

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

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

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

**District Office
1601 South Lamar Street
Lower Level, Room 007
Dallas, TX 75215
Tuesday, April 6, 2010
4:00 PM**

AGENDA

- I. Certification of Posting of Notice of the Meeting Wright Lassiter
- II. Citizens Desiring to Address the Board Regarding Agenda Items
- III. Recognition of Mr. Addissou Andabo, Student at Richland College, by Chancellor Wright Lassiter on behalf of DCCCD Board of Trustees
- IV. Presentation by Student Delegates to ACCT's 2010 National Legislative Seminar Ms. Ayen Bior (Richland College) and Ms. Jamaica Kennedy (North Lake College), introduced by Vice Chancellor for Public and Governmental Affairs Justin Lonon
- V. Presentations about Student Retention and Success by Brookhaven College Professors Hurshel Burton (Reading), Sharon Jackson (Math), Peggy Mason (Science), and Czarina Reyes (Math), introduced by Brookhaven College Faculty Association President and Dallas Community College Faculty Association Vice President Lisa Ehrich
- VI. Status Report from Richland Collegiate High School on Open-Enrollment Charter Contract Renewal Application and Proposed Amendments to the Charter, presented by Interim Superintendent Kay Eggleston
- VII. Opportunity for Chancellor and Board Members to Declare Conflicts of Interest Specific to this Agenda (p. 11)

VIII. Consideration of bids

1. Recommendation for \$1,389,277 award to J.C. Commercial, Inc. for converting space at North Lake College
2. Recommendation for \$626,717 award to McConnell & Jones, LLP for financial audit services April 7, 2010 – March 31, 2015 (5 years)
3. Recommendation for \$46,710 award to J.A.M. Equipment Sales & Service, LLC for a scissor alignment lift at Cedar Valley College
4. Recommendation for ratification of contract in the amount of \$61,647 with 4-L Engineering Company, Inc. for emergency water main repairs at Brookhaven College
5. Recommendation for \$30,000 award to Steris Corporation for a preventive maintenance agreement for an autoclave and washer sterilizer at El Centro College, April 7, 2010 – March 31, 2013 (3 years)

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

Minutes

6. Approval of Minutes of the March 2, 2010 Special Meeting
7. Approval of Minutes of the March 2, 2010 Work Session Meeting
8. Approval of Minutes of the March 2, 2010 Regular Meeting

Policy Reports

9. Approval of Resolution Authorizing Cancellation of the Election for Trustee Districts 2 and 3 and Declaring the Unopposed Candidates Elected
10. Approval of Revised Mission Statement for Eastfield College
11. Approval of Revised Mission Statement for North Lake College
12. Revision to 2010 Board Calendar
13. Adoption of 2011 Board Calendar
14. Approval of Resolution to Authorize Submission of the Spring 2010 Open-Enrollment Charter Renewal Application on behalf of Richland Collegiate High School of Mathematics, Science, and Engineering
15. Approval of Resolution to Submit to Texas Education Agency Substantive Amendments to the Charter of the Richland Collegiate High School of Mathematics, Science, and Engineering

Building and Grounds Reports

16. Approval of Change Order with Integrated Access Systems
17. Approval of Amendment to Agreement with O'Brien Engineering,

Inc.

18. Approval of Agreement with Lemco Construction
19. Approval of Agreement with Rivera Engineering, LLC
20. Approval of Agreement with Bury + Partners Engineering Solutions
21. Approval of Agreement with Dedman Facility Group (1 of 2)
22. Approval of Agreement with EJES Incorporated
23. Approval of Agreement with Dedman Facility Group (2 of 2)

Financial Reports

24. Approval of Expenditures for February 2010
25. Approval of Sub-Recipient Agreement with Jefferson Physician Group, P.A.
26. Approval of Agreement with Monem Tours and Guide Services
27. Approval of Lease Agreement with the Southeast Dallas Chamber of Commerce
28. Approval of Lease Agreement with the Southeast Dallas Hispanic Chamber of Commerce
29. Approval of Amendment to Agreement with TFP Group, Inc. DBA Training Funding Partners
30. Approval of Professional Services Agreement with Blackboard, Inc.
31. Approval of Interlocal Contract with The University of Texas at Austin Professional Development Center

X. Individual Items

32. Acceptance of Resignations, Retirements and Termination
33. Approval of Warrants of Appointment for Security Personnel
34. Employment of Contractual Personnel

XI. Informative Reports

35. Presentation of 2nd Quarter Investment Transactions
36. Presentation of 2nd Quarter Financial Statements
37. Presentation of Current Funds Operating Budget Report for February 2010
38. Notice of Grant Awards
39. Acceptance of Gifts
40. Presentation of Contracts for Educational Services
41. Monthly Award and Change Order Summary
42. Payments for Goods and Services
43. Progress Report on Construction Projects
44. Bond Program Report on Projects
45. Facilities Management Project Report

46. Energy Performance Management Services
47. Maintenance Tax Notes
48. Compensation as a Proportion of Budget
49. Report on Faculty Formula Pay
50. Telephone Communications Survey
51. Administering Educational Benefits for Veterans
52. Work Study Mentorship Program Grants
53. Conflict of Interest Policy
54. Cost of Extenuating Circumstances Days
55. Report of Full-time Employees by Ethnicity and Salary
56. Report of Part-time Employees by Ethnicity and Hourly Rate

XII. Questions/Comments from the Board and Chancellor

57. Top Colleges & Universities for African Americans, an award from The Black E.O.E. Journal (announced by Chancellor Lassiter)
58. Board of Trustees' Academic Regalia for Graduation and Other Ceremonial Occasions (requested by Board Chair Prater and Chancellor Lassiter)

XIII. Citizens Desiring to Appear Before the Board

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

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

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

XV. Adjournment of Regular Meeting

**CERTIFICATION OF POSTING OF NOTICE APRIL 6, 2010
REGULAR MEETING OF THE DALLAS COUNTY COMMUNITY
COLLEGE DISTRICT AND RICHLAND COLLEGIATE HIGH SCHOOLS
BOARD OF TRUSTEES**

I, Wright L. Lassiter, Jr., Secretary of the Board of Trustees of the Dallas County Community College District, do certify that a copy of this notice was posted on the 1st day of April, 2010, in a place convenient to the public in the District Office Administration Building, and a copy of this notice was provided on the 1st day of April, 2010, to John F. Warren, County Clerk of Dallas County, Texas, and the notice was posted on the bulletin board at the George Allen Sr. Courts Building, all as required by the Texas Government Code, §551.054.



Wright L. Lassiter, Jr., Secretary

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

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

Applicable to:

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

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

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

Legal FAQs

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

Q: What is HB 914?

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

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

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

Q: What is a “local government officer”?

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

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

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

Q: When do LGOs have to file CIS forms?

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

Q: What relationships must be disclosed?

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

Q: What family relationships are covered?

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

Q: When does an LGO have to disclose gifts?

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

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

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

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

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

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

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

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

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

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

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

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

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

Q: What is the penalty for a violation?

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

Q: What forms are vendors required to file?

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

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

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

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

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

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

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

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

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

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

Q: Why did TASB send our district a CIQ?

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

Q: Where can I get more information?

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

February 2006

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

DECLARATION OF CONFLICT OF INTEREST

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

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

4-L Engineering Company, Inc.	Monem Tours and Guide Services
Bio-Rad	Mutual Sprinklers, Inc.
Blackboard, Inc.	Phillips/May Corporation
Blue Eon Solutions	Presstek
Bury & Partners Engineering Solutions	Rayco Construction, Inc.
Carolina Biological Supply Co.	Restoration Specialists, Inc.
Crowe Horwath, LLP	Rivera Engineering, LLC
Dedman Facility Group	Sawyer's Construction, Inc.
Deloitte & Touche, LLP	Skytel
DMG Commercial Const. Services, Inc.	Southeast Dallas Chamber of Commerce
Edvotek	Southeast Dallas Hispanic Chamber of Commerce
EJES Incorporated	Steris Corporation
FBE Construction	The University of Texas at Austin
FJW Construction, Inc.	Interlocal Cooperation
Frank Dale Construction	Triune
Grant Thornton. LLP	Vail Warren & Knauth, LLP
IDG Services, Inc.	Weaver & Tidwell, LLP
Imperial Construction, Inc.	Xante Corporation
Inmatrix, Inc.	
J. C. Commercial, Inc.	
J.A.M. Equipment Sales & Service, LLC	
Jamail & Smith Construction	
Jefferson Physician Group, P. A.	
Lemco Construction Services	
McConnell & Jones, LLP	

(Tab 1) RECOMMENDATION FOR AWARD – BID NO. 11718
STUDENT CENTER
NORTH LAKE COLLEGE

RESPONSE: Of 51 companies that attended the mandatory prebid meeting, 13 bids were received.

COMPARISON OF BIDS:

J.C. Commercial, Inc.	\$1,389,277.00
IDG Services, Inc.	\$1,509,829.71
Imperial Construction, Inc.	\$1,524,447.00
DMG Commercial Const. Services, Inc.	\$1,544,249.00
Frank Dale Construction	\$1,575,900.00
Phillips/May Corporation	\$1,606,333.00
FJW Construction, Inc.	\$1,635,000.00
FBE Construction	\$1,650,551.00
Restoration Specialists, Inc.	\$1,693,500.00
Sawyer's Construction, Inc.	\$1,758,214.12
Jamail & Smith Construction	\$1,825,000.00
Triune	\$1,850,696.00
Rayco Construction, Inc.	\$1,916,480.00

RECOMMENDATION FOR AWARD:

J.C. COMMERCIAL, INC. \$1,389,277

LOW BID

COMMENTS: This project is for the conversion of 17,000 square feet of existing vacant space in Building H into a Student Life Center comprised of offices, a multipurpose room, a student lounge, and a serenity room; it includes selective demolition, all interior finishes, replacement of the HVAC system/ductwork/air handler, electrical, plumbing, masonry, storefronts, and an automated building management system. This project is to be silver-level LEED certified.

Based on 15% of the awarded amount, a contingency fund of \$208,392 is recommended for unforeseen changes to this project. It is further recommended that the executive vice chancellor of business affairs be authorized to approve change order(s) in an amount not to exceed the contingency fund.

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

(TAB 2) RECOMMENDATION FOR AWARD – RFP 11723
INDEPENDENT FINANCIAL AUDIT SERVICES
DISTRICT-WIDE
APRIL 7, 2010 THROUGH MARCH 31, 2015

RESPONSE: Requests for proposals were sent to 40 companies, and six responses were received.

COMPARISON OF BIDS:

Grant Thornton, LLP	\$411,350
Weaver & Tidwell, LLP	\$609,250
McConnell & Jones, LLP	\$626,717
Crowe Horwath, LLP	\$685,000
Deloitte & Touche, LLP	\$812,431
Vail Warren & Knauth, LLP	\$625,525

RECOMMENDATION FOR AWARD:

	(5-year estimate)
McCONNELL & JONES, LLP	\$626,717

BEST PROPOSAL

JUSTIFICATION:

This firm was chosen for their experience with Texas community colleges and charter school experience.

COMMENTS: One firm was deemed too small to handle the size of our audit and had no financial audit experience with community colleges or other institutions of higher education. The remaining five respondents were invited for interviews held March 3, 2010.

It is felt that all five firms are capable of performing the work necessary to audit the district's financial statements. And each had at least some experience with community colleges. While ability to provide the services was rated first and cost second, one firm was ruled out because the cost was almost double the lowest amount offered.

Administration further recommends the district Executive Vice Chancellor, Business Affairs be authorized to execute contracts for this project.

(Tab 3) RECOMMENDATION FOR AWARD – BID NO. 11730
PURCHASE AND INSTALLATION OF SCISSOR
ALIGNMENT LIFT
CEDAR VALLEY COLLEGE

RESPONSE: Requests for bids were sent to 29 companies, and one response was received.

RECOMMENDATION FOR AWARD:

J.A.M. EQUIPMENT SALES & SERVICE, LLC	\$46,709.46
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ONLY BIDDER

COMMENTS: This award is for the purchase/installation of a 10,000 pound capacity scissor lift to be used for student instruction in performing vehicle front-end alignments in the automotive technologies program. A trade-in allowance of \$10,000 is included for an existing lift, making the net cost of this transaction \$36,709.46. This award includes modifying an existing concrete floor pit to appropriately accommodate the new lift.

Award to the lone bidder is recommended because the campus cannot offer these classes until this lift in place; also, only one bid was received in a prior bid solicitation for this lift.

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

(Tab 4) RECOMMENDATION FOR RATIFICATION OF CONTRACT
TO REPAIR WATER MAIN - REQ. NO. 2D67635
BROOKHAVEN COLLEGE

RECOMMENDATION FOR AWARD:

4-L ENGINEERING COMPANY, INC. \$61,646.63

EMERGENCY

BACKGROUND:

A water leak was discovered on the north side of Building T on January 29th and facilities staff shut off the water supply to several buildings on the east side of the campus. 4-L Engineering Company was promptly contacted because they performed very satisfactorily and efficiently in repairing a similar problem at Brookhaven approximately five years ago.

Upon accessing the leak, it was determined that the problem was a failed coupling in the main water line. Repairs included site excavation, replacement of the failed pipe, site restoration, and replacement of concrete in an adjacent plaza area which had to be removed to gain access to the leak.

The campus obtained authority to proceed with repairs from the executive vice chancellor of business affairs who, at the time, was acting on behalf of the chancellor.

COMMENTS: Administration recommends ratification of this action.

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

(Tab 5) RECOMMENDATION FOR AWARD – PREVENTIVE
MAINTENANCE AGREEMENT FOR AUTOCLAVE AND
WASHER STERILIZER
EL CENTRO COLLEGE
APRIL 7, 2010 THROUGH MARCH 31, 2013

RECOMMENDATION FOR AWARD:

STERIS CORPORATION	(3-year estimate) \$30,000
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SOLE SOURCE

COMMENTS: This award is for a maintenance agreement for one autoclave and one washer sterilizer used by students in the surgical technology and sterile processing programs to sterilize instruments and supplies for re-use. Annual pricing of \$8,799 is fixed for the three year period and includes labor, scheduled preventive maintenance, unscheduled repair labor, warranty on parts provided, and travel charges. A contingency allowance of some \$1,600 is included for out-of-scope service and parts. Steris Corporation is the manufacturer and only authorized service provider for this equipment, which was put into service in 2007.

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

CONSENT AGENDA NO. 6

Approval of Minutes of the March 2, 2010 Special Meeting

It is recommended that the Board approve the minutes of the March 2, 2010 Board of Trustees Special Meeting.

Board Members and Officers Present:

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

Board Members and Officers Absent: Mrs. Martha Sanchez Metzger

Board Chair Jerry Prater convened the meeting at 9:34 AM. Dr. Wright Lassiter certified to the posting of the meeting notice.

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

I, Wright L. Lassiter, Jr., Secretary of the Board of Trustees of the Dallas County Community College District, do certify that a copy of this notice was posted on the 25th day of February, 2010, in a place convenient to the public in the District Office Administration Building, and a copy of this notice was provided on the 25th day of February, 2010, to John F. Warren, County Clerk of Dallas County, Texas, and the notice was posted on the bulletin board at the George Allen Sr. Courts Building, all as required by the Texas Government Code, §551.054.



Wright L. Lassiter, Jr., Secretary

Legal Issues in Community Colleges – a trustee development seminar conducted by Vice Chancellor and Legal Counsel for Texas State University System, Dr. Fernando Gomez

Dr. Gomez and members of the Board discussed duties and ethics of public sector board members under Texas law.

Executive Session

The Board recessed to an executive session 12:50 – 1:15 PM to discuss a legal matter with its attorneys.

Adjournment

Board Chair Prater adjourned the special meeting at 1:15 PM.

Approved:

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

Wright L. Lassiter, Jr., Secretary

CONSENT AGENDA NO. 7

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

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

Board Members and Officers Present:

Mrs. Kitty Boyle
Ms. Charletta Compton (arrived 1:32 PM, absent 3-3:25 PM)
Mr. Bob Ferguson
Ms. Diana Flores (Vice Chair)
Dr. Wright Lassiter (Secretary and Chancellor)
Mr. Jerry Prater (Chair)
Mr. JL Sonny Williams

Board Members and Officers Absent: Mrs. Martha Sanchez Metzger

Board Chair Jerry Prater convened the meeting at 1:27 PM. Dr. Wright Lassiter certified to the posting of the meeting notice.

**CERTIFICATION OF POSTING OF NOTICE MARCH 2, 2010
WORK SESSION OF THE
DALLAS COUNTY COMMUNITY COLLEGE DISTRICT
AND RICHLAND COLLEGIATE HIGH SCHOOLS
BOARD OF TRUSTEES**

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Wright L. Lassiter, Jr., Secretary

Proposed Amendments to Richland Collegiate High School Charters presented by Interim President and Superintendent for Richland College and Richland Collegiate High Schools, Dr. Kay Eggleston

Dr. Eggleston discussed with Board members proposed amendments to the collegiate high school charter.

Three Year Financial Plan – an update presented by Executive Vice Chancellor for Business Affairs, Mr. Ed DesPlas

Mr. Ed DesPlas discussed with Board members the three-year financial plan.

Re-allocating Resources – a discussion requested by Board Vice Chair, Ms. Diana Flores

Vice Chair Flores asked 1) where the “savings” would be allocated if costs were reduced by reorganization of people or work, and 2) what interim steps will be taken. Dr. Lassiter will give periodic updates about reorganization to the Board, and he will look into scheduling a work session about educational program review.

Compensation Philosophy and Practices Concerning Full-time Faculty – a discussion requested by Board Vice Chair, Ms. Diana Flores

Vice Chair Flores asked 1) what is the annual cost of formula pay to DCCCD, and 2) for colleges that have recently removed formula pay from their compensation programs, what are they doing in its place?

Guidelines for Interim and Acting Appointments – a discussion requested by Board Vice Chair, Ms. Diana Flores

Vice Chair Flores expressed discomfort with the recent change to guidelines for interim and acting appointments, and she said her question “How are interims chosen?” has not been answered.

Student Success – a discussion requested by Board Vice Chair, Ms. Diana Flores

Trustee Williams asked for the community college benchmark for wages as a percent of operating costs, and Trustee Boyle asked for DCCCD’s data for the past several years.

Executive Session

There was no executive session.

Adjournment

Board Chair Prater adjourned the meeting at 4:05 PM.

Approved:

A handwritten signature in blue ink, appearing to read "Wright L. Lassiter, Jr.", written in a cursive style.

Wright L. Lassiter, Jr., Secretary

CONSENT AGENDA NO. 8

Approval of Minutes of the March 2, 2010 Regular Meeting

It is recommended that the Board approve the minutes of the March 2, 2010 Board of Trustees Regular Meeting.

Board Members and Officers Present:

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

Board Members and Officers Absent: Mrs. Martha Sanchez Metzger

Board Chair Jerry Prater convened the meeting at 4:22 PM. Dr. Wright Lassiter certified to the posting of the meeting notice.

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

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Wright L. Lassiter, Jr., Secretary

Citizens Desiring to Address the Board Regarding Agenda Items

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

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

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

Special Presentation about Student Athletes and Success in College – Dr. Andrew Jones, executive vice chancellor of educational affairs

Dr. Andrew Jones introduced college athletic directors and athletes and provided information about DCCCD athletes' success in the classroom.

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

Mr. Ferguson declared a conflict of interest.

Consideration of Bids

Ms. Compton moved and Vice Chair Flores seconded a motion to approve all bids, except agenda item #7, to be considered separately, in the Consideration of Bids section of the agenda. Motion passed. (See March 2, 2010, Board Meeting, Consideration of Bids, Agenda Items #1-8, minus agenda item #7, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Vice Chair Flores moved and Ms. Compton seconded a motion to approve agenda item #7 in the Consideration of Bids section of the agenda. Mr. Ferguson abstained. Motion passed. (See March 2, 2010, Board Meeting, Consideration of Bids, Agenda Item #7, which is made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Consent Agenda

Vice Chair Flores read the following statement to the Board and asked that it be written into the minutes of the meeting:

“Remarks for the Record on Agenda Item VII-10, Approval of Minutes of the February 2, 2010 Regular Meeting

“Informative Reports

“I make the following clarifications, for the record, regarding the summary of my remarks made at the February 2010 Board meeting on Informative Report No. 34:

1. They are not verbatim comments. When I made the comments for the record, I thought that we were still recording our meetings and that my verbatim comments would be taken from the audiotape recording. I have since learned that that is not the case. My remarks, as recorded in the Minutes, were taken from handwritten notes and are not verbatim.
2. My comments were as to the agreement we have with the three chambers of commerce – the Greater Asian American Chamber of Commerce, the Black Chamber of Commerce and the Greater Dallas Hispanic Chamber of Commerce. My comments were not specifically and only as to the GDHCC. Summary remarks in the Minutes state: ‘...the she is an employee of the Greater Dallas Hispanic Chamber of Commerce, that numbers for the Chamber have been decreasing although the Chamber has not been decreasing its efforts, that she wondered if the Black Chamber has decreased its efforts...’
 - Clarification specifically of the above summary remark in quotes: Informative Report No. 34 of the February 2010 Board agenda reflects that M/WBE contracts for goods and services for Hispanic businesses is 9.6% for September 2009 as compared to 11.4% for September 2008. In my opinion, that is not a significant decrease. However, M/WBE contracts for African American businesses for September 2009 is 2.6% as compared to September 2008 at 22.2%; to me, that is a significant decrease. The decrease I referred to was as to the Black Chamber of Commerce, not as to the GDHCC as written in the Minutes of the February 2010 DCCCD Board meeting. I stated that I did not know if this was a trend yet, but that I had a concern that there was such a large decrease in the numbers for the Black Chamber of Commerce because of the decrease in the amount of the Tri-Chamber agreement from 2008 to 2009. I did state that while there was a decrease in the amount from DCCCD to the chambers, there had been no corresponding decrease of effort by GDHCC in outreach and information to members about contract opportunities with the DCCCD.
3. For the reasons stated above and also to remove any shadow or hint of conflict of interest, I retract my statements regarding the Tri-

Chamber agreement only as they relate to the GDHCC. My concerns remain as to the effect the termination of the Tri-Chamber agreement will have on outreach and dissemination of information about DCCCD procurement processes and opportunities among membership of the Greater Asian American Chamber of Commerce and the Black Chamber of Commerce.”

Mr. Ferguson moved and Ms. Compton seconded a motion to approve all recommendations in the Consent Agenda, except agenda items #15 and 16, to be considered separately. Motion passed. (See March 2, 2010, Board Meeting, Consent Agenda, Agenda Items #9-19, minus agenda items #15 and 16, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Ms. Compton moved and Mr. Ferguson seconded a motion to approve agenda item #15 in the Consent Agenda. Motion failed. (See March 2, 2010, Board Meeting, Consent Agenda, Agenda Item #15, which is made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Ms. Compton moved and Vice Chair Flores seconded a motion to table and present at the April board meeting agenda item #16 in the Consent Agenda. Motion failed. Ms. Compton moved and Vice Chair Flores seconded a motion to table and present at the April board meeting agenda item #16 in the Consent Agenda. Motion passed. (See March 2, 2010, Board Meeting, Consent Agenda, Agenda Item #16, which is made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Individual Items

Ms. Compton moved and Vice Chair Flores seconded a motion to approve all recommendations in the Individual Items section of the agenda. Motion passed. (See March 2, 2010, Board Meeting, Individual Items, Agenda Items #20-22, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Informative Reports

(See March 2, 2010, Board Meeting, Informative Reports, Agenda Items #23-38, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Questions/Comments from the Board and Chancellor

Concerning Agenda Item #39, Vice Chair Flores read the following statement to the Board and asked that it be written into the minutes of the meeting:

“Remarks for March 2, 2010 Board Meeting on Item X:
Questions/Comments from the Board and Chancellor

“The issue of conflict of interest has arisen because of comments I made at the February 2010 Board meeting regarding the Tri-Chamber agreement that the DCCCD has with three ethnic chambers in the greater Dallas area.

“I want to clarify, for the record, that I did not begin advocating for increased diversity at all levels of the institution – students, staff, procurement – at the point when I became an employee of the Greater Dallas Hispanic Chamber of Commerce. I have stated publicly, more than once, that one of the main reasons I ran for the Board was because, as an employee of the DCCCD, I felt that our institution did not have a true commitment to diversity and its importance to the institution, to our students, and to our constituents/taxpayers. Since day one, I have advocated for and will continue to advocate for increased diversity at all levels of our institution, and there is ample record to support that.

“However, to make sure that I stay on the correct side of the conflict of interest statutes in the state of Texas, I would like clarification from legal counsel:

- In a conversation I had with Robert Young yesterday (301010) questioning him on whether my remarks were a conflict of interest, he stated that they were not legally a conflict of interest, but that they could be seen as poor form because of my employment with the Greater Dallas Hispanic Chamber of Commerce. In other words, I can discuss the matter, but I cannot vote on the matter.
- In subsequent consultation with outside legal counsel, I was informed that the conflict of interest statute prohibited participation in either discussion or voting on an item that presented a conflict of interest, that one should not even be present when the discussion was being held. However, a recent opinion by the Attorney General holds that one can be present in a discussion but not participate in such. In other words, that while I can be present, I can neither discuss nor vote on the matter.
- I ask for a clarification from our legal counsel so that I know, without any doubt or question, how I may proceed, within legal bounds, as regards these matters.

“I also respectfully request that, in the future, when there is to be a change on an item that has held particular interest for Board members, that we be informed *before* steps are taken to institute that change. I cannot fathom,

for example, that any change would be made to terminate the agreement that we have with the Garland Chamber of Commerce without first informing our Board Chair and the Board as a matter of course. However, in regard to the Tri-Chamber agreement, steps were taken to terminate that agreement without first informing the Board. In my opinion, the manner in which this has been handled has been disrespectful to those of us who hold a particular interest and focus on diversity issues.”

(See March 2, 2010, Board Meeting, Questions/Comments from the Board and Chancellor, Agenda Item #39, which is made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Citizens Desiring to Appear Before the Board

Mr. Ray Whisenhunt, student and veteran, presented a petition requesting the DCCCD Board of Trustees to increase staffing to support veterans. Mr. Prater referred the matter to Chancellor Lassiter, and Trustee Boyle asked that administration respond to Mr. Whisenhunt within two weeks. Trustee Compton asked to be informed of the number of veterans enrolled.

Executive Session

There was no executive session.

Adjournment

Ms. Compton moved and Vice Chair Flores seconded a motion to adjourn the meeting. Motion passed. Board Chair Prater adjourned the meeting at 5:37 PM.

Approved:



Wright L. Lassiter, Jr., Secretary

POLICY REPORT NO. 9

Approval of Resolution Authorizing Cancellation of the Election for Trustee Districts 2 and 3 and Declaring the Unopposed Candidates Elected

It is recommended that the Board of Trustees of the Dallas County Community College District adopt the attached resolution, including the Certification of Unopposed Status that provides for canceling the election for Trustee Districts 2 and 3 in the May 8, 2010 election and declaring the unopposed candidates elected.

Effective Date: April 6, 2010

Policy Reminders

Board policies pertinent to evaluating a recommendation for authorizing canceling of the election and declaring the unopposed candidates include:

The Board may declare each unopposed candidate elected to the office if:

- 1. Each candidate for an office that is to appear on the ballot is unopposed, and*
- 2. No proposition is to appear on the ballot.*

In the case of an election in which any members of the Board are elected from single-member districts, the unopposed candidate procedures can apply to the election in a particular single-member district if each candidate for an office that is to appear on the ballot in that College District is unopposed and the other requirements described above are met.

*The Board may declare each unopposed candidate elected to the office upon receipt of certification from the authority responsible for having the official ballot prepared. The certification must state that if the election were held, only the votes cast for that candidate in the election for that office may be counted. If the Board makes such a declaration, the election is not held. A copy of the order or ordinance must be posted on election day at each polling place that would have been used in the election. **BBB (LEGAL) BOARD MEMBERS ELECTIONS:
ELECTION OF UNOPPOSED CANDIDATE***

Note: (LEGAL) denotes the subject is regulated by federal or state authority.

RESOLUTION
CANCELING THE ELECTION FOR TRUSTEE DISTRICTS 2 AND 3 AND
DECLARING THE UNOPPOSED CANDIDATES ELECTED

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

WHEREAS, the District meets the requirements for unopposed status in Districts 2 and 3 pursuant to section 2.051, et. seq., of the Texas Election Code; and

WHEREAS, the Board of Trustees of Dallas County Community College District has received the Board Secretary's written certification of unopposed status (attached) for Districts 2 and 3; and

WHEREAS, in these circumstances, section 2.051, et. seq., of the Texas Election Code, authorizes a governing body to declare each unopposed candidate elected to office and cancel the election thereby avoiding the expenses related to holding an election and saving public funds; NOW THEREFORE,

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

Section 1. That the certification of unopposed status from the Board Secretary is accepted.

Section 2. That the election on May 8, 2010 is canceled for Trustee Districts 2 and 3.

Section 3. That the following candidates who are unopposed for the May 8, 2010 election are declared elected to office and the Board Chairman shall issue a certificate of election to:

Bob Ferguson, Board Member, District 2

Jerry Prater, Board Member, District 3

Section 4. That in accordance with section 2.053 of the Texas Election Code, on election day the Dallas County Elections Department shall post a copy of this resolution at each polling location that would have been used in the election.

Resolution Canceling the Election for Trustee Districts 2 and 3 and
Declaring the Unopposed Candidates Elected
Page 2

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

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

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

By: _____
Jerry Prater, Chairman
Board of Trustees

ATTEST

By: _____
Wright L. Lassiter, Secretary
Board of Trustees

Adopted: April 6, 2010

Certification of Unopposed Status

STATE OF TEXAS §
 §
COUNTY OF DALLAS §

I, Wright L. Lassiter, Jr., Secretary to the Board of Trustees for the Dallas County Community College District, certify that I am the authority responsible for having the official ballot prepared for the May 8, 2010 Board of Trustees election; and further, certify that:

1. there are no declared write-in candidates.
2. there are no propositions appearing on the ballot; and
3. Bob Ferguson is an unopposed candidate in Trustee District 2
and
Jerry Prater is an unopposed candidate in Trustee District 3.

ATTEST

Wright L. Lassiter, Jr., Secretary
Board of Trustees

April 6, 2010
Date

Section 2.052, Election Code

RESOLUCIÓN
CANCELACIÓN DE LA ELECCION PARA DISTRITOS 2 Y 3 Y
DECLARACIÓN LAS CANDIDATAS SIN OPOSICIÓN ELEGIDO

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

POR TANTO, el Distrito cumple los requisitos para el estado sin oposición en Distritos 2 y 3 de conformidad con el artículo 2.051, et. seq., del Código Electoral de Texas; y

POR TANTO, la Junta de Síndicos del Distrito del Colegio Comunitario del Condado de Dallas recibió una certificación escrita sobre el estado sin oposición (adjunta) de parte del Secretario de la Junta para el Distritos 2 y 3; y

POR TANTO, en estas circunstancias, el artículo 2.051, et. seq., del Código Electoral de Texas, autoriza a un organismo gobernante a declarar a cada candidato sin oposición electo para ejercer el cargo y cancelar la elección. De esta manera se evitan los gastos relacionados con el proceso de elecciones y se ahorran fondos públicos; ASI ENTONCES,

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

Sección 1. Que se acepte la certificación de estado sin oposición del Secretario de la Junta de Síndicos.

Sección 2. Que se cancelan la elección del 8 de Mayo del 2010 para la Junta de Síndicos de Distritos 2 y 3.

Sección 3. Que las siguiente candidatas sin oposición para la elección del 8 de Mayo del 2010, sea declarado electo para ejercer el cargo y el Presidente de la Junta emita un certificado de elección para:

Bob Ferguson, Miembro de la Junta de Síndicos de Distrito 2 y

Jerry Prater, Miembro de la Junta de Síndicos de Distrito 3.

Sección 4. Que de acuerdo con el artículo 2.053 del Código Electoral de Texas, en el día de las elecciones, el Departamento de Elecciones del Condado de Dallas

Resolución Cancelación de la Elección para
Distritos 2 y 3 y Declaración al Candidatas
Sin Oposición Elegido
Página Dos

colocará una copia de esta resolución en cada lugar de votación que podría haberse usado en las elecciones.

Sección 5. Que simultáneamente con la aprobación de esta resolución, se adoptara una versión en español de la misma.

Sección 6. Que esta resolución entrará en efecto después de su adopción por la Junta Síndicos del Distrito del Colegio Comunitario del Condado de Dallas y será firmada por el Presidente de la Junta de Síndicos.

DISTRITO DEL COLEGIO COMUNITARIO DEL
CONDADO DE DALLAS

Por: _____
Jerry Prater, Presidente, de la
Junta de Síndicos

ATESTIGUADO

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

Adoptada: el 6 abril de 2010

Certificación de Estado Sin Oposición

ESTADO DE TEJAS §
 §
CONDADO DE DALLAS §

Yo, Wright L. Lassiter, Jr., Secretario de la Junta de Síndicos del Colegio Comunitario del Distrito del Condado de Dallas, certifico que yo soy la autoridad responsable para tener la votación oficial preparada para la elección de la Junta de Síndicos el 8 de mayo de 2010; y además certifico que:

1. no hay declarado candidatos inscritos.
2. no hay proposiciones colocadas en la urna; y
3. Bob Ferguson es un candidato sin oposición en el Distrito 2 y Jerry Prater es un candidato sin oposición en el Distrito 3.

ATESTIGUADO

Wright L. Lassiter, Jr., Secretario
de la Junta de Síndicos

6 de abril de 2010
Fecha

Sección 2.052, código de elección

POLICY REPORT NO. 10

Approval of Revised Mission Statement of Eastfield College

The Chancellor recommends that the Board of Trustees approve the following revised Mission Statement of Eastfield College:

“Eastfield College provides excellence in teaching and learning. To accomplish this mission, Eastfield College

- Anticipates and responds to the educational needs of students and employers.
- Promotes academic excellence in teaching and learning
- Offers an educational experience that emphasizes critical thinking, decision making, reflection and creativity
- Partners with businesses, the community and families for student success
- Embraces an environment that reflects, respects and celebrates diversity
- Commits to being accessible, adaptable, and accountable to our students, the community, and other constituents.”

Policy Reminders

Board policies pertinent to evaluating a recommendation related to a college mission statement include:

The purpose of the College District is as set forth in Education Code 130.003, as follows:

1. *The purpose of each public community college shall be to provide:*
 - a. *Technical programs up to two years in length leading to associate degrees or certificates;*
 - b. *Vocational programs leading directly to employment in semi-skilled and skilled occupations;*
 - c. *Freshman and sophomore courses in arts and sciences;*
 - d. *Continuing adult education programs for occupational or cultural upgrading;*
 - e. *Compensatory education programs designed to fulfill the commitment of an admissions policy allowing the enrollment of disadvantaged students;*
 - f. *A continuing program of counseling and guidance designed to assist students in achieving their individual educational goals;*

- g. *Workforce development programs designed to meet local and statewide needs;*
 - h. *Adult literacy and other basic skills programs for adults; and*
 - i. *Such other purposes as may be prescribed by the Texas Higher Education Coordinating Board or local governing boards in the best interest of postsecondary education in Texas.*
2. *The mission of the College District is to equip students for successful living and responsible citizenship in a rapidly changing local, national and world community.*
 3. *The Board endorses and supports the Texas Higher Education Coordinating Board's plan for higher education, Closing the Gaps by 2015.*
 4. *The focus of the College District shall be increasing educational attainment as delineated in the Coordinating Board's plan for higher education. The plan in effect at the time of adoption of this policy is titled Closing the Gaps by 2015. BAA (LOCAL), BOARD LEGAL STATUS; POWERS, DUTIES, RESPONSIBILITIES; EXTENT OF STATE AND LOCAL CONTROL*

NOTE: For colleges seeking reaffirmation of accreditation, the Southern Association of College and Schools, Commission on Colleges (SACS/COC) Comprehensive Standard 3.1.1 requires the following: "The mission statement is current and comprehensive, accurately guides the institution's operations, is periodically reviewed and updated, and is approved by the governing board, and is communicated to the institution's constituencies."

POLICY REPORT NO. 11

Approval of Revised Mission Statement for North Lake College

The Chancellor recommends that the Board of Trustees approve the following revised Mission Statement of North Lake College:

“North Lake College, created as a part of the Dallas County Community College District in 1977, is a two-year public community college located in Irving, Texas. In addition to the Central Campus, three community campuses provide access to diverse communities in the service delivery area. The college utilizes an open-door admission policy which anticipates and responds to the educational, training, and employment needs of the community. The college prepares people for successful living and responsible citizenship through quality educational programs.

“We invite dynamic partnerships with all our constituencies: students, community, business and industry, public schools, and government; we celebrate a supportive environment in all aspects of the college experience. We are committed to providing equal access and quality learning experiences to a diverse student population in an environment characterized by excellence in teaching and learning and responsible use of resources.”

Policy Reminders

Board policies pertinent to evaluating a recommendation related to a college mission statement include:

The purpose of the College District is as set forth in Education Code 130.003, as follows:

1. *The purpose of each public community college shall be to provide:*
 - a. *Technical programs up to two years in length leading to associate degrees or certificates;*
 - b. *Vocational programs leading directly to employment in semi-skilled and skilled occupations;*
 - c. *Freshman and sophomore courses in arts and sciences;*
 - d. *Continuing adult education programs for occupational or cultural upgrading;*
 - e. *Compensatory education programs designed to fulfill the commitment of an admissions policy allowing the enrollment of disadvantaged students;*

- f. *A continuing program of counseling and guidance designed to assist students in achieving their individual educational goals;*
 - g. *Workforce development programs designed to meet local and statewide needs;*
 - h. *Adult literacy and other basic skills programs for adults; and*
 - i. *Such other purposes as may be prescribed by the Texas Higher Education Coordinating Board or local governing boards in the best interest of postsecondary education in Texas.*
2. *The mission of the College District is to equip students for successful living and responsible citizenship in a rapidly changing local, national and world community.*
 3. *The Board endorses and supports the Texas Higher Education Coordinating Board's plan for higher education, Closing the Gaps by 2015.*
 4. *The focus of the College District shall be increasing educational attainment as delineated in the Coordinating Board's plan for higher education. The plan in effect at the time of adoption of this policy is titled Closing the Gaps by 2015. BAA (LOCAL), BOARD LEGAL STATUS; POWERS, DUTIES, RESPONSIBILITIES; EXTENT OF STATE AND LOCAL CONTROL*

NOTE: For colleges seeking reaffirmation of accreditation, the Southern Association of College and Schools, Commission on Colleges (SACS/COC) Comprehensive Standard 3.1.1 requires the following: "The mission statement is current and comprehensive, accurately guides the institution's operations, is periodically reviewed and updated, and is approved by the governing board, and is communicated to the institution's constituencies." Further, SACS/COC requires notification and approval of substantive changes, such as offering more than 50% of credit programs off-site. This new mission statement is part of assuring North Lake College - North and South Campuses comply with SACS/COC rules concerning substantive changes in the college mission.

POLICY REPORT NO. 12

Revision to 2010 Board Calendar

The Board of Trustees revises the schedule of meetings for calendar year 2010 as indicated by underlining.

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

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

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

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

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

POLICY REPORT NO. 13

Adoption of 2011 Board Calendar

The Board of Trustees adopts the following schedule of meetings for calendar year 2011. All meetings are on Tuesday.

Date	Time	Type of Meeting
January 4	1-4PM	Retreat
	4-5PM	Regular Business
February 1	4-5 PM	Regular Business
March 1	1-4PM	Retreat
	4-5PM	Regular Business
April 5	3-4PM	Audit Committee
	4-5PM	Regular Business
May 3	3-4PM	Budget Committee (committee-of-the-whole)
	4-5PM	Regular Business
June 7	1-4PM	Retreat
	4-5PM	Regular Business
July 5	3-4PM	Audit Committee
	4-5PM	Regular Business
August 2	1-4PM	Budget Committee (committee-of-the-whole)
	4-5PM	Regular Business
August 16 or 23	4-5PM	Special - Public Hearing on the Tax Rate (1 of 2)
August 23 or 30	4-5PM	Special - Public Hearing on the Tax Rate (2 of 2)
September 6	1-4PM	Special (annual chancellor's evaluation)
	4-5PM	Regular Business Meeting
October 4	3-4PM	Audit Committee
	4-5PM	Regular Business
November 1	1-4PM	Retreat
	4-5PM	Regular Business
December 6	3-4PM	Budget Committee (committee-of-the-whole)
	4-5PM	Regular Business
December 20	3-4PM	Audit Committee
	4-5PM	Special to receive audited annual financial statements

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

POLICY REPORT NO. 14

Approval of Resolution to Authorize Submission of the Spring 2010
Open-Enrollment Charter Renewal Application on behalf of Richland
Collegiate High School of Mathematics, Science, and Engineering

It is recommended that the Board approve the attached resolution, which authorizes the Richland Collegiate High School of Mathematics, Science, and Engineering Interim Superintendent to submit to the Texas Education Agency the Spring 2010 Open-Enrollment Charter Renewal Application on behalf of the High School.

Effective Date: April 6, 2010

Policy Reminder

Texas Administrative Code Title 19 Chapter §100.

The Texas Education Agency (TEA) requires charter schools to submit renewal applications prior to expiration of their charter. RCHS charter expires July 31, 2010, but a renewal application must be submitted by May 7, 2010.

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

WHEREAS, the Richland Collegiate High School of Mathematics, Science and Engineering charter expires on July 31, 2010;

WHEREAS, the Texas Education Agency (TEA) requires a charter renewal application prior to expiration of the charter; NOW THEREFORE

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

Section 1. That the Interim Superintendent of Richland Collegiate High School of Mathematics, Science, and Engineering is authorized to submit the Spring 2010 Open-Enrollment Charter Renewal Application to TEA.

Section 2. That this Resolution takes effect upon approval by the Board of Trustees.

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT
Board of Trustees

By: _____
Jerry Prater, Chairman

By: _____
Diana Flores, Vice Chair

By: _____
Kitty Boyle, Board Member

By: _____
Charletta Compton, Board Member

By: _____
Bob Ferguson, Board Member

By: _____
Martha Sanchez Metzger, Board Member

By: _____
JL Sonny Williams, Board Member

ATTEST

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

Adopted: April 6, 2010

POLICY REPORT NO.15

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

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

Effective Date: April 6, 2010

Policy Reminders

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT
Board of Trustees

By: _____
Jerry Prater, Chairman

By: _____
Diana Flores, Vice Chair

By: _____
Kitty Boyle, Board Member

By: _____
Charletta Compton, Board Member

By: _____
Bob Ferguson, Board Member

By: _____
Martha Sanchez Metzger, Board Member

By: _____
JL Sonny Williams, Board Member

ATTEST

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

Adopted: April 6, 2010

EXHIBIT A

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

SUBSTANTIVE CHARTER AMENDMENTS

Application Coversheet (Please type)

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

Name of Sponsoring Entity: Dallas County Community College District

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

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

501(c)(3) nonprofit organization Governmental Entity

College or University

Chairperson of Governing Body of Sponsoring Entity: Jerry

Prater

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

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

Name of Governing Body of Sponsoring Entity Member Who Attended an Applicant Conference:

Jerry Prater Date of Conference: December 3, 2004

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

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

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

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

Contact Name: Donna Walker Contact Email address: (~~dwalker@dcccd.edu~~) dwalker1@dcccd.edu

Contact Phone #: 972-761-6880 Contact Fax #: (972) 238-6957

Circle Grade Levels to be served: 900

Maximum Enrollment:

(must include, by Year 3, at least one grade level where TAKS is administered)

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

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

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

STATEMENT OF NEED

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

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

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

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

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

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

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

Dual Credit Programs

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

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

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

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

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

Extended Studies in the Visual, Performing, and Digital Arts

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

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

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

Additional Learning Activities

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

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

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

~~During the time between the Fall and Spring Semesters, seniors will work on their Senior Exhibitions and junior students will participate in workshops and seminars. Again, all students will participate in Service Learning projects.~~

~~—The final two weeks after the college’s Spring Semester ends will allow time for completing the school year—taking care of administrative details and preparing for graduation. Seniors will present their Senior Exhibitions and take a Senior Class trip. Juniors will participate in workshops and seminars designed to prepare them for their final year at the High School.)~~

EDUCATION PLAN

a) Scope and sequence of the proposed education program:

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

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

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

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

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

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

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

English Language Arts and Reading

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

b) Unique curricular experiences:

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

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

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

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

c) Gifted and Talented Program:

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

d) Other student activities:

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

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

HUMAN RESOURCES INFORMATION

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

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

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

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

b) Job descriptions

Superintendent

Duties and Responsibilities:

1. Has primary responsibility for programming, development, implementation, and evaluation of educational and fiscal activities of the Richland Collegiate High School;
2. Responsible for organizing the High School’s central administration and supervising and coordinating the activities of the Assistant Superintendent, Business Officer, and High School Principal in administering instructional, fiscal, and student programs of the High School;
3. Responsible for developing and implementing long-range objectives and short-term goals to meet the needs of current and potential students of the High School;
4. Responsible for developing and presenting the High School budget to the DCCCD Board of Trustees for approval;
5. Responsible for administering the overall High School budget to provide implementation of stated goals and objectives;
6. Supervises the recruitment and selection of all High School personnel and recommends employment of all contractual personnel;
7. Approves reports and submissions to the Texas Education Agency and other agencies and government bodies as required by law;
8. Directs the disposition or safekeeping of public records subject to the DCCCD Board of Trustees’ superior right of immediate access to, control over, and possession of such records;
9. Works with the High School Community Advisory Committee to assure High School functions reflect community needs;

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

Minimum Education and Skill Requirements:

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

(Assistant) Deputy Superintendent

Duties and Responsibilities:

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

Minimum Education and Skill Requirements:

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

Business Officer

Duties and Responsibilities:

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

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

Minimum Education and Skill Requirements:

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

Richland Collegiate High School Principal

Duties and Responsibilities:

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

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

Minimum Education and Skill Requirements:

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

Reporting Relationship

Reports to the RCHS Deputy Superintendent

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

Duties and Responsibilities:

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

- ~~11. Provides for professional growth through reading and attending workshops, seminars, and conferences;~~
- ~~12. Coordinates activities with the Principal of the Richland Collegiate High School of Mathematics, Science, and Engineering;~~
- ~~13. Performs related duties as assigned.~~

~~Minimum Education and Skill Requirements:~~

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

~~Reporting Relationship:~~

~~Reports to the RCHS Deputy Superintendent)~~

c) Sponsoring entity's organizational chart:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

GOVERNANCE

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

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

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

ADMISSIONS POLICY

a) Period during which applications will be accepted:

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

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

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

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

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

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

b) Process for the waiting list:

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

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

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

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

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

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

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

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

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

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

f) Non-discrimination in admission:

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

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

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

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

a) Verifying all sources of funding:

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

b) Adoption of the annual budget:

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

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

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

c) Start-up budget:

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

d) Budget for the first year:

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

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

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

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

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

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

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

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

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

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

BUILDING AND GROUNDS REPORT NO. 16

Approval of Change Order with Integrated Access Systems

It is recommended that authorization be given to approve change order No. 8 with Integrated Access Systems in an amount not to exceed \$117,139 to provide additional services for Brookhaven College.

Original agreement	\$419,396
Previous change order(s)	61,108
Change Order Amount	<u>117,139</u>
Revised agreement	\$597,643

Background

This is BHC project #1, in *Progress Report on Construction Projects*, (Informative Reports section of this agenda). The project is for the installation of a campus wide security system. Construction was 95% complete as of 2/24/10.

The Board approved the recommendation for award for bid No. 11456 for the installation of a campus-wide security system to control access and egress, monitor and track events and equipment, and designated doors with electronic door locking hardware on 01/06/2009. Original contract amount was \$419,396. The executive vice chancellor of business affairs was authorized to approve change orders in an amount not to exceed the contingency fund of \$62,909.40.

The project was to be completed on 10/09/09. Change order No. 8 adds 150 days, changing the date of substantial completion to *September 3, 2010*.

As provided by Board Policy CF (LOCAL),

Board Approval	EVCBA Approval	Change Order No.	Amount	Revised Contract	Remaining Contingency
	05/16/09	1	\$ 13,669	\$433,065	\$ 49,240
	07/09/09	2	1,937	435,002	47,303
	07/29/09	3	20,192	455,194	27,111
	08/05/09	4	6,959	462,153	20,153
	09/01/09	5	1,440	463,593	18,712
	10/01/09	6	4,708	468,301	14,004
	10/28/09	7	12,203	480,504	1,801
Pending		8	\$117,139	\$597,643	\$-115,338

Change order No. 8 provides for additional card readers to classrooms as

determined by Brookhaven police and staff and also includes upgrading software as required.

This recommendation increases the project cost to \$597,643, which is \$178,247 (42%) over the original amount.

Policy Reminders

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

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

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

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

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

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

BUILDING AND GROUNDS REPORT NO. 17

Approval of Amendment to Agreement with O'Brien Engineering, Inc.

It is recommended that authorization be given to approve an amendment to the agreement with O'Brien Engineering, Inc. in an amount not to exceed \$57,550 for additional services at Richland College.

Original agreement	\$ 17,762
Previous Amendment(s)	132,359
Amendment Amount	<u>57,550</u>
Revised agreement	\$207,671

Background

This RLC project is #2, in *Progress Report on Construction Projects* (Informative Reports section of this agenda).

The Board approved the original contract with O'Brien Engineering, Inc. on October 9, 2008 in the amount of \$17,762. The purpose of the agreement was to provide Engineering Services to assess causes of the sinkhole at the south end of the lake at Richland College.

Board Approved	EVCBA Approved	Amend. No.	Amount	Revised Contract	Contingency Remaining
06/02/09		1	\$132,359	\$150,121	0
pending		2	\$ 57,550	\$207,671	0

Amendment #1 of \$132,359 provided Engineering Services for the repair of the Sinkhole, Southerly Dam, Spillway and the application for a Dam Safety Permit from TCEQ (Texas Commission Environmental Quality).

This amendment of \$57,550 provides for Geotechnical, Hydrological services and modifies the time by adding 8-10 weeks.

This recommendation increases the cost to \$207,671, which is \$189,909 (106.92%) over the original amount.

Policy Reminders

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

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

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

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

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

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

BUILDING AND GROUNDS REPORT NO. 18

Approval of Agreement with Lemco Construction

It is recommended that authorization be given to approve an agreement with Lemco Construction in an amount not to exceed \$53,094 to provide Construction Management services for Brookhaven, El Centro, Eastfield, Mountain View, North Lake, and Richland Colleges.

Background

This is BHC project 8, ECC projects 9 and 10, EFC project 9, MVC project 5, NLC project 12, and RLC project 8 in *Progress Report on Construction Projects* (Informative Reports section of this agenda). The project package is listed below:

Brookhaven College - Update/replace exterior signage
El Centro College - Replace/repair gym bleachers in C220
El Centro College - Replace & seal all exterior windows, Paramount
Eastfield College - Refurbish restrooms C3RW2, F2RM1, L3RM1, & L3RW1
Mountain View College - Replace hall carpet on all levels; main campus; 158,000 square feet
North Lake College - Repair/re-upholster Performance hall seating; 452 seats
Richland College - Replace original entrance doors; Phase II

The facilities management staff pre-qualifies architectural and engineering firms and selected Lemco Construction from its pool of pre-qualified firms. The agreement will be made as of April 6, 2010. Compensation is to be a fee not to exceed \$51,548 plus reimbursable expenses not to exceed \$1,546.

BUILDING AND GROUNDS REPORT NO. 19

Approval of Agreement with Rivera Engineering, LLC

It is recommended that authorization be given to approve an agreement with Rivera Engineering, LLC in an amount not to exceed \$55,527 to provide Construction Management Services for Brookhaven College, Bill J. Priest, LeCroy Center, District Service Center and Cedar Valley College.

Background

This is BHC project 10, ECC/BJP projects 14 and 17, RLC/LCET project 10, DSC projects 5 and 6, and CVC project 4 in *Progress Report on Construction Projects* (Informative Reports section of this agenda). The project package is listed below:

Brookhaven College - Replace 700T centrifugal Chiller, Building B
Bill J. Priest - Replace AHU drives, shaft, bearings, controls, 9 each
Bill J. Priest - Replace surge suppressors at distribution panels
LeCroy Center of Telecom - Replace damper and actuators, AHU 1 and AHU 2
District Service Center - Replace motor, VFD Belts/Sheaves, TAB, AHU-6
Purchasing
District Service Center - Refurbish Cooling Tower
Cedar Valley College - Update fire sprinkler systems, Buildings, D, E, F and G

The facilities management staff pre-qualifies architectural and engineering firms and selected Rivera Engineering, LLC from its pool of pre-qualified firms. The agreement was made as of April 6, 2010. Compensation is to be a fee not to exceed \$53,910, plus reimbursable expenses not to exceed \$1,617.

BUILDING AND GROUNDS REPORT NO. 20

Approval of Agreement with Bury + Partners Engineering Solutions

It is recommended that authorization be given to approve an agreement with Bury & Partners Engineering Solutions in an amount not to exceed \$67,424 to provide Construction Management services for Eastfield College.

Background

This is EFC projects 10 and 11, in *Progress Report on Construction Projects* (Informative Reports section of this agenda). The project package is listed below:

Eastfield College - Repair upper courtyard
Eastfield College - Replace asphalt parking lots

The facilities management staff pre-qualifies architectural and engineering firms and selected Bury + Partners Engineering Solutions from its pool of pre-qualified firms. The agreement will be made as of April 6, 2010. Compensation is to be a fee not to exceed \$65,460 will be plus reimbursable expenses not to exceed \$1,964.

BUILDING AND GROUNDS REPORT NO. 21

Approval of Agreement with Dedman Facility Group (1 of 2)

It is recommended that authorization be given to approve an agreement with Dedman Facility Group in an amount not to exceed \$34,608 to provide Construction Management Services for Mountain View and North Lake.

Background

This is MVC projects 6 and 7, and NLC projects 10 and 11, in *Progress Report on Construction Projects* (Informative Reports section of this agenda). The project package is listed below:

Mountain View College - Replace 1000T centrifugal chiller, CH-2

Mountain View College - Replace motors and VFD's on AHUs A-1, A-2, A-3 and A-4

North Lake College - Replace piping insulation in section of tunnel

North Lake College - Buried utility pipe in section of tunnel

The facilities management staff pre-qualifies architectural and engineering firms and selected Dedman Facility Group from its pool of pre-qualified firms. The agreement will be as of April 6, 2010. Compensation is to be a fee not to exceed \$33,600, plus reimbursable expenses not to exceed \$1,008.

BUILDING AND GROUNDS REPORT NO. 22

Approval of Agreement with EJES Incorporated

It is recommended that authorization be given to approve an agreement with EJES Incorporated in an amount not to exceed \$25,807 to provide Construction Management services for North Lake College.

Background

This is NLC projects 6, 7, 8, and 9, in *Progress Report on Construction Projects* (Informative Reports section of this agenda). The project package is listed below:

- North Lake College - Replace Roofs, Buildings H (7,000 square feet) and K (14,250 square feet) Waterproofing
- North Lake College - Repair/replace concrete stairs, Building A, Waterproofing
- North Lake College - Repair roofs, exterior stucco, and water infiltration, Building R
- North Lake College - Repair high priority water infiltration points, Campus Wide

The facilities management staff pre-qualifies architectural and engineering firms and selected EJES Incorporated from its pool of pre-qualified firms. The agreement will be as of April 6, 2010. Compensation is to be a fee not to exceed \$25,055 plus reimbursable expenses not to exceed \$752.

BUILDING AND GROUNDS REPORT NO. 23

Approval of Agreement with Dedman Facility Group (2 of 2)

It is recommended that authorization be given to approve an agreement with Dedman Facility Group in an amount not to exceed \$44,033 to provide Construction Management Services for Richland College.

Background

This is RLC projects # 6, 9, and 7, in *Progress Report on Construction Projects* (Informative Reports section of this agenda). The projects are for Construction Management for maintenance projects at Richland College. The project package is listed below:

Richland College - Replace underground Westside HVAC Piping
Richland College - Refurbish existing cooling towers, 750 Ton 3 each
Richland College - Replace 900 Ton Chiller No. 2

The facilities management staff pre-qualifies architectural and engineering firms and selected Dedman Facility Group from its pool of pre-qualified firms. The agreement will be as of April 06, 2010. Compensation is to be a fee not to exceed \$42,750, plus reimbursable expenses not to exceed \$1,283.

FINANCIAL REPORT NO. 24

Approval of Expenditures for February 2010

The chancellor recommends approval of expenditures in the amount of \$35,315,988 in the month of February 2010.

Policy Reminders

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

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

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

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

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

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

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

FINANCIAL REPORT NO. 25

Approval of Sub-Recipient Agreement with Jefferson Physician Group, P.A.

It is recommended that authorization be given to approve a sub-recipient agreement with Jefferson Physician Group, P.A. in an amount not to exceed \$336,617 for the period February 8, 2010 through February 28, 2011, to provide educational training to 334 trainees in a medical consortium of 49 medical offices for Brookhaven College.

Background

The Texas Workforce Commission, using a sub-recipient agreement with Jefferson Physician Group, P.A., has awarded Brookhaven College a grant to provide educational training for a medical consortium. This partnership between Brookhaven College and Jefferson Physician Group, P.A. is to provide a maximum of 14,964 training hours for 234 incumbent workers and 100 new hires as detailed in the TWC Skills Development Fund contract (0610SDF000) approved on the DCCCD Board of Trustees' March 2, 2010 agenda.

The contract is being submitted with a request for retroactive approval. For consistency, the Texas Workforce Commission is requesting the sub-recipient contract have the same beginning and ending date as the awarded TWC Skills Development Fund contract (0610SDF000). Brookhaven College personnel are aware that no expenditures can be incurred against the contract prior to DCCCD Board approval.

This recommendation has undergone the following administrative review:

- Approval of the form of the agreement from DCCCD's legal counsel;
- Assurance from the chief business officer, George T. Herring, vice president of business services, that relevant provisions of the *Board Policy Manual* have been observed;
- Approval of the substance of the agreement by Richard D. McCrary, interim president.

FINANCIAL REPORT NO. 26

Approval of Agreement with Monem Tours and Guide Services

It is recommended that authorization be given to approve an agreement with Monem Tours and Guide Services in an amount not to exceed \$70,440 for the period February 15, 2010 through August 31, 2010, to provide a student study-abroad course for Brookhaven College.

Background

This is a partnership between Brookhaven College and Monem Tours and Guide Services to provide Brookhaven College students an educational and cultural experience throughout the Arab Republic of Egypt. This recommendation is to cover related expenses associated with the Study Egypt 2010, Anthropology and History Program in Egypt. All expenses will be paid by participating students. A minimum of 20 students is required with a maximum of 30 students along with two faculty members.

The contract is being submitted with request for retroactive approval due to signature of other party not complete by board submission deadline.

This recommendation has undergone the following administrative review:

- Approval of the form of the agreement from DCCCD's legal counsel;
- Assurance from the chief business officer, George T. Herring, vice president of business services, that relevant provisions of the *Board Policy Manual* have been observed;
- Approval of the substance of the agreement by Richard D. McCrary, interim president.

FINANCIAL REPORT NO. 27

Approval of Lease Agreement with the Southeast Dallas Chamber of Commerce

It is recommended that authorization be given to approve a five year lease agreement with Southeast Dallas Chamber of Commerce, beginning on April 7, 2010, to provide 559 square feet of office space at the Eastfield College Pleasant Grove campus. The lease is for \$350 per month with a total cost of \$21,000 for the term of the lease.

Background

The agreement is to provide a shared benefit to both the Southeast Dallas Chamber of Commerce and Eastfield College. By locating at the Pleasant Grove campus, the Chamber will have a professional facility for their business and will benefit from the exposure to community members who choose the Pleasant Grove campus for their educational needs. Eastfield College will benefit from the collaborative partnerships with the Chamber that are enhanced by the proximity of the Chamber office. The co-location of an educational entity and a chamber of commerce office brings a value-added service to students who can access both educational and community services at the same time.

This recommendation has undergone the following administrative review:

- Approval of the form of the agreement from DCCCD's legal counsel;
- Assurance from the chief business officer, Jim Jones, vice president of business services, that relevant provisions of the *Board Policy Manual* have been observed;
- Approval of the substance of the agreement by Jean Conway, interim president.

FINANCIAL REPORT NO. 28

Approval of Lease Agreement with the Southeast Dallas Hispanic Chamber of Commerce

It is recommended that authorization be given to approve a five year lease agreement with Southeast Dallas Hispanic Chamber of Commerce, beginning on April 7, 2010, to provide 559 square feet of office space at the Eastfield College Pleasant Grove campus. The lease is for \$350 per month with a total cost of \$21,000 for the term of the lease.

Background

The agreement is to provide a shared benefit to both the Southeast Dallas Hispanic Chamber of Commerce and Eastfield College. By locating at the Pleasant Grove campus, the Chamber will have a professional facility for their business and will benefit from the exposure to community members who choose the Pleasant Grove campus for their educational needs. Eastfield College will benefit from the collaborative partnerships with the Chamber that are enhanced by the proximity of the Chamber office. The co-location of an educational entity and a chamber of commerce office brings a value-added service to students who can access both educational and community services at the same time.

This recommendation has undergone the following administrative review:

- Approval of the form of the agreement from DCCCD's legal counsel;
- Assurance from the chief business officer, Jim Jones, vice president of business services, that relevant provisions of the *Board Policy Manual* have been observed;
- Approval of the substance of the agreement by Jean Conway, interim president.

FINANCIAL REPORT NO. 29

Approval of Amendment to Agreement with TFP Group, Inc. DBA Training Funding Partners

It is recommended that authorization be given to approve an amendment to the agreement with TFP Group, Inc. The amendment is to modify the fee section of the original contract to increase the contract maximum amount to \$1,840,463 from \$940,463.

Background

The original contract is for professional services to be provided by TFP Group, Inc. to corporate customers of the Bill J. Priest Institute for Economic Development, a campus of El Centro College (BJP) on behalf of BJP. Board Policy GG (LEGAL) provides the following direction: *A contract must be authorized by the Board and the governing body of each contracting party; must state the purpose, terms, rights, and duties of the contracting parties; and must specify that each party paying for the performance of governmental functions or services shall make these payments from current revenues available to the paying party. The payment must be an amount that fairly compensates the performing party for the services, and the contract may be reviewed annually.* Services are provided by TFP Group, Inc. to meet specific company/customer learning needs and under direction and management of the Bill J. Priest Institute.

This amendment is to modify the fee section of the original contract to increase the contract maximum amount to \$1,840,463.00 from \$940,463.00. The amendment must be approved by the Board irrespective of any dollar threshold. Board Policy GG (LEGAL) provides the following direction: *A contract must be authorized by the Board and the governing body of each contracting party; must state the purpose, terms, rights, and duties of the contracting parties; and must specify that each party paying for the performance of governmental functions or services shall make these payments from current revenues available to the paying party. The payment must be an amount that fairly compensates the performing party for the services, and the contract may be reviewed annually.*

The fee structure in the original contract, approved by the Board in July 2007, was based on services forecasted to be needed to meet customer needs. Our customers have requested additional services that require an increase to the contract cap. The increase requested will allow delivery of additional training services to the customer. The additional fees paid to the vendor are offset by a corresponding fee to the customer.

This recommendation has undergone the following administrative review:

- Approval of the form of the amendment from DCCCD's legal counsel;
- Assurance from the chief business officer, David Brown, vice president of business services, that relevant provisions of the *Board Policy Manual* have been observed;
- Approval of the substance of the amendment by Paul McCarthy, President.

FINANCIAL REPORT NO. 30

Approval of Professional Services Agreement with Blackboard, Inc.

It is recommended that authorization be given to approve a professional services agreement with Blackboard, Inc. to perform a complete system review in an amount not to exceed \$41,538 over a six-week period beginning no sooner than April 7, 2010 for the R. Jan LeCroy Center for Educational Telecommunications.

Background

Blackboard Release 9.0 was installed into production this semester. In our continuing effort to ensure system stability and performance, Blackboard Consulting Services has been asked to perform a complete system review of our environment. The overall objective is to assure DCCCD has the necessary capacity and performance in place to accommodate faculty and students. The final report will include significant testing results and any findings and recommendations.

This recommendation has undergone the following administrative review:

- Approval of the form of the agreement from DCCCD's legal counsel;
- Assurance from the chief business officer, Dorothy J. Clark, dean of financial affairs, that relevant provisions of the *Board Policy Manual* have been observed;
- Approval of the substance of the agreement by Pamela K. Quinn, provost.

FINANCIAL REPORT NO. 31

Approval of Interlocal Contract with The University of Texas at Austin Professional Development Center

It is recommended that authorization be given to approve an interlocal contract with The University of Texas at Austin Professional Development Center in an amount not to exceed \$3,100 for the period April 14, 2010 through April 30, 2010, for the production of the “Perkins Project Management Seminar” video project with STARLINK and the LeCroy Center for Educational Telecommunications.

Background

This contract is for the development, performances, filming, product, editing, and other matters in association with the production of the “Perkins Project Management Seminar” for STARLINK.

This recommendation has undergone the following administrative review:

- Approval of the form of the agreement from DCCCD’s legal counsel;
- Assurance from the chief business officer, Dorothy J. Clark, dean of financial affairs, that relevant provisions of the *Board Policy Manual* have been observed;
- Approval of the substance of the agreement by Pamela K. Quinn, provost.

Policy Reminders

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

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

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

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

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

PERSONNEL REPORT NO. 32

Acceptance of Resignations, Retirements and Termination

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

RESIGNATION(S) - 4

Vivian Lilly
Vice President, Instruction
Length of Service: 1 year
Reason for resigning: Personal reasons
Effective Date: August 31, 2010
Campus: Cedar Valley College

Marvis Mosley
Campus Peace Officer (Part-time)
Length of Service: 2 years
Reason for resigning: Personal reasons
Effective Date: February 5, 2010
Campus: Cedar Valley College

James Todwong
Campus Peace Officer (Part-time)
Length of Service: 1 year
Reason for resigning: Personal reasons
Effective Date: February 8, 2010
Campus: Cedar Valley College

Linda Gates-Black
Vice President, Student Success and
Enrollment Management
Length of Service: 4 years
Reason for resigning: To accept the position of Vice Chancellor for Student
Success at Tarrant County College
Effective Date: March 5, 2010
Campus: Eastfield College

RETIREMENT(S) - 2

Donnine Ballance
Director, Student Programs and
Resources/Health Center
Length of Service: 28 years
Reason for resigning: Retiring after twenty-eight years of service
Effective Date: April 30, 2010
Campus: Eastfield College

Rudolfo Carrillo
Instructor, Computer Systems
Length of Service: 16 years
Reason for resigning: Retiring after sixteen years of service
Effective Date: May 31, 2010
Campus: Richland College

PERSONNEL REPORT NO. 34

Employment of Contractual Personnel

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

REGULAR APPOINTMENT ADMINISTRATOR(S) - 2

Mary Norman
Annual Salary: \$51,876/Band III
Campus: District Office
Effective Dates: April 7, 2010 through August 31, 2010
Monthly Business and Travel Allowance: \$150
Director, Student and Community Engagement
Biographical Sketch: M.F.A., Texas Tech University, Lubbock, TX; B.A., Chadron State College, Chadron, NE
Experience: Graduate Teaching Assistant, Department Recruiter and Outreach Assistant, Texas Tech University, Lubbock, TX; Manager and Education Director, Angel Fire Mountain Theatre, Angel Fire, NM; Outreach and Recruitment Specialist, District Office

Angela Auzenne
Annual Salary: \$62,589/Band II
Campus: LeCroy Center
Effective Dates: April 7, 2010 through August 31, 2010
Monthly Business and Travel Allowance: \$125
Associate Dean, Distance Learning Programs and Outreach
Biographical Sketch: B.A., University of North Florida, Jacksonville, FL
Experience: Program Director and Assistant Dean, Continuing Education, Richland College; Director of Public Information, LeCroy Center

INTERIM APPOINTMENT ADMINISTRATOR(S) - 3

David Evans
Annual Salary: \$98,300/Band V
Campus: Cedar Valley College
Effective Dates: April 7, 2010 through August 31, 2010 or until position is filled, whichever occurs first
Monthly Business and Travel Allowance: \$235
Interim Vice President, Instruction
Biographical Sketch: Ed.D., Texas A&M-Commerce, Commerce, TX; M.S. and B.S., University of North Texas, Denton, TX
Experience: Director, Division of Fine Arts, Navarro College, Corsicana, TX; Interim Vice President, Academic and Student Affairs and Executive Dean, North Lake College

Dawn Aldana
Annual Salary: \$40,022/Band I

Campus: Mountain View College
Effective Dates: April 7, 2010 through
August 31, 2010 or until position is
filled, whichever occurs first

Monthly Business and Travel Allowance: \$95
Interim College Director, School Alliance/Institutional Outreach
Biographical Sketch: A.A.S., El Centro College
Experience: Admission Specialist, North Lake College; Associate Registrar II,
Mountain View College

Harold Eugene Gibbons
Annual Salary: \$98,300/Band V

Campus: Mountain View College
Effective Dates: April 7, 2010 through
August 31, 2010 or until position is
filled, whichever occurs first

Monthly Business and Travel Allowance: \$235
Interim Vice President of Instruction
Biographical Sketch: Ph.D., University of Oklahoma, Norman, OK; M.A.T.,
Oklahoma City University, Oklahoma City, OK; B.A., Ouachita University,
Arkadelphia, AR
Experience: Instructional Dean, Brookhaven College; Interim Vice President of
Instruction, Brookhaven and Eastfield Colleges; Vice President, Academic and
Student Affairs, Brookhaven College

SPECIAL ADMINISTRATIVE APPOINTMENT PROGRAM - 1

Rabab Fares
Annual Salary: \$79,260/Band IV

Campus: Mountain View College
Effective Dates: April 7, 2010 through
August 31, 2010 (**60 percent contract**)

Monthly Business and Travel Allowance: \$180
Dean/Executive Assistant to the President
Biographical Sketch: Ph.D., California Coast University, Santa Ana, CA; M.B.A.,
Webster University, St. Louis, MO; B.B.A., University of Texas at El Paso, El
Paso, TX
Experience: Executive Director, College Foundation and Associate Vice
President, Marketing and External Affairs, El Paso Community College, El Paso,
TX

GRANT-FUNDED APPOINTMENT ADMINISTRATOR - 1

Christa Jones
Annual Salary: \$52,979/Band I

Campus: District Office
Effective Dates: April 7, 2010 through
August 31, 2010

INFORMATIVE REPORT NO. 35

Presentation of 2nd Quarter Investment Transactions

The 2nd Quarter investment transactions are presented as provided by Board Policy CAK (Legal), which states: *Not less than quarterly, the investment officer shall prepare and submit to the Board a written report of investment transactions for all funds covered by the Public Funds Investment Act.*

Background

The 2nd Quarter investment transaction report is typical for this phase of the annual financial cycle.

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT



Investment Portfolio

As of February 28, 2010

**Dallas County Community College District
2nd Quarter Report of Investment Transactions
Executive Summary**

The investment portfolio of the District is summarized in the table *Investment Portfolio Summary Report*. The purchase date, maturity date, yield to maturity, book value, and market value are shown for each of the investment securities of the District as of February 28, 2010. The configuration of the portfolio is shown for both the quarters ended November 30, 2009 and February 28, 2010, see Figures 1 and 2. The portfolio is invested 67.51% in U.S. Agency securities, 26.09% in TexPool and TexSTAR and 6.40% in U.S. Treasury securities.

Within the portfolio¹, 27.70% of the holdings will mature in one year or less. No security has a term of more than six years from February 28, 2010. Of the securities held, 66% are callable and 55% are callable within the next twelve months. An analysis of the portfolio maturity is shown in Figure 3.

The portfolio has coupons that range in rate from 0.60% to 3.75%. In the past quarter, the District earned an average return of 0.167% on the short-term investment pools. As of February 28, 2010, for securities with maturities of one year or less, the portfolio yield outperformed the Treasury yield curve by 340 basis points. This was the maximum difference between DCCCD portfolio yield and the Treasury yield curve. As of February 28, 2010, for securities with maturities of two years or less, the portfolio yield is equal to the Treasury yield. This was the minimum difference between DCCCD portfolio yield and the Treasury yield curve. An analysis of the District's portfolio yield compared with the Treasury yield at November 30, 2009 and February 28, 2010 is shown in Figure 4.

Note: There is a *Glossary of Investment Terms* at the end of this report.

¹ Includes Pools

Dallas County Community College District
Investment Portfolio Summary Report
Activity for the 2nd Quarter Ended February 28, 2010

INVESTMENTS:			MARKET	ACCRUED INTEREST	WEIGHTED AVERAGE MATURITY	YIELD TO MATURITY	
Beginning of Period	November 30, 2009	\$	235,377,092	\$	869,128	1645	2.33%
Purchases		\$	308,993,713				
Maturities / Sold		\$	(229,419,690)				
Market Value Change		\$	(344,175)				
End of Period	February 28, 2010	\$	314,606,940	\$	1,008,447	1359	1.78%

This report is prepared in compliance with generally accepted accounting principles, the investment strategy expressed in the Investment Policy of the DCCCD Board of Trustees, and the Public Funds Investment Act, as amended.

/s/ Edward M. DesPlas

Edward M. DesPlas, Vice Chancellor of Business Affairs

/s/ Kim Green

Kim Green, Associate Vice Chancellor of Business Affairs

/s/ Robb Dean

Robb Dean, Director of Finance and Treasury

*Dallas County Community College District
Investment Portfolio Transaction Summary Report
Activity for the 2nd Quarter Ended February 28, 2010
By Type of Investment*

	Face Amount <u>2/28/2010</u>	Market Transactions					Market Value 2/28/2010
		Market Value 11/30/2009	Securities Purchased	Securities Matured /Sold	Market Value Change		
SUMMARY:							
MONEY MARKET FUNDS / INVESTMENT POOLS	\$ 46,584,450	\$ 46,584,450	\$ 195,993,713	\$ (160,509,690)	\$ -	\$ 82,068,472	
REPURCHASE AGREEMENTS	-	-	-	-	-	-	
TREASURY SECURITIES	20,000,000	12,221,080	8,000,000	-	(85,050)	20,136,030	
AGENCY SECURITIES	280,390,000	176,571,562	105,000,000	(68,910,000)	(259,125)	212,402,438	
PORTFOLIO TOTAL	\$ 346,974,450	\$ 235,377,092	\$ 308,993,713	\$ (229,419,690)	\$ (344,175)	\$ 314,606,940	

	Face Amount <u>2/28/2010</u>	Book Transaction Excludes Unrealized Gain and Loss					Book Value 2/28/2010
		Book Value 11/30/2009	Securities Purchased	Securities Matured / Sold	Securities Disc./ (Prem.)		
SUMMARY:							
MONEY MARKET FUNDS / INVESTMENT POOLS	\$ 46,584,450	\$ 46,584,450	\$ 195,993,713	\$ (160,509,690)	\$ -	\$ 82,068,472	
REPURCHASE AGREEMENTS	-	-	-	-	-	-	
TREASURY SECURITIES	20,000,000	12,033,171	8,000,000	-	6,066	20,039,238	
AGENCY SECURITIES	280,390,000	175,160,171	105,000,000	(68,910,000)	253,285	211,503,456	
PORTFOLIO TOTAL	\$ 346,974,450	\$ 233,777,792	\$ 308,993,713	\$ (229,419,690)	\$ 259,351	\$ 313,611,166	

*Dallas County Community College District
Investment Portfolio Transaction Report
Activity for the 2nd Quarter Ended February 28, 2010*

Invest. ID	Cusip Number	Description	Purchase Date	Call Date	Maturity Date	Face Amount	Yield
MONEY MARKET FUNDS / INVESTMENT POOLS							
73190		TEXPOOL	30-Jul-90		N/A	\$ 18,561,120	(1)
1111		TEXSTAR	23-Jun-03		N/A	13,541,234	(2)
2003		TEXSTAR (TAX NOTE)	06-Aug-03		N/A	1,325,248	(2)
2004		TEXSTAR (TAX NOTE)	06-Apr-04		N/A	8,152,133	(2)
40-0		TEXSTAR (GO)	14-Sep-04		N/A	196	(2)
40-1		TEXSTAR (CP)	09-Oct-07		N/A	-	(2)
40-2		TEXSTAR (GO 2009)	05-Jun-09		N/A	5,004,519	(2)
TREASURY SECURITIES							
13083-P	912828LS7	U.S. T Notes	4-Nov-09		31-Oct-14	5,000,000	2.375%
46-4-P	912828LQ1	U.S. T Notes	9-Oct-09		30-Sep-14	7,000,000	2.375%
13084-D	912828MM9	U.S. T Notes	17-Dec-09		30-Nov-11	2,000,000.00	0.750%
13085-P	912828KB5	U.S. T Notes	15-Jan-10		15-Jan-12	3,000,000.00	0.1125%
13086-D	912828MN7	U.S. T Notes	18-Feb-10		15-Feb-13	3,000,000.00	0.1375%
AGENCY SECURITIES							
16260	3128X7U36	FHLMC	30-Jul-08	30-Jan-09	30-Jul-10	5,000,000	3.750%
16268	3128X8FZ0	FHLMC	4-Feb-09	4-Feb-11	4-Feb-13	10,000,000	2.250%
16272	3128X8QP0	FHLMC (NO CALLS)	18-Mar-09	18-Mar-11	18-Mar-14	5,000,000	3.250%
16273	3133XTEP7	FHLB CALLABLE	7-Apr-09	7-Oct-09	7-Apr-14	15,000,000	3.000%
16274	3128X8UR1	FHLMC Step-up	15-Apr-09	15-Jul-09	15-Apr-14	10,000,000	2.000%
16275	3128X8VH2	FHLMC CALL	21-Apr-09	21-Oct-09	21-Apr-14	4,690,000	2.125%
16276	3128X8WM0	FHLMC CALL	21-Apr-09	21-Jan-10	21-Apr-14	5,000,000	2.125%
16277	3128X8XD9	FHLMC CALL	29-Apr-09	29-Jan-10	29-Oct-12	15,000,000	2.400%
16278-D	3136FHMB8	FNMA CALLABLE	12-May-09	12-Feb-10	12-May-14	8,910,000	2.125%
16279	3128X8ZF2	FHLMC Step-up	4-May-09	4-May-11	4-Nov-14	8,085,000	3.000%
16282-D	3133XTPP5	FHLB Step-up	22-Jun-09	8-Jun-10	8-Jun-12	8,705,000	1.000%
16284	3136FHX75	FNMA CALLABLE	29-Jul-09	29-Jan-10	29-Jul-14	5,000,000	3.100%
16285	3128X84M1	FHLMC CALL	28-Jul-09	28-Jan-10	28-Jul-14	5,000,000	3.125%
16287-D	31331GD30	FFCB CALLABLE	28-Jul-09	28-Jul-10	28-Jul-15	10,000,000	3.625%
16288	3128X85Y4	FNMA CALLABLE	11-Aug-09	11-Aug-10	11-Aug-15	10,000,000	3.750%
16289	3136FH3F0	FNMA CALLABLE	18-Aug-09	18-Feb-10	18-Aug-14	5,000,000	3.500%
16291	31331GZ85	FFCB CALLABLE	22-Oct-09	25-Feb-10	22-Oct-15	10,000,000	3.450%
16292	3128X9MC1-10	FHLMC CALL	25-Nov-09	25-Feb-10	25-Nov-14	10,000,000	3.250%
16293-D	3128X9MC1-5	FHLMC CALL	25-Nov-09	25-Feb-10	25-Nov-14	5,000,000	3.250%
16294	3136FJR11	FNMA CALLABLE	24-Nov-09	24-May-10	24-Nov-15	10,000,000	3.560%
16295-D	31331G3U1	FFCB CALLABLE	16-Dec-09	17-Feb-10	17-Nov-15	5,000,000	3.500%
16296	31331JBB8	FFCB CALLABLE	13-Jan-10	13-Jul-10	13-Jan-16	5,000,000	3.750%
16300-P	31398AVQ2	FNMA CALLABLE	19-Jan-10	23-Mar-10	23-Mar-11	5,000,000	1.750%
16298-P	3133XWM63	FHLB CALLABLE	26-Jan-10	26-Jul-10	26-Jul-12	5,000,000	1.650%
16299	3133XWN39	FHLB CALLABLE	26-Jan-10	26-Jul-10	26-Jul-12	5,000,000	1.550%
16297	3136FJU82	FNMA CALLABLE	26-Jan-10	26-Jul-10	26-Jul-12	5,000,000	1.550%
16302-D	3136FJ3L3	FNMA CALLABLE	3-Feb-10	3-Aug-10	3-Feb-16	5,000,000	3.375%
16304	3133XWYN3	FHLB(NO CALLS)	8-Feb-10	8-Aug-10	8-Aug-11	15,000,000	0.600%
16305	3133XWZE2	FHLB(NO CALLS)	12-Feb-10	12-Aug-10	12-Aug-13	15,000,000	1.760%
16303	3136FJ4T5	FNMA CALLABLE	16-Feb-10	16-Aug-10	16-Aug-12	15,000,000	1.500%
16301	3136FJ4K4	FNMA CALLABLE	25-Feb-10	25-Aug-10	25-Feb-16	10,000,000	3.330%
16306	3128X9F54	FHLMC CALL	26-Feb-10	26-May-10	26-Nov-12	15,000,000	1.720%
40-28-D	31331GX88	FFCB CALLABLE	10-Jun-09	3-Dec-10	28-May-15	10,000,000	3.450%
PORTFOLIO TOTAL						<u>\$ 346,974,450</u>	

(1) TexPool yields vary daily. The Average Monthly Rate as of November 30, 2009 was 0.2112%. The Average Monthly Rate as of February 28, 2010, was 0.1512%.
(2) TexSTAR yields vary daily. The Average Monthly Rate as of November 30, 2009 was 0.1986%. The Average Monthly Rate as of February 28, 2010, was 0.1453%.

Market Transactions

Invest. ID	Market Value 11/30/2009	Securities Purchased	Securities Matured / Sold	Market Value Change	Market Value 2/28/2010
MONEY MARKET FUNDS / INVESTMENT POOLS					
73190	\$ 18,561,120	\$ 135,973,167	\$ (134,407,347)		\$ 20,126,940
1111	13,541,234	5,364	(11,102,147)		2,444,450
2003	1,325,248	541	-		1,325,789
2004	8,152,134	3,326	-		8,155,460
40-0	196	50,000,759	(196)		50,000,759
40-1	-	-	-		-
40-2	5,004,518	10,010,557	(15,000,000)		15,074
TREASURY SECURITIES					
13083-P	5,087,100	-		(44,900)	5,042,200
46-4-P	7,133,980	-		(62,860)	7,071,120
13084-D		2,000,000		2,100	2,002,100
13085-P		3,000,000		19,680	3,019,680
13086-D		3,000,000		930	3,000,930
AGENCY SECURITIES					
16260	5,109,650	-	-	(35,900)	5,073,750
16268	10,147,100	-	-	(14,700)	10,132,400
16272	5,111,150	-	-	(18,550)	5,092,600
16273	15,046,950	-	-	4,650	15,051,600
16274	10,024,500	-	-	1,900	10,026,400
16275	4,703,789	-	-	938	4,704,727
16276	5,014,700	-	(5,000,000)	(14,700)	
16277	15,045,150	-	(15,000,000)	(45,150)	
16278-D	8,946,264	-	(8,910,000)	(36,264)	
16279	8,178,462	-	-	(35,331)	8,143,131
16282-D	8,732,247	-	-	(13,668)	8,718,580
16284	5,018,750	-	-	3,150	5,021,900
16285	5,021,500	-	(5,000,000)	(21,500)	
16287-D	10,121,900	-	-	(18,800)	10,103,100
16288	10,169,700	-	-	(37,500)	10,132,200
16289	5,035,950	-	(5,000,000)	(35,950)	
16291	10,015,600	-	-	(9,300)	10,006,300
16292	10,048,000	-	(10,000,000)	(48,000)	
16293-D	5,024,000	-	(5,000,000)	(24,000)	
16294	10,053,100	-	-	(25,000)	10,028,100
16295-D		5,000,000	(5,000,000)		-
16296		5,000,000	-	18,750	5,018,750
16300-P		5,000,000	-	70,300	5,070,300
16298-P		5,000,000	-	23,450	5,023,450
16299		5,000,000	-	21,900	5,021,900
16297		5,000,000	-	14,050	5,014,050
16302-D		5,000,000	-	35,950	5,035,950
16304		15,000,000	-	(9,300)	14,990,700
16305		15,000,000	-	(60,900)	14,939,100
16303		15,000,000	-	28,200	15,028,200
16301		10,000,000	-	71,900	10,071,900
16306		15,000,000	-	(46,650)	14,953,350
40-28-D	10,003,100		(10,000,000)	(3,100)	-
PORTFOLIO TOTAL	\$ 235,377,092	\$ 308,993,713	\$ (229,419,690)	\$ (344,175)	\$ 314,606,940

(1) TexPool yields vary daily. The Average Monthly Rate as of November 30, 2009 was 0.2112%. The Average Monthly Rate as of February 28, 2010, was 0.1512%.

(2) TexSTAR yields vary daily. The Average Monthly Rate as of November 30, 2009 was 0.1986%. The Average Monthly Rate as of February 28, 2010, was 0.1453%.

Book Transaction Excludes Unrealized Gain and Loss

Invest. ID	Book Value 11/30/2009	Securities Purchased	Securities Matured / Sold	Securities Disc./(Prem.)	Book Value 2/28/2010
MONEY MARKET FUNDS / INVESTMENT POOLS					
73190	\$ 18,561,120	\$ 135,973,167	\$ (134,407,347)		\$ 20,126,940
1111	13,541,234	5,364	(11,102,147)		2,444,450
2003	1,325,248	541			1,325,789
2004	8,152,134	3,326			8,155,460
40-0	196	50,000,759	(196)		50,000,759
40-1	-				-
40-2	5,004,518	10,010,557	(15,000,000)		15,074
TREASURY SECURITIES					
13083-P	5,016,172			(810)	5,015,362
46-4-P	7,016,999			(867)	7,016,132
13084-D		2,000,000		(1,735)	1,998,265
13085-P		3,000,000			3,013,655
13086-D		3,000,000		(4,176)	2,995,824
AGENCY SECURITIES					
16260	5,000,000				5,000,000
16268	10,000,000				10,000,000
16272	5,000,000				5,000,000
16273	15,000,000				15,000,000
16274	10,000,000				10,000,000
16275	4,690,000				4,690,000
16276	5,000,000		(5,000,000)		-
16277	15,000,000		(15,000,000)		-
16278-D	8,900,385		(8,910,000)	9,615	-
16279	8,085,000				8,085,000
16282-D	8,678,371			0	8,678,371
16284	5,000,000				5,000,000
16285	5,000,000		(5,000,000)		-
16287-D	9,982,320			(0)	9,982,320
16288	10,000,000				10,000,000
16289	5,000,000		(5,000,000)		-
16291	10,000,000				10,000,000
16292	10,000,000		(10,000,000)		-
16293-D	4,999,003		(5,000,000)	997	-
16294	10,000,000				10,000,000
16295-D		5,000,000	(5,000,000)		-
16296		5,000,000			5,000,000
16300-P		5,000,000		68,943	5,068,943
16298-P		5,000,000		3,765	5,003,765
16299		5,000,000			5,000,000
16297		5,000,000			5,000,000
16302-D		5,000,000		(4,943)	4,995,057
16304		15,000,000			15,000,000
16305		15,000,000			15,000,000
16303		15,000,000			15,000,000
16301		10,000,000			10,000,000
16306		15,000,000			15,000,000
40-28-D	9,825,092		(10,000,000)	174,908	-
PORTFOLIO TOTAL	\$ 233,777,792	\$ 308,993,713	\$ (229,419,690)	\$ 259,351	\$ 313,611,166

(1) TexPool yields vary daily. The Average Monthly Rate as of November 30, 2009 was 0.2112%. The Average Monthly Rate as of February 28, 2010, was 0.1512%.

(2) TexSTAR yields vary daily. The Average Monthly Rate as of November 30, 2009 was 0.1986%. The Average Monthly Rate as of February 28, 2010, was 0.1453%.

Dallas County Community College District
Investment Portfolio Percentage Report
Activity for the 2nd Quarter Ended February 28, 2010

Type of Security	Portfolio Pct 11/30/2009	Market Value 11/30/2009	Portfolio Pct 2/28/2010	Market Value 2/28/2010
MONEY MKT FUNDS & INVESTMENT POOLS	19.79%	\$ 46,584,450	26.09%	\$ 82,068,472
TREASURY SECURITIES	5.19%	12,221,080	6.40%	20,136,030
AGENCY SECURITIES	75.02%	176,571,562	67.51%	212,402,438
PORTFOLIO TOTAL	100.00%	\$ 235,377,092	100.00%	\$ 314,606,940

Portfolio Percent by Investment Type

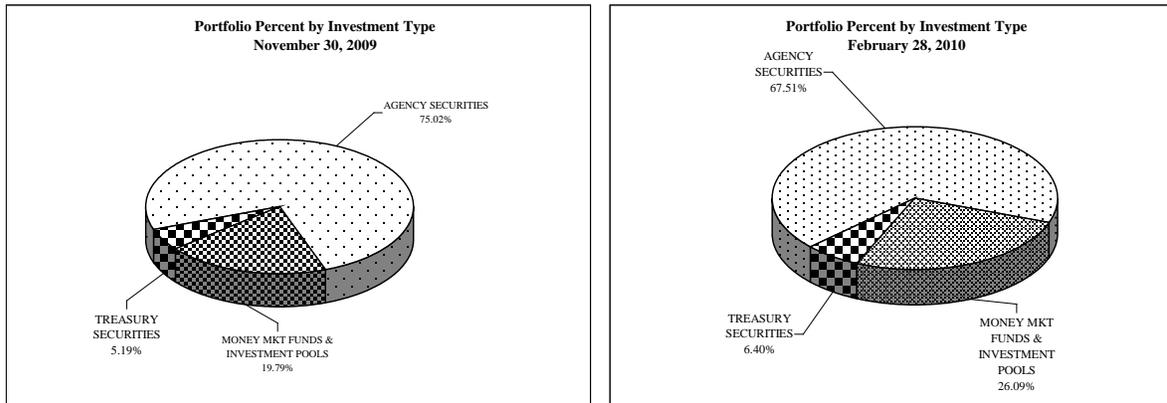


Figure 1 - Investment Portfolio Percentage Report

Dallas County Community College District
Investment Pool Report by Fund Type
Activity for the 2nd Quarter Ended February 28, 2010

Fund Description	Portfolio Pct 11/30/2009	Market Value 11/30/2009	Portfolio Pct 2/28/2010	Market Value 2/28/2010
Unrestricted Fund	76.80%	\$ 180,783,900	68.71%	\$ 216,147,749
Auxiliary Fund	6.55%	\$ 15,405,985	6.22%	\$ 19,582,644
Unexpended Plant Fund	14.48%	\$ 34,079,196	23.09%	\$ 72,656,093
Quasi - Endowment Fund	2.17%	\$ 5,108,011	1.98%	\$ 6,220,455
PORTFOLIO TOTAL	100.00%	\$ 235,377,092	100.00%	\$ 314,606,940

Portfolio Pool Allocation Percent by Fund Type

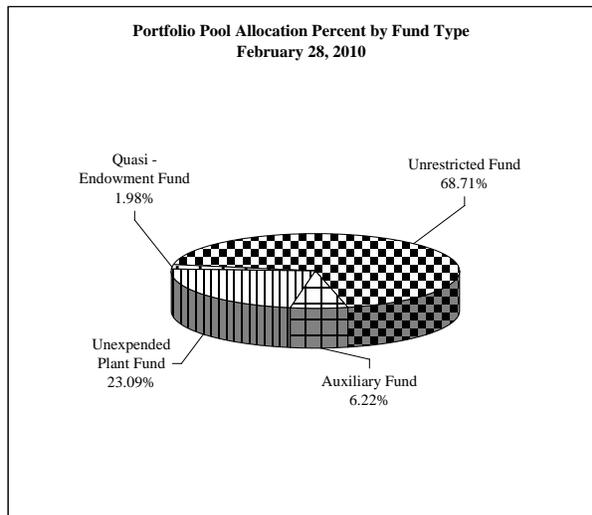
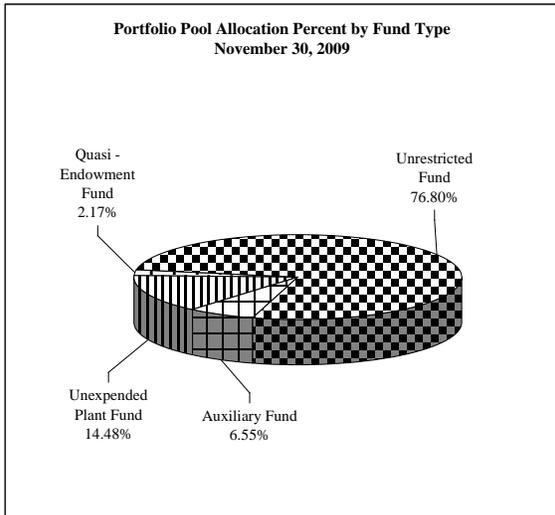


Figure 2 - Investment Portfolio Fund Report

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT
Investment Portfolio Maturity Analysis
as of February 28, 2010 (Including Pools)

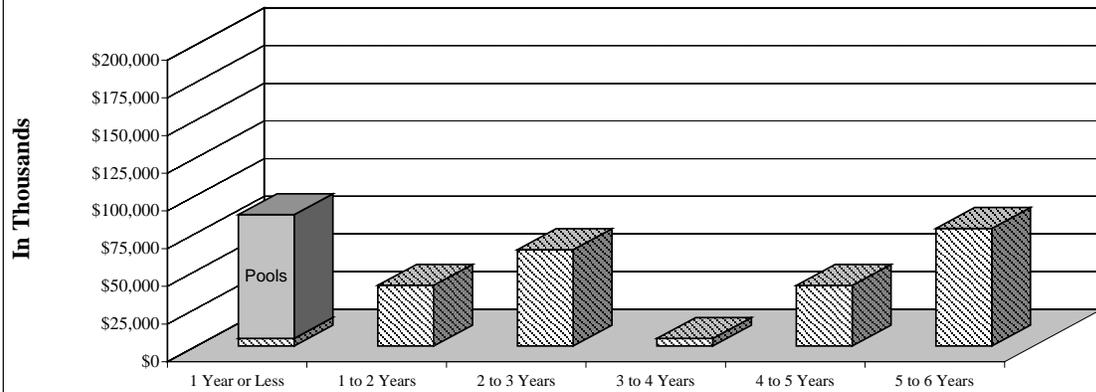


Figure 3 - Investment Portfolio Maturity Analysis

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT
Securities Yield-to-Maturity Analysis by Year (Excluding Pools)

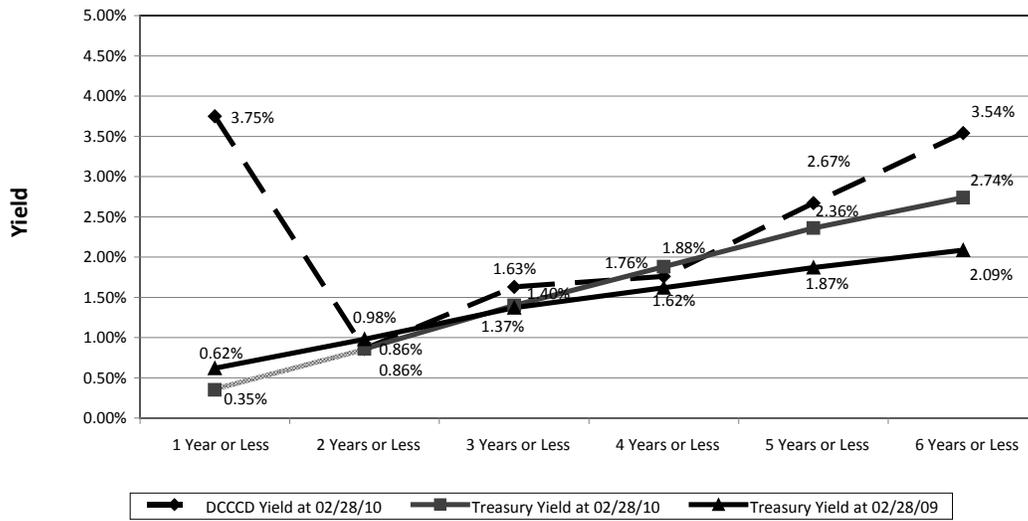


Figure 4 - Yield-to-Maturity Analysis by Year

GLOSSARY OF INVESTMENT TERMS

Agency: A security that is issued with an implied or actual pledge of the credit of the U.S. government. The agency is a department of the government or a pseudo-agency that is providing a governmental function (e.g., SLMA, FHLB).

Arbitrage: Arbitrage involves the simultaneous purchase of a security in one market and the sale of it or a derivative product in another market to profit from price differentials between the two markets. As used in municipal finance, it represents the spread between bond interest rates and the interest rate on investments of proceeds. Generally these earnings are limited by IRS requirements to spend proceeds quickly, usually within 24 months.

Basis point: 1/100th of a point (i.e., 50 basis points = .50 % or one half of one percent).

Bond: A long-term promissory note in which the issuer agrees to pay the owner the amount of the face value on a future date and to pay interest at a specified rate at regular intervals.

Broker/dealer: An individual or firm who acts as an intermediary between a buyer and seller, usually charging a commission.

Call: The right to redeem outstanding bonds before their scheduled maturity.

Coupon: The stated interest payment that is based on the face amount of a fixed income security. This amount is usually redeemable at a specific date for a specific payment.

Delivery vs. payment: The control feature that will not allow a security to be paid unless the security is delivered in the exact amount of value as the payment. This transaction usually involves a third party, usually the safekeeping department of a bank.

Discount: The amount of reduction from the face of a fixed income security to compensate for the difference in coupon price and the market value.

GASB 31: A pronouncement by the Governmental Accounting Standards Board that required a “mark to market” for the value of investments on a regular basis, with a recognition of gains or losses contemporaneously by booking an unrealized gain or loss.

GO bond: A bond which is supported by general obligation tax revenues of a governmental entity.

Liquidity: The liquidity of a security is the ease with which the market can absorb volume buying or selling without dramatic fluctuation in price, i.e., ease of entry/exit into/from a market.

Market value: The market value of a security is the last-sale price multiplied by total units outstanding. It is calculated throughout the trading day and is related to the total value of the index.

Maturity: The date that a security comes due. The issuer must pay the holder the face amount of the security.

Municipal bonds: Bonds issued by states, cities, counties, and towns to fund public capital projects like roads, schools, sanitation facilities, bridges, as well as operating budgets. These bonds are exempt from federal taxation and from state and local taxes for the investors who reside in the state where the bond is issued.

Premium: The amount of extra price that is added above the face of a fixed income security to compensate for the difference in coupon price and the market value (which takes into consideration the current interest market compared to the stated coupon).

Repurchase agreement: Agreement between a seller and a buyer, usually of agency or treasury securities, where the seller agrees to repurchase the securities at an agreed upon price and date. A “flex-repo” allows periodic draws against the overall value without a complete repurchase of all principal values.

Revenue bond: A bond which is supported by pledged revenues of the entity.

Settlement: The conclusion of a securities transaction; a broker/dealer buying securities pays for them; a selling broker delivers the securities to the buyer's broker.

Treasury: A security that is issued with the full faith and credit of the United States government.

Underwriter: An investment banker who assumes the risk of bringing a new securities issue to market. The underwriter will buy the issue from the issuer and guarantee sale of a certain number of shares to investors; this is firm-commitment underwriting. To spread the risk of purchasing the issue, the underwriter often will form a syndicate (underwriting group, purchase group) among other investment firms. If the investment firm is unwilling to buy the issue outright, other underwriting forms may be used.

Unrealized gain or loss: The amount of difference between market value and book value of securities recorded on the financial records of an entity. The amount is an unrealized gain if market value is higher than book value. If the market value is lower than the book value, an unrealized loss is recorded. The amount is unrealized until such time as the security or asset is actually sold by the investor, at which time the amount of difference between market and book values is realized. A security held to maturity will not ever realize a gain or loss.

FINANCIAL REPORT NO. 36

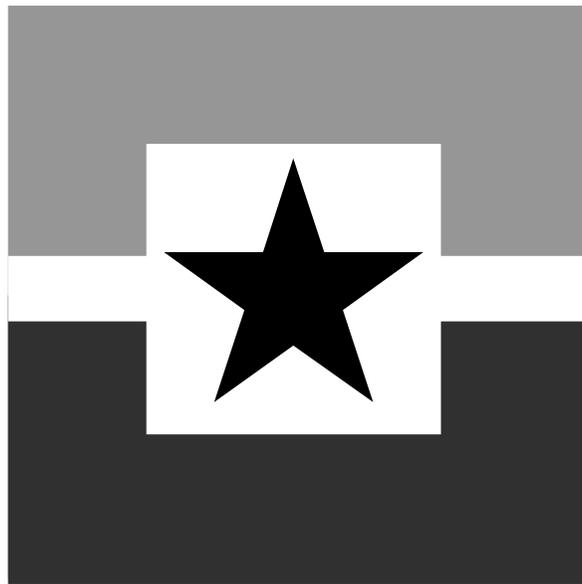
Presentation of 2nd Quarter Financial Statements

The 2nd Quarter financial statements are presented as provided by Board Policy CDA (Local) which states: *Periodic financial reports shall be submitted to the Board outlining the progress of the budget to that date and reporting on the status of all District funds and District accounts.*

Background

The 2nd Quarter financial statements are typical for this phase of the annual financial cycle.

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT



Financial Statements

As of February 28, 2010

**Dallas County Community College District
2nd Quarter Financial Report
Executive Summary**

There have been no significant changes or transactions affecting the financial position of the District for the period September 1, 2009 through February 28, 2010, with the exception of the issuance of \$47.1 million in Series 2010 General Obligation Bonds in February 2010. A brief analysis of each of the primary statements follows.

Balance Sheet

The schedule *Combined Balance Sheet* presents the unaudited Combined Balance Sheet by fund group as of February 28, 2010. The assets of the District continue to consist primarily of cash, investments, and plant assets (approximately 91.5% of total assets). Cash, cash equivalents, and investments increased approximately \$6.2 million (2.0%) from February 28, 2009. This increase is primarily due to the receipt of the bond proceeds, reduced by payment of construction expenditures related to the voter-approved capital improvement projects. Receivables increased approximately \$34.3 million (263.0%) from February 28, 2009. This increase is primarily due to an increase in Federal grant receivables. Inventories and other assets increased approximately \$1.2 million (15.4%) from February 28, 2009. This increase is primarily due to bond issuance costs for the 2010 General Obligation Bonds. Property, plant and equipment increased approximately \$199.3 million (43.4%) from February 28, 2009. This increase is primarily related to the capitalization of assets for major repairs and rehabilitation projects, construction projects and other capital equipment expenditures, net of asset disposals and depreciation. Total combined assets have increased from February 2009 by about \$262.2 million (32.8%). The District's Combined Assets, Liabilities and Fund Balances are depicted graphically in Figures 1-2.

District assets are funded approximately 47.1% by fund balances, and 52.9% by liabilities. Isolating the effects of interfund payables, total liabilities of the District have increased about \$165.7 million (45.8%) when compared to February 2009. This increase is mainly attributable to the issuance of the \$102.9 million of Series 2009 General Obligation Bonds and the issuance of the \$47.1 million of Series 2010 General Obligation Bonds.

Schedule of Fund Balances

The *Schedule of Fund Balances* presents the total fund balances of the District by fund and by type (i.e. Restricted, Designated, etc.). The largest components of

fund balance are the investment in plant assets (\$244.6 million, 48.9%) and current operating funds (\$208.2 million, 41.6%). Total current fund balances increased by approximately \$66.2 million (40.1%) for the year to date. The change in fund balance is cyclical in nature over the course of the fiscal year. The components of the fund balances are depicted graphically in Figure 3.

Statement of Current Funds Revenues, Expenditures, and Other Changes

The results of operations for the current funds are summarized in the *Combined Current Funds Revenues, Expenditures and Transfers* table. This table presents a comparison for the second quarter ended February 28, 2010, 2009 and February 29, 2008.

Current revenues have increased from the same period in the prior year. Although state appropriations in the first year of the new biennium increased approximately \$8.5 million, unrestricted state appropriations to date decreased approximately \$2.2 million (5.1%) from February 2009 as a result of payments from the state being paid in advance of the scheduled time in the prior year until vetoed funds for insurance benefits were restored by the legislature. Total tuition and charges have increased approximately \$9.0 million (13.9%) from February 2009 primarily due to an enrollment increase and a tuition increase that became effective in Spring 2009. Ad valorem tax revenue in the current funds increased approximately \$1.3 million (1.0%) from February 2009 primarily due to a modest increase in the tax rate for the current year. Investment revenue decreased approximately \$0.8 million (22.7%) from February 2009 as a result of decreased interest rates in the District's investment portfolio. Contracts and grants revenue increased approximately \$20.3 million (56.9%) from February 2009 as a result of increased Federal financial aid from the Department of Education. Auxiliary Enterprises revenue decreased approximately \$0.2 million (8.4%) from February 2009 as a result of a decrease in external support revenue. The District's Current Unrestricted Revenues are depicted graphically in Figure 4.

Current unrestricted funds expenditures are relatively unchanged from those from the same period in the prior year. Instruction and Academic Support grew proportionately larger than other expenditures due to increased enrollments. Current Unrestricted Expenditures are shown in Figure 5.

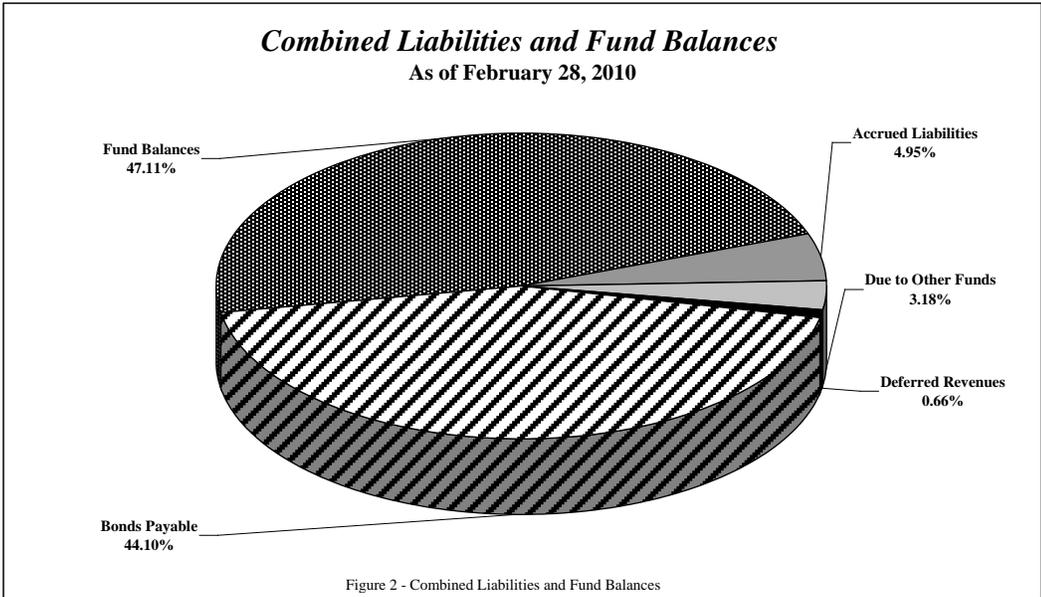
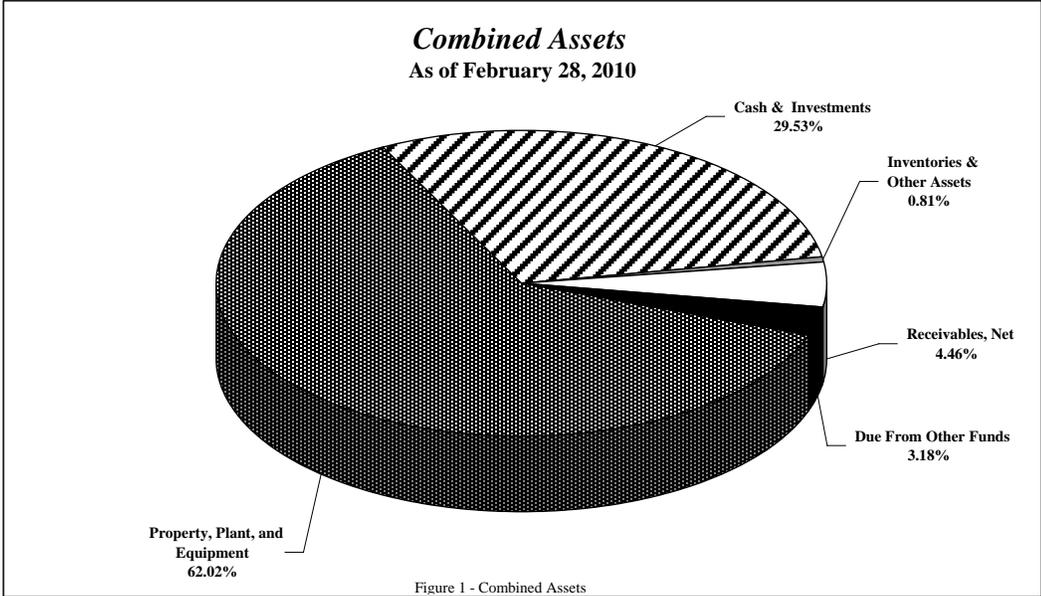
Restricted expenditures are approximately \$20.6 million (57.2%) ahead of those from the same period in the prior year primarily due to corresponding increases in expenditures resulting from the increased revenues for financial aid described above.

In summary, the net difference between total expenditures and transfers and total revenues results in an increase to fund balance of approximately \$66.2 million for the first six months of the 2009-10 fiscal year. This change is due primarily to the increase in tuition revenues and taxes.

Note: See Glossary for fund groups, functional areas and financial terms at the end of the report.

*Dallas County Community College District
 Combined Balance Sheet (Unaudited)
 February 28, 2010
 With Comparative Totals (000's)*

	<i>Current Funds</i>	<i>Plant Funds</i>	<i>Loan and Agency Funds</i>	<i>Quasi- Endowment Fund</i>	<i>Total Current Year</i>	<i>Total As Of 08/31/09</i>	<i>Total February 2009</i>
<u>ASSETS:</u>							
Cash and Cash Equivalents	\$31,104	\$47,919	\$2,094	(\$356)	\$80,761	\$24,054	\$78,138
Receivables, Net	46,573	286	60	400	47,319	38,789	13,037
Inventories and Other Assets	5,064	3,557			8,621	8,934	7,468
Due From Other Funds		33,759	10	5	33,774	113	12,464
Investments	214,279	12,605		5,655	232,539	250,249	228,948
Property, Plant, and Equipment		658,058			658,058	665,995	458,795
TOTAL ASSETS	\$297,020	\$756,184	\$2,164	\$5,704	\$1,061,072	\$988,134	\$798,850
<u>LIABILITIES:</u>							
Accounts Payable and Accrued Liabilities	\$26,598	\$25,791	\$158		\$52,547	\$82,517	\$38,526
Due to Other Funds	33,774				33,774	113	12,464
Deposits and Deferred Revenues	5,319		1,542	133	6,994	34,204	5,451
Notes Payable					-		
Bonds Payable		467,880			467,880	420,820	317,745
TOTAL LIABILITIES	\$65,691	\$493,671	\$1,700	\$133	\$561,195	\$537,654	\$374,186
<u>FUND BALANCES:</u>							
<u>Current Funds:</u>							
Operating	\$208,174				\$208,174	\$144,742	\$209,098
Auxiliary	22,624				22,624	19,866	21,796
Restricted	-				-	-	
Richland Collegiate High School	531				531	500	125
<u>Plant Funds:</u>							
Unexpended		6,962			6,962	22,026	33,302
Retirement of Indebtedness		10,978			10,978	5,018	9,682
Investment in Plant		244,573			244,573	252,511	144,734
Loan Fund			464		464	459	470
Quasi-Endowment Fund				5,571	5,571	5,358	5,457
TOTAL FUND BALANCES	\$231,329	\$262,513	\$464	\$5,571	\$499,877	\$450,480	\$424,664
TOTAL LIABILITIES & FUND BALANCES	\$297,020	\$756,184	\$2,164	\$5,704	\$1,061,072	\$988,134	\$798,850

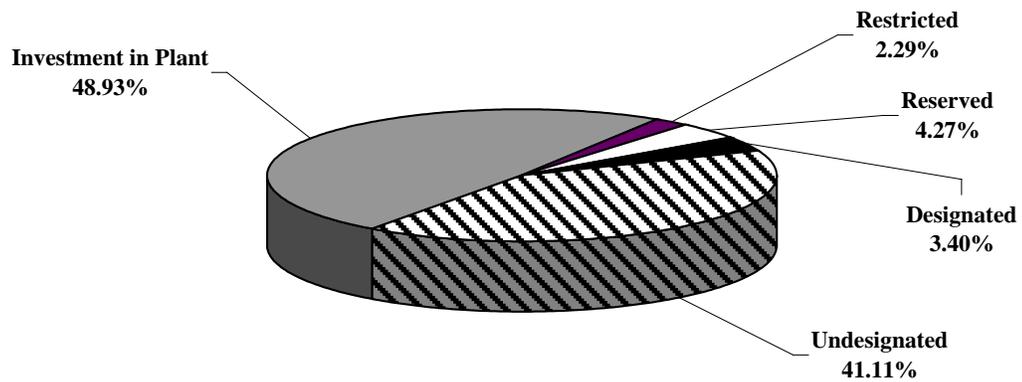


Dallas County Community College District
Schedule of Fund Balances (Unaudited)
February 28, 2010
With Comparative Totals (000's)

	<i>Unrestricted</i>			<i>Restricted Debt</i>		<i>Net Investment in Plant</i>	<i>Total-Current Month</i>	<i>Fiscal Year Ending 08/31/09</i>	<i>Net Change Increase/ (Decrease)</i>
	<i>Reserved</i>	<i>Designated</i>	<i>Undesignated</i>	<i>Service</i>	<i>Other</i>				
<i>FUND BALANCES:</i>									
<i>Current Funds:</i>									
Operating	\$19,317	\$4,484	\$184,373				\$208,174	\$144,742	\$63,432
Auxiliary	2,036	2	20,586				22,624	19,866	2,758
Restricted							-	-	-
Richland Collegiate High School	6		525				531	500	31
<i>Subtotal:</i>	21,359	4,486	205,484				231,329	165,108	66,221
<i>Plant Funds:</i>									
Unexpended		6,962					6,962	22,026	(15,064)
Retirement of Indebtedness				10,978			10,978	5,018	5,960
Investment in Plant						244,573	244,573	252,511	(7,938)
Loan Fund					464		464	459	5
Quasi-Endowment Fund		5,571					5,571	5,358	213
TOTAL FUND BALANCES	\$21,359	\$17,019	\$205,484	\$10,978	\$464	\$244,573	\$499,877	\$450,480	\$49,397

Fund Balances by Type - All Funds

February 28, 2010



Fund Balances by Fund Group - All Funds

February 28, 2010

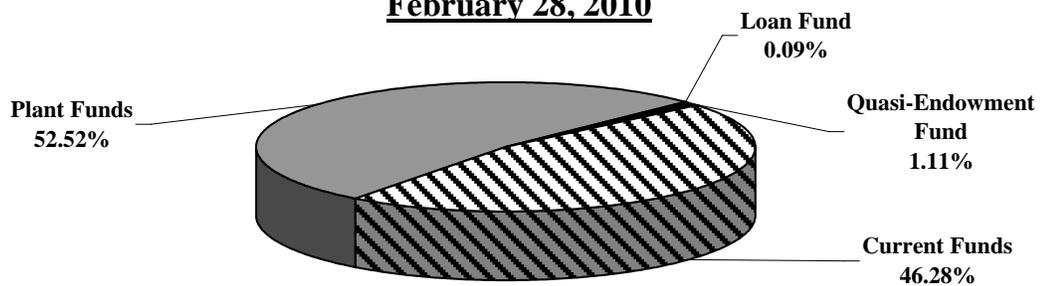
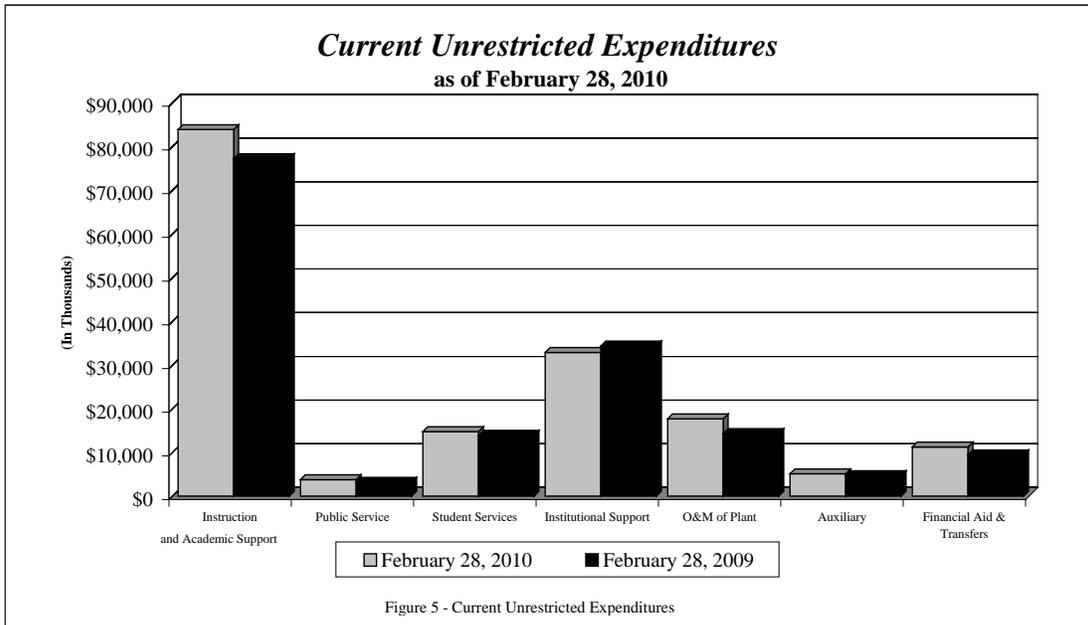
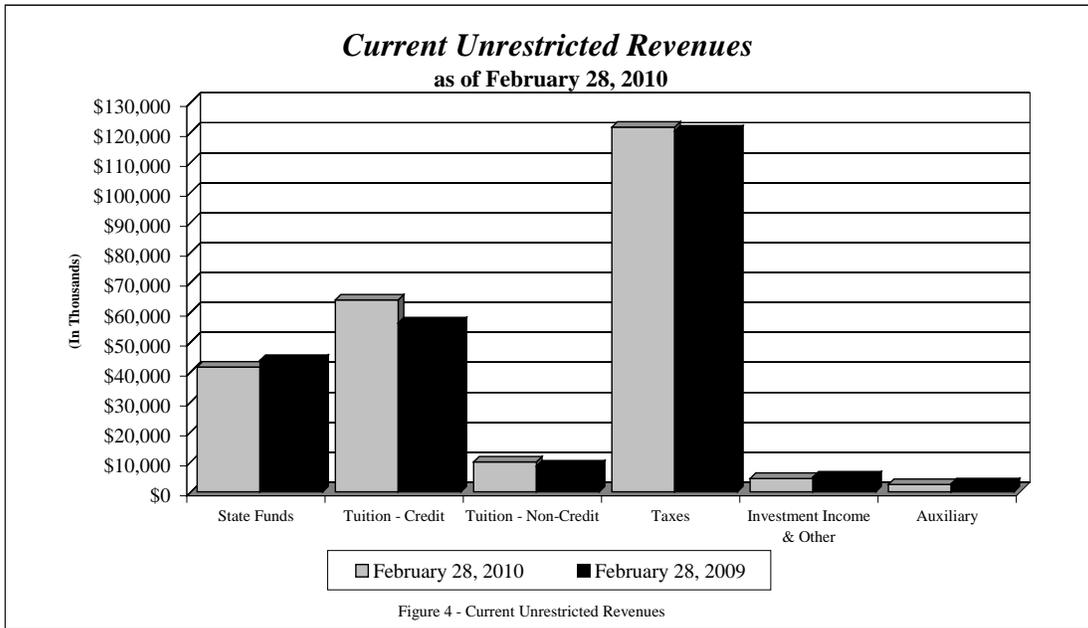


Figure 3 - Fund Balances By Type & Fund Group

*Dallas County Community College District
 Combined Current Funds Revenues, Expenditures, and Transfers (Unaudited)
 For the Six Months Ending February 28, 2010
 With Comparative Totals (000's)*

	<i>Operating</i>	<i>Auxiliary</i>	<i>Restricted</i>	<i>RCHS</i>	<i>Total Current Year</i>	<i>Total February 2009</i>	<i>Total February 2008</i>
<u>REVENUES:</u>							
State Appropriations	\$41,621		\$13,864	\$1,129	\$56,614	\$51,424	\$52,180
Tuition & Charges - Credit	64,038				64,038	56,406	50,124
Tuition & Charges - Non-Credit	9,959				9,959	8,570	7,988
Total Tuition & Charges	73,997				73,997	64,976	58,112
Ad Valorem Taxes	121,740				121,740	120,478	116,010
Investment Income	2,402	227		7	2,636	3,408	5,317
Contracts & Grants	694	2	55,264		55,960	35,673	30,174
Other	1,114				1,114	993	1,045
Auxiliary Enterprises		2,434			2,434	2,657	2,173
TOTAL REVENUES	\$241,568	\$2,663	\$69,128	\$1,136	\$314,495	\$279,609	\$265,011
<u>EXPENDITURES:</u>							
Instruction and Academic Support	\$83,829		\$13,932	\$658	\$98,419	\$85,461	\$85,332
Public Service	3,754		3,423	112	7,289	5,448	4,799
Student Services	14,741		3,805	127	18,673	18,088	16,373
Institutional Support	32,844		6,510	208	39,562	38,304	30,050
Operation and Maintenance of Plant	17,665				17,665	14,305	13,638
Financial Aid	5,611		43,572		49,183	30,612	25,055
Auxiliary Enterprises		5,087			5,087	4,679	5,179
Mandatory Transfers	(5,608)		1,862		(3,746)	(3,272)	(2,609)
TOTAL EXPENDITURES & MANDATORY TRANSFERS	\$164,052	\$5,087	\$69,380	\$1,105	\$239,624	\$200,169	\$183,035
<i>Other Transfers and Additions, net</i>	(14,084)	5,182	252		(8,650)	(5,704)	(6,420)
NET INCR/(DECR) in FUND BALANCE	\$63,432	\$2,758	-	\$31	\$66,221	\$73,736	\$75,556



GLOSSARY

FUND GROUPS

Current funds: Funds available for current operating and maintenance purposes as well as those restricted by donors and other outside agencies for specific operating purposes. Current funds are segregated into separately balanced fund groups.

Unrestricted current funds: Funds that have no limitation or stipulations placed on them by external agencies or donors. The funds are used for carrying out the primary purpose of the District, i.e., educational, student services, extension, administration and maintenance of facilities.

Fund 08 – Richland Collegiate High School

Fund 11 – general unrestricted funds

Fund 14 – unrestricted fund used to track services charged back to locations

Fund 16 – unrestricted fund used to track non-capital projects funded by the District for the locations

Auxiliary enterprises: Funds for activities that serve students, faculty, or staff for charges that are directly related to, although not necessarily equal to, the cost of the service. Examples are food services and bookstores. The state of Texas expects auxiliary enterprises to be self-supporting on a perpetual basis. Fund 12

Restricted current funds: Funds available for current purposes but with restrictions from outside agencies or persons. Revenues are reported only to the extent of expenditures for the current year.

Fund 13 – restricted funds

Fund 17 – restricted funds related to program income

Plant funds: Plant funds are divided into three separately balanced fund groups.

Unexpended: Funds for the construction, rehabilitation, and acquisition of physical properties for institutional purposes.

Fund 45 – general unexpended plant fund

Fund 40 – GO Bond projects

Fund 91 – 2003 Maintenance Tax Note projects

Fund 92 – 2004 Maintenance Tax Note projects

Retirement of indebtedness: Funds accumulated to meet debt service charges and the retirement of indebtedness. Fund 46

Investment in plant: Funds already expended for plant properties. Physical properties are stated at cost at the date of acquisition or fair market value at the date of donation for gifts. Depreciation on physical plant and equipment is recorded. Fund 47

Loan funds: Funds available for loan to students. Fund 34

Agency funds: Funds held by the District as custodial or fiscal agent for students, faculty members, and/or others. Fund 24

Quasi-endowment and similar funds: Funds subject to certain Board-designated restrictions. Fund 58

FUNCTIONAL AREAS OF EXPENDITURES

Instruction: Salaries, wages, supplies, travel, office furniture, equipment and other expenses for the operation of general academic and technical/vocational instructional departments.

Public service: All costs of activities designed primarily to serve the general public, including correspondence courses, adult study courses, public lectures, workshops, institutes, and similar activities.

Academic support: Library – Salaries, wages, library materials (including books, journals, audiovisual media, computer-based information, manuscripts and other information sources), binding costs, equipment and other operating costs of the library. Also, Instructional Administration Expense – Salaries, wages, supplies, travel, equipment and other operating expense of the offices of academic deans or directors of major teaching department groupings.

Student services: Salaries, wages and all other costs associated with admissions and registration, student financial services (including financial aid), student recruitment and retention, testing and guidance, career placement services and other student services.

Institutional support: Salaries, wages and all other costs for the governance of the institution, executive direction and control, business and fiscal management, campus security, administrative data processing, central support services, purchasing and other general institutional activities.

Operation and maintenance of plant: Salaries, wages, supplies, travel, equipment, services and other operating expenses for physical plant administration services, building maintenance, custodial services, grounds maintenance, utilities and major repairs and rehabilitation of buildings and facilities.

Staff benefits: Premiums and costs toward staff benefit programs for employees. Examples of authorized staff benefits are group insurance premiums, workers' compensation insurance, Medicare, retirement contributions and parking stipends. For reporting purposes, staff benefits are allocated over the functional areas based on salaries.

Scholarships and fellowships: Expenditures for student financial aid including waivers, scholarships, and state and federal financial assistance.

Auxiliary enterprises: Expenditures related to bookstore, food service, intercollegiate athletics, and Center for Educational Telecommunications operations.

OTHER FINANCIAL TERMS

Audit of financial statements: Generally the expression of an opinion by the auditor that the financial statements present fairly in accord with certain standards, in all material respects the financial position of the organization being audited. It is not a determination of the presence or absence of fraud or deliberate misrepresentation.

Fraud: A false representation of a matter of fact that should have been disclosed, which deceives another so that he/she acts upon it to his/her injury.

GAAP: Generally accepted accounting principles. Rules, conventions, standards, and procedures that are widely accepted among accountants. GAAP doctrine is established by a combination of authoritative standards set by policy boards such as the Governmental Accounting Standards Board (GASB), an independent, self-regulating organization, and accounting practices developed over time that have become universally accepted as appropriate.

GASB 31: A pronouncement by the Governmental Accounting Standards Board that provided for dissolution of distinct differences between book and market values. It caused there to be a “mark to market” on a regular basis, with recognition of gains or losses contemporaneously by booking an unrealized gain or loss.

GASB 34 and 35: Pronouncements by the Governmental Accounting Standards Board that were implemented beginning with the August 31, 2002 audited financial statements. Implementation of the pronouncements changed wording of the auditor's opinion, added a management's discussion and analysis section, reformatted financial statement line items, presented a single consolidated funds column, added a cash flow statement, and made various changes to the footnotes.

Internal control: The system of business procedures that limits and may prevent access of individuals to misappropriate the funds of an organization. One example is a separation of duties between execution and recording of transactions.

Management letter: A letter, generally issued by external auditors, pointing out various findings that were noted in connection with the audit engagement. Often these items involve observed weaknesses in internal control.

Materiality: A state of relative importance. Strict adherence to any accounting principle is not required when the lack of adherence does not produce an error or misstatement sufficiently large as to influence a financial statement reader's

judgment of a given situation.

OMB Circular A-133: The U.S. Office of Management and Budget's pronouncement that established the process of auditing all government grants of a specified threshold size, to be included in the regular annual audit of the grantee.

Repurchase agreement: Agreement between a seller and a buyer, usually of agency or treasury securities, where the seller agrees to repurchase the securities at an agreed upon price and date. A "flex-repo" allows periodic draws against the overall value without a complete repurchase of all principal values.

Unrealized gain or loss: The amount of difference between market value and book value of securities recorded on the financial records of an entity. The amount is an unrealized gain if market value is higher than book value. If the market value is lower than the book value, an unrealized loss is recorded. The amount is unrealized until such time as the security or asset is actually sold by the investor, at which time the amount of difference between market and book values is realized. A security held to maturity will not ever realize a gain or loss.

INFORMATIVE REPORT NO. 37

Presentation of Current Funds Operating Budget Report for February 2010

The chancellor presents the report of the current funds operating budget for February 2010 for review.

Policy Reminders

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

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

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

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

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

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

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

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

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

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

REVENUES & ADDITIONS

Year-to-Date February 28, 2010
50.0% of Fiscal Year Elapsed

	Approved Budget	Year-to-Date Actuals	Remaining Balance	Percent Budget	Control Limits	Notes
UNRESTRICTED FUND						
State Appropriations	\$ 96,381,533	\$ 41,620,919	\$ 54,760,614	43.2%	40.0-48.9%	
Tuition	79,906,374	66,550,921	13,355,453	83.3%	74.2-85.7%	
Taxes for Current Operations	126,151,795	121,739,492	4,412,303	96.5%	89.4-104.7%	
Federal Grants & Contracts	1,245,261	569,997	675,264	45.8%	23.4-88.5%	
State Grants & Contracts	125,661	123,890	1,771	98.6%	n/a	
General Sources:						
Investment Income	5,050,000	2,028,096	3,021,904	40.2%	41.4-63.8%	(1)
General Revenue	3,024,673	1,670,341	1,354,332	55.2%	n/a	
Subtotal General Sources	8,074,673	3,698,437	4,376,236	45.8%	47.0-65.5%	(2)
SUBTOTAL UNRESTRICTED	311,885,297	234,303,656	77,581,641	75.1%	n/a	
Use of Fund Balance & Transfers-in	41,588,740	-	41,588,740	0.0%	n/a	
TOTAL UNRESTRICTED	353,474,037	234,303,656	119,170,381	66.3%	65.1-74.0%	
AUXILIARY FUND						
Sales & Services	5,911,796	2,515,004	3,396,792	42.5%	33.7-50.0%	
Investment Income	230,702	124,748	105,954	54.1%	37.9-65.2%	
Transfers-in	5,175,797	5,175,797	-	100.0%	n/a	
Use of Fund Balance	994,040	-	994,040	0.0%	n/a	
TOTAL AUXILIARY	12,312,335	7,815,549	4,496,786	63.5%	37.0-71.5%	
RESTRICTED FUND						
State Appropriations:						
Insurance & Retirement Match	26,411,849	12,689,494	13,722,355	48.0%	n/a	
SBDC State Match	1,841,483	1,205,242	636,241	65.4%	n/a	
ARRA	1,612,555	24,404	1,588,151	1.5%	n/a	
Subtotal State Appropriations	29,865,887	13,919,140	15,946,747	46.6%	n/a	
Grants, Contracts & Scholarships:						
Federal	70,302,377	49,333,428	20,968,949	70.2%	n/a	
State	5,631,808	5,719,758	(87,950)	101.6%	n/a	(3)
Local	5,520,623	3,507,553	2,013,070	63.5%	n/a	
Transfers-in	144,528	63,836	80,692	44.2%	n/a	
Subtotal Grants, Contracts & Scholarships	81,599,336	58,624,575	22,974,761	71.8%	n/a	
Richland Collegiate High School	48,308	-	48,308	n/a	n/a	
TOTAL RESTRICTED	111,513,531	72,543,715	38,969,816	65.1%	n/a	
RICHLAND COLLEGIATE HIGH SCHOOL						
State Funding	2,724,878	1,128,742	1,596,136	41.4%	n/a	
Investment Income	10,800	6,752	4,048	62.5%	n/a	
TOTAL COLLEGIATE HIGH SCHOOL	2,735,678	1,135,494	1,600,184	41.5%	n/a	
TOTAL REVENUES & ADDITIONS	\$ 480,035,581	\$ 315,798,414	\$ 164,237,167	65.8%	n/a	

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

EXPENDITURES & USES BY FUNCTION

Year-to-Date February 28, 2010
50.0% of Fiscal Year Elapsed

	Approved Budget	Year-to-Date Actuals	Remaining Balance	Percent Budget	Control Limits	Notes
UNRESTRICTED FUND						
Instruction	\$ 133,952,705	\$ 72,455,792	\$ 61,496,913	54.1%	50.0-54.6%	
Public Service	6,880,367	3,675,905	3,204,462	53.4%	39.2-50.7%	(4)
Academic Support	19,041,385	9,007,199	10,034,186	47.3%	44.2-53.4%	
Student Services	28,768,141	14,235,875	14,532,266	49.5%	46.8-50.7%	
Institutional Support	64,110,626	34,826,956	29,283,670	54.3%	45.3-53.6%	(5)
Staff Benefits	11,468,744	6,322,708	5,146,036	55.1%	5.7-99.3%	
Operations & Maintenance of Plant	32,469,503	19,008,618	13,460,885	58.5%	50.9-59.2%	
Repairs & Rehabilitation	33,090,855	6,293,986	26,796,869	19.0%	3.4-49.3%	
Special Items:						
Reserve - Campus	6,056,371	-	6,056,371	n/a	n/a	
Reserve - Compensation	60,364	-	60,364	n/a	n/a	
Reserve - Retention	803,200	-	803,200	n/a	n/a	
Reserve - State Funding Reduction	-	-	-	n/a	n/a	
Reserve - Operating	3,373,923	-	3,373,923	n/a	n/a	
Reserve - Enrollment Growth	1,400,000	-	1,400,000	n/a	n/a	
Reserve - New Campuses	-	-	-	n/a	n/a	
Reserve - New Buildings	-	-	-	n/a	n/a	
Reserve - Non-operating	1,587,990	-	1,587,990	n/a	n/a	
TOTAL UNRESTRICTED	343,064,174	165,827,039	177,237,135	48.3%	45.6-52.8%	
AUXILIARY FUND						
Student Activities	7,385,190	3,873,942	3,511,248	52.5%	42.6-53.0%	
Sales & Services	3,629,831	1,852,229	1,777,602	51.0%	44.3-56.0%	
Reserve - Campus	800,548	-	800,548	n/a	n/a	
Reserve - District	381,279	-	381,279	n/a	n/a	
Transfers-out	115,487	55,840	59,647	48.4%	0.0-116.6%	
TOTAL AUXILIARY	12,312,335	5,782,011	6,530,324	47.0%	32.0-62.8%	
RESTRICTED FUND						
State Appropriations	26,411,848	12,689,494	13,722,354	48.0%	5.7-91.5%	
Grants & Contracts	34,302,683	16,282,425	18,020,258	47.5%	n/a	
Scholarships	50,750,692	43,571,796	7,178,896	85.9%	n/a	
Subtotal Grants, Contracts & Scholarships	111,465,223	72,543,715	38,921,508	65.1%	n/a	
Richland Collegiate High School	48,308	-	48,308	n/a	n/a	
TOTAL RESTRICTED	111,513,531	72,543,715	38,969,816	65.1%	n/a	
RICHLAND COLLEGIATE H.S.						
Expenditures	2,735,678	1,110,748	1,624,930	40.6%	n/a	
TOTAL COLLEGIATE HIGH SCHOOL	2,735,678	1,110,748	1,624,930	40.6%	n/a	
SUBTOTAL EXPENDITURES & USES	469,625,718	245,263,513	224,362,205	52.2%	n/a	
TRANSFERS & DEDUCTIONS:						
Mandatory Transfers:						
Tuition to Debt Service Fund	2,322,986	2,187,495	135,491	94.2%	68.9-99.4%	
LoanStar Loan to Debt Service Fund	-	-	-	0.0%	n/a	
Institutional Matching-Contracts/Grants	32,243	158,251	(126,008)	490.8%	37.3-110.7%	(6)
Non-Mandatory Transfers & Deductions:						
Auxiliary Fund	5,175,797	5,175,797	-	100.0%	n/a	
Unexpended Plant Fund	20,870	20,870	-	0.0%	n/a	
Debt Service Fund	2,857,967	1,428,984	1,428,983	50.0%	n/a	
TOTAL TRANSFERS & DEDUCTIONS	10,409,863	8,971,397	1,438,466	86.2%	n/a	
TOTAL EXPENDITURES & USES	\$ 480,035,581	\$ 254,234,910	\$ 225,800,671	53.0%	n/a	

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

EXPENDITURES & USES BY ACCOUNT CLASSIFICATION

Year-to-Date February 28, 2010
50.0% of Fiscal Year Elapsed

	Approved Budget	Year-to-Date Actuals	Remaining Balance	Percent Budget
UNRESTRICTED FUND				
Salaries & Wages	\$ 207,412,551	\$ 110,119,009	\$ 97,293,542	53.1%
Staff Benefits	11,468,744	6,322,708	5,146,036	55.1%
Purchased Services	22,233,164	13,054,631	9,178,533	58.7%
Operating Expenses	83,039,843	30,756,276	52,283,567	37.0%
Supplies & Materials	12,738,677	8,688,477	4,050,200	68.2%
Minor Equipment	5,736,493	2,107,129	3,629,364	36.7%
Capital Outlay	6,057,596	2,925,559	3,132,037	48.3%
Charges	(18,904,742)	(8,146,750)	(10,757,992)	43.1%
SUBTOTAL UNRESTRICTED	329,782,326	165,827,039	163,955,287	50.3%
Reserve - Campus	6,056,371	-	6,056,371	n/a
Reserve - Compensation	60,364	-	60,364	n/a
Reserve - Retention	803,200	-	803,200	n/a
Reserve - State Funding Reduction	-	-	-	n/a
Reserve - Operating	3,373,923	-	3,373,923	n/a
Reserve - Enrollment Growth	1,400,000	-	1,400,000	n/a
Reserve - New Campuses	-	-	-	n/a
Reserve - New Buildings	-	-	-	n/a
Reserve - Non-operating	1,587,990	-	1,587,990	n/a
Transfers & Deductions:				
Mandatory Transfers:				
Tuition to Debt Service Fund	2,322,986	2,187,495	135,491	94.2%
LoanStar Loan to Debt Service Fund	-	-	-	0.0%
Institutional Matching - Contracts/Grants	32,243	158,251	(126,008)	490.8%
Non-Mandatory Transfers & Deductions:				
Auxiliary Fund	5,175,797	5,175,797	-	100.0%
Unexpended Plant Fund	20,870	20,870	-	0.0%
Debt Service Fund	2,857,967	1,428,984	1,428,983	50.0%
TOTAL UNRESTRICTED	353,474,037	174,798,436	178,675,601	49.5%
AUXILIARY FUND	12,312,335	5,782,011	6,530,324	47.0%
RESTRICTED FUND	111,513,531	72,543,715	38,969,816	65.1%
RICHLAND COLLEGIATE HIGH SCHOOL	2,735,678	1,110,748	1,624,930	40.6%
TOTAL EXPENDITURES & USES	\$ 480,035,581	\$ 254,234,910	\$ 225,800,671	53.0%

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

REVENUES & ADDITIONS

Year-to-Date - 50.0% of Fiscal Year Elapsed

	February 28, 2010			February 28, 2009		
	Approved Budget	Year-to-Date Actuals	Percent Budget	Approved Budget	Year-to-Date Actuals	Percent Budget
UNRESTRICTED FUND						
State Appropriations	\$ 96,381,533	\$ 41,620,919	43.2%	\$ 89,498,204	\$ 43,864,918	49.0%
Tuition	79,906,374	66,550,921	83.3%	68,343,154	58,628,880	85.8%
Taxes for Current Operations	126,151,795	121,739,492	96.5%	126,851,795	120,477,942	95.0%
Federal Grants & Contracts	1,245,261	569,997	45.8%	887,169	373,052	42.0%
State Grants & Contracts	125,661	123,890	98.6%	148,520	146,462	98.6%
General Sources:						
Investment Income	5,050,000	2,028,096	40.2%	6,225,000	2,565,529	41.2%
General Revenue	3,024,673	1,670,341	55.2%	2,773,524	1,600,241	57.7%
Subtotal General Sources	8,074,673	3,698,437	45.8%	8,998,524	4,165,770	46.3%
SUBTOTAL UNRESTRICTED	311,885,297	234,303,656	75.1%	294,727,366	227,657,024	77.2%
Use of Fund Balance & Transfers-in	41,588,740	-	0.0%	40,172,444	2,019,251	0.0%
TOTAL UNRESTRICTED	353,474,037	234,303,656	66.3%	334,899,810	229,676,275	68.6%
AUXILIARY FUND						
Sales & Services	5,911,796	2,515,004	42.5%	5,942,910	2,756,812	46.4%
Investment Income	230,702	124,748	54.1%	275,153	139,398	50.7%
Transfers-in	5,175,797	5,175,797	100.0%	5,248,797	5,248,797	100.0%
Use of Fund Balance	994,040	-	0.0%	524,546	-	0.0%
TOTAL AUXILIARY	12,312,335	7,815,549	63.5%	11,991,406	8,145,007	67.9%
RESTRICTED FUND						
State Appropriations:						
Insurance & Retirement Match	26,411,849	12,689,494	48.0%	23,758,341	6,102,241	25.7%
SBDC State Match	1,841,483	1,205,242	65.4%	1,551,288	536,470	34.6%
ARRA	1,612,555	24,404	1.5%	-	-	0.0%
Subtotal State Appropriations	29,865,887	13,919,140	46.6%	25,309,629	6,638,711	26.2%
Grants, Contracts & Scholarships:						
Federal	70,302,377	49,333,428	70.2%	52,219,278	31,226,888	59.8%
State	5,631,808	5,719,758	101.6%	4,425,594	3,676,747	83.1%
Local	5,520,623	3,507,553	63.5%	5,911,446	3,083,575	52.2%
Transfers-in	144,528	63,836	44.2%	661,301	91,681	13.9%
Subtotal Grants, Contracts & Scholarships	81,599,336	58,624,575	71.8%	63,217,619	38,078,891	60.2%
Richland Collegiate High School	48,308	-	n/a	-	-	n/a
TOTAL RESTRICTED	111,513,531	72,543,715	65.1%	88,527,248	44,717,602	50.5%
RICHLAND COLLEGIATE HIGH SCHOOL						
State Funding	2,724,878	1,128,742	41.4%	2,152,019	927,447	43.1%
Investment Income	10,800	6,752	62.5%	17,000	10,860	63.9%
TOTAL COLLEGIATE HIGH SCHOOL	2,735,678	1,135,494	41.5%	2,169,019	938,307	43.3%
TOTAL REVENUES & ADDITIONS	\$ 480,035,581	\$ 315,798,414	65.8%	\$ 437,587,483	\$ 283,477,191	64.8%

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

EXPENDITURES & USES BY FUNCTION

Year-to-Date - 50.0% of Fiscal Year Elapsed

	February 28, 2010			February 28, 2009		
	Approved Budget	Year-to-Date Actuals	Percent Budget	Approved Budget	Year-to-Date Actuals	Percent Budget
UNRESTRICTED FUND						
Instruction	\$ 133,952,705	\$ 72,455,792	54.1%	\$ 128,534,171	\$ 67,298,635	52.4%
Public Service	6,880,367	3,675,905	53.4%	6,783,574	3,144,921	46.4%
Academic Support	19,041,385	9,007,199	47.3%	17,781,602	8,845,053	49.7%
Student Services	28,768,141	14,235,875	49.5%	27,047,286	13,048,941	48.2%
Institutional Support	64,110,626	34,826,956	54.3%	58,332,310	31,798,522	54.5%
Staff Benefits	11,468,744	6,322,708	55.1%	10,271,957	11,222,538	109.3%
Operations & Maintenance of Plant	32,469,503	19,008,618	58.5%	30,551,098	17,736,124	58.1%
Repairs & Rehabilitation	33,090,855	6,293,986	19.0%	33,905,964	3,506,145	10.3%
Special Items:						
Reserve - Campus	6,056,371	n/a	n/a	3,234,970	n/a	n/a
Reserve - Compensation	60,364	n/a	n/a	-	n/a	n/a
Reserve - Retention	803,200	n/a	n/a	-	n/a	n/a
Reserve - State Funding Reduction	-	n/a	n/a	-	n/a	n/a
Reserve - Operating	3,373,923	n/a	n/a	5,859,250	n/a	n/a
Reserve - Enrollment Growth	1,400,000	n/a	n/a	-	n/a	n/a
Reserve - New Campuses	-	n/a	n/a	-	n/a	n/a
Reserve - New Buildings	-	n/a	n/a	895,000	n/a	n/a
Reserve - Non-operating	1,587,990	n/a	n/a	154,219	n/a	n/a
TOTAL UNRESTRICTED	343,064,174	165,827,039	48.3%	323,351,401	156,600,879	48.4%
AUXILIARY FUND						
Student Activities	7,385,190	3,873,942	52.5%	7,098,421	3,451,296	48.6%
Sales & Services	3,629,831	1,852,229	51.0%	3,555,630	1,688,851	47.5%
Reserve - Campus	800,548	n/a	n/a	1,049,922	n/a	n/a
Reserve - District	381,279	n/a	n/a	195,027	n/a	n/a
Transfers-out	115,487	55,840	48.4%	92,406	272,607	295.0%
TOTAL AUXILIARY	12,312,335	5,782,011	47.0%	11,991,406	5,412,754	45.1%
RESTRICTED FUND						
State Appropriations	26,411,848	12,689,494	48.0%	23,758,341	6,102,241	25.7%
Grants & Contracts	34,302,683	16,282,425	47.5%	25,489,134	12,535,899	49.2%
Scholarships	50,750,692	43,571,796	85.9%	39,279,773	26,079,462	66.4%
Subtotal Grants, Contracts & Scholarships	111,465,223	72,543,715	65.1%	88,527,248	44,717,602	50.5%
Richland Collegiate High School	48,308	-	n/a	-	-	n/a
TOTAL RESTRICTED	111,513,531	72,543,715	65.1%	88,527,248	44,717,602	50.5%
RICHLAND COLLEGIATE H.S.						
Expenditures	2,735,678	1,110,748	40.6%	2,169,019	1,000,883	46.1%
TOTAL COLLEGIATE HIGH SCHOOL	2,735,678	1,110,748	40.6%	2,169,019	1,000,883	46.1%
SUBTOTAL EXPENDITURES & USES	469,625,718	245,263,513	52.2%	426,039,074	207,732,118	48.8%
TRANSFERS & DEDUCTIONS:						
Mandatory Transfers:						
Tuition to Debt Service Fund	2,322,986	2,187,495	94.2%	2,141,649	1,955,580	91.3%
LoanStar Loan to Debt Service Fund	-	-	0.0%	52,071	52,071	100.0%
Institutional Matching-Contracts/Grants	32,243	158,251	490.8%	28,000	108,708	388.2%
Non-Mandatory Transfers & Deductions:						
Auxiliary Fund	5,175,797	5,175,797	100.0%	5,248,797	5,248,797	100.0%
Unexpended Plant Fund	20,870	20,870	0.0%	1,040,906	1,040,906	n/a
Debt Service Fund	2,857,967	1,428,984	50.0%	3,036,986	1,524,650	50.2%
TOTAL TRANSFERS & DEDUCTIONS	10,409,863	8,971,397	86.2%	11,548,409	9,930,712	86.0%
TOTAL EXPENDITURES & USES	\$ 480,035,581	\$ 254,234,910	53.0%	\$ 437,587,483	\$ 217,662,830	49.7%

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

EXPENDITURES & USES BY ACCOUNT CLASSIFICATION

Year-to-Date - 50.0% of Fiscal Year Elapsed

	February 28, 2010			February 28, 2009		
	Approved Budget	Year-to-Date Actuals	Percent Budget	Approved Budget	Year-to-Date Actuals	Percent Budget
UNRESTRICTED FUND						
Salaries & Wages	\$ 207,412,551	\$ 110,119,009	53.1%	\$ 201,704,227	\$ 103,359,560	51.2%
Staff Benefits	11,468,744	6,322,708	55.1%	10,271,957	11,222,538	109.3%
Purchased Services	22,233,164	13,054,631	58.7%	15,413,775	9,205,965	59.7%
Operating Expenses	83,039,843	30,756,276	37.0%	81,232,242	29,346,104	36.1%
Supplies & Materials	12,738,677	8,688,477	68.2%	8,706,060	6,216,906	71.4%
Minor Equipment	5,736,493	2,107,129	36.7%	4,286,904	1,697,644	39.6%
Capital Outlay	6,057,596	2,925,559	48.3%	9,701,262	3,256,373	33.6%
Charges	(18,904,742)	(8,146,750)	43.1%	(18,108,465)	(7,704,211)	42.5%
SUBTOTAL UNRESTRICTED	329,782,326	165,827,039	50.3%	313,207,962	156,600,879	50.0%
Reserve - Campus	6,056,371	n/a	n/a	3,234,970	n/a	n/a
Reserve - Compensation	60,364	n/a	n/a	-	n/a	n/a
Reserve - Retention	803,200	n/a	n/a	-	n/a	n/a
Reserve - State Funding Reduction	-	n/a	n/a	-	n/a	n/a
Reserve - Operating	3,373,923	n/a	n/a	5,859,250	n/a	n/a
Reserve - Enrollment Growth	1,400,000	n/a	n/a	-	n/a	n/a
Reserve - New Campuses	-	n/a	n/a	-	n/a	n/a
Reserve - New Buildings	-	n/a	n/a	895,000	n/a	n/a
Reserve - Non-operating	1,587,990	n/a	n/a	154,219	n/a	n/a
Transfers & Deductions:						
Mandatory Transfers:						
Tuition to Debt Service Fund	2,322,986	2,187,495	94.2%	2,141,649	1,955,580	91.3%
LoanStar Loan to Debt Service Fund	-	-	0.0%	52,071	52,071	100.0%
Institutional Matching - Contracts/Grants	32,243	158,251	490.8%	28,000	108,708	388.2%
Non-Mandatory Transfers & Deductions:						
Auxiliary Fund	5,175,797	5,175,797	100.0%	5,248,797	5,248,797	100.0%
Unexpended Plant Fund	20,870	20,870	0.0%	1,040,906	1,040,906	100.0%
Debt Service Fund	2,857,967	1,428,984	50.0%	3,036,986	1,524,650	50.2%
TOTAL UNRESTRICTED	353,474,037	174,798,436	49.5%	334,899,810	166,531,591	49.7%
AUXILIARY FUND	12,312,335	5,782,011	47.0%	11,991,406	5,412,754	45.1%
RESTRICTED FUND	111,513,531	72,543,715	65.1%	88,527,248	44,717,602	50.5%
RICHLAND COLLEGIATE HIGH SCHOOL	2,735,678	1,110,748	40.6%	2,169,019	1,000,883	46.1%
TOTAL EXPENDITURES & USES	\$ 480,035,581	\$ 254,234,910	53.0%	\$ 437,587,483	\$ 217,662,830	49.7%

NOTES

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

- (1) Actual *Interest Income* reflects a slightly lower than normal percent of budget due to current market conditions. Interest income is being re-evaluated for Spring Budget Revision.
- (2) Actual *Subtotal General Sources* reflects a slightly lower than normal percent of budget due primarily to changes mentioned in note 1.
- (3) Actual *State Revenue* in the Restricted Fund has exceeded 100% of budget. During the course of the audit, adjustments were made to prior year expenditures after the Fall Revision was approved causing the Fall Revision budget to be lower than it should be based on the updated prior year expenditures. The budget will be reviewed in the Spring Budget Revision.
- (4) Actual *Public Service* reflects a higher than normal percent of budget due primarily to increased spending for workforce contract training programs.
- (5) Actual *Institutional Support*, which is slightly higher than the normal percent of budget, does not appear to be related to any isolated incident.
- (6) Actual *Institutional Matching-Contracts and Grants* has exceeded budget due primarily to the receipt of grants that require a district match. The budget will be reviewed in the Spring Budget Revision.

FINANCIAL REPORT NO. 38

Notice of Grant Awards

Grant Awards Reported in April 2010

Source: U. S. Department of Education – Student Support Services Federal TRIO Program
Beneficiary: North Lake College
Amount: Increase New Award Amount
\$2,722 (Grant Aid) \$1,204,270
Term: September 1, 2009 – August 31, 2010
Purpose: The program provides opportunities for academic development, assists students with basic college requirements, and serves to motivate students toward the successful completion of their postsecondary education. The goal of the program is to increase the college retention and graduation rates of its participants and help students make the transition from one level of higher education to the next.

Source: Texas Education Agency – ARRA State Fiscal Stabilization Fund Education State Program
Beneficiary: Richland College – Richland Collegiate High School
Amount: \$48,308
Term: September 30, 2009 – September 30, 2010
Purpose: To improve student achievement through school improvement and reform.

Source: Texas Workforce Commission – Skills Development Fund Program in partnership with Zale Delaware, Inc.
Beneficiary: North Lake College
Amount: \$331,128
Term: March 1, 2010 – September 30, 2011
Purpose: To provide training to 92 incumbent workers in the jewelry manufacturing industry.

Source: Texas Higher Education Coordinating Board
Special Funding for Alternative Teacher Certification Program
Amount: Brookhaven College \$ 8,152
Mountain View College 62,160
Richland College 38,723
Total Award \$109,035
Term: January 12, 2010 – August 31, 2010
Purpose: To provide funding for Alternative Certification students.

Source: Texas Higher Education Coordinating Board

Nursing Shortage Reduction Program

Beneficiary: Brookhaven College
Amount: \$100,000
Term: September 1, 2009 – August 31, 2010
Purpose: To provide funding for the nursing program to create additional nursing faculty positions, provide temporary salary supplements for professional nursing faculty, and/or engage qualified preceptors to expand faculty capacity.

Source: Texas Higher Education Coordinating Board/Austin Community College-Texas Network for Teaching Excellence in Career and Technical Education Project
Beneficiary: District Office
Amount: \$5,000
Term: September 1, 2009 – August 31, 2010
Purpose: To participate in accomplishing the goals of the Texas Network for Teaching Excellence in Career and Technical Education.

Grant Awards Reported in Fiscal Year 2009-10

September 2009	\$ 3,659,266
October 2009	6,417,813
November 2009	3,611,050
December 2009	4,746,149
January 2010	1,041,510
February 2010	285,612
March 2010	805,892
April 2010	596,193
May 2010	
June 2010	
July 2010	
August 2010 ¹	
Total To Date	\$21,163,485

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

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

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

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

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

FINANCIAL REPORT NO. 39

Acceptance of Gifts

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

<u>Gifts Reported in March 2010</u>				
<u>Beneficiary</u>	<u>Purpose</u>	<u>Quantity</u>	<u>Range</u>	<u>Total</u>
	Equipment	1	\$500 – 5,000	2,000
DCCCD	Chancellor's Council	9	\$100 – 5,000	15,500
	Programs and Services	9	\$100 - 5,000	14,383
	Programs and Services	3	\$5,001 – 10,000	56,400
	Rising Star	1	\$100 – 5,000	100
	Rising Star	3	\$5,001 – 175,000	240,139
	Scholarships ¹	9	\$100 - 5,000	9,550
	Scholarships ¹	2	\$5,001 – 35,000	39,600
Total	n/a	37	n/a	377,672

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

<u>Gifts Reported in Fiscal Year 2009-10</u>				
<u>Month Reported</u>	<u>Amount by Category</u>			<u>Total</u>
	<u>Equipment</u>	<u>Rising Star</u>	<u>Other Gifts</u>	
September 2009	\$6,892	\$189,793	\$101,553	\$298,238
October 2009	15,571	0	89,917	105,488
November 2009	500	26,468	120,983	147,951
December 2009	7,000	175,000	243,054	425,054
January 2010	1,450	308,600	168,172	478,222
February 2010	0	600	68,133	68,733
March 2010	2,000	240,239	135,433	377,672
April 2010				
May 2010				
June 2010				
July 2010				
August 2010				
Total To Date	\$33,413	\$940,700	\$927,245	\$1,901,358

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

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

<u>Purpose</u>	<u>Quantity</u>	<u>Total</u>
Chancellor's Fund	4	\$2,102
Programs and Services	22	\$16,182
Total	26	\$18,284

INFORMATIVE REPORT NO. 40

Presentation of Contracts for Educational Services

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

Policy Reminders

Board policies pertinent to evaluating an educational contracts report include:

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

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

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

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

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

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

BROOKHAVEN COLLEGE - \$31,197

Ford	Automotive
GM	Automotive
American Concrete Institute	Masonry Construction
"Landscape Industry (Open Enrollment Course)"	Landscape Technician
North Texas Tollway Authority	Accent Reduction
North Texas Tollway Authority	Accent Reduction
North Texas Tollway Authority	Assessment Testing
Tuesday Morning	English Communication for the Workplace (Level 1)
Tuesday Morning	English Communication for the Workplace (Level 2)

CEDAR VALLEY COLLEGE - \$19,698

Federal Correctional Institute	Principles of Marketing
Federal Correctional Institute	Advertising and Sales Promotion
Federal Correctional Institute	Principles of Selling
Federal Correctional Institute	Introduction to Business
Federal Correctional Institute	Organizational Behavior
Federal Correctional Institute	Information Science
Federal Correctional Institute	Business Math
Methodist Health System	Excel 2
Texans Can	Workforce Readiness Skills
Texans Can	Logistics Traffic Management
Texans Can	Starting a New Business

EASTFIELD COLLEGE - \$10,706

Motorcycle Training Center	Motorcycle
Baylor Health Care Systems	ESL for the Workplace
Baylor Health Care Systems	Spanish for the Workplace
Express Scripts	Intro to PC; Beginning Keyboarding
Shearer Electric	TDLR 4 Hr. Mandated CE Class

EL CENTRO COLLEGE – \$27,400

UT Southwestern Medical Center	EMT Refresher
UT Southwestern Medical Center	EMT Basic
UT Southwestern Medical Center	EMT Clinical

MOUNTAIN VIEW COLLEGE – \$6,950

AT&T	AC 1 Electronics
AT&T	AC 1 Electronics
Sanders Estes Unit	GED Testing

NORTH LAKE COLLEGE - \$57,053

Dallas Joint Electrical Training Center	Career Training
Dallas Joint Plumbers and Pipefitters Association	Career Training

RICHLAND COLLEGE – \$3,215

Chambrel Hill	Emeritus
City of Garland	Business Productivity
City of Garland	Business Productivity
Dallas County	Business Productivity
The Forum	Emeritus
Kraft Foods	Teambuilding
Meadowstone	Emeritus
Presbyterian Village North	Emeritus
Presbyterian Village North	Emeritus

Contracts for Educational Services Reported in 2009-10

	<u>BHC</u>	<u>CVC</u>	<u>EFC</u>	<u>ECC</u>	<u>MVC</u>	<u>NLC</u>	<u>RLC</u>	<u>Total</u>
September 2009	\$ 25,267	\$ 30,560	\$ 2,100	\$ 4,360	\$ 8,844	\$ 10,593	\$ 8,289	\$ 90,013
October 2009	\$ 33,517	\$ 42,214	\$ 600	\$ 82,000	\$ 0.00	\$ 0.00	\$ 44,950	\$ 203,281
November 2009	\$ 13,587	\$ 44,092	\$ 0.00	\$ 1,040	\$ 8,705	\$ 62,991	\$ 30,390	\$ 160,805
December 2009	\$ 12,441	\$ 1,874	\$ 1,600	\$ 1,000	\$ 8,640	\$ 99,808	\$ 2,165	\$ 127,528
January 2010	\$ 19,694	\$ 58,739	\$ 1,000	\$ 7,500	\$ 5,703	\$ 3,881	\$ 3,980	\$ 100,497
February 2010	\$ 16,689	\$ 3,752	\$ 310	\$ 92,393	\$ 0.00	\$ 0.00	\$ 1,950	\$ 115,094
March 2010	\$ 31,197	\$ 19,698	\$ 10,706	\$ 27,400	\$ 6,950	\$ 57,053	\$ 3,215	\$ 156,219
April 2010								
May 2010								
June 2010								
July 2010								
August 2010								
Total To Date	\$152,392	\$200,929	\$16,316	\$215,693	\$38,842	\$234,326	\$94,939	\$953,437

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

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

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

INFORMATIVE REPORT NO. 41

Monthly Award and Change Order Summary

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

AWARDS:

11452	EMERGENCY NOTIFICATION SYSTEM PRICE AGREEMENT, - D-W		
	Skytel		
	Original Amount		\$10,020.00
	Increase Amount		<u>843.02</u>
	Revised Amount	(12 mo.est.)	\$11,043.02

This amendment is being submitted to show that the correct date range for this award is now January 1, 2010 through December 31, 2010 rather than previously submitted.

11706	FIRE PROTECTION SYSTEM - BHC		
	Mutual Sprinklers, Inc.		\$12,188.00

This award is to provide/install/test a pipe sprinkler system in the Set Design area of the Performance Hall in Building C in order to become compliant with existing code requirements.

Rebidding is not recommended because there was significant difficulty in finding a certified and licensed company willing to perform such a small-scale project.

6D91160 WHO'S NEXT? SOFTWARE LICENSES & MAINTENANCE –
D - W
Blue Eon Solutions (est., additional costs) \$13,900.00

This award is for additional individual software licenses and maintenance for the “Who’s Next” counseling center scheduling system as may be needed this fiscal year. It is estimated that approximately four requisitions could be entered throughout the district for this software during the remainder of the year. The “Who’s Next” system has been in place since September 2009, and is the District standard for the counseling center scheduling application.

This approval is necessitated by multiple-campus use of the system and purchase orders placed earlier in the fiscal year totaling \$11,098. The total for all purchases may not exceed \$24,999.99.

CHANGE ORDERS:

Basecom Inc. – Bid #11578
Raquetball Courts Renovation - EFC
Purchase Order No. B14964
Change Order No. 01

Change: Construction of sidewalk around racquetball courts

Original Contract Amount	\$83,019.00
Change Order Limit/Contingency	.00
Prior Change Order Total Amounts	.00
Net Increase this Change Order	3,326.00
Revised Contract Amount	\$86,345.00

Board approved original award 06/02/2009. This is for EFC project #07, *Progress Report on Construction Projects*.

Chandana Design, LLC
Provide architectural services for BHC and BJP - BJP
Purchase Order No. B14732
Change Order No. 01

Change: To incur reimbursable expense for Texas Accessibility Plan Review Fee.

Original Contract Amount	\$40,446.00
Change Order Limit/Contingency	.00
Prior Change Order Total Amounts	.00
Net Increase this Change Order	525.00
Revised Contract Amount	\$40,971.00

Board approved original award 12/16/2008. This is for BJP projects #3, 4, and 5
Progress Report on Construction Projects.

J. C. Commercial – Bid #11545
Adaptive Remodel of Building A - ECC
Purchase Order No. B14881
Change Order No. 13

Change: Move Floor Drain for the Condensate Drain at AHU#2 to meet code. Fur out around 5 existing columns in the basement. Spectrometer exhaust roof repair, concrete floor demo, repair and miscellaneous steel at AHU. Remove roll up security door. Replace the black granite tile in the basement with black terrazzo.

Original Contract Amount	\$2,338,312.00
Change Order Limit/Contingency	350,746.80
Prior Change Order Total Amounts	245,476.90
Net Increase this Change Order	23,064.37
Revised Contract Amount	\$2,606,853.27

Board approved original award 04/07/2009. This is for ECC project #20, *Progress Report on Construction Projects.*

J. C. Commercial – Bid #11545
Adaptive Remodel of Building A - ECC
Purchase Order No. B14881
Change Order No. 14

Change: Mech Room A080 – Demo the rest of the wall, install new drywall tape, bed texture, paint, and furnish and install new door frame and hardware. Mech Rm A038 – Furnish and install new door frame and hardware. New soffits for ceiling transition at the bottom of the stairs. New soffits for ceiling transition at Corr. A026, A028, & A095. New soffit for ceiling transition outside A047. New soffit for ceiling transition at the elevator. Build walls to deck in rooms A058, A060, A072, A002 & around new police office. Install a new fire alarm enunciator panel in the new police office. Electrical and data equipment for the new police office.

Original Contract Amount	\$2,338,312.00
Change Order Limit/Contingency	350,746.80
Prior Change Order Total Amounts	268,541.27
Net Increase this Change Order	24,910.04
Revised Contract Amount	\$2,631,763.31

Board approved original award 04/07/2009. This is for ECC project #20, *Progress Report on Construction Projects*.

J. C. Commercial – Bid #11545
 Adaptive Remodel of Building A - ECC
 Purchase Order No. 14881
 Change Order No. 15

Change: Demo, Rebuild & Paint Walls in A061 & A063. Aluminum hand rails. Cabinets for Police Surveillance. Demolish, waterproof and replace walls in Rm.'s A061, A062, & A063. Remove and replace ceiling grid and HVAC in room A072.

Original Contract Amount	\$2,338,312.00
Change Order Limit/Contingency	350,746.80
Prior Change Order Total Amounts	293,451.31
Net Increase this Change Order	24,707.00
Revised Contract Amount	\$2,656,470.31

Board approved original award 04/07/2009. This is for ECC project #20, *Progress Report on Construction Projects*.

J. C. Commercial – Bid #11545
Adaptive Remodel of Building A - ECC
Purchase Order No. 14881
Change Order No. 16

Change: Steel to support bi-fold door. Type F Walls which is a combination of walls and windows. Light Fixtures for Rm.'s A058 & A060.

Original Contract Amount	\$2,338,312.00
Change Order Limit/Contingency	350,746.80
Prior Change Order Total Amounts	318,158.31
Net Increase this Change Order	24,354.04
Revised Contract Amount	\$2,680,824.35

Board approved original award 04/07/2009. This is for ECC project #20, *Progress Report on Construction Projects*.

Secure Cam Inc. – Bid #11580
Closed Circuit Television System - NLC
Purchase Order No. 15875
Change Order No. 01

Change: The increased amount is the difference between project credits and change order costs.

Original Contract Amount	\$104,720.76
Change Order Limit/Contingency	.00
Prior Change Order Total Amounts	.00
Net Increase this Change Order	1,433.03
Revised Contract Amount	\$106,153.79

Board approved original award 09/01/2009. This is for NLC project #02, *Progress Report on Construction Projects*.

Secure Cam Inc. – Bid #11580
Closed Circuit Television System - NLC
Purchase Order No. 15875
Change Order No. 02

Change: Building “G” new equipment installation.

Original Contract Amount	\$104,720.76
Change Order Limit/Contingency	.00
Prior Change Order Total Amounts	1,433.03
Net Increase this Change Order	17,207.88
Revised Contract Amount	\$123,361.67

Board approved original award 09/01/2009. This is for NLC project #02, *Progress Report on Construction Projects*.

INFORMATIVE REPORT NO. 42

Payments for Goods and Services

This is an indicator report for the M/WBE participation provision in Policy BAA (LOCAL), which the Board of Trustees adopted on April 1, 2008. The policy statement is “The Board intends that the District, in the awarding of contracts for goods and services, shall make competitive opportunities available to all prospective suppliers including but not limited to new businesses, small businesses, and minority and woman-owned business enterprises (M/WBEs).” This report reflects the status as of February 28, 2010.

September & October 2009 Compared to September & October 2008

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

November & December 2009 Compared to November & December 2008

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

January & February 2010 Compared to January & February 2009

<u>Ethnicity/ Gender</u>	<u>January 10</u>		<u>February 10</u>		<u>January 09</u>		<u>February 09</u>	
	<u>Amou nt</u>	<u>%</u>	<u>Amou nt</u>	<u>%</u>	<u>Amou nt</u>	<u>%</u>	<u>Amou nt</u>	<u>%</u>
Amer Indian/ Alaskan Native	1,406	0.0	8,156	0.1	8,221	0.1	9,086	0.0
Black/African-American	291,921	2.6	749,546	6.7	3,960,548	6.4	5,445,135	21.5
Asian Indian	650,293	5.9	569,189	5.1	655,003	11.9	124,766	0.5
Anglo-American, Female	1,792,084	16.2	1,330,629	11.9	1,152,561	6.5	1,869,087	7.4
Asian Pacific	41,796	0.4	6,307	0.1	21,820	0.6	22,986	0.1
Hispanic/Latino/Mex-American	2,045,372	18.4	1,594,316	14.3	2,375,204	8.5	6,854,743	27.1
Other Female	264,868	2.4	210,518	1.9	59,452	0.3	59,604	0.2
Total M/WBE	5,087,740	45.9	4,468,661	40.0	8,232,810	34.2	14,385,407	56.9
Not Classified	6,003,941	54.1	6,696,746	60.0	19,831,935	65.8	10,893,251	43.1
Subtotal for Discretionary Payments	11,091,681	100.0	11,165,407	100.0	28,064,744	100.0	25,278,658	100.0
Non-discretionary Payments	1,019,692		2,830,755		1,172,782		1,910,526	
Total Payments	12,111,373		13,996,162		29,237,526		27,189,183	

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

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

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

INFORMATIVE REPORT NO. 43

PROGRESS REPORT ON CONSTRUCTION PROJECTS

Status Report as of February 28, 2010

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

PROGRESS REPORT ON CONSTRUCTION PROJECTS
 Status Report as of February 28, 2010

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

PROGRESS REPORT ON CONSTRUCTION PROJECTS
 Status Report as of February 28, 2010

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

PROGRESS REPORT ON CONSTRUCTION PROJECTS
 Status Report as of February 28, 2010

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

COMPLETED PROJECTS²

Exterior wall repair & sidewalk replacement aka bldg. K waterproofing (BHC)
Upgrade bromide exhaust (EFC)
Restore roof bldgs A,N,F (RLC)

BOND PROGRAM 100% COMPLETED PROJECTS³

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

² This is the last report on which these projects will appear.

³ The 100% completed Bond Program projects will continue to appear on this report

INFORMATIVE REPORT NO. 44

Bond Program Report on Projects

The status of planning as of February 28, 2010 for projects assigned to contracted construction program managers and other bond funded projects.

Background

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

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

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

Brookhaven College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Workforce & Continuing Education Building	0	620,618	6,364,767	88,116	256,315
Original Budget: \$8,200,000 Revised Budget: \$7,800,006 Total Awarded: \$7,329,816	<p style="text-align: center;">COMPLETED</p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Nov 08 / Jan 10 Managed by Bond Program Management Team. \$6,300,000 CMAR Guaranteed Maximum Price 11/7/2008.</p> <p style="text-align: right;">February 28, 2010</p>				
Location Summary	Original Budget: 60,606,840	Revised Budget: 62,330,200		Total Awarded: 61,544,543	

BHC M/WBE Participation						
	Total Contracted Dollars	Dollars Allocated	Non-MWBE Dollars	Non-MWBE %	MWBE Dollars	MWBE %
Sub-total	57,873,491	57,873,491	36,833,184	64%	21,040,307	36%

Cedar Valley College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Location Wide Original Budget: \$0 Revised Budget: \$2,806,382	2,806,382				
Mechanical Infrastructure Original Budget: \$4,306,840 Revised Budget: \$77,810 Total Awarded: \$77,530	0	0	0	77,530	0
	Construction Start / Beneficial Occupancy: Apr 08 / Jul 09 Managed by Bond Program Management Team. --Budget and scope included in science, allied health, and veterinary technology building.				
Science, Allied Health, & Veterinary Technology Bldg. Original Budget: \$30,600,000 Revised Budget: \$38,885,036 * Total Awarded: \$37,803,750	0	2,925,857	31,844,515	617,851	2,415,527
	Construction Start / Beneficial Occupancy: Apr 08 / Jul 09 Managed by Bond Program Management Team. \$30,754,172 CMAR Guaranteed Maximum Price 3/17/2008. * \$55,500 added from non-bond program dollars.				

Cedar Valley College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Industrial Technology Bldg.	0	1,137,807	11,471,680	210,022	1,062,728
Original Budget: \$6,600,000	<p style="text-align: center;">COMPLETED</p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Jan 08 / Dec 09 Managed by Bond Program Management Team. \$11,171,222 CMAR Guaranteed Maximum Price 12/13/2007. CMAR in default; surety involved.</p>				
Revised Budget: \$14,386,263					
Total Awarded: \$13,882,237					
Location Summary	Original Budget: 53,506,840	Revised Budget: 56,155,491	Total Awarded: 54,569,899	February 28, 2010	

CVC M/WBE Participation						
	Total Contracted Dollars	Dollars Allocated	Non-MWBE Dollars	Non-MWBE %	MWBE Dollars	MWBE %
Sub-total	51,586,653	51,586,653	42,182,117	82%	9,404,536	18%

Eastfield College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Location Wide Original Budget: \$0 Revised Budget: \$2,833,863	2,833,863				
South Campus Original Budget: \$10,200,000 Revised Budget: \$13,854,057 * Total Awarded: \$13,848,396	0	833,409	9,436,132	2,826,224	752,631
	<p style="text-align: center;">COMPLETED</p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: May 08 / May 09 Managed by Bond Program Management Team. \$9,309,163 CMAR Guaranteed Maximum Price 4/24/2008. * \$2,420,039 land purchase and \$296,152 demolition. \$372,349 added from non-bond program dollars.</p>				
Mechanical Infrastructure Original Budget: \$2,306,840 Revised Budget: \$94,433 Total Awarded: \$94,433	0	0	0	94,433	0
	<p style="text-align: center;">COMPLETED</p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Sep 08 / Sep 09 Managed by Bond Program Management Team. --Budget and scope included in workforce development building.</p>				

Eastfield College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Adaptive Remodel Original Budget: \$4,600,000 Revised Budget: \$4,863,778 Total Awarded: \$4,849,336	0	23,880	4,344,643	24,689	456,124
Construction Start / Beneficial Occupancy: Jul 09 / May 10 Managed by Bond Program Management Team. \$2,920,037 Design-Build Guaranteed Maximum Price 5/29/2009. --Budget transferred to workforce development building, parent child study center, and industrial technology building.					
Learning Center Original Budget: \$17,400,000 Revised Budget: \$14,267,371 Total Awarded: \$14,265,869	0	984,457	11,766,086	135,691	1,379,635
Construction Start / Beneficial Occupancy: Aug 07 / Nov 08 Managed by Bond Program Management Team. \$11,766,086 CMAR Guaranteed Maximum Price 8/9/2007. --Budget transferred to workforce development building, parent child study center, and industrial technology building.					
Continuing Ed. Workforce & Criminal Justice Bldg. Original Budget: \$7,100,000 Revised Budget: \$10,864,718 Total Awarded: \$10,864,629	0	747,294	9,483,953	127,148	506,234
Construction Start / Beneficial Occupancy: Sep 08 / Sep 09 Managed by Bond Program Management Team. \$9,391,228 CMAR Guaranteed Maximum Price 8/15/2008. --Budget transferred to industrial technology building.					

Eastfield College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Center for Child and Family Services	0	460,212	6,232,847	67,903	289,334
Original Budget: \$0 Revised Budget: \$7,050,296 Total Awarded: \$7,050,296	<p>COMPLETED</p> <p>Construction Start / Beneficial Occupancy: Sep 08 / Jul 09 Managed by Bond Program Management Team. \$6,167,079 CMAR Guaranteed Maximum Price 8/12/2008</p>				
Technology Building	0	446,607	7,073,517	97,756	278,820
Original Budget: \$0 Revised Budget: \$7,916,189 Total Awarded: \$7,896,700	<p>Construction Start / Beneficial Occupancy: Nov 08 / April 10 Managed by Bond Program Management Team. \$7,049,095 CMAR Guaranteed Maximum Price 11/10/2008</p>				
Location Summary	Original Budget: 61,706,840		Revised Budget: 61,744,705		Total Awarded: 61,703,522

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EFC M/WBE Participation						
	Total Contracted Dollars	Dollars Allocated	Non-MWBE Dollars	Non-MWBE %	MWBE Dollars	MWBE %
Sub-total	57,720,328	57,610,308	40,567,836	70%	17,042,472	30%

El Centro College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Location Wide Original Budget: \$0 Revised Budget: \$864,696	864,696				
West Campus Original Budget: \$10,200,000 Revised Budget: \$13,621,037 * Total Awarded: \$13,459,298	0	599,729	8,622,927	3,625,054	611,588
	<p align="center">COMPLETED</p> <p align="center">Construction Start / Beneficial Occupancy: May 08 / May 09 Managed by Bond Program Management Team. \$8,667,129 CMAR Guaranteed Maximum Price 4/30/2008.</p> <p>* \$3,444,384 land purchase and \$486,653 demolition.</p>				
Allied Health and Nursing Original Budget: \$16,100,000 Revised Budget: \$20,592,600 *	0	1,093,129	11,361,796	351,538	5,429,231
	<p align="center">COMPLETED</p> <p align="center">Construction Start / End: Jan 06 / Aug 08 Managed by Facilities Management. Awarded \$18,235,694</p> <p>* \$292,600 added from non-bond program dollars.</p>				
Adaptive Remodel Original Budget: \$3,850,000 Revised Budget: \$4,998,646 *	0	421,426	2,680,824	72,253	178,246
	<p align="center">Construction Start / End: April 09 / May 10 Managed by Facilities Management. Awarded \$3,352,749</p> <p>* \$1,000,000 from mechanical infrastructure.</p>				

El Centro College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Paramount Building / Land Acquisition Original Budget: \$11,000,000 Revised Budget: \$11,309,880	Construction: Completed Managed by Facilities Management. Awarded \$11,243,117 <div style="text-align: center; font-size: 2em; opacity: 0.5;">COMPLETED</div>				
Location Summary	Original Budget: 46,990,680	Revised Budget: 51,386,859	Total Awarded: 47,155,554		

ECC M/WBE Participation						
	Total Contract Dollars	Dollars Allocated	Non-MWBE Dollars	Non-MWBE %	MWBE Dollars	MWBE %
Sub-total	29,725,011	25,734,603	15,508,494	60%	10,226,109	40%

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

Mountain View College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Performance Hall	0	278,552	3,744,871	76,742	15,117
Original Budget: \$5,700,000	<p style="text-align: center;">COMPLETED</p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Jul 08 / Apr 09 Managed by Bond Program Management Team.</p> <p>--Partial budget transferred to student center and services building.</p>				
Revised Budget: \$4,256,580					
Total Awarded: \$4,115,282					
Adaptive Remodel	0	16,050	3,597,865	62,709	162,593
Original Budget: \$2,300,000	<p style="text-align: center;">Construction Start / Beneficial Occupancy: May 09 / Jul 10 Managed by Bond Program Management Team.</p>				
Revised Budget: \$4,149,878					
Total Awarded: \$3,839,217					

Mountain View College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Economic and Workforce Development Building	0	529,157	6,085,879	62,787	389,764
Original Budget: \$7,600,000 Revised Budget: \$7,766,236 Total Awarded: \$7,067,587	<p style="text-align: center;">COMPLETED</p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Aug 08 / Aug 09 Managed by Bond Program Management Team. \$6,079,499 CMAR Guaranteed Maximum Price 7/10/2008</p>				
Student Services Building	0	1,086,255	14,538,183	140,057	897,052
Original Budget: \$16,500,000 Revised Budget: \$17,615,166 Total Awarded: \$16,661,547	<p style="text-align: center;">COMPLETED</p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Jan 08 / Aug 09 Managed by Bond Program Management Team. \$14,450,528 CMAR Guaranteed Maximum Price 01/04/2008.</p>				

Mountain View College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Athletic and Community Recreation Complex	0	560,910	8,235,547	317,878	0
Original Budget: \$5,300,000	Construction Start / End: Mar 07 / Dec 08 Managed by Facilities Management. Awarded \$9,114,335				
Revised Budget: \$9,309,625 *	* \$3,009,625 added from non-bond program dollars. February 28, 2010				
Location Summary	Original Budget: 57,191,280	Revised Budget: 61,255,236	Total Awarded: 58,688,301		

MVC M/WBE Participation						
	Total Contracted Dollars	Dollars Allocated	Non-MWBE Dollars	Non-MWBE %	MWBE Dollars	MWBE %
Sub-total	56,385,032	54,743,343	36,625,337	67%	18,118,006	33%

North Lake College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Location Wide Original Budget: \$0 Revised Budget: \$3,007,482	3,007,482				
South Campus Original Budget: \$10,200,000 Revised Budget: \$13,474,736 * Total Awarded: \$13,326,220	0	595,434	7,353,274	4,798,110	579,402
COMPLETED Construction Start / Beneficial Occupancy: Dec 07 / Dec 08 Managed by Bond Program Management Team. \$7,353,274 CMAR Guaranteed Maximum Price 12/04/2007. * \$4,465,797 land purchase and \$533,807 demolition.					
North Campus Original Budget: \$10,200,000 Revised Budget: \$18,515,354 * Total Awarded: \$18,490,387	0	691,939	8,202,041	9,109,373	487,035
COMPLETED Construction Start / Beneficial Occupancy: Aug 07 / Aug 08 Managed by Bond Program Management Team. \$8,185,430 CMAR Guaranteed Maximum Price 08/08/2007. * \$8,961,330 land purchase and related cost of \$23,900.					

North Lake College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Mechanical Infrastructure Original Budget: \$1,990,680 Revised Budget: \$75,543 Total Awarded: \$75,543	0	0	0	75,543	0
COMPLETED Construction Start / Beneficial Occupancy: Nov 07 / Jan 09 Managed by Bond Program Management Team. --Budget and scope included in science and medical professions building.					
Adaptive Remodel Original Budget: \$4,100,000 Revised Budget: \$6,427,466 Total Awarded: \$5,497,853	0	23,980	5,222,156	16,141	235,576
Construction Start / Beneficial Occupancy: May 09 / Jul 10 Managed by Bond Program Management Team. \$5,222,156 CMAR Guaranteed Maximum Price 10/28/2009.					
Science Building Original Budget: \$6,800,000 Revised Budget: \$13,901,151 * Total Awarded: \$13,825,727	0	908,474	11,986,577	275,105	655,571
COMPLETED Construction Start / Beneficial Occupancy: Nov 07 / Jan 09 Managed by Bond Program Management Team. \$12,121,726 CMAR Guaranteed Maximum Price 10/29/2007. * \$165,900 added from non-bond program dollars.					

North Lake College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
General Purpose Building	0	851,285	10,376,084	131,359	564,568
Original Budget: \$0	<p style="text-align: center;">COMPLETED</p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Jun 08 / Aug 09 Managed by Bond Program Management Team. \$10,350,368 CMAR Guaranteed Maximum Price 5/29/2008.</p>				
Revised Budget: \$12,460,000					
Total Awarded: \$11,923,296					
Workforce Development Center	0	137,188	1,356,052	52,053	84,313
Original Budget: \$0	<p style="text-align: center;">COMPLETED</p> <p style="text-align: center;">Construction Start / Beneficial Occupancy: Jul 08 / Dec 08 Managed by Bond Program Management Team.</p> <p>* \$121,942 added from non-bond program dollars.</p>				
Revised Budget: \$1,649,512					
Total Awarded: \$1,629,607					

North Lake College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Structural Repairs Original Budget: \$2,000,000 Revised Budget: \$1,598,295 Total Awarded: \$1,303,929	0	125,500	1,150,929	27,500	0
COMPLETED Construction Start / Beneficial Occupancy: Jul 09 / Jan 10 Managed by Bond Program Management Team.					
	February 28, 2010				
Location Summary	Original Budget: 55,790,680		Revised Budget: 71,109,539		Total Awarded: 69,080,045

NLC M/WBE Participation						
	Total Contracted Dollars	Dollars Allocated	Non-MWBE Dollars	Non-MWBE %	MWBE Dollars	MWBE %
Sub-total	54,809,464	54,799,864	36,298,719	66%	18,501,145	34%

Richland College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Location Wide Original Budget: \$0 Revised Budget: \$3,495,518	3,495,518				
Garland Campus Original Budget: \$0 Revised Budget: \$14,917,576 * Total Awarded: \$14,858,439	0	904,560	10,393,900	3,559,979	0
COMPLETED Construction Start / Beneficial Occupancy: Dec 07 / Apr 09 Managed by Bond Program Management Team. \$10,293,084 CMAR Guaranteed Maximum Price 11/12/2007. * \$3,216,953 land purchase and \$279,917 demolition. \$1,655,906 added from non-bond program dollars.					
Science Building Original Budget: \$31,600,000 Revised Budget: \$48,381,498 Total Awarded: \$54,262,616	0	3,569,600	48,897,634	451,527	1,343,855
COMPLETED Construction Start / Beneficial Occupancy: Nov 07 / Nov 09 Managed by Bond Program Management Team. \$42,556,558 CMAR Guaranteed Maximum Price 2/19/2008.					

Richland College	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Adaptive Remodel Original Budget: \$0 Revised Budget: \$5,825,000 Total Awarded: \$5,041,840	0	24,840	5,017,000	0	0
Construction Start / Beneficial Occupancy: Jul 09 / Aug 10 Managed by Bond Program Management Team.					
February 28, 2010					
Location Summary	Original Budget: 56,006,840		Revised Budget: 72,619,592		Total Awarded: 77,658,413

RLC M/WBE Participation						
	Total Contract Dollars	Dollars Allocated	Non-MWBE Dollars	Non-MWBE %	MWBE Dollars	MWBE %
Sub-total	67,490,830	65,990,830	53,764,338	81%	12,226,492	19%

District Office at 1601 S Lamar	Awarded \$				
	Program Manager Fee	Architect Fee	CMAR / Contractor	Other Professional Services	Other Awards
Location Wide	553,601				
Original Budget: \$0					
Revised Budget: \$553,601					
District Administration Center	0	53,208	10,554,493	3,642,198	1,836,028
Original Budget: \$0	COMPLETED Construction Start / Beneficial Occupancy: Feb 08 / Dec 08 Managed by Bond Program Management Team. \$10,226,208 Design-Build Guaranteed Maximum Price 3/5/2008.				
Revised Budget: \$16,143,620 *	* \$3,391,716 land purchase and \$92,802 demolition. \$1,511,578 added from non-bond program dollars.				
Total Awarded: \$16,085,927	February 28, 2010				
Location Summary	Original Budget: 10,200,000	Revised Budget: 16,697,221		Total Awarded: 16,639,528	

DO M/WBE Participation						
	Total Contracted Dollars	Dollars Allocated	Non-MWBE Dollars	Non-MWBE %	MWBE Dollars	MWBE %
Sub-total	13,235,057	13,235,057	10,723,022	81%	2,512,035	19%

Other	
Property Acquisition	Revised budget dollars were \$27,703,840. There is \$90,390 designated of remaining property acquisition budget.
Project Development	Revised budget dollars are \$3,796,167. Out of these funds committed dollars total \$3,294,530, leaving a contingency of \$501,637.
February 28, 2010	

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

INFORMATIVE REPORT NO. 45

Facilities Management Project Report

The status of the work of facilities management on maintenance projects and staff assistance request (SARS) projects is reported for the period ending February 28, 2010.

Background

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

Brookhaven College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc
1) Mep Upgrade/ Restroom Renovations (D195) Estimated Cost: \$1,017,336 Revised Cost: \$ Awarded Amount: \$118,680	90,252	0	28,428	0
	Start / Finish: April 09 / September 10			
2) Repaint Classrooms, Perf. Hall & Labs (D194) Estimated Cost: \$210,102 Revised Cost: \$ Awarded Amount: \$97,837	14,231	77,735	5,871	0
	Start / Finish: December 08 / April 10			
3) Update/Replace Exterior Signage (D208) Estimated Cost: \$138,225 Revised Cost: \$ Awarded Amount: \$9,363	9,363	0	0	0
	Start / Finish: December 09 / April 10			

Brookhaven College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc
4) Replace walkways/ sidewalks campus- wide (D205) Estimated Cost: \$364,260 Revised Cost: \$ Awarded Amount: \$24,343	24,343	0	0	0
	Start / Finish: December 09 / December 10			
5) Replace 700T centrifugal chiller, Building B (D207) Estimated Cost: \$497,610 Revised Cost: \$ Awarded Amount: \$33,705	33,705	0	0	0
	Start / Finish: December 09 / June 11			
BHC Maintenance Summary	Total Estimated Cost: \$2,227,533	Total Revised Cost: \$0	Total Awarded Amount: \$283,928	

Brookhaven College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) Swipe Card Access Control System (BHC302) Estimated Cost: \$500,000 Revised Cost: \$ Awarded Amount: \$499,229	18,725	480,504	0	0
Start / Finish: December 06 / February 10				
2) Police Communication System (BHC310) Estimated Cost: \$1,214,286 Revised Cost: \$ Awarded Amount: \$90,950	90,950	0	0	0
Start / Finish: August 08 / June 10				
3) Sprinkler Sys Renovation/Fire Protection (BHC313) Estimated Cost: \$37,100 Revised Cost: \$ Awarded Amount: \$2,597	2,597	0	0	0
Start / Finish: May 09 / TBD*				
BHC SAR Summary	Total Estimated Cost: \$1,751,386	Total Revised Cost: \$0	Total Awarded Amount: \$592,776	

* TBD – To Be Determined

Cedar Valley College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) Correct water drainage, Bldg. B,C,D (D200) Estimated Cost: \$552,900 Revised Cost: \$ Awarded Amount: \$52,900	37,450	0	15,450	0
	Start / Finish: December 08 / December 10			
2) Update Fire Sprinkler systems, Buildings D,E, F and G (D207) Estimated Cost: \$1,144,503 Revised Cost: \$ Awarded Amount: \$77,522	77,522	0	0	0
	Start / Finish: December 09 / June 11			
3) Replace glass in Bldg C,E (D195) Estimated Cost: \$525,256 Revised Cost: \$ Awarded Amount: \$61,172	46,494	0	14,678	0
	Start / Finish: April 09 / August 10			

Cedar Valley College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
4) Mep Project- replace switchgear (D196)	7,490	80,800	3,090	0
Estimated Cost: \$110,580 Revised Cost: \$ Awarded Amount: \$91,380	Start / Finish: December 08 / May 10			
CVC Maintenance Summary	Total Estimated Cost: \$2,333,239	Total Revised Cost: \$0	Total Awarded Amount: \$282,974	

Cedar Valley College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) Geotechnical and Survey at Northeast corner for Heavy Equipment Training (CVC211) Estimated Cost: \$15,000 Revised Cost: \$ Awarded Amount: \$15,120	14,050	0	0	1,070
	Start / Finish:			
CVC SAR Summary	Total Estimated Cost: \$15,000	Total Revised Cost: \$0	Total Awarded Amount: \$15,120	

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

Eastfield College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
5) Refurbish Restrooms, C3RW2, F2RM1, F2RW1, L3RM1, L3RW1 (D210) Estimated Cost: \$154,812 Revised Cost: \$ Awarded Amount: \$14,786	10,486	0	0	4,300
	Start / Finish: December 09 / December 10			
6) Replace Asphalt Parking Lots (D208) Estimated Cost: \$1,815,696 Revised Cost: \$ Awarded Amount: \$121,338	121,338	0	0	0
	Start / Finish: December 09 / December 10			
EFC Maintenance Summary	Total Estimated Cost: \$5,287,295	Total Revised Cost: \$0	Total Awarded Amount: \$2,469,899	

Eastfield College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) CCTV (EFC287) Estimated Cost: \$100,000 Revised Cost: \$ Awarded Amount: \$7,490	7,490	0	0	0
	Start / Finish: September 08 / TBD			
2) Bleacher Replacement (EFC288) Estimated Cost: \$165,714 Revised Cost: \$ Awarded Amount: \$128,392	12,412	115,980	0	0
	Start / Finish: September 08 / January 10			
3) Electronic Marquee Signs (EFC291) Estimated Cost: \$165,972 Revised Cost: \$ Awarded Amount: \$189,560	15,866	173,694	0	0
	Start / Finish: March 09 / April 10			
4) Replace Exterior Doors (EFC292) Estimated Cost: \$123,000 Revised Cost: \$ Awarded Amount: \$13,482	13,482	0	0	0
	Start / Finish: April 09 / TBD			

Eastfield College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
5) Swimming Pool Repairs /Baseball Dugout/ (EFC290)	24,075	382,036	0	13,154
Estimated Cost: \$200,000 Revised Cost: \$ Awarded Amount: \$419,265	Start / Finish: December 08 / December 09			
6) La Prada (EFC276) Entrance (see Loop Road MTN)	41,500	474,418	0	0
Estimated Cost: \$550,000 Revised Cost: \$ Awarded Amount: \$515,918	Start / Finish: March 08 / January 10			
7) Re-Route Oates to Loop Road (EFC 296)	109,900	0	0	0
Estimated Cost: \$1,679,900 Revised Cost: \$ Awarded Amount: \$109,900	Start / Finish: October 09 / TBD			

Eastfield College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
8) Sidewalk Repair, Improvements & replacement (EFC 299) Estimated Cost: \$318,160 Revised Cost: \$ Awarded Amount: \$33,130	33,130	0	0	0
Start / Finish:				
EFC SAR Summary	Total Estimated Cost: \$3,302,746	Total Revised Cost: \$0	Total Awarded Amount: \$1,417,137	

El Centro College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) Replace/repair gym bleachers C220 (D208) Estimated Cost: \$55,290 Revised Cost: \$ Awarded Amount: \$3,745	3,745	0	0	0
Start / Finish: December 09 / June 11				
2) Replace & seal all exterior windows, Paramount (D208) Estimated Cost: \$277,169 Revised Cost: \$ Awarded Amount: \$18,774	18,774	0	0	0
Start / Finish: December 09 / June 11				
3) Replace roof, Bldg A and penthouse (D205) Estimated Cost: \$359,385 Revised Cost: \$ Awarded Amount: \$24,342	24,342	0	0	0
Start / Finish: December 09 / December 10				

El Centro College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
4) Replace portion of Elm St. sidewalk by Bookstore (D205) Estimated Cost: \$11,208 Revised Cost: \$ Awarded Amount: \$749	749	0	0	0
	Start / Finish: December 09 / December 10			
5) Repair exterior sidewalks: east & north building perimeters @ BJP (D205) Estimated Cost: \$42,030 Revised Cost: \$ Awarded Amount: \$2,809	2,809	0	0	0
	Start / Finish: December 09 / December 10			
6) Replace AHU drives, shaft, bearings, controls, 9 each @ BJP (D207) Estimated Cost: \$193,515 Revised Cost: \$ Awarded Amount: \$13,108	13,108	0	0	0
	Start / Finish: December 09 / June 11			

El Centro College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
7) Replace surge suppressors at distribution panels @ BJP (D207) Estimated Cost: \$55,290 Revised Cost: \$ Awarded Amount: \$3,745	3,745	0	0	0
	Start / Finish: December 09 / June 11			
8) Replace carpet, 1st/2nd floor offices/ Classrooms @ BJP (D194) Estimated Cost: \$138,226 Revised Cost: \$ Awarded Amount: \$290,383	9,363	277,157	3,863	0
	Start / Finish: December 08 / June 10			
9) Replace toilet partitions in all restrooms @ BJP (D194) Estimated Cost: \$55,290 Revised Cost: \$ Awarded Amount: \$61,995	3,745	56,705	1,545	0
	Start / Finish: December 08 / June 10			

El Centro College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
10) Replace Restroom Fixtures @ BJP (D194)	13,108	103,514	5,408	0
Estimated Cost: \$193,515 Revised Cost: \$ Awarded Amount: \$122,030	Start / Finish: December 08 / June 10			
11) Sky light replacement/ renovations (ECC223)	17,750	340,158	10,487	0
Estimated Cost: \$366,090 Revised Cost: \$ Awarded Amount: \$368,395	Start / Finish: November 08 / January 10			
12) Replace 9 Air Units (D199)	89,880	585,000	37,080	0
Estimated Cost: \$674,880 Revised Cost: \$ Awarded Amount: \$711,960	Start / Finish: November 08 / January 10			
ECC Maintenance Summary	Total Estimated Cost: \$2,421,888	Total Revised Cost: \$0	Total Awarded Amount: \$1,622,035	

El Centro College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) CCTV Replacement at 701 Elm (ECC224) Estimated Cost: \$53,451 Revised Cost: \$ Awarded Amount: \$53,804	0	53,804	0	0
Start / Finish: July 09 / TBD				
2) Structural Analysis Report adding 21 wind turbines on Bldg A and solar thermal Array on Bldg B&C (ECC225) Estimated Cost: \$5,885 Revised Cost: \$ Awarded Amount: \$5,885	5,885	0	0	0
Start / Finish:				

El Centro College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
3) Topographic Survey, Design and Specification of ADA area by the auditorium; Structural analysis report of the roof for solar thermal and photovoltaic arrays. (BJP61) Estimated Cost: \$7,490 Revised Cost: \$ Awarded Amount: \$7,490	7,490	0	0	0
	Start / Finish:			
ECC SAR Summary	Total Estimated Cost: \$66,826	Total Revised Cost: \$0	Total Awarded Amount: \$67,179	

Mountain View College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) Replace pool filter tanks, piping pool deck & underwater lights (D196) Estimated Cost: \$143,754 Revised Cost: \$ Awarded Amount: \$13,754	9,737	0	4,017	0
	Start / Finish: December 08 / May 10			
2) Repair cooling tower and replace corroded pipe (D196) Estimated Cost: \$138,226 Revised Cost: \$ Awarded Amount: \$165,387	9,363	152,161	3,863	0
	Start / Finish: December 08 / May 10			
3) Replace gymnasium roof (D198) Estimated Cost: \$221,160 Revised Cost: \$ Awarded Amount: \$160,160	14,980	139,000	6,180	0
	Start / Finish: December 08 / May 10			

Mountain View College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
4) Replace 1000T centrifugal Chiller, CH-2 (D206)	56,175	0	0	0
Estimated Cost: \$829,350 Revised Cost: \$ Awarded Amount: \$56,175	Start / Finish: December 09 / June 11			
5) Replace motors and VFDs on AHUs A-1, A-2, A-3 & A-4. (D206)	7,490	0	0	0
Estimated Cost: \$110,580 Revised Cost: \$ Awarded Amount: \$7,490	Start / Finish: December 09 / June 11			
6) Replace Hall Carpet, all levels, main campus, 158,000 SF (D208)	44,191	0	0	0
Estimated Cost: \$652,422 Revised Cost: \$ Awarded Amount: \$44,191	Start / Finish: December 09 / June 11			
MVC Maintenance Summary	Total Estimated Cost: \$2,095,492	Total Revised Cost: \$0	Total Awarded Amount: \$447,157	

North Lake College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) Repair Utility Tunnel (D203) Estimated Cost: \$285,804 Revised Cost: \$ Awarded Amount: \$0	0	0	0	0
Start / Finish: December 09 / December 10				
2) Replace Roofs, Bldgs. H & K Waterproofing (D209) Estimated Cost: \$333,438 Revised Cost: \$ Awarded Amount: \$22,283	22,283	0	0	0
Start / Finish: December 09 / December 10				
3) Repair/Replace concrete stairs, Bldg. A, Waterproofing (D209) Estimated Cost: \$119,169 Revised Cost: \$ Awarded Amount: \$7,964	7,964	0	0	0
Start / Finish: December 09 / December 10				

North Lake College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
4) Repair Roofs, exterior stucco, water infiltration, Bldg. R (D209) Estimated Cost: \$364,260 Revised Cost: \$ Awarded Amount: \$24,343	24,343	0	0	0
	Start / Finish: December 09 / December 10			
5) Repair high priority water infiltration points, campus wide (D209) Estimated Cost: \$119,169 Revised Cost: \$ Awarded Amount: \$7,964	7,964	0	0	0
	Start / Finish: December 09 / December 10			
6) Replace piping insulation in section of tunnel (D206) Estimated Cost: \$199,044 Revised Cost: \$ Awarded Amount: \$13,482	13,482	0	0	0
	Start / Finish: December 09 / June 11			

North Lake College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
7) Replace buried utility pipe in section of tunnel (D206) Estimated Cost: \$99,522 Revised Cost: \$ Awarded Amount: \$6,741	6,741	0	0	0
	Start / Finish: December 09 / June 11			
8) Repair/re-upholster performance hall seating, 452 seats (D208) Estimated Cost: \$217,422 Revised Cost: \$ Awarded Amount: \$14,726	14,726	0	0	0
	Start / Finish: December 09 / June 11			
9) Repair Tunnel Soils At Bldg F & Bldg A300 (D203) Estimated Cost: \$702,386 Revised Cost: \$ Awarded Amount: \$52,609	52,609	0	0	0
	Start / Finish: December 09 / TBD			
NLC Maintenance Summary	Total Estimated Cost: \$2,440,214	Total Revised Cost: \$0	Total Awarded Amount: \$150,112	

North Lake College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) Student Life Center (NLC278) Estimated Cost: \$3,800,000 Revised Cost: \$ Awarded Amount: \$270,162	270,162	0	0	0
Start / Finish: March 08 / March 11				
2) Bldg A Elevator (NLC328) Estimated Cost: \$1,146,428 Revised Cost: \$ Awarded Amount: \$80,250	80,250	0	0	0
Start / Finish: April 09 / March 11				
3) Repair lab flooring Bldg C (NLC335) Estimated Cost: \$146,742 Revised Cost: \$ Awarded Amount: \$10,272	10,272	0	0	0
Start / Finish: July 09 / June 10				

North Lake College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
4) Slope Remediation (NLC326/273)	17,086	55,075	0	14,325
Estimated Cost: \$105,230 Revised Cost: \$ Awarded Amount: \$86,486	Start / Finish: March 07/ Pending			
NLC SAR Summary	Total Estimated Cost: \$5,198,400	Total Revised Cost: \$0	Total Awarded Amount: \$447,170	

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

Richland College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
4) Replace 900 Ton Chiller No. 2 (D211) Estimated Cost: \$552,900 Revised Cost: \$ Awarded Amount: \$37,450	37,450	0	0	0
	Start / Finish: December 09 / June 11			
5) Repair/replace ADA ramps and accessible access Estimated Cost: \$330,636 Revised Cost: \$ Awarded Amount: \$0	0	0	0	0
	Start / Finish: December 09 / May 10			
6) Replace original entrance doors, Phase II (D208) Estimated Cost: \$404,722 Revised Cost: \$ Awarded Amount: \$27,413	27,413	0	0	0
	Start / Finish: December 09 / June 11			

Richland College Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
7) Refurbish existing cooling towers, 750 Ton, 3 each (D211) Estimated Cost: \$315,153 Revised Cost: \$ Awarded Amount: 21,347	21,347	0	0	0
Start / Finish: December 09 / June 11				
8) Replace damper and actuators, AHU 1 & AHU-2 @ LCET (D207) Estimated Cost: \$7,740 Revised Cost: \$ Awarded Amount: \$524	524	0	0	0
Start / Finish: December 09 / June 11				
RLC Maintenance Summary	Total Estimated Cost: \$4,972,883	Total Revised Cost: \$0	Total Awarded Amount: \$1,357,753	

Richland College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) 84 Store front doors (RLC290) Estimated Cost: \$231,911 Revised Cost: \$ Awarded Amount: \$234,565	45,065	189,500	0	0
	Start / Finish: February 08 / TBD			
2) Roof Restoration (RLC295) Estimated Cost: \$492,115 Revised Cost: \$ Awarded Amount: \$506,490	34,379	472,111	0	0
	Start / Finish: May 08 / January 10			
3) Sink Hole at South End of Lake (RLC296) Estimated Cost: \$2,004,286 Revised Cost: \$ Awarded Amount: \$150,121	150,121	0	0	0
	Start / Finish: October 08 / January 10			

Richland College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
4) Sidewalk & Ramp Reconst. (RLC301) Estimated Cost: \$444,571 Revised Cost: \$ Awarded Amount: \$44,048	44,048	0	0	0
Start / Finish: December 08 / June 11				
5) Magnetic Locks on Interior (RLC303) Estimated Cost: \$250,000 Revised Cost: \$ Awarded Amount: \$18,725	18,725	0	0	0
Start / Finish: November 08 / August 10				
6) Repair Parking Lot A (Asphalt) (RLC308) Estimated Cost: \$256,700 Revised Cost: \$ Awarded Amount: \$12,540	12,540	0	0	0
Start / Finish:				

Richland College SAR	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
7) Traffic Control Study at Abrams and Shadow Dr and Walnut Street (RLC309) Estimated Cost: \$0 Revised Cost: \$ Awarded Amount: \$36,380	36,380	0	0	0
Start / Finish:				
8) Humidity Study for Performance Hall (RLC310) Estimated Cost: \$0 Revised Cost: \$ Awarded Amount: \$17,976	17,976	0	0	0
Start / Finish:				
9) Relocating the Swimming Pool heat exchange piping (RLC311) Estimated Cost: \$109,583 Revised Cost: \$ Awarded Amount: \$7,169	7,169	0	0	0
Start / Finish:				
RLC SAR Summary	Total Estimated Cost: \$3,789,166	Total Revised Cost: \$0	Total Awarded Amount: \$1,028,014	

District Service Center Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) Replace underground roof drain line on North Wall (D197) Estimated Cost: \$44,832 Revised Cost: \$ Awarded Amount: \$4,232	2,996	0	1,236	0
	Start / Finish: December 08 / May 10			
2) Seal & Redo Parking Lots @ DSC (D197) Estimated Cost: \$221,160 Revised Cost: \$ Awarded Amount: \$21,160	14,980	0	6,180	0
	Start / Finish: December 08 / May 10			
3) Upgrading the Administrative cabling infrastructure District Wide (D192) Estimated Cost: \$5,062,857 Revised Cost: \$ Awarded Amount: \$314,716	314,716	0	0	0
	Start / Finish: October 07 / TBD			

District Service Center Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
4) Replace motor, VFD, belts/sheaves, TAB, AHU-6 Purchasing (D207) Estimated Cost: \$44,832 Revised Cost: \$ Awarded Amount: \$2,996	2,996	0	0	0
Start / Finish: December 09 / June 11				
5) Refurbish Cooling Tower (D207) Estimated Cost: \$44,232 Revised Cost: \$ Awarded Amount: \$2,996	2,996	0	0	0
Start / Finish: December 09 / June 11				
DSC Maintenance Summary	Total Estimated Cost: \$5,417,913	Total Revised Cost: \$0	Total Awarded Amount: \$346,100	

District Office Maintenance	Awarded \$			
	Architect	Construction	Construction Manager	Misc.
1) Dock Lift (D205)	749	0	0	0
Estimated Cost: \$11,058	Start / Finish: December 09 / December 10			
Revised Cost: \$				
Awarded Amount: \$749				
DO Maintenance Summary	Total Estimated Cost: \$11,058	Total Revised Cost: \$0	Total Awarded Amount: \$749	

INFORMATIVE REPORT NO. 46

Energy Performance Management Services

Informative Report No. 37 in the agenda for the Board's meeting on March 2, 2010, stated: "Executive Vice Chancellor for Business Affairs Ed DesPlas presented a status report on this initiative at the Board's work session on February 2, 2010.... Mr. DesPlas and his staff since have consulted with officials from Texas A&M University about their experiences with a similar project. Chancellor Lassiter and Mr. DesPlas will bring a second status report about this initiative to the Board at the meeting on April 6, 2010."

In lieu of a second status report about energy performance management services on April 6, at the meeting on May 11, 2010, there will be a report from the chancellor, vice chancellor, and Associate Vice Chancellor Clyde Porter about how building commissioning, re-commissioning, retro-commissioning, and continuous commissioning can be incorporated into DCCCD's sustainability and facilities maintenance program.

INFORMATIVE REPORT NO. 47

Maintenance Tax Notes

At the March Board meeting, Vice Chair Flores asked for amount owed for maintenance tax notes (MTNs) and suggested DCCCD could issue more MTNs if needed to pay for planned maintenance of facilities.

For current debt, MTN payments are made each February 15 and there are three years remaining on the payment schedule. The current balance is \$14,435,000.

For new debt, assuming interest rates ranging from 2.49% to 4.03% for 10 - 20 year terms, annual principal and interest payments would be \$718,000 - \$1,186,000 for every \$10 million issued.

INFORMATIVE REPORT NO. 48

Compensation as a Proportion of Budget

At the work session on March 2, 2010, Trustees Boyle and Williams asked about compensation as a percent of DCCCD’s budget and about the “industry benchmark” for community colleges.

For purposes of this report, compensation consists of salaries (including hourly wages) and benefits. Source of data is the “Presentation of Current Funds Operating Budget Report for February [year], Expenditures & Uses by Account Classification” – an informative report in the agenda for the Board’s regular business meeting in April of each year.

The current funds budget consist of three funds: unrestricted, auxiliary, and restricted. Although there are a few salaries in the auxiliary and restricted funds, the majority of expenses for compensation are recorded in the unrestricted fund. The following presentation of data is limited to the unrestricted fund for this reason and because there are existing reports for the unrestricted fund with compensation and benefits accounts segregated as line items.

For calculating % compensation, the numerator is salaries + benefits and the denominator is total unrestricted. “Total unrestricted” includes reserve-for-current-operations as well as mandatory and non-mandatory transfers out of the unrestricted fund.

Compensation as a Proportion of Budget in the Unrestricted Fund

<u>Budget</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>
Salaries	\$175,367,218	\$181,688,260	\$186,246,675	\$201,704,227	\$207,412,551
Benefits	10,149,075	10,106,751	10,255,978	10,271,957	11,468,744
Compensation	\$185,516,293	\$191,795,010	\$196,502,653	\$211,976,184	\$218,881,295
Total Unrestricted	\$247,009,456	\$275,058,347	\$305,184,104	\$334,899,810	\$353,474,037
% Compensation	71%	70%	64%	63%	62%

Beginning in 2008, the portion of the denominator that is reserve-for-current-operations accounts increased substantially, contributing to the appearance of a decrease from 70% in 2007 to 64% in 2008 for compensation. The amounts budgeted in reserve accounts for the periods displayed above were the following:

<u>Budget</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>
Reserve Accts	\$4,209,372	\$3,277,468	\$8,968,306	10,143,439	\$13,281,848

Reserves-for-current-operations are distributed to functional uses, including salaries and benefits, throughout the fiscal year. Anything remaining in reserve accounts at the end of the fiscal year rolls into fund balance.

The Board's policy is to maintain the equivalent of not less than four (4) and not more than six (6) months of operating expense in fund balance. At 8/31/2006, there was approximately 5.7 months operating expense in fund balance. At 8/31/2009, there was approximately 6.5 months operating expense in fund balance. Although 6.5 months exceeds the maximum stipulated by policy, in the current economic environment DCCCD is well served to have a little overage. It may cushion the impact of an anticipated rescission to the current State appropriation and a flat or diminished State appropriation in the next biennium.

Another factor that may contribute to the appearance of a declining proportion of budget assigned to compensation is that capital costs for higher education, especially for technology to support educational programs on- and off-site, have been rising steadily. For DCCCD, the costs of maintaining a larger physical plant have also been rising as new buildings have come on-line. In other words, non-compensation costs have begun consuming a larger proportion of the budget.

A more complete interpretation of DCCCD's 2006-2010 data is beyond the scope of this report. On the subject of an industry benchmark, in the monograph titled "Financial Responsibilities of Governing Boards" that was jointly published by the Association of Governing Boards and National Association of College and University Business Officers in 2001, author William Reed wrote:

"Higher education is labor intensive. An institution's most valuable – and expensive – asset is its faculty and staff. Compensation represents from 50 percent to 60 percent of the total cost of most operating budgets and can be as high as 80 percent in some community colleges. Hence, achieving permanent reductions in the cost base of the operating budget inevitably requires a reduction in the number of people on the payroll."
(p. xiii)

There may be other sources for industry benchmarks. If any are identified, they will be reported to the Board. Executive Vice Chancellor for Business Affairs Ed DesPlas has requested comparative data from peer community colleges in Texas. It should be available for the Board's meetings on May 11, 2010.

INFORMATIVE REPORT NO. 49

Report on Faculty Formula Pay

A request was made by Vice Chair Flores for the total amount of money paid out in formula pay extra service to full-time faculty.

Formula pay is calculated at up to a maximum of .1332 of contract pay for a full-time faculty member for up to 6 hours of teaching during the summer months including May term. (Other options for formula pay include Winter term and other faculty non-teaching assignments).

The information below is for fiscal years 2006-07, 2007-08, and 2008-09.

	2007	2008	2009
Annual Total Faculty Salaries ⁴	\$ 77,150,311	\$ 78,816,271	\$ 83,498,108
Summer contact hrs % of Total ⁵	19.92%	21.81%	21.11%
Total Summer Salaries ⁶	\$ 10,026,577	\$10,865,245	\$11,708,483
Summer as % of Salaries ⁷	13.00%	13.79%	14.02%
Total Formula Pay ⁸	\$ 4,022,124	\$ 4,151,264	\$4,316,065
Formula as % of Summer ⁹	40.11%	38.21%	36.86%
Formula as % of Annual Total ¹⁰	5.21%	5.27%	5.17%

Source:

DCCCD budget data, EVCBA, March, 2010

⁴ Reflects all dollars paid for faculty – full-time and part-time for the fiscal year

⁵ Reflects % of contact hours that are taught during the summer as a % of total contact hours taught for the fiscal year

⁶ Reflects all dollars paid for faculty during the summer

⁷ Reflects salary dollars paid during the summer as a % of the total annual salaries for faculty – full-time and part-time including formula pay and part-time pay

⁸ Reflects all dollars paid to faculty as formula pay

⁹ Reflects formula pay dollars as a % of summer dollars paid – so, as an example in 2007, 59.89% of summer dollars were paid at the part-time pay rate

¹⁰ Reflects formula pay as a % of the total pay to all faculty

INFORMATIVE REPORT NO. 50

Telephone Communications Survey

Trustee Boyle requested additional information about the telephone communications survey report that Chancellor Lassiter sent to Board members in November 2009.

In Fall 2008, the Service Leadership Team conducted an online telephone communications survey with the directors (or their designees) of the following student services departments at each college/location:

- Admissions
- Advising
- Business Offices
- Financial Aid
- International Students
- LCET Call Center
- Marketing and Communications
- Registration

The purpose of this survey was:

1. to determine the current telephone customer service practices of DCCCD's front-line student services staff
2. to inspire student services departments to review their telephone customer service practices to determine if improvement is needed
3. to highlight the need for district-level customer service Best Practices and training
4. to make high-level recommendations for improvement that will allow the colleges to maintain their unique identity, while also assuring that there is a level of consistency among the colleges and a minimum district standard for the provision of good customer service

The Service Leadership Team drafted a set of proposed customer service best practices and then solicited employee feedback through stakeholder meetings that were conducted at each location in the district and through meetings with appropriate councils.

Customer Service Best Practices

On March 8, 2010, the Chancellor's Staff adopted the customer service best practices recommendations, which will serve as the minimum, common-base standards for the following areas:

- Face-to-Face
- Interactive Voice Response
- Online Chat
- Telephone
- Problem Resolution Process (LEARN)
- Dos and Don'ts

These best practices are recommendations and guidelines. They are not policies or procedures. Colleges may choose to customize the implementation of the districtwide best practices.

These best practices reflect the input of hundreds of DCCCD employees who are dedicated to improving student success through improved customer service.

INFORMATIVE REPORT NO. 51

Administering Educational Benefits for Veterans

At the DCCCD Board's regular business meeting on March 2, 2010, Mr. Ray Whisenhunt, student and veteran, presented a petition from students stating the following:

We are petitioning the DCCCD Board of Trustees to increase the veteran financial aid staff. This petition is a response to the lack of personnel to perform the required task of enrolling, advising, certification of veterans, and others tasks asked of the Veteran's Representative. The lack of staff has caused various problems with many veterans and their ability to continue their education; for example: involuntary drops from class, failure to receive payment from the Department of Veteran's Affairs, and assorted other consequences. We would like to see this problem fixed by either speaking with Department of Veteran's Affairs about a work study program, hiring more personnel to all campuses in DCCCD, or another comparable solution. The undersigned urge you to a rapid decision supporting and fixing the problem.

In Fall 2009, 1,968 DCCCD students (472 female and 1,496 male) identifying themselves as veterans on the Student Information Profile reported the following age and ethnicity:

Age

<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>Over 50</u>
78	336	524	277	210	162	132	249

Ethnicity

<u>Am Indian</u>	<u>Asian</u>	<u>Black</u>	<u>Hispanic</u>	<u>Non-Res</u>	<u>Unknown</u>	<u>White</u>
18	88	578	344	6	93	841

The Student Information Profile is a form inquiring about personal interests, veteran status, etc. that is completed during registration. Some students who completed the profile and are veterans may not have applied for financial aid or veterans' benefits.

The following table contains enrollment data derived from the financial aid and student system databases for students who received veteran benefits, identified themselves as a veteran, and/or received aid relevant to being a veteran

in Fall semesters 2005-09. This data source indicates a flat enrollment pattern for veterans in DCCCD colleges.

<u>Fall Semester</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
# of Veterans	1,968	1,956	1,873	1,831	1,950

However, across the country and including here, colleges and universities are preparing for an influx of veterans from Iraq and Afghanistan. In December 2009, the chancellor authorized a new Veterans Affairs Council to help DCCCD become more military friendly. Membership of the council includes a veterans affairs representative from each of the seven colleges plus one from Dallas TeleCollege and related staff from central administration. The council meets monthly to address issues related to processing educational benefits for veterans and their dependents.

In February 2010, the Board approved job classification and salary upgrades for financial aid directors at each of the colleges, recognizing that their jobs have increased in complexity as well as by numbers of clients requesting services. This was an important step toward retaining talent that is essential for serving DCCCD's students, especially the growing proportion of veterans in the student body.

Complying with regulations for veterans' educational benefits is more labor-intensive than complying with regulations for student financial aid under Title IV in the Higher Education Act. For example, to receive educational benefits, veterans must enroll in courses that are explicitly identified with their major field of study. Students receiving Pell grants or other forms of Title IV aid are not required to have their courses audited for alignment with a major as a condition of continuing eligibility for aid. By the end of the current fiscal year, DCCCD will have added four new "transcript evaluation" positions to expedite processing of veterans educational benefits.

The reference to "involuntary drops" in the petition is related to administration's attempts to keep veterans in compliance and therefore eligible for educational benefits. The process for effecting compliance is imperfect and imperfectly administered, but overall it is helping more students than it is inconveniencing. As students and staff both become more familiar with the requirements, there will emerge better methods and easier communication.

In April 2010, DCCCD will open a Financial Aid Career Institute for improving performance of current financial aid staff, cross-training other employees to step in during peak demand periods, and developing basic competencies for other employees who wish to transfer into financial aid

departments. Administering educational benefits for veterans will be part of the curriculum.

The Spring semester is when college presidents make their final decisions about staffing levels and patterns for the budget year beginning September 1. The unusually large enrollment increases the past several semesters makes it a priority to shore up staffing for in-take and additional class sections. The probability of a flat or decreased State appropriation, simultaneous to the burgeoning enrollment, is forcing presidents to evaluate the relative priority of every element of institutional cost with more intensity than is usually required to balance a budget. This process is underway now. It may very well yield an overall higher level of staffing for administering veterans benefits, but at this time it is too early to say exactly how the budgets are going to be balanced on September 1.

The address for DCCCD's web page with information about services for veterans is <http://www.dcccd.edu/Future+Students/Paying+for+College/Financial+Aid/Veterans/> .

Policy Reminders

The District shall offer a comprehensive program of student financial aid. [FE (LOCAL), STUDENT FINANCIAL AID PROGRAM]

The College District shall follow applicable information dissemination and counseling requirements found at 20 U.S.D. 1092 including those concerning the following areas:

- 1. Financial assistance programs.*
- 2. Exit counseling for borrowers.*
- 3. Financial assistance information personnel....*

[BIA (LEGAL), INSTITUTIONAL EFFECTIVENESS PERFORMANCE REPORTS]

Note: Veteran education programs are found in law in Title 38 of the United States Code. Each specific program is found in its own chapter in Title 38. Students may be eligible for both veteran education benefits in Title 38 and student financial aid under Title IV of the Higher Education Act.

A Short, Unofficial History of the GI Bill

Source: Wikipedia, the free encyclopedia

The GI Bill (officially titled Servicemen's Readjustment Act of 1944) was an

omnibus bill that provided college or vocational education for returning World War II veterans (commonly referred to as GIs) as well as one year of unemployment compensation. It also provided many different types of loans for returning veterans to buy homes and start businesses. Since the original act, the term has come to include other veteran benefit programs created to assist veterans of subsequent wars as well as peacetime service.

On June 22, 1944, President Franklin Delano Roosevelt signed into law the Servicemen's Readjustment Act of 1944, commonly known as the GI Bill of Rights. The GI Bill was created to prevent a repetition of the Bonus March of 1932 and a relapse into the Great Depression after World War I ended. An important provision of the GI Bill was low interest, zero down payment home loans for servicemen. This enabled millions of American families to move out of urban apartments and into suburban homes. Prior to the war the suburbs tended to be the homes of the wealthy and upper class.

By the time the original GI Bill ended in July 1956, 7.8 million World War II veterans had participated in an education or training program and 2.4 million veterans had home loans backed by the Veterans' Administration (VA). The legacy of the original GI Bill lives on in the Montgomery GI Bill and most recently, the post 9-11 legislation.

The original 1944 and later GI bills had an enormous influence on the lives of returning veterans, higher education, and the economy. A far greater percentage of Vietnam veterans used GI Bill education benefits (72 percent) than World War II veterans (51 percent) or Korean War veterans (43 percent).

The success of the 1944 GI Bill prompted the government to offer similar measures to later generations of veterans. One significant difference between the 1944 GI Bill and the 1952 Act was that tuition was no longer paid directly to the chosen institution of higher education. Instead, veterans received a fixed monthly sum of \$110 from which they had to pay for their tuition, fees, books, and living expenses. The decision to abort direct tuition payments to schools came after a 1950 House select committee uncovered incidents of overcharging of tuition rates by some institutions under the original GI Bill in an attempt to defraud the government.

Whereas the GI Bills of 1944 and 1952 were given to compensate veterans for wartime service, the Veterans Readjustment Benefits Act of 1966 extended benefits to veterans who served during times of war and peace. For the next decade, a battle raged in the government to increase veterans' benefits. Congress succeeded, often in the face of fierce objections from the fiscally conservative Nixon and Ford Administrations. As the funding levels increased, the numbers of

veterans entering higher education rose correspondingly.

Education benefits during the Vietnam era did not have the same impact on higher education as the original 1944 Bill because higher education had become much more commonplace in America. But the GI Bills of the Vietnam period did have a similarly positive impact on the lives of the beneficiaries.

Despite the movement to an all-volunteer force in 1973, veterans continued to receive benefits, in part as an inducement to enlist. In 1984, former Mississippi Congressman Gillespie V. “Sonny” Montgomery revamped the GI Bill. From 1984 until 2008, this version of the law was called “The Montgomery GI Bill” (MGIB).

Post-9/11 Veterans Educational Assistance Act of 2008: Congress, in the summer of 2008, approved an expansion of benefits beyond the current GI Bill program for military veterans serving since September 11, 2001. Beginning in August 2009, recipients were eligible for greatly expanded benefits, or the full cost of any public college in their state.

The VA announced in September 2008 that it would manage the new benefit itself instead of hiring an outside contractor after protests from veteran’s organizations and the American Federation of Government Employees. Veterans Affairs Secretary James B. Peake stated that although it was “unfortunate that we will not have the technical expertise from the private sector,” the VA “can and will deliver the benefits program on time.”

INFORMATIVE REPORT NO. 52

Work Study Mentorship Program Grants

At the Board meeting on November 3, 2009, Vice Chair Flores asked why all seven DCCCD colleges did not receive grants from the Texas Higher Education Coordinating Board for work study mentorship programs.

Four DCCCD colleges – Cedar Valley, Eastfield, El Centro and North Lake – applied and received grants. Three colleges – Brookhaven, Mountain View, and Richland – did not apply.

The school that Brookhaven would have targeted for grant funding, Thomas Jefferson High School, was working already to build strong parent, student and school trust and rapport. The grant required securing parent's permission to provide information requested on underage students. Brookhaven College made the decision that going through the parental approval process, at that stage, in relationship building would be detrimental to the overall strategic alliance of the college, high school parents and high school administration.

An insufficient supply of students who met the grant guidelines to be work study mentors further restrained Brookhaven College's interest in this funding. Brookhaven College continues to review funding opportunities on a case by case basis to ascertain that only funding that meets a local or strategic need and can be managed appropriately is sought.

Mountain View College decided to not pursue this funding after assessing capacity of college staff and high school partners. It was determined that Mountain View could leverage best practices learned from the 2007-2009 funding cycle to continue successful program aspects without the requirements mandated by THECB.

Richland College did not apply for the Work-Study Student Mentorship grant in August 2009. While the focus of the grant was directed to an effort for which they were already actively involved through support of Go Centers at Conrad High School and Garland High School, it was determined that seeking this particular grant at the time of application would not support the college goals.

INFORMATIVE REPORT NO. 53

Conflict of Interest Policy

At the Board meeting on March 2, 2010, Vice Chair Flores requested the following:

“...I would like clarification from legal counsel:

- In a conversation I had with Robert Young yesterday (3-1-10) questioning him on whether my remarks were a conflict of interest, he stated that they were not legally a conflict of interest, but that they could be seen as poor form because of my employment with the Greater Dallas Hispanic Chamber of Commerce. In other words, I can discuss the matter, but I cannot vote on the matter.
- In subsequent consultation with outside legal counsel, I was informed that the conflict of interest statute prohibited participation in either discussion or voting on an item that presented a conflict of interest, that one should not even be present when the discussion was being held. However, a recent opinion by the Attorney General holds that one can be present in a discussion but not participate in such. In other words, that while I can be present, I can neither discuss nor vote on the matter.
- I ask for a clarification from our legal counsel so that I know, without any doubt or question, how I may proceed, within legal bounds, as regards these matters....”

Response to this request is pending location of the AG opinion to which Vice Chair Flores referred in the second bulleted paragraph above.

INFORMATIVE REPORT NO. 54

Cost of Extenuating Circumstances Days

At the work session on March 2, 2010, Vice Chair Flores asked the cost associated with the employee benefit that provides two days of paid leave for extenuating circumstances.

An estimate will be ready for the Board's meeting on May 11, 2010.

INFORMATIVE REPORT NO. 55

Report of Full-time Employees by Ethnicity and Salary

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

Policy Reminders

The specific responsibilities of the Board are as follows:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

<u>African-American</u>						
Administrators						
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<\$30,000						
\$30-39,999						
\$40-49,999	3%	5%	3%	4%	4%	12%
\$50-64,999	8%	3%	3%	4%	6%	5%
\$65-79,999		3%	3%	2%	2%	
\$80-99,999	3%	3%				2%
\$100,000+	3%	3%	3%	2%	2%	2%
All	17%	16%	12%	12%	14%	20%
Faculty						
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<\$30,000						
\$30-39,999		1%	1%	0%	0%	2%
\$40-49,999	8%	6%	6%	4%	6%	8%
\$50-64,999	7%	7%	5%	6%	6%	6%
\$65-79,999	1%	2%	3%	4%	3%	3%
\$80-99,999						
\$100,000+						
All	16%	15%	15%	14%	14%	18%
Professional Support Staff						
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<\$30,000	21%	16%	16%	16%	21%	25%
\$30-39,999	16%	18%	18%	19%	14%	17%
\$40-49,999	6%	7%	8%	9%	15%	12%
\$50-64,999		1%	1%	1%	4%	5%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	43%	42%	43%	45%	53%	59%

<u>Hispanic</u>						
Administrators						
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<\$30,000						
\$30-39,999						
\$40-49,999	3%	3%	3%	2%		3%
\$50-64,999	6%	5%	6%	4%	4%	2%
\$65-79,999	3%	3%			4%	3%
\$80-99,999			3%	2%	2%	2%
\$100,000+						
All	11%	11%	12%	8%	10%	10%
Faculty						
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<\$30,000						
\$30-39,999	3%	1%	1%			
\$40-49,999	8%	9%	8%	7%	6%	4%
\$50-64,999		1%	2%	3%	3%	4%
\$65-79,999	1%	1%	1%	1%		
\$80-99,999					1%	1%
\$100,000+						
All	11%	12%	12%	11%	10%	9%
Professional Support Staff						
<u>Salary</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<\$30,000	16%	15%	15%	12%	9%	9%
\$30-39,999	4%	4%	7%	7%	5%	8%
\$40-49,999	2%	3%	3%	3%	5%	4%
\$50-64,999	0%	1%	1%	1%	1%	1%
\$65-79,999						
\$80-99,999						
\$100,000+						
All	23%	22%	26%	23%	20%	22%

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

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

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

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

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

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

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

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

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

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

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

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

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

Dallas County Community College District - North Lake College
Number of Full-time Employees by Ethnicity and Base Salary as of November 1
 Note: Column titled "Change" is % change from 2004 to 2009

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

INFORMATIVE REPORT NO. 56

Report of Part-time Employees by Ethnicity and Hourly Rate

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

Policy Reminders

The specific responsibilities of the Board are as follows:

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

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

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

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

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

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

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

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

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

Source: District Human Resources.

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

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

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

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

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

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

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

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

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

% of Part-time Employees							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	27%	13%	17%	22%			
\$10-14.99	15%	21%	16%	17%			
\$15-19.99	75%	7%	23%	8%			
\$20-24.99	0%	5%	5%	5%			
\$25-29.99	40%	33%	25%	20%			
\$30+	0%	0%	0%	0%			
Total	19%	13%	16%	16%			
Adjunct	8%	10%	8%	8%			

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

% of Part-time Employees							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	25%	28%	29%	30%			
\$10-14.99	18%	24%	18%	15%			
\$15-19.99	25%	7%	5%	8%			
\$20-24.99	4%	5%	5%	5%			
\$25-29.99	0%	0%	0%	20%			
\$30+	0%	0%	0%	0%			
Total	17%	19%	17%	19%			
Adjunct	5%	7%	7%	5%			

<u>White</u>							
# of Part-time Employees							
Hourly Rate	2008		2009		2010		% Change from 2/2008
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	25	31	28	37			12%
\$10-14.99	40	21	30	28			-25%
\$15-19.99	0	23	16	22			
\$20-24.99	26	19	17	17			-35%
\$25-29.99	3	2	3	3			0%
\$30+	3	2	2	2			-33%
Total	97	98	96	109			-1%
Adjunct	253	334	327	312			29%

% of Part-time Employees							
Hourly Rate	2008		2009		2010		
	Feb	Oct	Feb	Oct	Feb	Oct	
<\$10	48%	58%	54%	48%			
\$10-14.99	67%	55%	67%	68%			
\$15-19.99	0%	85%	73%	85%			
\$20-24.99	96%	90%	89%	89%			
\$25-29.99	60%	67%	75%	60%			
\$30+	100%	100%	100%	100%			
Total	64%	68%	67%	64%			
Adjunct	88%	83%	85%	87%			

Source: District Human Resources.

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

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

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

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

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

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

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

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

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

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

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

Source: District Human Resources.

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

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

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

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

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

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

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

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

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

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

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

Source: District Human Resources.

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

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

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

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

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

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

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

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

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

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

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

Source: District Human Resources.

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

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

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

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

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

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

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

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

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

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

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

Source: District Human Resources.

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

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

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

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

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

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

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

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

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

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

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

Source: District Human Resources.

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

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

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

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

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

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

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

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

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

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

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

Source: District Human Resources.

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

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

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

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

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

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

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

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

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

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

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

Source: District Human Resources.

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

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

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

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

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

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