

*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, March 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. Special Presentation about Student Athletes and Success in College – Dr. Andrew Jones, executive vice chancellor of educational affairs
- V. Opportunity for Chancellor and Board Members to Declare Conflicts of Interest Specific to this Agenda (pp. 11-12)
- VI. Consideration of bids
  1. Recommendation for awards to low and best proposals - Adventure Golf Cars (\$26,397), Austin Turf & Tractor (\$5,874), Cruise Car, Inc. (\$9,349), Lone Star Carts & Services (\$10,985), and Southwest Materials Handling (\$29,079) - for utility vehicles at El Centro, Mountain View, North Lake and Richland Colleges.
  2. Recommendation for award to Hands-On Labs, Inc., the only proposal for geology lab kits and fulfillment services for distance learning

- students, in the amount of \$94,500 (5-year estimate).
3. Recommendation for awards to Austin Turf & Tractor (\$47,442), Six & Mango (\$11,485), and H & E Equipment (\$10,090), low bidders, for grounds equipment and scissor lift at Richland College.
  4. Recommendation for award to low bid, Texas Independent Elevator (\$350,000), for elevator modernizations at Brookhaven, El Centro, Mountain View and Richland Colleges.
  5. Recommendation for a price agreement with Mission Linen Supply, the only bid for linen rental and cleaning service, \$36,000 (2 year estimate).
  6. Recommendation for awards to low and best bids - Dallas Dodge (\$34,950) and Sam Pack's Five Star Ford (\$45,255) - for vehicles at El Centro College, Richland College and the District Service Center.
  7. Recommendation for a price agreement with Air Conditioning Innovative Solutions, Inc. (\$45,000), low bid for annual chiller stop inspections at Mountain View College, Richland College, District Office and District Service Center (3 year estimate).
  8. Recommendation for award to Hill-Rom Company, Inc., sole source for maintenance agreement for health care beds at El Centro College, \$45,000 (3 year estimate).

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

#### Minutes

9. Approval of Minutes of the February 2, 2010 Work Session Meeting
10. Approval of Minutes of the February 2, 2010 Regular Meeting

#### Policy Reports

11. Revision to Adoption of Board Calendar for January 1 – December 31, 2010
12. Approval of Resolution Authorizing Joint Election Agreement between Dallas County Community College District, Numerous Public Entities and the Dallas County Elections Department
13. Approval of Resolution Giving Notice of the Trustee Election on May 8, 2010
14. Approval of Elimination of the Use of District-Owned Computers and Related Equipment by Board Members
15. Approval of Revision to Board Policy Concerning Trustee Reimbursement
16. Approval of Resolution to Submit to Texas Education Agency Substantive Amendments to the Charter of the Richland Collegiate High School of Mathematics, Science, and Engineering

17. Approval of Revision to Board Policy Concerning the Student Financial Aid Program

Building and Grounds Reports

18. Approval of Agreement with Neel-Schaffer

Financial Reports

19. Approval of Expenditures for January 2010

VIII. Individual Items

20. Acceptance of Resignations
21. Acceptance of Termination
22. Employment of Contractual Personnel

IX. Informative Reports

23. Presentation of Current Funds Operating Budget Report for January 2010
24. Notice of Grant Awards
25. Acceptance of Gifts
26. Presentation of Contracts for Educational Services
27. Monthly Award and Change Order Summary
28. Payments for Goods and Services
29. Progress Report on Construction Projects
30. Bond Program Report on Projects
31. Facilities Management Project Report
32. Report of Full-time Employees by Ethnicity and Salary
33. Report of Part-time Employees by Ethnicity and Salary
34. Reimbursable Expenses in Contracts with Architects and Engineers
35. Reducing Energy Usage by 5% Annually
36. Award to Sherman Roofing Company (Bid No. 11695)
37. Request for Qualifications for Energy Performance Management Services
38. Submission of Annual Racial Profiling Reports

X. Questions/Comments from the Board and Chancellor

39. Discussion concerning the Hispanic Chamber and the Tri-Chamber contract (requested by Vice Chair Flores)

XI. Citizens Desiring to Appear Before the Board

- XII. 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 continuation 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.

### XIII. Adjournment of Regular Meeting

**CERTIFICATION OF POSTING OF NOTICE MARCH 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 25<sup>th</sup> day of February, 2010, in a place convenient to the public in the District Office Administration Building, and a copy of this notice was provided on the 25<sup>th</sup> day of February, 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.



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Wright L. Lassiter, Jr., Secretary

## **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.

## 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.

4-L Engineering Co., Inc.	Friendly Chevrolet
A & F Elevator Co., Inc.	Global Group, Inc.
AC Printing	Grand Prairie Ford
Adventure Golf Cars	Graphic Network
Agilent Technologies, Inc.	Guitar Center
Air Conditioning Innovative Solutions, Inc.	H & E Equipment
Alphagraphics #152	Hands-On Labs, Inc.
American 3B Scientific	Hill-ROM Company, Inc.
Atech Training, Inc.	Hitachi High Technologies America, Inc.
Austin Turf Tractor	International Roadway Research
B & H Photo, Video, Pro-Audio	Leeds Instruments
Benz Microscope Optics Ctr, Inc.	Lone Star Art and Graphics
Burgoon Co.	Lonestar Carts & Services
Business Service	Longhorn Inc.
Carolina Biological Supply Co.	Luber Bros.
Centrieva Corporation	Marfield
Color Express	Mastercraft Printed Products & Services
Cruise Car, Inc.	McBain Systems
Custom Graphic Services	Metroplex Medical Supply
Cymar Corp	Mission Linen Supply
Dallas Dodge	Nebraska Scientific
Deen Implement Co.	Neel Schaffer
Dionex Corporation	Nikon Instruments
DMI Corp.	Office Depot
EMR Elevator, Inc.	Para Scientific Co.
Entech Sales & Service	Parco Scientific Co
Equipment Depot	Premier Elevator Services, Inc.
Fisher Scientific Company, LLC	Quantum Mechanical Services

Richardson Saw & Lawnmower  
Sam Packs's Five Star Ford  
Sargent Welch  
School Outfitters  
Science Kit  
Seaboard Asphalt Products Company  
Shimadzu Scientific Instruments, Inc.  
Sir speedy #4102  
Six & Mango Equipment  
Sound Productions, Inc.  
Southwest Material Handling  
Storm Lawn & Garden  
Studio Tech Supply  
Sweetwater Sound, Inc.  
TD Industries  
Testout! Corporation  
Texas Independent Elevator  
Texas Tees and Sports Apparel  
The Audio Dawg  
The Right Printer I Ltd.  
TM Television  
VWR International  
Wards Natural Science  
Waters Corporation  
Waxahachie Equipment  
Williamson Printing Corporation

(Tab 1) RECOMMENDATION FOR AWARD – RFP NO. 11655  
PURCHASE OF UTILITY VEHICLES  
EL CENTRO, MOUNTAIN VIEW, NORTH LAKE, AND  
RICHLAND COLLEGES

RESPONSE: Requests for proposals were sent to 39 companies, and ten responses were received.

COMPARISON OF PROPOSALS:

Tabulation of proposals attached.

RECOMMENDATION FOR AWARD:

ADVENTURE GOLF CARS items 1, 2, and 6	\$26,397.00
AUSTIN TURF & TRACTOR item 4	\$5,874.12
CRUISE CAR, INC. item 3	\$9,349.00
LONE STAR CARTS & SERVICES item 7	\$10,985.00
SOUTHWEST MATERIALS HANDLING item 5	\$29,079.00

LOW PROPOSAL: item 2 and 7

BEST PROPOSALS: items 1, 3, 4, 5, and 6

COMMENTS: This RFP marks the first time that the district has departed from the traditional bidding method for purchasing utility vehicles. Under the new process, participants were requested to submit proposals that used gasoline, batteries or alternative fuels to power the vehicles. The objective of the evaluation of the proposals was to determine which vehicles represented an optimal mix of function, life cycle cost and environmental stewardship.

The recommendations are in keeping with the American College and University Presidents' Climate Commitment (ACUPCC) as signed by the district's college presidents and, the American Association for Advancement of Sustainability in Higher Education (AASHE), an institution that supports the ACUPCC. The District is a member of the AASHE.

Item #1, the low proposal is not recommended because in the opinion of the evaluators it does not have adequate power or battery capacity to meet the athletic department's need to transport athletic equipment between the campus and the athletic field which are some distance apart.

Item #3, the low proposal is not recommended because it is gasoline powered and the El Centro West campus has no facilities for storage of gasoline. The second low proposal is not recommended because the electric cart quoted did not have rear storage space as required.

Item #4, the low proposal is not recommended because the cargo capacity is smaller than specified.

Item #5, the low proposal is not recommended because, in the opinion of the evaluators, the proposed gasoline powered vehicle conflicts with the colleges sustainability initiative associated with its "green" program.

Item #6, the first low proposal is not recommended because in the opinion of the evaluators, it does not have adequate power or battery capacity needed for extended use by the facilities department over the campus terrain. The second low proposal is not recommended because the vehicle does not have a steel cab with removable doors and the payload capacity does not meet specifications.

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

Proposal # 11655  
Utility Vehicles

	Description and Quantity	Adventure Golf Cars	Austin Turf & Tractor	Cruise Car, Inc.	Deen Implement Co.	Lonestar Carts & Services	Luber Bros.	Richardson Saw & Lawnmower	Six & Mango Equipment	Southwest Materials Handling	Storm Lawn & Garden
1	Flat bed cargo MVC Athletics /1	9,445	no bid	8,498	no bid	no bid	no bid	no bid	12,497	no bid	no bid
2	4 seat people mover MVC Athletics / 1	6,977	no bid	9,143	no bid	7,648	7,761	no bid	14,993	no bid	no bid
3	2 seat cargo ECC Police / 1	8,995	no bid	9,349	no bid	no bid	no bid	no bid	8,440	no bid	no bid
4	2 seat cargo NLC Facilities / 1	5850	5874.12	no bid	8,125 alternate 7,713	no bid	7,706.70	6,463	8,490	no bid	6,199
5	Flat bed cargo RLC Facilities / 3	no bid	no bid	10,300	no bid	10,341	no bid	no bid	8,680	9,693	no bid
6	2 seat cargo NLC Facilities / 1	9,975	10,060.50	8,563	no bid	10,375	10,205.56	no bid	9,690	no bid	no bid
7	Flatbed cargo with metal box RLC Facilities / 1	no bid	no bid	no bid	no bid	10,985	no bid	no bid	no bid	11,299	no bid

(Tab 2) RECOMMENDATION FOR AWARD – RFP NO. 11674  
CUSTOMIZED PHYSICAL GEOLOGY LAB KITS AND  
FULFILLMENT SERVICES  
LECROY CENTER  
JULY 1, 2010 THROUGH JUNE 30, 2015

RESPONSE: Requests for proposals were sent to nine companies, and one response was received.

RECOMMENDATION FOR AWARD:

HANDS-ON LABS, INC.	(5-year estimate) \$94,500
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LOW AND ONLY PROPOSAL

COMMENTS: This award will enable students to purchase customized lab kits for a new online distance-learning college-level physical geology course to enable them to perform experiments required by the course. Hands-On Labs, Inc., provides a turnkey service which includes the required materials, kitting, warehousing, taking student orders, and shipping within twenty-four hours. The kits cost \$189 plus shipping and include a book, a twenty-one piece mineral set and identification kit, a thirty-six piece rock set, and other related materials. Award is based on students buying 500 kits during the overall term of the agreement; any unsold kits will be purchased by the CET at a maximum financial responsibility of \$94,500 should the vendor sell no student kits during the term of the contract. This is a specialized service and rebidding 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. 11707  
 GROUNDS EQUIPMENT AND SCISSOR LIFT  
 RICHLAND COLLEGE

RESPONSE: Request for bids were sent to 22 companies and six bids were received.

COMPARISON OF BIDS:

Tabulation of bids attached.

RECOMMENDATION FOR AWARD:

AUSTIN TURF & TRACTOR item 1	\$47,442.78
SIX & MANGO item 2	\$11,485.00
H & E EQUIPMENT item 3	\$10,090.00

LOW BIDDERS

COMMENTS: These mowers will be used for routine landscape maintenance and will replace old equipment which cannot be repaired due to the age of the equipment and the unavailability of replacement parts. The scissor lift will be used for general facility maintenance projects.

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

#	description	Austin Turf & Tractor	Equipment Depot	H & E Equipment	Longhorn Inc.	Six & Mango	Waxahachie Equipment
1	Jacobson R-311 rough mower, diesel	\$47,442.78	no bid	no bid	no bid	no bid	no bid
2	Kubota ZD-331 72" mower	\$13,335.63	no bid	no bid	\$12,450	\$11,485	\$11,800
3	JGL model 1930ES scissor lift	no bid	\$11,539.80	\$10,090	no bid	\$11,496	no bid

(Tab 4) RECOMMENDATION FOR AWARD – BID NO. 11710  
ELEVATOR MODERNIZATIONS  
BROOKHAVEN, EL CENTRO, MOUNTAIN VIEW, AND  
RICHLAND COLLEGES

RESPONSE: Of 12 companies that attended the mandatory prebid meeting, four bids were received.

COMPARISON OF BIDS:

Tabulation of bids attached.

RECOMMENDATION FOR AWARD:

TEXAS INDEPENDENT ELEVATOR	estimated \$350,000 (includes maintenance)
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LOW BID

COMMENTS: This project is for the modernization of two hydraulic elevators at Brookhaven, two at Mountain View, and three at Richland, all of which were a part of the original construction of the associated buildings; award includes replacement of electronic control systems, all mechanical work required for code compliance, equipment testing and state-mandated certified inspections, plus maintenance.

For El Centro, this award is for the reactivation of 15 pairs of doors on six traction elevators in Building A; it includes all items noted above plus updates to both interior and exterior appearances. During prior interior renovation projects, these elevator entries on several floors were taken out of service and walled over to reduce maintenance and for aesthetic purposes. Due to increased student enrollment in recent years, it has become necessary to re-open the landings on all floors to improve vertical transportation of students and staff by reducing elevator wait times. Only one of the elevators presently serves all ten floors; this award will restore service to all floors by all seven units in Building A.

Pricing shown is the aggregated amount to accomplish the defined scope of work on all thirteen units; the award, however, is an estimated amount because the contractor will become responsible for the routine monthly maintenance of these units both before and after renovations until a new district-wide elevator maintenance contract is bid in early 2011.

Based on 15% of the awarded amount for renovations, a contingency fund of \$48,979 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.

	project renovations	maintenance/mo BHC/MVC/RLC	maintenance/mo ECC
Texas Independent Elevator	\$326,532	\$95	\$215
Premier Elevator Services, Inc.	\$458,494	\$120	\$250
EMR Elevator, Inc.	\$495,908	\$100	\$220
A & F Elevator Co., Inc.	\$608,743	\$100	\$300

(Tab 5) RECOMMENDATION FOR AWARD – BID NO. 11714  
LINEN RENTAL & CLEANING SERVICE  
PRICE AGREEMENT, DISTRICT-WIDE  
MARCH 3, 2010 THROUGH FEBRUARY 28, 2012

RESPONSE: Requests for bids were sent to 11 companies, and one response was received.

RECOMMENDATION FOR AWARD:

MISSION LINEN SUPPLY	(2-year estimate) \$36,000
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ONLY BID

COMMENTS: This award is for the rental of shop towels, auto fender covers, and shop aprons for the automotive technology programs; chef coats, napkins, tablecloths, and bar mop towels for the food and hospitality program; and laundry services for sheets, pillowcases, etc., on an as-needed basis for the health occupation programs. The estimated cost is based on historical usage

Due to the need to provide continued service and the relatively small value of the contract, rebidding is not recommended.

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

(Tab 6) RECOMMENDATION FOR AWARD – BID NO. 11717  
PURCHASE OF VEHICLES  
EL CENTRO AND RICHLAND COLLEGES, AND DISTRICT  
SERVICE CENTER

RESPONSE: Requests for bids were sent to 38 companies, and four responses were received.

COMPARISON OF BIDS:

Tabulation of bids attached.

RECOMMENDATION FOR AWARD:

DALLAS DODGE item 1.	\$34,950.00
SAM PACKS'S FIVE STAR FORD items 2 and 3	\$45,254.76

LOW BID: items 2 and 3  
BEST BID: item 1

JUSTIFICATION:

The low bidder for item # 1 is for a Ford Crown Victoria. This bid is not recommended because this vehicle is being discontinued and the fuel economy is approximately 13% less (14 vs 16 mpg) than the recommended vehicle. Also, this vehicle has a history of safety concerns regarding rear-end collisions.

COMMENTS: Item # 1 will be used by the campus police, item #2 is for district-wide mail delivery, and item # 3 is for delivery of supplies.

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

Bid # 11717  
 Fleet Vehicles

Item Site	Description / Quantity	Dallas Dodge	Friendly Chevrolet	Grand Prairie Ford	Sam Pack's 5 Star Ford
1 RLC	Police Patrol Qty: 1	\$34,950 Dodge Charger	n/b	n/b	\$28,417 Crown Vic Police Interceptor
2 DSC	Delivery van Qty: 1	n/b	\$22,880 Chevrolet LT van	\$20,655 Ford E150 XLT. van	\$20,489.38 Ford E150 XLT 8 van
3 ECC	Delivery Box Van Qty: 1	n/b	\$27,884 Chev C3500	\$27,298 Ford E350	\$24,765.38 Ford E350

(Tab 7) RECOMMENDATION FOR AWARD – BID NO. 11721  
 ANNUAL CHILLER STOP INSPECTIONS  
 PRICE AGREEMENT, MOUNTAIN VIEW AND RICHLAND  
 COLLEGES, DISTRICT SERVICE CENTER AND DISTRICT  
 OFFICE  
 MARCH 3, 2010 THROUGH APRIL 30, 2013

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

COMPARISON OF BIDS:

	annual base bid for specified services
Air Conditioning Innovative Solutions, Inc.	\$12,230.01
Entech Sales & Service	\$18,935.00
DMI Corp.	\$20,098.00
4-L Engineering Co., Inc.	\$23,986.70
Quantum Mechanical Services	\$30,516.00
TD Industries	\$60,200.00

RECOMMENDATION FOR AWARD:

AIR CONDITIONING INNOVATIVE SOLUTIONS, INC.	(3-year estimate) \$45,000
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LOW BID

COMMENTS: This award will provide for the annual shut-down, inspection, and routine preventive maintenance service as specified on seven HVAC chiller units located at MVC (2), RLC (2), DSC (2), and DO (1) plus five air-cooled units in the DSC computer room. Also included are various elective, defined chiller testing and cleaning services which may be performed on each particular unit as deemed appropriate by that location's facilities staff.

The estimated amount of the award is a total of the base bid plus a contingency for out-of-scope services. Routine labor for out-of-scope services will be billed at a rate of \$95 per hour and parts will be billed at cost plus 25%.

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



(Tab 8) RECOMMENDATION FOR AWARD –PREVENTIVE  
MAINTENANCE AGREEMENT FOR HEALTH CARE BEDS  
EL CENTRO COLLEGE  
MARCH 3, 2010 THROUGH APRIL 30, 2013

RECOMMENDATION FOR AWARD:

HILL-ROM COMPANY, INC.	(3-year estimate) \$45,000
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SOLE SOURCE

COMMENTS: This award is for the purchase of a three year preventive maintenance (PM) agreement for forty-two Versacare and six Care Assist beds used in the student labs in the health occupation and nursing programs. Annual pricing per bed ranges from \$245 to \$320.83 and includes scheduled preventive maintenance visits, electrical safety inspections, repairs required between PM visits, labor, parts, and travel. A small contingency allowance is included for out of scope service and parts. Hill-Rom is the manufacturer and only authorized service provider for its products.

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

CONSENT AGENDA NO. 9

Approval of Minutes of the February 2, 2010 Work Session Meeting

It is recommended that the Board approve the minutes of the February 2, 2010 Board of Trustees Work Session.

**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 3:00 PM. Dr. Wright Lassiter certified to the posting of the meeting notice.

**CERTIFICATION OF POSTING OF NOTICE FEBRUARY 2, 2010  
WORK SESSION 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.



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Wright L. Lassiter, Jr., Secretary

### **Energy Savings Performance Services**

Executive Vice Chancellor Ed DesPlas provided the board with handouts and a briefing about an energy saving performance services project. As follow-up to this meeting, Dr. Lassiter will provide:

- an illustration of how reimbursable expenses appear in a typical contract for architectural or engineering services, and
- additional information about the state law concerning reducing energy usage by 5% annually.

Trustees will receive background materials in advance of the next briefing by the vice chancellor. The briefing will include the length of the proposed contract including milestones, results of a consultation with Texas A&M University about its experience with a similar initiative, a description of a scaled-down approach, and references from colleges and universities that have experience working with the recommended company.

Executive Vice Chancellor Ed DesPlas briefed the board about an energy savings performance services project.

### **Executive Session**

There was no executive session.

### **Adjournment**

Board Chair Prater adjourned the meeting at 4:07 PM.

Approved:

A handwritten signature in blue ink, appearing to read 'W. Lassiter, Jr.', is written over a horizontal line.

Wright L. Lassiter, Jr., Secretary

CONSENT AGENDA NO. 10

Approval of Minutes of the February 2, 2010 Regular Meeting

It is recommended that the Board approve the minutes of the February 2, 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 4:21 PM. Dr. Wright Lassiter certified to the posting of the meeting notice.

**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.



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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**

Ms. Donna Walker, deputy 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**

There were no declarations of conflict of interest.

### **Consideration of Bids**

Vice Chair Flores moved and Mr. Ferguson seconded a motion to approve all bids in the Consideration of Bids section of the agenda. Motion passed. (See February 2, 2010, Board Meeting, Consideration of Bids, Agenda Items #1- 11, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

### **Consent Agenda**

Mrs. Sanchez Metzger moved and Mr. Ferguson seconded a motion to approve all recommendations in the Consent Agenda. Motion passed. (See February 2, 2010, Board Meeting, Agenda Items #12-22, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

### **Individual Items**

Vice Chair Flores moved and Mrs. Boyle seconded a motion to approve recommendation # 23, in the Individual Items section of the agenda. Motion passed. (See February 2, 2010, Board Meeting, Agenda Item #23, which is made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Ms. Compton moved and Vice Chair Flores seconded a motion to approve recommendation # 24, in the Individual Items section of the agenda. Motion passed. (See February 2, 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.)

Mr. Ferguson moved and Vice Chair Flores seconded a motion to approve recommendation # 25, in the Individual Items section of the agenda. Motion passed. (See February 2, 2010, Board Meeting, Agenda Item #25, which is made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Mrs. Sanchez Metzger moved and Mr. Ferguson seconded a motion to approve recommendation # 26, in the Individual Items section of the agenda. Motion passed. (See February 2, 2010, Board Meeting, Agenda Item #26, which is made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Ms. Compton moved and Mrs. Boyle seconded a motion to approve recommendation # 27, in the Individual Items section of the agenda. Vice Chair Flores voted no. Motion passed. (See February 2, 2010, Board Meeting, Agenda Item #27, which is made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

### **Informative Reports**

(See February 2, 2010, Board Meeting, Agenda Items #28-42, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.) Concerning Informative Report No. 34, Vice Chair Diana Flores asked that her comments be made a part of the record. They were that she is an employee of the Greater Dallas Hispanic Chamber of Commerce, that numbers for the Chamber have been decreasing although the Chamber has not been decreasing its efforts, that she wondered if the Black Chamber has decreased its efforts, that she was informed the preceding week that DCCCD was terminating its contracts with the Chambers, that she knew DCCCD must look for efficiencies, that she had concerns about taking the Hispanic Chamber contract to zero, that she did not like learning of this from someone outside DCCCD, and that she was concerned that some of DCCCD's employees had not advocated for continuing the contract. Trustee Martha Metzger said she had the same concerns and asked that her comments be made for the record also.

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

(See February 2, 2010, Board Meeting, Agenda Item #43, which is 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**

Mr. Reginald Beaudoin and Ms. Teresa Beaudoin represented Already Gear to speak about an evaluation score on a RFP. Dr. Lassiter will follow-up with their complaints and report his findings to the Board at a later date to be determined.

**Executive Session**

There was no executive session.

**Other Notes from the Meeting**

Dr. Lassiter will provide cost per square foot for the Sherman Roofing award and an explanation about the field of health care informatics. He will have DCCCD Foundation, Inc. staff investigate Vice Chair Flores' request to use employee contributions to SECC to underwrite GED testing fees.

**Adjournment**

Board Chair Prater adjourned the meeting at 5:29 PM.

Approved:

A handwritten signature in blue ink, appearing to read 'Wright L. Lassiter, Jr.', is written over a horizontal line.

Wright L. Lassiter, Jr., Secretary

POLICY REPORT NO. 11

Revision to Board Calendar for January 1 – December 31, 2010

The Board of Trustees adopts the following schedule of meetings for calendar year 2010. All meetings are on Tuesday.

<b>Date</b>	<b>Time</b>	<b>Type of Meeting</b>
January 5	9AM-4PM	Retreat
	4-5PM	Regular Business Meeting
February 2	4-5 PM	Regular Business Meeting
March 2	9AM-4PM	Retreat
	4-5PM	Regular Business Meeting
April 6	3-4PM	Audit Committee Meeting
	4-5PM	Regular Business Meeting
May 11 <sup>1</sup>	3-4PM	Planning and Budget Committee Meeting
	4-5PM	Regular Business Meeting
June 1 <sup>2</sup>	9AM-4PM	Retreat
	4-5PM	Regular Business Meeting
July 6	3-4PM	Audit Committee Meeting
	4-5PM	Regular Business Meeting
August 3	3-4PM	Planning and Budget Committee Meeting
	4-5PM	Regular Business Meeting
August 17 or 24	4-5PM	Special Business Meeting for Public Hearing on the Tax Rate (1 of 2)
August 24 or 31	4-5PM	Special Business Meeting for Public Hearing on the Tax Rate (2 of 2)
September 7	9AM-4PM	Special Meeting (annual chancellor's evaluation)
	4-5PM	Regular Business Meeting
October 5	3-4PM	Audit Committee Meeting
	4-5PM	Regular Business Meeting
November 9 <sup>3</sup>	9AM-4PM	Retreat
	4-5PM	Regular Business Meeting
December 7	3-4PM	Planning and Budget Committee Meeting
	4-5PM	Regular Business Meeting
December 21	3-4PM	Audit Committee Meeting
	4-5PM	Special Meeting to Receive Audited Financial Statements

Work sessions and trustee orientation seminars to be scheduled as-needed, and, on one of the dates already on the calendar, whenever possible to do so.



<sup>1</sup>An exception to 1<sup>st</sup> Tuesday convention for regular business meetings due to there being an election for trustees on Sat, May 8.

<sup>2</sup>Regular business meeting in June to be followed by a private dinner for trustees. In those years when one or more new trustees have been elected to the Board, this dinner will offer trustees (veteran and new) an opportunity to get acquainted in a social setting.

<sup>3</sup>Another exception to 1<sup>st</sup> Tuesday convention for regular business meetings due to there being a general election on Tues, Nov 2. In Nov 2008, Trustees suggested avoiding meetings on general election days in future calendars.

## POLICY REPORT NO. 12

### Approval of Resolution Authorizing Joint Election Agreement between Dallas County Community College District, Numerous Public Entities and the Dallas County Elections Department

It is recommended that the Board of Trustees of the Dallas County Community College District adopt the attached resolution that authorizes the Chancellor to enter into the attached Joint Election Agreement with the Dallas County Elections Department and other public entities. The Agreement requires the Election Department to conduct the May 8, 2010 trustee election. The estimated cost is \$524,439.17.

Effective Date: March 2, 2010

### Policy Reminders

Texas Election Code sections pertinent to authorizing the Board to enter into a joint election agreement with numerous public entities and the Dallas County Elections Department include:

*(a) If the elections ordered by the authorities of two or more political subdivisions are to be held on the same day in all or part of the same county, the governing bodies of the political subdivisions may enter into an agreement to hold the elections jointly in the election precincts that can be served by common polling places, subject to Section 271.003.*

*(d) The terms of a joint election agreement must be stated in an order, resolution, or other official action adopted by the governing body of each participating political subdivision. TEX. ELEC. CODE ANN §271.002 (Vernon Supp. 2009)*

RESOLUTION  
AUTHORIZING A JOINT ELECTION AGREEMENT BETWEEN  
DALLAS COUNTY COMMUNITY COLLEGE DISTRICT, NUMEROUS PUBLIC  
ENTITIES AND THE DALLAS COUNTY ELECTIONS DEPARTMENT

WHEREAS, Dallas County Community College District will hold an election on May 8, 2010 to elect trustees to Districts 2, 3 and 4; and

WHEREAS, Dallas County Community College District desires to share the cost of the election with Dallas County, Town of Addison, City of Balch Springs, City of Cedar Hill, City of Cockrell Hill, City of Desoto, City of Duncanville, City of Farmers Branch, City of Garland, City of Glenn Heights, City of Grand Prairie, City of Hutchins, City of Irving, City of Lancaster, City of Mesquite, City of Richardson, City of Rowlett, City of Sachse, City of Seagoville, Town of Sunnyvale, City of Wilmer, Cypress Municipal Management District, Dallas County Water Control and Improvement District #6, Wilmer Utility District, Carrollton-Farmers Branch Independent School District, Cedar Hill Independent School District, Coppell Independent School District, Dallas Independent School District, DeSoto Independent School District, Duncanville Independent School District, Garland Independent School District, Grand Prairie Independent School District, Irving Independent School District, Lancaster Independent School District, Mesquite Independent School District, Richardson Independent School District, Sunnyvale Independent School District; and

WHEREAS, Dallas County Community College District wishes for the Dallas County Elections Department to conduct the elections; NOW THEREFORE,

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

Section 1. That the Chancellor, Wright L. Lassiter, Jr., is authorized to enter into an agreement with the Dallas County Elections Department, and numerous other public entities specified above in this resolution to conduct the election on May 8, 2010 for the trustee Districts 2, 3 and 4.

Section 2. That under the terms and conditions of the Joint Election Agreement, the Election Department provides:

- a. Voting machines and locations during early voting and election day;
- b. Election judges and alternates; and
- c. The unofficial canvass report that the Board of Trustees relies upon for its canvass.

Section 3. That Dallas County Community College District's estimated share of the

election costs and expenses is \$524,439.17 which amount will be made payable and tendered to the Dallas County Treasurer in two equal payments on March 19, 2010 and April 9, 2010.

Section 4. That this resolution is effective upon adoption by the Board of Trustees of Dallas County Community College District.

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

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

ATTEST

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

Adopted: March 2, 2010

POLICY REPORT NO. 13

Approval of Resolution Giving Notice of the Trustee Election on May 8, 2010

It is recommended that the Board of Trustees of the Dallas County Community College District adopt the attached resolution that gives notice to the public of the election on May 8, 2010 for Trustee Districts 2, 3, and 4.

Effective Date: March 2, 2010

Policy Reminders

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

*The notice shall state the nature and date of the election, the location of each polling place, the hours the polls will be open, 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. The Board shall retain a copy of the published notice that contains the name of the newspaper and the date of publication and shall preserve that copy at least 22 months after election day.*

*The Board shall also deliver notice of the election to the county clerk of each county in which the College District is located not later than the 60th day before election day.*

*Failure to give notice of a general election does not affect the validity of the election. BBB (LEGAL), BOARD MEMBERS ELECTIONS: ELECTION NOTICE*

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.

RESOLUTION  
NOTICE OF ELECTION

WHEREAS, the Board of Trustees of Dallas County Community College District has previously ordered an election to elect three members of the Board of Trustees on May 8, 2010 in Trustee Districts 2, 3 and 4; and

WHEREAS, Section 4.004, Election Code, requires the Board of Trustees to give notice of the election to the public; 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 the location of each polling place is identified in Exhibit "A" which is attached to this resolution. If the County Elections Administrator is required to change the location of any polling place in Exhibit "A", he will report the changes to the Board of Trustees who shall make such changes to Exhibit "A" without further Board action.

Section 3. That the polling places in Exhibit "A" will be open from 7 a.m. until 7 p.m. on May 8, 2010.

Section 4. That Bruce Sherbet is early voting clerk for the May 8, 2010 election. Early voting by mail shall be conducted at Dallas County Elections Department, 2377 N. Stemmons Frwy, Suite 820, Dallas, Texas 75207.

Section 5. The main early polling location for voting by personal appearance is the first floor of the Records Building, 509 Main Street, Dallas, Texas 75202. The early polling locations for voting by personal appearance are identified in Exhibit "B" which is attached to this resolution. The early polling locations will be open:

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 6. That simultaneously with the adoption of this resolution, there is adopted a Spanish version of this resolution.

Section 7. That this resolution shall be published in a newspaper and posted upon the bulletin board which is used to notify the public of meetings of the Board of Trustees, as required by Section 4.003, Election Code.

Section 8. 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: March 2, 2010

RESOLUCIÓN  
AVISO DE ELECCIÓN

POR TANTO, la Junta de Síndicos del Distrito del Colegio Comunitario del Condado de Dallas ha ordenado previamente una elección para elegir tres miembros de la Junta de Síndicos el 8 de mayo de 2010 en los Distritos de Síndicos 2, 3 y 4; y

POR TANTO, la Sección 4.004 del Código Electoral requiere que la Junta de Síndicos dé aviso público de la elección; ASÍ ENTONCES,

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

Sección 1. Se sostendrá una elección el segundo sábado de mayo de 2010, es decir, el ocho de mayo de 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.

Sección 2. La localidad de cada lugar de votación está identificada en el Documento “A” adjunto a esta resolución. Si al Administrador Electoral del Condado se le hace necesario cambiar la localidad de cualquier lugar de votación indicado en el Documento “A”, éste reportará los cambios a la Junta de Síndicos el cual hará dichos cambios al Documento “A” sin la necesidad de acción adicional por parte de la Junta.

Sección 3. Los lugares de votación en el Documento “A” estarán abiertos de 7 a.m. a 7 p.m. el 8 de mayo de 2010.

Sección 4. Bruce Sherbet será el administrador de la votación para la elección del 8 de mayo de 2010. La votación temprana por correo será llevada a cabo en el Dallas County Elections Department, 2377 N. Stemmons Frwy, Suite 820, Dallas, Texas 75207.

Sección 5. El lugar principal de votación temprana para votar en persona es el primer piso del Records Building, 509 Main Street, Dallas, Texas 75202. Los lugares de votación temprana para votar en persona están identificados en el Documento “B” que se halla adjunto a esta resolución. Los lugares de votación temprana estarán abiertos como sigue:

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



Sección 6. Simultáneamente con la adopción de esta resolución, se adoptará una versión en español de la misma.

Sección 7. Esta resolución será publicada en un periódico y colocada en un tablero de anuncios usado para dar aviso público de las reuniones de la Junta de Síndicos, según lo requiere la Sección 4.003 del Código Electoral.

Sección 8. Esta resolución entrará en efecto después de su adopción por la Junta de Síndicos del Distrito del Colegio Comunitario del Condado de Dallas y será firmada por el Presidente de la Junta de Síndicos.

DISTRITO DEL COLEGIO COMUNITARIO DEL  
CONDADO DE DALLAS

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

ATESTIGUADO

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

Adoptada el 2 de marzo de 2010

POLICY REPORT NO. 14

Approval of Elimination of the Use of District-Owned Computers and Related Equipment by Board Members

It is recommended that the Board of Trustees adopt the attached Resolution that eliminates use of District-owned computers and computer-related equipment by Board members.

Effective Date: March 2, 2010

At some time during former Trustee Randy Leake's term of office, which was 1997-2004, the Board entered into a trial period of assigning DCCCD-owned property and supplies, with associated technical support, for use by trustees' at their personal residences, offices, or other locations of their choice – for those who chose to participate. In recent months, trustees have evaluated this practice and determined that it may give the appearance of inappropriate benefit accruing to an elected official and/or in other ways compromise the best interest of DCCCD or individual trustees. Therefore, with this action, the Board is abandoning off-site use of DCCCD-owned equipment, supplies and services by its members.

STATE OF TEXAS

COUNTY OF DALLAS

RESOLUTION  
DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

WHEREAS, the Board of Trustees of Dallas County Community College District (the "Board") had previously approved the use of District-owned computers, printers and other computer-related equipment by Board members to facilitate communication and provide access to the District website and other material;

WHEREAS, the Board believes it is in the best interest of the public for individual Board members to own and use their own private computers and computer-related equipment for the purposes enumerated above;

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

Section 1. That any District-owned computer, related equipment and supplies which are in the possession of Board members and which are equivalent to having been fully depreciated may be purchased by Board members for the nominal fee of \$10.

Section 2. That any District-owned computer, related equipment and supplies which are in the possession of Board members and which are not equivalent to having been fully depreciated may be purchased at the amortized value by the District Foundation for Board members.

Section 3. That this Resolution is effective upon adoption by the Board.

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

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

ATTEST

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

POLICY REPORT NO. 15

Approval of Revision to Board Policy Concerning Trustee Reimbursement

It is recommended that the Board amend BBG(LOCAL) only as follows:

Effective date: March 2, 2010

BOARD MEMBERS  
COMPENSATION AND EXPENSES

BBG  
(LOCAL)

“REIMBURSEMENT FOR  
INCIDENTAL COMPUTER  
EXPENSES

Board Members shall be reimbursed \$960 per year (June 1 through May 31) for recurring incidental computer expenses related to District business, such as computer maintenance, repairs, technical support, supplies including paper and toner, software, Internet services, and similar items for Trustees’ personally-owned computers. A Trustee may decline to accept this reimbursement by written declaration.”

## POLICY REPORT NO. 16

### Approval of Resolution to Submit to Texas Education Agency Substantive Amendments to the Charter of the Richland Collegiate High School of Mathematics, Science, and Engineering

It is recommended that the Board approve the attached resolution, which is an amendment to the charter of the Richland Collegiate High School of Mathematics, Science, and Engineering, and that the request to amend this charter be sent to the Texas Education Agency.

Effective Date: March 2, 2010

### Policy Reminders

#### **Texas Administrative Code Title 19 Chapter §100.1033. Charter Amendment.**

- (a) Amendments in writing. Subject to the requirements of this section, the terms of an open-enrollment charter may be revised with the consent of the charter holder by written amendment approved by the commissioner of education in writing.
- (b) Non-substantive amendment. A non-substantive amendment is any change to the terms of an open-enrollment charter that is not a substantive amendment under subsection (c) of this section.
  - (1) Before implementing a non-substantive amendment, the charter holder shall file with the Texas Education Agency (TEA) division responsible for charter schools a notice, clearly labeled "notice of non-substantive amendment," setting forth the text and page reference, or a photocopy, of the current open-enrollment charter language to be changed, and the text proposed as the new open-enrollment charter language. A notice of non-substantive amendment must be filed separately from any other type of amendment request.
  - (2) Within 15 business days of receiving the notice of non-substantive amendment, the commissioner of education may in the commissioner's sole discretion determine that the amendment will be processed under subsection (c) of this section (governing substantive amendments), and, in such event, subsection (c) shall govern the amendment.
  - (3) Absent action by the commissioner under subsection (b)(2) of this

section, the notice of non-substantive amendment shall be effective after the expiration of 15 business days following receipt of the notice by the TEA division responsible for charter schools.

- (c) Substantive amendment. A substantive amendment is any change to the terms of an open-enrollment charter that relates to the following subjects: grade levels, maximum enrollment, geographic boundaries, approved sites, school name, charter holder name, charter holder governance, articles of incorporation, corporate bylaws, management company, admission policy, or the educational program of the school. For purposes of this section, educational program means the educational philosophy or mission of the school or curriculum models or whole-school designs that are inconsistent with those specified in the school's charter. A substantive amendment must be approved by the commissioner under this subsection.
- (1) Charter amendment request. Before implementing a substantive amendment, the charter holder shall file with the TEA division responsible for charter schools a request, clearly labeled "charter amendment request," setting forth the text and page reference, or a photocopy, of the current open-enrollment charter language to be changed, and the text proposed as the new open-enrollment charter language. The request must be made in or attached to a written resolution adopted by the governing body of the charter holder and signed by the members voting in favor of it.
  - (2) Relevant information considered. As directed by the commissioner, a charter holder requesting a substantive amendment shall submit current information required by relevant portions of the last application form approved by the State Board of Education (SBOE), as well as any other information requested by the commissioner. In considering the amendment request, the commissioner may consider any relevant information concerning the charter holder, including its student and other performance, compliance, staff, financial, and organizational data, and other information.
  - (3) Best interest of students. The commissioner may approve a substantive amendment only if the charter holder meets all applicable requirements, and only if the commissioner determines that the amendment is in the best interest of the students enrolled in the charter school.
  - (4) Conditional approval. The commissioner may grant the amendment without condition, or may require compliance with such conditions and/or requirements as may be in the best interest of the students

enrolled in the charter school. An amendment receiving conditional approval shall not be effective until a written resolution, adopted by the governing body of the charter holder and signed by the members voting in favor, is filed with the TEA division responsible for charter schools accepting all conditions and/or requirements.

*Source: The provisions of this §100.1033 adopted to be effective April 18, 2002, 27 TexReg 3140; amended to be effective April 6, 2005, 30 TexReg 1911.*

**RESOLUTION  
OF THE BOARD OF TRUSTEES  
OF THE RICHLAND COLLEGIATE HIGH SCHOOL  
OF MATHEMATICS, SCIENCE, AND ENGINEERING**

WHEREAS, the Richland Collegiate High School of Mathematics, Science and Engineering received approval from the Texas Education Agency in 2009 to open the Richland Collegiate High School of Visual, Performing, and Digital Arts for Fall 2010;

WHEREAS, the Superintendent and staff of the Richland Collegiate High School of Mathematics, Science and Engineering considered the financial aspects and potential student and parent concerns connected with opening a second high school;

WHEREAS, the Superintendent and staff of the Richland Collegiate High School of Mathematics, Science and Engineering determined that opening a second high school was not the best use of resources to serve current and potential students;

WHEREAS, the Richland Collegiate High School of Mathematics, Science, and Engineering Board of Trustees has considered further the issues surrounding opening a second high school as opposed to expanding the focus of a single high school to encompass both mathematics, science, and engineering and the visual, performing and digital arts; **NOW THEREFORE**

**BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE RICHLAND COLLEGIATE HIGH SCHOOL OF MATHEMATICS, SCIENCE, AND ENGINEERING:**

Section 1. To change the name of the Richland Collegiate High School of Mathematics, Science, and Engineering to be the Richland Collegiate High School;

Section 2. To revise the charter of the Richland Collegiate High School of Mathematics, Science, and Engineering to include changes necessary to reflect the name change;

Section 3. To revise the charter of the Richland Collegiate High School of Mathematics, Science, and Engineering in other sections as presented to the Board of Trustees to clarify school operations and related functions as indicated in Exhibit A as attached.



DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
Board of Trustees

By: \_\_\_\_\_  
Jerry Prater, Chairman

By: \_\_\_\_\_  
Diana Flores, Vice Chair

By: \_\_\_\_\_  
Kitty Boyle, Board Member

By: \_\_\_\_\_  
Charletta Compton, Board Member

By: \_\_\_\_\_  
Bob Ferguson, Board Member

By: \_\_\_\_\_  
Martha Sanchez Metzger, Board Member

By: \_\_\_\_\_  
JL Sonny Williams, Board Member

ATTEST

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

Adopted: March 2, 2010

**EXHIBIT A**

**RICHLAND COLLEGIATE HIGH SCHOOL OF  
MATHEMATICS, SCIENCE, AND ENGINEERING:**

**SUBSTANTIVE CHARTER AMENDMENTS**

**Application Coversheet** (Please type)

Name of Proposed School to open in Fall 2006: Richland Collegiate High School (of Mathematics, Science and Engineering)

Name of Sponsoring Entity: Dallas County Community College District

Note: If the sponsoring entity is a 501(c)(3) nonprofit organization, the name must appear exactly as it appears in the Articles of Incorporation or any amendments thereto.

The sponsoring entity is a (Check only one.):

501(c)(3) nonprofit organization       Governmental Entity     

College or University

Chairperson of Governing Body of Sponsoring Entity: Jerry Prater

Chief Executive Officer of Sponsoring Entity: Wright L. Lassiter, Jr.

CEO/Superintendent of Proposed Charter School: (Stephen Mittelstet) Kathryn K. Eggleston

Name of Governing Body of Sponsoring Entity Member Who Attended an Applicant Conference: Jerry Prater Date of Conference: December 3, 2004

Applicant Mailing Address (Not a P.O. Box): 1601 S. Lamar Street, Dallas, TX 75215

Physical Address of Proposed Administrative Offices, if different from above: 12800 Abrams Road, Dallas, TX 75243-2199

Physical Address of the Main Campus: 12800 Abrams Road, Dallas, TX 75243-2199

Physical Address(es) of any Additional Campus(es): None

Contact Name: Donna Walker Contact Email address: ([dwalker@dcccd.edu](mailto:dwalker@dcccd.edu)) [dwalker1@dcccd.edu](mailto:dwalker1@dcccd.edu)  
Contact Phone #: 972-761-6880 Contact Fax #: (972) 238-6957

Circle Grade Levels to be served: 900 Maximum Enrollment:  
(must include, by Year 3, at least one grade level where TAKS is administered)

Year 1: Pre-K3 Pre-K4 K 1 2 3 4 5 6 7 8 9 10 11 12

Year 2: Pre-K3 Pre-K4 K 1 2 3 4 5 6 7 8 9 10 11 12

Year 3: Pre-K3 Pre-K4 K 1 2 3 4 5 6 7 8 9 10 11 12



## STATEMENT OF NEED

- a) Why the proposed open-enrollment charter school is needed and why sufficient demand exists to make the school viable:

*“The higher education community must do more to support academic rigor, especially in high school, which is the key to success in college. It must help high schools expand high quality dual-credit and advanced-placement courses, as well as other academic and informational programs that provide all students genuine pathways to college.”* (Raymund A. Paredes, Texas Commissioner of Higher Education, *Dallas Morning News*, January 16, 2005)

The Dallas County Community College District (DCCCD) proposes to open a charter high school at Richland College in Fall 2006 to be known as the “Richland Collegiate High School (of Mathematics, Science, and Engineering.”) The High School will serve (600) up to 900 students (—about 300 juniors and 300 seniors—) each year through college-level dual credit classes. The DCCCD then proposes to (open a second charter school at Richland College in Fall 2010 to be known as the Richland Collegiate High School for Visual, Performing, and Digital Arts (RCHS VPDA)) create two focus areas within the RCHS, the School of Mathematics, Science, and Engineering and the School of Visual, Performing and Digital Arts. (This school will enroll a maximum of 150 students for the 2010-2011 school year and no more than 300 students in subsequent years.) Students will enroll in college classes, earning high school credits toward graduation while also earning college credits. The High School will be open to students from Dallas County and the surrounding counties. As Richland College students, Collegiate High School students will have complete access to all the services offered to students at the college and throughout the DCCCD at no charge. The DCCCD does not charge students any student fees nor fees for extracurricular activities.

The movement toward higher education institutions holding charters to operate public high schools is a national trend. Maricopa Community College District in Phoenix, Arizona, operates three charter high schools while community colleges in Florida, South Carolina, Michigan, and New York operate charter high schools. The “Middle College” effort has resulted in public high schools operating on 120 community college campuses across the country, about half of which are charter schools. The “Early College Initiative” funded by the Gates Foundation supports 46 early colleges in 19 states, 30% of which are charters, while 72% are run by community colleges. The Initiative anticipates funding 170 early colleges in 25 states serving 68,000 students by 2012. In September 2004, the CEO of the Chicago Public Schools challenged each of the city’s universities to run a charter school. As part of his “Renaissance 2010” plan to strengthen the school system, he

said, "I'd like to see all the universities run a Chicago public school. Run a charter. Run a contract." (*Chicago Sun-Times*, September 3, 2004)

The need and demand for ~~both~~ *the* Richland Collegiate High Schools is great. As a comprehensive community college system, the DCCCD's mission is to identify the community's educational needs and to work with employers and other educational institutions – both secondary and postsecondary – to best tackle those needs. This application for the Richland Collegiate High School is an example of carrying out that mission to best serve Dallas County and north Texas.

Richland College is the largest of the district's seven community colleges, enrolling about 14,000 credit students each semester. The campus lies on the northeast edge of Dallas, adjacent to Richardson and Garland. While its service area encompasses areas of all three cities, Richland College draws students from across Dallas, Collin, and Rockwall Counties who enroll in mathematics and engineering programs seeking to transfer to The University of Texas at Dallas and other universities noted for their engineering programs, in pre-medical and pre-dental oriented science curricula to transfer to The University of Texas at Arlington and other universities noted for their medical programs, and in the Teacher Preparation Institute before enrolling at Texas Women's University and the University of North Texas to become public school teachers.

### *Dual Credit Programs*

The DCCCD has 17 years of experience in offering college-level courses to high school students through its dual credit program. In this program, high schools students, usually those in the 11<sup>th</sup> and 12<sup>th</sup> grades, can enroll in college-level classes if they meet state and DCCCD criteria for dual credit and get permission from their school district or

Another reason this charter model is suitable is the Board of Trustees who will govern the High School. The DCCCD Board of Trustees are elected from districts covering Dallas County and are responsible for governing the DCCCD. The Board has governed the district for almost 40 years, leading it in a responsible manner consistent with the charge from the citizens of Dallas County who elected them to office. The national recognition for the district as a well-run, stable, fiscally conservative educational institution stems from the Board's leadership. This leadership will be extended to oversight of the Collegiate High School.

A mark of the Board's leadership is its adherence to the Carver Policy Governance Model that separates issues of organizational purpose ("Ends") from all other organizational issues ("Means"), placing primary importance on those Ends. Policy Governance boards demand accomplishment of purpose and only limit the staff's available means to those that do not violate the board's standards of prudence and ethics. This leadership philosophy allows the Board of Trustees to exercise the requisite responsibilities of management, operation, and accountability while delegating sufficient authority to the Superintendent and

Principal through the Chancellor to carry out actions and strategies that lead to improved learning opportunities for High School students. As experienced practitioners of this leadership style, the Board of Trustees will understand their role in governing the High School from the day the charter is awarded. This will allow the High School to move forward wisely and effectively.

For these reasons, the DCCCD Board of Trustees chose to apply for a charter for the Richland Collegiate High School. The model fits within the district's mission of providing access to higher education throughout the region while not duplicating the work of school districts and private high schools. With the district's resources to support the High School, the state funding will result in a high quality charter school that can be a model for higher education institutions across Texas.

### **Extended Studies in the Visual, Performing, and Digital Arts**

Students attending the RCHS (VPDA will) may enroll in additional courses in visual, performing, and/or digital arts depending on their academic and career goals. (~~Performing arts students who are accepted through the audition process will receive priority in enrolling in performing arts courses.~~) All RCHS (VPDA) students will enroll in the visual and digital arts courses they wish to complete as part of earning their high school diplomas and Associate degrees. These opportunities to extend knowledge of these arts are not available in most of the ISDs in the RCHS (VPDA's) service area. Even in the few districts where students can engage in extended arts programs, they must be accepted through auditions that eliminate more than half of the applicants. None offers a full curriculum of dual credit courses as proposed for the RCHS (VPDA).

Richland College has a proud history in the visual, performing, and digital arts. Faculty members have received state and national recognition in drama, music, and the visual and digital arts, including an Academy Award. Several continue long-term leadership roles in local and statewide arts education and professional organizations. Richland graduates continue to perform and exhibit in national and international arts venues. Others in the performing arts are noted for their technical work behind the scenes supporting national tours and shows and media productions, often returning to Richland College to teach students.

RCHS (VPDA) students will enjoy full access to these outstanding instructors. They will participate in extracurricular activities such as digital, photographic, and art exhibitions. For vocal music students, the college sponsors four choral ensembles – the Richland Chorale, Gospel Singers, Chamber Singers, and Jazz Singers. Instrumentalists may choose between symphonic winds, orchestra, guitar, rock/pop, world drumming, steel band, and various jazz ensembles. The free weekly Recital Series offers students performing in jazz, rock, classical, and world beat concerts. Two Evening Concert series each year feature performances by Richland's various music ensembles.

### **Additional Learning Activities**

State law requires that high school students receive 180 days of instructional services during each academic year. A full semester at Richland College includes 75 days of instruction, meaning a Collegiate High School student will participate in 150 days of instruction while taking college classes during the two semesters. Thus, students must receive another 30 days of instructional services during that academic year to meet state requirements. This requirement will be met by starting the academic year for high school students about three weeks before Richland College classes start (~~(15 instructional days), attendance for three days after the Richland College Fall Semester ends and two days,~~) meeting before the Spring Semester starts (~~(5 instructional days)~~), and attending MayMester classes (~~for two weeks~~) after the Richland College Spring Semester ends (~~(10 instructional days)~~). These additional classes will cover 30 instructional days.



This expanded schedule before the Fall Semester will allow incoming 11<sup>th</sup> grade students time to complete a full orientation to their new school and give returning 12<sup>th</sup> grade students time to refocus their attention and begin working on their Senior Exhibitions. During this time, students will participate in workshops and seminars designed to strengthen learning and study skills, increase student awareness of the world in which they will function, and prepare for the college experience. All students will participate in team building and leadership development activities during this time. Students will also begin their Service Learning projects.

~~(Senior students will participate in a Senior Retreat before classes start. The two-day retreat will be held off campus at one of facilities in the Dallas area used by schools to provide a non-sectarian environment in which students can build relationships while they consider their futures as rising seniors. The RCHS will provide transportation to and from the retreat site, meals while at the site, presenters and group leaders, instructional materials, and any other items to enhance the experience at no cost to students. To allow all students to participate, they will not stay overnight at the retreat site. Topics for students will include avoiding the “senior slump,” transfer opportunities after graduation, career exploration, health and wellness, and leadership.~~

~~During the time between the Fall and Spring Semesters, seniors will work on their Senior Exhibitions and junior students will participate in workshops and seminars. Again, all students will participate in Service Learning projects. —The final two weeks after the college’s Spring Semester ends will allow time for completing the school year—taking care of administrative details and preparing for graduation. Seniors will present their Senior Exhibitions and take a Senior Class trip. Juniors will participate in workshops and seminars designed to prepare them for their final year at the High School.)~~

## EDUCATION PLAN

### a) **Scope and sequence of the proposed education program:**

The proposed education program for the Collegiate High School centers on students in the 11<sup>th</sup> and 12<sup>th</sup> grades taking college-level classes in a dual credit mode. This model allows students both to complete their high school graduation requirements and accumulate college credits that can lead to an AA degree from Richland College and/or transfer to a four-year university to enter with advanced standing.

Students entering the Collegiate High School will meet with a counselor to review their high school records and identify the courses that student needs to graduate from the High School within two years. The counselor will then match these needed high school courses to courses offered by Richland College that this particular student is ready to take. The student will then have a personal degree plan based upon the college's assessment of academic skills and individualized career aspirations. Parents/guardians will be encouraged to attend this meeting with their student to assure they understand what courses the student is taking and why, but will not be required to attend.

~~(Students seeking to enter the RCHS VPDA will identify which area of the arts they wish to enter. Those who seek admission in the performing arts (theater/drama, dance, and music) will be required to audition in accordance with current charter school law. These auditions are necessary due to limited space in classrooms and practice/performance areas which restrict admission in each area to 30 students annually. Students desiring to enroll in non performing art programs such as the digital and visual arts will apply for admission to the RCHS VPDA in the remaining slots each year.)~~

The Richland College Disabilities Services office will ~~(manage)~~ assist with enrollments for special education students. This office, which has been in operation for 20 years, currently works with more than 500 learning and/or physically challenged college students each semester. Counselors in the office work with each student to develop an individualized learning plan based upon assessments of the student's academic skills, educational aspirations, and the Richland College curriculum. The office provides support services such as interpreters for the hearing impaired, note takers for the visually impaired, and mobility assistants as needed. Counselors also act as advocates for students to assure they receive appropriate accommodation in the classroom and other learning activities.

Special education students attending the High School will receive ~~(all of these)~~ support services from the Disability Services Office. The counselor, working with the student and parents, will develop a learning plan appropriate to that student's special education needs. The courses that a student can take at Richland College will range from developmental education classes in reading, writing, and

mathematics (or ESOL for non-native English speakers) to individual learning skills and academic development courses to courses in technical programs to college transfer courses. In situations in which a special education student is eligible to enter the 11<sup>th</sup> or 12<sup>th</sup> grade, yet needs classes at an even lower level than offered by Richland College, the Disability Services Office and High School staff members will arrange appropriate alternative education opportunities with nearby educational institutions, through the Educational Service Center Region 10 Cooperative, or with individual instructors to offer instruction at the college in appropriate facilities.

As required by the Texas Education Code (TEC), the Collegiate High School's curriculum includes a foundation offering English language arts; mathematics; science; and social studies consisting of Texas, United States, and world history, government, and geography. The High School will also offer an enrichment curriculum including languages other than English, health, physical education, fine arts, economics with emphasis on the free enterprise system and its benefits, career and technology education, and technology applications. Every course offered by Richland College and the DCCCD includes learning objectives approved by the Texas Higher Education Coordinating Board that form the framework for the course and must be included in the course syllabus for all students. These objectives are stated in the same manner as the Texas Essential Knowledge and Skills (TEKS) objectives, though, being college-level, they presume outcomes at a higher skill level.

### **English Language Arts and Reading**

High school students must complete four years of English to graduate. Collegiate High School students will have completed two years when they enroll, meaning they must complete courses equivalent to English III and English IV to graduate from the High School. The courses "Composition I and II" (ENGL 1301 and 1302)

#### **b) Unique curricular experiences:**

The special curricular experiences open for Collegiate High School students have been described earlier in this application. To reiterate, High School students will:

1. Earn college credit for the courses they complete to meet their high school graduation requirements;
2. Participate in a learning communit(y)ies (each semester) to build community and better understand the holistic nature of true learning;
3. Perform at least 30 hours of volunteer work through the service learning program each year while completing a journal and attending reflection sessions to gain a stronger understanding of the true role of a citizen;

4. Present a Senior Exhibition at the end of the 12<sup>th</sup> grade culminating a year of studying a topic, developing a paper, and creating the final presentation working with a faculty mentor and at least one outside expert;
5. RCHS (VPDA) students will enroll in visual, performing, and digital arts programs, including Multimedia, Interactive Simulation and Game Technology, Art, Drama and Theater, Dance, and Music;
6. Engage in a variety of learning activities outside the schedule of college classes to build leadership skills and foster community and teamwork among all the students; and
7. Have access to laptop computers to enhance their learning experience throughout their two years in the Collegiate High School.

At this time, no other charter school in Texas offers all of these curricular and learning experiences for students.

**c) Gifted and Talented Program:**

The Collegiate High School will not offer a gifted and talented program since all students will already be enrolled in college-level courses throughout their time in the high school. However, Richland College does offer an Honors Program for students who are interested in active participation throughout a class. Honors classes are smaller than other classes to encourage student involvement. Formats may include seminars, team-taught classes, accelerated courses, interdisciplinary courses, and courses with honors components. Honors “core” classes are interdisciplinary team-taught classes designed around a central theme, much as in the Learning Community model. A student who completes 12 or more hours of Honors courses is designated as an “Honors Graduate” on his or her diploma and transcript.

**d) Other student activities:**

Collegiate High School students have full access to all student programs offered by the college. All students enrolled in the RCHS are Richland College students regardless of the specific courses and programs in which they are enrolled. This includes any students who might be enrolled in special education and/or bilingual/ESL classes. No RCHS students will be denied the opportunity to participate in any student activities offered by Richland College or the RCHS.

The college’s Student (~~Programs & Resources (SPAR)~~) Life office sponsors a wide variety of activities and functions designed to appeal to the array of students who attend the college. (~~SPAR~~) Student Life supports student clubs and organizations with a faculty sponsor in the following categories (examples in parentheses):

## HUMAN RESOURCES INFORMATION

a) Notarized biographical affidavit for each officer of the school:

The notarized biographical affidavits for the following officers of the school are included in *Attachment A*:

Superintendent – ~~(Stephen K. Mittelstet)~~ Kathryn K. Eggleston  
(Assistant) Deputy Superintendent – ~~(David B. Canine)~~ Donna Walker  
Principal – Kristyn Edney  
Business Officer – Finney Varghese

~~(The Business Officer and Principal for the school have not been selected. Their notarized biographical affidavits will be submitted ahead of the opening of the school.)~~

b) Job descriptions

Superintendent
Duties and Responsibilities: <ol style="list-style-type: none"><li>1. Has primary responsibility for programming, development, implementation, and evaluation of educational and fiscal activities of the Richland Collegiate High School;</li><li>2. Responsible for organizing the High School's central administration and supervising and coordinating the activities of the Assistant Superintendent, Business Officer, and High School Principal in administering instructional, fiscal, and student programs of the High School;</li><li>3. Responsible for developing and implementing long-range objectives and short-term goals to meet the needs of current and potential students of the High School;</li><li>4. Responsible for developing and presenting the High School budget to the DCCCD Board of Trustees for approval;</li><li>5. Responsible for administering the overall High School budget to provide implementation of stated goals and objectives;</li><li>6. Supervises the recruitment and selection of all High School personnel and recommends employment of all contractual personnel;</li><li>7. Approves reports and submissions to the Texas Education Agency and other agencies and government bodies as required by law;</li><li>8. Directs the disposition or safekeeping of public records subject to the DCCCD Board of Trustees' superior right of immediate access to, control over, and possession of such records;</li><li>9. Works with the High School Community Advisory Committee to assure High School functions reflect community needs;</li></ol>

**10.** Responsible for all other functions and activities of the High School except those specifically designated duties that can not be delegated by the DCCCD Board of Trustees under 19 TAC §100.1033(6)(C).

Minimum Education and Skill Requirements:

1. Master's degree
2. Five years of educational management experience
3. Excellent oral and written communication skills to meet the needs of a diverse student population and staff and of local education and business leaders

~~(Assistant)~~ Deputy Superintendent

Duties and Responsibilities:

1. Assists the Superintendent in programming, development, implementation, and evaluation of educational and fiscal activities of the Richland Collegiate High School;
2. Assists the Superintendent in developing and implementing long-range objectives and short-term goals to meet the needs of current and potential students of the High School;
3. Assists the Superintendent in developing the High School budget;
4. Assists the Superintendent in recruiting and selecting High School personnel;
5. Oversees development of reports and submissions to Texas Education Agency and other agencies and government bodies as required by law;
6. Assists with the High School Community Advisory Council to assure High School functions reflect community needs;
7. Provides for professional growth through reading and attending workshops, seminars, and conferences;
8. Performs related duties as required.

Minimum Education and Skill Requirements:

1. Master's degree
2. Five years of educational management experience
3. Excellent oral and written communication skills to meet the needs of a diverse student population and staff

Business Officer

Duties and Responsibilities:

1. Responsible for the integrity of business and financial reports of the Richland Collegiate High School;
2. Supervises staff responsible for PEIMS reporting, financial transactions, record keeping, and report preparation/reconciliation for the High School;
3. Responsible for helping develop and administering the High School budget;

4. Projects income and expenditures, analyzes and coordinates budget development, monitors and controls expenditures within guidelines established by DCCCD and Texas Education Agency policies;
5. Monitors High School purchasing functions and accounts payable and receivable;
6. Provides for professional growth through reading and attending workshops, seminars, and conferences;
7. Performs related duties as assigned.

Minimum Education and Skill Requirements:

1. Master's degree in business or accounting or Bachelor's degree with equivalent experience and four years of progressively responsible experience in a computerized, multi-cost center accounting office;
2. Demonstrated knowledge of fund accounting and budget management;
3. Ability to access and utilize information from mainframe and microcomputer applications;
4. Use computer technology to maintain records, generate reports and communicate with others;
5. Oral and written communication skills to interact effectively with individuals from diverse socio-economic backgrounds.

Richland Collegiate High School Principal

Duties and Responsibilities:

1. Provides overall leadership and focus for the Richland Collegiate High School;
2. Has primary responsibility for day-to-day operations of the High School, including directing and coordinating educational, administrative, and counseling activities;
3. Supervises academic support, counseling, and office staff members of the High School;
4. Assists in establishing and maintaining relationships with Richland College administrators and faculty and staff members, with educational staff members at universities in the region, with administrators of charter schools in the area, and with community and business organizations in the area;
5. Assists in planning and monitoring the High School budget;
6. Establishes and maintains cooperative staff relations and effective parent-teacher relations;
7. Works with the High School Community Advisory Council, the Parent Advisory Council, and the Student Council to maintain strong relationships with each group;
8. Develops learning opportunities for students between semesters;
9. Enforces the Richland College Student Code of Conduct and implements disciplinary proceedings and activities as necessary to maintain an appropriate educational setting for all students;

10. Is available to students and parents for education-related purposes;
11. Provides for professional growth through reading and attending workshops, seminars, and conferences;
- ~~12. (Coordinates activities with the Principal of the Richland Collegiate High School for Visual, Performing, and Digital Arts;)~~
13. Performs related duties as assigned.

Minimum Education and Skill Requirements:

1. Master's Degree
2. Three years of management experience in education
3. Demonstrated familiarity with Texas Education Agency rules and regulations
4. Excellent oral and written communication skills to meet the needs of a diverse students population and staff

Reporting Relationship

Reports to the RCHS Deputy Superintendent

~~(Richland Collegiate High School for Visual, Performing, and Digital Arts  
Principal~~

~~Duties and Responsibilities:~~

- ~~1. Provides overall leadership and focus for the Richland Collegiate High School for Visual Performing, and Digital Arts;~~
- ~~2. Has primary responsibility for day to day operations of the RCHS VPDA including directing and coordinating educational, administrative, and counseling activities;~~
- ~~3. Supervises academic support, counseling, and office staff members of the RCHS VPDA;~~
- ~~4. Assists in establishing and maintaining relationships with Richland College administrators and faculty and staff members, with educational staff members at universities in the region, with administrators of charter schools in the area, and with community and business organizations in the area;~~
- ~~5. Assists in planning and monitoring the RCHS VPDA budget;~~
- ~~6. Establishes and maintains cooperative staff relations and effective parent-teacher relations;~~
- ~~7. Works with the Parent Teacher Association and the Student Council to maintain strong relationships with each group;~~
- ~~8. Develops learning opportunities for students between semesters;~~
- ~~9. Enforces the Richland College Student Code of Conduct and implements disciplinary proceedings and activities as necessary to maintain an appropriate educational setting for all students;~~
10. Is available to students and parents for education related purposes;



~~11. Provides for professional growth through reading and attending workshops, seminars, and conferences;~~

~~12. Coordinates activities with the Principal of the Richland Collegiate High School of Mathematics, Science, and Engineering;~~

~~13. Performs related duties as assigned.~~

~~Minimum Education and Skill Requirements:~~

~~1. Master's Degree~~

~~2. Three years of management experience in education~~

~~3. Demonstrated familiarity with Texas Education Agency rules and regulations~~

~~4. Excellent oral and written communication skills to meet the needs of a diverse students population and staff~~

~~Reporting Relationship:~~

~~Reports to the RCHS Deputy Superintendent)~~

c) Sponsoring entity's organizational chart:

The organizational charts for the Dallas County Community College District are attached in *Attachment B*. The first page shows the entities that report to the Chancellor - the seven community colleges including Richland College, the Bill J. Priest Institute for Economic Development, the R. Jan LeCroy Center for Educational Telecommunications, and the three Vice-Chancellors for district operations. The second page shows the organizational chart for Richland College highlighting the Collegiate High School within the college's structure. The third page shows the organizational structure for the Collegiate High School.

d) Salary ranges and benefits for school officers and analysis of comparable salaries and benefits:

The school officers will include the Superintendent, (~~Assistant~~) Deputy Superintendent, Business Officer, and Principal. The Superintendent, (~~and Assistant~~) Deputy Superintendent, and Business Officer are currently DCCCD employees at Richland College. (~~They will assume their duties with the Collegiate High School at no additional compensation, but with a shift of other duties to accommodate the responsibilities associated with leading the Collegiate High School. The Business Officer has not been selected yet, but that person will be a Richland College employee in the college's Financial Services Office, a position that is currently being filled. The Business Officer will direct High School business operations with no additional salary.~~) These college employees will be compensated as approved by the Board of Trustees based on appropriate considerations of their time commitments to supervising RCHS operations.

The High School Principal will be employed when this application is approved and will be paid from High School funds as a DCCCD administrative employee. As a DCCCD employee, the Principal receives all the benefits provided for full-time DCCCD employees, including participation in either the Texas Retirement

System or the Optional Retirement Program, health and dental insurance, life insurance, business and travel and cell phone allowances, and vacation and sick leave. The Principal will be employed according to the DCCCD Administrative Salary Schedule at a Level IV position, which has an entry salary range of \$52,404-\$62,225. The salaries for school administrators in neighboring school districts and for Region 10 and the state as reported in the current snapshots of school district profiles are shown below:

Richland Collegiate High School Principal .....	\$52,404-\$62,225
Richardson Independent School District School Administrators .....	\$64,881
Garland Independent School District Administrators .....	\$66,401
Dallas Independent School District Administrators .....	\$64,880
Plano Independent School District Administrators .....	\$66,364
Region 10 School Administrators .....	\$61,446
State School Administrators .....	\$58,561
Statewide Charter School Administrators.....	\$40,446

While the upper level of the Principal’s salary is somewhat below the average for neighboring school districts, it is comparable to the average for Region X and above the statewide averages. In addition to the evaluations of all officers and the High School as a functioning entity by the Board of Trustees and supervisors will assure this performance meets standards.

1) Management and administrative practices: All DCCCD employees receive strong orientation to the requirement that they must adhere to management and administrative practices outlined in the DCCCD Board Policy Manual and operating policies. The district undergoes an annual audit designed to assure these practices are followed. In addition, the district’s Internal Audit Division has the backing of the Board of Trustees to investigate any and all instances of reported violations of these practices. The Internal Audit Division also conducts random audits of departments and divisions to assure full compliance with policies and procedures. All investigations by the Internal Audit Division are reported directly to the Board of Trustees for their consideration and further action if necessary. The High School will be audited regularly by this division with the results communicated to the Board of Trustees.

2) Student attendance accounting reporting requirements: The ~~(Business Officer)~~ DCCCD District Service Center and Principal will have primary responsibility for assuring that student attendance is properly accounted and reported. Student attendance will be documented by teachers taking attendance during ~~(the first class period beginning after 10:00 AM and during the first class period beginning after 1:00 PM each day)~~ every class. High school staff members will collect the

attendance records daily and submit them to the (~~Business Officer~~) Attendance Coordinator for appropriate handling.

~~(The High School's student information system will include capabilities to document and track student attendance using student identification cards coded with magnetic information that will be read by a scanner in the High School office area. Students will use their cards to check in and out every school day under the monitoring of a teacher and High School staff members. A waiver will be requested to allow this process to be used as the attendance tracking system. If this waiver is not granted, the attendance accounting policy outlined above will continue to be utilized.)~~

The district's Internal Audit Division will test and review this attendance accounting system at least once each year to assure the data captured is accurate. Their findings will be reported to the Business Officer, the Principal, the Superintendent, and the Board of Trustees. The Business Officer will be responsible for implementing any improvements recommended in this process and for fixing any errors that may have been transmitted to TEA.

**3) Compliance with generally accepted accounting principles and generally accepted standards of fiscal management:** This compliance is strictly expected in every business transaction conducted by the DCCCD, demanded through policies and regulations at all levels of the institution. The internal audit procedures and standard business practices require that these principles and standards be followed. The Business Officer will be expected to assure all of the High School's financial transactions meet these requirements, working with the Richland College Dean of Financial Services and the district's Vice Chancellor for Business Affairs and his staff. Again, the Internal Audit Division will review the High School's financial transactions to ensure compliance.

**4) Compliance with special education and bilingual/English as a second language (ESL) program requirements:** The High School Principal will have the primary responsibility to assure that all High School students who require special education and/or bilingual or ESOL services receive those services to which they are entitled. The Principal will work with the college's ESOL and Disability Services programs to obtain these services and provide them in the best manner to enhance student learning. The Principal will be expected to understand the rules and regulations regarding special education and bilingual/ESL services and to help other High School officers improve their awareness of these requirements. This effort may include attending workshops and seminars dealing with these topics to build a greater understanding among all of the High School officers so they can convey the importance of these rules to members of the Board of Trustees and to other employees of the DCCCD.

5) Financial accounting reporting requirements, including grant reporting requirements: The DCCCD has extensive policies and procedures regarding requirements for reporting financial activities, including grants. The district handles more than \$20 million in grants from federal and state agencies annually, so the policies in place have undergone extensive review and are accepted as effective by the district's auditors. These same auditors review the district's entire financial accounting system, and, as indicated in the audit report, find it effective.

The Business Officer will be responsible for assuring that all High School financial transactions adhere to the reporting requirements. The annual reviews by the Internal Audit Division, the district's external auditors, and TEA auditors will confirm this compliance as reported to the Board of Trustees.

7) Reporting requirements, including those through the PEIMS: The ~~(Business Officer)~~ DCCCD District Service Center will be responsible for implementing the management information system that provides PEIMS and other required information to TEA. The ~~(Richland College Financial Services Office)~~ RCHS Registrar will capture and report these data, using the High School's data management system. The ~~(Business Officer)~~ Deputy Superintendent will oversee the person designated as the PEIMS Coordinator ~~(in the Financial Services Office)~~. These two people will attend training from TEA and the ESC Region 10 Cooperative to assure they are skilled at operating the system and providing the information TEA and other agencies must have.

The ~~(Business Officer)~~ DCCCD District Service Center will be responsible for assuring that all High School reports meet TEA requirements. The annual reviews by the Internal Audit Division, the district's external auditors, and TEA auditors will confirm this compliance as reported to the Board of Trustees.

GOVERNANCE

a) Members of the governing body of the sponsoring entity:

The members of the Dallas County Community College District Board of Trustees are:

- 1 Jerry Prater, President
- 2 Marion K. Boyle
- 3 Charletta Rogers Compton
- 4 Bob Ferguson
- 5 Diana Flores
- 6 Martha Sanchez Metzger
- 7 (~~Pattie Powell~~) J. L. (Sonny) Williams

## ADMISSIONS POLICY

**a) Period during which applications will be accepted:**

Applications from prospective students to attend the Collegiate High School will be accepted from December 1 of the preceding year through 5:00 PM on March 31 of the year in which the student wishes to attend. If March 31 falls on a Saturday or Sunday, the deadline will be extended to 5:00 PM on the following work day. Applications will be accepted from students who intend to enter the 11<sup>th</sup> grade the following school year. Students who are admitted to the High School must confirm their eligibility to enter the 11<sup>th</sup> grade by August 1 of the year in which they intend to enroll in the High School.

~~(The Richland Collegiate High School for Visual, Performing, and Digital Arts will accept up to 30 students in each area of the performing arts—music, theater, and dance—annually. The RCHS VPDA will accept applications for students wishing to study one of these performing arts during this period based upon the admission requirements contained in 19 TAC Chapter 100, Subchapter AA, §100.1207(e). In accordance with TEC, §12.111 and §12.1171, admission to those performing arts programs in the RCHS VPDA will include an admission policy that requires a student to demonstrate an interest or ability in the performing arts including an audition for admission to one of these programs within the RCHS VPDA. This admission policy will prohibit discrimination on the basis of sex, national origin, ethnicity, religion, disability, academic or athletic ability, sexual preference, or the district the child would otherwise attend under state law.~~

~~This special admission policy for the performing arts is necessitated by limited space and equipment for prospective students. The RCHS VPDA meets the requirements for a school specializing in performing arts outlined in 19 TAC Chapter 100, Subchapter AA, §100.1207(e)(1)(A-E). The core academic curriculum is integrated with performing arts instruction. Through the extensive performing arts program Richland College offers, a wider array of performing arts courses is available than those offered at public schools. RCHS VPDA performing arts students will have frequent opportunities to demonstrate their artistic talents in performances, recitals, and concerts. Richland College participates in several cooperative programs with organizations in the North Texas performing arts community including events at Richland College and at other performance venues. The innovation offered these high school students of earning extensive college credits while completing high school in a totally dual-credit program is unique in Texas.)~~

**b) Approximate date on which the lottery will be conducted and lottery procedures:**

The lottery for admission to the Collegiate High School, if necessary due to receiving more applications than available admission slots by the closing date, will be held on or about ~~March 30~~ *April 15* each year. The lottery will occur in a public

place on the Richland College campus where spectators can be accommodated and can view the procedures. The name and address of every eligible applicant will be entered on individual paper cards of uniform size and color, then all will be placed into a closed container. The container will be rotated to shuffle the cards that will then be drawn by a staff member of Richland College not directly affiliated with the Collegiate High School. As the cards are drawn from the container, the name of the person on the card will be announced and the cards will be placed in the order drawn on a board for public display. All cards will be drawn in this manner until the container is empty. The class will initially consist of 200 students admitted into the 11<sup>th</sup> grade.

**b) Process for the waiting list:**

The Collegiate High School will maintain a waiting list of those applicants whose names were drawn after the incoming class was filled. The order of names on the list will be the order in which names were originally drawn from the container.

After the lottery drawing, all students who were selected for admission will be notified and asked to confirm their intention to attend the Collegiate High School by a cut-off date of approximately (~~April 20~~) May 1. Those students who confirm their intent to attend will then be admitted and begin the enrollment process. After the cut-off date, the High School Principal will determine whether additional openings remain in the incoming 11<sup>th</sup> grade class. If openings do remain, High School staff members will contact the names on the waiting list in order and offer admission to those persons. They will have one week to respond. This process will be repeated until the incoming class has reached maximum capacity.

**c) Period during which returning students must notify school of intent to return:**

Students who are successfully completing the 11<sup>th</sup> grade at the Collegiate High School and wish to return for the next year must notify the Principal of this intent by the last day of the school year near the end of May. Students who are eligible to return, but do not notify the Principal of their intent by this date, may return if a spot remains in the class at the time they do notify the Principal of their wish to return. However, this spot is not guaranteed after the last day of school in the Spring.

Students and their parents will be notified of the need to confirm their intent to return by mail and e-mail beginning in February of the school year. They will be encouraged to make their intent known to the Principal soon to assure they have a spot in the next year's senior class.

- d) Exemption from the lottery for siblings of returning students and/or the children of the school's founders:**

The siblings of returning students who wish to enter the Collegiate High School will be exempt from the lottery and will automatically admitted to the incoming 11<sup>th</sup> grade class as long as the total number of students allowed to enter in this manner is only a small percentage of the total enrollment. The children of the founders of the Collegiate High School will not be exempt from entering the lottery.

- e) Acceptance of applications submitted outside the designated application period:**

Applications from prospective High School students will be accepted outside the period of December 1 – March 31. Applications from students who will enter the 11<sup>th</sup> grade the following school year that are received before December 1 will be held and included in the pool of students applying to attend the RCHS starting the following year.

Applications from students received after the announced application cut-off date will be held until a lottery has been conducted and a waiting list established. The names of these applicants will then be added at the end of the waiting list in the chronological order in which those late applications are received.

- f) Non-discrimination in admission:**

The DCCCD has a firm policy of non-discrimination in all actions and activities, including admission to all colleges and all college programs. This policy applies to admission to the Collegiate High School. The High School and its staff members will not discriminate in admissions based on gender, national origin, ethnicity, religion, disability, sexual orientation, academic ability, athletic ability, artistic ability, or the district the student would otherwise attend. The High School Principal will submit all admission forms, brochures, and other admissions or enrollment documents for approval by TEA staff members during the contingency process.



School opens, to purchase textbooks and laptop computers for the 200 students before school starts in August 2006, and the costs of equipping the High School offices.

An award of \$100,000 through the Start-Up Grant process is anticipated. The other \$500,000 will be provided by Richland College through its current fund balance to sustain the High School until state funding for the High School is received.

~~(The start-up costs for the RCHS VPDA are projected to total \$600,000. These costs will be covered by a loan from Richland College. If policy changes allow the RCHS VPDA to receive start-up funding from the Texas Education Agency, these funds will be used to diminish the extent of the loan from Richland College.)~~

a) Verifying all sources of funding:

A letter from Mr. Ron Clark, Dean of Financial Services at Richland College, to Dr. Stephen Mittelstet, President of Richland College and proposed Superintendent of the Collegiate High School, with a copy to Mr. Bob Brown, DCCCD Vice Chancellor for Business Affairs, verifying that \$500,000 has been set aside in the Richland College fund balance to support start-up costs for the Collegiate High School is provided in *Attachment M*. The letter from Dr. Stephen K. Mittelstet, President of Richland College and Superintendent of the Richland Collegiate High School of Mathematics, Science, and Engineering, requesting this charter amendment includes an assurance that Richland College has set aside \$600,000 in the college fund balance to support start-up costs for the RCHS VPDA.

b) Adoption of the annual budget:

The DCCCD Board of Trustees will adopt the comprehensive budget for the DCCCD and all colleges at a special Board meeting in late August each year. The Collegiate High School's annual budget will be presented as part of this budget for adoption by the Board of Trustees. ~~(This comprehensive budget will include separate financial plans for the two high schools.)~~

The budget preparation process begins in January and February of the current year when the Financial Services Office distributes budget information regarding payroll and other budgeted items to every budget manager for review and revision. This process allows each budget manager to correct any errors in the current budget and allows the Financial Services Office to create a comprehensive staffing chart. During the spring, each division then develops its budget for the coming year, identifying increases necessary to implement plans for the coming year. These budget requests are reviewed by the appropriate vice president, or, in the case of the Collegiate High School, the Superintendent. A college-wide Budget & Planning Council meets to review the budgets forwarded by each Vice President and the Superintendent, making decisions to assure each division's budget meets the anticipated revenues.

These budgets are then compiled by Financial Services into a college budget that is presented to the Board of Trustees in June by the College President. The Superintendent will present the Collegiate High School budgets at this point. The District Service Center then compiles each college budget and the High School budgets into a single district budget that is the document the Board will approve in late August.

c) Start-up budget:

The start-up budget for the Richland Collegiate High School for November 1, 2005-August 31, 2006, is attached in *Attachment N*. The business plan for the RCHS VPDA including the start-up budget is part of this charter amendment request.

d) Budget for the first year:

The budget for the first two years of operations of the Richland Collegiate High School for September 1, 2006 – August 31, 2007, and September 1, 2007 – August 31, 2008, are provided in *Attachment O*. Budgets for the first two years are provided because the enrollment at the High School will increase from 200 students in the first year to 400 students in the second year, greatly increasing the budget. ~~(The business plan for the start up period and the first two years of operations of the RCHS VPDA September 1, 2010 – August 31, 2011, and September 1, 2011 – August 31, 2012, are provided in the request to amend the charter. Budgets for the first two years of classes are provided because the enrollment at the RCHS VPDA will increase from 150 students in the first year to 300 students in the second year, greatly increasing the budget.)~~

e) Anticipated growth in personnel, facility, and equipment expenditures:

The Collegiate High School will admit up to 200 students in the 11<sup>th</sup> grade for the 2006-2007 school year. In the second year of classes (2007-2008), the High School will enroll 200 more students in the 11<sup>th</sup> grade and move 200 students to the 12<sup>th</sup> grade for a total enrollment of 400. In Fall 2009, the enrollment cap will increase to 500 students. In Fall 2010, this cap will increase again to ~~(600)~~ 900 students to accommodate the additional students admitted in 2009 and future incoming classes. ~~(Approximately 300 juniors will enter the RCHS each year.~~

~~The RCHS VPDA will admit up to 150 students in the 11<sup>th</sup> grade for the 2010-2011 school year. In the second year of classes (2011-2012), the RCHS VPDA will enroll up to 150 more students in the 11<sup>th</sup> grade and move up to 150 students to the 12<sup>th</sup> grade for a total potential enrollment of 300. This growth will require Richland College to add one or two Senior Advisors assigned full time to the RCHS VPDA to advise the students.)~~

Since the High School will rely upon the personnel already in place at Richland College to a great extent, no increase is anticipated in staffing for the second year. Of course, the Superintendent and Principal will be responsible for

observing the quality of services these staff members are able to provide and, if additional staffing is needed, to identify the positions needed and to fill them.

The High School will not need additional facilities as the students will be absorbed into the current facilities of Richland College. A new Science Building will be built at Richland College within the next five years, which will expand facilities for all students including those in the High School.

The full-time Richland College staff members who support the Richland Collegiate High School of Mathematics, Science, and Engineering are housed in a suite in the Crockett Student Center. Additional office space is available in this suite to house additional staff members (~~assigned to support the RCHS VPDA. This design allows economies of scale and cross training opportunities that will increase operating efficiencies while assuring students enrolled in both high schools receive the high quality services they need to succeed~~) with modest renovation expenses.

As the High School enrollment grows from 200 to 400, then to 600, and eventually 900 students (~~between the two high schools~~), the costs for textbooks will double, or even triple or more, (~~while about 300 additional laptop computers will be purchased each year for RCHS MSE students. In addition, the RCHS VPDA will purchase about 150 laptop computers each year for incoming 11<sup>th</sup> grade students.~~) By the third year of operations, textbooks for a number of classes can be recirculated among students, reducing overall textbook costs. While some laptop computers may also be in condition to be recirculated, this will be more problematic due to the rapid pace of technology. As feasible, laptop computers will be distributed again to new students, but not if the older laptops cannot handle the software students need for their classes. Outmoded laptop computers will be disposed appropriately according to DCCCD policies for handling excess property.

When the new Science Building is equipped, the High School will purchase some equipment for those classes in which High School students will enroll, though this will be in concert with Richland College. (~~At this point, the High School may also need to hire some additional faculty members to teach solely High School courses, though, again, this is speculative at this point.~~)

POLICY REPORT NO. 17

Approval of Revision to Board Policy Concerning the Student Financial Aid Program

It is recommended that the Board of Trustees amend FE(LOCAL) only as follows.

Effective date: March 2, 2010

Policy Reminders

To ensure the district and colleges are maintaining compliance with regulations governing participation in federal Title IV Student Aid Programs board policies should include an approved code of conduct for financial aid administration within the District that complies with...

*34 CFR 668.16 of the Federal Code of Regulations which contains the rules for constructing, publishing, and administering a Code of Conduct with regard to school-lender relationships in the administration of both federal and private educational loans. In accordance with Public Law 110-315(Higher Education Opportunity Act of 2008) Title X, this Code of Conduct must be approved by the governing board of the institution.*

STUDENT FINANCIAL AID PROGRAM

FE  
(LOCAL)

“FINANCIAL AID PROGRAM  
~~(FINANCIAL AID-  
STANDARDS OF  
ACADEMIC  
PROGRESS)~~

The District shall offer a comprehensive program of student financial aid.

FINANCIAL AID  
CODE OF CONDUCT

The District is committed to observing and promoting the highest ethical conduct in the performance of responsibilities and duties as they relate to all programs of financial aid. This Code of Conduct establishes a set of principles and practices that will set parameters and provide guidance for compliance with all federal and state laws and regulations governing the relationship between District colleges and

District personnel and lenders of public and private educational loan products. The District:

- ensures that its employees maintain the highest level of professionalism, reflecting a commitment to the mission of the District and to compliance with the terms of participation in federal Title IV student assistance programs.
- requires its employees to agree to adhere to this Code of Conduct as defined in this policy.
- commits to providing, in accordance with federal administrative capability requirements, sufficient staff to serve students and families, and shall not enter into third-party servicer agreements with educational lenders for additional staff except in extreme, mitigating circumstances (e.g., natural disaster).
- prohibits District colleges from entering into revenue-sharing agreements pertaining to student loans with any student loan provider.
- prohibits all District employees from accepting anything of value from any student loan provider that could give the provider any advantage in order to be placed into a preferred lender arrangement.
- discloses to borrowers the process and criteria by which lenders are selected to participate in a preferred lender arrangement.
- discloses, if known, any lenders in preferred lender arrangements that have agreements to sell their loans to other parties.

- promotes collaboration and cooperation among District offices and colleges involved directly or indirectly in any aspect of student financial aid administration.
- supports the efforts of the office of financial aid to maintain exemplary standards of professional conduct and provide exemplary service to the families and students served by the colleges of the District.
- prohibits all employees of the District involved in administering financial aid from owning stock or holding any other ownership interest in a student loan lender, other than through ownership of shares in a publicly traded mutual fund or similar investment vehicle in which the employee does not exercise any discretion regarding the investment of the assets of the fund or other investment vehicle, or from soliciting or accepting any gift from a student loan lender.
- prohibits all employees of the District involved in administering financial aid from receiving or soliciting gifts from a lender, a guarantor, or a loan servicer. The term gift means any gratuity, favor, discount, entertainment, hospitality, loan, or other item having a monetary value of more than a *de minimus* amount. The term includes a gift of services, transportation, lodging, or meals, whether provided in kind, by purchase of a ticket, payment in advance, or reimbursement after the expense has been incurred other than: 1) standard material, activities, or programs on issues related to a loan, default aversion, default prevention, or financial literacy, such as a brochure, a workshop, or training; 2) food, refreshments, training, or informational material furnished to an agent as an integral

part of a training session that is designed to improve the service of a lender, guarantor, or servicer of Federal Family Education Loan (FFEL) Program loans or private education loans to the institution, if such training contributes to the professional development of the employee.

- prohibits any employee who is employed in the financial aid office of the District, or who otherwise has responsibilities with respect to FFEL Program loans or private education loans or other student financial aid of the District, and who serves on an advisory board, commission, or group established by a lender, guarantor, or group of lenders or guarantors, from receiving anything of value from the lender, guarantor, or group of lenders or guarantors, except that the employee may be reimbursed for reasonable expenses, as that term is defined in 34 CFR §668.16(d)(2)(ii), incurred in serving on such advisory board, commission, or group.
- requires all District employees to disclose to the District, in such manner as the Chancellor may prescribe, any involvement with or interest in any entity involved in any aspect of student financial aid that would constitute a conflict of interest with this Code of Conduct or the ability of the colleges to comply with federal and state financial aid regulations.”

## BUILDING AND GROUNDS REPORT NO. 18

### Approval of Agreement with Neel-Schaffer

It is recommended that authorization be given to approve an agreement with Neel-Schaffer in an amount not to exceed \$33,130 to provide Engineering services and design for sidewalk repair, improvements and replacement for Eastfield College.

### Background

This EFC project is not yet listed in the *Progress Report on Construction Projects* (Informative Reports section of this agenda). The project is for Engineering services and design for sidewalk repair, improvements and replacements at Eastfield College.

The facilities management staff pre-qualifies architectural and engineering firms and selected Neel-Schaffer from its pool of pre-qualified firms. The agreement will be made on March 2, 2010, pending board approval. Compensation is to be a fee not to exceed \$33,130; basic services of \$22,271, plus survey charges of \$9,300, plus reimbursable expenses of \$1,559.



## FINANCIAL REPORT NO. 19

### Approval of Expenditures for January 2010

The chancellor recommends approval of expenditures in the amount of \$61,865,564 in the month of January 2010.

### 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.

PERSONNEL REPORT NO. 20

Acceptance of Resignations

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

RESIGNATION(S) - 2

Sheila Fabrize  
Director, Nursing Skills Lab  
Length of Service: 1 year  
Reason for resigning: Personal reasons

Effective Date: February 7, 2010  
Campus: El Centro College

Molly Boyd  
Associate Dean, Exemplary Programs  
Length of Service: 9 months  
Reason for resigning: To accept a position at El Centro College

Effective Date: March 2, 2010  
Campus: Mountain View College

PERSONNEL REPORT NO. 21

Acceptance of Termination

The Chancellor recommends that the Board of Trustees accept the termination listed below.

TERMINATION - 1

Luis Cowley  
Program Administrator II (grant-  
funded)  
Length of Service: 11 Months  
Reason for Separation: Termination

Effective Date: January 31, 2010  
Campus: Eastfield College



REGULAR APPOINTMENT FACULTY - 2

Bushra Dweik	Campus: Richland College
Annual Salary (Range): \$59,300/F01	Effective Dates: Academic Year 2010-2011

Instructor, Engineering  
 Biographical Sketch: M.S., University of Texas at Arlington, Arlington, TX; B.S., Jordan University of Science and Technology, Irbid, Jordan  
 Experience: Engineering Lab Instructor, Yarmouk University, Irbid, Jordan; Adjunct Faculty and Visiting Scholar-Faculty, Richland College

Vicki Mayhan	Campus: Richland College
Annual Salary (Range): \$43,000/F01	Effective Dates: Academic Year 2010-2011

Instructor, Art  
 Biographical Sketch: M.A. and B.A., University of Texas at Dallas, Richardson, TX  
 Experience: Gallery Director and Adjunct Faculty, Collin County Community College-Spring Creek Campus, Plano, TX; Visiting Scholar-Faculty, Richland College

INTERIM APPOINTMENT ADMINISTRATOR(S) - 2

Denise Devora	Campus: Mountain View College
Annual Salary: \$71,185/Band IV	Effective Dates: March 3, 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: M.A., University of Phoenix, Mountlake Terrace, WA; B.A., Texas State University, San Marcos, TX  
 Experience: Operations Manager/Academic Counselor, University of Phoenix, Dallas, TX; Adjunct Faculty and College Director, School Alliance and Institutional Outreach, Mountain View College

Zarina Blankenbaker	Campus: Richland College
Annual Salary: \$98,300/Band V	Effective Dates: March 3, 2010 through August 31, 2010 or until position is filled, whichever occurs first

Monthly Business and Travel Allowance: \$235  
 Interim Vice President, Student Learning  
 Biographical Sketch: Ph.D., University of North Texas, Denton, TX; M.A. and



INFORMATIVE REPORT NO. 23

Presentation of Current Funds Operating Budget Report for January 2010

The chancellor presents the report of the current funds operating budget for January 2010 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 January 31, 2010  
41.7% 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	\$ 41,620,919	\$ 54,760,614	43.2%	40.1-48.7%	
Tuition	79,906,374	66,806,979	13,099,395	83.6%	73.0-85.4%	
Taxes for Current Operations	126,151,795	83,803,252	42,348,543	66.4%	59.3-74.0%	
Federal Grants & Contracts	1,245,261	402,058	843,203	32.3%	15.2-72.3%	
State Grants & Contracts	125,661	125,661	-	100.0%	n/a	(1)
General Sources:						
Investment Income	5,050,000	1,670,424	3,379,576	33.1%	34.0-51.3%	(2)
General Revenue	3,024,673	1,419,952	1,604,721	46.9%	n/a	
Subtotal General Sources	8,074,673	3,090,376	4,984,297	38.3%	38.8-54.5%	(3)
<b>SUBTOTAL UNRESTRICTED</b>	<b>311,885,297</b>	<b>195,849,245</b>	<b>116,036,052</b>	<b>62.8%</b>	<b>n/a</b>	
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>195,849,245</b>	<b>157,624,792</b>	<b>55.4%</b>	<b>54.1-61.0%</b>	
<b>AUXILIARY FUND</b>						
Sales & Services	5,911,796	1,612,503	4,299,293	27.3%	27.1-35.1%	
Investment Income	230,702	108,058	122,644	46.8%	30.8-56.4%	
Transfers-in	5,175,797	5,175,797	-	100.0%	n/a	
Use of Fund Balance	994,040	-	994,040	0.0%	n/a	
<b>TOTAL AUXILIARY</b>	<b>12,312,335</b>	<b>6,896,358</b>	<b>5,415,977</b>	<b>56.0%</b>	<b>31.7-66.3%</b>	
<b>RESTRICTED FUND</b>						
State Appropriations:						
Insurance & Retirement Match	26,411,849	10,551,887	15,859,962	40.0%	n/a	
SBDC State Match	1,841,483	954,948	886,535	51.9%	n/a	
ARRA	1,612,555	-	1,612,555	0.0%	n/a	
Subtotal State Appropriations	29,865,887	11,506,835	18,359,052	38.5%	n/a	
Grants, Contracts & Scholarships:						
Federal	70,302,377	47,340,460	22,961,917	67.3%	n/a	
State	5,631,808	3,914,992	1,716,816	69.5%	n/a	
Local	5,520,623	3,390,128	2,130,495	61.4%	n/a	
Transfers-in	144,528	5,271	139,257	3.6%	n/a	
Subtotal Grants, Contracts & Scholarships	81,599,336	54,650,851	26,948,485	67.0%	n/a	
Richland Collegiate High School	48,308	-	48,308	n/a	n/a	
<b>TOTAL RESTRICTED</b>	<b>111,513,531</b>	<b>66,157,686</b>	<b>45,355,845</b>	<b>59.3%</b>	<b>n/a</b>	
<b>RICHLAND COLLEGIATE HIGH SCHOOL</b>						
State Funding	2,724,878	907,176	1,817,702	33.3%	n/a	
Investment Income	10,800	5,798	5,002	53.7%	n/a	
<b>TOTAL COLLEGIATE HIGH SCHOOL</b>	<b>2,735,678</b>	<b>912,974</b>	<b>1,822,704</b>	<b>33.4%</b>	<b>n/a</b>	
<b>TOTAL REVENUES &amp; ADDITIONS</b>	<b>\$ 480,035,581</b>	<b>\$ 269,816,263</b>	<b>\$ 210,219,318</b>	<b>56.2%</b>	<b>n/a</b>	

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

**EXPENDITURES & USES BY FUNCTION**

Year-to-Date January 31, 2010  
41.7% 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	\$ 60,316,083	\$ 73,636,622	45.0%	41.5-45.6%	
Public Service	6,880,367	3,139,536	3,740,831	45.6%	33.0-43.5%	(4)
Academic Support	19,041,385	7,585,289	11,456,096	39.8%	36.9-46.7%	
Student Services	28,768,141	11,841,716	16,926,425	41.2%	39.5-41.6%	
Institutional Support	64,110,626	29,874,815	34,235,811	46.6%	37.8-46.0%	(5)
Staff Benefits	11,468,744	5,050,246	6,418,498	44.0%	4.2-80.2%	
Operations & Maintenance of Plant	32,469,503	15,987,266	16,482,237	49.2%	42.8-54.3%	
Repairs & Rehabilitation	33,090,855	6,040,522	27,050,333	18.3%	1.1-47.7%	
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>139,835,473</b>	<b>203,228,701</b>	<b>40.8%</b>	<b>39.0-43.9%</b>	
<b>AUXILIARY FUND</b>						
Student Activities	7,385,190	3,199,389	4,185,801	43.3%	35.0-45.2%	
Sales & Services	3,629,831	1,644,406	1,985,425	45.3%	39.6-48.3%	
Reserve - Campus	800,548	-	800,548	n/a	n/a	
Reserve - District	381,279	-	381,279	n/a	n/a	
Transfers-out	115,487	56,242	59,245	48.7%	0.0-116.6%	
<b>TOTAL AUXILIARY</b>	<b>12,312,335</b>	<b>4,900,037</b>	<b>7,412,298</b>	<b>39.8%</b>	<b>26.1-56.3%</b>	
<b>RESTRICTED FUND</b>						
State Appropriations	26,411,848	10,551,887	15,859,961	40.0%	3.9-77.9%	
Grants & Contracts	34,302,683	13,388,570	20,914,113	39.0%	n/a	
Scholarships	50,750,692	42,217,229	8,533,463	83.2%	n/a	
Subtotal Grants, Contracts & Scholarships	111,465,223	66,157,686	45,307,537	59.4%	n/a	
Richland Collegiate High School	48,308	-	48,308	n/a	n/a	
<b>TOTAL RESTRICTED</b>	<b>111,513,531</b>	<b>66,157,686</b>	<b>45,355,845</b>	<b>59.3%</b>	<b>n/a</b>	
<b>RICHLAND COLLEGIATE H.S.</b>						
Expenditures	2,735,678	963,116	1,772,562	35.2%	n/a	
<b>TOTAL COLLEGIATE HIGH SCHOOL</b>	<b>2,735,678</b>	<b>963,116</b>	<b>1,772,562</b>	<b>35.2%</b>	<b>n/a</b>	
<b>SUBTOTAL EXPENDITURES &amp; USES</b>	<b>469,625,718</b>	<b>211,856,312</b>	<b>257,769,406</b>	<b>45.1%</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%	18.1-101.7%	
LoanStar Loan to Debt Service Fund	-	-	-	0.0%	n/a	
Institutional Matching-Contracts/Grants	32,243	72,413	(40,170)	224.6%	36.1-93.0%	(6)
Non-Mandatory Transfers & Deductions:						
Auxiliary Fund	5,175,797	5,175,797	-	100.0%	n/a	
Unexpended Plant Fund	20,870	20,870	-	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>7,062,610</b>	<b>3,347,253</b>	<b>67.8%</b>	<b>n/a</b>	
<b>TOTAL EXPENDITURES &amp; USES</b>	<b>\$ 480,035,581</b>	<b>\$ 218,918,922</b>	<b>\$ 261,116,659</b>	<b>45.6%</b>	<b>n/a</b>	

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

**EXPENDITURES & USES BY ACCOUNT CLASSIFICATION**

Year-to-Date January 31, 2010  
41.7% of Fiscal Year Elapsed

	Approved Budget	Year-to-Date Actuals	Remaining Balance	Percent Budget
<b>UNRESTRICTED FUND</b>				
Salaries & Wages	\$ 207,412,551	\$ 91,308,925	\$ 116,103,626	44.0%
Staff Benefits	11,468,744	5,050,246	6,418,498	44.0%
Purchased Services	22,233,164	10,966,908	11,266,256	49.3%
Operating Expenses	83,039,843	26,661,409	56,378,434	32.1%
Supplies & Materials	12,738,677	7,852,451	4,886,226	61.6%
Minor Equipment	5,736,493	2,008,764	3,727,729	35.0%
Capital Outlay	6,057,596	2,795,953	3,261,643	46.2%
Charges	(18,904,742)	(6,809,183)	(12,095,559)	36.0%
<b>SUBTOTAL UNRESTRICTED</b>	<b>329,782,326</b>	<b>139,835,473</b>	<b>189,946,853</b>	<b>42.4%</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	72,413	(40,170)	224.6%
Non-Mandatory Transfers & Deductions:				
Auxiliary Fund	5,175,797	5,175,797	-	100.0%
Unexpended Plant Fund	20,870	20,870	-	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>146,898,083</b>	<b>206,575,954</b>	<b>41.6%</b>
<b>AUXILIARY FUND</b>	<b>12,312,335</b>	<b>4,900,037</b>	<b>7,412,298</b>	<b>39.8%</b>
<b>RESTRICTED FUND</b>	<b>111,513,531</b>	<b>66,157,686</b>	<b>45,355,845</b>	<b>59.3%</b>
<b>RICHLAND COLLEGIATE HIGH SCHOOL</b>	<b>2,735,678</b>	<b>963,116</b>	<b>1,772,562</b>	<b>35.2%</b>
<b>TOTAL EXPENDITURES &amp; USES</b>	<b>\$ 480,035,581</b>	<b>\$ 218,918,922</b>	<b>\$ 261,116,659</b>	<b>45.6%</b>

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

**REVENUES & ADDITIONS**

Year-to-Date - 41.7% of Fiscal Year Elapsed

	January 31, 2010			January 31, 2009		
	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	\$ 41,620,919	43.2%	\$ 89,498,204	\$ 43,864,918	49.0%
Tuition	79,906,374	66,806,979	83.6%	68,343,154	57,479,035	84.1%
Taxes for Current Operations	126,151,795	83,803,252	66.4%	126,851,795	81,320,846	64.1%
Federal Grants & Contracts	1,245,261	402,058	32.3%	887,169	277,731	31.3%
State Grants & Contracts	125,661	125,661	100.0%	148,520	-	0.0%
General Sources:						
Investment Income	5,050,000	1,670,424	33.1%	6,225,000	2,204,370	35.4%
General Revenue	3,024,673	1,419,952	46.9%	2,773,524	1,388,839	50.1%
Subtotal General Sources	8,074,673	3,090,376	38.3%	8,998,524	3,593,209	39.9%
<b>SUBTOTAL UNRESTRICTED</b>	<b>311,885,297</b>	<b>195,849,245</b>	<b>62.8%</b>	<b>294,727,366</b>	<b>186,535,739</b>	<b>63.3%</b>
Use of Fund Balance & Transfers-in	41,588,740	-	0.0%	40,172,444	2,019,251	0.0%
<b>TOTAL UNRESTRICTED</b>	<b>353,474,037</b>	<b>195,849,245</b>	<b>55.4%</b>	<b>334,899,810</b>	<b>188,554,990</b>	<b>56.3%</b>
<b>AUXILIARY FUND</b>						
Sales & Services	5,911,796	1,612,503	27.3%	5,942,910	1,890,263	31.8%
Investment Income	230,702	108,058	46.8%	275,153	122,094	44.4%
Transfers-in	5,175,797	5,175,797	100.0%	5,248,797	5,248,797	100.0%
Use of Fund Balance	994,040	-	0.0%	524,546	-	0.0%
<b>TOTAL AUXILIARY</b>	<b>12,312,335</b>	<b>6,896,358</b>	<b>56.0%</b>	<b>11,991,406</b>	<b>7,261,154</b>	<b>60.6%</b>
<b>RESTRICTED FUND</b>						
State Appropriations:						
Insurance & Retirement Match	26,411,849	10,551,887	40.0%	23,758,341	5,352,772	22.5%
SBDC State Match	1,841,483	954,948	51.9%	1,551,288	498,233	32.1%
ARRA	1,612,555	-	0.0%	-	-	0.0%
Subtotal State Appropriations	29,865,887	11,506,835	38.5%	25,309,629	5,851,005	23.1%
Grants, Contracts & Scholarships:						
Federal	70,302,377	47,340,460	67.3%	52,219,278	29,785,174	57.0%
State	5,631,808	3,914,992	69.5%	4,425,594	3,220,262	72.8%
Local	5,520,623	3,390,128	61.4%	5,911,446	3,078,656	52.1%
Transfers-in	144,528	5,271	3.6%	661,301	76,987	11.6%
Subtotal Grants, Contracts & Scholarships	81,599,336	54,650,851	67.0%	63,217,619	36,161,079	57.2%
Richland Collegiate High School	48,308	-	n/a	-	-	n/a
<b>TOTAL RESTRICTED</b>	<b>111,513,531</b>	<b>66,157,686</b>	<b>59.3%</b>	<b>88,527,248</b>	<b>42,012,084</b>	<b>47.5%</b>
<b>RICHLAND COLLEGIATE HIGH SCHOOL</b>						
State Funding	2,724,878	907,176	33.3%	2,152,019	745,780	34.7%
Investment Income	10,800	5,798	53.7%	17,000	9,674	56.9%
<b>TOTAL COLLEGIATE HIGH SCHOOL</b>	<b>2,735,678</b>	<b>912,974</b>	<b>33.4%</b>	<b>2,169,019</b>	<b>755,454</b>	<b>34.8%</b>
<b>TOTAL REVENUES &amp; ADDITIONS</b>	<b>\$ 480,035,581</b>	<b>\$ 269,816,263</b>	<b>56.2%</b>	<b>\$ 437,587,483</b>	<b>\$ 238,583,682</b>	<b>54.5%</b>

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

**EXPENDITURES & USES BY FUNCTION**

Year-to-Date - 41.7% of Fiscal Year Elapsed

	January 31, 2010			January 31, 2009		
	Approved Budget	Year-to-Date Actuals	Percent Budget	Approved Budget	Year-to-Date Actuals	Percent Budget
<b>UNRESTRICTED FUND</b>						
Instruction	\$ 133,952,705	\$ 60,316,083	45.0%	\$ 128,534,171	\$ 56,120,638	43.7%
Public Service	6,880,367	3,139,536	45.6%	6,783,574	2,664,913	39.3%
Academic Support	19,041,385	7,585,289	39.8%	17,781,602	7,797,101	43.8%
Student Services	28,768,141	11,841,716	41.2%	27,047,286	10,900,190	40.3%
Institutional Support	64,110,626	29,874,815	46.6%	58,332,310	27,090,368	46.4%
Staff Benefits	11,468,744	5,050,246	44.0%	10,271,957	8,999,668	87.6%
Operations & Maintenance of Plant	32,469,503	15,987,266	49.2%	30,551,098	16,013,576	52.4%
Repairs & Rehabilitation	33,090,855	6,040,522	18.3%	33,905,964	2,718,716	8.0%
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>139,835,473</b>	<b>40.8%</b>	<b>323,351,401</b>	<b>132,305,170</b>	<b>40.9%</b>
<b>AUXILIARY FUND</b>						
Student Activities	7,385,190	3,199,389	43.3%	7,098,421	2,865,573	40.4%
Sales & Services	3,629,831	1,644,406	45.3%	3,555,630	1,495,821	42.1%
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	56,242	48.7%	92,406	267,569	289.6%
<b>TOTAL AUXILIARY</b>	<b>12,312,335</b>	<b>4,900,037</b>	<b>39.8%</b>	<b>11,991,406</b>	<b>4,628,963</b>	<b>38.6%</b>
<b>RESTRICTED FUND</b>						
State Appropriations	26,411,848	10,551,887	40.0%	23,758,341	5,352,772	22.5%
Grants & Contracts	34,302,683	13,388,570	39.0%	25,489,134	10,865,052	42.6%
Scholarships	50,750,692	42,217,229	83.2%	39,279,773	25,794,260	65.7%
Subtotal Grants, Contracts & Scholarships	111,465,223	66,157,686	59.4%	88,527,248	42,012,084	47.5%
Richland Collegiate High School	48,308	-	n/a	-	-	n/a
<b>TOTAL RESTRICTED</b>	<b>111,513,531</b>	<b>66,157,686</b>	<b>59.3%</b>	<b>88,527,248</b>	<b>42,012,084</b>	<b>47.5%</b>
<b>RICHLAND COLLEGIATE H.S.</b>						
Expenditures	2,735,678	963,116	35.2%	2,169,019	725,330	33.4%
<b>TOTAL COLLEGIATE HIGH SCHOOL</b>	<b>2,735,678</b>	<b>963,116</b>	<b>35.2%</b>	<b>2,169,019</b>	<b>725,330</b>	<b>33.4%</b>
<b>SUBTOTAL EXPENDITURES &amp; USES</b>	<b>469,625,718</b>	<b>211,856,312</b>	<b>45.1%</b>	<b>426,039,074</b>	<b>179,671,547</b>	<b>42.2%</b>
<b>TRANSFERS &amp; DEDUCTIONS:</b>						
Mandatory Transfers:						
Tuition to Debt Service Fund	2,322,986	1,053,375	45.3%	2,141,649	1,955,580	91.3%
LoanStar Loan to Debt Service Fund	-	-	0.0%	52,071	52,071	100.0%
Institutional Matching-Contracts/Grants	32,243	72,413	224.6%	28,000	73,027	260.8%
Non-Mandatory Transfers & Deductions:						
Auxiliary Fund	5,175,797	5,175,797	100.0%	5,248,797	5,248,797	100.0%
Unexpended Plant Fund	20,870	20,870	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>7,062,610</b>	<b>67.8%</b>	<b>11,548,409</b>	<b>8,085,642</b>	<b>70.0%</b>
<b>TOTAL EXPENDITURES &amp; USES</b>	<b>\$ 480,035,581</b>	<b>\$ 218,918,922</b>	<b>45.6%</b>	<b>\$ 437,587,483</b>	<b>\$ 187,757,189</b>	<b>42.9%</b>

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

**EXPENDITURES & USES BY ACCOUNT CLASSIFICATION**

Year-to-Date - 41.7% of Fiscal Year Elapsed

	January 31, 2010			January 31, 2009		
	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	\$ 91,308,925	44.0%	\$ 201,704,227	\$ 85,695,671	42.5%
Staff Benefits	11,468,744	5,050,246	44.0%	10,271,957	8,999,668	87.6%
Purchased Services	22,233,164	10,966,908	49.3%	15,413,775	7,741,371	50.2%
Operating Expenses	83,039,843	26,661,409	32.1%	81,232,242	26,190,436	32.2%
Supplies & Materials	12,738,677	7,852,451	61.6%	8,706,060	5,662,135	65.0%
Minor Equipment	5,736,493	2,008,764	35.0%	4,286,904	1,734,992	40.5%
Capital Outlay	6,057,596	2,795,953	46.2%	9,701,262	2,932,096	30.2%
Charges	(18,904,742)	(6,809,183)	36.0%	(18,108,465)	(6,651,199)	36.7%
<b>SUBTOTAL UNRESTRICTED</b>	<b>329,782,326</b>	<b>139,835,473</b>	<b>42.4%</b>	<b>313,207,962</b>	<b>132,305,170</b>	<b>42.2%</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	1,955,580	91.3%
LoanStar Loan to Debt Service Fund	-	-	0.0%	52,071	52,071	100.0%
Institutional Matching - Contracts/Grants	32,243	72,413	224.6%	28,000	73,027	260.8%
Non-Mandatory Transfers & Deductions:						
Auxiliary Fund	5,175,797	5,175,797	100.0%	5,248,797	5,248,797	100.0%
Unexpended Plant Fund	20,870	20,870	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>146,898,083</b>	<b>41.6%</b>	<b>334,899,810</b>	<b>140,390,812</b>	<b>41.9%</b>
<b>AUXILIARY FUND</b>	<b>12,312,335</b>	<b>4,900,037</b>	<b>39.8%</b>	<b>11,991,406</b>	<b>4,628,963</b>	<b>38.6%</b>
<b>RESTRICTED FUND</b>	<b>111,513,531</b>	<b>66,157,686</b>	<b>59.3%</b>	<b>88,527,248</b>	<b>42,012,084</b>	<b>47.5%</b>
<b>RICHLAND COLLEGIATE HIGH SCHOOL</b>	<b>2,735,678</b>	<b>963,116</b>	<b>35.2%</b>	<b>2,169,019</b>	<b>725,330</b>	<b>33.4%</b>
<b>TOTAL EXPENDITURES &amp; USES</b>	<b>\$ 480,035,581</b>	<b>\$ 218,918,922</b>	<b>45.6%</b>	<b>\$ 437,587,483</b>	<b>\$ 187,757,189</b>	<b>42.9%</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 *State Grants & Contracts* has reached 100% of budget. There should not be any additional revenue for state college work-study.
- (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) Actual *Subtotal General Sources* reflects a slightly lower than normal percent of budget due primarily to changes mentioned in note 2.
- (4) Actual *Public Service* reflects a higher than normal percent of budget due primarily to increased spending for workforce contract training programs.
- (5) Actual *Institutional Support* reflects slightly higher than normal percent of budgets due primarily to the obligation of funds for equipment purchases needed for the conversion of technology from analog to HD for online classes as well as for computer purchases at one location.
- (6) Actual *Institutional Matching-Contracts and Grants* has exceeded budget due to the receipt of grants that require a district match. The budget will be reviewed in the Spring Budget Revision.

FINANCIAL REPORT NO. 24

Notice of Grant Awards

Grant Awards Reported in March 2010

*Source:* U. S. Department of Education – Student Support Services Federal TRIO Program  
*Beneficiary:* El Centro College  
*Amount:* Increase                      New Award Amount  
\$2,722 (Grant Aid)      \$842,920  
*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 – Dallas ISD  
*Amount:* Increase                      New Award Amount  
\$250,000                      \$750,800  
*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:* The University of Texas at Austin, through a grant from the Substance Abuse and Mental Health Services Administration – Gulf Coast Addiction Technology Transfer Center Program  
*Beneficiary:* Eastfield College - Subgrantee  
*Amount:* \$22,000  
*Term:* September 30, 2009 – September 29, 2010  
*Purpose:* To provide substance abuse and mental health services.

*Source:* The University of Tulsa, through a grant from the National Science Foundation – Oklahoma Center for Information Assurance and Forensics Education Program  
*Beneficiary:* Richland College - Subgrantee  
*Amount:* \$90,724



*Term:* September 1, 2009 – August 31, 2010  
*Purpose:* To provide cyber security training through the Cyber Security Education Consortium. Students taking courses at Richland College in Forensics will have a seamless transition to 4-year universities to earn their undergraduate or even to continue on to a graduate level in Computer Science focusing on Information Assurance and Forensics.

*Source:* Texas Workforce Commission – Skills Development Fund Program in partnership with the Jefferson Physicians Group  
*Beneficiary:* Brookhaven College  
*Amount:* \$370,279  
*Term:* February 8, 2010 – February 28, 2011  
*Purpose:* To provide training to 234 incumbent workers and 100 new hires in a medical consortium of forty-nine (49) medical offices, which are part of a medical partnership called Jefferson Physicians Group.

*Source:* U. S. Small Business Administration  
*Beneficiary:* Bill J. Priest campus of El Centro College and North Texas Small Business Development Centers  
*Amount:*                    Increase                    New Award Amt  
   \$70,167                    \$2,500,880  
*Term:* October 1, 2009 – September 30, 2010  
*Purpose:* To provide guidance and support for business and economic development assistance, information, referrals, contacts, and training to small businesses in order to promote business startups and overall business success and growth across North Texas.

<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	285,612
March 2010	805,892
April 2010	
May 2010	
June 2010	
July 2010	
August 2010 <sup>1</sup>	
<b>Total To Date</b>	<b>\$ 20,567,292</b>

Grant Awards Reported in Fiscal Years 2002-03 through 2008-09

<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
Total	<u>\$46,463,931</u>	<u>\$48,649,756</u>	<u>\$53,586,988</u>	<u>\$49,147,481</u>	<u>\$46,582,796</u>	<u>\$51,523,931</u>	<u>\$49,199,612</u>

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.

<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.

FINANCIAL REPORT NO. 25

Acceptance of Gifts

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

<u>Gifts Reported in February 2010</u>				
<u>Beneficiary</u>	<u>Purpose</u>	<u>Quantity</u>	<u>Range</u>	<u>Total</u>
DCCCD	Chancellor's Council	6	\$100 – 5,000	5,000
	Programs and Services	13	\$100 - 5,000	9,787
	Programs and Services	1	\$5,000 – 10,000	10,000
	Rising Star	2	\$100 – 5,000	600
	Scholarships <sup>1</sup>	6	\$100 - 5,000	9,605
	Scholarships <sup>1</sup>	1	\$5,000 – 35,000	33,741
<b>Total</b>	n/a	29	n/a	68,733

<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	0	600	68,133	68,733
March 2010				
April 2010				
May 2010				
June 2010				
July 2010				
August 2010				
<b>Total To Date</b>	<b>\$31,413</b>	<b>\$700,461</b>	<b>\$791,812</b>	<b>\$1,523,686</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>\$3,726,872</b>	<b>\$1,763,124</b>	<b>\$1,805,537</b>	<b>\$2,320,893</b>	<b>\$1,093,908</b>	<b>\$1,263,668</b>	<b>\$2,974,409</b>

In January 2010, DCCCD Foundation, Inc. made the following expenditures on behalf of DCCCD:

<u>Purpose</u>	<u>Quantity</u>	<u>Total</u>
Chancellor's Fund	20	\$14,632
Programs and Services	22	\$20,769
Total	42	\$35,401

## INFORMATIVE REPORT NO. 26

### 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 - \$16,689**

Ford	Automotive
GM	Automotive
GEICO	Principles of Economics

**CEDAR VALLEY COLLEGE - \$3,752**

Best Southwest Cities Professional Employee Development Program	Ethics of Supervisors
Federal Correctional Institute	Automotive Technology
Federal Correctional Institute	Building Trades Technology
Federal Correctional Institute	ESL/Spanish GED
Federal Correctional Institute	Horticulture Technology
Federal Correctional Institute	Computer Technology
Federal Correctional Institute	HVAC Technology
Methodist Health System	Excel 1
Methodist Health System	Access 1

**EASTFIELD COLLEGE - \$310**

MOGO Enterprises	Electrical License Requirements
Snap On Equipment	Automotive Special Topics
International Schools	Truck Driver Training

**EL CENTRO COLLEGE – \$92,393**

Parkland Health & Hospital System	Medical Terminology
Parkland Health & Hospital System	Medical Terminology
Parkland Health & Hospital System	Medical Coding
Parkland Health & Hospital System	Medical Coding
Parkland Health & Hospital System	Medical Coding
Parkland Health & Hospital System	Spanish for Medical Personnel
Parkland Health & Hospital System	Spanish for Medical Personnel
Dallas Public Library	Spanish
Dallas Public Library	Spanish
UT Southwestern Medical Center	Anatomy and Physiology for Paramedics
AT&T Wireline	Service Training
AAA - Automobile Club of Southern California	Service Training

**MOUNTAIN VIEW COLLEGE – \$0**

**NORTH LAKE COLLEGE - \$0**

**RICHLAND COLLEGE – \$1,950**

Chambrel Hill	Emeritus
Christian Care Centers	Emeritus
City of Plano	Business Productivity
The Forum	Emeritus
Meadowstone	Emeritus
Presbyterian Village North	Emeritus
Presbyterian Village North	Emeritus

**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	\$ 16,689	\$ 3,752	\$ 310	\$ 92,393	\$ 0.00	0.00	\$ 1,950	\$ 115,094
March 2010								
April 2010								
May 2010								
June 2010								
July 2010								
August 2010								
<b>Total To Date</b>	<b>\$121,195</b>	<b>\$181,231</b>	<b>\$5,610</b>	<b>\$188,293</b>	<b>\$31,892</b>	<b>\$177,273</b>	<b>\$91,724</b>	<b>\$797,218</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.

INFORMATIVE REPORT NO. 27

Monthly Award and Change Order Summary

Listed below are the awards and change orders approved by the executive vice chancellor of business affairs in January 2010.

**AWARDS:**

11673	HIGH PERFORMANCE LIQUID CHROMATOGRAPHY SYSTEM - ECC Hitachi High Technologies America, Inc.	\$21,998.88
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This recommendation is for the purchase of a high performance liquid chromatography system to be used by the chemistry department to separate, identify, and quantify compounds.

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11680	PRICE AGREEMENT , POSTCARD PRINTING SERVICES – D-W AC Printing	\$15,000.00 (8 month est.)
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This award is for a price agreement for a printer to print postcards on an as-needed basis for the Marketing and Public Information offices. Bidders were requested to provide pricing to print three standard size postcards “4 x 6”, “5.5 x 8.5” and “5.5 x 11” on 14 pt. coated stock using a four color process, in different quantities.

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11693	MICROSCOPES- MVC Para Scientific Co.	\$11,678.68
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This award is for the purchase of 22 student binocular microscopes. Award is not recommended to the following low bidders, Nebraska Scientific, Sargent Welch, Fisher Scientific, Benz Microscope Optics Center Inc, Parco Scientific Co, School Outfitters, and Carolina Biological Supply Co, respectively, as the items they offered did meet one or more of the following specifications: 18.5mm field of view, Vernier scale reading to 0.1mm, built-in focus stop and tension control, stage size 140mm x 140mm, and Achromat 4x, 10x, SP40xR and 100xR oil objectives.

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11703	AUDIO RECORDING EQUIPMENT - CVC	
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The Audio Dawg

\$22,753.00

This recommendation is for the purchase of audio recording equipment to upgrade two recording studios for the Commercial Music and Recording Technology Program so students can work with current industry technology. Award is not recommended to low bidder Guitar Center, Inc., based on college evaluator's past experience of poor service and lack of technical support provided on previous purchases. The next lower bid from The Audio Dawg is recommended for award.

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11704	INTERNATIONAL ROADWAY RESEARCH – D - W	
	International Roadway Research	\$24,000.00
		(12 month est.)

This recommendation is for the purchase of material as-needed for pavement repair of potholes, wide cracks, ruts, etc., on campus roads and parking lots.

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4D91371	GM SPECIALIZED ELECTRONIC TRAINING PROGRAM - EFC	
	Atech Training, Inc.	\$11,015.38

This recommendation is for the purchase of six specialized electrical/electronic technology training boards which will be used in automotive classes. A letter was provided from the vendor stating that they were the sole source for the requested AT-18002TR model trainers.

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5D97862	TESTOUT! ANNUAL SOFTWARE LICENSES & SUPPORT - ECC	
	Testout! Corporation	
	Richland College	(previously spent, PO 144760) \$ 7,495.00
	El Centro College	(this requisition) <u>\$ 7,590.00</u>
	Total	\$15,085.00

This award is for an additional year of licensing and support for Testout! Programs used by students enrolled in Microsoft and Cisco certification classes. The system provides computer-based tutorials for certification exams. It operates on campus-level educational servers.

This approval is necessitated by another campus's (Richland) use of the system and a purchase order placed for that activity earlier in the fiscal year. EVCBA approval is requested as the current amount being paid to this vendor for this software now exceeds the Purchasing Department's approval level.

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8D72601	WEAVE ONLINE SOFTWARE ANNUAL LICENSE - RLC		
	Centrieva Corporation		
	Cedar Valley College	(previously spent, PO 143409)	\$14,400.00
	Richland College	(this requisition)	<u>\$ 7,200.00</u>
	Total	(FY 2009/2010)	\$21,600.00

This recommendation consists of the renewal of Richland's annual subscription to the WEAVEonline assessment support program. This software is a web-based system which manages the data and paperwork involved in the accreditation process. Benefits of the system include consistency and transparency in the accreditation process as well as ease of use.

This approval is necessary because another campus (Cedar Valley) uses the system and a purchase order was placed for them earlier in the fiscal year. EVCBA approval is requested as the current amount being paid to this vendor for this software exceeds the Purchasing Department's approval level.

**CHANGE ORDERS:**

3SPM, LLC  
Slope Repair - D-W  
Purchase Order No. B14987  
Change Order No. 1

Change: Provide professional construction management services for the project of slope repair at North Lake College.

Original Contract Amount	\$77,942.00
Change Order Limit/Contingency	.00
Prior Change Order Total Amounts	.00
Net <b>Increase</b> this Change Order	1,731.00
Revised Contract Amount	\$79,673.00

Board approved original award 05/05/2009. This is for NLC project #18, *Progress Report on Construction Projects*.

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Artistic Painting Company, Inc. – Bid #11651  
Interior Maintenance - BHC  
Purchase Order No. B16068  
Change Order No. 01

Change: Addition of General Note “H.” “Where in scope, entry doors and frames shall be painted on the Public Hallway side. Paint color as specified in the keynotes and paint legend as noted on the interior side of door. Plastic laminate doors shall not receive paint.”

Scope of Work removed from classrooms 110, 111, 114.

Scope of Work added to public corridor of rooms 132, 136 including keynotes, room name and number “Hallway 133.”

Original Contract Amount	\$65,973.00
Change Order Limit/Contingency	.00
Prior Change Order Total Amounts	.00
Net <b>Increase</b> this Change Order	11,762.00
Revised Contract Amount	\$77,735.00

Board approved original award 10/06/2009. This is for BHC project #6, *Progress Report on Construction Projects*.

Infinity Contractors International, Ltd. – Bid #11666  
Replace 9 air units - ECC  
Purchase Order No. B16067  
Change Order No. 1

Change: The contract is changed as follows: Infinity Contractors is authorized to remove existing valves for AHU piping headers and replace them with new valves as follows:

PCO#1 – Install 4 new 2-1/2 valves, weld on flanges to existing pipe and install valves. This will also require freezing the lines to isolate the chill water.

PCO#2 - \$1,781.91 – Install new valves for AHU 5, 3, 12A & 12B – (6) – 2-1/2 (1)-4” & (1) 3”

Original Contract Amount	\$585,000.00
Change Order Limit/Contingency	87,750.00
Prior Change Order Total Amounts	.00
Net <b>Increase</b> this Change Order	5,868.43
Revised Contract Amount	\$590,868.43

Board approved original award 10/06/2009. This is for ECC project #2, *Progress Report on Construction Projects*.

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## INFORMATIVE REPORT NO. 28

### 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 January 31, 2010.

### 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	

January & February 2010 Compared to January & February 2009

Ethnicity/ Gender	January 10		February 10		January 09		February 09	
	Amount	%	Amount	%	Amount	%	Amount	%
Amer Indian/ Alaskan Native	1,406	0.0			8,221	0.1	9,086	0.0
Black/African-American	291,921	2.6			3,960,548	6.4	5,445,135	21.5
Asian Indian	650,293	5.9			655,003	11.9	124,766	0.5
Anglo-American, Female	1,792,084	16.2			1,152,561	6.5	1,869,087	7.4
Asian Pacific	41,796	0.4			21,820	0.6	22,986	0.1
Hispanic/Latino/Mex-American	2,045,372	18.4			2,375,204	8.5	6,854,743	27.1
Other Female	264,868	2.4			59,452	0.3	59,604	0.2
Total M/WBE	5,087,740	45.9			8,232,810	34.2	14,385,407	56.9
Not Classified	6,003,941	54.1			19,831,935	65.8	10,893,251	43.1
Subtotal for Discretionary Payments	11,091,681	100.0			28,064,744	100.0	25,278,658	100.0
Non-discretionary Payments	1,019,692				1,172,782		1,910,526	
Total Payments	12,111,373				29,237,526		27,189,183	

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

	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
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. 29

**PROGRESS REPORT ON CONSTRUCTION PROJECTS**

Status Report as of January 31, 2010

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>																			
1	Upgrade security system 701																		

**PROGRESS REPORT ON CONSTRUCTION PROJECTS**  
**Status Report as of January 31, 2010**

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
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 <sup>1</sup>	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																		
<sup>1</sup> This project, "(Repair structural crack in stairwell)" at EFC has been removed, placed on the Bond Project list, and will not appear on this report next month.																			
	<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																		
22	Construct Center for Child & Family Studies																		



**PROGRESS REPORT ON CONSTRUCTION PROJECTS**  
**Status Report as of January 31, 2010**

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
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 <sup>2</sup>	Repair tunnel bldgs F & A300																		
<sup>2</sup> This project, "(Repair tunnel bldgs F & A300)" at NLC is a duplicate and will not appear on this report next month.																			
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																		
17	Performance Hall upgrades																		
18	Slope Remediation																		
	<b>Bond Program</b>																		
19	Develop South Campus																		
20	Develop North Campus																		

**PROGRESS REPORT ON CONSTRUCTION PROJECTS**  
**Status Report as of January 31, 2010**

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
21	Expand Mechanical Infrastructure																		
22	Construct Science Bldg																		
23	Construct General Purpose Bldg																		
24	Workforce Development Center																		
25	Remodel vacated space																		
26	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																		
16	Performance Hall humidity study																		
17	Re-route HX piping																		
	<b>Bond Program</b>																		
18	Construct Science Bldg & expand parking/Mechanical Infrastructure																		
19	Renovate Sabine Hall																		
20	Develop Garland Campus																		

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

Oncor Easements (NLC)  
Structural analysis modular bldgs. (RLC)  
Structural analysis modular bldgs. Kiowa (RLC)

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

1. Expand Automotive Technology (BHC)
2. Construct Science & Allied Health Bldg (BHC)
3. Construct Workforce & Continuing Education Bldg (BHC)
4. Expand Mechanical Infrastructure (CVC)
5. Construct Science Bldg (CVC)
6. Construct Industrial Tech Bldg (CVC)
7. District Admin. Center (DO)
8. Build Center for Allied Health & Nursing (ECC)
9. Develop West Campus (ECC)
10. Develop South Campus (EFC)
11. Expand Mechanical Infrastructure (EFC)
12. Build Learning Center (EFC)
13. Construct Continuing Education Workforce & Criminal Justice Bldg (EFC)
14. Construct Center for Child & Family Studies (EFC)
15. Build Soccer Fields & Community Recreation Complex (MVC)
16. Expand Mechanical Infrastructure (MVC)
17. Construct Science Bldg (MVC)
18. Construct Performance Hall (MVC)
19. Construct Economic & Workforce Development Center (MVC)
20. Construct Student Center (MVC)
21. Develop South Campus (NLC)
22. Develop North Campus (NLC)
23. Expand Mechanical Infrastructure (NLC)
24. Construct Science Bldg (NLC)
25. Construct General Purpose Bldg (NLC)
26. Workforce Development Center (NLC)
27. Construct Science Bldg & expand parking/Mechanical Infrastructure (RLC)
28. 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. 30

### Bond Program Report on Projects

The status of planning as of January 31, 2010 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	176,432
Original Budget: \$8,200,000 Revised Budget: \$7,800,006 Total Awarded: \$7,185,166	<p style="text-align: center;"><b>COMPLETED</b></p> <p style="text-align: center;">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;">January 31, 2010</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>61,399,893</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>57,808,724</b>	<b>36,783,973</b>	<b>64%</b>	<b>21,024,751</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: \$77,530	0	0	0	77,530	0
<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Apr 08 / Jul 09 Managed by Bond Program Management Team.  --Budget and scope included in science, allied health, and veterinary technology building.					
<b>Science, Allied Health, &amp; Veterinary Technology Bldg.</b> Original Budget: \$30,600,000 Revised Budget: \$37,635,036 * Total Awarded: \$36,905,074	0	2,925,857	30,958,572	610,166	2,410,479
<b>COMPLETED</b> 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>  * \$55,500 added from non-bond program dollars.					



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	<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>				
Revised Budget: \$13,636,263					
Total Awarded: \$13,657,872					
<b>Location Summary</b>	<b>Original Budget:</b> <b>53,506,840</b>	<b>Revised Budget:</b> <b>54,155,491</b>	<b>Total Awarded:</b> <b>53,446,858</b>	January 31, 2010	

<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>50,459,582</b>	<b>50,459,582</b>	<b>41,222,711</b>	<b>82%</b>	<b>9,236,871</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: \$13,784,509 * Total Awarded: \$13,778,848	0	833,409	9,366,584	2,826,224	752,631
	<p style="text-align: center;"><b>COMPLETED</b></p> <p style="text-align: center;">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.</p>				
<b>Mechanical Infrastructure</b> Original Budget: \$2,306,840 Revised Budget: \$94,433 Total Awarded: \$94,433	0	0	0	94,433	0
	<p style="text-align: center;"><b>COMPLETED</b></p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Sep 08 / Sep 09            Managed by Bond Program Management Team.            --Budget and scope included in workforce development building.</p>				

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: \$4,394,280 Total Awarded: \$4,231,296	0	23,880	3,879,844	24,689	302,883
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: \$14,341,879 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: \$10,867,053 Total Awarded: \$10,864,629	0	747,294	9,483,953	127,148	506,234
<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> Original Budget: \$0 Revised Budget: \$7,050,296 Total Awarded: \$7,050,296	0	460,212	6,232,847	67,903	289,334
<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> Original Budget: \$0 Revised Budget: \$7,878,391 Total Awarded: \$7,835,035	0	446,607	7,073,517	94,966	219,945
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>					
January 31, 2010					
<b>Location Summary</b>	<b>Original Budget:</b> 61,706,840		<b>Revised Budget:</b> 61,244,704		<b>Total Awarded:</b> 61,028,777

<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>57,260,489</b>	<b>57,150,469</b>	<b>39,561,602</b>	<b>69%</b>	<b>17,588,867</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: \$13,621,037 * Total Awarded: \$13,459,298	0	599,729	8,622,927	3,625,054	611,588
	<p style="text-align: center;"><b>COMPLETED</b></p> <p style="text-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 \$486,653 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 style="text-align: center;"><b>COMPLETED</b></p> <p style="text-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	178,246
	<p style="text-align: center;">Construction Start / End: April 09 / May 10            Managed by Facilities Management.            Awarded \$3,352,749</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> 51,386,859	<b>Total Awarded:</b> 47,155,554		



<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>29,725,111</b>	<b>25,734,703</b>	<b>15,508,495</b>	<b>60%</b>	<b>10,226,208</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;"><b>COMPLETED</b></p> <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	62,709	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: \$3,847,300					

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	14,538,183	140,057	897,052
Original Budget: \$16,500,000 Revised Budget: \$17,615,166 Total Awarded: \$16,661,547	<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.  January 31, 2010				
<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>58,648,416</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>56,393,115</b>	<b>54,707,581</b>	<b>36,632,170</b>	<b>67%</b>	<b>18,075,411</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: \$13,326,220	0	595,434	7,353,274	4,798,110	579,402
<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Dec 07 / Dec 08 Managed by Bond Program Management Team. <b>\$7,353,274 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: \$18,515,354 * 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>\$8,185,430 CMAR Guaranteed Maximum Price 08/08/2007.</b> * \$8,961,330 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: \$5,497,853	0	23,980	5,222,156	16,141	235,576
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.					
January 31, 2010					
<b>Location Summary</b>	<b>Original Budget:</b> 55,790,680		<b>Revised Budget:</b> 71,109,539		<b>Total Awarded:</b> 69,113,183

<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>53,712,554</b>	<b>54,833,977</b>	<b>36,306,788</b>	<b>66%</b>	<b>18,527,189</b>	<b>34%</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: \$48,277,845	0	3,569,600	42,671,829	751,002	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>					

<b>Richland 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>Adaptive Remodel</b>	0	24,840	5,017,000	0	0
Original Budget: \$0	Construction Start / Beneficial Occupancy: Jul 09 / Aug 10 Managed by Bond Program Management Team.				
Revised Budget: \$5,825,000					
Total Awarded: \$5,041,840					
<b>Location Summary</b>	<b>Original Budget: 56,006,840</b>	<b>Revised Budget: 72,619,592</b>	<b>Total Awarded: 71,673,642</b>	January 31, 2010	

<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>67,265,025</b>	<b>65,765,025</b>	<b>54,013,166</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	53,208	10,554,493	3,642,198	1,836,028
Original Budget: \$0	<b>COMPLETED</b> Construction Start / Beneficial Occupancy: Feb 08 / Dec 08 Managed by Bond Program Management Team. <b>\$10,226,208 Design-Build Guaranteed Maximum Price 3/5/2008.</b>				
Revised Budget: \$16,143,620 *	* \$3,391,716 land purchase and \$92,802 demolition. \$1,511,578 added from non-bond program dollars.				
Total Awarded: \$16,085,927	January 31, 2010				
<b>Location Summary</b>	<b>Original Budget: 10,200,000</b>	<b>Revised Budget: 16,697,221</b>		<b>Total Awarded: 16,639,528</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>13,235,057</b>	<b>13,235,057</b>	<b>10,730,916</b>	<b>81%</b>	<b>2,504,141</b>	<b>19%</b>



<b>Other</b>	
<b>Property Acquisition</b>	Revised budget dollars were \$27,703,840. There is \$90,390 designated of remaining property acquisition budget.
<b>Project Development</b>	Revised budget dollars are \$6,296,167. Out of these funds committed dollars total \$3,294,530, leaving a contingency of \$3,001,637.
January 31, 2010	

<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. 31

### 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 January 31, 2010.

#### 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 (D195)</b>  Estimated Cost: \$1,017,336  Revised Cost: \$  Awarded Amount: \$118,680	90,252	0	28,428	0
	Start / Finish: April 09 / September 10			
<b>2) Repaint Classrooms, Perf. Hall &amp; Labs (D194)</b>  Estimated Cost: \$210,102  Revised Cost: \$  Awarded Amount: \$97,837	14,231	77,735	5,871	0
	Start / Finish: December 08 / April 10			
<b>3) Update/Replace Exterior Signage (D208)</b>  Estimated Cost: \$138,225  Revised Cost: \$  Awarded Amount: \$9,363	9,363	0	0	0
	Start / Finish: December 09 / April 10			

Brookhaven College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc
<b>4) Replace walkways/ sidewalks campus- wide (D205)</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 (D207)</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: \$283,928</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: \$101,356	10,572	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: \$694,132</b>	

\* TBD – To Be Determined

<b>Cedar Valley College Maintenance</b>	<b>Awarded \$</b>			
	<b>Architect</b>	<b>Construction</b>	<b>Construction Manager</b>	<b>Misc.</b>
<b>1) Correct water drainage, Bldg. B,C,D (D200)</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 (D207)</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 (D195)</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 (D196)</b>	7,490	80,800	3,090	0
Estimated Cost: \$110,580  Revised Cost: \$  Awarded Amount: \$91,380	Start / Finish: December 08 / May 10			
<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) Tunnel Area Repair</b> Estimated Cost: \$228,286  Revised Cost: \$  Awarded Amount: \$17,099	17,099	0	0	
	Start / Finish:			
<b>2) Geotechnical and Survey at Northeast corner for Heavy Equipment Training</b>  Estimated Cost: \$15,000  Revised Cost: \$  Awarded Amount: \$15,120	14,050	0	0	1,070
	Start / Finish:			
<b>CVC SAR Summary</b>	<b>Total Estimated Cost: \$243,286</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$32,219</b>	

Eastfield College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Upgrade Bromine Exhaust System (D196)</b> Estimated Cost: \$182,458 Revised Cost: \$ Awarded Amount: \$34,844	12,359	17,386	5,099	0
Start / Finish: December 08 / January 10				
<b>2) Repair foam roofs: Bldgs C, L, N, P (D198)</b> Estimated Cost: \$204,439 Revised Cost: \$ Awarded Amount: \$19,298	13,662	0	5,636	0
Start / Finish: February 09 / May 10				
<b>3) Loop Road (see SAR La Prada Rd) (EFC276)</b> Estimated Cost: \$2,300,000 Revised Cost: \$ Awarded Amount: \$2,237,539	333,417	1,810,120	74,742	19,260
Start / Finish: April 07 / January 10				
<b>4) Repair Upper Courtyard (D210)</b> Estimated Cost: \$629,890 Revised Cost: \$ Awarded Amount: \$42,094	42,094	0	0	0
Start / Finish: December 09 / December 10				

Eastfield College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>5) Refurbish Restrooms, C3RW2, F2RM1, F2RW1, L3RM1, L3RW1 (D208)</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 (D208)</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) CCTV</b> Estimated Cost: \$100,000 Revised Cost: \$ Awarded Amount: \$7,490	7,490	0	0	0
Start / Finish: September 08 / TBD				
<b>2) 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>3) 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				
<b>4) Replace Exterior Doors</b> Estimated Cost: \$123,000 Revised Cost: \$ Awarded Amount: \$13,482	13,482	0	0	0
Start / Finish: April 09 / TBD				

Eastfield College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>5) Swimming Pool Repairs /Baseball Dugout/</b>	24,075	382,036	0	13,154
Estimated Cost: \$200,000 Revised Cost: \$ Awarded Amount: \$419,265	Start / Finish: December 08 / December 09			
<b>6) La Prada Entrance (see Loop Road MTN)</b>	41,500	474,418	0	0
Estimated Cost: \$550,000 Revised Cost: \$ Awarded Amount: \$515,918	Start / Finish: March 08 / January 10			
<b>7) Re-Route Oates to Loop Road</b>	109,900	0	0	0
Estimated Cost: \$1,679,900 Revised Cost: \$ Awarded Amount: \$109,900	Start / Finish: October 09 / TBD			
<b>EFC SAR Summary</b>	<b>Total Estimated Cost: \$2,984,586</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$1,384,007</b>	

El Centro College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Replace/repair gym bleachers C220 (D208)</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 (D208)</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 (D205)</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 (D205)</b>  Estimated Cost: \$11,208  Revised Cost: \$  Awarded Amount: \$749	749	0	0	0
	Start / Finish: December 09 / December 10			
<b>5) Repair exterior sidewalks: east &amp; north building perimeters @ BJP (D205)</b>  Estimated Cost: \$42,030  Revised Cost: \$  Awarded Amount: \$2,809	2,809	0	0	0
	Start / Finish: December 09 / December 10			
<b>6) Replace AHU drives, shaft, bearings, controls, 9 each @ BJP (D207)</b>  Estimated Cost: \$193,515  Revised Cost: \$  Awarded Amount: \$13,108	13,108	0	0	0
	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 (D207)</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 (D194)</b> Estimated Cost: \$138,226 Revised Cost: \$ Awarded Amount: \$290,383	9,363	277,157	3,863	0
	Start / Finish: December 08 / June 10			
<b>9) Replace toilet partitions in all restrooms @ BJP (D194)</b> Estimated Cost: \$55,290 Revised Cost: \$ Awarded Amount: \$61,995	3,745	56,705	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 (D194)</b>	13,108	103,514	5,408	0
Estimated Cost: \$193,515 Revised Cost: \$ Awarded Amount: \$122,030	Start / Finish: December 08 / June 10			
<b>11) Sky light replacement/ renovations (ECC223)</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 (D199)</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: \$1,622,035</b>	

<b>El Centro College SAR</b>	<b>Awarded \$</b>			
	<b>Architect</b>	<b>Construction</b>	<b>Construction Manager</b>	<b>Misc.</b>
<b>1) CCTV Replacement at 701 Elm</b>	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>	

Mountain View College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Replace pool filter tanks, piping pool deck &amp; underwater lights (D196)</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 (D196)</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 (D198)</b>  Estimated Cost: \$221,160  Revised Cost: \$  Awarded Amount: \$160,160	14,980	139,000	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 (D206)</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. (D206)</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 (D208)</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: \$447,157</b>	

North Lake College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Repair Utility Tunnel (D203)</b>  Estimated Cost: \$285,804  Revised Cost: \$  Awarded Amount: \$0	0	0	0	0
Start / Finish: December 09 / December 10				
<b>2) Replace Roofs, Bldgs. H &amp; K Waterproofing (D209)</b>  Estimated Cost: \$333,438  Revised Cost: \$  Awarded Amount: \$22,283	22,283	0	0	0
Start / Finish: December 09 / December 10				
<b>3) Repair/Replace concrete stairs, Bldg. A, Waterproofing (D209)</b>  Estimated Cost: \$119,169  Revised Cost: \$  Awarded Amount: \$7,964	7,964	0	0	0
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 (D209)</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 (D209)</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 (D206)</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 (D206)</b> Estimated Cost: \$99,522 Revised Cost: \$ Awarded Amount: \$6,741	6,741	0	0	0
	Start / Finish: December 09 / June 11			
<b>8) Repair/re-upholster performance hall seating, 452 seats (D208)</b> Estimated Cost: \$217,422 Revised Cost: \$ Awarded Amount: \$14,726	14,726	0	0	0
	Start / Finish: December 09 / June 11			
<b>9) Repair Tunnel Soils At Bldg F &amp; Bldg A300 (D203)</b> Estimated Cost: \$702,386 Revised Cost: \$ Awarded Amount: \$52,609	52,609	0	0	0
	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: \$150,112</b>	

North Lake College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Student Life Center</b>	270,162	0	0	0
Estimated Cost: \$3,800,000	Start / Finish: March 08 / March 11			
Revised Cost: \$				
Awarded Amount: \$270,162				
<b>2) Bldg A Elevator</b>	80,250	0	0	0
Estimated Cost: \$1,146,428	Start / Finish: April 09 / March 11			
Revised Cost: \$				
Awarded Amount: \$80,250				
<b>3) Repair lab flooring Bldg C</b>	10,272	0	0	0
Estimated Cost: \$146,742	Start / Finish: July 09 / June 10			
Revised Cost: \$				
Awarded Amount: \$10,272				
<b>4) Slope Remediation</b>	17,086	55,075	0	14,325
Estimated Cost: \$105,230	Start / Finish: March 07/ Pending			
Revised Cost: \$				
Awarded Amount: \$86,486				
<b>NLC SAR Summary</b>	<b>Total Estimated Cost: \$5,198,400</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$447,170</b>	



Richland College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Replace Roofs; Bldgs N, A, C, S, G (D198)</b> Estimated Cost: \$1,548,120 Revised Cost: \$ Awarded Amount: \$148,120	104,860	0	43,260	0
	Start / Finish: December 08 / May 10			
<b>2) Fire Alarm (RLC283)</b> Estimated Cost: \$1,105,900 Revised Cost: \$ Awarded Amount: \$1,074,963	74,900	1,000,063	0	0
	Start / Finish: April 07 / March 10			
<b>3) Replace underground West side HVAC piping (D211)</b> Estimated Cost: \$707,712 Revised Cost: \$ Awarded Amount: \$47,936	47,936	0	0	0
	Start / Finish: December 09 / TBD			

Richland College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>4) Replace 900 Ton Chiller No. 2 (D211)</b>	37,450	0	0	0
Estimated Cost: \$552,900  Revised Cost: \$  Awarded Amount: \$37,450	Start / Finish: December 09 / June 11			
<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 (D208)</b>	27,413	0	0	0
Estimated Cost: \$404,722  Revised Cost: \$  Awarded Amount: \$27,413	Start / Finish: December 09 / June 11			

Richland College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>7) Refurbish existing cooling towers, 750 Ton, 3 each (D211)</b> Estimated Cost: \$315,153 Revised Cost: \$ Awarded Amount: 21,347	21,347	0	0	0
Start / Finish: December 09 / June 11				
<b>8) Replace damper and actuators, AHU 1 &amp; AHU-2 @ LCET (D207)</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			

Richland College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>5) Magnetic Locks on Interior</b> Estimated Cost: \$250,000 Revised Cost: \$ Awarded Amount: \$18,725	18,725	0	0	0
Start / Finish: November 08 / August 10				
<b>6) Portable Bldgs. Structural beams</b> Estimated Cost: \$167,429 Revised Cost: \$ Awarded Amount: \$12,540	12,540	0	0	0
Start / Finish: April 09 / TBD				
<b>7) Repair Parking Lot A (Asphalt)</b> Estimated Cost: \$256,700 Revised Cost: \$ Awarded Amount: \$12,540	12,540	0	0	0
Start / Finish:				
<b>RLC SAR Summary</b>	<b>Total Estimated Cost: \$3,847,012</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$979,029</b>	

District Service Center Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
<b>1) Replace underground roof drain line on North Wall (D197)</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 (D197)</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 (D192)</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 (D207)</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 (D207)</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: \$5,417,913</b>	<b>Total Revised Cost: \$0</b>	<b>Total Awarded Amount: \$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 (D205)</b>	749	0	0	0
Estimated Cost: \$11,058  Revised Cost: \$  Awarded Amount: \$749	Start / Finish: December 09 / December 10			
<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. 32

### 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  
 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 - 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  
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**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>	<b>0%</b>	
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>	<b>75%</b>	
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>	<b>41%</b>	

<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>	<b>25%</b>	
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>	<b>73%</b>	
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>	<b>23%</b>	

<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>	<b>6%</b>	
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>	<b>-6%</b>	
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>	<b>-3%</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 - Eastfield 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				2%			
\$30-39,999	4%	2%	2%	2%				\$30-39,999								\$30-39,999	8%						
\$40-49,999	8%	11%	4%	10%	6%	7%		\$40-49,999	10%	7%	6%	4%	2%	0%		\$40-49,999	26%	28%	24%	18%	11%	14%	
\$50-64,999	10%	7%	14%	12%	11%	5%		\$50-64,999	4%	4%	4%	8%	9%	12%		\$50-64,999	6%	11%	14%	20%	30%	26%	
\$65-79,999		4%	6%	4%	6%	5%		\$65-79,999	2%	2%	2%	2%	4%	4%		\$65-79,999	14%	13%	10%	6%	4%	5%	
\$80-99,999			2%	2%				\$80-99,999						2%		\$80-99,999	6%	9%	6%	6%	9%	9%	
\$100,000+					2%	2%		\$100,000+								\$100,000+	2%	2%	4%	4%	4%	4%	
All	22%	24%	29%	30%	24%	19%		All	16%	13%	12%	14%	15%	18%		All	62%	63%	59%	56%	57%	58%	
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	2%	2%						\$30-39,999	3%	2%	2%	10%			\$30-39,999	8%	2%	2%					
\$40-49,999	6%	7%	10%	16%	11%	8%		\$40-49,999	4%	9%	7%	3%	9%	12%		\$40-49,999	19%	19%	20%	15%	11%	15%	
\$50-64,999	3%	4%	3%	3%	8%	8%		\$50-64,999	4%	4%	4%			3%		\$50-64,999	17%	17%	8%	11%	18%	16%	
\$65-79,999	1%	1%	1%	1%	1%	1%		\$65-79,999								\$65-79,999	33%	25%	30%	25%	14%	12%	
\$80-99,999								\$80-99,999								\$80-99,999		7%	8%	10%	20%	16%	
\$100,000+								\$100,000+								\$100,000+							
All	11%	14%	14%	20%	19%	17%		All	10%	15%	13%	13%	13%	15%		All	77%	69%	69%	62%	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	14%	13%	11%	12%	12%	13%		<\$30,000	9%	9%	6%	6%	6%	6%		<\$30,000	27%	22%	19%	19%	17%	16%	
\$30-39,999	8%	7%	9%	10%	12%	12%		\$30-39,999	4%	5%	7%	7%	5%	7%		\$30-39,999	21%	25%	25%	22%	18%	15%	
\$40-49,999	2%	2%	2%	1%	3%	3%		\$40-49,999	0%	0%	1%		1%	2%		\$40-49,999	7%	8%	10%	11%	13%	13%	
\$50-64,999			1%	1%	2%	1%		\$50-64,999	1%	1%	1%	1%				\$50-64,999	1%	1%	1%	3%	5%	5%	
\$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	23%	22%	23%	25%	28%	29%		All	14%	15%	15%	14%	12%	16%		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),  
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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.  
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**Dallas County Community College District - El Centro 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						
\$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%				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%	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	
Total	<u>14</u>	<u>14</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>15</u>	7%
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+							
Total	<u>13</u>	<u>13</u>	<u>13</u>	<u>13</u>	<u>10</u>	<u>10</u>	-23%
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+							
Total	<u>55</u>	<u>52</u>	<u>51</u>	<u>57</u>	<u>58</u>	<u>55</u>	0%

<u>Hispanic</u>							
Administrators							
Salary	2004	2005	2006	2007	2008	2009	Change
<\$30,000			1				
\$30-39,999							
\$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%
Total	<u>3</u>	<u>6</u>	<u>9</u>	<u>7</u>	<u>10</u>	<u>9</u>	200%
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+							
Total	<u>12</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>14</u>	<u>12</u>	0%
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+							
Total	<u>39</u>	<u>42</u>	<u>48</u>	<u>53</u>	<u>51</u>	<u>53</u>	36%

<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+							
Total	<u>7</u>	<u>8</u>	<u>10</u>	<u>12</u>	<u>18</u>	<u>17</u>	143%
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+							
Total	<u>55</u>	<u>53</u>	<u>49</u>	<u>48</u>	<u>48</u>	<u>51</u>	-7%
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+							
Total	<u>69</u>	<u>65</u>	<u>65</u>	<u>62</u>	<u>55</u>	<u>64</u>	-7%

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 - 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+							
<b>Total</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>-25%</b>
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+							
<b>Total</b>	<b>13</b>	<b>16</b>	<b>20</b>	<b>17</b>	<b>20</b>	<b>20</b>	<b>54%</b>
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+							
<b>Total</b>	<b>34</b>	<b>30</b>	<b>32</b>	<b>30</b>	<b>40</b>	<b>48</b>	<b>41%</b>

<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%
<b>Total</b>	<b>6</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>9</b>	<b>6</b>	<b>0%</b>
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+							
<b>Total</b>	<b>11</b>	<b>11</b>	<b>12</b>	<b>11</b>	<b>13</b>	<b>12</b>	<b>9%</b>
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+							
<b>Total</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>26</b>	<b>29</b>	<b>45%</b>

<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	
<b>Total</b>	<b>34</b>	<b>34</b>	<b>34</b>	<b>34</b>	<b>30</b>	<b>33</b>	<b>-3%</b>
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+							
<b>Total</b>	<b>67</b>	<b>67</b>	<b>62</b>	<b>60</b>	<b>64</b>	<b>69</b>	<b>3%</b>
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+							
<b>Total</b>	<b>110</b>	<b>116</b>	<b>126</b>	<b>125</b>	<b>134</b>	<b>137</b>	<b>25%</b>

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 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>							<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						
\$30-39,999	8%						\$30-39,999							\$30-39,999						
\$40-49,999	2%	8%	4%	4%	2%		\$40-49,999	4%	4%	4%	4%	2%	2%	\$40-49,999	25%	22%	12%	12%	9%	11%
\$50-64,999	6%	2%	6%	6%	4%	7%	\$50-64,999	2%	4%	4%	2%	4%	2%	\$50-64,999	21%	22%	31%	29%	24%	28%
\$65-79,999	4%	4%	6%	2%	4%	2%	\$65-79,999				2%	7%	2%	\$65-79,999	15%	14%	12%	14%	11%	13%
\$80-99,999		2%		4%	4%	4%	\$80-99,999	4%	4%	2%	2%	2%	2%	\$80-99,999	10%	10%	10%	8%	15%	13%
\$100,000+							\$100,000+	2%	2%	4%	4%	4%	4%	\$100,000+			4%	6%	7%	7%
All	17%	16%	16%	16%	15%	13%	All	13%	14%	14%	14%	20%	13%	All	71%	69%	69%	69%	65%	72%
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%					\$30-39,999		1%					\$30-39,999	3%		2%			
\$40-49,999	9%	12%	15%	12%	11%	10%	\$40-49,999	6%	7%	5%	4%	5%	4%	\$40-49,999	30%	29%	20%	19%	16%	18%
\$50-64,999	3%	3%	5%	6%	8%	7%	\$50-64,999	4%	2%	6%	6%	6%	6%	\$50-64,999	15%	18%	16%	17%	21%	21%
\$65-79,999					1%	1%	\$65-79,999	1%				1%	1%	\$65-79,999	21%	19%	22%	17%	13%	12%
\$80-99,999							\$80-99,999		1%	1%	1%	1%	1%	\$80-99,999		1%	2%	11%	13%	12%
\$100,000+							\$100,000+							\$100,000+						
All	13%	16%	20%	18%	19%	18%	All	11%	11%	12%	12%	13%	11%	All	69%	68%	63%	65%	62%	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	12%	11%	10%	7%	6%	6%	<\$30,000	5%	5%	5%	6%	5%	6%	<\$30,000	23%	21%	20%	17%	15%	17%
\$30-39,999	8%	6%	5%	7%	7%	9%	\$30-39,999	6%	6%	5%	4%	3%	3%	\$30-39,999	31%	34%	34%	38%	25%	23%
\$40-49,999			2%	2%	5%	5%	\$40-49,999	1%	1%	2%	2%	4%	3%	\$40-49,999	11%	9%	11%	9%	17%	17%
\$50-64,999							\$50-64,999							\$50-64,999	1%	2%	2%	4%	5%	4%
\$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	20%	17%	17%	16%	19%	21%	All	12%	12%	12%	12%	12%	13%	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. 33

### 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.

<b>African-American</b>							
<b># of Part-time Employees</b>							
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%
<b>% of Part-time Employees</b>							
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	

<b>Hispanic</b>							
<b># of Part-time Employees</b>							
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%
<b>% of Part-time Employees</b>							
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	

<b>White</b>							
<b># of Part-time Employees</b>							
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%
<b>% of Part-time Employees</b>							
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>
Adjunct	22	38	30	29			36%

<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>			
Adjunct	8%	10%	8%	8%			

<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>
Adjunct	14	29	27	19			93%

<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>			
Adjunct	5%	7%	7%	5%			

<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>
Adjunct	253	334	327	312			29%

<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>			
Adjunct	88%	83%	85%	87%			

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

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

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## INFORMATIVE REPORT NO. 34

### Reimbursable Expenses in Contracts with Architects and Engineers

During the Board's regular business meeting on February 2, 2010, Trustee Boyle requested an illustration of how reimbursable expenses appear in contract with architects and engineers. The contract for Neel-Schaffer (Building & Grounds Report No. 18 in this agenda) is attached. References to reimbursable expenses appear on page 219 of 234.

AGREEMENT  
BETWEEN  
OWNER AND ENGINEER FOR  
PROFESSIONAL SERVICES

STATE OF TEXAS)

)

)

COUNTY OF DALLAS)

AGREEMENT

made as of the 19th day of January in the year 2010.

BETWEEN the Owner: Dallas County Community College District, a Texas  
political subdivision of higher education,  
1601 South Lamar, Dallas, Texas 75215

and the Engineer: Neel-Schaffer  
512 Main Street, Suite 415  
Fort Worth, Texas 76102

Provide Professional Engineering services and design for the following project: Sidewalk repair,  
improvements and replacements at Eastfield College.

The Owner and the Engineer agree as set forth below.

## ARTICLE 1

### ENGINEER'S RESPONSIBILITIES

1.1.1 The Engineer's services consist of those services performed by the Engineer, Engineer's employees and Engineer's consultants as enumerated in Articles 2 and 3 of this Agreement and any other services included in Article 10.

1.1.2 The Engineer's services shall be performed as expeditiously as is consistent with professional skill and care and the orderly progress of the Work. Upon request of the Owner, the Engineer shall submit for the Owner's approval a schedule for the performance of the Engineer's services which may be adjusted as the Project proceeds, and shall include allowances for periods of time required for the Owner's review and for approval of submissions by authorities having jurisdiction over the Project. Time limits established by this schedule approved by the Owner shall not, except for reasonable cause, be exceeded by the Engineer.

1.1.3 The Engineer agrees to provide professional services for programming, concept design, schematic design, design development, construction documents, construction administration, and Project close out/post construction services, to include the coordination of civil, structural, mechanical, electrical, plumbing, and landscape selection services for construction of the Project for its intended use for sidewalk improvement at Eastfield College. The nature and quality of Engineering services shall conform to that standard of ordinary professional care and skill exercised by design professionals under similar circumstances in Dallas County, Texas and/or similar metropolitan areas in Texas.

1.1.4 The Engineer shall insure that all aspects of the Project are designed and documented to conform to all applicable local, state and federal laws and codes, including but not limited to applicable building, zoning and safety codes and other applicable laws and regulations.

## ARTICLE 2

### SCOPE OF ENGINEER'S BASIC SERVICES

The Engineer's Basic Services consist of those phases described in Paragraphs 2.1 through 2.6 and include normal structural, mechanical and electrical Engineering services. Engineer shall provide professional services for the Project as an independent contractor and professional consultant in relationship with the Owner as provided by the terms of this Agreement.

#### 2.1 SCHEMATIC DESIGN PHASE

2.1.1 The Engineer shall review the program requirements of the Owner to ascertain the requirements of the Project and shall review the understanding of such requirements with the Owner.



2.1.2 The program for this Project shall be the basis from which the Engineer shall prepare the individual room specifications to be approved by the Owner. The Engineer shall expand and develop the program with the Owner to assure that the major elements of design are included. The Engineer shall provide adequate involvement and assist the Owner in improving the program statement including meeting with faculty, staff and any other parties designated by Owner during the design phase.

2.1.3 The Engineer shall provide a preliminary evaluation of the program, schedule and the construction budget requirements, each in terms of the other, subject to budget limitations set forth in Subparagraph 2.1.7.

2.1.4 The Engineer shall review with the Owner alternative approaches to design and construction of the Project and verify existing Project conditions.

2.1.5 Based on the mutually agreed upon program, schedule and construction budget requirements, the Engineer shall prepare, for approval by the Owner, Schematic Design Documents consisting of drawings and other documents illustrating the scale and relationship of Project components.

2.1.6 The Engineer shall submit to the Owner a preliminary Statement of Probable Construction Cost based on area, volume or other unit costs.

2.1.7 The estimated Construction Cost at the date of this Agreement is \$ 318,160. This construction cost may from time to time be adjusted as necessary by agreement of the Owner and Engineer.

## 2.2 DESIGN DEVELOPMENT PHASE

2.2.1 Based on the approved Schematic Design Documents and any adjustments authorized by the Owner in the program, schedule or Project budget, the Engineer shall prepare, for approval by the Owner, Design Development Documents consisting of drawings, specifications, calculations and other documents to fix and describe the size and character of the entire Project as to Engineering, structural, mechanical, electrical systems, materials, aesthetic effects and functional elements as may be appropriate.

2.2.2 The Engineer shall submit to the Owner a revised Statement of Probable Construction Cost.

## 2.3 CONSTRUCTION DOCUMENTS PHASE

2.3.1 Based on the approved Design Development Documents and any further adjustments in the scope or quality of the Project or in the construction budget authorized by the Owner, the Engineer shall prepare, for approval by the Owner, Construction Documents consisting of Drawings and Specifications setting forth in detail the requirements for the construction of the Project.

The Construction Documents will be delivered in both reproducible and electronic forms. In no way does the Owner's in-house review and approval of the Construction Documents relieve or release the Engineer and his consultants from design liability.

2.3.2 The Engineer shall assist the Owner in the preparation of the necessary bidding information, bidding forms, the conditions of the contract, and the form of Agreement between the Owner and the Contractor.

2.3.3 The Engineer shall provide the Owner a final Statement of Probable Construction Cost, reflecting any adjustments.

2.3.4 The Engineer shall assist the Owner in connection with the Owner's responsibility for filing documents required for the approval of governmental authorities having jurisdiction over the Project.

2.3.5 The Engineer shall coordinate the Construction Documents of all consultants to insure elimination of any design conflicts.

2.3.6 All Construction Documents shall be sealed by the Engineer and/or his/her consultants.

## 2.4 BIDDING OR NEGOTIATION PHASE

2.4.1 The Engineer, following the Owner's approval of the Construction Documents and of the final Statement of Probable Construction Cost, shall assist the Owner in obtaining bids and assist in awarding and preparing contracts for construction.

2.4.2 If the lowest responsive bid received by the Owner exceeds the established final Statement of Probable Construction Cost by 10%, the Engineer, at no expense to the Owner, shall revise the Construction Documents and assist in obtaining bids acceptable to the Owner.

## 2.5 CONSTRUCTION PHASE - ADMINISTRATION OF THE CONSTRUCTION CONTRACT

2.5.1 The Construction Phase will commence with the award of the Contract for Construction and, together with the Engineer's obligation to provide Basic Services under this Agreement, will terminate when final payment to the Contractor is due.

2.5.2 Unless otherwise provided in this Agreement, the Engineer shall provide administration of the Project in accordance with the terms of this Agreement and in accordance with the terms of the Contract Documents. (The Contract Documents include, but are not limited to, the Construction Services Agreement executed by the Owner and the Contractor and the Construction Documents.) As a part of the administration of the Project, the Engineer shall attend project meetings, coordinate the services provided by the Engineer, issue progress reports, and review properly prepared, timely requests by the Contractor for additional information about the Construction Documents.

2.5.3 The Engineer shall be a representative of the Owner during the Construction Phase, and shall advise and consult with the Owner. Instructions to the Contractor shall be forwarded through the Engineer. The Engineer shall have authority to act on behalf of the Owner only to the extent provided in this Agreement unless otherwise modified by written instrument in accordance with Subparagraph 2.5.13.

2.5.4 The Engineer or his consultants shall visit the site and job meetings at intervals appropriate to the stage of construction and as specified by the Owner in writing but no less than one time each week to become generally familiar with the progress and quality of the Work and to determine in general if the Work is proceeding in accordance with the Construction Documents. However, the Engineer shall not be required to make exhaustive or continuous on-site inspections to check the quality or quantity of the Work. On the basis of such on-site observations, the Engineer shall keep the Owner informed of the progress and quality of the Work, and shall endeavor to guard the Owner against defects and deficiencies in the Work of the Contractor. If Engineer observes or otherwise becomes aware of any fault or defect in the Work or the Project or nonconformances with the Contract Documents, prompt written notice thereof shall be given to Owner by the Engineer.

2.5.5 The Engineer shall not have control over or charge of and shall not be responsible for construction means, methods, techniques, sequences or procedures, or for safety precautions and programs in connection with the Work or for the acts or omissions of the Contractor, Subcontractors or any other persons performing any of the Work.

2.5.6 The Engineer shall at all times have access to the Work wherever it is in preparation or progress.

2.5.7 The Engineer shall determine and certify the amounts owing to the Contractor based on the Engineer's observations at the site and on evaluations of the Contractor's Applications for Payment, and shall issue Certificates for Payment in such amounts, as provided in the Contract Documents.

2.5.8 The issuance of a Certificate for Payment shall constitute a representation by the Engineer to the Owner that the Work has progressed to the point indicated; that, to the best of the Engineer's knowledge, information and belief, the quality of the Work is in accordance with the Contract Documents (subject to an evaluation of the Work for conformance with the Contract Documents upon Substantial Completion, to the results of any subsequent tests required by or performed under the Contract Documents, to minor deviations from the Contract Documents correctable prior to completion, and to any specific qualifications stated in the Certificate for Payment); and that the Contractor is entitled to payment in the amount certified.

2.5.9 The Engineer shall have authority to reject Work which does not conform to the Contract Documents. Whenever, in the Engineer's reasonable opinion, it is necessary or advisable for the implementation of the intent of the Contract Documents, the Engineer will have authority to require additional or special inspection or testing of the Work in accordance with the provisions of the Contract Documents, whether or not such Work be then fabricated, installed or completed.

2.5.10 In compliance with the General Conditions to Construction Services Agreement, the Engineer will within seven (7) days after receipt of the Contractor's Application for payment, either issue a Certificate of Payment or return Contractor's Application for payment to the Contractor, stating in writing the reason(s) for rejection of their application. See guidelines for the reason(s) in the General Conditions to Construction Services Agreement, Article 7.2.8 and 7.2.9. If the Engineer does not comply with the Construction Services Agreement that results in interest penalties on the Certificate of Payment, the Engineer will be charged to their basic services in the amount not to exceed the interest penalties.

2.5.11 The Engineer shall review, approve and take appropriate action upon the Contractor's submittals such as Shop Drawings, Product Data and Samples, for conformance with the design concept and with the information given in the Contract Documents. The Owner's approval shall be required for selected submittals as requested by the Owner. Such action shall be taken with reasonable promptness so as to cause no delay in the Work. The Engineer's approval of a specific item shall not indicate approval of an assembly of which the item is a component.

2.5.12 The Engineer shall prepare Change Orders and Construction Change Directives for the Owner's approval and execution in accordance with the Contract Documents, and shall have authority to order minor changes in the Work not involving an adjustment in the Contract Sum or an extension of the Contract Time which are not inconsistent with the intent of the Contract Documents. If changes are required to be made because of error, oversight, clarification or discrepancy by the Engineer, Owner shall not compensate the Engineer for additional services in connection therewith.

2.5.13 The Engineer shall conduct periodic observations to determine the date or dates of Substantial Completion and the date of final completion, shall receive and forward to the Owner for the Owner's review written warranties and related documents required by the Contract Documents and assembled by the Contractor, and shall issue a final Certificate for Payment upon compliance with the requirements of the Contract Documents.

2.5.14 The extent of the duties, responsibilities and limitations of authority of the Engineer as the Owner's representative during construction shall not be modified or extended without written consent of the Owner, and the Engineer.

2.5.15 The Engineer shall assist the Owner in rendering written decisions within a reasonable time on all claims, disputes or other matters in question by the Contractor relating to the execution or progress of the Work as provided in the Contract Documents.

## 2.6 PROJECT CLOSE OUT/POST CONSTRUCTION PHASE

2.6.1 The Engineer will verify and document, from the design phase to a minimum of one year after construction, that all building facility systems perform interactively in accordance with the design documents and design intent.

2.6.2 The Engineer shall submit, in addition to the Contractor's final Application for Payment, a Certificate of Final Completion, certifying that to the best of the Engineer's knowledge, information and belief, the Work is finally complete, the quality of the Work is in conformance with the Contract Documents, all required tests and inspections have been performed with acceptable results, and the Project is ready for occupancy by Owner for its intended use.

### ARTICLE 3

#### SERVICES BEYOND BASIC SERVICES

3.1 If the Owner and the Engineer agree that more extensive representation at the site than is described in paragraph 2.5.4 shall be provided, the Engineer shall provide one or more Project Representatives to assist the Engineer in carrying out such additional on-site responsibilities.

3.1.2 Such Project Representatives shall be selected, employed and directed by the Engineer, and the Engineer shall be compensated as mutually agreed between the Owner and the Engineer as set forth in 10.2.1.

3.1.3 Through the observations by such Project Representatives, the Engineer shall endeavor to provide further protection for the Owner against defects and deficiencies in the Work, but the furnishing of such project representation shall not modify the rights, responsibilities or obligations of the Engineer as described in Paragraph 2.5.

#### 3.2 ADDITIONAL SERVICES

The following Services are not included in Basic Services. They shall be provided if authorized or confirmed in writing by the Owner and they shall be paid for by the Owner as provided in paragraph 10.2.1, in addition to the compensation for Basic Services.

3.2.1 Design Services relative to Owner requested modifications to previously approved Schematic Design Documents shall be Additional Services. Compensation to the Engineer for such services shall be based on the fixed hourly rates as scheduled in Paragraph 10.2.

3.2.2 Preparation of record documents.

3.2.3 Preparation of Project renderings, models, etc.

## ARTICLE 4

### THE OWNER'S RESPONSIBILITIES

- 4.1 The Owner shall provide information regarding requirements for the Project including a conceptual program, which shall set forth the Owner's design objectives, constraints and criteria.
- 4.2 The Owner shall designate, when necessary, a representative authorized to act in the Owner's behalf with respect to the Project. The Owner or such authorized representative shall examine the documents submitted by the Engineer and shall render decisions pertaining to documents submitted by the Engineer promptly, to avoid unreasonable delay in the progress of the Engineer's services.
- 4.3 At the request of the Engineer the Owner shall furnish a legal description and a certified land survey of the site, giving, as applicable, grades and lines of streets, alleys, pavements, and adjoining property; rights-of-way, restrictions, easements, encroachments, zoning, deed restrictions, boundaries and contours of the site; locations, dimensions and necessary data pertaining to existing buildings, other improvements and trees; and available information concerning service and utility lines both public and private, above and below grade, including inverts and depths.
- 4.4 The Owner shall furnish the services of geotechnical Engineers or other consultants when such services are requested by the Engineer and agreed upon by Owner. Such services may include test borings, test pits, soil bearing values, percolation tests, air and water pollution tests, ground corrosion and resistivity tests, including necessary operations for determining subsoil, air and water conditions with reports and appropriate professional recommendations.
- 4.5 At the request of the Engineer the Owner shall furnish structural, mechanical, chemical and other laboratory tests, inspections and reports as required by applicable laws/regulations, or by the Contract Documents.
- 4.6 The Owner shall furnish all legal, accounting and insurance counseling services as may be necessary at any time for the Project, including such auditing services as the Owner may require to verify the Contractor's Applications for Payment or to ascertain how or for what purposes the Contractor uses the moneys paid by or on behalf of the Owner.
- 4.7 The services, information, surveys and reports required by Paragraphs 4.3 through 4.6 inclusive shall be furnished at the Owner's expense, and the Engineer shall be entitled to reasonably rely upon the accuracy and completeness thereof.
- 4.8 If the Owner or the Owner's representative observes or otherwise becomes aware of any fault or defect in the Project or nonconformance with the Contract Documents, prompt written notice thereof shall be given by the Owner or Owner's Representative to the Engineer.

4.9 The Owner shall furnish required information and services and shall render approvals and decisions as expeditiously as necessary for the orderly progress of the Engineer's services and of the Work.

4.10 The Owner shall make available to the Engineer's reproducible of all existing drawings and specifications if applicable. The Engineer must verify the accuracy of the existing drawings and specifications, including any dimensions.

## ARTICLE 5

### CONSTRUCTION COST

#### 5.1 DEFINITION

5.1.1 The Construction Cost shall be the total cost or estimated cost to the Owner of all elements of the Project designed or specified by the Engineer.

5.1.2 The Construction Cost shall include at current market rates, the cost of labor and materials furnished by the Owner and any equipment which has been designed, specified, selected or specially provided for by the Engineer, plus a reasonable allowance for overhead and profit for the Contractor. The Construction Cost shall also include contingencies for bidding, changes in the Work during construction, and other costs which are the responsibility of the Owner.

5.1.3 Unless so noted, the Construction Cost does not include the compensation of the Engineer and the Engineer's consultants, the cost of the land, rights-of-way, furniture, fixtures and/or equipment, any off-site improvements or any Engineer or construction management fees or expenses or other costs which are the responsibility of the Owner as provided in Article 4.

#### 5.2 RESPONSIBILITY FOR CONSTRUCTION COST

5.2.1 Evaluations of the Owner's Project budget, and Statement of Probable Construction Cost, prepared by the Engineer, represent the Engineer's best judgment as a design professional familiar with the construction industry. It is recognized, however, that neither the Engineer nor the Owner has control over the cost of labor, materials or equipment, over the Contractor's methods of determining bid prices, or over competitive bidding, market or negotiating conditions. Accordingly, the Engineer cannot and does not warrant or represent that bids or negotiated prices will not vary from the Project budget proposed, established or approved by the Owner, if any, or from any Statement of Probable Construction Cost or other cost estimate or evaluation prepared by the Engineer.

5.2.2 No fixed limit of Construction Cost shall be established as a condition of this Agreement by the furnishing, proposal or establishment of a Construction Cost budget under Subparagraph 2.1.7 or otherwise, unless such fixed limit has been agreed upon in writing and signed by the parties hereto. If such a fixed limit has been established, the Engineer shall be permitted to include contingencies for

bidding and price escalation, to determine what materials, equipment, component systems and types of construction are to be included in the Contract Documents, to make reasonable adjustments in the scope of the Project, if required, and to include in the Contract Documents alternate bids to adjust the Construction Cost to the fixed limit.

5.2.3 If the Bidding or Negotiation Phase has not commenced within six months after the Engineer submits the Construction Documents to the Owner, any Project budget or fixed limit of Construction Cost shall be adjusted to reflect any change in the general level of prices in the construction industry between the date of submission of the Construction Documents to the Owner and the date on which proposals are sought.

5.2.4 If a fixed limit of Construction Cost is exceeded by the lowest bonafide bid, the Owner shall:

- .1 give written approval of an increase in such fixed limit;
- .2 authorize rebidding of the Project within a reasonable time;
- .3 if the Project is abandoned, terminate in accordance with Paragraph 9.2, without payment of any amounts to the Engineer; or
- .4 cooperate in revising the Project scope and quality as required to reduce the Construction Cost.

5.2.5 If the Owner chooses to proceed under Paragraph 5.2.4.4, the Engineer, without additional charge, shall modify the Contract Documents as necessary to comply with the fixed limit, if established as a condition of this Agreement. The modification of Contract Documents shall be the limit of the Engineer's responsibility arising out of the establishment of a fixed limit.

## ARTICLE 6

### PAYMENTS TO THE ENGINEER

#### 6.1 PAYMENTS ON ACCOUNT OF BASIC SERVICES

6.1.1 Payments for Basic Services shall be made monthly upon presentation of the Engineer's statement of services and shall be in proportion to services performed within each Phase of services, on the basis set forth in Article 10.1.2 and subject to Article 6.1.2.

6.1.2 10% of the Engineer's Basic Compensation and compensation for additional services, if any, will be withheld until the Certificate of Final Completion is submitted. Final payment will be due to the Engineer when the Engineer issues the Certificate of Final Completion.

6.1.3 If and to the extent that the Contract Time initially established in the Contract Documents is exceeded or extended through no fault of the Engineer, compensation for any additional Engineering services required for such extended period of administration of the Project shall be computed as set forth in Paragraph 10.2.1 for Additional Services.



6.1.4 When compensation is based on a percentage of Construction Cost, and any portions of the Project are deleted or otherwise not constructed, compensation for such portions of the Project shall be payable to the extent services are performed on such portions, in accordance with the schedule set forth in Subparagraph 10.1.2, based on (1) the lowest bona fide bid or negotiated proposal or, (2) if no such bid or proposal is received, the most recent Statement of Probable Construction Cost for such portions of the Project.

## ARTICLE 7

### OWNERSHIP AND USE OF DOCUMENTS

7.1 The Engineer shall give and deliver to the Owner one (1) complete set of reproducible of all applicable work developed in the Engineer's office, including but not limited to Drawings, Specifications and other project related documents. These Drawings shall be corrected to show all revisions and changes to reflect as built conditions. All reproducible shall be in ink or an acceptable substitute on 3 mil mylar. Overlays will not be acceptable. All drawings and specifications for the Project shall become the property of the Owner upon Owner's payment to the Engineer of those portions of the Basic Compensation as are attributable to the Schematic Design Phase, Design Development Phase and Construction Documents Phase, as set forth in Article 10.1.2. The Engineer may not use this design for any other project without the written approval of the Owner.

## ARTICLE 8

### ARBITRATION

8.1 All claims, disputes and other matters in question between the parties hereto, arising out of or relating to this Agreement or the breach thereof, shall not be decided by arbitration.

## ARTICLE 9

### TERMINATION OR SUSPENSION OF AGREEMENT

9.1 Either party upon seven days' written notice may terminate this Agreement should the other party fail substantially to perform in accordance with its terms through no fault of the party initiating the termination.

9.2 This Agreement may be terminated by the Owner upon not less than seven days' written notice to the Engineer, at the Owner's sole discretion.

9.3 In the event of termination not the fault of the Engineer, the Engineer shall be compensated for all Basic and Additional Services performed up to termination date, together with Reimbursable Expenses then due and all Termination Expenses pursuant to Paragraph 9.4.

9.4 Termination Expenses include expenses actually incurred by the Engineer directly attributable to termination for which the Engineer is not otherwise compensated, plus an amount computed as a percentage of the total Basic and Additional Compensation earned to the time of termination, as follows:

- .1 15 percent of the total compensation for Basic and Additional Services to date if termination occurs during the Schematic Design Phase; or
- .2 10 percent of the total compensation for Basic and Additional Services to date if termination occurs during the Design Development Phase; or
- .3 5 percent of the total compensation for Basic and Additional Services to date if termination occurs during any subsequent phase.

9.5 In the event of termination caused in whole or in part by the fault of the Engineer, the Engineer shall not be entitled to any additional compensation other than for the completed phases as specified in 10.1.2.

## ARTICLE 10

### BASIS OF COMPENSATION

The Owner shall compensate the Engineer as follows:

#### 10.1 BASIC COMPENSATION

10.1.1 For Basic Services, as described in Article 2, Basic Compensation shall be computed as follows:

7% of the estimated construction cost of \$318,160 equals \$22,271 plus \$1,559 for reimbursable expense, plus survey charges of \$9,300 for a total contract amount of \$33,130.

10.1.2 Where compensation for multi-phased services is based on a stipulated sum or percentage of Construction Cost, the monthly progress payments for Basic Services in each phase shall be in proportion to services performed within each Phase of service, so that compensation for each Phase shall total the following percentages of the total Basic Compensation:

Schematic Design Phase:	( 15%)	\$ 3,341
Design Development Phase:	( 20%)	\$ 4,454
Construction Documents Phase:	( 40%)	\$ 8,908
Bidding or Negotiation Phase:	( 5%)	\$ 1,114

Construction Phase:	( 10%) \$ 2,227
Project Closeout Post Construction Phase:	<u>( 10%) \$ 2,227</u>
Total Basic Compensation:	(100%) \$22,271

## 10.2 COMPENSATION FOR ADDITIONAL SERVICES

10.2.1 For services beyond Basic Services, as described in Article 3, additional proposals will be required.

10.2.2 For Additional Services of consultants, including additional structural, mechanical and electrical Engineering services provided under paragraph 3.2.1 as part of Additional Services, a multiple of one and one-tenth (1.10) times the amounts billed to the Engineer for such services.

## 10.3 REIMBURSABLE EXPENSES

10.3.1 Reimbursable expenses (not to exceed 7% of the Basic Services Fee) are in addition to the compensation for Basic and Additional Services and include actual expenditures made by the Engineer and the Engineer's employees and consultants in the interest of the Project for the expenses listed in the following Subparagraphs.

10.3.1.1 Expense of transportation in connection with the Project; expenses in connection with authorized out-of-town travel; long distance communications; and fees paid for securing approval of authorities having jurisdiction over the Project.

10.3.1.2 Expense of reproductions, postage and handling of Drawings, Specifications and other documents, excluding reproductions for the office use of the Engineer and the Engineer's consultants.

10.3.1.3 If authorized in advance by the Owner, expense of overtime work requiring higher than regular rates.

10.3.1.4 Expense of renderings, models and mockups requested by the Owner.

10.3.2 Reimbursable Expenses, as described in Paragraph 10.3.1, will be paid by a multiple of one and one-tenth (1.10) times the expenses incurred by the Engineer, the Engineer's employees and consultants in the interest of the Project.

## 10.4 ADDITIONAL PROVISIONS

10.4.1 Payments are due and payable thirty (30) days from the date of the Engineer's invoice. If the invoice is not paid within thirty (30) days after the invoice date, it shall bear interest at the legal rate prevailing from time to time in Dallas County, Texas.

## 10.5 PROJECT SUSPENSION OR TERMINATION

10.5.1 If the Project is suspended or abandoned in whole or in part for more than three months, the Engineer shall be compensated for all services performed prior to receipt of written notice from the Owner of such suspension or abandonment, together with Reimbursable Expenses then due and all Termination Expenses as defined in Paragraph 9.4. If the Project is resumed after being suspended for more than three months, the Engineer's compensation shall be equitably adjusted to provide for expenses actually incurred by the Engineer in the interruption and resumption of business.

## ARTICLE 11

### INSURANCE

11.1 The Engineer shall purchase from and maintain in a company or companies lawfully authorized to do business in Texas, and acceptable to Owner, insurance of the type and in the amount deemed necessary by the Owner, as will protect the Engineer and the Owner from claims against loss or liability arising from injury, death, or damage to persons or property, resulting from the Engineer or any of his consultant's operations under this Agreement, or by anyone directly or indirectly employed by them or by anyone for which acts any of them may be liable. The Engineer will at a minimum procure the following types of insurance coverage in the amounts set forth hereinbelow. The insurance will be maintained until final completion of the Project, or longer as required and set forth herein.

- .1 Insurance coverage for claims under workers' or workmen's compensation, disability benefits and other similar employee benefit acts or statutes which are applicable to the work to be performed, in the limits required by the applicable statutes, and for claims for damages because of bodily injury, occupational sickness or disease or death of the Engineer's employees.
- .2 Comprehensive automobile liability to insure the Engineer for operations of all owned, hired and non-owned vehicles, with coverage of not less than the following limits:  

Bodily Injury:	<u>[\$1 million]</u> each person
	<u>[\$1 million]</u> each occurrence
Property Damage:	<u>[\$1 million]</u> each occurrence
- .3 Commercial Liability Insurance naming the Owner as an additional insured. This policy shall include coverage for contractual liability, for damage, other than to the Work itself, because of injury to or destruction of tangible property, including loss of use resulting therefrom, broad form property damage and personal injury, and product/completed operations, and shall have limits of not less than [\$2 million] per occurrence and [\$2 million] aggregate. Completed operations coverage shall be maintained in effect for not less than 1 year after the date of final completion of the Project in the amounts set forth above.

- .4 Professional Liability (Errors and Omissions) Insurance with a contractual coverage endorsement, with limits of not less than [\$2 million] per occurrence and [\$2 million] aggregate. The policy must be maintained in effect for not less than 1 year after the date of final completion of the Project in the amounts set forth above.

All deductibles on any policy of insurance to be purchased by the Engineer will be borne by the Engineer. The insurance policies obtained pursuant hereto shall be written so that the Owner will be notified by the Insurer of the cancellation or the restrictive amendment of the policy at least thirty (30) days prior to the date that the cancellation or restrictive amendment takes effect. The Engineer also agrees to notify Owner of any change in coverage of any insurance policy at least ten (10) days prior to the change in the policy. All such notices shall be sent to the Owner via certified mail. The Engineer will provide to the Owner a Certificate of Insurance indicating that the required insurance is in force prior to execution of this agreement. Each Certificate of Insurance shall set forth the type and amount of the insurance, the number of the policy, the date that coverage under the Policy begins, and the date that coverage expires. The Engineer shall provide to the owner copies of the certificate of insurance upon execution of this contract. The requiring of any and all insurance as set forth herein or elsewhere in this Agreement, is in addition to, and not in any way a substitution for, all other protection provided under the Agreement.

## ARTICLE 12

### INDEMNIFICATION

**12.1 To the fullest extent permitted by applicable law, the Engineer and its agents, partners, employees, and consultants agree to indemnify, protect, defend, and hold harmless the Owner, its affiliated entities, representatives, lenders, officers, directors, trustees, shareholders, partners, employees and agents, from and against all claims, damages, losses and expenses, including reasonable attorney's fees, arising out of, caused by, or resulting from the performance of services by the Engineer hereunder, or any part hereof, provided that any such claim, damage, loss or expense is attributable to bodily injury, personal injury, sickness, disease, or the death of any person, or to the injury or destruction of tangible personal property including the loss of use and consequential damages resulting therefrom, to the extent caused by any negligent act or omission of the Engineer, anyone directly or indirectly employed by it, or anyone for whose acts it may be liable, regardless of whether it is caused in part by a party indemnified hereunder. This indemnification provision is in addition and cumulative to any other right of indemnification or contribution which Owner may have at law, in equity, or otherwise, and shall survive the completion of the services provided by the Engineer hereunder.**

## ARTICLE 13

### ACCOUNTING RECORDS

13.1 Records of Reimbursable Expenses and expenses pertaining to Additional Services shall be kept on the basis of generally accepted accounting principles and shall be available to the Owner or the Owner's authorized representative at mutually convenient times.

## ARTICLE 14

### SUCCESSORS AND ASSIGNS

14.1 The Owner and the Engineer, respectively, bind themselves, their partners, successors, assigns and legal representatives to the other party to this Agreement and to the partners, successors, assigns and legal representatives of such other party with respect to all covenants of this Agreement. Neither the Owner nor the Engineer shall assign, sublet or transfer any interest in this Agreement without the written consent of the other.

## ARTICLE 15

### EXTENT OF AGREEMENT

15.1 This Agreement represents the entire and integrated agreement between the Owner and the Engineer and supersedes all prior negotiations, representations or agreements, either written or oral. This Agreement may be amended only by written instrument signed by both Owner and the Engineer.

## ARTICLE 16

### MISCELLANEOUS PROVISIONS

16.1 Unless otherwise specified, this Agreement shall be governed by the law of the State of Texas.

16.2 Unless otherwise defined herein, terms in this Agreement shall have the same meaning as those in the District's Construction Services Agreement, current as of the date of this Agreement. If a term is not defined in either this Agreement or the District's Construction Services Agreement, the term shall have the same meaning as defined in AIA Document A201, General Conditions of the Contract for Construction, current as of the date of this Agreement.

16.3 The Owner and the Engineer waive all rights against (1) each other and any of their agents, employees and invitees, each of the other, and (2) the contractor(s) selected to construct the Project and any of their subcontractors, agents, invitees and employees, for damages covered by insurance

obtained pursuant to this Agreement or any other insurance applicable to the Work. The Engineer shall require of its consultants, by appropriate agreements, written where legally required for validity, similar waivers each in favor of the other parties enumerated herein .

## ARTICLE 17

### OTHER CONDITIONS OR SERVICES

17.1 The Engineer's services do not include consulting services relative to the abatement of hazardous materials, including asbestos. With regard to new materials specified by the Engineer, it is understood that the Engineer is relying upon information supplied by others including manufacturers, suppliers, and government agencies with regard to the use of such specified materials.

"The Texas Board of Engineer Examiners, 5555 N. Lamar Blvd., Building II-117, Austin, Texas 78751, Phone: 512/458-1363, has jurisdiction over individuals licensed under the Engineers Registration Law, Article 249A, VTCS."

This Agreement entered into as of the day and the year first written above.

OWNER

ENGINEER

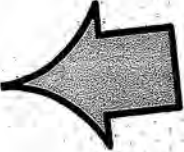
\_\_\_\_\_  
(Signature)



\_\_\_\_\_  
Dr. Wright Lassiter  
Chancellor

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
James P. Amick, P.E.  
Engineer Manager



DALLAS COUNTY COMMUNITY COLLEGE DISTRICT  
4343 N. Highway 67  
Mesquite, Texas 75150



INFORMATIVE REPORT NO. 35

Reducing Energy Usage by 5% Annually

During the Board's work session on February 2, 2010, Board Vice Chair Diana Flores asked for more information about a law concerning reducing energy usage by 5% annually.

Executive Vice Chancellor for Business Affairs Ed DesPlas had referred to HB 3693, passed by the Texas Legislature in May 2007, which begins as follows:

*AN ACT*

*Relating to energy demand, energy load, energy efficiency incentives, energy programs, and energy performance measures...*

*SECTION 1. Subchapter Z, Chapter 44, Education Code, is amended by adding Section 44.902 to read as follows:*

*Section 44.902. GOAL TO REDUCE CONSUMPTION OF ELECTRIC ENERGY. The board of trustees of a school district shall establish a goal to reduce the school district's annual electric consumption by five percent each state fiscal year for six years beginning September 1, 2007.*

The entire act is 44 pages and may be found on the Internet at

<http://www.legis.state.tx.us/tlodocs/80R/billtext/doc/HB03693F.doc>.

INFORMATIVE REPORT NO. 36

Award to Sherman Roofing Company (Bid No. 11695)

During the Board's regular business meeting on February 2, 2010, Trustee Williams asked to know cost per square foot for the roofing project associated with Bid No. 11695, which is \$14.96.

## INFORMATIVE REPORT NO. 37

### Request for Qualifications for Energy Performance Management Services

In the August 4, 2009, agenda for the Board's regular business meeting, Informative Report No. 77, RFQ #11540, there was notice of an award in the amount of \$15,000 to TAC Americas, Inc. for energy savings performance services, Phases 1 and 2.

There were seven respondents to RFQ #11540, which contained this overview of service:

The District is interested in contracting for a full range of sustainable energy and water services financed through a performance-based contract, guaranteed savings contract, or similar agreement that would be self-funding. These services are to reduce energy consumption associated with facilities operations and for services which do not reduce consumption per se but are aimed at reducing carbon emissions. The goal of this agreement is to identify cost savings measures that will offset the capital investment projects including those that do not provide a direct cost benefit. The response shall also include training of facility staff in measuring and verifying ongoing operational costs.

Criteria for evaluating respondents' qualifications were these (100 total possible points):

- 40 points – firm's technical qualifications and personnel experience
- 35 points – customer references and previous project track record
- 20 points – financial consideration to ensure "no risk" to the District
- 5 points – experience with local utility billing structures and processes.

Executive Vice Chancellor for Business Affairs Ed DesPlas presented a status report on this initiative at the Board's work session on February 2, 2010. (Since the contract was awarded, TAC Americas changed names; it is now known as Schneider Electric Buildings Americas, Inc.)

Mr. DesPlas and his staff subsequently consulted with officials from Texas A&M University about their experiences with a similar project. Chancellor Lassiter and Mr. DesPlas will bring a second status report about this initiative to the Board at the meeting on April 6, 2010.

## INFORMATIVE REPORT NO. 38

### Submission of Annual Racial Profiling Reports

In accordance with the state racial profiling law, each college police department of the District is required to submit an annual report to the Board of Trustees. These reports contain data that was gathered from stops made by campus police in their police vehicles. This data is categorized by ethnicity. El Centro College is exempt from the racial profiling law since the college does not make traffic stops.

Effective Date: March 2, 2010

### Policy Reminders

Board policies pertinent to evaluating a recommendation for approving racial profiling reports include:

*A College District police department shall compile and analyze the information contained in each report received by the department. Not later than March 1 of each year, each College District police department shall submit a report containing the information compiled during the previous calendar year, in accordance with Code of Criminal Procedure 2.134, to the governing body of each county or municipality served by the department in a manner approved by the department. CHA (LEGAL), SITE MANAGEMENT SECURITY: TRAFFIC AND PEDESTRAIN STOPS: REPORTS REQUIRED*

*A peace officer and a College District police department are exempt from the reporting requirements described above if:*

*During the calendar year preceding the date that the department's report is required to be submitted:*

*Each law enforcement motor vehicle regularly used by an officer employed by the department to make traffic and pedestrian stops is equipped with video camera and transmitter-activated equipment and each law enforcement motorcycle regularly used to make traffic and pedestrian stops is equipped with transmitter-activated equipment; and*

*Each traffic and pedestrian stop made by an officer employed by the agency that is capable of being recorded by video and audio or audio equipment, as appropriate, is recorded by using the equipment.*

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.

**Racial Profiling  
Annual Tier 1 Report**

Reporting Period: From: January 1, 2009  
To: December 31, 2009

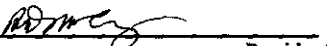
Brookhaven College

Disposition	Race or Ethnicity of Individual Detained						
	Asian / Pacific Islander	Black	Hispanic	White	Native American	Middle Eastern	Total
Arrested	0	21	6	5	0	1	33
Ticketed	13	40	29	92	0	3	177
* Searched	0	3	0	2	0	0	5
* Consented to Search	0	0	0	0	0	0	0

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I certify that the information provided in this report is true and correct.

  
Chief of Police

  
President

**Racial Profiling  
Annual Tier 1 Report**

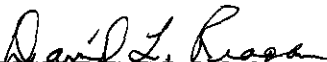
Reporting Period From: January 1, 2009  
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Brookhaven College

Disposition	Race or Ethnicity of Individual Detained Categorized by Student / Non-Student						
	Asian / Pacific Islander	Black	Hispanic	White	Native American	ME	Total
Arrested	0/0	5/16	2/4	2/3	0/0	1/0	10/23
Ticketed	13/0	38/2	29/0	91/1	0/0	3/0	174/3
* Searched	0/0	0/3	0/0	0/2	0/0	0/0	0/5
* Consented to Search	0/0	0/0	0/0	0/0	0/0	0/0	0/0

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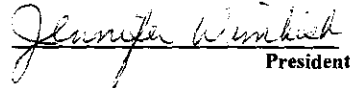
Cedar Valley College

Disposition	Race or Ethnicity of Individual Detained						
	Asian / Pacific Islander	Black	Hispanic	White	Native American	Other	Total
Arrested		6					6
Ticketed		126	6	45			177
* Searched							
* Consented to Search		6					6

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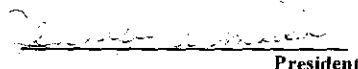
Cedar Valley College

Disposition	Race or Ethnicity of Individual Detained Categorized by Student / Non-Student						
	Asian / Pacific Islander	Black	Hispanic	White	Native American	Other	Total
Arrested	/	2/4	/	/	/	/	2/4
Ticketed	/	88/38	2/4	34/11	/	/	124/53
* Searched	/	/	/	/	/	/	/
* Consented to Search	/	2/4	/	/	/	/	2/4

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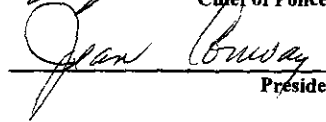
Reporting Period: From: January 1, 2009  
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Eastfield College

Disposition	Race or Ethnicity of Individual Detained						Total
	Asian / Pacific Islander	Black	Hispanic	White	Native American	Other	
Arrested	0	1	0	0	0	0	1
Ticketed	1	4	1	9	0	0	15
* Searched	0	2	0	4	0	0	6
* Consented to Search	1	0	0	1	0	0	2

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Annual Tier 1 Report**


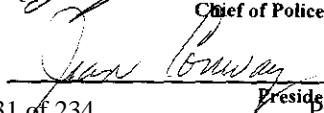
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Eastfield College

Disposition	Race or Ethnicity of Individual Detained Categorized by Student / Non-Student						Total
	Asian / Pacific Islander	Black	Hispanic	White	Native American	Other	
Arrested	0/0	1/0	0/0	0/0	0/0	0/0	1/0
Ticketed	0/1	3/1	1/0	7/2	0/0	0/0	11/4
* Searched	0/0	1/1	0/0	4/0	0/0	0/0	5/1
* Consented to Search	0/1/	0/0	0/0	1/0	0/0	0/0	1/1

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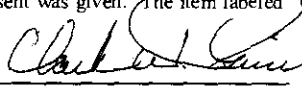
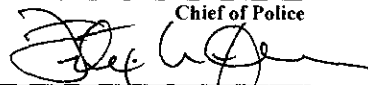
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Mountain View College

Disposition	Race or Ethnicity of Individual Detained						
	Asian / Pacific Islander	Black	Hispanic	White	Native American	Other	Total
Arrested	0	0	0	0	0	0	0
Ticketed	7	53	61	35	0	1	157
* Searched	0	0	0	0	0	0	0
* Consented to Search	0	0	0	0	0	0	0

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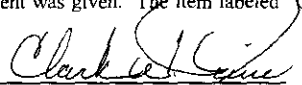
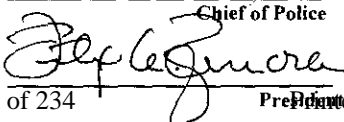
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Mountain View College

Disposition	Race or Ethnicity of Individual Detained Categorized by Student / Non-Student						
	Asian / Pacific Islander	Black	Hispanic	White	Native American	Other	Total
Arrested	0/0	0/0	0/0	0/0	0/0	0/0	0/0
Ticketed	7/0	41/12	42/19	28/7	0/0	0/1	118/39
* Searched	0/0	0/0	0/0	0/0	0/0	0/0	0/0
* Consented to Search	0/0	0/0	0/0	0/0	0/0	0/0	0/0

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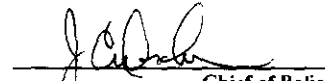
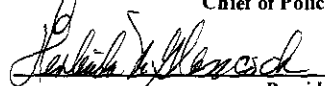
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**North Lake College**

Disposition	Race or Ethnicity of Individual Detained						
	Asian / Pacific Islander	Black	Hispanic	White	Native American	Other	Total
Arrested	0	14	7	9	0	0	30
Ticketed	25	110	65	228	0	12	440
* Searched	0	0	0	0	0	0	0
* Consented to Search	0	1	0	0	0	0	1

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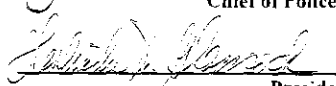
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**North Lake College**

Disposition	Race or Ethnicity of Individual Detained Categorized by Student / Non-Student						
	Asian / Pacific Islander	Black	Hispanic	White	Native American	Other	Total
Arrested	0/0	10/4	5/2	8/1	0/0	0/0	23/7
Ticketed	18/7	74/36	43/22	186/42	0/0	10/2	331/109
* Searched	0/0	0/0	0/0	0/0	0/0	0/0	0/0
* Consented to Search	0/0	0/1	0/0	0/0	0/0	0/0	0/0

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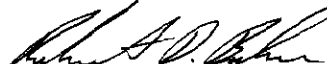
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Richland College

Disposition	Race or Ethnicity of Individual Detained						Total
	Asian / Pacific Islander	Black	Hispanic	White	Native American	Other	
Arrested	0	19	2	8	0	0	29
Ticketed	24	52	51	103	0	54	284
* Searched	0	22	7	3	0	0	32
* Consented to Search	0	8	5	2	0	0	15

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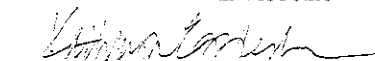
Richland College

Disposition	Race or Ethnicity of Individual Detained Categorized by Student / Non-Student						Total
	Asian / Pacific Islander	Black	Hispanic	White	Native American	Other	
Arrested	0/0	9/10	2/0	4/4	0/0	0/0	15/14
Ticketed	10/14	22/30	20/31	33/70	0/0	12/42	97/187
* Searched	0/0	12/10	2/5	2/1	0/0	0/0	16/16
* Consented to Search	0/0	4/4	1/4	0/2	0/0	0/0	5/10

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