bond Program Management Team. <b>\$14,450,528 CMAR Guaranteed Maximum Price 01/04/2008.</b></p>				

Mountain View College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Athletic and Community Recreation Complex</b>	0	560,910	8,235,547	317,878	0
Original Budget: \$5,300,000	Construction Start / End: Mar 07 / Dec 08 Managed by Facilities Management. Awarded \$9,114,335				
Revised Budget: \$9,309,625 *	* \$3,009,625 added from non-bond program dollars.  December 31, 2009				
<b>Location Summary</b>	<b>Original Budget:</b> <b>57,191,280</b>	<b>Revised Budget:</b> <b>61,255,236</b>	<b>Total Awarded:</b> <b>58,558,646</b>		

<b>MVC M/WBE Participation</b>						
	<b>Total Contracted Dollars</b>	<b>Dollars Allocated</b>	<b>Non-MWBE Dollars</b>	<b>Non-MWBE %</b>	<b>MWBE Dollars</b>	<b>MWBE %</b>
<b>Sub-total</b>	<b>56,305,460</b>	<b>54,441,283</b>	<b>36,680,682</b>	<b>67%</b>	<b>17,760,601</b>	<b>33%</b>

North Lake College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Location Wide</b> Original Budget: \$0 Revised Budget: \$3,007,482	3,007,482				
<b>South Campus</b> Original Budget: \$10,200,000 Revised Budget: \$13,474,736 * Total Awarded: \$13,318,990	0	595,434	7,353,274	4,798,110	572,172
	<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Dec 07 / Dec 08 Managed by Bond Program Management Team. <b>\$7,977,698 CMAR Guaranteed Maximum Price 12/04/2007.</b> * \$4,465,797 land purchase and \$533,807 demolition.				
<b>North Campus</b> Original Budget: \$10,200,000 Revised Budget: \$18,522,655 * Total Awarded: \$18,490,387	0	691,939	8,202,041	9,109,373	487,034
	<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Aug 07 / Aug 08 Managed by Bond Program Management Team. <b>\$8,202,041 CMAR Guaranteed Maximum Price 08/08/2007.</b> * \$8,968,631 land purchase and related cost of \$23,900.				



North Lake College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Mechanical Infrastructure</b> Original Budget: \$1,990,680 Revised Budget: \$75,543 Total Awarded: \$75,543	0	0	0	75,543	0
<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Nov 07 / Jan 09 Managed by Bond Program Management Team. --Budget and scope included in science and medical professions building.					
<b>Adaptive Remodel</b> Original Budget: \$4,100,000 Revised Budget: \$6,427,466 Total Awarded: \$5,426,382	0	23,980	5,222,156	13,600	166,646
Construction Start / Beneficial Occupancy: May 09 / Jul 10 Managed by Bond Program Management Team. <b>\$5,222,156 CMAR Guaranteed Maximum Price 10/28/2009.</b>					
<b>Science Building</b> Original Budget: \$6,800,000 Revised Budget: \$13,901,151 * Total Awarded: \$13,858,866	0	941,613	11,986,577	275,105	655,571
<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Nov 07 / Jan 09 Managed by Bond Program Management Team. <b>\$12,121,726 CMAR Guaranteed Maximum Price 10/29/2007.</b> * \$165,900 added from non-bond program dollars.					

North Lake College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>General Purpose Building</b> Original Budget: \$0 Revised Budget: \$12,460,000 Total Awarded: \$11,923,296	0	851,285	10,376,084	131,359	564,568
<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Jun 08 / Aug 09 Managed by Bond Program Management Team. <b>\$10,350,368 CMAR Guaranteed Maximum Price 5/29/2008.</b>					
<b>Workforce Development Center</b> Original Budget: \$0 Revised Budget: \$1,649,512 Total Awarded: \$1,629,607	0	137,188	1,356,052	52,054	84,313
<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Jul 08 / Dec 08 Managed by Bond Program Management Team. * \$121,942 added from non-bond program dollars.					

North Lake College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Structural Repairs</b> Original Budget: \$2,000,000 Revised Budget: \$1,598,295 Total Awarded: \$1,303,929	0	125,500	1,150,929	27,500	0
Construction Start / Beneficial Occupancy: Jul 09 / Jan 10 Managed by Bond Program Management Team.					
December 31, 2009					
<b>Location Summary</b>	<b>Original Budget:</b> 55,790,680		<b>Revised Budget:</b> 71,116,840		<b>Total Awarded:</b> 69,034,482

<b>NLC M/WBE Participation</b>						
	<b>Total Contracted Dollars</b>	<b>Dollars Allocated</b>	<b>Non-MWBE Dollars</b>	<b>Non-MWBE %</b>	<b>MWBE Dollars</b>	<b>MWBE %</b>
<b>Sub-total</b>	<b>53,653,844</b>	<b>49,871,926</b>	<b>35,204,066</b>	<b>71%</b>	<b>14,667,860</b>	<b>29%</b>

Richland College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Location Wide</b> Original Budget: \$0 Revised Budget: \$3,495,518	3,495,518				
<b>Garland Campus</b> Original Budget: \$0 Revised Budget: \$14,917,576 * Total Awarded: \$14,858,439	0	904,560	10,393,900	3,559,979	0
<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Dec 07 / Apr 09 Managed by Bond Program Management Team. <b>\$10,293,084 CMAR Guaranteed Maximum Price 11/12/2007.</b> * \$3,216,953 land purchase and \$279,917 demolition. \$1,655,906 added from non-bond program dollars.					
<b>Science Building</b> Original Budget: \$31,600,000 Revised Budget: \$48,381,498 Total Awarded: \$48,265,545	0	3,569,600	42,671,829	738,702	1,285,414
<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Nov 07 / Nov 09 Managed by Bond Program Management Team. <b>\$42,556,558 CMAR Guaranteed Maximum Price 2/19/2008.</b>					

Richland College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
<b>Adaptive Remodel</b> Original Budget: \$0 Revised Budget: \$5,825,000 Total Awarded: \$5,041,840	0	24,840	5,017,000	0	0
Construction Start / Beneficial Occupancy: Jul 09 / Aug 10 Managed by Bond Program Management Team.					
December 31, 2009					
<b>Location Summary</b>	<b>Original Budget:</b> 56,006,840		<b>Revised Budget:</b> 72,619,592		<b>Total Awarded:</b> 71,661,342

<b>RLC M/WBE Participation</b>						
	<b>Total Contract Dollars</b>	<b>Dollars Allocated</b>	<b>Non-MWBE Dollars</b>	<b>Non-MWBE %</b>	<b>MWBE Dollars</b>	<b>MWBE %</b>
<b>Sub-total</b>	<b>67,207,218</b>	<b>65,707,218</b>	<b>53,955,359</b>	<b>82%</b>	<b>11,751,859</b>	<b>18%</b>

<b>District Office at 1601 S Lamar</b>	<b>Awarded \$</b>				
	<b>Program Manager Fee</b>	<b>Architect Fee</b>	<b>CMAR / Contractor</b>	<b>Other Professional Services</b>	<b>Other Awards</b>
<b>Location Wide</b>	553,601				
Original Budget: \$0					
Revised Budget: \$553,601					
<b>District Administration Center</b>	0	47,108	10,554,493	3,642,198	1,836,581
Original Budget: \$0	<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Feb 08 / Dec 08 Managed by Bond Program Management Team. <b>\$10,373,000 Design-Build Guaranteed Maximum Price 3/5/2008.</b>				
Revised Budget: \$16,144,221 *	* \$3,391,716 land purchase and \$93,402 demolition. \$1,511,578 added from non-bond program dollars.				
Total Awarded: \$16,080,380	December 31, 2009				
<b>Location Summary</b>	<b>Original Budget: 10,200,000</b>	<b>Revised Budget: 16,697,822</b>		<b>Total Awarded: 16,633,982</b>	



<b>DO M/WBE Participation</b>						
	<b>Total Contracted Dollars</b>	<b>Dollars Allocated</b>	<b>Non-MWBE Dollars</b>	<b>Non-MWBE %</b>	<b>MWBE Dollars</b>	<b>MWBE %</b>
<b>Sub-total</b>	<b>13,228,957</b>	<b>13,228,957</b>	<b>10,724,817</b>	<b>81%</b>	<b>2,504,140</b>	<b>19%</b>

<b>Other</b>	
<b>Property Acquisition</b>	Revised budget dollars were \$27,813,720. There is \$38,287 designated of remaining property acquisition budget.
<b>Project Development</b>	Revised budget dollars are \$6,308,855. Out of these funds committed dollars total \$3,294,530, leaving a contingency of \$3,014,325.
December 31, 2009	

<b>Notes</b>	
<b>Other Professional Services</b>	Examples of ‘Other Professional Services’ are geotechnical investigation services, civil and utility assessments, construction materials testing service consultants, environmental and hazardous materials consulting services and abatement, roofing consultant services, HVAC testing / adjusting / balancing consultant, and unique professional services (i.e., a theater assessment or LEED green building commissioning services).
<b>Other Awards</b>	Examples of ‘Other Awards’ are demolition activity, electrical and plumbing work, site cleanup, permits, fees, furniture / fixtures / equipment and technology.
<b>Construction Start and End Dates</b>	Construction start and end dates are subject to change due to weather, process delays, or unforeseen events beyond the scope of the District and the bond program management team. End date a.k.a. beneficial occupancy.
<b>Financial Analysis</b>	This report is an informative report only.

## INFORMATIVE REPORT NO. 37

### Facilities Management Project Report

The status of the work of facilities management on maintenance projects and staff assistance request (SARS) projects is reported for the period ending December 31, 2009.

#### Background

The following projects consist of deferred maintenance projects funded by the district and staff assistance (SAR) projects funded by the college campuses. The maintenance projects are developed by the annual audit of facilities by Facilities Management and the (SAR) projects are generated by special project request for the campuses in need of technical assistance from District Facilities Management Department.

Brookhaven College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc
<b>1) Mep Upgrade/ Restroom Renovations</b>	90,252	0	28,428	0
Estimated Cost: \$1,017,336 Revised Cost: \$ Awarded Amount: \$118,680	Start / Finish: April 09 / September 10			
<b>2) Repaint Classrooms, Perf. Hall &amp; Labs</b>	14,231	65,973	5,871	0
Estimated Cost: \$210,102 Revised Cost: \$ Awarded Amount: \$86,075	Start / Finish: December 08 / April 10			
<b>3) Update/Replace Exterior Signage</b>	9,363	0	0	0
Estimated Cost: \$138,225 Revised Cost: \$ Awarded Amount: \$9,363	Start / Finish: December 09 / April 10			

Brookhaven College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc
<b>4) Replace walkways/ sidewalks campus- wide</b>  Estimated Cost: \$364,260  Revised Cost: \$  Awarded Amount: \$24,343	24,343	0	0	0
	Start / Finish: December 09 / December 10			
<b>5) Replace 700T centrifugal chiller, Building B</b>  Estimated Cost: \$497,610  Revised Cost: \$  Awarded Amount: \$33,705	33,705	0	0	0
	Start / Finish: December 09 / June 11			
<b>BHC Maintenance Summary</b>	<b>Total Estimated Cost: \$2,227,533</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$272,166</b>	

Brookhaven College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Swipe Card Access Control System</b> Estimated Cost: \$500,000 Revised Cost: \$ Awarded Amount: \$499,229	18,725	480,504	0	0
Start / Finish: December 06 / February 10				
<b>2) Police Communication System</b> Estimated Cost: \$1,214,286 Revised Cost: \$ Awarded Amount: \$90,950	90,950	0	0	0
Start / Finish: August 08 / June 10				
<b>3) Bldg. K Waterproofing</b> Estimated Cost: \$145,772 Revised Cost: \$ Awarded Amount: \$100,988	10,204	90,784	0	0
Start / Finish: December 08 / December 09				

Brookhaven College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>4) Sprinkler Sys Renovation/Fire Protection</b>	2,597	0	0	0
Estimated Cost: \$37,100  Revised Cost: \$  Awarded Amount: \$2,597	Start / Finish: May 09 / TBD*			
<b>BHC SAR Summary</b>	<b>Total Estimated Cost: \$1,897,158</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$693,764</b>	

\* TBD – To Be Determined

Cedar Valley College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Correct water drainage, Bldg. B,C,D</b> Estimated Cost: \$552,900 Revised Cost: \$ Awarded Amount: \$52,900	37,450	0	15,450	0
	Start / Finish: December 08 / December 10			
<b>2) Update Fire Sprinkler systems, Buildings D,E, F and G</b> Estimated Cost: \$1,144,503 Revised Cost: \$ Awarded Amount: \$77,522	77,522	0	0	0
	Start / Finish: December 09 / June 11			
<b>3) Replace glass in Bldg C,E</b> Estimated Cost: \$525,256 Revised Cost: \$ Awarded Amount: \$61,172	46,494	0	14,678	0
	Start / Finish: April 09 / August 10			



<b>Cedar Valley College Maintenance</b>	<b>Awarded \$</b>			
	<b>Architect</b>	<b>Construction</b>	<b>Construction Manager</b>	<b>Misc.</b>
<b>4) Mep Project- replace switchgear</b>	7,490	80,800	3,090	0
Estimated Cost: \$110,580	Start / Finish: December 08 / May 10			
Revised Cost: \$				
Awarded Amount: \$91,380				
<b>CVC Maintenance Summary</b>	<b>Total Estimated Cost: \$2,333,239</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$282,974</b>	

<b>Cedar Valley College SAR</b>	<b>Awarded \$</b>			
	<b>Architect</b>	<b>Construction</b>	<b>Construction Manager</b>	<b>Misc.</b>
<b>1) Geotechnical and Survey at Northeast corner for Heavy Equipment Training</b>	14,050	0	0	1,070
Estimated Cost: \$15,000  Revised Cost: \$  Awarded Amount: \$15,120	Start / Finish:			
<b>CVC SAR Summary</b>	<b>Total Estimated Cost: \$15,000</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$15,120</b>	

Eastfield College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Upgrade Bromine Exhaust System</b>	12,359	17,386	5,099	0
Estimated Cost: \$182,458 Revised Cost: \$ Awarded Amount: \$34,844	Start / Finish: December 08 / January 10			
<b>2) Repair foam roofs: Bldgs C, L, N, P</b>	13,662	0	5,636	0
Estimated Cost: \$204,439 Revised Cost: \$ Awarded Amount: \$19,298	Start / Finish: February 09 / May 10			
<b>3) Loop Road (see SAR La Prada Rd)</b>	333,417	1,810,120	74,742	19,260
Estimated Cost: \$2,300,000 Revised Cost: \$ Awarded Amount: \$2,237,539	Start / Finish: April 07 / January 10			
<b>4) Repair Upper Courtyard</b>	42,094	0	0	0
Estimated Cost: \$629,890 Revised Cost: \$ Awarded Amount: \$42,094	Start / Finish: December 09 / December 10			

Eastfield College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>5) Refurbish Restrooms, C3RW2, F2RM1, F2RW1, L3RM1, L3RW1</b>  Estimated Cost: \$154,812  Revised Cost: \$  Awarded Amount: \$10,486	10,486	0	0	0
	Start / Finish: December 09 / December 10			
<b>6) Replace Asphalt Parking Lots</b>  Estimated Cost: \$1,815,696  Revised Cost: \$  Awarded Amount: \$121,338	121,338	0	0	0
	Start / Finish: December 09 / December 10			
<b>EFC Maintenance Summary</b>	<b>Total Estimated Cost: \$5,287,295</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$2,465,599</b>	

Eastfield College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Stairwell</b> Estimated Cost: \$70,000 Revised Cost: \$ Awarded Amount: \$5,243	5,243	0	0	0
	Start / Finish: June 08 / February 10			
<b>2) CCTV</b> Estimated Cost: \$100,000 Revised Cost: \$ Awarded Amount: \$7,490	7,490	0	0	0
	Start / Finish: September 08 / TBD			
<b>3) Bleacher Replacement</b> Estimated Cost: \$165,714 Revised Cost: \$ Awarded Amount: \$128,392	12,412	115,980	0	0
	Start / Finish: September 08 / January 10			
<b>4) Electronic Marquee Signs</b> Estimated Cost: \$165,972 Revised Cost: \$ Awarded Amount: \$189,560	15,866	173,694	0	0
	Start / Finish: March 09 / April 10			

Eastfield College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>5) Replace Exterior Doors</b>	13,482	0	0	0
Estimated Cost: \$123,000  Revised Cost: \$  Awarded Amount: \$13,482	Start / Finish: April 09 / TBD			
<b>6) Swimming Pool Repairs /Baseball Dugout/</b>	24,075	208,342	0	13,154
Estimated Cost: \$200,000  Revised Cost: \$  Awarded Amount: \$245,571	Start / Finish: December 08 / December 09			
<b>7) La Prada Entrance (see Loop Road MTN)</b>	41,500	457,889	0	0
Estimated Cost: \$550,000  Revised Cost: \$  Awarded Amount: \$499,389	Start / Finish: March 08 / January 10			

<b>Eastfield College SAR</b>	<b>Awarded \$</b>			
	<b>Architect</b>	<b>Construction</b>	<b>Construction Manager</b>	<b>Misc.</b>
<b>8) Re-Route Oates to Loop Road</b>	109,900	0	0	0
Estimated Cost: \$1,679,900	Start / Finish: October 09 / TBD			
Revised Cost: \$				
Awarded Amount: \$109,900				
<b>EFC SAR Summary</b>	<b>Total Estimated Cost: \$3,054,586</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$1,199,027</b>	

El Centro College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Replace/repair gym bleachers C220</b> Estimated Cost: \$55,290 Revised Cost: \$ Awarded Amount: \$3,745	3,745	0	0	0
Start / Finish: December 09 / June 11				
<b>2) Replace &amp; seal all exterior windows, Paramount</b> Estimated Cost: \$277,169 Revised Cost: \$ Awarded Amount: \$18,774	18,774	0	0	0
Start / Finish: December 09 / June 11				
<b>3) Replace roof, Bldg A and penthouse</b> Estimated Cost: \$359,385 Revised Cost: \$ Awarded Amount: \$24,342	24,342	0	0	0
Start / Finish: December 09 / December 10				



El Centro College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>4) Replace portion of Elm St. sidewalk by Bookstore</b>	749	0	0	0
Estimated Cost: \$11,208  Revised Cost: \$  Awarded Amount: \$749	Start / Finish: December 09 / December 10			
<b>5) Repair exterior sidewalks: east &amp; north building perimeters @ BJP</b>	2,809	0	0	0
Estimated Cost: \$42,030  Revised Cost: \$  Awarded Amount: \$2,809	Start / Finish: December 09 / December 10			
<b>6) Replace AHU drives, shaft, bearings, controls, 9 each @ BJP</b>	13,108	0	0	0
Estimated Cost: \$193,515  Revised Cost: \$  Awarded Amount: \$13,108	Start / Finish: December 09 / June 11			

El Centro College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>7) Replace surge suppressors at distribution panels @ BJP</b>  Estimated Cost: \$55,290  Revised Cost: \$  Awarded Amount: \$3,745	3,745	0	0	0
	Start / Finish: December 09 / June 11			
<b>8) Replace carpet, 1st/2nd floor offices/ Classrooms @ BJP</b>  Estimated Cost: \$138,226  Revised Cost: \$  Awarded Amount: \$13,226	9,363	0	3,863	0
	Start / Finish: December 08 / June 10			
<b>9) Replace toilet partitions in all restrooms @ BJP</b>  Estimated Cost: \$55,290  Revised Cost: \$  Awarded Amount: \$5,290	3,745	0	1,545	0
	Start / Finish: December 08 / June 10			

El Centro College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>10) Replace Restroom Fixtures @ BJP</b>	13,108	0	5,408	0
Estimated Cost: \$193,515 Revised Cost: \$ Awarded Amount: \$18,516	Start / Finish: December 08 / June 10			
<b>11) Sky light replacement/ renovations</b>	17,750	340,158	10,487	0
Estimated Cost: \$366,090 Revised Cost: \$ Awarded Amount: \$368,395	Start / Finish: November 08 / January 10			
<b>12) Replace 9 Air Units</b>	89,880	585,000	37,080	0
Estimated Cost: \$674,880 Revised Cost: \$ Awarded Amount: \$711,960	Start / Finish: November 08 / January 10			
<b>ECC Maintenance Summary</b>	<b>Total Estimated Cost: \$2,421,888</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$1,184,659</b>	

El Centro College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) CCTV Replacement at 701 Elm	0	53,804	0	0
Estimated Cost: \$53,451	Start / Finish: July 09 / TBD			
Revised Cost: \$				
Awarded Amount: \$53,804				
<b>ECC SAR Summary</b>	<b>Total Estimated Cost: \$53,451</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$53,804</b>	

<b>Mountain View College Maintenance</b>	<b>Awarded \$</b>			
	<b>Architect</b>	<b>Construction</b>	<b>Construction Manager</b>	<b>Misc.</b>
<b>1) Replace pool filter tanks, piping pool deck &amp; underwater lights</b>  Estimated Cost: \$143,754  Revised Cost: \$  Awarded Amount: \$13,754	9,737	0	4,017	0
	Start / Finish: December 08 / May 10			
<b>2) Repair cooling tower and replace corroded pipe</b>  Estimated Cost: \$138,226  Revised Cost: \$  Awarded Amount: \$165,387	9,363	152,161	3,863	0
	Start / Finish: December 08 / May 10			
<b>3) Replace gymnasium roof</b>  Estimated Cost: \$221,160  Revised Cost: \$  Awarded Amount: \$21,160	14,980	0	6,180	0
	Start / Finish: December 08 / May 10			

<b>Mountain View College Maintenance</b>	<b>Awarded \$</b>			
	<b>Architect</b>	<b>Construction</b>	<b>Construction Manager</b>	<b>Misc.</b>
<b>4) Replace 1000T centrifugal Chiller, CH-2</b>	56,175	0	0	0
Estimated Cost: \$829,350  Revised Cost: \$  Awarded Amount: \$56,175	Start / Finish: December 09 / June 11			
<b>5) Replace motors and VFDs on AHUs A-1, A-2, A- 3 &amp; A-4.</b>	7,490	0	0	0
Estimated Cost: \$110,580  Revised Cost: \$  Awarded Amount: \$7,490	Start / Finish: December 09 / June 11			
<b>6) Replace Hall Carpet, all levels, main campus, 158,000 SF</b>	44,191	0	0	0
Estimated Cost: \$652,422  Revised Cost: \$  Awarded Amount: \$44,191	Start / Finish: December 09 / June 11			
<b>MVC Maintenance Summary</b>	<b>Total Estimated Cost: \$2,095,492</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$308,157</b>	

North Lake College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Repair Utility Tunnel</b>	0	0	0	0
Estimated Cost: \$285,804  Revised Cost: \$  Awarded Amount: \$0	Start / Finish: December 09 / December 10			
<b>2) Replace Roofs, Bldgs. H &amp; K Waterproofing</b>	22,282	0	0	0
Estimated Cost: \$333,438  Revised Cost: \$  Awarded Amount: \$22,282	Start / Finish: December 09 / December 10			
<b>3) Repair/Replace concrete stairs, Bldg. A, Waterproofing</b>	7,964	0	0	0
Estimated Cost: \$119,169  Revised Cost: \$  Awarded Amount: \$7,964	Start / Finish: December 09 / December 10			

North Lake College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>4) Repair Roofs, exterior stucco, water infiltration, Bldg. R</b> Estimated Cost: \$364,260 Revised Cost: \$ Awarded Amount: \$24,343	24,343	0	0	0
	Start / Finish: December 09 / December 10			
<b>5) Repair high priority water infiltration points, campus wide</b> Estimated Cost: \$119,169 Revised Cost: \$ Awarded Amount: \$7,964	7,964	0	0	0
	Start / Finish: December 09 / December 10			
<b>6) Replace piping insulation in section of tunnel</b> Estimated Cost: \$199,044 Revised Cost: \$ Awarded Amount: \$13,482	13,482	0	0	0
	Start / Finish: December 09 / June 11			



North Lake College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>7) Replace buried utility pipe in section of tunnel</b>	6,741	0	0	0
Estimated Cost: \$99,522  Revised Cost: \$  Awarded Amount: \$6,741	Start / Finish: December 09 / June 11			
<b>8) Repair/re-upholster performance hall seating, 452 seats</b>	14,726	0	0	0
Estimated Cost: \$217,422  Revised Cost: \$  Awarded Amount: \$14,726	Start / Finish: December 09 / June 11			
<b>9) Repair Tunnel Soils At Bldg F &amp; Bldg A300</b>	52,609	0	0	0
Estimated Cost: \$702,386  Revised Cost: \$  Awarded Amount: \$52,609	Start / Finish: December 09 / TBD			
<b>NLC Maintenance Summary</b>	<b>Total Estimated Cost: \$2,440,214</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$150,111</b>	

North Lake College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Student Life Center</b> Estimated Cost: \$3,800,000 Revised Cost: \$ Awarded Amount: \$270,162	270,162	0	0	0
	Start / Finish: March 08 / March 11			
<b>2) Bldg A Elevator</b> Estimated Cost: \$1,146,428 Revised Cost: \$ Awarded Amount: \$80,250	80,250	0	0	0
	Start / Finish: April 09 / March 11			
<b>3) Repair lab flooring Bldg C</b> Estimated Cost: \$146,742 Revised Cost: \$ Awarded Amount: \$10,272	10,272	0	0	0
	Start / Finish: July 09 / June 10			
<b>4) Slope Remediation</b> Estimated Cost: \$105,230 Revised Cost: \$ Awarded Amount: \$105,230	35,830	55,075	0	14,325
	Start / Finish: March 07/ Pending			
<b>NLC SAR Summary</b>	<b>Total Estimated Cost: \$5,198,400</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$465,914</b>	



Richland College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Replace Roofs; Bldgs N, A, C, S, G</b>	104,860	0	43,260	0
Estimated Cost: \$1,548,120 Revised Cost: \$ Awarded Amount: \$148,120	Start / Finish: December 08 / May 10			
<b>2) Fire Alarm</b>	74,900	1,000,063	0	0
Estimated Cost: \$1,105,900 Revised Cost: \$ Awarded Amount: \$1,074,963	Start / Finish: April 07 / March 10			
<b>3) Replace underground West side HVAC piping</b>	47,936	0	0	0
Estimated Cost: \$707,712 Revised Cost: \$ Awarded Amount: \$47,936	Start / Finish: December 09 / TBD			
<b>4) Replace 900 Ton Chiller No. 2</b>	37,450	0	0	0
Estimated Cost: \$552,900 Revised Cost: \$ Awarded Amount: \$37,450	Start / Finish: December 09 / June 11			

Richland College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>5) Repair/replace ADA ramps and accessible access</b>	0	0	0	0
Estimated Cost: \$330,636  Revised Cost: \$  Awarded Amount: \$0	Start / Finish: December 09 / May 10			
<b>6) Replace original entrance doors, Phase II</b>	27,413	0	0	0
Estimated Cost: \$404,722  Revised Cost: \$  Awarded Amount: \$27,413	Start / Finish: December 09 / June 11			
<b>7) Refurbish existing cooling towers, 750 Ton, 3 each</b>	21,347	0	0	0
Estimated Cost: \$315,153  Revised Cost: \$  Awarded Amount: \$21,347	Start / Finish: December 09 / June 11			

Richland College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>8) Replace damper and actuators, AHU 1 &amp; AHU-2 @ LCET</b> Estimated Cost: \$7,740 Revised Cost: \$ Awarded Amount: \$524	524	0	0	0
Start / Finish: December 09 / June 11				
<b>RLC Maintenance Summary</b>	<b>Total Estimated Cost: \$4,972,883</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$1,357,753</b>	

<b>Richland College SAR</b>	<b>Awarded \$</b>			
	<b>Architect</b>	<b>Construction</b>	<b>Construction Manager</b>	<b>Misc.</b>
<b>1) 84 Store front doors</b>	45,065	189,500	0	0
Estimated Cost: \$231,911 Revised Cost: \$ Awarded Amount: \$234,565	Start / Finish: February 08 / TBD			
<b>2) Roof Restoration</b>	34,379	472,111	0	0
Estimated Cost: \$492,115 Revised Cost: \$ Awarded Amount: \$506,490	Start / Finish: May 08 / January 10			
<b>3) Sink Hole at South End of Lake</b>	150,121	0	0	0
Estimated Cost: \$2,004,286 Revised Cost: \$ Awarded Amount: \$150,121	Start / Finish: October 08 / January 10			
<b>4) Sidewalk &amp; Ramp Reconstruction</b>	44,048	0	0	0
Estimated Cost: \$444,571 Revised Cost: \$ Awarded Amount: \$44,048	Start / Finish: December 08 / June 11			

<b>Richland College SAR</b>	<b>Awarded \$</b>			
	<b>Architect</b>	<b>Construction</b>	<b>Construction Manager</b>	<b>Misc.</b>
<b>5) Magnetic Locks on Interior</b>	18,725	0	0	0
Estimated Cost: \$250,000  Revised Cost: \$  Awarded Amount: \$18,725	Start / Finish: November 08 / August 10			
<b>6) Portable Bldgs. Structural beams</b>	12,540	0	0	0
Estimated Cost: \$167,429  Revised Cost: \$  Awarded Amount: \$12,540	Start / Finish: April 09 / TBD			
<b>RLC SAR Summary</b>	<b>Total Estimated Cost: \$3,590,312</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$966,489</b>	



District Service Center Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Replace underground roof drain line on North Wall</b> Estimated Cost: \$44,832 Revised Cost: \$ Awarded Amount: \$4,232	2,996	0	1,236	0
	Start / Finish: December 08 / May 10			
<b>2) Seal &amp; Redo Parking Lots @ DSC</b> Estimated Cost: \$221,160 Revised Cost: \$ Awarded Amount: \$21,160	14,980	0	6,180	0
	Start / Finish: December 08 / May 10			
<b>3) Upgrading the Administrative cabling infrastructure District Wide</b> Estimated Cost: \$5,062,857 Revised Cost: \$ Awarded Amount: \$314,716	314,716	0	0	0
	Start / Finish: October 07 / TBD			

District Service Center Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>4) Replace motor, VFD, belts/sheaves, TAB, AHU-6 Purchasing</b> Estimated Cost: \$44,832 Revised Cost: \$ Awarded Amount: \$2,996	2,996	0	0	0
	Start / Finish: December 09 / June 11			
<b>5) Refurbish Cooling Tower</b> Estimated Cost: \$44,232 Revised Cost: \$ Awarded Amount: \$2,996	2,996	0	0	0
	Start / Finish: December 09 / June 11			
<b>DSC Maintenance Summary</b>	<b>Total Estimated Cost:</b> <b>\$5,417,913</b>	<b>Total Revised Cost:</b> <b>\$0</b>	<b>Total Awarded Amount:</b> <b>\$346,100</b>	

<b>District Office Maintenance</b>	<b>Awarded \$</b>			
	<b>Architect</b>	<b>Construction</b>	<b>Construction Manager</b>	<b>Misc.</b>
<b>1) Dock Lift</b>	749	0	0	0
Estimated Cost: \$11,058	Start / Finish: December 09 / December 10			
Revised Cost: \$				
Awarded Amount: \$749				
<b>DO Maintenance Summary</b>	<b>Total Estimated Cost: \$11,058</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$749</b>	

## INFORMATIVE REPORT NO. 38

### Sale of General Obligation Bonds

At the January 5, 2010 board meeting, parameters were approved by the DCCCD Board of Trustees for the sale of the final \$50,000,000 in General Obligation Bonds.

### Background

On January 14, 2010 the District sold bonds with a \$47,060,000 principal amount and a reoffering premium of \$3,394,071. After payment of underwriter's discount and other costs of issuance totaling \$454,071, proceeds of \$50,000,000 will be available for placement in the general obligation bond program fund. The coupon rates vary from 2.0% to 5.0% with bond maturity dates through 2030 and a call option any time on or after February 15, 2019 for bonds with maturities on or after February 15, 2020. The net interest cost is 4.01% and the true interest cost is 3.83%.

Southwest Securities and Siebert Brandford Shank & Co., LLC served as co-senior underwriters and were joined by Bank of America/Merrill Lynch, Morgan Keegan & Company, RBC Capital Markets, M.R. Beal & Company, and Ramirez & Co. Inc. as other members of the underwriting syndicate. The funds are expected to be received in February.

## INFORMATIVE REPORT NO. 39

### Approval of Report of January 2010 DCCCD Credit Ratings

On December 17, 2009 presentations were made to three agencies – Standard and Poors, Fitch Rating Agency and Moody’s – in anticipation of the sale of the remaining \$50,000,000 of General Obligation Bonds authorized by the voters in May 2004.

#### Background

The DCCCD was informed by all three agencies that the superior rating of a natural AAA was reconfirmed noting the excellent financial planning and standing of the District. It was noted in the rating rationale of Fitch Ratings that:

“The district has diversified revenue sources and maintains ample pricing and tax rate flexibility. Even with a modest tax base decline in fiscal 2010 and additional operating expenses from opening new facilities as well as higher levels of enrollment, the district maintains positive operating performance and reserves above its minimal policy level. Financial management is strong with the district proactively utilizing long-term planning for capital and operations, conservative budgeting, and interim reporting practices. General obligation and tax maintenance bond programs have a relatively minor impact on the tax rate and debt ratios.”

## INFORMATIVE REPORT NO. 40

### Reports of Sabbatical Experiences

Executive Vice Chancellor Andrew Jones assembled executive summaries from two (2) faculty members who were on sabbatical during Fall 2009.

### Policy Reminders

Board policies pertinent to sabbaticals include:

*Sabbatical leaves of up to one year may be granted by the Board to professional personnel for the purpose of study or travel that will benefit the institution, the students, and the employee. Administrative procedures govern the application and time of sabbatical leaves. DEC (LOCAL), COMPENSATION AND BENEFITS – LEAVES AND ABSENCES*

Report of Sabbatical Leave during Fall Semester 2009  
Catherine Carolan, El Centro College  
January 25, 2010

Echocardiology Technology – Distance Education Marketing and Enhancement

Purpose of the Sabbatical

To enhance distance education features of the Adult Echocardiology Technology program and expand the reach of both the Adult Echocardiology Technology program and the new Pediatric Echocardiology Technology program. This will be achieved by:

- 1) Creating a national and international marketing campaign for the programs.
- 2) Seeking external funding sources to meet the financial needs of program expansion.
- 3) Implementing recent technological advances into distance education features of the Adult Echocardiology Technology program.

Results

During my sabbatical I was able to work on all of the projects that I cited in my proposal. Of course, these are large projects that will be ongoing for many years.

1. I spoke at the NN2 conference (National Network of Allied Health Programs in Two Year Colleges) that was held at the El Centro College in Fall, I presented information regarding our distance education capabilities for echocardiology technology (adult and pediatric tracks). I spoke with approximately 20 individuals from colleges around the country who were very enthusiastic about partnering to bring both programs to their local areas via distance education. Through this and other “one on one” interactions I have collected many prospective distance education candidates/affiliates e.g. Boston Children’s, two sites in Chicago, a site in Minneapolis to name a few; and I recruited and developed clinical affiliations with 3 facilities in Austin, Texas for the pediatric echo program and recruited and worked to enroll a distance education pediatric echo student (in the Austin area) into the program and have identified a second potential candidate from this area for enrollment in June 2010.
2. Met with a local cardiologist to get leads on possible local grant/foundations that could be approached for funding to expand the echo programs and met with Pyper Wilkins to share these leads with her and see if she could identify any other prospects. Pyper is in the process of screening these leads for me and we will work together on an ongoing basis to solicit from these entities, ensuring that I adhere to college policy in the process.
3. Reviewed Adult Echo Program lecture content and redesigned the format for this content; familiarized myself with Tegrity 2.0 to re-record content; began development (collection, converting and archiving) of a data bank of

echo videos to be used in new adult program content and reviewed current journals for incorporation in on-line library.  
I plan to continue the work on all these projects in the months and years to come.



Report of Sabbatical Leave during Fall Semester 2009  
Barry G. Snidow, North Lake College  
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Purpose of the Sabbatical

The purpose of the sabbatical was to give me a chance to contact other colleges and to find out what sort of content relating to digital photography was being offered. I also wanted an opportunity to thoroughly explore online training opportunities which might be used as part of training in our classes.

Results

While finances didn't allow me to travel to many schools physically (as I had hoped), I was able to communicate with many other educators in many different locations to find out how they, and their school, was handling the delivery of digital photography instruction. What I found out, from talking to instructors, from Nevada, California, Australia, New York, Florida as well as Texas, is that there is a great deal of hesitancy on the part of many to enter into digital photography instruction in the beginning levels of class. I was pretty surprised, at this late date, that there are still quite a few digital skeptics in education. As it turns out we are ahead of the curve here at North Lake and at a couple of the other DCCCD campuses.

However, I did get some insight into how different schools are handling their freshman/sophomore digital photo curriculum and have gotten a few good ideas to embed into our curriculum here at NLC. With that information, I am in the process of redesigning the curriculum here at NLC to better serve the students, which I hope will allow for a more effective learning experience and a higher return of student success. I began the first part of this change in the Spring 2010 semester with alterations to my Photo I (digital) syllabus. I will roll out changes in the Photo II, III, and IV classes in subsequent semesters.

Other endeavors during my sabbatical leave included searching out digital photo tutorials, both free and pay, and looking into online publication by professional organizations and institutions such as the Library of Congress. Three excellent resources I found out of this research were the ASMP's "Best Practices" and "Best Workflows" websites, the Library of Congress' multitude of publicly held photographic images, and Adobe's video training site called "Adobe TV". I also spent time learning the new Adobe Photoshop version CS4, Adobe Lightroom ver. 2, live screen capture software (Screenflicks, and Screen Mimic – used to make live screen shot movies for making software tutorials). Other activities found me teaching photography at St. Marks boys school (Dallas), and judging a contest for

ATPI (Assoc. of Texas Photography Educators) of high school and collegiate student photography, and building a studio. All of this will undoubtedly make me a better photo instructor, and will raise the quality of education in our Photography classes here at North Lake College, which will contribute to the reputation the DCCCD has for quality education.

## INFORMATIVE REPORT NO. 41

### Report of Full-time Employees by Ethnicity and Salary

Trustee Diana Flores asked staff to develop reports of full-time employees by ethnicity and salary, District-wide and by college, as a further means of monitoring DCCCD's commitment to racial and ethnic diversity in its workforce. Data in the report are drawn from payroll files, making this report a better indicator of compliance with policy than monthly recommendations for employment, reclassifications, resignations, retirements, and non-renewals.

### Policy Reminders

*The specific responsibilities of the Board are as follows:*

*4. The Board is committed to having the demographic profile of the College District's employees and students mirror that of persons 18 years of age and older in Dallas County. The Board recognizes there are challenges to attaining this profile in categories of employment that require graduate degrees. The profile of those categories shall mirror market availability of advanced degree holders based on the most recently updated demographic data for advanced degree holders nationally and in the state. The state demographer's office and U.S. Census Bureau (interim reports) shall be considered reliable sources for estimating availability. BAA (LOCAL), BOARD LEGAL STATUS – POWERS, DUTIES, RESPONSIBILITIES, SPECIFIC RESPONSIBILITIES*

*A College District shall not fail or refuse to hire or discharge any individual, or otherwise discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment on the basis of any of the following protected characteristics:*

- 1. Race, color, or national origin;*
- 2. Sex;*
- 3. Religion;*
- 4. Age (applies to individuals who are 40 years of age or older);*
- 5. Disability; or*
- 6. Genetic information.*

*DAA (LEGAL), NONDISCRIMINATION IN GENERAL, 42 U.S.C. 1981; 42 U.S.C. 2000e et seq. (Title VII); 20 U.S.C. 1681 et seq. (Title IX); 42 U.S.C. 12111 et seq. (Americans with Disabilities Act), 29 U.S.C. 621 ET SEQ. (Age Discrimination in Employment Act); 29 U.S.C. 793, 794 (Rehabilitation Act); U.S. Const. Amend. I; Human Resources Code 121.003(f); Labor Code Chapter 21 (Texas Commission on Human Rights act); Labor Code Chapter 21, Subchapter H (genetic information)*

**Dallas County Community College District  
Number of Full-time Employees by Ethnicity and Salary as of November 1**

Note: Column titled "Change" is % change from 2004 to 2009

<u>African-American</u>								
Administrators								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	9	4	6	5	0		-100%	
\$40-49,999	35	35	30	30	24	29	-17%	
\$50-64,999	32	33	40	41	43	44	38%	
\$65-79,999	11	17	19	25	27	25	127%	
\$80-99,999	3	7	6	11	10	10	233%	
\$100,000+	3	5	8	8	11	12	300%	
Total	<u>93</u>	<u>101</u>	<u>109</u>	<u>120</u>	<u>115</u>	<u>120</u>	29%	
Faculty								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	4	6	1			3	-25%	
\$40-49,999	54	56	60	63	50	51	-6%	
\$50-64,999	26	30	31	30	42	45	73%	
\$65-79,999	6	8	12	15	15	15	150%	
\$80-99,999				1	1	1		
\$100,000+								
Total	<u>90</u>	<u>100</u>	<u>104</u>	<u>109</u>	<u>108</u>	<u>115</u>	28%	
Professional Support Staff								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000	215	189	178	170	176	191	-11%	
\$30-39,999	168	182	192	215	191	206	23%	
\$40-49,999	51	64	82	80	133	123	141%	
\$50-64,999	4	9	16	23	38	38	850%	
\$65-79,999					3	5		
\$80-99,999								
\$100,000+								
Total	<u>438</u>	<u>444</u>	<u>468</u>	<u>488</u>	<u>541</u>	<u>563</u>	29%	

<u>Hispanic</u>								
Administrators								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	3	1	3	2			-100%	
\$40-49,999	15	14	15	13	12	11	-27%	
\$50-64,999	15	14	16	14	17	21	40%	
\$65-79,999	8	7	7	11	13	9	13%	
\$80-99,999	4	7	5	4	7	9	125%	
\$100,000+	4	4	5	6	7	7	75%	
Total	<u>49</u>	<u>47</u>	<u>51</u>	<u>50</u>	<u>56</u>	<u>57</u>	16%	
Faculty								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	9	7	4	11			-100%	
\$40-49,999	46	62	54	43	42	47	2%	
\$50-64,999	19	19	27	30	40	39	105%	
\$65-79,999	10	7	6	6	5	5	-50%	
\$80-99,999		3	3	3	4	4		
\$100,000+								
Total	<u>84</u>	<u>98</u>	<u>94</u>	<u>93</u>	<u>91</u>	<u>95</u>	13%	
Professional Support Staff								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000	134	132	121	122	114	125	-7%	
\$30-39,999	84	89	104	108	93	117	39%	
\$40-49,999	21	29	39	43	67	65	210%	
\$50-64,999	5	8	10	12	17	19	280%	
\$65-79,999					2	2		
\$80-99,999								
\$100,000+								
Total	<u>244</u>	<u>258</u>	<u>274</u>	<u>285</u>	<u>293</u>	<u>328</u>	34%	

<u>White</u>								
Administrators								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000			2	1	0			
\$30-39,999	7	4	3	6	2	1	-86%	
\$40-49,999	69	66	50	47	40	35	-49%	
\$50-64,999	97	97	99	96	101	110	13%	
\$65-79,999	71	68	70	62	58	58	-18%	
\$80-99,999	39	40	42	50	57	55	41%	
\$100,000+	13	16	23	24	33	34	162%	
Total	<u>296</u>	<u>291</u>	<u>289</u>	<u>286</u>	<u>291</u>	<u>293</u>	-1%	
Faculty								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	26	37	7			12	-54%	
\$40-49,999	172	153	145	138	111	138	-20%	
\$50-64,999	131	133	128	125	160	163	24%	
\$65-79,999	179	147	173	155	112	108	-40%	
\$80-99,999		21	30	54	96	94		
\$100,000+								
Total	<u>508</u>	<u>491</u>	<u>483</u>	<u>472</u>	<u>479</u>	<u>515</u>	1%	
Professional Support Staff								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000	340	285	230	215	187	204	-40%	
\$30-39,999	382	399	393	385	315	336	-12%	
\$40-49,999	165	167	186	183	258	259	57%	
\$50-64,999	51	63	72	83	100	93	82%	
\$65-79,999					12	13		
\$80-99,999					5	5		
\$100,000+								
Total	<u>938</u>	<u>914</u>	<u>881</u>	<u>866</u>	<u>877</u>	<u>910</u>	-3%	

Source: The Integrated Postsecondary Education Data System (IPEDS).  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees(n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.  
 Estimated ethnicity of persons in U.S. with advanced degrees (n = 19,394,708): 79% White, 6% African American, 5% Hispanic, 10% Other.  
 Data are supplied for three ethnicities named in THECB's plan for higher education titled *Closing the Gaps by 2015*.

**Dallas County Community College District**  
**Percentage of Full-time Employees by Ethnicity and Salary as of November 1**

<i>African-American</i>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000							
\$30-39,999	2%	1%	1%	1%			
\$40-49,999	8%	8%	6%	6%	5%	6%	
\$50-64,999	7%	7%	8%	9%	9%	9%	
\$65-79,999	2%	4%	4%	5%	5%	5%	
\$80-99,999	1%	2%	1%	2%	2%	2%	
\$100,000+	1%	1%	2%	2%	2%	2%	
All	20%	22%	23%	25%	23%	24%	
Faculty							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000							
\$30-39,999	1%	1%					
\$40-49,999	7%	8%	8%	9%	7%	6%	
\$50-64,999	4%	4%	4%	4%	6%	6%	
\$65-79,999	1%	1%	2%	2%	2%	2%	
\$80-99,999							
\$100,000+							
All	12%	14%	14%	15%	15%	15%	
Professional Support Staff							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000	13%	11%	10%	10%	10%	10%	
\$30-39,999	10%	11%	11%	12%	11%	11%	
\$40-49,999	3%	4%	5%	5%	7%	6%	
\$50-64,999		1%	1%	1%	2%	2%	
\$65-79,999							
\$80-99,999							
\$100,000+							
All	26%	26%	27%	28%	30%	29%	

<i>Hispanic</i>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000							
\$30-39,999	1%		1%				
\$40-49,999	3%	3%	3%	3%	2%	2%	
\$50-64,999	3%	3%	3%	3%	3%	4%	
\$65-79,999	2%	2%	1%	2%	3%	2%	
\$80-99,999	1%	2%	1%	1%	1%	2%	
\$100,000+	1%	1%	1%	1%	1%	1%	
All	11%	10%	11%	10%	11%	11%	
Faculty							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000							
\$30-39,999	1%	1%	1%	2%		0%	
\$40-49,999	6%	8%	7%	6%	6%	6%	
\$50-64,999	3%	3%	4%	4%	5%	5%	
\$65-79,999	1%	1%	1%	1%	1%	1%	
\$80-99,999					1%	1%	
\$100,000+							
All	12%	13%	13%	13%	12%	12%	
Professional Support Staff							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000	8%	8%	7%	7%	6%	6%	
\$30-39,999	5%	5%	6%	6%	5%	6%	
\$40-49,999	1%	2%	2%	2%	4%	3%	
\$50-64,999			1%	1%	1%	1%	
\$65-79,999							
\$80-99,999							
\$100,000+							
All	14%	15%	16%	16%	16%	17%	

<i>White</i>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000							
\$30-39,999	2%	1%	1%	1%			
\$40-49,999	15%	14%	11%	10%	8%	7%	
\$50-64,999	21%	21%	21%	20%	21%	22%	
\$65-79,999	16%	15%	15%	13%	12%	12%	
\$80-99,999	9%	9%	9%	10%	12%	11%	
\$100,000+	3%	4%	5%	5%	7%	7%	
All	65%	64%	61%	60%	59%	58%	
Faculty							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000							
\$30-39,999	4%	5%	1%				
\$40-49,999	24%	21%	20%	19%	15%	17%	
\$50-64,999	18%	18%	18%	17%	22%	21%	
\$65-79,999	25%	20%	24%	21%	15%	14%	
\$80-99,999		3%	4%	7%	13%	12%	
\$100,000+							
All	70%	67%	66%	65%	65%	65%	
Professional Support Staff							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000	20%	17%	13%	12%	10%	11%	
\$30-39,999	22%	23%	23%	22%	17%	17%	
\$40-49,999	10%	10%	11%	11%	14%	13%	
\$50-64,999	3%	4%	4%	5%	6%	5%	
\$65-79,999					1%	1%	
\$80-99,999							
\$100,000+							
All	55%	53%	51%	50%	48%	47%	

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees(n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.

**Dallas County Community College District - Brookhaven College  
Number of Full-time Employees by Ethnicity and Base Salary as of November 1**

Note: Column titled "Change" is % change from 2004 to 2009

<u>African-American</u>								
Administrators								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	1	1	1	1			-100%	
\$40-49,999	1	1	1	2	2	3	200%	
\$50-64,999	2	2	2	2	3	2	0%	
\$65-79,999	2	2	2	2	2	2	0%	
\$80-99,999		1	2	2	2	2		
\$100,000+		1	1	1				
Total	<u>6</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>9</u>	<u>9</u>	50%	
Faculty								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999								
\$40-49,999	13	11	11	10	6	5	-62%	
\$50-64,999	1	3	3	3	5	5	400%	
\$65-79,999								
\$80-99,999								
\$100,000+								
Total	<u>14</u>	<u>14</u>	<u>14</u>	<u>13</u>	<u>11</u>	<u>10</u>	-29%	
Professional Support Staff								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000	20	20	16	14	14	15	-25%	
\$30-39,999	14	15	18	19	19	19	36%	
\$40-49,999	3	4	5	3	11	10	233%	
\$50-64,999	1	1	3	4	4	4	300%	
\$65-79,999								
\$80-99,999								
\$100,000+								
Total	<u>38</u>	<u>40</u>	<u>42</u>	<u>40</u>	<u>48</u>	<u>48</u>	26%	

<u>Hispanic</u>								
Administrators								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	2	1		1			-100%	
\$40-49,999	2	1	1	1	1		-100%	
\$50-64,999	3	3	4	2	1	3	0%	
\$65-79,999	1			2	2	1	0%	
\$80-99,999		3	1	1	2	3		
\$100,000+								
Total	<u>8</u>	<u>8</u>	<u>6</u>	<u>7</u>	<u>6</u>	<u>7</u>	-13%	
Faculty								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	3	2					-100%	
\$40-49,999	7	11	8	6	7	8	14%	
\$50-64,999	2	2	2	5	8	6	200%	
\$65-79,999	4	3	2	1	1	1	-75%	
\$80-99,999		1	1	1	1	1		
\$100,000+								
Total	<u>16</u>	<u>19</u>	<u>13</u>	<u>13</u>	<u>17</u>	<u>16</u>	0%	
Professional Support Staff								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000	21	23	16	16	21	23	10%	
\$30-39,999	12	12	16	15	11	13	8%	
\$40-49,999	3	3	5	8	10	11	267%	
\$50-64,999				1	3	3		
\$65-79,999								
\$80-99,999								
\$100,000+								
Total	<u>36</u>	<u>38</u>	<u>37</u>	<u>40</u>	<u>45</u>	<u>50</u>	39%	

<u>White</u>								
Administrators								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999				2				
\$40-49,999	7	6	5	3	3	2	-71%	
\$50-64,999	10	10	6	7	9	8	-20%	
\$65-79,999	9	7	8	6	4	7	-22%	
\$80-99,999	4	2	4	6	6	6	50%	
\$100,000+	1			1	2	2	100%	
Total	<u>31</u>	<u>25</u>	<u>23</u>	<u>25</u>	<u>24</u>	<u>25</u>	-19%	
Faculty								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	3	1	1			2	-33%	
\$40-49,999	37	33	31	26	17	18	-51%	
\$50-64,999	23	24	26	29	40	38	65%	
\$65-79,999	20	21	24	26	19	19	-5%	
\$80-99,999		2	2	2	10	10		
\$100,000+								
Total	<u>83</u>	<u>81</u>	<u>84</u>	<u>83</u>	<u>86</u>	<u>87</u>	5%	
Professional Support Staff								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000	75	60	46	48	40	42	-44%	
\$30-39,999	61	63	59	56	49	55	-10%	
\$40-49,999	16	19	26	28	35	31	94%	
\$50-64,999	2	3	5	4	9	9	350%	
\$65-79,999								
\$80-99,999								
\$100,000+								
Total	<u>154</u>	<u>145</u>	<u>136</u>	<u>136</u>	<u>133</u>	<u>137</u>	-11%	

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
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 Data are supplied for three ethnicities named in THECB's plan for higher education titled *Closing the Gaps by 2015*.

**Dallas County Community College District - Brookhaven College  
Percentage of Full-time Employees by Ethnicity and Salary Range as of November 1**

<u>African-American</u>						
Administrators						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	2%	2%	2%	2%	0%	0%
\$40-49,999	2%	2%	2%	4%	5%	7%
\$50-64,999	4%	5%	5%	4%	7%	5%
\$65-79,999	4%	5%	5%	4%	5%	5%
\$80-99,999		2%	5%	4%	5%	5%
\$100,000+		2%	2%	2%		
All	13%	18%	22%	22%	21%	20%
Faculty						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999						
\$40-49,999	10%	9%	9%	8%	5%	4%
\$50-64,999	1%	2%	3%	2%	4%	4%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	11%	11%	12%	11%	9%	8%
Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000	8%	8%	7%	6%	6%	6%
\$30-39,999	6%	6%	8%	8%	8%	7%
\$40-49,999	1%	2%	2%	1%	5%	4%
\$50-64,999			1%	2%	2%	2%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	16%	17%	19%	17%	20%	19%

<u>Hispanic</u>						
Administrators						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	4%	2%		2%		
\$40-49,999	4%	2%	2%	2%	2%	0%
\$50-64,999	6%	7%	10%	4%	2%	7%
\$65-79,999	2%			4%	5%	2%
\$80-99,999		7%	2%	2%	5%	7%
\$100,000+						
All	17%	18%	15%	16%	14%	16%
Faculty						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	2%	2%				
\$40-49,999	6%	9%	7%	5%	6%	6%
\$50-64,999	2%	2%	2%	4%	6%	5%
\$65-79,999	3%	2%	2%	1%	1%	1%
\$80-99,999		1%	1%	1%	1%	1%
\$100,000+						
All	13%	15%	11%	11%	14%	13%
Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000	9%	10%	7%	7%	9%	9%
\$30-39,999	5%	5%	7%	6%	5%	5%
\$40-49,999	1%	1%	2%	3%	4%	4%
\$50-64,999					1%	1%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	15%	16%	16%	17%	19%	19%

<u>White</u>						
Administrators						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999				4%		
\$40-49,999	15%	14%	12%	7%	7%	5%
\$50-64,999	21%	23%	15%	16%	21%	18%
\$65-79,999	19%	16%	20%	13%	9%	16%
\$80-99,999	9%	5%	10%	13%	14%	14%
\$100,000+	2%			2%	5%	5%
All	66%	57%	56%	56%	56%	57%
Faculty						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	2%	1%	1%			
\$40-49,999	30%	27%	26%	21%	14%	14%
\$50-64,999	18%	19%	22%	24%	32%	30%
\$65-79,999	16%	17%	20%	21%	15%	15%
\$80-99,999		2%	2%	2%	8%	8%
\$100,000+						
All	66%	65%	70%	69%	69%	69%
Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000	31%	25%	20%	21%	17%	16%
\$30-39,999	25%	27%	26%	24%	20%	21%
\$40-49,999	7%	8%	11%	12%	15%	12%
\$50-64,999	1%	1%	2%	2%	4%	4%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	64%	61%	60%	59%	55%	53%

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees(n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.

**Dallas County Community College District - Cedar Valley College  
Number of Full-time Employees by Ethnicity and Base Salary as of November 1**

Note: Column titled "Change" is % change from 2004 to 2009

<u>African-American</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999	1		1	2			-100%
\$40-49,999	5	3	3	4	5	5	0%
\$50-64,999	3	7	6	7	5	5	67%
\$65-79,999	2	2	2	4	5	5	150%
\$80-99,999				1	2	1	
\$100,000+	1	1	1	1	1	2	100%
Total	12	13	13	19	18	18	50%
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999		1				1	
\$40-49,999	5	6	6	8	6	5	
\$50-64,999	2	2	3	2	4	5	150%
\$65-79,999	1	1	1	2	2	2	100%
\$80-99,999							
\$100,000+							
Total	8	10	10	12	12	13	63%
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	25	29	31	28	24	28	12%
\$30-39,999	19	22	20	31	23	23	21%
\$40-49,999		3	4	5	12	11	
\$50-64,999			1	1	1		
\$65-79,999							
\$80-99,999							
\$100,000+							
Total	44	54	56	65	60	62	41%

<u>Hispanic</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999			1				
\$40-49,999	1		1	2	3	3	200%
\$50-64,999	1	1					-100%
\$65-79,999							
\$80-99,999							
\$100,000+							
Total	2	1	2	2	3	3	50%
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999							
\$40-49,999	1	1	3	3	1	2	100%
\$50-64,999					2	2	
\$65-79,999							
\$80-99,999							
\$100,000+							
Total	1	1	3	3	3	4	300%
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	4	8	7	7	5	5	25%
\$30-39,999	5	6	5	9	8	10	100%
\$40-49,999		1	2	1	6	5	
\$50-64,999							
\$65-79,999							
\$80-99,999							
\$100,000+							
Total	9	15	14	17	19	20	122%

<u>White</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999		1					
\$40-49,999	6	6	5	3	3	4	-33%
\$50-64,999	2	3	2	4	5	5	150%
\$65-79,999	7	7	7	4	3	3	-57%
\$80-99,999	3	2	2	3	3	3	0%
\$100,000+							
Total	18	19	16	14	14	15	-17%
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999	2	2	1				-100%
\$40-49,999	21	16	19	16	9	12	-43%
\$50-64,999	23	25	22	19	19	18	-22%
\$65-79,999	6	5	5	9	11	11	83%
\$80-99,999		1	1	2	2	2	
\$100,000+							
Total	52	49	48	46	41	43	-17%
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	34	25	20	21	11	12	-65%
\$30-39,999	29	33	31	29	30	30	3%
\$40-49,999	13	12	12	11	14	12	-8%
\$50-64,999	4	5	5	6	6	4	0%
\$65-79,999					1	1	
\$80-99,999							
\$100,000+							
Total	80	75	68	67	62	59	-26%

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees(n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.  
 Estimated ethnicity of persons in U.S. with advanced degrees (n = 19,394,708): 79% White, 6% African American, 5% Hispanic, 10% Other.  
 Data are supplied for three ethnicities named in THECB's plan for higher education titled *Closing the Gaps by 2015*.



**Dallas County Community College District - Cedar Valley College**  
**Percentage of Full-time Employees by Ethnicity and Salary Range as of November 1**

<u>African-American</u>						
Administrators						
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<\$30,000						
\$30-39,999	3%		3%	5%		
\$40-49,999	16%	9%	9%	11%	13%	13%
\$50-64,999	9%	21%	18%	19%	13%	13%
\$65-79,999	6%	6%	6%	11%	13%	13%
\$80-99,999				3%	5%	3%
\$100,000+	3%	3%	3%	3%	3%	5%
All	38%	38%	39%	51%	46%	46%
Faculty						
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<\$30,000						
\$30-39,999		2%				
\$40-49,999	8%	9%	9%	12%	10%	8%
\$50-64,999	3%	3%	5%	3%	7%	8%
\$65-79,999	2%	2%	2%	3%	3%	3%
\$80-99,999						
\$100,000+						
All	12%	16%	15%	18%	20%	20%
Professional Support Staff						
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<\$30,000	18%	19%	21%	18%	16%	19%
\$30-39,999	14%	14%	14%	20%	16%	15%
\$40-49,999		2%	3%	3%	8%	7%
\$50-64,999			1%	1%	1%	
\$65-79,999						
\$80-99,999						
\$100,000+						
All	32%	36%	38%	42%	41%	42%

<u>Hispanic</u>						
Administrators						
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<\$30,000						
\$30-39,999			3%			
\$40-49,999	3%		3%	5%	8%	8%
\$50-64,999	3%	3%				
\$65-79,999						
\$80-99,999						
\$100,000+						
All	6%	3%	6%	5%	8%	8%
Faculty						
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<\$30,000						
\$30-39,999						
\$40-49,999	2%	2%	5%	5%	2%	3%
\$50-64,999					3%	3%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	2%	2%	5%	5%	5%	6%
Professional Support Staff						
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<\$30,000	3%	5%	5%	5%	3%	3%
\$30-39,999	4%	4%	3%	6%	5%	7%
\$40-49,999	0%	1%	1%	1%	4%	3%
\$50-64,999						
\$65-79,999						
\$80-99,999						
\$100,000+						
All	6%	10%	10%	11%	13%	13%

<u>White</u>					
Administrators					
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
<\$30,000					
\$30-39,999		3%			
\$40-49,999	19%	18%	15%	8%	8%
\$50-64,999	6%	9%	6%	10%	13%
\$65-79,999	22%	21%	21%	10%	8%
\$80-99,999	9%	6%	6%	8%	8%
\$100,000+					
All	56%	56%	48%	36%	36%
Faculty					
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
<\$30,000					
\$30-39,999	3%	3%	2%		
\$40-49,999	32%	25%	29%	27%	14%
\$50-64,999	35%	39%	34%	32%	29%
\$65-79,999	9%	8%	8%	15%	17%
\$80-99,999		2%	2%	3%	3%
\$100,000+					
All	80%	77%	74%	77%	62%
Professional Support Staff					
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
<\$30,000	24%	16%	14%	14%	7%
\$30-39,999	21%	22%	21%	20%	20%
\$40-49,999	9%	8%	8%	7%	9%
\$50-64,999	3%	3%	3%	4%	4%
\$65-79,999					1%
\$80-99,999					
\$100,000+					
All	58%	49%	47%	45%	42%

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees(n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.

**Dallas County Community College District - Eastfield College  
Number of Full-time Employees by Ethnicity and Base Salary as of November 1**

Note: Column titled "Change" is % change from 2004 to 2009

<u>African-American</u>								
Administrators								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	2	1	1	1			-100%	
\$40-49,999	4	5	2	5	3	4	0%	
\$50-64,999	5	3	7	6	6	3	-40%	
\$65-79,999		2	3	2	3	3		
\$80-99,999			1	1				
\$100,000+					1	1		
<b>Total</b>	<b>11</b>	<b>11</b>	<b>14</b>	<b>15</b>	<b>13</b>	<b>11</b>	0%	
Faculty								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	2	2					-100%	
\$40-49,999	6	8	11	17	11	10	67%	
\$50-64,999	3	4	3	3	8	10	233%	
\$65-79,999	1	1	1	1	1	1	0%	
\$80-99,999								
\$100,000+								
<b>Total</b>	<b>12</b>	<b>15</b>	<b>15</b>	<b>21</b>	<b>20</b>	<b>21</b>	75%	
Professional Support Staff								
Salary Range	2004	2005	2006	2007	2008	2009	Change	
<\$30,000	29	26	23	25	26	31	7%	
\$30-39,999	16	14	18	22	26	28	75%	
\$40-49,999	4	5	4	3	6	7	75%	
\$50-64,999			2	2	4	3		
\$65-79,999								
\$80-99,999								
\$100,000+								
<b>Total</b>	<b>49</b>	<b>45</b>	<b>47</b>	<b>52</b>	<b>62</b>	<b>69</b>	41%	

<u>Hispanic</u>								
Administrators								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999								
\$40-49,999	5	3	3	2	1		-100%	
\$50-64,999	2	2	2	4	5	7	250%	
\$65-79,999	1	1	1	1	2	2	100%	
\$80-99,999						1		
\$100,000+								
<b>Total</b>	<b>8</b>	<b>6</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>10</b>	25%	
Faculty								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	3	2	2	11			-100%	
\$40-49,999	4	10	8	3	9	15	275%	
\$50-64,999	4	4	4		4	4	0%	
\$65-79,999								
\$80-99,999								
\$100,000+								
<b>Total</b>	<b>11</b>	<b>16</b>	<b>14</b>	<b>14</b>	<b>13</b>	<b>19</b>	73%	
Professional Support Staff								
Salary Range	2004	2005	2006	2007	2008	2009	Change	
<\$30,000	19	18	13	13	12	15	-21%	
\$30-39,999	8	11	14	14	11	17	113%	
\$40-49,999	1	1	2	1	3	4	300%	
\$50-64,999	2	2	2	2			-100%	
\$65-79,999					1	1		
\$80-99,999								
\$100,000+								
<b>Total</b>	<b>30</b>	<b>32</b>	<b>31</b>	<b>30</b>	<b>27</b>	<b>37</b>	23%	

<u>White</u>								
Administrators								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000				1				
\$30-39,999	4						-100%	
\$40-49,999	13	13	12	9	6	8	-38%	
\$50-64,999	3	5	7	10	16	15	400%	
\$65-79,999	7	6	5	3	2	3	-57%	
\$80-99,999	3	4	3	3	5	5	67%	
\$100,000+	1	1	2	2	2	2	100%	
<b>Total</b>	<b>31</b>	<b>29</b>	<b>29</b>	<b>28</b>	<b>31</b>	<b>33</b>	6%	
Faculty								
Salary	2004	2005	2006	2007	2008	2009	Change	
<\$30,000								
\$30-39,999	9	2	2			4	-56%	
\$40-49,999	20	20	22	16	11	18	-10%	
\$50-64,999	18	18	9	12	19	20	11%	
\$65-79,999	35	27	33	27	15	15	-57%	
\$80-99,999		8	9	11	21	20		
\$100,000+								
<b>Total</b>	<b>82</b>	<b>75</b>	<b>75</b>	<b>66</b>	<b>66</b>	<b>77</b>	-6%	
Professional Support Staff								
Salary Range	2004	2005	2006	2007	2008	2009	Change	
<\$30,000	58	46	39	41	38	38	-34%	
\$30-39,999	45	53	53	47	39	35	-22%	
\$40-49,999	15	17	21	23	28	31	107%	
\$50-64,999	3	3	3	7	11	12	300%	
\$65-79,999					1	1		
\$80-99,999								
\$100,000+								
<b>Total</b>	<b>121</b>	<b>119</b>	<b>116</b>	<b>118</b>	<b>117</b>	<b>117</b>	-3%	

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
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 Estimated ethnicity of persons in Dallas County with advanced degrees(n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.  
 Estimated ethnicity of persons in U.S. with advanced degrees (n = 19,394,708): 79% White, 6% African American, 5% Hispanic, 10% Other.  
 Data are supplied for three ethnicities named in THECB's plan for higher education titled *Closing the Gaps by 2015*.

**Dallas County Community College District - Eastfield College  
Percentage of Full-time Employees by Ethnicity and Salary Range as of November 1**

<u>African-American</u>						
Administrators						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	4%	2%	2%	2%		
\$40-49,999	8%	11%	4%	10%	6%	7%
\$50-64,999	10%	7%	14%	12%	11%	5%
\$65-79,999		4%	6%	4%	6%	5%
\$80-99,999			2%	2%		
\$100,000+					2%	2%
All	22%	24%	29%	30%	24%	19%
Faculty						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	2%	2%				
\$40-49,999	6%	7%	10%	16%	11%	8%
\$50-64,999	3%	4%	3%	3%	8%	8%
\$65-79,999	1%	1%	1%	1%	1%	1%
\$80-99,999						
\$100,000+						
All	11%	14%	14%	20%	19%	17%
Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000	14%	13%	11%	12%	12%	13%
\$30-39,999	8%	7%	9%	10%	12%	12%
\$40-49,999	2%	2%	2%	1%	3%	3%
\$50-64,999			1%	1%	2%	1%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	23%	22%	23%	25%	28%	29%

<u>Hispanic</u>						
Administrators						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999						
\$40-49,999	10%	7%	6%	4%	2%	0%
\$50-64,999	4%	4%	4%	8%	9%	12%
\$65-79,999	2%	2%	2%	2%	4%	4%
\$80-99,999						2%
\$100,000+						
All	16%	13%	12%	14%	15%	18%
Faculty						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	3%	2%	2%	10%		
\$40-49,999	4%	9%	7%	3%	9%	12%
\$50-64,999	4%	4%	4%		4%	3%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	10%	15%	13%	13%	13%	15%
Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000	9%	9%	6%	6%	6%	6%
\$30-39,999	4%	5%	7%	7%	5%	7%
\$40-49,999	0%	0%	1%		1%	2%
\$50-64,999	1%	1%	1%	1%		
\$65-79,999						
\$80-99,999						
\$100,000+						
All	14%	15%	15%	14%	12%	16%

<u>White</u>						
Administrators						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000				2%		
\$30-39,999	8%					
\$40-49,999	26%	28%	24%	18%	11%	14%
\$50-64,999	6%	11%	14%	20%	30%	26%
\$65-79,999	14%	13%	10%	6%	4%	5%
\$80-99,999	6%	9%	6%	6%	9%	9%
\$100,000+	2%	2%	4%	4%	4%	4%
All	62%	63%	59%	56%	57%	58%
Faculty						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	8%	2%	2%			
\$40-49,999	19%	19%	20%	15%	11%	15%
\$50-64,999	17%	17%	8%	11%	18%	16%
\$65-79,999	33%	25%	30%	25%	14%	12%
\$80-99,999		7%	8%	10%	20%	16%
\$100,000+						
All	77%	69%	69%	62%	63%	63%
Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000	27%	22%	19%	19%	17%	16%
\$30-39,999	21%	25%	25%	22%	18%	15%
\$40-49,999	7%	8%	10%	11%	13%	13%
\$50-64,999	1%	1%	1%	3%	5%	5%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	57%	57%	56%	56%	54%	50%

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees(n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.

**Dallas County Community College District - El Centro College and BJP  
Number of Full-time Employees by Ethnicity and Base Salary as of November 1**

Note: Column titled "Change" is % change from 2004 to 2009

<u>African-American</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999							
\$40-49,999	1	2	1	2	2	7	600%
\$50-64,999	3	1	1	2	3	3	0%
\$65-79,999		1	1	1	1		
\$80-99,999	1	1				1	0%
\$100,000+	1	1	1	1	1	1	0%
<b>Total</b>	<b>6</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>7</b>	<b>12</b>	<b>100%</b>
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999		1	1			2	
\$40-49,999	9	7	7	5	7	10	11%
\$50-64,999	8	8	6	7	7	7	-13%
\$65-79,999	1	2	4	5	4	4	300%
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>18</b>	<b>18</b>	<b>18</b>	<b>17</b>	<b>18</b>	<b>23</b>	<b>28%</b>
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	34	27	27	31	40	47	38%
\$30-39,999	25	29	30	36	26	33	32%
\$40-49,999	10	11	13	17	28	23	130%
\$50-64,999		2	2	2	8	9	
\$65-79,999							
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>69</b>	<b>69</b>	<b>72</b>	<b>86</b>	<b>102</b>	<b>112</b>	<b>62%</b>

<u>Hispanic</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999							
\$40-49,999	1	1	1	1		2	100%
\$50-64,999	2	2	2	2	2	1	-50%
\$65-79,999	1	1				2	100%
\$80-99,999			1	1	1	1	
\$100,000+							
<b>Total</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>50%</b>
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999	3	1	1				-100%
\$40-49,999	9	11	10	9	7	6	-33%
\$50-64,999		1	2	4	4	6	
\$65-79,999	1	1	1	1			-100%
\$80-99,999					1	1	
\$100,000+							
<b>Total</b>	<b>13</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>12</b>	<b>13</b>	<b>0%</b>
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	26	24	25	22	21	24	-8%
\$30-39,999	7	6	12	14	11	20	186%
\$40-49,999	3	5	5	6	11	10	233%
\$50-64,999		1	1	2	2	2	
\$65-79,999							
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>36</b>	<b>36</b>	<b>43</b>	<b>44</b>	<b>45</b>	<b>56</b>	<b>56%</b>

<u>White</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999	1		1	2			-100%
\$40-49,999	6	7	2	4	4	3	-50%
\$50-64,999	11	11	13	16	14	18	64%
\$65-79,999	6	6	5	7	10	8	33%
\$80-99,999	2	2	4	8	5	4	100%
\$100,000+		1			4	5	
<b>Total</b>	<b>26</b>	<b>27</b>	<b>25</b>	<b>37</b>	<b>37</b>	<b>38</b>	<b>46%</b>
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999	2	31				3	50%
\$40-49,999	36	28	30	35	34	40	11%
\$50-64,999	23	16	27	23	29	31	35%
\$65-79,999	17	1	18	20	13	14	-18%
\$80-99,999			2	3	6	5	
\$100,000+							
<b>Total</b>	<b>78</b>	<b>76</b>	<b>77</b>	<b>81</b>	<b>82</b>	<b>93</b>	<b>19%</b>
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	18	18	11	9	13	16	-11%
\$30-39,999	22	24	21	26	22	30	36%
\$40-49,999	7	9	11	13	22	23	229%
\$50-64,999	1	2	3	6	9	6	500%
\$65-79,999							
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>48</b>	<b>53</b>	<b>46</b>	<b>54</b>	<b>66</b>	<b>75</b>	<b>56%</b>

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees(n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.  
 Estimated ethnicity of persons in U.S. with advanced degrees (n = 19,394,708): 79% White, 6% African American, 5% Hispanic, 10% Other.  
 Data are supplied for three ethnicities named in THECB's plan for higher education titled *Closing the Gaps by 2015*.

**Dallas County Community College District - El Centro College  
Percentage of Full-time Employees by Ethnicity and Salary Range as of November 1**

<i>African-American</i>							<i>Hispanic</i>							<i>White</i>						
Administrators							Administrators							Administrators						
Salary	2004	2005	2006	2007	2008	2009	Salary	2004	2005	2006	2007	2008	2009	Salary	2004	2005	2006	2007	2008	2009
<\$30,000							<\$30,000							<\$30,000						
\$30-39,999							\$30-39,999							\$30-39,999	3%		3%	4%		
\$40-49,999	3%	5%	3%	4%	4%	12%	\$40-49,999	3%	3%	3%	2%		3%	\$40-49,999	17%	19%	6%	8%	8%	5%
\$50-64,999	8%	3%	3%	4%	6%	5%	\$50-64,999	6%	5%	6%	4%	4%	2%	\$50-64,999	31%	30%	38%	33%	27%	31%
\$65-79,999		3%	3%	2%	2%		\$65-79,999	3%	3%			4%	3%	\$65-79,999	17%	16%	15%	14%	20%	14%
\$80-99,999	3%	3%				2%	\$80-99,999			3%	2%	2%	2%	\$80-99,999	6%	5%	12%	16%	10%	7%
\$100,000+	3%	3%	3%	2%	2%	2%	\$100,000+							\$100,000+		3%			8%	8%
All	17%	16%	12%	12%	14%	20%	All	11%	11%	12%	8%	10%	10%	All	72%	73%	74%	76%	73%	64%
Faculty							Faculty							Faculty						
Salary	2004	2005	2006	2007	2008	2009	Salary	2004	2005	2006	2007	2008	2009	Salary	2004	2005	2006	2007	2008	2009
<\$30,000							<\$30,000							<\$30,000						
\$30-39,999		1%	1%	0%	0%	2%	\$30-39,999	3%	1%	1%				\$30-39,999	2%	26%				2%
\$40-49,999	8%	6%	6%	4%	6%	8%	\$40-49,999	8%	9%	8%	7%	6%	4%	\$40-49,999	31%	24%	25%	28%	27%	28%
\$50-64,999	7%	7%	5%	6%	6%	6%	\$50-64,999		1%	2%	3%	3%	4%	\$50-64,999	20%	14%	22%	18%	23%	22%
\$65-79,999	1%	2%	3%	4%	3%	3%	\$65-79,999	1%	1%	1%	1%			\$65-79,999	15%	1%	15%	16%	10%	10%
\$80-99,999							\$80-99,999					1%	1%	\$80-99,999			2%	2%	5%	4%
\$100,000+							\$100,000+							\$100,000+						
All	16%	15%	15%	14%	14%	18%	All	11%	12%	12%	11%	10%	9%	All	68%	65%	64%	65%	65%	65%
Professional Support Staff							Professional Support Staff							Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009	Salary	2004	2005	2006	2007	2008	2009	Salary	2004	2005	2006	2007	2008	2009
<\$30,000	21%	16%	16%	16%	21%	25%	<\$30,000	16%	15%	15%	12%	9%	9%	<\$30,000	11%	11%	7%	5%	6%	6%
\$30-39,999	16%	18%	18%	19%	14%	17%	\$30-39,999	4%	4%	7%	7%	5%	8%	\$30-39,999	14%	15%	13%	14%	10%	12%
\$40-49,999	6%	7%	8%	9%	15%	12%	\$40-49,999	2%	3%	3%	3%	5%	4%	\$40-49,999	4%	5%	7%	7%	10%	9%
\$50-64,999		1%	1%	1%	4%	5%	\$50-64,999	0%	1%	1%	1%	1%	1%	\$50-64,999	1%	1%	2%	3%	4%	2%
\$65-79,999							\$65-79,999							\$65-79,999						
\$80-99,999							\$80-99,999							\$80-99,999						
\$100,000+							\$100,000+							\$100,000+						
All	43%	42%	43%	45%	53%	59%	All	23%	22%	26%	23%	20%	22%	All	30%	32%	27%	28%	30%	29%

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees(n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.

**Dallas County Community College District - Mountain View College  
Number of Full-time Employees by Ethnicity and Base Salary as of November 1**

Note: Column titled "Change" is % change from 2004 to 2009

<u>African-American</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999							
\$40-49,999	9	6	6	4	4	4	-56%
\$50-64,999	3	5	5	5	6	7	133%
\$65-79,999	1	2	2	4	4	2	100%
\$80-99,999	1	1	1	2			-100%
\$100,000+			0		2	2	
<b>Total</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>15</b>	<b>7%</b>
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999	1						-100%
\$40-49,999	7	8	6	6	3	3	-57%
\$50-64,999	3	3	5	4	5	5	67%
\$65-79,999	2	2	2	3	2	2	0%
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>10</b>	<b>10</b>	<b>-23%</b>
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	30	20	16	18	19	18	-40%
\$30-39,999	21	26	24	26	23	21	0%
\$40-49,999	3	5	10	12	13	13	333%
\$50-64,999	1	1	1	1	2	2	100%
\$65-79,999					1	1	
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>55</b>	<b>52</b>	<b>51</b>	<b>57</b>	<b>58</b>	<b>55</b>	<b>0%</b>

<u>Hispanic</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999			1				
\$40-49,999	1	1	3	3	4	3	200%
\$50-64,999	1	2	2		2	2	100%
\$65-79,999		1	1	2	1	2	
\$80-99,999		1	1	1	1		
\$100,000+	1	1	1	1	2	2	100%
<b>Total</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>7</b>	<b>10</b>	<b>9</b>	<b>200%</b>
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999							
\$40-49,999	9	11	12	11	8	7	-22%
\$50-64,999	2	2	2	4	6	5	150%
\$65-79,999	1						-100%
\$80-99,999		1	1	1			
\$100,000+							
<b>Total</b>	<b>12</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>14</b>	<b>12</b>	<b>0%</b>
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	27	27	27	32	27	25	-7%
\$30-39,999	10	11	15	13	13	17	70%
\$40-49,999	2	4	6	8	10	10	400%
\$50-64,999					1	1	
\$65-79,999							
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>39</b>	<b>42</b>	<b>48</b>	<b>53</b>	<b>51</b>	<b>53</b>	<b>36%</b>

<u>White</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999							
\$40-49,999	1	1	1	2	5	4	300%
\$50-64,999	2	2	3	3	5	5	150%
\$65-79,999	3	4	5	6	4	3	0%
\$80-99,999	1	1	1	1	4	5	400%
\$100,000+							
<b>Total</b>	<b>7</b>	<b>8</b>	<b>10</b>	<b>12</b>	<b>18</b>	<b>17</b>	<b>143%</b>
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999	4	1	1			1	-75%
\$40-49,999	16	13	12	14	11	13	-19%
\$50-64,999	9	12	9	10	14	15	67%
\$65-79,999	26	22	21	13	8	7	-73%
\$80-99,999		5	6	11	15	15	
\$100,000+							
<b>Total</b>	<b>55</b>	<b>53</b>	<b>49</b>	<b>48</b>	<b>48</b>	<b>51</b>	<b>-7%</b>
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	21	15	13	12	9	14	-33%
\$30-39,999	33	36	35	30	17	23	-30%
\$40-49,999	13	13	16	16	23	22	69%
\$50-64,999	2	1	1	4	6	5	150%
\$65-79,999							
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>69</b>	<b>65</b>	<b>65</b>	<b>62</b>	<b>55</b>	<b>64</b>	<b>-7%</b>

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
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 Estimated ethnicity of persons in U.S. with advanced degrees (n = 19,394,708): 79% White, 6% African American, 5% Hispanic, 10% Other.  
 Data are supplied for three ethnicities named in THECB's plan for higher education titled *Closing the Gaps by 2015*.

**Dallas County Community College District - Mountain View College**  
**Percentage of Full-time Employees by Ethnicity and Salary Range as of November 1**

<u>African-American</u>						
Administrators						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999						
\$40-49,999	38%	21%	18%	12%	9%	10%
\$50-64,999	13%	18%	15%	15%	14%	17%
\$65-79,999	4%	7%	6%	12%	9%	5%
\$80-99,999	4%	4%	3%	6%		
\$100,000+					5%	5%
All	58%	50%	42%	44%	36%	36%
Faculty						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	1%					
\$40-49,999	8%	9%	7%	8%	4%	4%
\$50-64,999	4%	4%	6%	5%	7%	7%
\$65-79,999	2%	2%	2%	4%	3%	3%
\$80-99,999						
\$100,000+						
All	15%	15%	16%	16%	13%	13%
Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000	18%	12%	9%	10%	11%	10%
\$30-39,999	13%	16%	14%	15%	14%	12%
\$40-49,999	2%	3%	6%	7%	8%	7%
\$50-64,999	1%	1%	1%	1%	1%	1%
\$65-79,999					1%	1%
\$80-99,999						
\$100,000+						
All	33%	31%	30%	32%	34%	30%

<u>Hispanic</u>						
Administrators						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999			3%			
\$40-49,999	4%	4%	9%	9%	9%	7%
\$50-64,999	4%	7%	6%		5%	5%
\$65-79,999		4%	3%	6%	2%	5%
\$80-99,999		4%	3%	3%	2%	0%
\$100,000+	4%	4%	3%	3%	5%	5%
All	13%	21%	27%	21%	23%	21%
Faculty						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999						
\$40-49,999	11%	13%	15%	14%	11%	9%
\$50-64,999	2%	2%	2%	5%	8%	7%
\$65-79,999	1%					
\$80-99,999		1%	1%	1%		
\$100,000+						
All	14%	16%	19%	20%	19%	16%
Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000	16%	16%	16%	18%	16%	14%
\$30-39,999	6%	7%	9%	7%	8%	9%
\$40-49,999	1%	2%	4%	4%	6%	5%
\$50-64,999					1%	1%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	23%	25%	28%	30%	30%	29%

<u>White</u>						
Administrators						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999						
\$40-49,999	4%	4%	3%	6%	11%	10%
\$50-64,999	8%	7%	9%	9%	11%	12%
\$65-79,999	13%	14%	15%	18%	9%	7%
\$80-99,999	4%	4%	3%	3%	9%	12%
\$100,000+						
All	29%	29%	30%	35%	41%	40%
Faculty						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	5%	1%	1%			
\$40-49,999	19%	15%	15%	18%	15%	17%
\$50-64,999	11%	14%	11%	13%	19%	20%
\$65-79,999	31%	26%	26%	16%	11%	9%
\$80-99,999		6%	7%	14%	20%	20%
\$100,000+						
All	65%	62%	60%	60%	64%	67%
Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000	13%	9%	8%	7%	5%	8%
\$30-39,999	20%	22%	20%	17%	10%	13%
\$40-49,999	8%	8%	9%	9%	14%	12%
\$50-64,999	1%	1%	1%	2%	4%	3%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	41%	39%	38%	35%	32%	35%

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees(n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.

**Dallas County Community College District - North Lake College**  
**Number of Full-time Employees by Ethnicity and Base Salary as of November 1**

Note: Column titled "Change" is % change from 2004 to 2009

<u>African-American</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999	4						-100%
\$40-49,999	1	4	2	2	1		-100%
\$50-64,999	3	1	3	3	2	3	0%
\$65-79,999		2	3	1	2	1	
\$80-99,999		1		2	2	2	
\$100,000+							
Total	<u>8</u>	<u>8</u>	<u>8</u>	<u>8</u>	<u>7</u>	<u>6</u>	-25%
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999	1	1					-100%
\$40-49,999	9	12	15	11	11	11	22%
\$50-64,999	3	3	5	6	8	8	167%
\$65-79,999					1	1	
\$80-99,999							
\$100,000+							
Total	<u>13</u>	<u>16</u>	<u>20</u>	<u>17</u>	<u>20</u>	<u>20</u>	54%
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	21	19	18	13	13	14	-33%
\$30-39,999	13	11	10	13	16	20	54%
\$40-49,999			4	4	10	12	
\$50-64,999					1	1	
\$65-79,999						1	
\$80-99,999							
\$100,000+							
Total	<u>34</u>	<u>30</u>	<u>32</u>	<u>30</u>	<u>40</u>	<u>48</u>	41%

<u>Hispanic</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999							
\$40-49,999	2	2	2	2	1	1	-50%
\$50-64,999	1	2	2	1	2	1	0%
\$65-79,999				1	3	1	
\$80-99,999	2	2	1	1	1	1	-50%
\$100,000+	1	1	2	2	2	2	100%
Total	<u>6</u>	<u>7</u>	<u>7</u>	<u>7</u>	<u>9</u>	<u>6</u>	0%
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999		1					
\$40-49,999	6	7	5	4	5	4	
\$50-64,999	4	2	6	6	6	6	50%
\$65-79,999	1				1	1	
\$80-99,999		1	1	1	1	1	
\$100,000+							
Total	<u>11</u>	<u>11</u>	<u>12</u>	<u>11</u>	<u>13</u>	<u>12</u>	9%
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	8	9	9	11	10	14	75%
\$30-39,999	11	10	10	8	7	7	-36%
\$40-49,999	1	2	3	4	9	7	600%
\$50-64,999						1	
\$65-79,999							
\$80-99,999							
\$100,000+							
Total	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>26</u>	<u>29</u>	45%

<u>White</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999							
\$40-49,999	12	11	6	6	4	5	-58%
\$50-64,999	10	11	15	14	11	13	30%
\$65-79,999	7	7	6	7	5	6	-14%
\$80-99,999	5	5	5	4	7	6	20%
\$100,000+			2	3	3	3	
Total	<u>34</u>	<u>34</u>	<u>34</u>	<u>34</u>	<u>30</u>	<u>33</u>	-3%
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999	3		2				-100%
\$40-49,999	29	29	20	18	16	20	-31%
\$50-64,999	15	18	16	16	22	23	53%
\$65-79,999	20	19	22	16	13	13	-35%
\$80-99,999		1	2	10	13	13	
\$100,000+							
Total	<u>67</u>	<u>67</u>	<u>62</u>	<u>60</u>	<u>64</u>	<u>69</u>	3%
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	39	37	37	31	33	38	-3%
\$30-39,999	52	59	64	71	54	52	0%
\$40-49,999	18	16	21	16	36	38	111%
\$50-64,999	1	4	4	7	11	9	800%
\$65-79,999							
\$80-99,999							
\$100,000+							
Total	<u>110</u>	<u>116</u>	<u>126</u>	<u>125</u>	<u>134</u>	<u>137</u>	25%

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006 (n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees (n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.  
 Estimated ethnicity of persons in U.S. with advanced degrees (n = 19,394,708): 79% White, 6% African American, 5% Hispanic, 10% Other.  
 Data are supplied for three ethnicities named in THECB's plan for higher education titled *Closing the Gaps by 2015*.



**Dallas County Community College District - North Lake College**  
**Percentage of Full-time Employees by Ethnicity and Salary Range as of November 1**

<u>African-American</u>						
Administrators						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	8%					
\$40-49,999	2%	8%	4%	4%	2%	
\$50-64,999	6%	2%	6%	6%	4%	7%
\$65-79,999		4%	6%	2%	4%	2%
\$80-99,999		2%		4%	4%	4%
\$100,000+						
All	17%	16%	16%	16%	15%	13%
Faculty						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	1%	1%				
\$40-49,999	9%	12%	15%	12%	11%	10%
\$50-64,999	3%	3%	5%	6%	8%	7%
\$65-79,999					1%	1%
\$80-99,999						
\$100,000+						
All	13%	16%	20%	18%	19%	18%
Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000	12%	11%	10%	7%	6%	6%
\$30-39,999	8%	6%	5%	7%	7%	9%
\$40-49,999			2%	2%	5%	5%
\$50-64,999						
\$65-79,999						
\$80-99,999						
\$100,000+						
All	20%	17%	17%	16%	19%	21%

<u>Hispanic</u>						
Administrators						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999						
\$40-49,999	4%	4%	4%	4%	2%	2%
\$50-64,999	2%	4%	4%	2%	4%	2%
\$65-79,999				2%	7%	2%
\$80-99,999	4%	4%	2%	2%	2%	2%
\$100,000+	2%	2%	4%	4%	4%	4%
All	13%	14%	14%	14%	20%	13%
Faculty						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999		1%				
\$40-49,999	6%	7%	5%	4%	5%	4%
\$50-64,999	4%	2%	6%	6%	6%	6%
\$65-79,999	1%				1%	1%
\$80-99,999		1%	1%	1%	1%	1%
\$100,000+						
All	11%	11%	12%	12%	13%	11%
Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000	5%	5%	5%	6%	5%	6%
\$30-39,999	6%	6%	5%	4%	3%	3%
\$40-49,999	1%	1%	2%	2%	4%	3%
\$50-64,999						
\$65-79,999						
\$80-99,999						
\$100,000+						
All	12%	12%	12%	12%	12%	13%

<u>White</u>						
Administrators						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999						
\$40-49,999	25%	22%	12%	12%	9%	11%
\$50-64,999	21%	22%	31%	29%	24%	28%
\$65-79,999	15%	14%	12%	14%	11%	13%
\$80-99,999	10%	10%	10%	8%	15%	13%
\$100,000+			4%	6%	7%	7%
All	71%	69%	69%	69%	65%	72%
Faculty						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000						
\$30-39,999	3%		2%			
\$40-49,999	30%	29%	20%	19%	16%	18%
\$50-64,999	15%	18%	16%	17%	21%	21%
\$65-79,999	21%	19%	22%	17%	13%	12%
\$80-99,999		1%	2%	11%	13%	12%
\$100,000+						
All	69%	68%	63%	65%	62%	63%
Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009
<\$30,000	23%	21%	20%	17%	15%	17%
\$30-39,999	31%	34%	34%	38%	25%	23%
\$40-49,999	11%	9%	11%	9%	17%	17%
\$50-64,999	1%	2%	2%	4%	5%	4%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	65%	67%	67%	67%	62%	60%

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees(n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.

**Dallas County Community College District - Richland College**  
**Number of Full-time Employees by Ethnicity and Base Salary as of November 1**

Note: Column titled "Change" is % change from 2004 to 2009

<u>African-American</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999			1	1			
\$40-49,999	8	8	9	6	5	4	-50%
\$50-64,999	7	7	7	7	9	10	43%
\$65-79,999	2	3	4	5	3	4	100%
\$80-99,999	1	1			1	1	0%
\$100,000+			1	1	1	1	
Total	<u>18</u>	<u>19</u>	<u>22</u>	<u>20</u>	<u>19</u>	<u>20</u>	11%
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999		1					
\$40-49,999	5	4	4	6	6	7	40%
\$50-64,999	6	7	6	5	5	5	-17%
\$65-79,999	1	2	4	4	5	5	400%
\$80-99,999				1	1	1	
\$100,000+							
Total	<u>12</u>	<u>14</u>	<u>14</u>	<u>16</u>	<u>17</u>	<u>18</u>	50%
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	29	31	27	27	27	24	-17%
\$30-39,999	21	21	31	33	28	26	24%
\$40-49,999	6	8	10	10	24	18	200%
\$50-64,999	1	1	1	2	3	3	
\$65-79,999							
\$80-99,999							
\$100,000+							
Total	<u>57</u>	<u>61</u>	<u>69</u>	<u>72</u>	<u>82</u>	<u>71</u>	25%

<u>Hispanic</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999			1	1			
\$40-49,999	2	4	4	1	1	1	-50%
\$50-64,999	2	1	1	2	2	3	50%
\$65-79,999	1	2	4	4	2		
\$80-99,999	1				1	2	
\$100,000+							
Total	<u>6</u>	<u>7</u>	<u>10</u>	<u>8</u>	<u>6</u>	<u>6</u>	0%
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999		1	1				
\$40-49,999	10	11	8	7	5	5	-50%
\$50-64,999	7	8	11	11	10	10	43%
\$65-79,999	3	3	3	4	3	3	0%
\$80-99,999					1	1	
\$100,000+							
Total	<u>20</u>	<u>23</u>	<u>23</u>	<u>22</u>	<u>19</u>	<u>19</u>	-5%
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	18	15	20	19	16	17	-6%
\$30-39,999	10	15	17	21	20	20	100%
\$40-49,999				1	6	6	
\$50-64,999					1	1	
\$65-79,999							
\$80-99,999							
\$100,000+							
Total	<u>28</u>	<u>30</u>	<u>37</u>	<u>41</u>	<u>43</u>	<u>44</u>	57%

<u>White</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000				2			
\$30-39,999	2	3	2	1	2	1	-50%
\$40-49,999	20	17	15	18	11	6	-70%
\$50-64,999	21	23	25	27	30	33	57%
\$65-79,999	11	12	15	13	14	13	18%
\$80-99,999	8	8	8	10	12	13	63%
\$100,000+		1	2	2	4	3	
Total	<u>62</u>	<u>64</u>	<u>69</u>	<u>71</u>	<u>73</u>	<u>69</u>	11%
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999		3					2
\$40-49,999	13	14	11	13	13	17	31%
\$50-64,999	20	20	19	16	17	18	-10%
\$65-79,999	55	52	50	44	33	29	-47%
\$80-99,999		4	8	15	29	29	
\$100,000+							
Total	<u>91</u>	<u>90</u>	<u>88</u>	<u>88</u>	<u>92</u>	<u>95</u>	4%
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	69	63	49	38	33	33	-52%
\$30-39,999	77	75	69	74	69	73	-5%
\$40-49,999	32	35	41	41	56	58	81%
\$50-64,999	8	7	9	10	13	15	88%
\$65-79,999					2	2	
\$80-99,999							
\$100,000+							
Total	<u>186</u>	<u>180</u>	<u>168</u>	<u>163</u>	<u>173</u>	<u>181</u>	-3%

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006(n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees(n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.  
 Estimated ethnicity of persons in U.S. with advanced degrees (n = 19,394,708): 79% White, 6% African American, 5% Hispanic, 10% Other.  
 Data are supplied for three ethnicities named in THECB's plan for higher education titled *Closing the Gaps by 2015*.

**Dallas County Community College District - Richland College**  
**Percentage of Full-time Employees by Ethnicity and Salary Range as of November 1**

<u>African-American</u>							<u>Hispanic</u>							<u>White</u>						
Administrators							Administrators							Administrators						
Salary	2004	2005	2006	2007	2008	2009	Salary	2004	2005	2006	2007	2008	2009	Salary	2004	2005	2006	2007	2008	2009
<\$30,000							<\$30,000							<\$30,000			2%			
\$30-39,999			1%	1%			\$30-39,999			1%	1%			\$30-39,999	2%	3%	2%	1%	2%	1%
\$40-49,999	9%	8%	8%	6%	5%	4%	\$40-49,999	2%	4%	4%	1%	1%	1%	\$40-49,999	21%	17%	14%	17%	10%	6%
\$50-64,999	7%	7%	6%	6%	8%	10%	\$50-64,999	2%	1%	1%	2%	2%	3%	\$50-64,999	22%	23%	23%	25%	28%	32%
\$65-79,999	2%	3%	4%	5%	3%	4%	\$65-79,999	1%	2%	4%	4%	2%	0%	\$65-79,999	12%	12%	14%	12%	13%	13%
\$80-99,999	1%	1%			1%	1%	\$80-99,999	1%				1%	2%	\$80-99,999	9%	8%	7%	9%	11%	13%
\$100,000+			1%	1%	1%	1%	\$100,000+							\$100,000+		1%	2%	2%	4%	3%
All	19%	19%	20%	19%	18%	20%	All	6%	7%	9%	7%	6%	6%	All	66%	65%	63%	66%	69%	68%
Faculty							Faculty							Faculty						
Salary	2004	2005	2006	2007	2008	2009	Salary	2004	2005	2006	2007	2008	2009	Salary	2004	2005	2006	2007	2008	2009
<\$30,000							<\$30,000							<\$30,000						
\$30-39,999		1%					\$30-39,999		1%	1%				\$30-39,999	2%					
\$40-49,999	4%	3%	3%	4%	4%	5%	\$40-49,999	7%	8%	6%	5%	3%	3%	\$40-49,999	10%	10%	8%	9%	9%	11%
\$50-64,999	4%	5%	4%	4%	3%	3%	\$50-64,999	5%	6%	8%	8%	7%	7%	\$50-64,999	15%	14%	14%	11%	12%	12%
\$65-79,999	1%	1%	3%	3%	3%	3%	\$65-79,999	2%	2%	2%	3%	2%	2%	\$65-79,999	41%	37%	37%	31%	23%	19%
\$80-99,999				1%	1%	1%	\$80-99,999					1%	1%	\$80-99,999		3%	6%	11%	20%	19%
\$100,000+							\$100,000+							\$100,000+						
All	9%	10%	10%	11%	12%	12%	All	15%	17%	17%	16%	13%	13%	All	67%	65%	65%	63%	63%	63%
Professional Support Staff							Professional Support Staff							Professional Support Staff						
Salary	2004	2005	2006	2007	2008	2009	Salary	2004	2005	2006	2007	2008	2009	Salary	2004	2005	2006	2007	2008	2009
<\$30,000	10%	10%	9%	9%	8%	7%	<\$30,000	6%	5%	7%	6%	11%	11%	<\$30,000	23%	21%	16%	13%	10%	10%
\$30-39,999	7%	7%	10%	11%	9%	8%	\$30-39,999	3%	5%	6%	7%	14%	13%	\$30-39,999	26%	25%	23%	25%	21%	23%
\$40-49,999	2%	3%	3%	3%	7%	6%	\$40-49,999					4%	4%	\$40-49,999	11%	12%	14%	14%	17%	18%
\$50-64,999				1%	1%	1%	\$50-64,999					1%	1%	\$50-64,999	3%	2%	3%	3%	4%	5%
\$65-79,999							\$65-79,999							\$65-79,999					1%	1%
\$80-99,999							\$80-99,999							\$80-99,999						
\$100,000+							\$100,000+							\$100,000+						
All	19%	21%	23%	24%	26%	22%	All	9%	10%	12%	14%	29%	29%	All	62%	61%	56%	54%	54%	56%

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006 (n = 1,675,039): 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in Dallas County with advanced degrees (n = 132,463): 69% White, 12% African American, 9% Hispanic, 11% Other.

**Dallas County Community College District - Central Administration (DO, DSC, LCET)  
Number of Full-time Employees by Ethnicity and Base Salary as of November 1**

Note: Column titled "Change" is % change from 2004 to 2009

<i>African-American</i>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999	1	2	2				-100%
\$40-49,999	6	6	6	5	2	2	-67%
\$50-64,999	6	7	9	9	9	11	83%
\$65-79,999	4	3	2	6	7	8	100%
\$80-99,999		2	2	3	3	3	
\$100,000+	1	2	4	4	5	5	400%
<b>Total</b>	<b>18</b>	<b>22</b>	<b>25</b>	<b>27</b>	<b>26</b>	<b>29</b>	<b>61%</b>
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999							
\$40-49,999							
\$50-64,999							
\$65-79,999							
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	27	17	20	14	13	14	-48%
\$30-39,999	39	44	41	35	30	36	-8%
\$40-49,999	25	28	32	26	29	29	16%
\$50-64,999	1	4	6	11	15	16	1500%
\$65-79,999					2	3	
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>92</b>	<b>93</b>	<b>99</b>	<b>86</b>	<b>89</b>	<b>98</b>	<b>7%</b>

<i>Hispanic</i>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999	1						
\$40-49,999	1	2		1	1	1	0%
\$50-64,999	3	1	3	3	3	4	33%
\$65-79,999	4	2	1	1	1	1	-75%
\$80-99,999	1	1	1		1	1	0%
\$100,000+	2	2	2	3	3	3	50%
<b>Total</b>	<b>12</b>	<b>8</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>-17%</b>
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999							
\$40-49,999							
\$50-64,999							
\$65-79,999							
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	11	8	4	2	2	2	-82%
\$30-39,999	21	18	15	14	12	13	-38%
\$40-49,999	11	13	16	14	12	12	9%
\$50-64,999	3	5	7	7	10	11	267%
\$65-79,999					1	1	
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>46</b>	<b>44</b>	<b>42</b>	<b>37</b>	<b>37</b>	<b>39</b>	<b>-15%</b>

<i>White</i>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000				1			
\$30-39,999							
\$40-49,999	4	5	4	2	4	3	-25%
\$50-64,999	38	32	28	15	11	13	-66%
\$65-79,999	21	19	19	16	16	15	-29%
\$80-99,999	13	16	15	15	15	13	0%
\$100,000+	11	13	17	16	18	19	73%
<b>Total</b>	<b>87</b>	<b>85</b>	<b>83</b>	<b>65</b>	<b>64</b>	<b>63</b>	<b>-28%</b>
Faculty							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000							
\$30-39,999							
\$40-49,999							
\$50-64,999							
\$65-79,999							
\$80-99,999							
\$100,000+							
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
Professional Support Staff							
Salary Range	2004	2005	2006	2007	2008	2009	Change
<\$30,000	26	21	15	15	10	11	-58%
\$30-39,999	63	56	61	52	35	38	-40%
\$40-49,999	51	46	38	35	44	44	-14%
\$50-64,999	30	38	42	39	35	33	10%
\$65-79,999					8	9	
\$80-99,999					5	5	
\$100,000+							
<b>Total</b>	<b>170</b>	<b>161</b>	<b>156</b>	<b>141</b>	<b>137</b>	<b>140</b>	<b>-18%</b>

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006: 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in United States with advanced degrees: 11% White, 6% African American, 8% Hispanic, 18% Other.  
 Estimated ethnicity of persons in Dallas County with advanced degrees: 15% White, 6% African American, 2% Hispanic, 17% Other.  
 Data are supplied for three ethnicities named in THECB's plan for higher education titled *Closing the Gaps by 2015*.

**Dallas County Community College District - Central Administration (DO, DSC, LCET)  
Percentage of Full-time Employees by Ethnicity and Salary Range as of November 1**

<u>African-American</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000							
\$30-39,999	1%	2%	2%				
\$40-49,999	5%	5%	5%	5%	2%	2%	
\$50-64,999	5%	6%	7%	8%	8%	10%	
\$65-79,999	3%	2%	2%	6%	6%	7%	
\$80-99,999	0%	2%	2%	3%	3%	3%	
\$100,000+	1%	2%	3%	4%	5%	4%	
All	15%	18%	20%	25%	24%	26%	
Faculty							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000							
\$30-39,999							
\$40-49,999							
\$50-64,999							
\$65-79,999							
\$80-99,999							
\$100,000+							
All							
Professional Support Staff							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000	8%	5%	6%	5%	5%	5%	
\$30-39,999	12%	14%	13%	12%	11%	13%	
\$40-49,999	8%	9%	10%	9%	10%	10%	
\$50-64,999		1%	2%	4%	5%	6%	
\$65-79,999					1%	1%	
\$80-99,999							
\$100,000+							
All	28%	29%	31%	30%	31%	35%	

<u>Hispanic</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000							
\$30-39,999							
\$40-49,999	1%	2%		1%	1%	1%	
\$50-64,999	2%	1%	2%	3%	3%	4%	
\$65-79,999	3%	2%	1%	1%	1%	1%	
\$80-99,999	1%	1%	1%	0%	1%	1%	
\$100,000+	2%	2%	2%	3%	3%	3%	
All	10%	7%	6%	7%	8%	9%	
Faculty							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000							
\$30-39,999							
\$40-49,999							
\$50-64,999							
\$65-79,999							
\$80-99,999							
\$100,000+							
All							
Professional Support Staff							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000	3%	3%	1%	1%	1%	1%	
\$30-39,999	6%	6%	5%	5%	4%	4%	
\$40-49,999	3%	4%	5%	5%	4%	4%	
\$50-64,999	1%	2%	2%	2%	4%	4%	
\$65-79,999							
\$80-99,999							
\$100,000+							
All	14%	14%	13%	13%	13%	13%	

<u>White</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000							
\$30-39,999				1%			
\$40-49,999	3%	4%	3%	2%	4%	3%	
\$50-64,999	31%	26%	23%	14%	10%	12%	
\$65-79,999	17%	16%	16%	15%	15%	13%	
\$80-99,999	10%	13%	12%	14%	14%	12%	
\$100,000+	9%	11%	14%	15%	17%	17%	
All	70%	70%	68%	61%	59%	56%	
Faculty							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000							
\$30-39,999							
\$40-49,999							
\$50-64,999							
\$65-79,999							
\$80-99,999							
\$100,000+							
All							
Professional Support Staff							
Salary	2004	2005	2006	2007	2008	2009	
<\$30,000	8%	7%	5%	5%	4%	4%	
\$30-39,999	19%	18%	19%	18%	12%	12%	
\$40-49,999	16%	14%	12%	12%	16%	14%	
\$50-64,999	9%	12%	13%	14%	12%	11%	
\$65-79,999					3%	3%	
\$80-99,999					2%	2%	
\$100,000+							
All	52%	51%	49%	50%	49%	46%	

Source: The Integrated Postsecondary Education Data System (IPEDS),  
 Census data: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates  
 Estimated ethnicity of Dallas County 18+ in 2006: 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander  
 Estimated ethnicity of persons in United States with advanced degrees: 11% White, 6% African American, 8% Hispanic, 18% Other.

## INFORMATIVE REPORT NO. 42

### Report of Part-time Employees by Ethnicity and Hourly Rate

Trustee Diana Flores asked staff to develop reports of part-time employees by ethnicity and salary, District-wide and by college, as a further means of monitoring DCCCD's commitment to racial and ethnic diversity in its workforce. Data in the report are drawn from payroll files, making this report a better indicator of compliance with policy than monthly recommendations for employment, reclassifications, resignations, retirements, and non-renewals.

### Policy Reminders

*The specific responsibilities of the Board are as follows:*

*4. The Board is committed to having the demographic profile of the College District's employees and students mirror that of persons 18 years of age and older in Dallas County. The Board recognizes there are challenges to attaining this profile in categories of employment that require graduate degrees. The profile of those categories shall mirror market availability of advanced degree holders based on the most recently updated demographic data for advanced degree holders nationally and in the state. The state demographer's office and U.S. Census Bureau (interim reports) shall be considered reliable sources for estimating availability. BAA (LOCAL), BOARD LEGAL STATUS – POWERS, DUTIES, RESPONSIBILITIES, SPECIFIC RESPONSIBILITIES*

*A College District shall not fail or refuse to hire or discharge any individual, or otherwise discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment on the basis of any of the following protected characteristics:*

- 1. Race, color, or national origin;*
- 2. Sex;*
- 3. Religion;*
- 4. Age (applies to individuals who are 40 years of age or older);*
- 5. Disability; or*
- 6. Genetic information.*

*DAA (LEGAL), NONDISCRIMINATION IN GENERAL, 42 U.S.C. 1981; 42 U.S.C. 2000e et seq. (Title VII); 20 U.S.C. 1681 et seq. (Title IX); 42 U.S.C. 12111 et seq. (Americans with Disabilities Act), 29 U.S.C. 621 ET SEQ. (Age Discrimination in Employment Act); 29 U.S.C. 793, 794 (Rehabilitation Act); U.S. Const. Amend. I; Human Resources Code 121.003(f); Labor Code Chapter 21 (Texas Commission on Human Rights act); Labor Code Chapter 21, Subchapter H (genetic information)*

**Dallas County Community College District  
Part-time Employees by Ethnicity and Hourly Rate as of Last Day of Month**

Note: Column titled "Change" is % change between first and last entry.

<i><b>African-American</b></i>							
# of Part-time Employees							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	158	140	152	359	___	___	-4%
\$10-14.99	94	111	104	110	___	___	11%
\$15-19.99	33	43	46	40	___	___	39%
\$20-24.99	17	12	10	17	___	___	-41%
\$25-29.99	7	1	2	7	___	___	-71%
\$30+	0	1	1	1	___	___	
Total	<u>309</u>	<u>313</u>	<u>315</u>	<u>534</u>	___	___	2%
Adjunct	<u>278</u>	<u>357</u>	<u>334</u>	<u>333</u>	___	___	20%
% of Part-time Employees							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	32%	33%	34%	42%	___	___	
\$10-14.99	26%	28%	27%	28%	___	___	
\$15-19.99	26%	23%	27%	22%	___	___	
\$20-24.99	17%	16%	15%	18%	___	___	
\$25-29.99	24%	14%	15%	26%	___	___	
\$30+	0%	25%	33%	11%	___	___	
Total	27%	29%	28%	34%	___	___	
Adjunct	16%	16%	16%	16%	NA	NA	

<i><b>Hispanic</b></i>							
# of Part-time Employees							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	132	119	123	228	___	___	-7%
\$10-14.99	58	77	79	85	___	___	36%
\$15-19.99	13	21	18	30	___	___	38%
\$20-24.99	12	7	0	9	___	___	-100%
\$25-29.99	2	2	0	1	___	___	-100%
\$30+	5	0	0	1	___	___	-100%
Total	<u>222</u>	<u>225</u>	<u>253</u>	<u>354</u>	___	___	14%
Adjunct	<u>110</u>	<u>180</u>	<u>176</u>	<u>162</u>	___	___	60%
% of Part-time Employees							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	27%	28%	28%	27%	___	___	
\$10-14.99	16%	20%	21%	22%	___	___	
\$15-19.99	10%	11%	11%	16%	___	___	
\$20-24.99	12%	9%	0%	10%	___	___	
\$25-29.99	7%	29%	0%	4%	___	___	
\$30+	50%	0%	0%	___	___	___	
Total	20%	21%	23%	___	___	___	
Adjunct	6%	8%	8%	8%	NA	NA	

<i><b>White</b></i>							
# of Part-time Employees							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	197	171	169	272	___	___	-14%
\$10-14.99	216	204	200	193	___	___	-7%
\$15-19.99	82	119	106	115	___	___	29%
\$20-24.99	74	58	57	68	___	___	-23%
\$25-29.99	20	4	11	19	___	___	-45%
\$30+	5	3	2	7	___	___	-60%
Total	<u>594</u>	<u>559</u>	<u>545</u>	<u>674</u>	___	___	-8%
Adjunct	<u>1385</u>	<u>1671</u>	<u>1571</u>	<u>1,573</u>	___	___	13%
% of Part-time Employees							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	40%	40%	38%	32%	___	___	
\$10-14.99	59%	52%	52%	50%	___	___	
\$15-19.99	64%	65%	62%	62%	___	___	
\$20-24.99	72%	75%	85%	72%	___	___	
\$25-29.99	69%	57%	85%	70%	___	___	
\$30+	50%	75%	67%	78%	___	___	
Total	53%	51%	49%	43%	___	___	
Adjunct	78%	76%	75%	76%	NA	NA	

Source: District Human Resources.

Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates

Estimated ethnicity of Dallas County 18+ in 2006: 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander

Estimated ethnicity of persons in Dallas County with advanced degrees: 69% White, 12% African American, 9% Hispanic, 11% Other

Estimated ethnicity of persons in U.S. with advanced degrees: 79% White, 6% African American, 5% Hispanic, 10% Other

Categories of ethnicity are those addressed in THECB's plan for higher education, *Closing the Gaps*.

Caution: % of Part-time Employees is calculated ONLY against African-American, Hispanic and White employees; not comparable to % in general population.

**Dallas County Community College District - Brookhaven College  
Part-time Employees by Ethnicity and Hourly Rate as of Last Day of Month**

Note: Column titled "Change" is % change between first and last entry.

<b><u>African-American</u></b>							
<b># of Part-time Employees</b>							
<b>Hourly Rate</b>	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>% Change from 2/2008</b>
	<b>Feb</b>	<b>Oct</b>	<b>Feb</b>	<b>Oct</b>	<b>Feb</b>	<b>Oct</b>	
<\$10	14	7	9	17			-36%
\$10-14.99	9	8	7	7			-22%
\$15-19.99	3	2	5	2			67%
\$20-24.99	0	1	1	1			
\$25-29.99	2	1	1	1			-50%
\$30+	0	0	0	0			
<b>Total</b>	<b>28</b>	<b>19</b>	<b>23</b>	<b>28</b>			<b>-18%</b>
<b>Adjunct</b>	<b>22</b>	<b>38</b>	<b>30</b>	<b>29</b>			<b>36%</b>
<b>% of Part-time Employees</b>							
<b>Hourly Rate</b>	<b>2008</b>		<b>2009</b>		<b>2010</b>		
	<b>Feb</b>	<b>Oct</b>	<b>Feb</b>	<b>Oct</b>	<b>Feb</b>	<b>Oct</b>	
<\$10	27%	13%	17%	22%			
\$10-14.99	15%	21%	16%	17%			
\$15-19.99	75%	7%	23%	8%			
\$20-24.99	0%	5%	5%	5%			
\$25-29.99	40%	33%	25%	20%			
\$30+	0%	0%	0%	0%			
<b>Total</b>	<b>19%</b>	<b>13%</b>	<b>16%</b>	<b>16%</b>			
<b>Adjunct</b>	<b>8%</b>	<b>10%</b>	<b>8%</b>	<b>8%</b>			

<b><u>Hispanic</u></b>							
<b># of Part-time Employees</b>							
<b>Hourly Rate</b>	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>% Change from 2/2008</b>
	<b>Feb</b>	<b>Oct</b>	<b>Feb</b>	<b>Oct</b>	<b>Feb</b>	<b>Oct</b>	
<\$10	13	15	15	23			15%
\$10-14.99	11	9	8	6			-27%
\$15-19.99	1	2	1	2			0%
\$20-24.99	1	1	1	1			0%
\$25-29.99	0	0	0	1			
\$30+	0	0	0	0			
<b>Total</b>	<b>26</b>	<b>27</b>	<b>25</b>	<b>33</b>			<b>-4%</b>
<b>Adjunct</b>	<b>14</b>	<b>29</b>	<b>27</b>	<b>19</b>			<b>93%</b>
<b>% of Part-time Employees</b>							
<b>Hourly Rate</b>	<b>2008</b>		<b>2009</b>		<b>2010</b>		
	<b>Feb</b>	<b>Oct</b>	<b>Feb</b>	<b>Oct</b>	<b>Feb</b>	<b>Oct</b>	
<\$10	25%	28%	29%	30%			
\$10-14.99	18%	24%	18%	15%			
\$15-19.99	25%	7%	5%	8%			
\$20-24.99	4%	5%	5%	5%			
\$25-29.99	0%	0%	0%	20%			
\$30+	0%	0%	0%	0%			
<b>Total</b>	<b>17%</b>	<b>19%</b>	<b>17%</b>	<b>19%</b>			
<b>Adjunct</b>	<b>5%</b>	<b>7%</b>	<b>7%</b>	<b>5%</b>			

<b><u>White</u></b>							
<b># of Part-time Employees</b>							
<b>Hourly Rate</b>	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>% Change from 2/2008</b>
	<b>Feb</b>	<b>Oct</b>	<b>Feb</b>	<b>Oct</b>	<b>Feb</b>	<b>Oct</b>	
<\$10	25	31	28	37			12%
\$10-14.99	40	21	30	28			-25%
\$15-19.99	0	23	16	22			
\$20-24.99	26	19	17	17			-35%
\$25-29.99	3	2	3	3			0%
\$30+	3	2	2	2			-33%
<b>Total</b>	<b>97</b>	<b>98</b>	<b>96</b>	<b>109</b>			<b>-1%</b>
<b>Adjunct</b>	<b>253</b>	<b>334</b>	<b>327</b>	<b>312</b>			<b>29%</b>
<b>% of Part-time Employees</b>							
<b>Hourly Rate</b>	<b>2008</b>		<b>2009</b>		<b>2010</b>		
	<b>Feb</b>	<b>Oct</b>	<b>Feb</b>	<b>Oct</b>	<b>Feb</b>	<b>Oct</b>	
<\$10	48%	58%	54%	48%			
\$10-14.99	67%	55%	67%	68%			
\$15-19.99	0%	85%	73%	85%			
\$20-24.99	96%	90%	89%	89%			
\$25-29.99	60%	67%	75%	60%			
\$30+	100%	100%	100%	100%			
<b>Total</b>	<b>64%</b>	<b>68%</b>	<b>67%</b>	<b>64%</b>			
<b>Adjunct</b>	<b>88%</b>	<b>83%</b>	<b>85%</b>	<b>87%</b>			

Source: District Human Resources.

Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates

Estimated ethnicity of Dallas County 18+ in 2006: 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander

Estimated ethnicity of persons in Dallas County with advanced degrees: 69% White, 12% African American, 9% Hispanic, 11% Other

Estimated ethnicity of persons in U.S. with advanced degrees: 79% White, 6% African American, 5% Hispanic, 10% Other

Categories of ethnicity are those addressed in THECB's plan for higher education, *Closing the Gaps*.

Caution: % of Part-time Employees is calculated ONLY against African-American, Hispanic and White employees; not comparable to % in general population.



**Dallas County Community College District - Cedar Valley College  
Part-time Employees by Ethnicity and Hourly Rate as of Last Day of Month**

Note: Column titled "Change" is % change between first and last entry.

<b><u>African-American</u></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	13	23	23	49			77%
\$10-14.99	22	22	22	24			0%
\$15-19.99	11	11	10	9			-9%
\$20-24.99	5	4	3	4			-40%
\$25-29.99	0	0	0	1			
\$30+	0	0	0	0			
Total	<u>51</u>	<u>60</u>	<u>58</u>	<u>87</u>			14%
Adjunct	<u>33</u>	<u>58</u>	<u>48</u>	<u>53</u>			45%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	38%	55%	52%	51%			
\$10-14.99	39%	40%	44%	44%			
\$15-19.99	41%	41%	38%	35%			
\$20-24.99	36%	80%	75%	57%			
\$25-29.99	0%			11%			
\$30+							
Total	36%	47%	47%	45%			
Adjunct	33%	33%	31%	34%			

<b><u>Hispanic</u></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	8	7	8	22			0%
\$10-14.99	6	11	10	10			67%
\$15-19.99	1	1	2	3			100%
\$20-24.99	2	0	0	1			-100%
\$25-29.99	1	0	0	0			-100%
\$30+	0	0	0	0			
Total	<u>18</u>	<u>19</u>	<u>20</u>	<u>36</u>			11%
Adjunct	<u>3</u>	<u>7</u>	<u>6</u>	<u>4</u>			100%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	24%	17%	18%	23%			
\$10-14.99	11%	20%	20%	19%			
\$15-19.99	4%	4%	8%	12%			
\$20-24.99	14%	0%	0%	14%			
\$25-29.99	11%			0%			
\$30+							
Total	13%	15%	16%	19%			
Adjunct	3%	4%	4%	3%			

<b><u>White</u></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	13	12	13	25			0%
\$10-14.99	29	22	18	20			-38%
\$15-19.99	15	15	14	14			-7%
\$20-24.99	7	1	1	2			-86%
\$25-29.99	8	0	0	8			-100%
\$30+	0	0	0	0			
Total	<u>72</u>	<u>50</u>	<u>46</u>	<u>69</u>			-36%
Adjunct	<u>63</u>	<u>109</u>	<u>101</u>	<u>97</u>			60%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	38%	29%	30%	26%			
\$10-14.99	51%	40%	36%	37%			
\$15-19.99	56%	56%	54%	54%			
\$20-24.99	50%	20%	25%	29%			
\$25-29.99	89%			89%			
\$30+							
Total	51%	39%	37%	36%			
Adjunct	64%	63%	65%	63%			

Source: District Human Resources.

Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates

Estimated ethnicity of Dallas County 18+ in 2006: 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander

Estimated ethnicity of persons in Dallas County with advanced degrees: 69% White, 12% African American, 9% Hispanic, 11% Other

Estimated ethnicity of persons in U.S. with advanced degrees: 79% White, 6% African American, 5% Hispanic, 10% Other

Categories of ethnicity are those addressed in THECB's plan for higher education, *Closing the Gaps*.

Caution: % of Part-time Employees is calculated ONLY against African-American, Hispanic and White employees; not comparable to % in general population.

**Dallas County Community College District - Eastfield College  
Part-time Employees by Ethnicity and Hourly Rate as of Last Day of Month**

Note: Column titled "Change" is % change between first and last entry.

<b><i>African-American</i></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	20	19	26	69			30%
\$10-14.99	13	8	13	14			0%
\$15-19.99	0	2	1	2			
\$20-24.99	5	1	1	3			-80%
\$25-29.99	0	0	0	0			
\$30+	0	0	0	0			
Total	<u>38</u>	<u>30</u>	<u>41</u>	<u>88</u>			8%
Adjunct	<u>34</u>	<u>45</u>	<u>40</u>	<u>35</u>			18%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	23%	25%	34%	45%			
\$10-14.99	28%	17%	26%	25%			
\$15-19.99	0%	18%	10%	15%			
\$20-24.99	25%	9%	8%	16%			
\$25-29.99							
\$30+							
Total	22%	21%	28%	36%			
Adjunct	14%	15%	15%	13%			

<b><i>Hispanic</i></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	27	17	17	39			-37%
\$10-14.99	4	7	6	9			50%
\$15-19.99	2	3	3	2			50%
\$20-24.99	4	2	2	2			-50%
\$25-29.99	0	0	0	0			
\$30+	0	0	0	0			
Total	<u>37</u>	<u>29</u>	<u>28</u>	<u>52</u>			-24%
Adjunct	<u>11</u>	<u>19</u>	<u>19</u>	<u>25</u>			73%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	31%	23%	22%	25%			
\$10-14.99	9%	15%	12%	16%			
\$15-19.99	15%	27%	30%	15%			
\$20-24.99	20%	18%	17%	11%			
\$25-29.99							
\$30+							
Total	22%	20%	19%	21%			
Adjunct	4%	6%	7%	9%			

<b><i>White</i></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	41	39	34	46			-17%
\$10-14.99	30	32	31	34			3%
\$15-19.99	11	6	6	9			-45%
\$20-24.99	11	8	9	14			-18%
\$25-29.99	1	0	0	1			-100%
\$30+	0	0	0	0			
Total	<u>94</u>	<u>85</u>	<u>80</u>	<u>104</u>			-15%
Adjunct	<u>201</u>	<u>232</u>	<u>210</u>	<u>204</u>			4%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	47%	52%	44%	30%			
\$10-14.99	64%	68%	62%	60%			
\$15-19.99	85%	55%	60%	69%			
\$20-24.99	55%	73%	75%	74%			
\$25-29.99	100%						
\$30+							
Total	56%	59%	54%				
Adjunct	82%	78%	78%	77%			

Source: District Human Resources.

Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates

Estimated ethnicity of Dallas County 18+ in 2006: 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander

Estimated ethnicity of persons in Dallas County with advanced degrees: 69% White, 12% African American, 9% Hispanic, 11% Other

Estimated ethnicity of persons in U.S. with advanced degrees: 79% White, 6% African American, 5% Hispanic, 10% Other

Categories of ethnicity are those addressed in THECB's plan for higher education, *Closing the Gaps*.

Caution: % of Part-time Employees is calculated ONLY against African-American, Hispanic and White employees; not comparable to % in general population.

**Dallas County Community College District - El Centro College (includes Bill Priest Campus)**  
**Part-time Employees by Ethnicity and Hourly Rate as of Last Day of Month**

Note: Column titled "Change" is % change between first and last entry.

<b><i>African-American</i></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	50	40	44	99			-12%
\$10-14.99	9	22	19	20			111%
\$15-19.99	9	9	13	12			44%
\$20-24.99	1	1	1	1			0%
\$25-29.99	0	0	0	0			
\$30+	0	0	0	0			
<b>Total</b>	<b>69</b>	<b>72</b>	<b>77</b>	<b>132</b>			<b>12%</b>
Adjunct	68	50	60	65			-12%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	57%	62%	60%	56%			
\$10-14.99	43%	56%	49%	44%			
\$15-19.99	43%	39%	52%	41%			
\$20-24.99	17%	13%	14%	17%			
\$25-29.99			0%	0%			
\$30+							
<b>Total</b>	<b>50%</b>	<b>55%</b>	<b>53%</b>	<b>51%</b>			
Adjunct	29%	22%	25%	25%			

<b><i>Hispanic</i></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	24	15	20	42			-17%
\$10-14.99	0	3	5	13			
\$15-19.99	3	2	2	5			-33%
\$20-24.99	1	1	1	1			0%
\$25-29.99	0	0	0	0			
\$30+	1	0	0	0			-100%
<b>Total</b>	<b>29</b>	<b>21</b>	<b>28</b>	<b>61</b>			<b>-3%</b>
Adjunct	25	26	30	32			20%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	27%	23%	27%	24%			
\$10-14.99	0%	8%	13%	29%			
\$15-19.99	14%	9%	8%	17%			
\$20-24.99	17%	13%	14%	17%			
\$25-29.99			0%	0%			
\$30+	33%						
<b>Total</b>	<b>21%</b>	<b>15%</b>	<b>19%</b>	<b>24%</b>			
Adjunct	11%	11%	13%	12%			

<b><i>White</i></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	14	10	9	36			-36%
\$10-14.99	12	14	15	12			25%
\$15-19.99	9	12	10	12			11%
\$20-24.99	4	6	5	4			25%
\$25-29.99	0	1	2	1			
\$30+	2	0	0	0			-100%
<b>Total</b>	<b>41</b>	<b>43</b>	<b>41</b>	<b>65</b>			<b>0%</b>
Adjunct	145	156	148	166			2%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	16%	15%	12%	20%			
\$10-14.99	57%	36%	38%	27%			
\$15-19.99	43%	52%	40%	41%			
\$20-24.99	67%	75%	71%	67%			
\$25-29.99		100%	100%	100%			
\$30+	67%						
<b>Total</b>	<b>29%</b>	<b>32%</b>	<b>28%</b>	<b>25%</b>			
Adjunct	61%	67%	62%	63%			

Source: District Human Resources.

Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates

Estimated ethnicity of Dallas County 18+ in 2006: 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander

Estimated ethnicity of persons in Dallas County with advanced degrees: 69% White, 12% African American, 9% Hispanic, 11% Other

Estimated ethnicity of persons in U.S. with advanced degrees: 79% White, 6% African American, 5% Hispanic, 10% Other

Categories of ethnicity are those addressed in THECB's plan for higher education, *Closing the Gaps*.

Caution: % of Part-time Employees is calculated ONLY against African-American, Hispanic and White employees; not comparable to % in general population.

**Dallas County Community College District - Mountain View College**  
**Part-time Employees by Ethnicity and Hourly Rate as of Last Day of Month**

Note: Column titled "Change" is % change between first and last entry.

<b><u>African-American</u></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	15	15	15	25			0%
\$10-14.99	14	16	6	13			-57%
\$15-19.99	5	5	4	6			-20%
\$20-24.99	1	1	1	3			0%
\$25-29.99	1	0	0	2			-100%
\$30+	0	0	0	0			
<b>Total</b>	<b>36</b>	<b>37</b>	<b>26</b>	<b>49</b>			<b>-28%</b>
Adjunct	40	57	51	46			28%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	35%	32%	29%	37%			
\$10-14.99	33%	36%	17%	37%			
\$15-19.99	38%	45%	33%	46%			
\$20-24.99	50%	50%	20%	60%			
\$25-29.99	25%						
\$30+	0%						
<b>Total</b>	<b>34%</b>	<b>35%</b>	<b>25%</b>	<b>40%</b>			
Adjunct	27%	26%	25%	24%			

<b><u>Hispanic</u></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	20	25	27	33			35%
\$10-14.99	15	16	14	11			-7%
\$15-19.99	0	1	1	2			
\$20-24.99	1	1	2	1			100%
\$25-29.99	0	0	0	0			
\$30+	1	0	0	0			-100%
<b>Total</b>	<b>37</b>	<b>43</b>	<b>44</b>	<b>47</b>			<b>19%</b>
Adjunct	10	25	22	19			120%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	47%	53%	53%	49%			
\$10-14.99	36%	36%	40%	31%			
\$15-19.99	0%	9%	8%	15%			
\$20-24.99	50%	50%	40%	20%			
\$25-29.99							
\$30+	100%						
<b>Total</b>	<b>35%</b>	<b>41%</b>	<b>43%</b>	<b>38%</b>			
Adjunct	7%	11%	11%	10%			

<b><u>White</u></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	8	7	9	9			13%
\$10-14.99	13	13	15	11			15%
\$15-19.99	8	5	7	5			-13%
\$20-24.99	0	0	2	1			
\$25-29.99	3	0	0	2			-100%
\$30+	0	0	0	0			
<b>Total</b>	<b>32</b>	<b>25</b>	<b>33</b>	<b>28</b>			<b>3%</b>
Adjunct	97	141	134	128			38%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	19%	15%	18%	13%			
\$10-14.99	31%	29%	43%	31%			
\$15-19.99	62%	45%	58%	38%			
\$20-24.99			40%	20%			
\$25-29.99	75%						
\$30+							
<b>Total</b>	<b>30%</b>	<b>24%</b>	<b>32%</b>				
Adjunct	66%	63%	65%	66%			

Source: District Human Resources.

Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates

Estimated ethnicity of Dallas County 18+ in 2006: 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander

Estimated ethnicity of persons in Dallas County with advanced degrees: 69% White, 12% African American, 9% Hispanic, 11% Other

Estimated ethnicity of persons in U.S. with advanced degrees: 79% White, 6% African American, 5% Hispanic, 10% Other

Categories of ethnicity are those addressed in THECB's plan for higher education, *Closing the Gaps*.

Caution: % of Part-time Employees is calculated ONLY against African-American, Hispanic and White employees; not comparable to % in general population.

**Dallas County Community College District - North Lake College  
Part-time Employees by Ethnicity and Hourly Rate as of Last Day of Month**

Note: Column titled "Change" is % change between first and last entry.

<b><i>African-American</i></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	23	10	11	32			-52%
\$10-14.99	8	14	15	11			88%
\$15-19.99	1	4	4	4			300%
\$20-24.99	2	0	1	3			-50%
\$25-29.99	0	0	0	0			
\$30+	0	0	0	0			
<b>Total</b>	<b>34</b>	<b>28</b>	<b>31</b>	<b>50</b>			<b>-9%</b>
Adjunct	23	41	36	39			57%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	20%	13%	14%	24%			
\$10-14.99	11%	16%	17%	15%			
\$15-19.99	8%	11%	11%	11%			
\$20-24.99	13%	0%	10%	25%			
\$25-29.99			0%				
\$30+							
<b>Total</b>	<b>16%</b>	<b>13%</b>	<b>14%</b>	<b>19%</b>			
Adjunct	9%	12%	11%	12%			

<b><i>Hispanic</i></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	27	28	27	41			0%
\$10-14.99	18	19	24	25			33%
\$15-19.99	2	10	8	12			300%
\$20-24.99	1	0	0	0			-100%
\$25-29.99	0	0	0	0			
\$30+	0	0	0	0			
<b>Total</b>	<b>48</b>	<b>57</b>	<b>59</b>	<b>78</b>			<b>23%</b>
Adjunct	17	38	41	32			141%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	23%	36%	34%				
\$10-14.99	24%	21%	27%				
\$15-19.99	17%	26%	23%				
\$20-24.99	7%	0%	0%				
\$25-29.99	0%		0%				
\$30+							
<b>Total</b>	<b>22%</b>	<b>27%</b>	<b>27%</b>				
Adjunct	7%	11%	12%	10%			

<b><i>White</i></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	65	40	42	62			-35%
\$10-14.99	49	56	50	39			2%
\$15-19.99	9	24	23	20			156%
\$20-24.99	12	8	9	9			-25%
\$25-29.99	1	0	1	1			0%
\$30+	0	0	0	0			
<b>Total</b>	<b>136</b>	<b>128</b>	<b>125</b>	<b>131</b>			<b>-8%</b>
Adjunct	205	263	258	254			26%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	57%	51%	53%				
\$10-14.99	65%	63%	56%				
\$15-19.99	75%	63%	66%				
\$20-24.99	80%	100%	90%				
\$25-29.99	100%		100%				
\$30+							
<b>Total</b>	<b>62%</b>	<b>60%</b>	<b>58%</b>				
Adjunct	84%	77%	77%	78%			

Source: District Human Resources.

Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates

Estimated ethnicity of Dallas County 18+ in 2006: 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander

Estimated ethnicity of persons in Dallas County with advanced degrees: 69% White, 12% African American, 9% Hispanic, 11% Other

Estimated ethnicity of persons in U.S. with advanced degrees: 79% White, 6% African American, 5% Hispanic, 10% Other

Categories of ethnicity are those addressed in THECB's plan for higher education, *Closing the Gaps*.

Caution: % of Part-time Employees is calculated ONLY against African-American, Hispanic and White employees; not comparable to % in general population.

**Dallas County Community College District - Richland College**  
**Part-time Employees by Ethnicity and Hourly Rate as of Last Day of Month**

Note: Column titled "Change" is % change between first and last entry.

<b><u>African-American</u></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	19	23	23	65			21%
\$10-14.99	15	18	16	18			7%
\$15-19.99	4	7	7	5			75%
\$20-24.99	2	3	2	2			0%
\$25-29.99	4	0	1	1			-75%
\$30+	0	1	1	1			
<b>Total</b>	<b>44</b>	<b>52</b>	<b>50</b>	<b>92</b>			<b>14%</b>
Adjunct	58	68	69	66			19%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	31%	35%	36%	44%			
\$10-14.99	24%	24%	24%	24%			
\$15-19.99	11%	17%	19%	13%			
\$20-24.99	13%	16%	13%	8%			
\$25-29.99	50%	0%	25%	33%			
\$30+	0%	50%	100%	14%			
<b>Total</b>	<b>24%</b>	<b>25%</b>	<b>26%</b>	<b>31%</b>			
Adjunct	11%	12%	14%	13%			

<b><u>Hispanic</u></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	12	12	9	28			-25%
\$10-14.99	4	12	12	11			200%
\$15-19.99	4	2	1	4			-75%
\$20-24.99	1	1	1	2			0%
\$25-29.99	1	2	1	0			0%
\$30+	3	0	0	1			-100%
<b>Total</b>	<b>25</b>	<b>29</b>	<b>24</b>	<b>46</b>			<b>-4%</b>
Adjunct	30	36	31	31			3%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	19%	18%	14%	19%			
\$10-14.99	6%	16%	18%	15%			
\$15-19.99	11%	5%	3%	10%			
\$20-24.99	7%	5%	6%	8%			
\$25-29.99	13%	100%	25%	0%			
\$30+	100%	0%	0%	14%			
<b>Total</b>	<b>13%</b>	<b>14%</b>	<b>13%</b>	<b>16%</b>			
Adjunct	6%	7%	6%	6%			

<b><u>White</u></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	31	30	32	56			3%
\$10-14.99	43	45	39	45			-9%
\$15-19.99	29	32	29	30			0%
\$20-24.99	12	15	13	20			8%
\$25-29.99	3	0	2	2			-33%
\$30+	0	1	0	5			
<b>Total</b>	<b>118</b>	<b>123</b>	<b>115</b>	<b>158</b>			<b>-3%</b>
Adjunct	421	443	408	412			-3%
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	50%	46%	50%	38%			
\$10-14.99	69%	60%	58%	61%			
\$15-19.99	78%	78%	78%	77%			
\$20-24.99	80%	79%	81%	83%			
\$25-29.99	38%	0%	50%	67%			
\$30+	0%	50%	0%	71%			
<b>Total</b>	<b>63%</b>	<b>60%</b>	<b>61%</b>	<b>53%</b>			
Adjunct	83%	81%	80%	81%			

Source: District Human Resources.

Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates

Estimated ethnicity of Dallas County 18+ in 2006: 41% White, 34% Hispanic, 20% African-American, 5% Asian/Pacific Islander

Estimated ethnicity of persons in Dallas County with advanced degrees: 69% White, 12% African American, 9% Hispanic, 11% Other

Estimated ethnicity of persons in U.S. with advanced degrees: 79% White, 6% African American, 5% Hispanic, 10% Other

Categories of ethnicity are those addressed in THECB's plan for higher education, *Closing the Gaps*.

Caution: % of Part-time Employees is calculated ONLY against African-American, Hispanic and White employees; not comparable to % in general population.

**Dallas County Community College District - Central Administration (DO, DSC, LCET)**  
**Part-time Employees by Ethnicity and Hourly Rate as of Last Day of Month**

Note: Column titled "Change" is % change between first and last entry.

<b><i>African-American</i></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	4	3	1	3			-75%
\$10-14.99	4	3	6	3			50%
\$15-19.99	0	3	2	0			
\$20-24.99	1	1	0	0			-100%
\$25-29.99	0	0	0	2			
\$30+	0	0	0	0			
Total	<u>9</u>	<u>10</u>	<u>9</u>	<u>8</u>			0%
Adjunct	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>			
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	80%	60%	33%	75%			
\$10-14.99	100%	75%	75%	43%			
\$15-19.99	0%	60%	67%	75%			
\$20-24.99	25%	33%	0%	67%			
\$25-29.99	0%	0%	0%	67%			
\$30+							
Total	60%	56%	47%	42%			
Adjunct							

<b><i>Hispanic</i></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	1	0	0	0			-100%
\$10-14.99	0	0	0	0			
\$15-19.99	0	0	0	0			
\$20-24.99	1	1	1	1			0%
\$25-29.99	0	0	0	0			
\$30+	0	0	0	0			
Total	<u>2</u>	<u>1</u>	<u>1</u>	<u>1</u>			-50%
Adjunct	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>			
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	20%	0%	0%	0%			
\$10-14.99	0%	0%	0%	0%			
\$15-19.99	0%	0%	0%	0%			
\$20-24.99	25%	33%	50%	50%			
\$25-29.99	0%	0%	0%	0%			
\$30+							
Total	13%	6%	5%	5%			
Adjunct							

<b><i>White</i></b>							
<b># of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	0	2	2	1			
\$10-14.99	0	1	2	4			
\$15-19.99	1	2	1	3			0%
\$20-24.99	2	1	1	1			-50%
\$25-29.99	1	1	3	1			200%
\$30+	0	0	0	0			
Total	<u>4</u>	<u>7</u>	<u>9</u>	<u>10</u>			125%
Adjunct	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>			
<b>% of Part-time Employees</b>							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	0%	40%	67%	25%			
\$10-14.99	0%	25%	25%	57%			
\$15-19.99	100%	40%	33%	100%			
\$20-24.99	50%	33%	50%	50%			
\$25-29.99	100%	100%	100%	33%			
\$30+							
Total	27%	39%	47%	53%			
Adjunct							

Source: District Human Resources.

Census data source: U.S. Census Bureau American FactFinder Detailed Tables 2006 population estimates

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INFORMATIVE REPORT NO. 43

Commendations to employees for work they did to enroll record number of students for Spring 2010 (requested by Trustee Ferguson)

On January 28, the sum of students registered in credit courses during Spring 2010 semester at DCCCD's seven colleges was 80,361, which is 9,151 (13%) more than were registered at the same point in Spring 2009.

80,361 is a duplicated headcount. Since some students enroll at more than one college, the number of individuals (unduplicated headcount) is less. For the past several semesters, unduplicated headcount has been approximately 90% of duplicated, which calculates to 72,325 for Spring 2010. Precise figures will be available after 12<sup>th</sup> class day (February 1), which is the Texas Higher Education Coordinating Board deadline for certifying Spring semester enrollment.

Policy Reminders

Board policies pertinent to enrollment include:

3. *The Board endorses and supports the Texas Higher Education Coordinating Board's plan for higher education, Closing the Gaps by 2015.*
4. *The focus of the College District shall be increasing educational attainment as delineated in the Coordinating Board's plan for higher education<sup>1</sup>. The plan in effect at the time of adoption of this policy is titled Closing the Gaps by 2015.*  
**BAA (LOCAL) BOARD LEGAL STATUS – POWERS, DUTIES, RESPONSIBILITIES, EXTENT OF STATE AND LOCAL CONTROL**

*In addition to goals enumerated in the Coordinating Board's plan for higher education, Closing the Gaps by 2015, the Board establishes these goals for the College District:*

9. *The College District will collaborate with private, public, and community partners to identify and respond to recruitment, training, and educational needs.*
10. *The College District will have programs with kindergarten-grade 12 schools and other higher education institutions to increase the number of students who matriculate to the college level.* **BAA (LOCAL) BOARD LEGAL STATUS – POWERS, DUTIES, RESPONSIBILITIES, GOALS**

<sup>1</sup>The statewide goal for closing the gaps in participation is to add 630,000 more students in higher education by 2015.