



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

**NOTICE OF A REGULAR MEETING OF THE BOARD OF TRUSTEES
FOR DALLAS COLLEGE AND RICHLAND COLLEGIATE HIGH SCHOOL
TUESDAY, MAY 7, 2024 | 4:00 PM**

**Administration Office
1601 Botham Jean Blvd., Room #007, Dallas, TX 75215
www.dallascollege.edu/boardmeetingslive**

Persons who address the Board are reminded that the Board may not take formal action on matters that are not part of the meeting agenda and may not discuss or deliberate on any topic that is not specifically named in the agenda. For any non-agenda topic introduced during this meeting, there are three (3) permissible responses: 1) to provide a factual answer to a question; 2) to cite specific Board Policy relevant to a topic; or 3) the topic may, at a later date, be placed on a Board Agenda for a subsequent meeting.

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

REGULAR MEETING AGENDA

- 1. Roll Call - Announcement of Quorum**
- 2. Certification of Notice Posted for the Meeting**
- 3. Pledges of Allegiance to U.S. and Texas Flags**

4. Citizens Desiring to Address the Board

5. Special Presentations

- 5.1. Phi Theta Kappa Catalyst Award Winners
- 5.2. Skills USA Regional Award Winners
- 5.3. Fashion of the Future Award Winners

6. Chancellor and Board Announcements

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

8. Consent Agenda

- 8.1. Meeting Minutes
 - a. Approval of Regular Meeting Minutes for April 2, 2024
- 8.2. Policy Items
 - a. Approval of TASB Cumulative Updates - CF, EBA, ECC, FD (LOCAL)
 - b. Approval of Amendment to Policies Concerning Expression and Standards of Conduct– DGC, DH, FLA, FLB, and GD (LOCAL)
- 8.3. Richland Collegiate High School Items
 - a. Approval of the Adoption of the 2024-2025 Academic Calendar for Richland Collegiate High School
 - b. Approval of The Texas Education Agency Waiver for Richland Collegiate High School 2024-2025 Emergency Operation Plans
 - c. Approval of The Texas Education Agency Waivers for Richland Collegiate High School 2024-2025 Institutions of Higher Education (IHE) and Staff Development Days

9. Individual Items

- 9.1. Policy Item
 - a. Approval of Amendment to Policies Concerning Facilities Construction – CM (LOCAL)
- 9.2. Talent Items
 - a. Approval of Warrants of Appointments for Police Officers

10. Informative Reports

- 10.1. Committee Reports
 - a. Education Workforce Committee Notes for April 2, 2024
 - b. Chancellor Performance Review Committee Notes for April 2, 2024
 - c. Finance Committee Notes for April 2, 2024
 - d. Chancellor Performance Review Committee Notes for April 30, 2024
- 10.2. Current Funds Operating Budget Report (March 2024)
- 10.3. Monthly Change Order Summary (March 2024)
- 10.4. Dallas College Foundation Report (March 2024)
- 10.5. Notice of Grant Awards (May 2024)
- 10.6. Workforce & Advancement Ascend Institute Report (March 2024)
- 10.7. Dallas College Human Capital New Hire/New Position Report (March 13, 2024 –April 12, 2024)

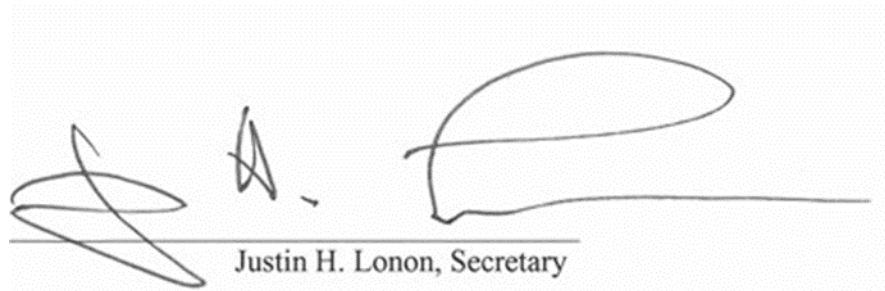
11. Executive Session (if needed)

- 11.1. Consultation with Attorney Regarding Legal Matters or Pending and/or Contemplated Litigation or Settlement Offers - Section 551.071
- 11.2. Personnel Matters Relating to Appointment, Employment, Evaluation, Assignments, Duties, Discipline, or Dismissal of Officers or Employees- Section 551.074
- 11.3. Deliberate Regarding Real Property Since Open Deliberation would have a Detrimental Effect Upon Negotiations with a Third Person - Section 551.072
- 11.4. Deliberate Regarding Security Devices or Security Audits Sections 551.076 and 551.089

12. Adjournment

***CERTIFICATION OF NOTICE POSTED FOR THE MAY 7, 2024, REGULAR
MEETING OF DALLAS COLLEGE AND RICHLAND COLLEGIATE HIGH
SCHOOL BOARD OF TRUSTEES***

I, Justin H. Lonon, Secretary of the Board of Trustees of Dallas College, do certify that a copy of the notice for this meeting was posted on the 3rd day of May 2024 in compliance with the applicable provisions of the Texas Open Meetings Act.



Justin H. Lonon, Secretary

CONSENT AGENDA NO. 8.1.a.

Approval of Regular Meeting Minutes for April 2, 2024

It is recommended that the Board approve the minutes of the April 2, 2024, Regular Board meeting.

A Regular meeting of the Board of Trustees of Dallas College was held Tuesday, April 2, 2024, beginning at 4:10 p.m. and was broadcasted via this [streaming link](#). The meeting was convened by Chair Bravo.

Board Members and Officers Present

Mr. Cliff Boyd
Ms. Monica Lira Bravo (Chair)
Ms. Charletta Rogers Compton
Ms. Diana Flores
Dr. Catalina E. Garcia
Dr. Justin H. Lonon (Secretary and Chancellor)
Mr. Paul Mayer
Mr. Phil Ritter (Vice Chair)

Board Members Absent

None.

1. **Roll Call - Announcement of Quorum** confirmed by Chair Bravo.
2. **Certification of Notice Posted for the Meeting** confirmed by Chancellor Lonon in accordance with section 551.054 of the Texas Government code.
3. **Pledges of Allegiance to U.S. and Texas Flags** led by Chair Bravo.
4. **Citizens Desiring to Address the Board**
There were no citizens requesting to address the board.
5. Special Presentations
 - 5.1. Dallas College Basketball Championship Student Recognition – North Lake Campus

Chancellor Lonon announced that our North Lake campus basketball team was the NJCAA Division III champions, ending their season with a 23-game winning streak and winning their fifth national title, the most of any NJCAA school. He asked Vice

Chancellor Joseph to speak more about this accomplishment.

Joseph spoke about the talent, dedication, leadership, and commitment it takes to win a national title noting this team demonstrated all those attributes. She asked the president of North Lake campus, Dr. Christa Slejko, to introduce the team.

President Slejko recognized the athletic staff and coaches by name for their accomplishment and asked Athletic Director Sadiia Jones to come forward.

Jones came forward and spoke about the continued support they received and thanked Dr. Joseph specifically for her support. She thanked the student athletes and recognized Coach Mills for his recruiting skills and work. She also mentioned that he was honored as the National Coach of the Year. She requested Coach Mills to introduce the basketball team.

Coach Mills highlighted the difficult non-conference schedule they played this year. He recognized returning players from the previous year for their success both on and off the court, noting that they had a team GPA of 3.24 last year. He introduced two student athletes, Randy Wolf, and Octavio Hobbs Jr.

Student athlete Randy Wolf thanked those that supported the North Lake men's basketball team, including the coaches and entire athletic department.

Student athlete Octavio Hobbs Jr. spoke about his difficult journey and obstacles he faced that led up to his interview with Coach Mills to join the basketball team. He also thanked everyone who supported him and the team.

Chair Bravo asked the student athletes, administrators, and coaches to come forward for a photo with the Board.

6. Chancellor and Board Announcements

6.1. Announcements from the Chancellor

Chancellor Lonon recognized Dr. Robert DeHaas, vice provost of the School of Education for the accomplishments of his area. He noted that this school was the model for the country and Dr. DeHaas built the vision for the college and helped bring it to fruition. He was honored recently at the Texans Care for Children's Annual Founders' Awards Luncheon for his work launching the Early Childhood Education and Teaching bachelor's degree, one of many awards Dr. DeHaas and his team have earned for Dallas College.

Dr. DeHaas spoke about the awards and event last week in Austin, saying it was a team effort and a good opportunity to showcase Dallas College. He said the event was attended by about 500 people that included funders, state representatives, and stakeholders from all different areas.

Dr. Lonon mentioned that Dallas College was honored by the Hispanic Women's Network of Texas as the Education Partner of the Year. That group supports advancement of women in all facets of their personal and professional lives, including the development of high school-age women through scholarships and mentorship. Trustee Flores and Trustee Boyd were in attendance. Trustee Flores, along with her granddaughter, accepted the award on behalf of Dallas College.

Dr. Lonon also reminded attendees of the employee engagement survey. He encouraged full participation, comments, and feedback in the confidential survey which would close April 8, 2024.

Dr. Lonon concluded his announcements sharing that graduation was approaching with over ten thousand students who had applied to graduate. He encouraged staff to volunteer to assist with commencement exercises.

- 6.2. Announcements from the Board Chair and/or Trustees
Trustee Garcia made a brief comment regarding the Hispanic Women's Network of which she is a founder of the Dallas chapter.

Chair Bravo reiterated Dr. Lonon's graduation comments. She also mentioned that another way we can support our students was by attending the Annual Bits and Bites at the Dallas Arboretum on Sunday, April 21, where students from our Culinary Arts program would be featured.

Regarding concerns about Senate Bill 4, Chair Bravo said she would be participating in an informational session along with the Mexican Consul Francisco de la Torre and State Representative Victoria Neave Criado on April 6 at the Eastfield Campus.

She closed by recognizing three recent retirees by name and years of service, thanking them for their contribution to Dallas College.

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

No conflicts declared.

8. Consent Agenda

Chair Bravo asked for a motion to approve consent agenda items 8.1, 8.2., 8.3., and 8.4.

Trustee Compton motioned to approve.

Vice Chair Ritter said he provided some late input to legal counsel on consent agenda item 8.3. and asked if Deputy General Counsel Horatio could come forward and explain the new regulations before voting took place.

Chair Bravo approved.

Deputy General Counsel Horatio said they received feedback and questions regarding policies in the packet for second reading and approval. Four of the policies would require some form of operational change within the college, the first policy being CU (LOCAL) which was related to research security. It requires the college to designate a research security officer, which was done. Our chief risk officer would act in that capacity.

Other new legislation requires the college to provide paid leave to emergency personnel who were injured in the line of duty. The policy has been drafted to comply. Should the Board wish to amend the policy, it would be brought back to the Board for consideration and approval.

FAA (LOCAL), which relates to pregnant and parenting students, includes three pieces of legislation that requires the college to provide accommodations, protections, and early registration to pregnant and parenting students. Like CU (LOCAL) it requires designation of a

pregnant and parenting liaison, which Student Success did, and all relevant information was provided on the college website.

A question was raised regarding prohibited substances that was outlined in DH (LOCAL) and FLBE (LOCAL), specifically performance enhancing substances including steroids. To avoid any misunderstanding, language would be revised. Another question was raised about paraphernalia. Deputy General Counsel Horatio clarified the reference stating that it was defined in the Texas Health and Safety Code as equipment, products or materials used to produce, consume, or conceal prohibited substances.

Vice Chair Ritter brought to the board's attention page 24 of 123 in the board packet expressing his concerns with the wording of the policy regarding paid leave to emergency personnel injured in the line of duty. His concern was that it unnecessarily put limits on extending leaves of absence.

Chancellor Lonon expressed his interest in having flexibility for unique circumstances that might make recommendations needed to go above the minimum recommended by the state. He stated it is his understanding that we could decide beyond the minimum if we wish to do so. He suggested that additional recommendations to amend could be made following approval.

Trustee Garcia said she would abstain voting on this item because she had not seen this change in writing.

Discussion ensued with trustees and Deputy General Counsel Horatio regarding this legislation and the vote.

Trustee Compton moved to approve consent agenda items 8.1, 8.2, and 8.4.

Trustee Flores seconded the motion.

The motion passed at 4:42 p.m. with no abstentions.

Trustee Compton moved to approve consent agenda item 8.3.

Trustee Boyd seconded the motion.

Deputy General Counsel Horatio detailed the specific changes in language that would occur with this vote.

The motion passed at 4:43 p.m. with one abstention by Trustee Garcia.

- 8.1. Meeting Minutes
 - a. Approval of Regular Meeting Minutes for March 5, 2024
- 8.2. Finance Items
 - a. Approval of Hangar Sublease Agreement at Dallas Executive Airport
- 8.3. Policy Items
 - a. Approval of TASB Cumulative Update - BBD, BBI, CGC, CS, CU, DEC, DH, FAA, FLB, FLBE, GCB, GDA (LOCAL)
- 8.4. Resolutions
 - a. Adoption of Resolution Ratifying Execution of an Easement in Favor of ONCOR Electric Delivery Company, LLC for Installation of Utility Service Lines in a Building being Constructed by Irving ISD Pursuant to a Ground Lease on North Lake Campus
 - b. Adoption of Resolution Giving Notice of the Board of Trustee Election on May 4, 2024

9. Individual Items

Chair Bravo announced the tabling of item 9.1. because it required a modification and would be added to the May agenda.

- 9.1. Policy Item
 - a. Approval of Amendment to Policies Concerning Facilities Construction – CM (LOCAL)

10. Policy Items – First Reading

Chair Bravo said 10.1. is an item for first reading and asked Deputy General Counsel Horatio to come forward for clarification.

Deputy General Counsel Horatio said this could be the last of TASB changes, there were four items. Most of the changes were not highly substantive. She told board members to contact her if they had any questions.

- 10.1. Approval of TASB Cumulative Updates - CF, EBA, ECC, FD (LOCAL)

11. Informative Reports

No questions were asked regarding informative reports.

- 11.1. Committee Reports

- a. Chancellor Performance Review Committee Notes for September 12, 2023
- b. Chancellor Performance Review Committee Notes for March 26, 2024
- c. Education Workforce Committee Notes for March 5, 2024
- d. Finance Committee Notes for March 5, 2024
- 11.2. Current Funds Operating Budget Report (February 2024)
- 11.3. Monthly Change Order Summary (February 2024)
- 11.4. Dallas College Foundation Report (February 2024)
- 11.5. Notice of Grant Awards (April 2024)
- 11.6. Workforce & Advancement Ascend Institute Report
- 11.7. Dallas College Human Capital New Hire/New Position Report (February 13, 2024 – March 12, 2024)
- 11.8. 2nd Quarter Facilities Improvement Plan
- 11.9. 2nd Quarter Investment Transactions
- 11.10. 2nd Quarter Budget Book Vendor Summary

12. Executive Session

No executive session was called.

13. Adjournment

Chair Bravo adjourned the meeting at 4:44 p.m.

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

POLICY ITEM NO. 8.2.a.

Approval of TASB Cumulative Updates - CF, EBA, ECC, FD (LOCAL)

The Chancellor recommends that the Board of Trustees adopt the following revisions to the College District local policies, as proposed by the Texas Association of School Boards (TASB).

Effective Date

Upon Board Approval

LOCAL POLICY	EXPLANATORY NOTES
CF – Purchasing and Acquisition	Revisions would: <ul style="list-style-type: none">• clarify that the term “materially,” as it relates to an increase to an approved budget line item, refers to an increase of more than 25% of the reported budgeted amount.• provide for the delegation of authority to the Chancellor to contract for the replacement, construction, or repair of equipment or facilities in the event of a catastrophe, emergency, or natural disaster.• clarify that the selection criteria for the consideration of bids for goods and services prioritizes the best value for the College District.• refer to the Delegation of Signatory Authority Memo that is approved annually rather than a list of designees who are authorized to contract on behalf of the College District.
EBA – Distance Education	Revisions would align policy language with recent changes to Texas Higher Education Coordinating Board rules relating to distance education.
ECC– Course Load and Schedules	Revisions would provide, in accordance with House Bill 8, exceptions to the statutory limitations on dropped classes for dual credit and baccalaureate students in certain circumstances.
FD – Tuition and Fees	Revisions would clarify that the Board has the authority to charge a higher tuition rate for excessive or duplicative coursework.

PURCHASING AND ACQUISITION

CF
(LOCAL)

**Purchasing /
Contractual
Authority**

The Board delegates to the Chancellor, Chief Financial Officer, or designee the authority to approve any purchase or contract of \$250,000 or less. The Board shall approve all purchases or contracts of more than \$250,000, unless the Board has previously approved a budget line item listing the purchase expenditure. In recognition of the fact that it is typically not possible to identify the vendor(s) from which an approved purchase is going to be acquired at the time of budget line item approval, the College District's purchasing department shall provide an informational report, not less than quarterly, to the Board listing all vendors for budget line item purchases with which the College District contracted during the reporting period and the dollar amount of the contract.

In the event the approximate cost of a purchase or contract approved as a budget line item increases materially between the time of Board approval of the budget line item and execution of the contract or purchase, or, where applicable, the item is to be acquired from a vendor(s) different than that previously identified to the Board, the item will be taken back to the Board for approval.

For purposes of this policy, the term "materially" for an approved budget line item shall mean an increase of more than 25 percent of the lesser of the original contract price or the reported budgeted amount.

Emergency
Exception

In the event of a catastrophe, emergency, or natural disaster affecting the College District, the Board delegates to the Chancellor the authority to contract for the replacement, construction, or repair of College District equipment or facilities in accordance with law if emergency replacement, construction, or repair is necessary for the health and safety of College District students and staff. The Chancellor shall report to the Board at the next regular meeting any contract made under this authority.

Purchasing
Procedures

The Chancellor shall develop purchasing procedures to implement the requirements of state and federal law. [See CAA, CAAB, and CH(LEGAL)]

Purchasing

The Board gives critical attention to the purchase of goods and services by the College District. In each case, the Board, to the extent permitted law and after considering any legally permissible factors in awarding a contract, seeks to purchase goods and services utilizing the method that provides ~~accept the lowest responsible proposal that represents~~ the best value for the College District ~~after~~

PURCHASING AND ACQUISITION

CF
(LOCAL)

	<p>considering all legal permissible factors in awarding a contract. In determining the best value, the Board shall act faithfully and exercise its best judgment to best serve the interests of the College District and shall always exercise its honest discretion in seeking to accomplish the objective sought. The College District shall strictly comply with all laws governing the purchase of goods and services. Bids determined to be unsatisfactory, <u>irregular or complete</u> may be rejected by administrative or Board action as appropriate.</p>
<u>Purchasing Method</u>	<p><u>The Board delegates to the Chancellor or designee the authority to determine the method of purchasing in accordance with state and federal law.</u></p>
Competitive Bidding	<p>If competitive bidding is chosen as the purchasing method, the Chancellor or designee shall prepare bid specifications. All bids shall be in accordance with administrative regulations, and the submission of any electronic bids shall also be in accordance with Board-adopted rules. All bidders shall be invited to attend the bid opening. Any bid may be withdrawn prior to the scheduled time for opening. Bids received after the specified time shall not be considered.</p> <p>The College District may reject any and all bids. In addition, the College District may waive technicalities and award bids that are less than \$50,000.</p>
	<p>***</p>
Contracts	<p>This policy applies to all contracts to which the College District is a party. [See DCA]</p> <p>***</p>
Delegation of Contractual Authority	<p>Certain officials of the College District are hereby expressly authorized to contract on behalf of the College District as follows:</p> <p>***</p> <p>4. General:</p> <p>a. The Provost, Campus Presidents, Chief Technology/Innovation Officer, Executive Vice Chancellor, Deputy Chief Facilities Officer, Deputy Chief Business Officer, and Chief Human Resources Officer. The Vice Chancellor of Student Services and Vice Chancellor of Workforce and Advancement <u>Chancellor, Chief Financial Officer or designee may, in accordance with the Delegation of Signature Authority Memo provided annually to the Office of the General Counsel,</u> authorize a contract in an amount</p>

PURCHASING AND ACQUISITION

CF
(LOCAL)

of less than \$50,000 in accordance with Board policy and the purchasing regulations in the Business Procedures Manual. ~~The Chief Financial Officer will be the designee when needed.~~

- b. The Chancellor or Chief Financial Officer may authorize a contract for construction, replacement, or repair of College District equipment or facilities in an amount greater than the authority set forth in this policy, as appropriate, in the event of a catastrophe, emergency, or natural disaster if such action is necessary for the health or safety of College District students or staff or for continuity of operations. The Chancellor or designee shall report such a contract to the Board as soon as reasonably practicable after awarding the contract. The report shall include detail on the underlying event and justification for the contract.

ALTERNATE METHODS OF INSTRUCTION
DISTANCE EDUCATION

EBA
(LOCAL)

The College District shall offer distance education courses and programs in accordance with:

- Applicable law;
- Coordinating Board regulations and guidelines, including the Principles of Good Practice for ~~Academic Degree and Certificate Programs and Credit Courses Offered Electronically~~[Distance Education](#);
- ~~Policies~~[Principles, policies](#), and guidelines of the institutional accreditor for the College District; and
- College District policies and procedures.

The Chancellor or designee shall promulgate procedures to implement this policy.

INSTRUCTIONAL ARRANGEMENTS
COURSE LOAD AND SCHEDULES

ECC
(LOCAL)

**Limitation on
Number of Dropped
Courses**

Exceptions ~~for~~ |
Good Cause

A student shall be permitted to exceed the limit on the number of dropped courses for any of the following reasons:

1. A severe illness or other debilitating condition that affects the student's ability to satisfactorily complete a course;
2. The care of a sick, injured, or needy person if providing that care affects the student's ability to satisfactorily complete a course;
3. The death of a member of the student's family as defined by law;
4. The death of a person who has a sufficiently close relationship to the student as defined by law;
5. The student's active military duty service;
6. The active military service of a member of the student's family or a person who has a sufficiently close relationship to the student; ~~or~~
7. A change in the student's work schedule that is beyond the student's control and affects the student's ability to satisfactorily complete the course; ~~or~~ or
8. A disaster declared by the governor that prevents or limits in-person course attendance for a period determined by the College District, in accordance with law, to significantly affect the student's ability to participate in coursework.

~~Exception for~~
Reenrolled
Students

A qualifying reenrolled student may drop a seventh course in accordance with law.

Course Dropped
During a Bachelor's
Program

A course dropped by a student while pursuing a bachelor's degree that the student ultimately earned may not be counted toward the limit on the number of dropped courses.

Dual Credit or Dual
Enrollment Course

A dual credit or dual enrollment course dropped by a student before graduating from high school may not be counted toward the limit on the number of dropped courses.

INSTRUCTIONAL ARRANGEMENTS
COURSE LOAD AND SCHEDULES

ECC
(LOCAL)

COVID-19
Pandemic

Procedures

A course dropped by a student during the 2020 spring or summer semester or the 2020–21 academic year because of a bar or limit on in-person course attendance due to the COVID-19 pandemic may not be counted toward the limit on the number of dropped courses.

The Chancellor shall develop procedures to implement this policy and shall publish the procedures in the College District catalog.

TUITION AND FEES

FD
(LOCAL)

General Policy

Tuition and fees shall be charged in accordance with state statutes and regulations and according to schedules established by the Board. Tuition for noncredit courses, both reimbursable and non-reimbursable, will be determined by the nature of the courses and the expenses involved.

**Excessive Hours or
Repeated Courses**

The Board may charge a resident a higher tuition rate for excessive hours or repeated courses in accordance with law. [See “Duplicative Coursework”]. If the Board determines to adopt a higher rate or to change a rate previously adopted, the Board shall describe any applicable exemptions. The rates, exemptions, and required notice shall be published in the College District catalog and other appropriate publications.

POLICY ITEM NO. 8.2.b.

Approval of Amendment to Policies Concerning Expression and Standards of Conduct– DGC, DH, FLA, FLB, and GD (LOCAL)

The Chancellor recommends the following revisions to local policy to implement changes necessitated by Executive Order No. GA-44, issued by Governor Greg Abbott on March 27, 2024, and relating to antisemitism.

Effective Date

Upon Board Approval

LOCAL POLICY	EXPLANATORY NOTES
DGC, FLA, and GD – Expression	Revisions to local policy would: <ul style="list-style-type: none">• Add the definition of antisemitism to policies applicable to employees, students, and the community;• Revise the limitations on expression included therein to apply to expression that constitutes prohibited harassment, including discriminatory harassment, or antisemitism.
DH and FLA – Standards of Conduct	Revisions to local policy would add to the list of prohibited activities included in the Employee Standards of Conduct and the Student Code of Conduct the following: <ul style="list-style-type: none">• Engagement in antisemitic speech or acts.

EMPLOYEE RIGHTS AND PRIVILEGES
EMPLOYEE EXPRESSION AND USE OF COLLEGE FACILITIES

DGC
(LOCAL)

Note: For expression and use of College District facilities and grounds by students and registered student organizations, see FLA. For expression and use of College District facilities and grounds by the community, including by nonstudents and organizations that are not registered student organizations, see GD. For use of the College District's internal mail system, see CHE.

Definitions

For purposes of this policy, "antisemitism" shall have the meaning prescribed by Texas Government Code, Section 448.001(2). [See DGC (LEGAL)]

Academic Freedom

Faculty members are entitled to academic freedom in the conduct of research and teaching and are tasked with the associated responsibilities. To this end, the College District endorses the academic freedom principles set forth in the [Statement of Principles on Academic Freedom and Tenure \(PDF\)](#)¹ published by the Association of American Colleges and Universities and the American Association of University Professors.

Limitations on
Content

Materials shall not be distributed by an employee or employee organization on College District property if:

1. The materials are obscene;
2. The materials contain defamatory statements about public figures or others;
3. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action;

~~4. The materials are considered prohibited harassment [see DIA series and FFD series];~~

4. The materials are or contain expression that is unlawful or disruptive to the operations of the College District, including, but not limited to, materials or expression that is considered prohibited harassment (to include discriminatory harassment) or antisemitism.

5. The materials constitute ~~nonpermissible~~ impermissible solicitation; or

6. The materials infringe upon intellectual property rights of the College District [see CT].

~~6.~~

EMPLOYEE RIGHTS AND PRIVILEGES
EMPLOYEE EXPRESSION AND USE OF COLLEGE FACILITIES

DGC
(LOCAL)

**Time, Place, and
Manner Restrictions**

Distribution of materials shall be conducted in a manner that:

1. Is not disruptive to College District operations;
2. Does not impede reasonable access to College District facilities;
3. Does not result in damage to College District property;
4. Does not interfere with the rights of others; and
5. Does not violate local, state, or federal laws or College District policies and procedures.

The distributor shall clean the area around which the literature was distributed of any materials that were discarded or leftover.

The Chancellor or designee shall designate times, locations, and means by which materials that are appropriate for distribution, as provided in this policy, may be made available or distributed by employees or employee organizations to employees or others in College District facilities and areas that are not considered common outdoor areas.

**Use of Facilities and
Grounds**

The facilities and grounds of the College District shall be made available to employees or employee organizations when such use does not conflict with use by, or any of the policies and procedures of, the College District. The requesting employees or employee organization shall pay all expenses incurred by their use of the facilities in accordance with a fee schedule developed by the Board.

Approval

The Chancellor or designee shall approve or reject the request in accordance with provisions and deadlines set out in this policy and administrative procedures, without regard to the religious, political, philosophical, ideological, academic viewpoint, or other content of the speech likely to be associated with the employees' or employee organization's use of the facility.

Approval shall not be granted when the official has reasonable grounds to believe that:

1. The College District facility requested is unavailable, inadequate, or inappropriate to accommodate the proposed use at the time requested;
2. The applicant is under a disciplinary penalty or sanction prohibiting the use of the facility;

EMPLOYEE RIGHTS AND PRIVILEGES
EMPLOYEE EXPRESSION AND USE OF COLLEGE FACILITIES

DGC
(LOCAL)

3. The proposed use includes ~~nonpermissible~~ impermissible solicitation;
4. The proposed use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;
5. The applicant owes a monetary debt to the College District and the debt is considered delinquent;
6. The proposed activity would disrupt or disturb the regular academic program;
7. The proposed use would result in damage to or defacement of property or the applicant has previously damaged College District property; ~~or~~
8. The proposed activity would constitute an unauthorized joint sponsorship with an outside group; ~~or~~
- 8.9. The proposed use would constitute expression that is unlawful or disruptive to the operations of the College District, including, but not limited to, expression that is considered prohibited harassment (to include discriminatory harassment) or antisemitism.

The Chancellor or designee shall provide the applicant a written statement of the grounds for rejection if a request is denied.

*Common
Outdoor Area
Exception*

Common outdoor areas are traditional public forums and are not subject to the approval procedures. Employees and employee organizations may engage in expressive activities in common outdoor areas, unless:

1. The person's conduct is ~~unlawfu~~ unlawful, including, but not limited to, expression that is considered prohibited harassment (to include discriminatory harassment) or ;antisemitism;
2. The use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;
3. The use would materially or substantially disrupt or disturb the regular academic program; or
4. The use would result in damage to or defacement of property.

EMPLOYEE RIGHTS AND PRIVILEGES
EMPLOYEE EXPRESSION AND USE OF COLLEGE FACILITIES

DGC
(LOCAL)

Violations

Failure to comply with this policy and associated procedures shall result in appropriate administrative action, including but not limited to, suspension of an employee's or employee organization's use of College District facilities as permitted by this policy and/or other disciplinary action ~~in accordance with the College District's policies and procedures and the employee handbook~~ up to and including termination of employment.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Violations

Employees shall comply with the standards of conduct set out in this policy, with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to their status as College District employees, and with all applicable federal and state laws, including, but not limited to, those relating to:

1. False reporting or failure to promptly report an incident of sexual misconduct [See DIAA (LOCAL); and
2. Unless required by law, engagement in any action prohibited by Chapter 51 of the Texas Education Code and related to diversity, equity and inclusion (DEI) programs and activities, including:
 - a. establishing or maintaining a DEI office or hiring an employee or contractor to perform such duties;
 - b. compelling or otherwise soliciting a DEI statement from any person or giving preferential treatment or consideration based on a DEI statement;
 - c. Giving preference on the basis of race, sex, color, ethnicity or national origin to any employee, applicant or participant in any college function; and
 - d. Mandating DEI training as a condition of enrolling or performing any institutional function, unless the training is otherwise permitted by applicable law.
3. Expression that is considered unlawful or disruptive to the operations of the College District, including, but not limited to, expression that is considered harassment (to include discriminatory harassment) or antisemitism. [See DGC (LOCAL)]

Violations of law or College District policies, regulations, procedures or guidelines may result in disciplinary action, up to and including termination of employment. The Chancellor shall promulgate the necessary regulations and/or procedures for implementation and enforcement of this policy.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT EXPRESSION AND USE OF COLLEGE FACILITIES

FLA
(LOCAL)

Note: For expression and use of College District facilities and grounds by employees and employee organizations, see DGC. For expression and use of College District facilities and grounds by the community, including by nonstudents and organizations that are not registered student organizations, see GD.

Definitions

For purposes of this policy, “antisemitism” shall have the meaning prescribed by Texas Government Code, Section 448.001(2). [See DGC (LEGAL)]

Distribution of Literature

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the College District shall not be sold, circulated, distributed, or posted on any College District premises by any College District student or registered student organization [see FKC], except in accordance with this policy.

Limitations on Content

Materials shall not be distributed by students or registered student organizations on College District property if:

1. The materials are obscene.
2. The materials contain defamatory statements about public figures or others.
3. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.
4. ~~The materials are considered prohibited harassment. [See DIAA, DIAB, FFDA, and FFDB]~~ The materials are or contain expression that is unlawful or disruptive to the operations of the College District, including, but not limited to, materials or expression that is considered prohibited harassment (to include discriminatory harassment) or antisemitism.
5. The materials constitute ~~nonpermissible~~ impermissible solicitation. [See FI]
6. The materials infringe upon intellectual property rights of the College District. [See CT]

Use of Facilities and Grounds

The facilities and grounds of the College District shall be made available to students or registered student organizations [see FKC] when such use does not conflict with use by, or any of the policies and procedures of, the College District. The requesting students or

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT EXPRESSION AND USE OF COLLEGE FACILITIES

FLA
(LOCAL)

student organization shall pay all expenses incurred by their use of facilities in accordance with a fee schedule developed by the Board.

Approval

The Chancellor or designee shall approve or reject the request in accordance with provisions and deadlines set out in this policy and administrative procedures, without regard to the religious, political, philosophical, ideological, academic viewpoint, or other content of the speech likely to be associated with the student's or registered student organization's use of the facility.

Approval shall not be granted when the official has reasonable grounds to believe that:

1. The College District facility requested is unavailable, inadequate, or inappropriate to accommodate the proposed use at the time requested;
2. The applicant is under a disciplinary penalty or sanction prohibiting the use of the facility;
3. The proposed use includes ~~nonpermissible~~ impermissible solicitation [see FI];
4. The proposed use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;
5. The applicant owes a monetary debt to the College District and the debt is considered delinquent;
6. The proposed activity would disrupt or disturb the regular academic program;
7. The proposed use would result in damage to or defacement of property or the applicant has previously damaged College District property; ~~or~~
8. The proposed activity would constitute an unauthorized joint sponsorship with an outside group; ~~or~~
9. The proposed use would constitute expression that is unlawful or disruptive to the operations of the College District, including but not limited to expression that is considered prohibited harassment (to include discriminatory harassment) or antisemitism.

~~8.~~

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT EXPRESSION AND USE OF COLLEGE FACILITIES

FLA
(LOCAL)

*Common
Outdoor Area
Exception*

The Chancellor or designee shall provide the applicant a written statement of the grounds for rejection if a request is denied.

Common outdoor areas are traditional public forums and are not subject to the approval procedures. Students and student organizations may engage in expressive activities in common outdoor areas, unless:

1. The person's conduct is unlawful, including but not limited to expression that is considered prohibited harassment (to include discriminatory harassment) or antisemitism ↓;
2. The use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;
3. The use would materially or substantially disrupt or disturb the regular academic program; or
4. The use would result in damage to or defacement of property.

Violations of Policy

Failure to comply with this policy and associated procedures shall result in appropriate administrative action, including but not limited to, confiscation of nonconforming materials, suspension of a student's or registered student organization's use of College District facilities as permitted by this policy, and/or other disciplinary action ~~in accordance with the College District's discipline policies and procedures~~ up to an including suspension and/or expulsion [see FM and FMA].

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT CONDUCT

FLB
(LOCAL)

Prohibited Behavior

All students shall obey the law, show respect for properly constituted authority, and observe correct standards of conduct. In addition to activities prohibited by law or by other published College District policies and regulations, the following types of behavior are expressly prohibited:

21. Bullying, harassment (to include discriminatory harassment), and/or conduct or expression (verbal or written) that is considered prohibited antisemitism (see FLA (LOCAL)) or threatens or endangers the health or safety of any person. This includes ccyberbullying, which is willful harassment and/or intimidation of a person through the use of digital technologies, including but not limited to, email, blogs, texting, social websites, chat rooms, "sexting," instant messaging, recording another person without his or her consent, and transmitting images of another person without his or her consent.

COMMUNITY EXPRESSION AND USE OF COLLEGE FACILITIES

GD
(LOCAL)

Common Outdoor
Area Exception

Common outdoor areas are traditional public forums and are not subject to the approval procedures. Community members and organizations may engage in expressive activities in common outdoor areas, unless:

1. The person's conduct is unlawful, including, but not limited to, expression that is considered prohibited harassment (to include discriminatory harassment) or antisemitism, as that term is defined in Texas Government Code, Section 448.001(2); [See GD (LEGAL)]
2. The use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;
3. The use would materially or substantially disrupt or disturb the regular academic program; or
4. The use would result in damage to or defacement of property.

RICHLAND COLLEGIATE HIGH SCHOOL ITEM NO. 8.3.a.

Approval of the Adoption of the 2024-2025 Academic Calendar for Richland Collegiate High School

The Chancellor recommends that the Board of Trustees approve the adoption of the 2024 - 2025 Academic Calendar for Richland Collegiate High School (RCHS).

RICHLAND COLLEGIATE HIGH SCHOOL 2024-2025 ACADEMIC CALENDAR

FALL 2024 SEMESTER	
August 22	First Class Day
August 26	Fall Semester Begins
September 2	High School Closed (Labor Day Holiday)
November 28-29	High School Closed (Thanksgiving Holiday)
December 9-12	Final Exams
December 12	Fall Semester Ends
December 13-January 17	High School Closed (Winter Break)
SPRING 2025 SEMESTER	
January 20	High School Closed (Martin Luther King Jr. Holiday)
January 21	Spring Semester Begins
February 20	High School Closed (RCHS Staff Development Day-Waiver Day)
March 17-21	High School Closed (Spring Break)
April 18	High School Closed (Holiday)
May 12-15	Final Exams
May 15	Last Day of School

Background

The 2024-2025 RCHS Academic Calendar includes a waiver for Institutions of Higher Education (IHE) and Staff Development Day.

Texas Education Code Title 2, Subtitle C, Chapter 11, Subchapter A, Sections 11.151 and 11.1511 list general and specific powers and duties of the school board. Approval of a school's calendar is considered the responsibility of the school board; therefore, RCHS is required to have board approval for each academic calendar, which includes appropriate waivers.

RICHLAND COLLEGIATE HIGH SCHOOL ITEM NO. 8.3.b.

Approval of The Texas Education Agency Waiver for Richland Collegiate
High School 2024-2025 Emergency Operation Plans

The Chancellor recommends that the Board of Trustees approve the Richland Collegiate High School (RCHS) waiver for the 2024 - 2025 Emergency Operation Plan (EOP) based on a majority of the members indicating approval of this request.

Effective Date

Upon Board Approval for the 2024-2025 School Year

Background

Pursuant to Texas Education Code 37.2071(b), Local Education Agencies must submit Emergency Operation Plans. The Texas Education Agency provides waivers for specific circumstances, including institutions like RCHS, where all students attend a higher education campus, in this case, Dallas College Richland Campus.

RICHLAND COLLEGIATE HIGH SCHOOL ITEM NO. 8.3.c.

Approval of The Texas Education Agency Waivers for Richland Collegiate High School 2024-2025 Institutions of Higher Education (IHE) and Staff Development Days

The Chancellor recommends that the Board of Trustees approves the Richland Collegiate High School (RCHS) 2024-2025 Institutions of Higher Education waiver and staff development days based on a majority of the members indicating approval of this request.

Effective Date

Upon Board Approval for the 2024-2025 School Year

Background

Pursuant to Texas Education Code (TEC) Sec. 25.081 (a), the Institutions of High Education waiver allows district students taking dual credit courses at an IHE with fewer than 75,600 minutes to meet the calendar requirement.

Pursuant to Texas Education Code (TEC) Sec. 25.081, the Staff Development Days waiver allows the College or charter school to train staff on various educational strategies designed to improve student performance in lieu of a maximum of:

- 2,100 minutes of student instruction for districts and charter schools that provide operational and instructional minutes; or
- Five days of student instruction for charter schools that provide 180 days of operation.

INDIVIDUAL ITEM - POLICY ITEM NO. 9.1.a.

Approval of Amendment to Policies Concerning Facilities Construction – CM (LOCAL)

The Chancellor recommends the following revisions to local policy CM (LOCAL) to assist the College District in determining if a change in land use at a given location is aligned with the mission and priorities of the College District.

Effective Date
Upon Board Approval

LOCAL POLICY	EXPLANATORY NOTES
CM – Facilities Construction	Revisions to local policy would establish the following: <ul style="list-style-type: none">• Principles that will guide the use of College District land assets.• The purpose, character, and conditions for use of College District land assets; and• College District priorities for the disposition and development of College District land assets.



Existing Policy



Deleted Policy



New Policy



GC Edits

FACILITIES CONSTRUCTION

CM
(LOCAL)

Compliance with Law

The Chancellor or designee shall establish procedures to ensure that the use of College District land assets and all facilities within the College District comply with College District policies and procedures and applicable federal, state and local laws, regulations, ordinances and building codes.

Land Use

In alignment with the strategic priorities of the College District, the following principles shall guide the use of College District land assets:

1. Increasing the accessibility and functionality of College District services and opportunities to not only enhance the student experience, but also foster distinctive, attractive communities with a strong sense of place;
2. Removing barriers to success and reducing economic disparities for College District students, faculty, and staff, and the communities served by the College District;
3. Growing the College District's position as a regional leader, steward of tangible and intangible resources, and driver of workforce and economic development; and
4. Supporting innovation, particularly when it addresses enduring community and social needs and/or advances a culture of high performance.

Appropriate Use

The Board has the authority and discretion to determine the appropriate use of College District land assets. In determining whether a proposed use of College District land assets qualifies as an appropriate use, the College District will consider, among other things, the proposed programming for the existing space or proposed development and how it may benefit the College District, including its students and employees, and/or the surrounding community.

Examples of land utilization that may be considered "appropriate use" of College District land assets include, but are not limited to, the following:

1. **Academic:** Land use that meets demonstrated academic needs and supports the College District in the fulfillment of its mission.
2. **Administrative:** Land use that accommodates facilities that support College District administrative functions, i.e., enhance the College's ability to attract qualified and talented employees.

Character and
Conditions

3. **Economic Development:** Land use that supports and drives equitable economic development, i.e., economic development that reduces economic disparity.

4. **Community:** Land uses consistent with thoughtful civic engagement and analysis that meet community needs and assist in addressing educational, economic, workforce, housing, transportation, and other social, human and supportive service challenges that impede student and community success.

When evaluating a proposed use of land assets, the College District shall prioritize the following.

1. **Value Return:** The College District will, in accordance with applicable laws, seek to maximize the value of its land assets, whether financial value or commensurate community impact, while contributing to the establishment of efficient and effective campuses.

2. **Transit Accessibility:** The College District will utilize its land assets in a way that maximizes accessibility by:

- a. Supporting increased mobility options (e.g., direct transportation infrastructure investments);
- b. Increasing the accessibility of College District services and educational resources (e.g., determining use based on transit accessibility of the service location);
- c. Increasing the accessibility of employment opportunities for College District students; and
- d. Improving how students access amenities and key resources, including but not limited to, affordable food, housing, childcare, healthcare, and recreation.

3. **Density:** The College District will prioritize higher density development when such development is in alignment with College District priorities and student needs.

4. **Sustainability and Resilience:** The College District will require in facilities built on its land high standards of sustainability, building performance, and resilience that require:

- a. Incorporating best practices in sustainable construction and building operations, whether in new or renovated facilities;
- b. Preserving open space and minimizing the environmental impact of the development and operation of College District facilities on surrounding communities; and

Disposition and
Development

c. Selecting development sites and construction methods that are appropriate for the intended programming and that maximize resilience to climate-related challenges such as extreme heat and flooding.

5. **Community Integration:** The College District will prioritize the thoughtful integration of developments on College District land into existing surrounding communities, including but not limited to, considering the character of the surrounding built environment, and maximizing mutual benefits and connectivity through the thoughtful placement of roads, trails and other infrastructure and amenities.

In the procurement of development and design services, contractors, tenants, and other beneficiaries of the development of College District land assets, the College District will, whenever possible, prioritize the provision of opportunities for College District students, small business owners and entrepreneurs to ensure that those benefiting from the development of College District land reflect the College District community.

In all cases, the College District shall:

1. Endeavor to retain control of land (i.e., through a lease or ground lease arrangement) and maintain the asset in the College District portfolio, unless the sale of the asset is determined, in accordance with applicable College District policies procedures, to be aligned with College District priorities and would help reduce or eliminate unnecessary costs for the College District.
2. Consider the long-term impact of its land-use decisions, including but not limited to, considering the potential best use of the land over different spans of time (e.g., 10 years, 50 years, and 100 years), and when possible, ensuring the ability of the College District to reassess and re-evaluate such use, as necessary.

TALENT ITEM NO. 9.2.a.

Approval of Warrants of Appointments for Police Officers

The Chancellor recommends that the Board of Trustees approve the following warrants of appointment for the police officers listed below for the periods indicated.

WARRANTS OF APPOINTMENT – 2

Howard Nguyen	Administrative Office
<u>Period</u> Through termination of employment with Dallas College.	<u>Effective Date</u> May 7, 2024
Marcus Sykes	Administrative Office
<u>Period</u> Through termination of employment with Dallas College.	<u>Effective Date</u> May 7, 2024

COMMITTEE REPORT NO. 10.1.a.

Education Workforce Committee Notes for April 2, 2024

The Education Workforce Committee Meeting of the Board of Trustees of Dallas College was held Tuesday, April 2, 2024, beginning at 9:33 a.m. at the administrative office in room 036 and was broadcasted via this [streaming link](#). This meeting was convened by Committee Chair Paul Mayer.

Board Members and Officers Present

Mr. Cliff Boyd

Mrs. Monica Lira Bravo

Ms. Charletta Rogers Compton (arrived at 10:32 a.m.)

Ms. Diana Flores

*Dr. Catalina E. Garcia

Dr. Justin H. Lonon (secretary and chancellor)

*Mr. Paul Mayer (committee chair)

*Mr. Philip J. Ritter

**Denotes a committee member*

Members Absent

None.

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

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

3. Citizens Desiring to Address the Board

There were no citizens desiring to address the Board.

4. Committee Presentations

4.1. School of Education Overview

Presenters: Kelsey Clark (Boston Consulting Group (BCG)), Robert DeHaas, Nicole De Santis (Boston Consulting Group (BCG))

Dr. Shawnda Floyd introduced Robert DeHaas, Kelsey Clark, and Nicole DeSantis.

DeHaas began by thanking the Board and gave an overview of the presentation. He noted the crucial and strategic investments in the school had made a great impact. He shared the structure of the School of Education and explained each position was uniquely created. He mentioned the baccalaureate program, then introduced some of the faculty in attendance. He then noted the total budget was \$7.2 million. He discussed the education program and noted Dallas College was the first community college to receive the State Board of Educator Certification in innovation award. He also reviewed certificates and degrees offered, total enrollments, and total number of classes.

DeHaas shared the numbers for early childhood education and teaching baccalaureate degrees since Spring 2023. He reported an increase in teaching enrollment and students took just over two years to complete the final four semesters of the bachelor's degree. He mentioned the senior success coach position had successfully supported students in completion of programs.

DeHaas discussed strategies for completion and new teacher salaries. He highlighted the partnerships with universities and discussed the pathways for students to matriculate through high school into college to earn degrees. Since colleges have different processes, our collegiate partners revised their processes to mirror ours to ensure smoother transitions.

DeHaas shared information on paid student apprenticeships and job creation mechanisms. He noted that with the help of partnerships, they would have more than 200 student teachers who would have potential to earn over \$30,000 per year with benefits in the Fall of 2024. Normally, student teachers would not be compensated while on externships.

DeHaas explained their strategic approach for recruiting students and industry partners. In the Fall of 2024, a pilot partnership with Garland ISD gives prior learning credit to students serving as teacher's assistants would launch. This program would reduce the time and cost to complete programs. He shared that other colleges were interested attempting this model and were reaching out to Dallas College for guidance.

DeHaas credited Dallas College leadership for the large investments and funds for scholarships the School of Education program had received. In the future, they imagine creating nationwide learning and information sharing hubs based upon interest from other institutions nationwide.

Kelsey Clark and Nicole DeSantis presented information on Dallas College childcare landscape focusing on the public and private sectors. Clark discussed childcare needs of employees and students and reviewed key findings from a childcare landscape analysis. She said childcare was a great barrier, and although five out of the seven campuses provide childcare, there were still gaps. She spoke of the different needs, low awareness services available, and a shortage of quality care on nearby campuses.

DeSantis reported they discovered students with a child under five years old were impacted with the ability to complete college programs. Employees with children in this same age bracket were also impacted. Students expressed taking online courses at home was challenging as a parent regardless of convenience. She mentioned student parents experienced interrupted enrollment and weary of the quality of childcare in their communities. She noted students perceived Dallas College childcare as high quality and shared statistics. She mentioned our partnerships with the YMCA and Bezos Academy and Dallas College was ahead of the curve nationally. Dallas College childcare centers had received good satisfaction ratings, but only two sites offer care for infants and toddlers. Many students were unaware childcare services were offered on campuses.

DeSantis shared a need to focus on marketing for childcare services. She mentioned some student parents felt ashamed to ask for assistance with childcare. She reviewed the insufficient childcare supply and the high demand, as well as the quality star rating and national accreditation. She noted what the community needed verses what existed.

DeHaas commented how conversations had ignited surrounding this information with key stakeholders and a collective solution was on the horizon.

Trustee Ritter asked about Dallas College's ability to meet demand and the speed at which we could meet demand.

DeHaas said more data was needed to take better action. He said we were the first to quantify this data and we needed to develop strategies with solutions.

Trustee Boyd said public and private partnerships must come together. He further asserted Dallas College has the potential to make an impact and to step into the forefront of the industry.

Trustee Ritter spoke of the lack of assets and asked about charging providers rent to create revenue. He asked if space was being maximized with the facilities available.

DeHaas said they had several different models and partners, and he agreed about space utilization.

De Santis mentioned students were more interested in shorter “drop-in” care verses full-time care. Employees were more interested in full-time, on-site childcare. She further discussed the three major barriers: low awareness, lack of supply for infants and toddlers, and insufficient on-site drop-in care. They planned to measure data to show the impact on student completion rates and employee retainment.

Trustee Flores asked if the bachelor’s degree was for Early Childcare, and to clarify the degree name.

DeHaas confirmed the formal title of the degree was Early Childhood Education and Teaching. He said they were focused on careers in early childhood and K-sixth grade. He also explained the three degrees offered in the education program.

Trustee Flores asked about the award Dallas College received. DeHaas shared the categories for the award and said he would give her the information later.

Trustee Flores asked about the money being distributed through Senate Bill 8 for degrees awarded. Chancellor Lonon explained the money awarded goes back into the general budget and the topic would be presented in the future.

Trustee Flores inquired about the number of students and growth of the program.

DeHaas responded growth was attributed to several factors, including making curriculum more accessible.

Trustee Flores noted we were breaking barriers and helping students. She then mentioned teachers' salaries and wanted to compare the \$60,000 average salary of teachers with the starting salaries of Dallas College employees. She said she knows progress would take time and was hopeful for the future. Chancellor Lonon confirmed they were analyzing and working on compression figures.

Trustee Flores asked if Garland ISD was the first to partner on employees earning to learn. DeHaas said Garland ISD was a more formal partnership, but there were other ISD partnerships and models as well.

Trustee Flores then asked about drop-in childcare options for evening students. De Santis confirmed evening was more difficult for students to secure childcare.

Trustee Bravo said she was paying for childcare, and having on-site care was helpful to students. The drop-in childcare model helps student parents needing childcare for a few hours a day. She also spoke of the large percentage of student parents with housing insecurity with significant financial strain and the need to focus on the issues. She asked when the survey was done.

DeSantis replied that the survey was done in January and February of 2024.

Trustee Garcia said the presentation was wonderful and asked what percentage of students and employees were parents. DeSantis confirmed 11% of students and 24% of employees have children younger than five years old.

Trustee Flores asked about how we planned to build partnerships with other ISDs. She agreed to get the answer offline later.

4.2. International Engagement & Global Competitiveness

Presenters: Diana Urrutia, Shawnda Floyd

Floyd gave an overview of the department, including staff and the total budget of \$2.6 million. She discussed continuity between the seven campuses, the progress timeline, college-wide coordination of

study abroad programs, and data from spring of 2023. She spoke on developing a unified system for students to participate in international activities.

Urrutia spoke on how Dallas College connected with other countries virtually and hoped to serve 15,000 students by 2030. She mentioned several impactful organizations for this work such as CETL Fellows, the Forum of Education Abroad Consortium, and Fulbright Scholar Program, American Council on Education, the World Affairs Council, and NAFSA.

Trustee Ritter asked about the background process for choosing students who participate. Floyd discussed the information sessions students participate in prior to trips. She explained while the sessions were not in-depth on being an ambassador in another country, students were prepared for travel. The goal was to expand the information shared.

Trustee Ritter asked about pre-requisites for travel. Floyd explained the goal was to avoid barriers, but they were working with training students to learn best practices for travel.

Trustee Flores asked if they were looking at ways to expand the program. Urrutia confirmed they were looking at face-to-face courses and different time zones for classes.

Trustee Garcia commented how not having baseline knowledge can be a barrier. She said we must have students who properly represent us abroad. Floyd said they were preparing a certain number of criteria for the students to have, but they were still in the early years of this program and would need to grow first. They need time to establish baselines. Floyd said they were working on student awareness. Discussion ensued regarding pre-requisites and ensuring we were not creating barriers.

Trustee Bravo reminded the Board of their function was at the policy level and should remain at an oversight level. She noted that she participated in the program and reflected how the opportunity gave her a chance to live history. She emphasized the importance was more about the student experience than policy.

4.3. Student Life & Engagement: The Power of Connection

Presenter: Stephanie Hill

Joseph introduced Stephanie Hill and spoke on the power of connection. Hill discussed student activities, programs and services and noted Project Aspire for accessibility and autism awareness. She reviewed FY 2024 budget of \$12 million.

Hill stated connection was a basic need, especially quality, authenticity, and emotion. She discussed how important it was for students to navigate in higher education. She showed the Theoretical Framework and the hierarchy of needs and discussed the Maslow and Lieberman models. She compared social pain and belonging, bullying, etc. with student GPA and performance in academics. She said scientists revealed in MRIs physical and social pain appear in the same places of the brain.

She reviewed the Learner Care Model, high school partnership, pre-collegiate experience, and collegiate experience. The model had proven to result in higher GPA and program success.

Trustee Ritter asked if all types of students were included in the model.

Hill confirmed and stated she would provide data at a later time.

Trustee Flores said she appreciated the presentation on connection. She asked about persistence and retention.

Hill said the graphic was spring to spring and the other was fall to fall. Joseph added the information included full-time vs. part-time.

Trustee Flores asked to hear a detailed presentation about foster care in the future.

Trustee Garcia asked if the primary reason students didn't return was financial.

Joseph said sometimes they lost financial aid because of poor grades. She noted student work-study programs and being more accommodating to students' academic and financial needs.

Trustee Ritter asked about the numbers behind student accessibility.

Hill said in Fall of 2023, over 1,000 students were served.

Trustee Compton commented on the numbers and students participating in services vs. numbers with enrollment.

Hill confirmed they served 35,000 students in this area.

Discussion ensued regarding the Maslow and Liberman Models.

Trustee Mayer thanked the team for the presentation.

5. Items for Review

5.1. Committee Notes

- a. Education Workforce Committee Notes for March 5, 2024
No comments or edits were made.

6. Executive Session

Executive session was not required.

7. Adjournment

Meeting was adjourned at 12:25 p.m.

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

COMMITTEE REPORT NO. 10.1.b.

Chancellor Performance Review Committee Notes for April 2, 2024

A Chancellor Performance Review Committee meeting of the Board of Trustees of Dallas College was held April 2, 2024, beginning at 12:32 p.m. at the administrative building and was broadcast via this [streaming link](#). The meeting was convened by Committee Chair Phil Ritter.

Board Members and Officers Present

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

* *Denotes a committee member*

Members Absent

None.

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

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

3. Citizens Desiring to Address the Board
None.

4. Items for Review

No comments or edits were made.

4.1. Chancellor Performance Review Committee Notes for
September 12, 2023

4.2. Chancellor Performance Review Committee Notes for March
26, 2024

5. Executive Session

Executive Session was from 12:31 p.m. to 2:46 p.m.

6. Adjournment

Meeting adjourned at 2:56 p.m.

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

COMMITTEE REPORT NO. 10.1.c.

Finance Committee Notes for April 2, 2024

The Finance Committee Meeting of the Board of Trustees of Dallas College was held Tuesday, April 2, 2024, beginning at 2:55 p.m. at the administrative office in room 036 and was broadcasted via the streaming link www.dallascollege.edu/boardmeetingslive. This meeting was convened by Committee Chair Cliff Boyd.

Board Members and Officers Present

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

- * *Denotes a committee member*

Members Absent

1. **Roll Call - Announcement of a Quorum** confirmed by Committee Chair Boyd.
2. **Certification of Notice Posted for the Meeting** confirmed by Chancellor Lonon.
3. **Citizens Desiring to Address the Board**
There were no citizens desiring to address the Board.
4. **Committee Presentations**
 - 4.1. Bond Update: Real Estate Matters
Presenters: Joseph Cahoon (HRA), Brad Williams

Brad Williams, vice chancellor operations, and Joseph Cahoon of HRA presented a bond update and real estate discussion.

The proposed Land Use Policy provided strategic direction for the college's land assets, approximately 1,300 acres of real property in Dallas County. The proposed policy offered guidance for future land development and land use planning collegewide. The guiding principles of the proposed policy included increasing accessibility and functionality, reducing economic disparities, growing Dallas College as a leader in workforce development, and supporting innovation by addressing social and community needs.

Trustee Ritter asked if a specific use such as housing needed to be included in the Land Use Policy. Cahoon responded that specific uses would not be included in the Land Use Policy.

Committee Chair Boyd spoke about the use of sector development.

Trustee Flores asked what was utilized to develop the policy. Cahoon stated that the policy drew from the college's mission and goals.

Trustee Mayer asked if the policy superseded local jurisdiction. Cahoon confirmed this.

The Land Use Policy was designed with guiding principles to shape decisions surrounding land use, such as academic, administrative, community spaces, open spaces, or equitable economic development. Other decision-making factors involved reducing disparity mobility, maximizing density, supporting sustainability, and integrating into the community.

Trustee Flores spoke about housing insecurity affecting students.

Trustee Ritter asked if specific land uses need to be included in the policy. Cahoon suggested listing broad categories.

Trustee Mayer recommended addressing communities when there is a plan for a specific need.

Committee Chair Boyd discussed having a broad policy. Trustees Mayer and Flores agreed.

Trustee Ritter suggested removing the word housing from the policy and adding a statement of “appropriate use of land to address non-academic barriers, including housing, etc.”

Trustee Flores spoke about each campus having different needs and determining the needs for their community.

Committee Chair Boyd recommended including the current community barriers, such as housing and childcare.

The proposed policy described community needs as grocery stores, childcare, lease space for trusted neighborhood organizations or small businesses, recreation or green spaces, or other public amenities.

Trustee Boyd asked about listing housing under community needs. Trustee Flores responded that housing would address student needs, not the community needs.

Trustee Flores requested a copy of the proposed Land Use Policy.

Trustee Ritter asked about gathering input from the community and cities on specific uses.

Chair Bravo recommended involving community and city leaders during planning. Chair Bravo reiterated that the discussion was focused on the proposed Land Use Policy.

Trustee Boyd spoke about previous experience with public hearings for planning and zoning for specific projects.

Rob Wendland, general counsel, stated that each campus in the City of Dallas was subject to a site plan under the zoning ordinance that was required by law to hold public hearings through the city for public feedback.

Trustee Boyd spoke about the land policy solving problems of the students.

Trustee Ritter mentioned that the policy draft only listed one specific use.

Trustee Flores suggested adding other uses under community use.

Perla Molina, board relations executive, would provide a revision to the board for the proposed policy.

Trustee Ritter suggested using the land to address student needs and characterize that broadly, without solely focusing on housing.

Trustee Compton recommended not being too specific with the policy and writing the policy broadly.

Tricia Horatio, deputy general counsel, stated that the draft policy was written with mandatory language, which can be changed to discretionary language.

Trustee Mayer suggested seeking public input when the college had a specific project.

Trustee Ritter recommended working with community leaders while developing the land use policy.

Committee Chair Boyd asked for a consensus vote on the policy wording as stated by Horatio. Consensus approved the language revision.

Committee Chair Boyd also recommended discussions with city councils on barriers and future projects. He also requested that Molina schedule meetings for the trustees with their city leadership.

Trustee Flores appreciated the open discussion rather than holding 1st and 2nd readings only.

Williams presented an update on Downtown's Trajectory as one of the fastest growing metropolitan areas in the country. By 2100, the DFW area could have a population of 33 million.

Educational programming offered at the downtown campus related specifically to about 15,000 downtown residents, which may continue to grow as downtown transitions from commercial space to residential space. Population grew with rising professionals, urbanists, and high risers, seeking to live in and around the urban core.

As part of the downtown project, El Centro held campus surveys, stakeholder interviews, and visioning future planning and goals. The student experience began in the parking lot when a student first comes to campus. At El Centro, student services had been provided on different floors in different places, which complicated the student experience and created barriers.

Key elements of the downtown project included learning environments, campus culture, campus priorities, spatial needs, and student services. Students identified barriers such as parking and transit, student spaces, and safety. A core part of the El Centro Masterplan encompassed satisfying the student needs with a comprehensive combination of instructional spaces for

programs, student life, onboarding services, and welcome center.

Through innovation, Dallas College may embrace the City of Dallas' can-do spirit. The downtown campus could maximize tourism through educational offerings. Planning for the downtown campus included an updated culinary experience with a kitchen stadium for all audiences: students and the community.

Trustee Flores asked for the meaning of BAT. Williams replied that it was the Bachelor of Applied Technology.

The biggest variable for this project included the evolving landscape in Downtown Dallas. Next phase of planning involved:

- Confirming solicitation approach early Summer 2024
 - RFQ/P later Summer 2024
 - RFQ/P responses due Fall 2024
- a. Policy Items: Approval of Amendment to Policies Concerning Facilities Construction – CM (LOCAL)

5. Overview of Regular Agenda Items

No comments or edits were made.

5.1. Finance Items

- a. Approval of Hanger Sublease Agreement at Dallas Executive Airport

5.2. Resolutions

- a. Adoption of Resolution Ratifying Execution of an Easement in Favor of ONCOR Electric Delivery Company, LLC for Installation of Utility Service Lines in a Building being Constructed by Irving ISD Pursuant to a Ground Lease on North Lake Campus

6. Items for Review

6.1. Committee Notes

- a. Finance Committee Notes for March 5, 2024
No comments or edits were made.

7. **Executive Session** was not required.

8. **Adjournment** was at 3:50 p.m.

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

COMMITTEE REPORT NO. 10.1.d.

Chancellor Performance Review Committee Notes for April 30, 2024

A Chancellor Performance Review meeting of the Board of Trustees of Dallas College was held April 30, 2024, beginning at 7:09 a.m. at the administrative building and was broadcast via this [streaming link](#). The meeting was convened by Committee Chair Phil Ritter.

Board Members and Officers Present

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

**Denotes a committee member*

Members Absent

None.

1. Roll Call - Announcement of a Quorum

Trustee Ritter confirmed the presence of a quorum.

2. Certification of Notice Posted for the Meeting

Confirmed by Chancellor Lonon.

3. Citizens Desiring to Address the Board

There were no citizens desiring to address the board.

4. Executive Session

Executive session was held from 7:10 a.m. to 8:15 a.m.

5. Adjournment

The Chancellor Performance Review Committee meeting adjourned at 8:16 a.m.

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

INFORMATIVE REPORT NO. 10.2.

Current Funds Operating Budget Report (March 2024)

The Chancellor presents the report of the current funds operating budget for review for the period ending March 31, 2024.

Receipt of Revenues is on target at this point of the fiscal year.

Actual Expenditures reflects a lower-than-normal percent of budget due to delayed starts on institutional contracts.

DALLAS COLLEGE
2023-2024 CURRENT FUNDS OPERATING BUDGET
REVENUES & EXPENDITURES - UNRESTRICTED FUND
58.3% of Fiscal Year Elapsed

	March 31, 2024				March 31, 2023		
	Spring Revised Budget	Allocated Budget	Year-To-Date Actuals	Percent Budget	Allocated Budget	Year-To-Date Actuals	Percent Budget
REVENUES							
Tuition	\$ 133,200,000	\$133,200,000	\$124,964,990	93.8%	\$127,600,000	\$114,580,269	89.8%
Less: Waivers & Discounts	(26,245,000)	(26,245,000)	(14,158,400)	53.9%	(26,150,000)	(13,194,070)	50.5%
Less: TPEG Set Aside	(6,590,000)	(6,590,000)	(3,046,428)	46.2%	(6,450,000)	(2,759,173)	42.8%
Net Tuition	100,365,000	100,365,000	107,760,162	107.4%	95,000,000	98,627,026	103.8%
State Appropriations	96,999,738	96,999,738	72,749,803	75.0%	91,194,679	51,503,144	56.5%
Financial Aid for Swift Transfer (FAST)	10,200,000	10,200,000	5,180,230	50.8%	-	-	n/a
Taxes	352,100,000	352,100,000	342,984,955	97.4%	338,000,000	330,207,481	97.7%
Grants & Contracts (Work Study)	1,825,000	1,825,000	724,274	39.7%	1,100,000	894,811	81.3%
Investment Income	11,500,000	11,500,000	11,469,876	99.7%	1,025,000	5,025,053	490.2%
General Revenue	1,500,000	1,500,000	951,679	63.4%	2,500,000	36,533,606	1461.3%
Subtotal	574,489,738	574,489,738	541,820,979	94.3%	528,819,679	522,791,120	98.9%
CARES Lost Revenue Recovery	-	-	-	n/a	3,300,000	3,300,000	100.0%
Transfers-in from Other Funds							
Encumbrances & Carry-Forwards	10,000,000	10,000,000	-	n/a	29,227,709	98,187,706	n/a
Use of Cash Reserves	89,600,000	89,600,000	-	n/a	-	-	n/a
Total Revenue	\$ 674,089,738	\$674,089,738	\$541,820,979	80.4%	\$561,347,388	\$624,278,826	111.2%
EXPENDITURES							
Salaries and Wages	\$ 339,992,246	\$333,612,573	\$204,679,304	61.4%	\$309,577,646	\$185,317,781	59.9%
Staff Benefits	39,000,000	41,542,769	28,202,535	67.9%	37,232,700	28,429,352	76.4%
Purchased Services	93,454,393	118,861,619	33,167,710	27.9%	124,660,848	48,345,279	38.8%
Operating Expenses	51,171,661	71,700,750	33,163,284	46.3%	57,659,422	26,967,314	46.8%
Supplies and Equipment	27,571,700	22,247,497	4,126,135	18.5%	19,216,771	7,003,549	36.4%
Subtotal	551,190,000	587,965,208	303,338,969	51.6%	548,347,388	296,063,275	54.0%
Allowance: Operating Contingency	20,799,738	73,624,530	-	0.0%	-	-	n/a
Allowance: Compensation Study Impact	9,000,000	9,000,000	-	0.0%	9,500,000	-	0.0%
Use of Cash Reserves	89,600,000	-	-	n/a	-	-	n/a
Transfers-out to Other Funds							
Grant Match	3,500,000	3,500,000	1,513,428	43.2%	3,500,000	1,982,534	56.6%
Total Expenditures	\$ 674,089,738	\$674,089,738	\$304,852,396	45.2%	\$561,347,388	\$298,045,809	53.1%

INFORMATIVE REPORT NO. 10.5.

Notice of Grant Awards (May 2024)

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

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

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

RECIPIENT

Dallas College- School of ETMS

PURPOSE

P-TECH Expansion at Dallas College is a grant awarded to the Dallas College Foundation funded through Educate Texas, a public-private initiative of Communities Foundation of Texas. The funding purpose is to strengthen and expand P-TECH programs, with a focus on improving P-TECH Outcomes-Based Measures (OBMs) that are monitored by the Texas Education Agency.

PRIORITY

3

FUNDING SOURCECommunities Foundation
of Texas**STUDENTS SERVED**

5,000

AMOUNT

\$136,500.00

TERM2/18/24 –
12/31/2024**RECIPIENT**

Dallas College- Career & Technical Education (CTE)

PURPOSE

The Perkins Basic grant is designed to improve career and technical education programs (CTE) while also addressing achievement gaps among special populations of students.

PRIORITY

7

FUNDING SOURCEDepartment of
Education (via Texas
Education Agency)**STUDENTS SERVED**

25,000

AMOUNT

\$345,801.00

TERM09/01/2023 –
8/31/2024

GRANT AWARDS REPORTED IN FISCAL YEAR 2023-2024	
September 2023	\$1,067,460.00
October 2023	\$1,071,124.00
November 2023	\$6,113,449.00
December 2023	\$4,599,870.00
January 2024	\$0
February 2024	\$2,352,298.00
March 2024	\$2,102,653.00
April 2024	\$134,320.00
May 2024	\$482,301.00
June 2024	
TOTAL TO DATE	\$17,923,475.00

INFORMATIVE REPORT NO. 10.3.

Monthly Change Order Summary (March 2024)

Listed below are the awards and change orders approved by the Chief Financial Officer in March 2024.

CHANGE ORDERS

Premiere Install Movers	10th & 11th Floor Move – One Main Place
<u>Purchase Order</u> PO-000011359	<u>Change Order</u> #1
<u>Scope</u> Provide labor to move all designated furniture from One Main Place to vendor warehouse to be inventoried and organized for distribution to other campuses.	
<u>Change</u> This change order includes the relocation and reinstallation of 50 lockers and 20 bulletin boards to various campuses.	
Contract Amount	\$26,828
Net Change	\$7,350
Revised Contract Amount	\$34,178

Coryell Roofing	Roof Replacement – El Centro
<u>Purchase Order</u> B40507	<u>Change Order</u> #2
<u>Scope</u> To provide roof replacement for El Centro Buildings A, B and C.	
<u>Change</u> This change order includes costs initially paid by Dallas College and later reimbursed by the contractor due to water damage caused by the contractor during construction.	
Contract Amount	\$2,776,253
Prior Change Order (s) Amount	\$64,625
Net Change	\$ (26,001)
Revised Contract Amount	\$2,814,877

Mexzim Corporation	Police Access Improvement – Brookhaven
<u>Purchase Order</u> 000008058	<u>Change Order</u> #1
<u>Scope</u> Furnish all labor and materials necessary to improve the drainage access and police parking at the Brookhaven Campus.	
<u>Change</u> This change order includes the relocation of existing electrical conduit and irrigation piping discovered during excavation	
Contract Amount	\$304,548
Net Change	\$10,140
Revised Contract Amount	\$314,688

INFORMATIVE REPORT. 10.4.

Dallas College Foundation Report (March 2024)

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

Dallas College Foundation Net Assets

09/01/18 \$56,485,722
09/01/19 \$57,812,606
09/01/20 \$64,519,027
09/01/21 \$78,742,047
09/01/22 \$67,927,834
09/01/23 \$73,436,181

Gifts Reported in Fiscal Year 2023-2024

<u>Month Reported</u>	<u>Scholarships</u>	<u>Programs & Services</u>	<u>Total</u>
September 2023	\$ 10,092	\$ 373,621	\$ 383,713
October 2023	\$ 20,851	\$ 372,308	\$ 393,159
November 2023	\$ 834	\$ 943,206	\$ 944,040
December 2023	\$ 18,065	\$ 705,713	\$ 723,778
January 2024	\$1,078,858	\$ 71,497	\$1,150,355
February 2024	\$ 2,126	\$ 321,581	\$ 323,707
March 2024	\$ 116,362	\$ 241,253	\$ 357,615
April 2024			
May 2024			
June 2024			
July 2024			
August 2024			
Total	\$1,247,188	\$ 3,029,179	\$4,276,367

INFORMATIVE REPORT NO. 10.6.



Workforce & Advancement Ascend Institute Report (March 2024)

Company	Samples of Training	Participants	Industry Sector	Training Hours	Contact Hour	Certifications	Revenue	Funding Source
Allegiance Mobile Health	Emergency Procedures	1	Health and Safety	8	8	NREMT-B	\$ 250.00	ST
Bedford Fire Department	Emergency Procedures	1	Health and Safety	8	8	NREMT-B	\$ 250.00	ST
City of Desoto Fire Rescue	Emergency Procedures	6	Health and Safety	8	48	NREMT-B	\$ 1,500.00	ST
City of Desoto Fire Training Center	Medical/Fire Fighting	78	Government	48 - 176	8,914	Firefighter	\$ 780.00	WF
Construction Education Foundation	Plumbing, Electrical	38	Construction	24 - 80	1,480	N/A	\$ 8,665.00	ST
Corsicana Fire Department	Emergency Procedures	3	Health and Safety	8	24	NREMT-B	\$ 750.00	ST
Dallas County Human Resources	Business Productivity	192	Government	2	0	N/A	\$ 6,460.00	WF
Dallas County Juvenile	Welding	24	Government	8 - 112	0	Welding	\$ 14,560.00	WF
Dallas Fire Rescue EMS Division	Emergency Procedures	43	Health and Safety	8	344	NREMT-B	\$ 10,750.00	ST
Denton Fire Department	Emergency Procedures	16	Health and Safety	8	128	NREMT-B	\$ 4,000.00	ST
Duncanville Fire Department	Emergency Procedures	1	Health and Safety	8	8	NREMT-B	\$ 250.00	ST
Education to Go	Medical Coding, Nutrition	4	Healthcare, Entertainment	16 - 48	0	N/A	\$ 282.00	WF
Forney Fire Department	Emergency Procedures	1	Health and Safety	8	8	NREMT-B	\$ 250.00	ST
Irving Fire Department	Emergency Procedures	15	Health and Safety	8	120	NREMT-B	\$ 3,750.00	ST
Lancaster Fire Department	Emergency Procedures	3	Health and Safety	8	24	NREMT-B	\$ 750.00	ST
Lone Star Solar Screens	Team Building	40	Retail	8	320	N/A	\$ 18,000.00	G
Megger	Purchasing	9	Logistics and Chain Supply	48	432	Yes	\$ 15,000.00	WF
Mesquite Fire Department	Emergency Procedures	12	Health and Safety	8	96	NREMT-B	\$ 3,000.00	ST
OTSL	Logistics	44	Logistics and Chain Supply	16 - 18	744	N/A	\$ 29,760.00	G
Pella Windows & Doors of DFW	Excel	7	Manufacturing	4	0	N/A	\$ 800.00	WF
Rockwall County EMS	Emergency Procedures	6	Health and Safety	8	48	NREMT-B	\$ 1,500.00	ST
The Richards Group	Communication	11	Advertising	8	88	N/A	\$ 3,520.00	G
UT Southwestern Medical Center	Basic Peace Officer	1	Public Safety	76	76	Basic Peace Officer	\$ 375.00	ST
March 2024	TOTAL:	556			12,918		\$ 125,202.00	

CT Reimbursable Yes (Y) or No (N)

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

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

FY24 Cumulative Totals	Participants	Contact Hours	Revenue
September 2023	6,470	175,112	\$ 1,165,994.35
October 2023	1,674	23,537	\$ 484,866.00
November 2023	2,295	22,860	\$ 543,250.00
December 2023	2,821	56,449	\$ 737,474.86
January 2024	1,443	70,308	\$ 345,096.25
February 2024	1,881	67,228	\$ 423,572.00
March 2024	556	12,918	\$ 125,202.00
2023 -2024 YTD TOTALS:	17,140	428,412	\$ 3,825,455.46



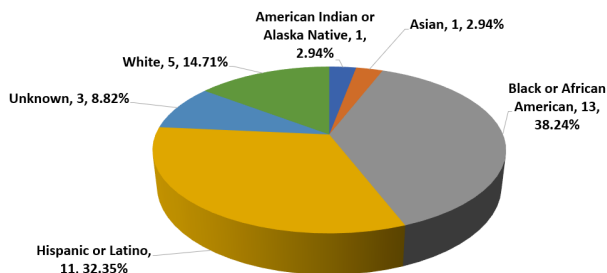
Dallas College Human Capital New Hire/Position Report

Mar 13, 2024 – Apr 12, 2024

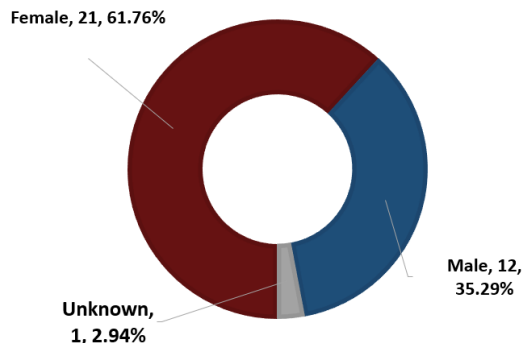
TALENT ACQUISITION PROFILE

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

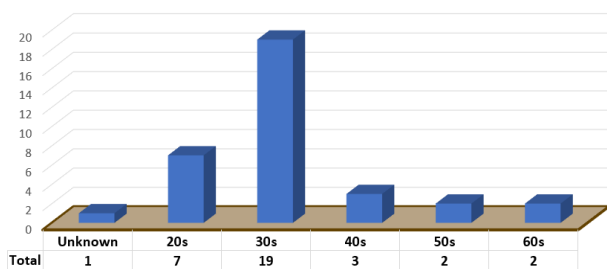
Ethnicity



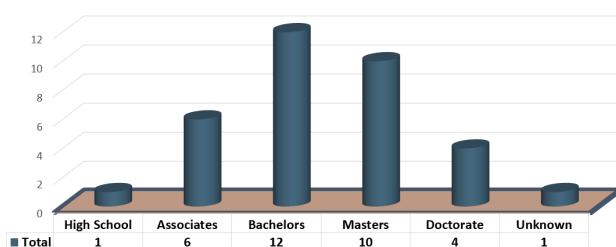
Gender



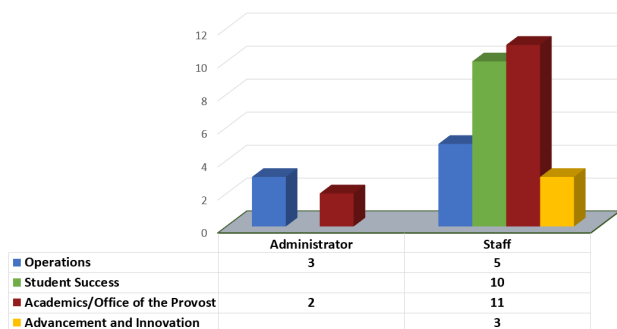
Age



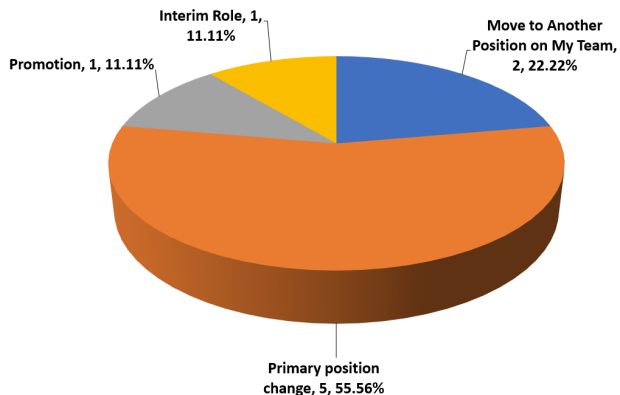
Education



Functional Areas by Position Type



Position Changes





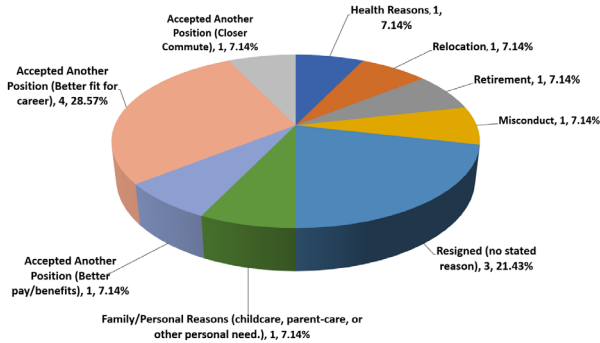
Dallas College Human Capital New Hire/Position Report

Mar 13, 2024 – Apr 12, 2024

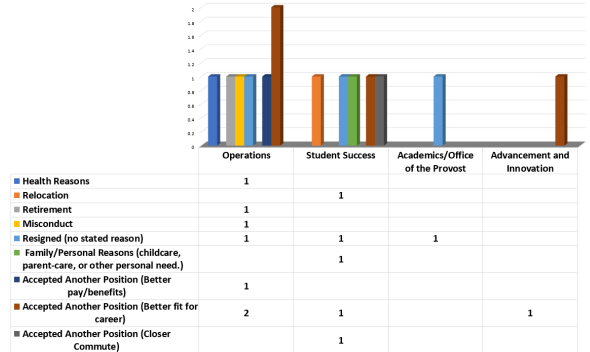
FULL-TIME TERMINATION PROFILE

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

Terminations



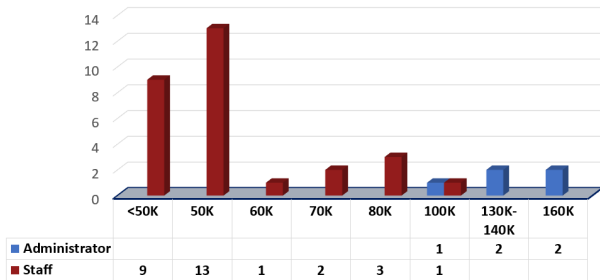
Terminations by Functional Area



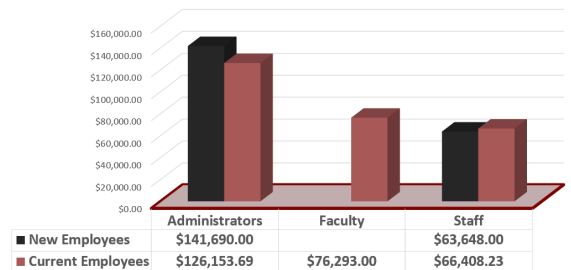
COMPENSATION PROFILE

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

Salary Ranges by Position Type



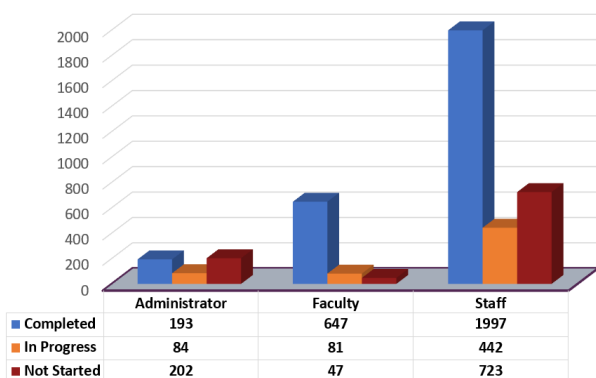
Salary Averages



EMPLOYEE TRAINING PROFILE

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

Training Completion Hours by Position Type



Top 5 Training Topic Completions

Training Titles	Completions
2023-2024 Title IX and Sexual Harassment Prevention Training	164
2023-2024 Emergency Preparedness Training	162
2023-2024 FERPA Training	160
2023-2024 Cybersecurity Awareness Training	156
2023-2024 Annual Accessibility Training	147

Note: "Completion" indicates employees who enrolled, attended, and successfully completed.



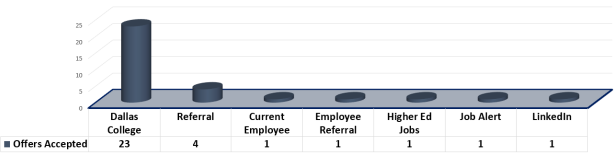
Dallas College Human Capital New Hire/Position Report

Mar 13, 2024 – Apr 12, 2024

RECRUITING PROFILE

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

All Recruiting Methods



All Recruiting Methods (Offers Accepted)

