



This Open Meeting of the Board of Trustees is authorized in accordance with the Texas Government Code, §§551.001 through 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of Board Relations. Per Texas Government Code §551.1282, this meeting is being broadcast over the Internet in the manner prescribed by Texas Government Code, §551.128. In accordance with Texas Government Code §551.127 one or more members of the Board of Trustees may participate in the meeting via videoconference in accordance with the provisions thereof.

**NOTICE OF A REGULAR MEETING OF THE BOARD OF TRUSTEES FOR
DALLAS COLLEGE AND RICHLAND COLLEGIATE HIGH SCHOOL
Tuesday, September 12, 2023 | 4:00 PM**

Administrative Office

1601 Botham Jean Blvd., Room #036, Dallas, Texas 75215

www.dallascollege.edu/boardmeetingslive

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. For any non-agenda topic introduced during this meeting, there are three (3) permissible responses: 1) to provide a factual answer to a question; 2) to cite specific Board Policy relevant to a topic; or 3) the topic may, at a later date, be placed on a Board Agenda for a subsequent meeting.

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

Regular Meeting Agenda

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| 2. Certification of Notice Posted for the Meeting | |
| 3. Pledges of Allegiance to U.S. and Texas Flags | |

4. Public Hearing on Proposed Tax Rate for Fiscal Year 2023-2024

5. Citizens Desiring to Address the Board

6. Special Presentations

6.1. 2023 Erin Tierney Kramp Scholars Recognition

6.2. 2023 Myers-LeCroy Scholars Recognition

7. Chancellor and Board Announcements

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

7.1. Announcements from the Chancellor

7.2. Announcements from the Board Chair and/or Trustees

8. Opportunity for Members of the Board and Chancellor to Declare Conflicts of Interest Specific to this Agenda

9. Consent Agenda

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

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12.1. Consultation with Attorney Regarding Legal Matters or Pending and/or Contemplated Litigation or Settlement Offers - Section 551.071

12.2. Personnel Matters Relating to Appointment, Employment,

Evaluation, Assignments, Duties, Discipline, or Dismissal of Officers or Employees - Section 551.074

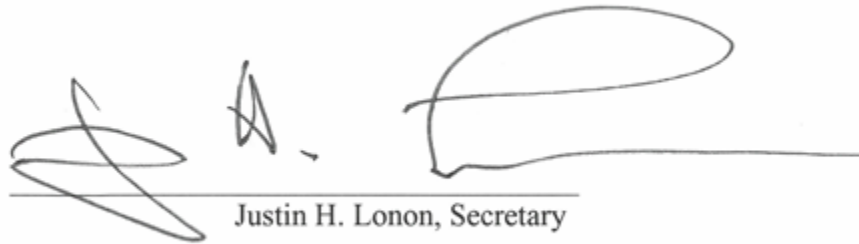
12.3. Deliberate Regarding Real Property Since Open Deliberation would have a Detrimental Effect Upon Negotiations with a Third Person - Section 551.072

12.4. Deliberate Regarding Security Devices or Security Audits Sections 551.076 and 551.089

13. Adjournment

CERTIFICATION OF NOTICE POSTED FOR THE SEPTEMBER 12, 2023 REGULAR MEETING OF DALLAS COLLEGE AND RICHLAND COLLEGIATE HIGH SCHOOL BOARD OF TRUSTEES

I, Justin H. Lonon, Secretary of the Board of Trustees of Dallas College, do certify that a copy of the notice for this meeting was posted on the 8th day of September 2023 in compliance with the applicable provisions of the Texas Open Meetings Act.



Justin H. Lonon, Secretary

CONSENT AGENDA NO. 9.1.a.

Approval of Regular Meeting Minutes for August 8, 2023

It is recommended that the Board approve the minutes of the August 8, 2023, Regular Board meeting.

A Regular meeting of the Board of Trustees of Dallas College was held Tuesday, August 8, 2023, beginning at 4:00 p.m. and was broadcasted via the streaming link: www.dallascollege.edu/boardmeetingslive. The meeting was convened by Chair Bravo.

Board Members and Officers Present

Mr. Cliff Boyd

Ms. Monica Lira Bravo (Chair)

Ms. Charletta Rogers Compton

Ms. Diana Flores

Dr. Catalina Garcia (Attended Virtually until 4:37pm)

Dr. Justin H. Lonon (Secretary and Chancellor)

Mr. Paul Mayer

Mr. Phil Ritter (Vice Chair)

Board Members Absent

Ms. Diana Flores

1. **Roll Call - Announcement of Quorum** confirmed by Chair Bravo.
2. **Certification of Notice Posted for the Meeting** confirmed by Dr. Lonon.
3. **Pledges of Allegiance to U.S. and Texas Flags** was recited by the Board.
4. **Public Hearing on Richland Collegiate High School Budget for FY2023-2024**
Chair Bravo opened the public hearing on the proposed Richland Collegiate High School budget for FY2023-24. There were no citizens to speak. Hearing was closed by Chair Bravo at 4:03 p.m.
5. **Public Hearing on Dallas College Budget for FY2023-2024**
Chair Bravo opened the public hearing on Dallas College Budget for FY2023-2024. There were no citizens to speak. Hearing was closed by Chair Bravo at 4:04 p.m.

6. Citizens Desiring to Address the Board

None.

7. Special Presentation: Skills USA Student Awards

Presenters: Shawnda Floyd, Greg Morris

Chancellor Lonon spoke about the work we do with Skills USA, a national non-profit recognized by the Department of Education and Labor that serves over 300,000 students and instructors annually through extra-curricular support, scholarships, conferences, and skills-based contests. Recently Dallas College had teams compete at the national level made up of 21 students and 8 faculty from our various academic schools. There were several award winners. He asked Dr. Floyd to come forward and speak about Skills USA.

Dr. Floyd recalled that at a previous board meeting a few months ago we had students who placed at the state level in Skills USA competition. She said we are pleased to have Dr. Gregg Morris come forward and introduce our students who have now placed at the national level.

Dr. Morris addressed the Board and recognized faculty who worked with or took students to the Skills USA competition. He also acknowledged the administrative team that made it possible, Dr. Boccalandro, Noeli Biggs, and Hannah Alfar. Dr. Morris introduced three students who spoke about their experiences competing in Skills USA: Salo Marins, Shana Albert, and Taryn Lockett.

Shana Albert spoke about her experience competing in the Skills USA competition, lessons learned, and people that helped her along the way. Shana also spoke about the confidence she gained as she achieved her goals and dreams while competing in the skills-based contests. She closed her remarks by acknowledging specific individuals and teammates who helped her succeed.

Salo Marins shared his experience with the Skills USA competition including the commitment, teamwork, and leadership skills that were necessary to accomplish their goals. He also shared comments and experiences of his teammates before closing and thanked those that invested in their futures.

Student Taryn Lockett addressed the Board and said, “the time is now”. He said this was the theme of the 2023 Skills USA Conference. Mr. Lockett thanked his advisors, teammates, and Dallas College for a great experience

at this year's conference. He described his involvement and experiences speaking in the Skills USA event and detailed the support he received throughout from those he worked with. He closed by thanking Dallas College and the Board.

Chancellor Lonon voiced his congratulations to Dr. Morris, his staff, and all the students that competed in the Skills USA competition. He asked those present to come forward for a picture with the Board members.

8. Chancellor and Board Announcements

8.1. Announcements from the Chancellor

Chancellor Lonon acknowledged the Board's attention as the budget was considered during that day's meetings. He also recognized the work of the finance team and leadership team helping to develop the budget.

Dr. Lonon thanked the students who were present today saying, it was a great way to kick off the semester.

He also reminded attendees of the upcoming Conference Day to kick off the academic year. He discussed the opportunities for professional development and that the day would be a student focused event.

He acknowledged that Covid numbers were increasing and asked that everyone be mindful of that as we returned this new academic year.

He thanked the I.T. team for some adjustments had to make to ensure that everyone could participate in our board meetings today, including the virtual audience.

He highlighted the conversation around House Bill 8 and the impact it will have as the College transitioned to outcomes-based funding.

Dr. Pyeper Wilkins will be retiring. Dr. Lonon highlighted some of the implementations that she was instrumental in leading Dallas College through during her career. He acknowledged that her position would be challenging to fill based upon her years of accomplishment. He invited Dr. Wikins to the podium.

Dr. Wilkins addressed the Board and spoke about her history in higher education and at Dallas College. She also acknowledged the great leadership teams she has worked with. She closed by thanking Dr. Lonon for his support.

8.2. Announcements from the Board Chair and/or Trustees
Chair Bravo made a few brief comments and thanked Dr. Wilkins for her service. Chair Bravo also recognized 13 employees who would be retiring, listing them by name and years of service.

8.2. Announcements from the Board Chair and/or Trustees

9. Opportunity for Members of the Board and Chancellor to Declare Conflicts of Interest Specific to this Agenda

None.

10. Consent Agenda

10.1. Meeting Minutes

Chair Bravo asked for a motion to approve Consent agenda items 10.1, 10.2, 10.3, and 10.4.

Trustee Mayer moved to approve Consent agenda items 10.1, 10.2, 10.3, and 10.4.

Trustee Garcia seconded the motion.

The Consent agenda passed by majority vote at 4:29 p.m. with no abstentions.

- a. Approval of Regular Meeting Minutes for June 6, 2023
- b. Approval of the Work Session Meeting Minutes for June 27, 2023
- c. Approval of the Special Meeting Minutes for June 27, 2023
- d. Approval of the Work Session Meeting Minutes for June 28, 2023

10.2. Finance Items

- a. Approval of Fifth Amendment to Lease Agreement with Best Café' Enterprises, LLC
- b. Approval of Electrical Easement and Right of Way Agreement to ONCOR Electric Delivery Company, LLC to the Early College Center at Brookhaven Campus
- c. Adoption of Resolution Reflecting Review of Investment Policy
- d. Approval of 2023-2024 Brokers-Dealers List

10.3. Policy Items

- a. Approval of Amendment to Policy Concerning Investments - CAK (LOCAL)
- 10.4. Richland Collegiate High School Items
 - a. Approval of Richland Collegiate High School 2023-2024 Texas Essential Knowledge and Skills (TEKS) Certification Form
 - b. Approval of Richland Collegiate High School 2023-2024 Student Handbook

11. Individual Items

Chair Bravo asked for a motion to approve individual items 11.1 a. Trustee Compton moved to approve individual item 11.1a. Trustee Garcia seconded the motion. Individual item 11.1a passed by majority vote at 4:30 p.m. with no abstentions.

Chair Bravo asked for a motion to approve individual item 11.1b. Trustee Compton moved to approve individual item 11.1b. Trustee Garcia seconded the motion. Individual item 11.1b passed by majority vote at 4:30 p.m. with no abstentions.

Chair Bravo stated that in reference to item 11.1c Trustee Ritter has asked that he be permitted to recuse himself from the consideration of a single item in the budget to avoid the appearance of a conflict of interest.

General Counsel Robert Wendland clarified the procedure for the Board saying the action for item 11.1c will be two motions. One to approve 11.1c, the fiscal year budget for 2023-24 with the exception of a single line item related to Greenlight Credentials LLC. Then there would be a second motion to consider that single line item related to Greenlight Credentials, LLC.

Trustee Mayer moved to approve individual items 11.1c with the exception of the item related to Greenlight LLC. Trustee Boyd seconded the motion. Individual items 11.1c excluding the single line item related to Greenlight Credentials LLC passed by majority vote at 4:32 p.m. with no abstentions.

Trustee Mayer moved to approve 11.1c single line item related to Greenlight Credentials LLC. Trustee Boyd seconded the motion.

Individual item 11.1c single line item related to Greenlight LLC passed by majority vote at 4:33 p.m. with one abstention.

Chair Bravo stated we are now moving to item 11.1d, the tax rate. Trustee Compton read a statement detailing the Dallas County Appraisal District certified taxable values for the 2023 tax year, fiscal year 2024. The statement also set a date of August 8, 2023, for the Board to propose a specific M&O tax rate.

Trustee Compton moved to propose the M&O ad valorem rate of .090261 per one hundred dollars of valuation for the 2023 tax year to be adopted at the September 12, 2023, Regular Board of Trustees meeting after the closing of the public hearing held immediately prior. If adopted as proposed, the total ad valorem tax rate for Dallas College will be 0.110028 per one hundred dollars of valuation.

Trustee Garcia seconded the motion.

Chair Bravo announced a roll-call vote would now be called and explained their voting options. She also noted that Trustee Flores was absent.

Trustee Boyd voted “for.” Trustee Mayer voted “for.” Chair Bravo voted “for.”

Vice Chair Ritter voted “for.” Trustee Garcia voted “for.”

Trustee Compton voted “for.”

Motion to adopt individual item 11.1d at the September 12 Regular Board of Trustees meeting passed by majority vote at 4:37 p.m.

11.1. Finance items

- a. Approval of Revised Budget for Richland Collegiate High School (RCHS) for 2022-2023
- b. Adoption of Budget for Richland Collegiate High School (RCHS) for 2023-2024
- c. Adoption of Resolution Approving the Dallas College Budget FY2023-2024
- d. Approval of Date to Adopt Ad Valorem Tax Rate

12. Policy Items - First Reading

Chief Human Resources Officer Louis Burrell addressed the Board to give details of the two policy changes encompassed in items 12.1 and 12.2.

Chair Bravo said these items would be on next month’s agenda for second reading and approval and to reach out to the Chancellor or Burrell if you have any questions between now and then.

- 12.1. Approval of Amendment to Policies Concerning Compensation and Benefits – DEA (LOCAL)
- 12.2. Approval of Amendment to Policies Concerning Expense Reimbursement – DEE (LOCAL)

13. Informative Reports

No comments were made on the informative reports.

- 13.1. Committee Reports
 - a. Audit Committee Notes for June 6, 2023
 - b. Education Workforce Committee Notes for June 6, 2023
 - c. Finance Committee Notes for June 6, 2023
- 13.2. Current Funds Operating Budget Report (June 2023)
- 13.3. Monthly Change Order Summary (May 2023)
- 13.4. Monthly Change Order Summary (June 2023)
- 13.5. Dallas College Foundation Report (June 2023)
- 13.6. Notice of Grant Awards (July 2023)
- 13.7. Notice of Grant Awards (August 2023)
- 13.8. Dallas College Human Capital New Hire/New Position Report (May 13, 2023 - July 12, 2023)
- 13.9. Workforce & Advancement Ascend Institute Report (June 2023)
- 13.10. 3rd Quarter Facilities Improvement Plan
- 13.11. 3rd Quarter Investment Transactions
- 13.12. 3rd Quarter Budget Book Vendor Summary
- 13.13. 3rd Quarter Bond Program Status Report (July 2023)
- 13.14. Public Funds Investment Act (PFIA) Changes and Amendments Report

11. Executive Session

No executive session was called.

12. Adjournment

Chair Bravo adjourned at 4:40 p.m.

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

FINANCE ITEM NO. 9.2.a.

Approval of Dallas County Hospital District dba Parkland Health Ground
Lease Agreement with Dallas College

The Chancellor recommends authorization be given to approve a 35-year lease agreement with Parkland Health for ±4.01 acres of land at the Dallas College, Richland Campus. Parkland Health intends to build (and fully fund) a clinic containing approximately 30,000 square feet (see preliminary rendering). The land lease will be \$1,000 per year. This initiative is a reflection of a Dallas College priority to address healthcare needs in surrounding communities and leverage our assets to achieve strategic priorities.

Purpose

Parkland Health is leasing land from Dallas College to build a clinic at our Richland Campus. The clinic will offer the following medical services: podiatry, optometry, behavior health, geriatrics, vaccines, women's and infant specialties, and pediatrics.

Background

One of the strategic priorities for Dallas College is to leverage College facilities, land, technology, programs, partnerships, and other capabilities to strengthen and build our communities and workforce, now and for the future. This initiative will provide community members with direct access to world-class healthcare. This clinic may also provide future employment opportunities for our students enrolled in healthcare related disciplines.

We envision the benefit from this lease will:

- Serve economically disadvantaged populations by providing direct access to community resources
- Expand external partnerships
- Help to ensure Dallas College's active role in the future of the region's economy, educational achievement, and community development

Funding Source

N/A

Resource Contact

John Robertson, Chief Financial Officer



Parkland

HATCHER WALKER

Kimley-Horn

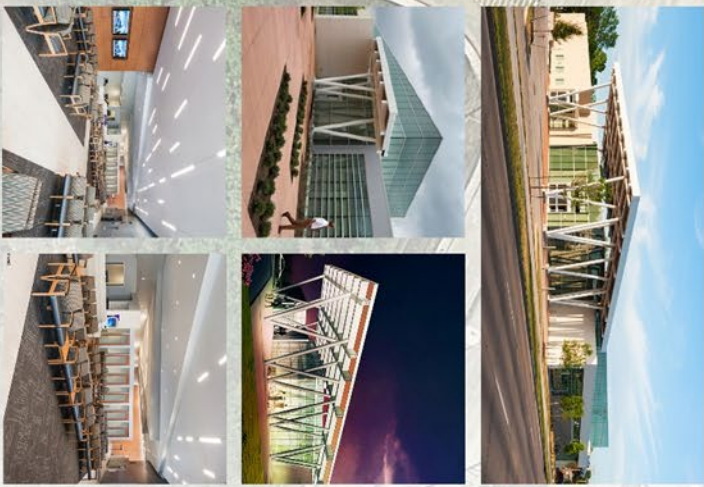


PROPOSED CONCEPTUAL SITE PLAN

VICKERS CLINIC

HATCHER STATION COMMUNITY CLINIC

EXAMPLE PROJECT SHOWN



POLICY ITEM NO. 9.3.a.

Approval of Amendment to Policies Concerning Compensation and Benefits –
DEA (LOCAL)

The Chancellor recommends the following revisions to local policy relating to the provision of employee compensation.

Effective Date

Upon Board Approval

LOCAL POLICY

EXPLANATORY NOTES

DEA –
Compensation Plan

To align DEA (LOCAL) with the delegation of hiring authority provided in BAA, proposed revisions would delegate to the Chancellor authority for approval of compensation, including salary schedules, wages, and other compensation benefits.

DEA – Incentive
Compensation

Revisions to policy would authorize the Board to approve funds to establish an incentive plan pool from which incentive compensation awards may be awarded to eligible, qualified College District employees – faculty, staff, and administrators. Revisions would also authorize the Chancellor to establish a schedule and regulations for administration of an Incentive Compensation Plan for staff and administrators that links to the strategic initiatives of Dallas College and incentivizes and recognizes high performance. In addition, proposed revisions would make clear that the faculty Performance Pay Incentive Program is separate from but related to the incentive compensation plan for staff and administrators.

COMPENSATION AND BENEFITS
SALARIES AND WAGES

DEA
(LOCAL)

Authority Compensation Plan

~~The Board is the ultimate authority for approving salary schedules, salaries, wages, and other compensation for College District employees and other individuals who serve the College District unless that authority is delegated elsewhere in this policy. The Board also reserves the right to make final decisions in all matters related to salaries and placement of employees on compensation schedules.~~ Consistent with the delegation of authority provided in BAA(LOCAL) and elsewhere in College District policy, the Board delegates to the Chancellor the authority to approve salary schedules, wages, and other compensation and benefits (collectively, "Compensation Plan") for College District employees, save and except the salary, wages and compensation of the Chancellor, which shall be determined by the Board in connection with approval of the Chancellor's contract of employment or amendment thereto. In addition, and as established elsewhere in College District policy, the Chancellor is authorized to monitor and adjust, as part of the Compensation Plan, in amount, as may be reasonably necessary, market disparity stipends, bilingual stipends, reimbursement of relocation expenses, and other such employee recruitment and retention tools and benefits as may be necessary to attract and retain a highly qualified workforce.

In establishing the Compensation Plan for College District employees, the Chancellor or designee shall review market comparison studies and other data to ensure that the College District remains competitive with similarly situated employers and attracts and retains a highly qualified workforce, within the bounds of available resources.

Incentive Compensation

Recognizing that College District employees should have the opportunity to earn incentive compensation for their progress toward satisfaction of established goals and objectives that support the success and mission of the College District, the Board shall annually approve, as part of the budget approval process and provided there are sufficient available resources, an amount of money recommended by the Chancellor or designee to create an incentive plan pool from which incentive awards may be made to eligible, qualified employees.

Staff and Administrators

Eligibility for incentive compensation for staff and administrators shall be based upon the employee's performance toward goals and

**Performance Pay
Incentive Program
Faculty**

objectives, as determined by the employee and approved by the Chancellor or designee, that contribute to the mission and priorities of the College District and are consistent with the goals and objectives established for the Chancellor for that fiscal year. The Chancellor shall promulgate a schedule and regulations for administration of an "Incentive Compensation Plan" for staff and administrators.

The College District shall provide incentive compensation for faculty under the (PPI) "Performance Pay Incentive" program. Guidelines for the ~~performance pay incentive (PPI)~~ administration of the PPI program are as follows:

1. Faculty members who are rated "effective" and have served at least three years in a full-time faculty position are eligible to participate in the PPI program, when offered.
2. The Chancellor shall promulgate regulations to implement this program built on individual improvements leading to:
 - a. Measurable student success.
 - b. External awards on other recognition specific to the teaching discipline.
 - c. Extraordinary student or community engagement leading to improved programming, outreach of other innovation of critical importance to the Dallas area, its citizens, and the College District.
- ~~3. The amount available for the award pool shall be considered annually by the Board upon recommendation of the Chancellor.~~
- 4.3. The amount earned shall be added to "base" in September following completion of the project and before other salary increases are applied.
- 5.4. Salary range maximums cannot be exceeded by virtue of a performance pay incentive.

POLICY ITEM NO. 9.3.b.

Approval of Amendment to Policies Concerning Expense Reimbursement – DEE
(LOCAL)

The Chancellor recommends the following revisions to local policy relating to business expense reimbursement.

Effective Date

Upon Board Approval

LOCAL POLICY

EXPLANATORY NOTES

DEE –Expense
Reimbursement

Revisions to policy would add a relocation allowance to the business expenses eligible for reimbursement.

COMPENSATION AND BENEFITS
EXPENSE REIMBURSEMENT

DEE
(LOCAL)

The College District will pay certain employee business ~~and travel~~ expenses incurred for the benefit of and in the course of employment by the College District. Such expenses are as follows:

1. Monthly allowance. The Board may authorize the payment of a fixed monthly allowance to certain persons whose administrative duties routinely require the incurring of business and travel expense in the conduct of College District affairs. Travel expense compensated by this allowance shall normally relate to the use of the employee's own car for travel within the College District.
2. Mileage reimbursement and authorized expenses. Personnel who do not receive a monthly travel allowance and whose duties require travel by private automobile may be reimbursed for actual miles traveled on College District business and authorized expenses. Travel must have prior administrative approval. The mileage reimbursement rate shall be the Internal Revenue Service approved rate (rounded to the nearest penny).
3. Out-of-county travel. Special trips on College District business or to attend conferences in the interest of the College District and its students may be authorized by the Chancellor or designee. For such travel, employees will be reimbursed for eligible actual expenses incurred for transportation, costs of lodging and meals, and such miscellaneous expenses as streetcar, ferry, taxi, parking charges, bridge and road tolls, conference registration fees, and telephone calls made on College District business.
4. Relocation allowance. The College may pay a relocation allowance, in the form of reimbursement, to eligible full-time employees for reasonable expenses incurred in connection with necessary relocation to the Dallas-Fort Worth Metropolitan area for employment with the College District. Any such payment shall be made in accordance with College District policies and procedures and applicable laws and regulations, including, without limitation, those regulations issued by the Internal Revenue Service (IRS)

The Chancellor shall promulgate procedures for reimbursement of business expenses.

~~3.~~

~~Procedures for travel expense reimbursement are located in the Business Office Procedures Manual (BPM). In accordance with the procedures, the~~The College District may reimburse an employee

**Travel
Reimbursement
Procedures**

COMPENSATION AND BENEFITS
EXPENSE REIMBURSEMENT

DEE
(LOCAL)

for travel expenses after the expense is incurred or may pay the expenses in advance (including a per diem amount). To receive an advance, the College District requires an approved travel request and signed promissory note [or equivalent](#). Receipts must be presented to verify travel and other business expenses or obtain reimbursement for major expense items (e.g., transportation by common carrier and lodging) in accordance with the reconciliation schedule outlined in the BPM.

Unused or unverified cash advances for travel or other [related](#) business expenses must be returned to the College District within 30 days of the completed travel or expenditure. Employees who fail to return unused cash advances and/or to verify expenses within the allotted period will be subject to payroll deductions for the amount not returned or unverified at the next available payroll cycle. The College District shall not advance additional funds to employees with outstanding advances until all outstanding advances are reconciled.

[Procedures for travel expense reimbursement are located in the Business Office Procedures Manual \(BPM\).](#)

Chancellor's Travel

The Chancellor is authorized to travel and incur reasonable travel expenses in the performance of his or her duties for the College District without prior approval by the Board. The College District shall reimburse the Chancellor for travel and related expenses based upon this policy.

RESOLUTION NO. 9.4.a.

Adoption of Amendment to Resolution Authorizing Agreement for the
Dallas College Autonomous Vehicle Initiative

The Chancellor recommends that the Board of Trustees of Dallas College adopt the attached resolution amending the prior resolution authorizing the Non-Construction Advanced Funding Agreement for phase 1 of the Dallas College Autonomous Initiative, a Transportation Improvement Program funded by the Federal Highway Administration Surface Transportation Block Grant Program. The amendments to the resolution make clear the financial responsibilities of the College under agreement.

Effective Date

Upon Board Approval

DALLAS COLLEGE
RESOLUTION AMENDING THE RESOLUTION AUTHORIZING
AGREEMENT FOR THE DALLAS COLLEGE AUTONOMOUS INITIATIVE

WHEREAS, on February 9, 2023, the Board of Trustees of Dallas College approved a resolution authorizing an agreement by and between the State of Texas, acting by and through the Texas Department of Transportation (TXDOT), and Dallas College, a subrecipient of Surface Transportation Block Grant (STBG) program funds, for the purpose of supporting the 2023-2026 Transportation Improvement Program (TIP) project – Dallas College Autonomous Initiative.

WHEREAS, this Board desires to include in the resolution, not only the fiduciary responsibilities of the College, but also its financial responsibilities.

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

That the Board does hereby amend its prior Resolution Authorizing Agreement for the Dallas College Autonomous Initiative (the “Resolution”) to include the financial responsibilities of Dallas College as a party to the Agreement and subrecipient of STBG funds. A copy of the amended Resolution as adopted by this Board is attached and made a part of this resolution for all purposes.

DALLAS COLLEGE

By: _____
Monica Lira Bravo, Chair
Board of Trustees

ATTEST:

By: _____
Justin H. Lonon, Secretary
Board of Trustees

Adopted
September 12, 2023

RESOLUTION AUTHORIZING AGREEMENT FOR THE DALLAS COLLEGE AUTONOMOUS INITIATIVE

WHEREAS, the Federal Highway Administration (FHWA) Surface Transportation Block Grant (STBG) program provides flexible funding that may be used by States and localities for transportation improvements;

WHEREAS, the FHWA has awarded STBG funding to the Texas Department of Transportation (TXDOT) to fund projects that contribute to improved surface ground mobility in the Texas transportation system (“STBG Funds”);

WHEREAS, the North Central Texas Council of Governments (NCTCOG), a Texas political subdivision and non-profit corporation, in cooperation with TXDOT, local governments and transportation authorities, has developed the 2023-2026 Transportation Improvement Program (TIP), a staged, multi-year program of regional transportation projects within the Dallas Fort Worth (DFW) area, approved for funding by federal state, and local sources, including STBG funded projects;

WHEREAS, NCTCOG and the Regional Transportation Council (RTC), the regional transportation policy body associated with NCTCOG, serve as the Metropolitan Planning Organization (MPO) for the DFW, which is charged with planning and implementation of the regional transportation system, including the development of a transportation plan, selection of projects that realize the goal of the plan through the TIP, and ensuring the plan goals and recommendations are achieved;

WHEREAS, Dallas College, a Texas political subdivision of higher education, through its Workforce and Advancement Division, has as its mission promoting prosperity and economic disparity through programs, services and relationships that align with identified needs of business, industry, and community;

WHEREAS, the MPO, having recognized Dallas College’s history of engaging with industry partners and educational institutions that are pioneering educational programing in the transportation technology/autonomous industry, has identified and selected the Dallas College Autonomous Initiative, a series of projects designed to implement and support workforce development in the area of autonomous operation and maintenance, as a strategic TIP project to be funded by STBG Funds;

WHEREAS, TXDOT, on the recommendation of the MPO, wishes to engage Dallas College as a subrecipient of STBG Funds to support the TIP project – Dallas College Autonomous Initiative, with the goal of enhancing mobility and traffic safety by leveraging people and goods movement

through autonomous services in the southern Dallas area and preparing tomorrow's transportation workforce; NOW THEREFORE,

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF DALLAS COLLEGE:

Section 1. That Dallas College is authorized to receive STBG Funds (\$4.74 million) and associated match from Dallas College (\$810,000) to support the Dallas College Autonomous Initiative

Section 2. That these funds are programmed for and shall be disbursed in multiple phases, with Phase 1, Workforce Development (\$1.5 million), beginning Spring 2023; and phase 2, Autonomous Deployment (\$4.05 million (including match)), beginning Spring 2024; each of which shall be memorialized by agreement and a resolution of the Dallas College Board of Trustees.

Section 3. That the "Non-Construction Advanced Funding Agreement for a Surface Transportation Block Grant Project" (the "Agreement-Phase 1"), attached hereto, describes and sets forth the scope of work for phase 1 of the Dallas College Autonomous Initiative, Workforce Development.

Section 4. That pursuant to that Agreement Dallas College will be responsible for any project cost overruns in excess of the allotted STBG Funds, \$1.5 million, as is required by the terms of the Agreement.

Section 5. That the Chancellor or a designee is authorized to enter into the Agreement-Phase 1 with TXDOT for the purpose of executing the project identified therein;

Section 6. That the Dallas College Board of Trustees accepts the fiduciary responsibility to administer, with the allotted STBG Funds, \$1.5 million, the planning and programming required for the project identified in the Agreement-Phase 1.

Section 7. That the Chancellor or designee is authorized to enter into agreements with other partners to carry out the project identified in the Agreement-Phase 1.

Section 8. That this resolution is effective upon adoption by the Board of Trustees of Dallas College and that this resolution shall be signed by the Chair of the Board of Trustees

DALLAS COLLEGE

By: _____
Monica Lira Bravo,
Chair, Board of Trustees

ATTEST:

By: _____
Justin H. Lonon
Secretary, Board of Trustees

Adopted
September 12, 2023

FINANCIAL ITEM NO. 10.1.a.

Approval of Resolution Levying the Ad Valorem Tax Rate for Tax Year 2023

The Chancellor recommends that the Board of Trustees adopt the attached resolution establishing the Ad Valorem tax rate of \$0.110028 per \$100 valuation for tax year 2023.

The proposed Maintenance and Operation (M&O) rate to support the 2023-2024 budget of \$0.090261 per \$100 assessed valuation will result in the setting of a tax rate that exceeds the No-New Revenue M&O rate of \$0.083576 per \$100 assessed valuation but is less than the Voter-Approval M&O rate of \$0.090262 per \$100 assessed valuation. Revenue generated by the M&O component of the tax rate supports the line item "Taxes for Current Operations" in the unrestricted fund.

The Interest and Sinking (I&S) rate is \$0.019767 per \$100 of assessed valuation and is based on the debt payment requirements and projected collection rate as seen in the debt service fund budget for 2023-2024, the line item "General Obligation Bonds" and "Maintenance Tax Notes"; this rate is lower than the 2022-2023 I&S rate of \$0.019861.

The average taxable value of a residence homestead in 2023 tax year is \$291,847 compared to \$268,485 for 2022. The Administration estimates that the levy on an average home value will be \$321.11 representing a monthly increase of \$0.83 and an annual increase of \$9.94.

Provided the Board approves each component, the College's tax rate for 2023 will be \$0.110028 (\$0.090261 for M&O plus \$0.019767 for I&S), which is greater than the No-New Revenue Tax Rate of \$0.099353 and lower than the Voter-Approval Tax Rate of \$0.110029.

As required by law, all required notices were published in the newspaper of largest circulation and on the Dallas College website.

Resource Contact

John Robertson, Chief Financial Officer

**RESOLUTION AND ORDER OF THE BOARD OF TRUSTEES
OF DALLAS COLLEGE SETTING THE 2021 TAX RATE**

WHEREAS, at its meeting of August 8, 2023, the Board of Trustees of Dallas College voted to propose a tax rate for 2023 and to follow the procedure for the adoption thereof; and

WHEREAS the Board of Trustees held a public hearing on the proposed tax rate for 2023 on September 12, 2023; and

WHEREAS, the Board of Trustees has complied with all the procedural requirements for the setting of the 2023 ad valorem tax rate as specified by the Texas Tax Code and Texas Education Code:

NOW, THEREFORE, BE IT RESOLVED, on this date, we the Board of Trustees of Dallas College, hereby levy or set the tax rate on \$100 valuation for the College for the Tax Year 2023 at a total tax rate of \$0.110028, to be assessed and collected by the duly specified assessor and collector as follows:

\$0.090261 for the purpose of maintenance and operations, and

\$0.019767 for the purpose of payment of principal and interest on debts.

Such taxes are to be assessed and collected by the tax officials designated by Dallas College.

THIS TAX RATE WILL RAISE MORE TAXES FOR THE MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE.

THE TAX RATE WILL EFFECTIVELY BE RAISED BY 10.7% OF THE TOTAL PROPOSED RATE OVER THE TOTAL NO-NEW REVENUE TAX RATE AND WILL RAISE TAXES FOR MAINTENANCE & OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY -\$5.78.

ADOPTED this the 12th day of September 2023, by the Board of Trustees of Dallas College.

Monica Lira Bravo, Chair
Board of Trustees

Justin H. Lonon, Secretary
Board of Trustees

COMMITTEE REPORT NO. 11.1.a.

Governance Committee Notes for June 6, 2023

The Governance Committee Meeting of the Board of Trustees of Dallas College was held Tuesday, June 6, 2023, beginning at 1:56p.m. at the administrative office in room 036 and was broadcasted via the streaming link <https://dccc.dnew.swagit.com/events/17393>. This meeting was convened by Committee Chair Compton.

Board Members and Officers Present

- * Mr. Cliff Boyd
- * Mrs. Monica Lira Bravo
- * Ms. Charletta Rogers Compton (Committee Chair)
Ms. Diana Flores
Dr. Catalina E. Garcia
Dr. Justin H. Lonon (secretary and Chancellor)
Mr. Paul Mayer
Mr. Philip J. Ritter

* *Denotes a committee member*

Members Absent

None.

1. **Roll Call - Announcement of a Quorum** confirmed by Committee Chair Compton
2. **Certification of Notice Posted for the Meeting** confirmed by Dr. Lonon.
3. **Citizens Desiring to Address the Board**
None.
4. **Committee Presentations**
 - 4.1. Key Performance Indicators (KPI) Quarterly update, Goal #4
Presenters: Brad Williams, Tiska Thomas, Pamela Lockett, Jim Parker, Scott Wright, Lenora Reece

Dr. Lonon explained that the purpose of the presentation was to uphold the quarterly commitment of goal discussion with a deeper dive into Strategic Goal 4 - Institutional Effectiveness. He shared that due to the collaborative nature of this goal, there would be several leaders presenting information. He shared his appreciation of the work that the leadership team completed and their ongoing commitment to institutional effectiveness.

Dr. Williams thanked Chair Compton, Dr. Lonon and the team that had been working in this space. He gave an overview of the Key Performance Indicators (KPIs) focusing on Strategic Goal #4. The past year has been spent gathering baseline data. Since the data served as a baseline, he noted that the theme was to review, reflect and respond as the KPIs were a living document.

Tiska Thomas presented KPI 4.1.1 “Maintain cash reserves according to policy”. She explained the two key drivers were maintaining two months of general operating revenues to ensure continuity of business in the event of an economic downturn or an emergency catastrophic loss and to maintain a favorable credit rating for debt financing. She noted that Dallas College has maintained a triple A credit rating.

She continued by explaining the diversified investment portfolio which includes liquidity and investment pools.

Trustee Flores asked who was responsible for maintaining the portfolio. Ms. Thomas stated that we have an internal treasury department that is responsible for measuring and monitoring.

Trustee Compton questioned if changes had been made to the maximum allowable since February 2023 on the chart on 4.1.2. Ms. Thomas explained that changes may have been made based upon the market and rates of return.

Ms. Thomas also explained 4.1.3 – Maintain Composite Financial Index (CFI). She highlighted that Dallas College is outperforming the state aggregate of 4.9 with a 5.9 index.

Dr. Pamela Luckett discussed digital engagement and results from a survey given to the student population. There was an 82% positive rating of students who confirmed that they had the adequate hardware and software to continue their education. There was a 75% rating among employees who stated that they had adequate hardware and software to facilitate their work. Dr. Luckett also discussed the ease of use of SharePoint and her desire for continued collaboration with Marketing for increased ease of use and more tools for better functionality.

Trustee Flores asked Dr. Luckett to verify the number of applications in use by Dallas College. She responded that at this time there are approximately 25, but that number would be reduced as the college continues to streamline processes and upgrade systems.

Dr. Luckett explained how they were looking at the duplication applications and/or systems. She felt that her report next year would exhibit great changes with the implementation of Workday, especially as her goal would be to maximize its use and sunsetting many applications.

Jim Parker discussed the investment in IT with the replacement of systems and collapsing the technology stack (applications). This includes hardware. The transition helps move to cloud storage rather than local storage. While there would be a cost at the beginning to make this project come to fruition, in a few years, the cost would level out and become predictable.

Trustee Flores requested that Mr. Parker provide the board with the lifecycle of each classroom. He will provide that information in a report at a later date.

Scott Wright introduced KPI 4.3.1 – Leverage the Facility Condition Index (FCI) and explained the FCI calculation. He explained that since there were buildings being erected across the organization, the numbers are ever changing. Wright also elaborated on the chart, highlighting that almost all of our buildings are in excellent or good condition.

Wright spoke on preventive maintenance, KPI - 4.3.2. The goal was to spend 80% of the time performing preventative maintenance versus reactive maintenance. They are using a workload management system, TMA, which is new, to track time that facilities employees expend on maintenance. He implemented teams for the sole purpose of preventative maintenance.

Trustee Flores requested the process for creating a preventative maintenance schedule and what maintenance items are on the schedule.

Wright will provide that information at a later date.

Dr. Lenora Price discussed KPIs 4.4.1-4.4.3 on Employee feedback on internal operations, the climate survey, and improvement in cross-departmental cooperation. She reminded the board that the calculations are based upon a five-point scale and explained how the scores were calculated. These will serve as baseline metrics.

She explained that utilizing forums such as A Seat at the Table would give an opportunity for feedback as well as pulse checks on targeted topics to ensure that they would get the most current information from employees for process improvement.

Trustee Flores applauded the work that had been done. She wanted to note that she had not heard much chatter on the Leadership Accord or Words That Matter.

Dr. Lonon stated that he appreciated her feedback and assured her that the language and conversations would be included in continuous improvements. He reiterated that leadership is looking intently at and receiving feedback on inadequacies. After synthesizing the information, resources would be allocated for improvements and added to the scorecard.

Trustee Flores explained that the board is heavily invested in the advancement of the College.

- 4.2. Discussion for Fall Board Retreat
Presenters: Charletta Compton, Perla Molina

Trustee Compton reminded the board that a proposal was brought forth in a previous meeting to assess trustee performance via a survey of level two and three leaders since an organization-wide survey had recently been conducted. The survey would be distributed in September, with results back in October, and discussion of the survey held during the November board retreat. This will also coincide with the board self-assessment.

Trustee Ritter stated his support of surveying the two levels and emphasized how much he would value their thoughts.

Trustee Compton asked about the number of people who would participate in the survey. Dr. Lonon responded about 40.

There was discussion surrounding the full employee survey and questions in the survey that addressed board support of the CEO and opportunity for informal discussion.

Trustee Ritter recommended that the question regarding the opportunity for formal discussion would be removed.

Trustee Flores and Trustee Bravo recommended a change to the question regarding executive session be reworded to reflect public sessions.

Trustee Ritter requested council presidents be included in the survey as well. Dr. Lonon agreed.

Trustee Mayer asked what we would do with the result of the surveys.

Trustee Compton replied that the board would use it for continuous improvement. Trustee Bravo also reminded the group that the assessment is part of the accreditation process. Ms. Molina added that the results of the survey drive the planning for the retreat to address concerns and training needs.

Trustee Compton reiterated that the survey would be completed by the two levels of leadership (L2 and L3) and that the modifications to the assessment would be made.

Trustee Boyd requested that the retreat time also be used for Dr. Lonon to share ideas and thoughts that are challenging to the status quo and to take some deep dives into the long-term planning and to also share suggestions with him.

Trustee Compton also stated that they would need to revisit the strategic plan and that updates would be made.

Discussion ensued surrounding which agenda items could be included such as the procurement process, bond implementation, vision for programs.

Trustee Compton closed that discussion with the recommendation of a day and a half retreat at the Administrative Office. If the time could be reduced to one day, she was also amenable to that.

Trustee Compton asked when the sample questions for the self-assessment would be ready.

Ms. Molina responded that she would begin the process in August. She would send a sample of past assessment questions to Trustee Compton for modifications.

Trustee Boyd encouraged the board to participate in the CCATT conference in September in Ft. Worth. He gave an overview of the conference.

5. Items for Review

5.1. Committee Notes

- a. Governance Committee Notes for February 9, 2023
No comments or edits were made.

6. Executive Session

No executive session was held.

7. Adjournment

The meeting was adjourned at 3:47pm.

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

COMMITTEE REPORT NO. 11.1.b.

Chancellor Performance Review Committee Notes for June 6, 2023

A Chancellor Performance Review meeting of the Board of Trustees of Dallas College was held June 6, 2023, beginning at 3:22 p.m. at the administrative building and was broadcast on the Cisco Webex platform via the streaming link: <https://dccc.new.swagit.com/events/17394>. The meeting was convened by Committee Chair Phil Ritter.

Board Members and Officers Present

- Mr. Cliff Boyd
- Ms. Monica Lira Bravo
- Ms. Charletta Compton
- * Ms. Diana Flores
- Dr. Catalina E. Garcia (Attended virtually)
- Dr. Justin Lonon (secretary and chancellor)
- * Mr. Paul Mayer
- * Mr. Phil Ritter (committee chair)

* *Denotes a committee member*

Members Absent

None.

- 1. Roll Call - Announcement of a Quorum** confirmed by Committee Chair Ritter.
- 2. Certification of Notice Posted for the Meeting** confirmed by Chancellor Justin Lonon.
- 3. Citizens Desiring to Address the Board**
None.
- 4. Committee Presentations**
 - 4.1. Chancellor Performance Review: A Framework for Incentive Pay
Presenters: Justin Lonon, Phil Ritter, Louis Burrell

Committee Chair Phil Ritter led the discussion on Chancellor Justin Lonon's Performance Review for 2022-23.

Chancellor Lonon’s evaluation used three tools – 1) trustee survey, 2) community survey, and 3) Four Chancellor Performance Goal metrics. Trustee Ritter confirmed that 6 of the 7 board members responded to the Trustee Survey.

Highlights included:

1. The Chancellor actively engages in an internal Communications strategy to inform, motivate, and create a connection with Dallas College employees.
2. The Chancellor efficiently reduces barriers, improves process, and develops feedback tools such as the Employee survey to build a “best place to work” environment.

Areas to Focus on:

1. The Chancellor has implemented robust Diversity, Equity and Inclusion strategies in the workplace that impact internal processes and external partner engagement.

For the Community Survey, there was a 32% response rate with an average score of 2.94 out of 3 rating. This is a firm indicator of the great work the Chancellor is doing in the community. The community survey was not factored into his actual incentive pay this year.

Upon the completion of his 2022-23 Performance cycle, there were four areas of focus for the Chancellor.

Staff Engagement & Leadership Capacity: Implement a decision-making and accountability framework to ensure that all employees are empowered, efficient and effective.

Enrollment Recovery: Increase enrollment at Dallas College by 3% for 2022-23.

Student Persistence: Ensure current students are reenrolling in the subsequent semester through a responsive care network and intentional success coaching. Fall-to-Spring goal is 1%.

Strategic Initiatives & Innovation: Advancing Dallas College through Action’22/23 plan of continuous improvement and innovative programming.

Trustee reviewed each area of focus and confirmed that Chancellor Lonon was awarded \$51,194 of the potential \$70,000 in earnings. The Board went on to recommend a 5% increase to his base pay, a one year extension to his

contract now ending in 2023, and incentive pay increase of \$30,000 for the 2023-24 academic year.

Trustee Compton offered her compliments to the CPR committee for developing this process. Chair Committee Chair acknowledged the committee member engagement in developing better metrics through a KPI process.

Acting Chief Human Resource Officer Louis Burrell went on to share the established framework.

This performance framework is to closely align the new incentive pay structure to be implemented for the Leadership team in the coming year. Chancellor Lonon confirmed a robust evaluation helps build a comprehensive compensation framework of leadership competencies for around formal strategic goals that also encourages the following:

- Provides clear performance expectations including Key Performance Indicators
- Demonstrates linkage between strategic priorities and individual goals.
- Enhances top talent recruitment and retention efforts.
- Incentivizes employee behavior and outcomes.
- Encourages teamwork.

The variable incentive pay allows high performers to be compensated for outcomes. As we complete the compensation review, it will address several factors such as accountability but also reward high performance.

Next steps include designing a framework for Level 2 and Level 3 leadership tiers for the 2023-24 fiscal year. Align that framework with the 2030 Dallas College Vision. Develop a review cycle aligned with various internal cycles. This framework would launch in September of 2024.

5. Items for Review

5.1. Committee Notes

- a. Chancellor Performance Review Committee Notes for May 2, 2023

6. Executive Session

No executive session was held.

7. Adjournment

The meeting adjourned at 3:47 p.m.

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

COMMITTEE REPORT NO. 11.1.c.

Audit Committee Notes for August 8, 2023

The Audit Committee Meeting of the Board of Trustees of Dallas College was held Tuesday, August 8, 2023, beginning at 9:06 a.m. at the administrative office in room 036 and was broadcasted via the streaming link www.dallascollege.edu/boardmeetingslive. This meeting was convened by Committee Chair Diana Flores.

Board Members and Officers Present

- Mr. Cliff Boyd
- * Ms. Charletta Compton
- * Ms. Diana Flores (Committee Chair)
- Dr. Catalina Garcia
- Dr. Justin H. Lonon (Secretary and Chancellor)
- * Mr. Paul Mayer
- Mr. Philip Ritter

Members Absent

Ms. Monica Lira Bravo

* *Denotes a committee member*

- 1. Roll Call - Announcement of a Quorum** confirmed by Trustee Flores.
- 2. Certification of Notice Posted for the Meeting** confirmed by Chancellor Justin Lonon.
- 3. Citizens Desiring to Address the Board**
None.
- 4. Committee Presentations**
 1. Audit Plan for the Year Ended August 31, 2023
Presented by: Chuck Kozlik, Audit Partner McConnell Jones (MJ)

Kozlik gave a brief overview of his experience and an overview of his agenda for the presentation.

Engagement Scope and Objective

The objective of the presentation was to express opinions on the College's basic financial statements. The plan was to apply certain limited audit procedures to the College's required supplementary information (RSI) as well as to perform annual attestation procedures to determine the College's compliance with the Texas Public Funds Act. Kozlik stated that a report on financial controls, called a Yellow Book, would be issued and a single audit in accordance with Uniform Guidance would be performed.

Audit Approach

The approach is risk based and will focus more on areas of greatest risks by analyzing audit risks, setting materiality thresholds based on audit risk analysis, and developing audit programs that allocate a larger portion of audit resources to high-risk areas. The audit also determined the effectiveness and adequacy of the College's internal controls for ensuring proper financial accountability, efficient operations, and compliance. The audit included the following stages: Planning, Preliminary, Final, and Reporting.

Kozlik presented the engagement milestone and timelines from April 2023 through December 2023, which included a presentation of draft reports to the Audit Committee and Board of Trustees on December 5, 2023.

He described the responsibility of the auditor being issuance of opinion of the basic financial statement, obtaining an understanding of the internal controls, reporting on significant deficiencies in internal controls including instance of non-compliance and fraud.

Kozlik described the responsibility of management as presenting the basic financial statements, accompanying notes, preparation of required supplementary information, supplementary information, and all representations contained therein. It is also management's responsibility to ensure access to all information of which management is aware that is relevant to the fair presentation of the basic financial statements, ensure compliance with applicable laws and regulations, contracts and agreements, correct material misstatements and inform MJ about all known or suspected fraud.

Trustee Compton inquired more about GASB 94 regarding Public Private Partnerships and what the audit would include. Kozlik shared that MJ will review that the new standards are followed and implemented properly at the College, if applicable. Wendland shared that the College does not

currently have Public Private Partnership arrangements. Discussion ensued.

Trustee Ritter inquired of the current risks facing Higher Education, specifically Dallas College. Kozlik shared that the ERP system implementation is a risk, along with enrollment challenges, increases in cost/inflation, and new standards. Discussion ensued.

Discussion also included an inquiry from Trustee Ritter as to whether the external auditors verified enrollment numbers. Kozlik responded that MJ does not verify the exact enrollment number but relies on the internal numbers that translate to the revenue that is reported in the financial statements. Further, Mr. Kozlik shared that MJ would review analytics to determine whether the enrollment numbers are close or not. Discussion ensued.

Trustee Boyd shared with the Board and senior leadership to communicate any concerns in the Internal Audit Department's Risk Assessment Questionnaire. This will allow Internal Audit to build an audit plan that addresses certain risks and areas of concern that may need deeper analysis. Discussion ensued.

5. Items for Review

1. Committee Notes

- a. Audit Committee Notes for June 6, 2023
No comments or edits were made.

6. Executive Session

There was no executive session.

7. Adjournment

The meeting adjourned at 9:34 a.m.

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

COMMITTEE REPORT NO. 11.1.d.

Education Workforce Committee Notes for August 8, 2023

The Education Workforce Committee Meeting of the Board of Trustees of Dallas College was held Tuesday, August 8, 2023, beginning at 9:36 a.m. at the administrative office in room 036 and was broadcasted via the streaming link www.dallascollege.edu/boardmeetingslive. This meeting was convened by Committee Chair Paul Mayer.

Board Members and Officers Present

- Mr. Cliff Boyd
- Mrs. Monica Lira Bravo
- Ms. Charletta Rogers Compton
- Ms. Diana Flores
- * Dr. Catalina E. Garcia
- Dr. Justin H. Lonon (secretary and chancellor)
- * Mr. Paul Mayer (committee chair)
- * Mr. Philip J. Ritter

- * *Denotes a committee member*

Members Absent

None

- 1. Roll Call - Announcement of a Quorum** confirmed by Committee Chair Mayer.

- 2. Certification of Notice Posted for the Meeting** confirmed by Chancellor Lonon.

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

- 4. Committee Presentation**
 - 4.1. Academic Incubator: A Dialogue with Industry Leaders
Presenters: Shawnda Floyd, Greg Morris, Industry Leaders

Dr. Morris introduced the group, which consisted of Devin Kodzis, dean of the Academic Incubator; Scott Collins, Southwest Airlines director Tech Ops Training Programs; Rosana Martinez, project manager Academic Incubator; Rick Leyva, project manager Academic Incubator; Toby Lackey, manager Data and Analytics Academic Incubator; and Rob Magliero, Education lead on the growth Google team who attended virtually.

Dr. Morris highlighted five key Academic Incubator projects. They were the Airframe and Powerplant Program (aviation mechanics - School of MIT), Google Career Certificate Expansion (Schools of BHGT, CAED, ETMS), Financial Services Pathway Launch Bank of America (School of BHGT), State Farm Partnership (School of BHGT) and Adult Learner Project (School of BHGT). He indicated there was a need for an aviation mechanics program, which would be a good lead project for the incubator.

Dr. Morris added that one of the items they wanted to focus on was having the academic incubator embedded on the academic side of the house for deployment of academic related programming and to make the connection between continuing education and credit classes. (Cross-department collaboration)

Scott Collins talked about his job history at Southwest Airlines. He pointed out that the five-to-ten-year retirement forecast presented the biggest shortage of EMT mechanics, which would reduce the employment numbers and job experience. He said that the competition was not just in the aviation industry but with renewable energy, robotics, and space programs.

Trustee Boyd asked if Southwest Airlines could educate students that are interested in aviation mechanics but did not understand it. And, if there were any employment opportunities for high school juniors and seniors to work at Southwest or American Airlines.

Collins replied they partnered with American Airlines, United and Delta. Their budget was approximately \$2.5 million a year to assist in filling the pipeline. They focused more on K through 12th grade. He added they were also partnering with Choose Aerospace, which supports nearly 200 aviation mechanic school programs around the country and that it was a quick and inexpensive way of obtaining an Aviation Mechanics Program certification. They have internship programs where high school students are invited for field trips, but the

program needed to be expanded.

Collins indicated how they partnered with colleges but do not provide certification. He stated that when a student graduates and obtains their Federal Aviation Administration certification they were hired. He pointed out that every airline had a different business program.

Trustee Ritter inquired about the competitive landscape regarding training in the aviation technology field.

Collins replied that Texas, Colorado, California, and Florida are the top certification locations where aerospace training is strong.

Trustee Ritter asked about certification, what is the certifying body, and if industry aligned with the type of aviation mechanics program curriculum being offered.

Collins replied that industry was a heavy influencer making it more tailored to today's industry, which gave the industry and the educators the opportunity to design the curricula around compliance aligned with what the law stated. Part 147 (Aviation Maintenance Technician) and AMT 147 (Aviation Maintenance Technician Program) programs impart knowledge and skills to those striving to become aircraft technicians or for career enhancement in aviation and related industries.

Trustee Boyd asked how much it cost for the private sector to take a class and receive certification.

Collins replied the cost was \$60,000.

Trustee Flores asked the base salary was and how long the program took.

The base salary is around \$130,000 a year. Scott said they were going to build a continuing education program and structure it so it can be converted to a credit program, students would be able to complete the program between 14 to 18 months.

Trustee Boyd asked if Southwest employed those previously incarcerated.

Collins replied that due to TSA requirements, persons with a prior

felony were not eligible for employment.

Dr. Morris presented a history on Google, with the first Google certificate starting at El Centro College in 2018. He elaborated on the continued growth of the Google Career Certificate Expansion program and its success with student enrollments. Morris explained that they were able to put in place a project management curriculum, to include a Google IT support certificate.

Rob Magliero was introduced virtually to the board. Rob is the education lead on the growth Google team and manages the national portfolio of educational partnerships related to the Google career certificates. Rob described his background and the work he is doing with Google and with community colleges and universities. Rob gave his perspective on Dallas College and the relationship developed through the incubator.

Magliero gave an overview of the Google Career Certificate programs, their origins in relationship to Dallas College, the variety, and the development of these programs. He stated that all certificates are recommended by the American Council on Education for up to 15 credits and that the reason for starting the growth Google program was to provide opportunities to rural colleges supported by technology.

Dr. Morris stated there were several projects being developed based on the industry focused on adult learners. One is in the financial services industry, another is partnering with State Farm, a position called retention specialist, and another is the Financial Services Professional Certificate.

Dr. Morris acknowledged Catherine Oliveris and Shelly Mankashi for being instrumental in getting the Credit for Prior Learning program started. David Bell, a former North Lake College student, spoke about his experience with the Prior Learning program.

5. Items for Review

5.1. Committee Notes

- a. Education Workforce Committee Notes for June 6, 2023
Were reviewed and no edits were made.

6. Executive Session not required.

7. Adjournment at 10:30 a.m.

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

COMMITTEE REPORT 11. 1. e.

Finance Committee Notes for August 8, 2023

The Finance Committee Meeting of the Board of Trustees of Dallas College was held Tuesday, August 8, 2023, beginning at 10:30 a.m. at the administrative office in room 036 and was broadcasted via the streaming link www.dallascollege.edu/boardmeetingslive. This meeting was convened by Committee Chair Cliff Boyd.

Board Members and Officers Present

- * Mr. Cliff Boyd (committee chair)
- * Mrs. Monica Lira Bravo
Ms. Charletta Rogers Compton
Ms. Diana Flores (left at 1:57 p.m. and returned at 2:23 p.m.)
- * Dr. Catalina E. Garcia
Dr. Justin H. Lonon (secretary and chancellor)
Mr. Paul Mayer
Mr. Philip J. Ritter

- * *Denotes a committee member*

Members Absent

None.

1. **Roll Call - Announcement of a Quorum** confirmed by Committee Chair Boyd.
2. **Certification of Notice Posted for the Meeting** confirmed by Chancellor Lonon.
3. **Citizens Desiring to Address the Board**
There were no citizens desiring to address the Board.
4. **Committee Presentations**
 - 4.1. FY2024 Budget Forecast Update
Presenter: Tiska Thomas

Tiska Thomas presented the FY2024 Budget Forecast Update with changes that had occurred since June 2023 budget projections.

The tax revenue projection was spot on at \$390.7 billion. The actual revenue generated is \$352 million, which was a \$17 million decrease from the projection due to the number of properties in dispute. State appropriations increased the guaranteed funding by \$1.8 million. Net tuition increased by \$2 million as scholarships aligned to current anticipated growth patterns. Investment income increased by \$4 million, aligning with current year rates and anticipated market trends.

Overall, the net change in revenue decreased by \$5.7 million. Contingency funds will cover the net change in revenue without impacting the budget or planned services and programming. The revised remaining contingency was \$4.3 million, whereas any unspent funds at the end of the fiscal year become a part of cash reserves.

The college is proposing a tax rate of \$0.110028, comprised of maintenance and operating (M&O) at \$0.090261 and the interest and sinking (I&S) at \$0.019767. The I&S rate is a set rate for debt service issued. The proposed tax rate affords the college opportunities for program expansion, student call center, basic service needs, and to provide a livable wage.

Cash reserves philosophy adopted by Dallas College includes committed, dedicated, and discretionary funds. Committed reserves are required by policy. Dedicated reserves are used for the clear, focused purpose of facilities and administrative initiatives, such as FIP and new programs. Discretionary reserves are the remaining funds after committed and dedicated funds.

Trustee Flores asked how much the M&O has changed from last year. Tiska Thomas stated that the M&O rate has decreased by a half a cent in the current year and decreased by a penny from FY22.

Trustee Ritter asked about using the uncommitted cash reserves to reduce interest costs and borrowing. Tiska Thomas responded that the college does not need to borrow at this time. The college has a structure for paying off debt with calls annually and will evaluate prepaying debt next year. The college is also looking at partnerships to fund phase 2 bond projects.

Committee Chair Boyd recommended consulting with the college's financial advisors and scheduling a future board presentation.

Committee Chair Boyd and Chancellor Lonon thanked the financial staff and leadership for their time and effort.

4.2. HB8 Performance Based Funding Overview

Presenters: Terry Di Paolo, Shawnda Floyd, Beatriz Joseph, John Robertson, Tiska Thomas, Pyeper Wilkins, Brad Williams

Dallas College Leadership – Terry Di Paolo, Shawnda Floyd, Beatriz Joseph, John Robertson, Tiska Thomas, Pyeper Wilkins, and Brad Williams – presented an overview of House Bill 8 (HB8) Performance Based Funding.

Tiska Thomas gave an overview of Dallas College revenue, which is comprised of taxes, tuition, and state allocation, that is approximately 17% of the college's budget.

The previous funding model focused on contact hours and the new funding model HB8 focuses on outcomes. The FY24 state allocation for Dallas College is \$97 million, an increase of \$6 million from FY23. The largest portion of our college's funding came from students earning associate degrees and students transferring to Texas public institutions. In comparison, under the new funding model, Alamo College received an increase of \$25 million over the previous year's allocation.

The new state allocation was based on data provided directly by colleges. Under-reporting data may have affected our college's state allocation. The college needs to improve data tracking and

reporting, such as consistent coding collegewide and development of non-credit coding.

HB8 provides funding based on two tiers: base tier funding and performance tier funding. The college does not receive base tier funding because revenue from taxes and tuition cover basic instruction and operations costs. The college receives funding based on three categories of outcomes (dual credit, transfer, and completion) and a total of 10 student outcomes. This includes the outcomes of credit, workforce, and continuing education students. Other components of the funding formula include weightings for different populations (adult learners; academically and economically disadvantaged) and high demand fields.

There are 42 academic fields that represent 25 high demand occupations across the state. These occupations require education or training beyond high school but below a bachelor's degree and provide people with a median wage. High demand occupations are projected to experience growth across the state. Dallas College currently offers credentials in 22 of the 42 academic fields that are associated with high demand occupations. There are opportunities for growth in licensure, certifications, and occupational skills awards along with expanding programs in more high demand fields, such as blockchain, cryptocurrency, cloud computing, and sonography. Associates and bachelor's programs continue to expand. Bachelor's degree students who completed their programs in Spring 2023 will be counted in next year's funding.

Dallas College has taken an action-oriented approach to understanding HB8. The college is developing a strategy with collegewide communication and tracking data for the big six community colleges. The college is creating a cross collaborative Rapid Response Team comprised of staff from finance, academics, workforce, student success, operations, marketing, and HR. The team will work on aligning credit and non-credit coursework through career connected learning, focusing on high demand fields.

In addition, the team is building data models that will inform budget planning and program strategy. The state provides funding for transfer students who are co-enrolled with universities through

a structured co-enrollment program. The team is also researching co-enrollment opportunities and university partnerships.

Committee Chair Boyd and Chancellor Lonon spoke favorably about the new funding model.

Chair Bravo asked for the percentage of Dallas College students who are adult learners. The Rapid Response Team will get that information to the board.

Chair Bravo asked for the number of graduates who received a bachelor's degree. The team responded that 125 bachelor's degrees were conferred.

Trustee Garcia requested a comparison of data and funding received from the old model versus the new model. The team is still researching data and making comparisons between the models.

Tiska Thomas spoke about providing fiscal support for academics in aligning programing. FAST funding was not included in the data shared with the board. Discussions with leadership on FAST funding will continue.

Trustee Ritter asked how contingency funds in the proposed budget will be utilized. Tiska Thomas responded that the funds will be utilized to cover the variation in tax revenue and to allow the college to make adjustments in programming.

Committee Chair Boyd spoke in support of early conversations so that the board can make more informed decisions.

Trustee Mayer applauded the cross functional team for their work on this project.

4.3. Rewarding Excellence: Unveiling the Human Resources

Compensation Plan for 2023-2024

Presenters: Louis Burrell, Brad Williams

Louis Burrell and Brad Williams presented an update on human resources, covering the executive performance incentive compensation plan, compensation items, and a recommended policy change for relocation.

The executive performance incentive compensation is designed to provide better alignment with the college's key initiatives and the annual performance review process. A pool of funds for payment of incentive awards shall be considered and approved by the board of trustees as part of the annual budget.

Performance goals will be established prior to the start of the academic year by the chancellor. Each participant (L2 or L3) would have systemwide (shared) goals and individual goals. The chancellor will review the evaluation of performance for each participant, along with the recommendation for lump sum incentive award payout. Participants will be rated on the newly enhanced 5-point scale that allows for expanded differentiation of performance. Participants with low ratings would not be eligible for a compensation payout for that year and will have an improvement plan to make improvements. HR will also administer a 360-feedback survey for additional feedback on performance based on unbiased feedback from stakeholders and peers. The chancellor will provide an informative report to the board on the incentive awards.

The goal of the first-year pilot program is to enhance the executive incentive plan and introduce merit pay in the coming years. The first-year pilot hybrid model would include an across the board 2% payout and an incentive compensation of 3% based on performance rating.

The FY24 shared goals for L2s and L3s are employee success and ensure institutional effectiveness. Employee success will improve our employee experience, engagement, and promote our values. Ensure Institutional Effectiveness will improve our student and employee experience, focusing on effectiveness, efficiency, flexibility, agility, and quality. The shared goals align with the college's mission, core values, and board's strategic plan, along with the chancellor's goals and objectives.

For the compensation update, there are several compensation increases: new livable wage, 5% across the board, adjunct rate increase, and 2% across the board administrative increase. The new livable wage increase would affect over 300 employees and raise their wages to \$18.24 per hour. Five percent across the board increase would include full-time staff and administrators and part-time staff. Faculty would receive a 5% increase based on total average salaries. The adjunct professor rate increase would raise the rate from \$58 to \$65, which is more competitive in the market, but still below Collin and Tarrant's rate of \$66.

The compensation study data will be available this fall. The compensation study team will be reviewing the data and determining next steps.

HR would like to make a policy recommendation for a relocation allowance up to \$10,000 with a retention period of two years. This tool would be utilized to recruit talent who reside more than fifty miles from the administrative office of the college. Rob Wendland stated that the college will comply with IRS regulations with respect to paying relocation expenses.

Rob Wendland spoke about the federal limitations on incentive compensation for higher education. Federal regulations prohibit paying employee compensation that is triggered by the number of students they enroll or how much financial aid they award. The college's merit-based compensation policy will be tailored to comply with those regulations.

Trustees Ritter and Boyd questioned the adjunct rate not being competitive with our peer colleges (Collin and Tarrant).

Trustee Compton recommended increasing the adjunct rate to \$66 per hour, aligning with our peer colleges. Trustees Ritter and Boyd agreed with this recommendation. Chancellor Lonon requested that the adjunct rate be increased to \$66. He also recommended that

adjustments for full-time faculty in hard to fill areas should be considered for adjuncts in hard to fill areas as well.

Trustee Compton suggested that the relocation policy state the eligibility criteria. Human resources has developed eligibility requirements that will be included in the procedures and shared with the board.

Trustee Ritter asked to see the distribution and rating scales for the executive performance incentive compensation.

Trustee Compton voiced concerns with evaluation systems that reward only a small part of employees.

Trustee Ritter asked for an update on the 360-feedback survey for the board's accountability. Perla Molina stated that there will be an update at a future governance committee meeting.

5. Items for Review

5.1. Committee Notes

a. Finance Committee Notes for June 6, 2023

No comments or edits were made.

6. Executive Session began at 12:10 p.m. and returned at 1:57 p.m.

7. Adjournment was at 3:07 p.m.

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

COMMITTEE REPORT NO. 11.1.f.

Chancellor Performance Review Committee Notes for August 24, 2023

A Chancellor Performance Review meeting of the Board of Trustees of Dallas College was held August 24, 2023, beginning at 10 a.m. at the administrative building and was broadcast via the streaming link: www.dallascollege/boardmeetingslive. The meeting was convened by Committee Chair Phil Ritter.

Board Members and Officers Present

- * Ms. Diana Flores
Dr. Catalina E. Garcia
Dr. Justin Lonon (secretary and chancellor)
- * Mr. Paul Mayer
- * Mr. Phil Ritter (committee chair)

- * *Denotes a committee member*

Members Absent

Mr. Cliff Boyd
Ms. Monica Lira Bravo
Ms. Charletta Compton

1. Roll Call - Announcement of a Quorum

A quorum was confirmed by Committee Chair Phil Ritter.

2. Certification of Notice Posted for the meeting was confirmed by Chancellor Justin Lonon.

3. Citizens Desiring to Address the Board

None.

4. Items for Review

5.1. Committee Notes

- a. Chancellor Performance Review Committee notes for June 6, 2023

Were not reviewed and will be listed at the September 12 Chancellor Performance Review Committee meeting agenda.

5. Executive Session

Executive Session was held from 10:01 a.m. to 11:15 a.m.

6. Adjournment

Meeting was adjourned at 11:16 a.m.

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

INFORMATIVE REPORT NO. 11.2.

Current Funds Operating Budget Report (July 2023)

The Chancellor presents the report of the current funds operating budget for review for the period ending July 31, 2023.

For Revenues

- *Investment Income* reflects a higher percentage due to higher interest rates compared to last fiscal year.
- *General Revenue* reflects a higher percentage due to the \$36 million received from the sale of Educational Broadband Service (EBS) licenses.

For Expenditures

- Conversion to the new ERP system, Workday, caused some shifts in the expense categories.

DALLAS COLLEGE
2022-2023 CURRENT FUNDS OPERATING BUDGET
REVENUES & EXPENDITURES - UNRESTRICTED FUND
91.7% of Fiscal Year Elapsed

	July 31, 2023				July 31, 2022		
	Approved Budget	Allocated Budget	Year-To-Date Actuals	Percent Budget	Allocated Budget	Year-To-Date Actuals	Percent Budget
REVENUES							
Tuition	\$126,500,000	\$127,600,000	\$131,379,108	103.0%	\$123,803,252	\$125,078,897	101.0%
Less: Waivers & Discounts	(25,500,000)	(26,150,000)	(20,736,366)	79.3%	(28,080,465)	(17,189,448)	61.2%
Less: TPEG Set Aside	(6,000,000)	(6,450,000)	(6,445,456)	99.9%	(5,452,787)	(6,466,764)	118.6%
Net Tuition	95,000,000	95,000,000	104,197,286	109.7%	90,270,000	101,422,684	112.4%
State Appropriations	91,194,679	91,194,679	85,937,295	94.2%	91,194,679	85,963,625	94.3%
Taxes	338,000,000	338,000,000	334,936,562	99.1%	307,670,824	315,993,963	102.7%
Grants & Contracts (Work Study)	1,100,000	1,100,000	1,341,557	122.0%	625,000	974,759	156.0%
Investment Income	1,025,000	1,025,000	10,976,144	1070.8%	575,000	1,013,371	176.2%
General Revenue	2,500,000	2,500,000	36,784,913	1471.4%	1,250,000	4,372,691	349.8%
Subtotal	528,819,679	528,819,679	574,173,758	108.6%	491,585,503	509,741,092	103.7%
CARES Lost Revenue Recovery	3,300,000	3,300,000	3,300,000	100.0%	3,300,000	-	0.0%
Transfers-in from Other Funds	-	29,227,709	98,187,706	n/a	203,901,933	n/a	n/a
Total Revenue	\$532,119,679	\$561,347,388	\$675,661,464	120.4%	\$698,787,436	\$509,741,092	72.9%
EXPENDITURES							
Salaries and Wages	\$307,711,273	\$306,676,700	\$281,426,431	91.8%	\$298,127,116	\$270,077,079	90.6%
Staff Benefits	37,500,000	37,450,678	50,043,961	133.6%	37,154,844	33,282,920	89.6%
Purchased Services	87,490,920	125,549,283	61,167,428	48.7%	50,876,017	53,133,227	104.4%
Operating Expenses	67,073,107	57,260,321	40,688,955	71.1%	76,232,224	44,933,564	58.9%
Supplies and Equipment	19,197,003	21,263,030	11,551,658	54.3%	73,202,414	26,508,363	36.2%
Contingency for Current Operations	9,500,000	9,500,000	262,500	2.8%	-	-	n/a
Subtotal	528,472,303	557,700,012	445,140,934	79.8%	535,592,615	427,935,153	79.9%
Transfers-out to Other Funds							
STARLINK Supplemental Funding	147,376	147,376	89,729	60.9%	-	-	n/a
Grant Match	3,500,000	3,500,000	2,475,804	70.7%	2,800,000	2,431,524	86.8%
Capital Budget	-	-	-	n/a	160,394,821	160,274,032	99.9%
Total Expenditures	\$532,119,679	\$561,347,388	\$447,706,467	79.8%	\$698,787,436	\$590,640,709	84.5%

INFORMATIVE REPORT NO. 11.3.

Monthly Change Order Summary (July 2023)

Listed below are the awards and change orders approved by the Chief Financial Officer in July 2023.

CHANGE ORDERS

Corgan Associates, Inc

Early College High School – Richland

Purchase Order

Change Order

B 37693

6

Scope

Architectural and engineering design services for the Early College High School building at the Richland Campus.

Change

This additional service includes preparation of plans to redesign the west plaza landscaping to preserve existing trees.

Contract Amount	\$2,893,760
Prior Change Order (s) Amount	\$171,246
Net Change	\$7,500
Revised Contract Amount	\$3,072,506

INFORMATIVE REPORT.11.4.

Dallas College Foundation Report (July 2023)

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

Dallas College Foundation Net Assets

09/01/17 \$52,709,066
09/01/18 \$56,485,722
09/01/19 \$57,812,606
09/01/20 \$64,519,027
09/01/21 \$78,742,047
09/01/22 \$67,927,834

Gifts Reported in Fiscal Year 2022-2023

<u>Month Reported</u>	<u>Scholarships</u>	<u>Programs & Services</u>	<u>Total</u>
September 2022	\$ 15,566	\$ 833,970	\$ 849,536
October 2022	\$ 646	\$ 866,822	\$ 867,468
November 2022	\$ 528,351	\$ 606,622	\$1,134,973
December 2022	\$ 6,275	\$ 262,309	\$ 268,584
January 2023	\$ 7,425	\$ 163,403	\$ 170,828
February 2023	\$ 78,094	\$ 54,120	\$ 132,214
March 2023	\$ 1,463	\$ 791,826	\$ 793,289
April 2023	\$ 2,003	\$ 428,894	\$ 430,897
May 2023	\$ 1,955	\$ 130,662	\$ 132,617
June 2023	\$ 2,959	\$ 540,252	\$ 543,211
July 2023	\$ 1,094	\$ 162,337	\$ 163,431
August 2023	\$	\$	\$
Total	\$ 645,831	\$ 4,841,217	\$5,487,048

INFORMATIVE REPORT NO. 11.5.

Notice of Grant Awards (September 2023)

The Notice of Grants Awards report reflects alignment with the current Dallas College Strategic Priorities. The report references the following seven priorities:

1. Strengthen the Career Connected Learner Network and Implement the Student-Centric One College Organization.
2. Streamline and Support Navigation to and Through Our College and Beyond.
3. Impact Income Disparity throughout our community.
4. Foster an Equitable, Diverse and Inclusive Environment for Employees, Students, and suppliers.
5. Create a high-performance work and learning culture that develops leaders at all levels, increases skill proficiency, and supports collaboration and equity.
6. Serve as the Primary Provider in the Talent Supply Chain Throughout the Region.
7. Leverage college facilities, land, technology, programs, partnerships, and other capabilities to strengthen and build our communities and workforce, now and for the future.

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

<u>RECIPIENT</u>				
Dallas College- Workforce & Advancement				
<u>PURPOSE</u>				
TRIO Talent Search- Eastfield Forward Funded Award Increase				
<u>PRIORITY</u>	<u>FUNDING SOURCE</u>	<u>STUDENTS SERVED</u>	<u>AMOUNT</u>	<u>TERM</u>
2, 3	USDE	515	\$277,375	Grant Cycle 2021-2026; PY 2022-2023

<u>RECIPIENT</u>				
Dallas College – Student Success				
<u>PURPOSE</u>				
Work Study Student Mentorship Programs provide funding for eligible college students to mentor students at participating institutions to provide college-going information and assistance to high school students about entering college education and assisting pre-college and college students with mentoring components of the application process.				
<u>PRIORITY</u>	<u>FUNDING SOURCE</u>	<u>STUDENTS SERVED</u>	<u>AMOUNT</u>	<u>TERM</u>
2	Texas Higher Education Coordinating Board	35	\$228,202.00	09/01/2023 – 08/31/2024

<u>RECIPIENT</u>				
Dallas College ETMS				
<u>PURPOSE</u>				
The STEM/STEAM Summer Camp (Brookhaven Campus) intended outcome is to increase interest and engagement in science, technology, engineering, and math careers among middle school, underrepresented girls during 8th- and 9th-grade levels, increase access to technological resources, and reinforce applied mathematical concepts relative to grade level. The funding will support pay for Faculty Stipends.				
<u>PRIORITY</u>	<u>FUNDING SOURCE</u>	<u>STUDENTS SERVED</u>	<u>AMOUNT</u>	<u>TERM</u>
2, 5	Atmos Energy	25	\$5,000 (Grant) \$300 (Foundation)	09/01/2023– 08/31/2024

<u>RECIPIENT</u>				
Dallas College – Operations				
<u>PURPOSE</u>				
Continuation of the Coordinating Board’s ongoing training initiatives through the STARLINK network. The funding supports the production and delivery of technical and career faculty professional development training modules for the state of Texas TACC member colleges and Starlink members.				
<u>PRIORITY</u>	<u>FUNDING SOURCE</u>	<u>STUDENTS SERVED</u>	<u>AMOUNT</u>	<u>TERM</u>
1,5	State Allocation	Professional Development training impacts all students	\$556,583 (2 Yr. allocation)	09/01/2023 – 08/31/2025

GRANT AWARDS REPORTED IN FISCAL YEAR 2023-2023	
September 2023	\$1,067,460.00
October 2023	\$0.00
Total to Date	\$1,067,460.00



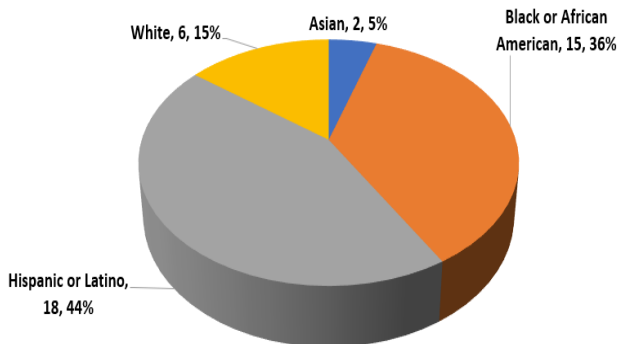
Dallas College Human Capital New Hire/Position Report

July 13, 2023 – Aug 12, 2023

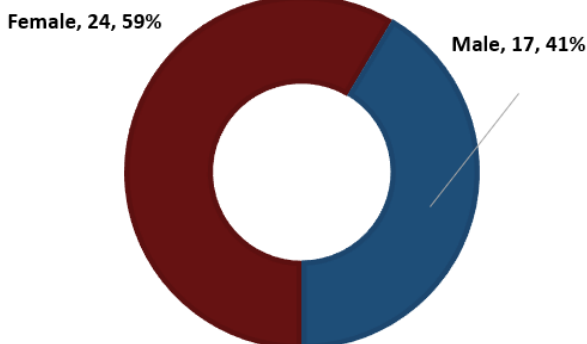
TALENT ACQUISITION PROFILE

The Talent Acquisition Profile represents all full-time employees that were hired, promoted, or placed during the reporting period.

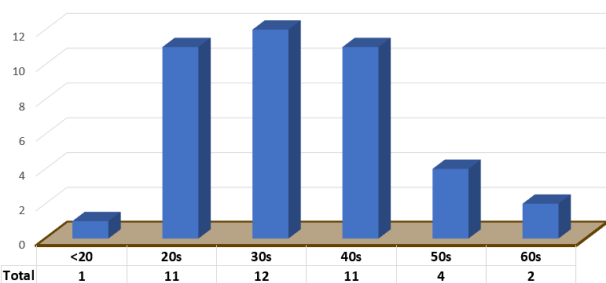
Ethnicity



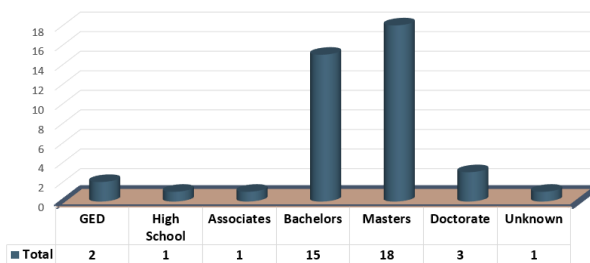
Gender



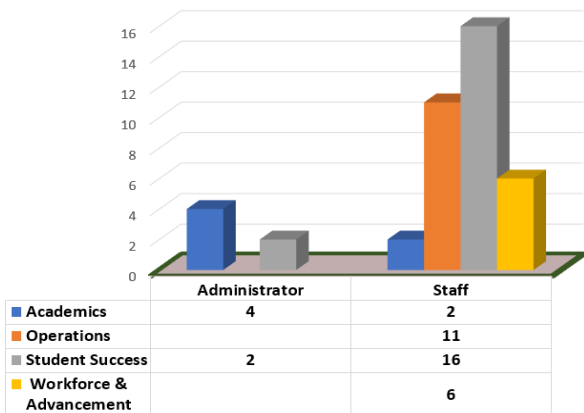
Age



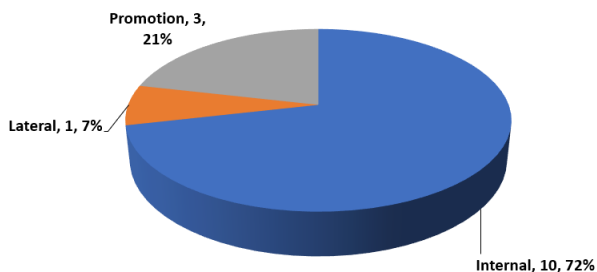
Education



Functional Areas by Position Type



Position Changes





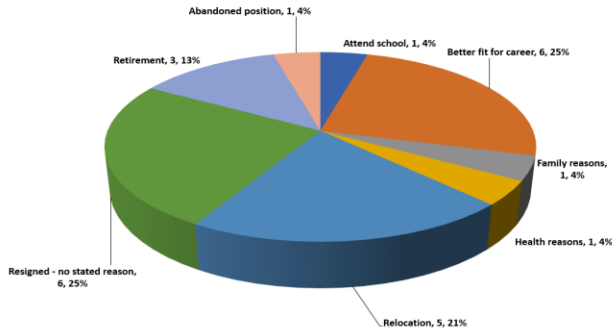
Dallas College Human Capital New Hire/Position Report

July 13, 2023 – Aug 12, 2023

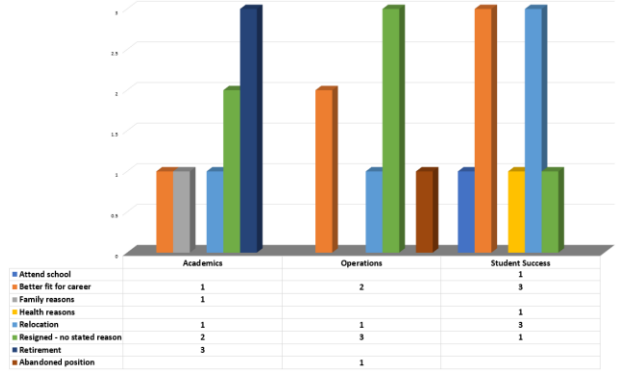
FULL-TIME TERMINATION PROFILE

This profile represents all full-time employees terminated for reasons such as resignation, retirement, misconduct, death, etc.

Terminations



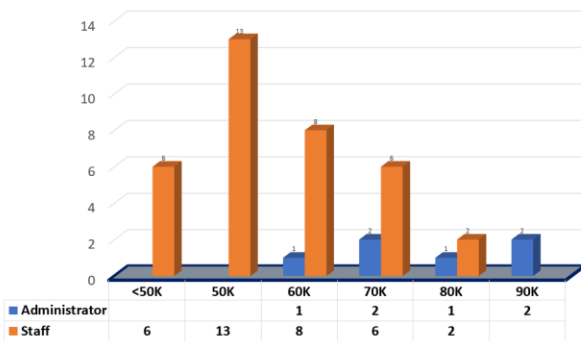
Terminations by Functional Area



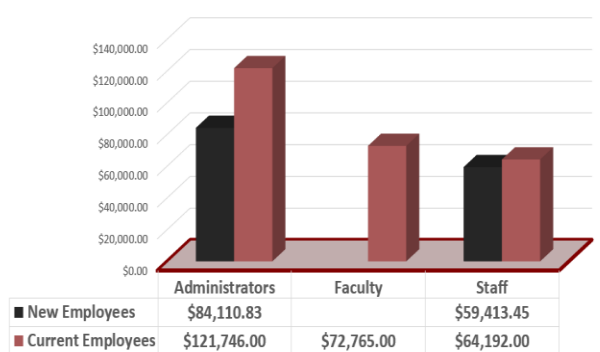
COMPENSATION PROFILE

The graphics represent the rates of new salaried full-time employees as well as a comparative analysis of their salaries and the salaries of current employees.

Salary Ranges by Position Type



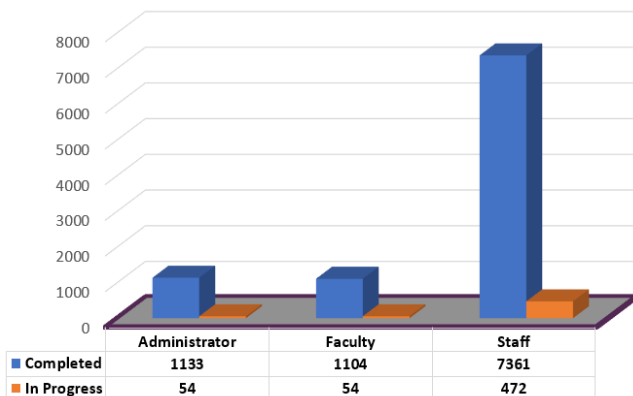
Salary Averages



EMPLOYEE TRAINING PROFILE

The charts below represent Professional Development training sessions tracked through Cornerstone.

Training Completion Hours by Position Type



Top 5 Training Topic Completions

Training Titles	Completions
2022-2023 Emergency Preparedness	255
2022-2023 Staying Safe in a College Emergency	247
Performance Management in Workday for Employees	246
2022-2023 Title IX and Sexual Harassment Prevention	213
Title IX and Sexual Harassment Prevention for Employees - b	213



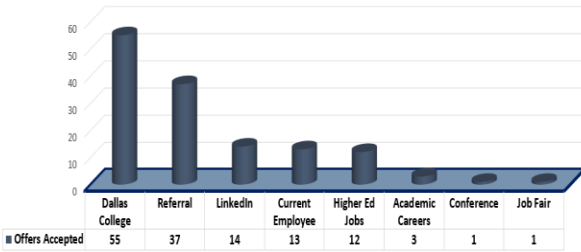
Dallas College Human Capital New Hire/Position Report

July 13, 2023 – Aug 12, 2023

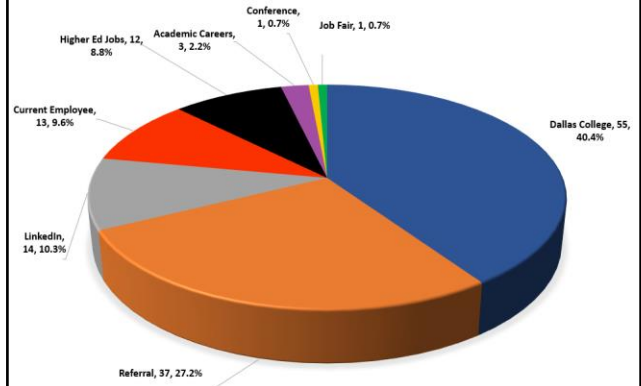
RECRUITING PROFILE

This profile is an overview of Dallas College's presence in multiple recruiting markets. These charts are representative of all job types.

All Recruiting Methods



All Recruiting Methods (Offers Accepted)



INFORMATIVE REPORT NO. 11.7.



Workforce & Advancement/Ascend Institute

(*) Reporting Period: 7/1/23 to 7/31/23



FY23

Company	Samples and Types of Training	Participants	Industry Sector	Training Hours	Contact Hour Reimbursable	Certifications	Revenue	Funding Source
Construction Education Foundation	Contracts, Risk Management, Problem Solving, Plumbing II, Intro to Bluebeam, Roofing II, Concrete (6 CE classes)	59	Construction	8-88	1,542	N/A	\$9,560.00	CT
Construction Education Foundation	Qualified Energized Worker Training, Excel, Job Cost Review, Duct Testing, Pressure Testing, Plumbing, CPR/First Aid (8 CE classes)	47	Construction	7-16	331	N/A	\$26,135.00	SDF
Construction Education Foundation	Press Systems, Victaulic, Press Systems, Energized Electrical Worker and Lock Out-Tag Out (5 CE classes)	31	Construction	2-4	0	N/A	\$14,908.00	SDF
Dallas County Personnel	Professionalism, Grammar, MS Office, Coaching, Collaboration, Leadership, Customer Service, CPR/First Aid/AED (15 classes)	84	Government	2-7	105	N/A	\$5,420.00	CT
Gainwell Technologies	Certified Scrum Master (1 CE class)	11	IT	16	176	N/A	\$10,560.00	SDF/ISOW/CT
The Lamplighter School	Workplace Communications, Critical Thinking, Problem-Solving (2 CE classes)	18	Education	8	144	N/A	\$7,020.00	CT
July FY23	TOTAL:	250			2,298		\$73,603.00	

CT Reimbursable Yes (Y) or No (N)

Legend: Contract Training (CT); Skills Development Fund (SDF), Skills for Small Business (SSB), Innovation Strategies-One Workforce (ISOW), Other (O)

Certifications: If Certifications are not earned an "N/A" will be recorded. If Certifications are earned through the training, either Institution (I) or Industry Recognized (IR) will be noted.

FY23 Cumulative Totals	Students	Reimbursable Contact Hours	Revenue
September	1,588	79,107	\$652,961.00
October	571	17,132	\$291,654.00
November	665	65,740	\$312,193.50
December	1,494	2,344	\$141,374.00
January	3,094	123,450	\$466,596.00
February	3,327	23,541	\$494,376.00
March	617	11,289	\$365,678.00
April	2,603	51,469	\$369,381.00
May	743	17,358	\$405,615.00
June	645	31,647	\$569,174.00
July	250	2,298	\$73,603.00
TOTALS:	15,597	425,375	\$4,142,605.50

INFORMATIVE REPORT NO. 11.8.

Report from Investment Officers on Training

The report from investment officers on training is presented as provided by Board Policy CAK (Local), which states: *The investment officer shall attend a training session during each state fiscal biennium and may receive training from any independent source approved by the Board. The investment officer may also require other staff members to complete investment training during each state fiscal biennium.*

Board Members (0)

None at this time.

Investment Officers (2)

Name	Training Date	Source
John Robertson	August 4, 2023	University of North Texas Center for Public Management
Tiska Thomas	April 27, 2023	Texas CLASS

Investment Staff (4)

Name	Training Date	Source
Bob Brockman	June 6, 2023	PFM Asset Management
John Hopper	April 27, 2023	Texas CLASS
Edward Marengo	June 6, 2023	PFM Asset Management
Helen Xu	June 14, 2022	PFM Asset Management