



## REGULAR BOARD MEETING OF THE BOARD OF TRUSTEES

**TUESDAY, APRIL 18, 2023  
6:00 PM**

**Alamo Colleges District  
Multipurpose Conference Center/Board Room  
2222 N. Alamo St.  
San Antonio, TX 78215**

NOTICE IS HEREBY GIVEN THAT THE REGULAR BOARD MEETING OF THE BOARD OF TRUSTEES OF THE ALAMO COMMUNITY COLLEGE DISTRICT WILL BE HELD AT THE PHYSICAL LOCATION REFERENCED ABOVE ON TUESDAY, APRIL 18, 2023. ONE OR MORE TRUSTEES MAY ATTEND REMOTELY BY VIDEOCONFERENCE PROVIDED THAT A QUORUM OF TRUSTEES ATTEND BY PHYSICAL PRESENCE AS AUTHORIZED BY TEXAS GOVERNMENT CODE SECTION 551.127. THE REGULAR BOARD MEETING OF THE BOARD WILL CONVENE IN OPEN SESSION AT 6:00 PM.

This Regular Board Meeting of the Board of Trustees, being held for the reasons listed below, is authorized in accordance with the Texas Government Code, §§ 551.001 - 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of the Chancellor. Executive Session, if required, is authorized by Chapter 551 and will be conducted prior to the conclusion of the meeting. If it is decided during the course of the meeting that discussion of any item listed on the agenda should be held in Executive Session, the Board will convene in Executive Session in accordance with Tex. Govt. Code §§ 551.071 - 551.094. In order to vote on items discussed in Executive Session, the Board of Trustees must take action in the open portion of the meeting on items discussed in the Executive Session. The Board will consider, discuss, and take appropriate action regarding the following items:

### **AGENDA**

1. **CALL TO ORDER**
2. **CERTIFICATION AND POSTING**
3. **ROLL CALL**
4. **PLEDGE OF ALLEGIANCE**
5. **INVOCATION** - *Dr. Denetria Brooks-James*, Assistant Professor, Coordinator for the Social Work Development Department, San Antonio College
6. **MEMORIALS**
7. **RECOGNITIONS**
  - 7.A. AlamoPROMISE Student of the Month (March) - *Benito Sandoval*, St. Philip's College  
**Presenter:** Dr. Adena Loston
  - 7.B. AlamoPROMISE Student of the Month (April) - *Arnold Escobedo*, San Antonio College  
**Presenter:** Dr. Naydeen Gonzalez-De Jesus
  - 7.C. Alamo Colleges District Employee of the Month - *Gwendalyn Davis*, Northwest Vista

College

**Presenter:** Jennifer Comedy-Holmes

7.D. Westside Education & Training Center - *Andrea "Vocab" Sanderson*

**Presenter:** Xavier Urrutia

7.E. National Council of Marketing & Public Relations (NCMPR) Paragon Awards - Northwest Vista College, Palo Alto College, and Alamo Colleges District

**Presenter:** Renata Serafin, Keyhla Calderon-Lugo, and Kristi Wyatt

**8. CITIZENS TO BE HEARD**

8.A. Registration: 5:00 PM - 5:55 PM

**9. CHAIR'S REPORT - Roberto Zarate**

9.A. Community Outreach; All Star Children Honoring Dr. Flores, AlamoTOGETHER Summit

**10. CHANCELLOR'S REPORT**

10.A. MOSAICO Recognition

**Presenter:** Bart Simpson

**11. STUDENT SUCCESS COMMITTEE, Anna U. Bustamante, Chair**

11.A. Student Trustee Update

**Presenter:** Cara Sullivan

11.B. Discussion and Possible Action on the Honorary Associate of Arts Degree Recipient at Alamo Colleges District - Northwest Vista College (Ann L. Helmke)

**Presenter:** Debi Gaitan

11.C. Discussion and Possible Action on the Honorary Associate of Arts Degree Recipient at Alamo Colleges District - Northwest Vista College (Rosalyn Falcon Collier)

**Presenter:** Debi Gaitan

11.D. Discussion and Possible Action on the Honorary Associate of Arts Degree Recipient at Alamo Colleges District - Northwest Vista College (Susan Ives)

**Presenter:** Debi Gaitan

11.E. Discussion and Possible Action on the Honorary Associate of Arts Degree Recipient at Alamo Colleges District - Northeast Lakeview College (Hazel Feldman)

**Presenter:** Dr. Veronica Garcia

11.F. Discussion and Possible Action on the Honorary Associate of Arts Degree Recipient at Alamo Colleges District - Palo Alto College (Kevin Voelkel)

**Presenter:** Dr. Robert Garza

11.G. Discussion and Possible Action on the Honorary Associate of Science Degree Recipient at Alamo Colleges District - San Antonio College (Robert. L Santos)

**Presenter:** Dr. Naydeen Gonzalez-De Jesus

11.H. Discussion and Possible Action on Honorary Associate of Applied Science in Business Management and Technology Degree Recipient at St. Philip's College (Rachell Hathaway)

**Presenter:** Dr. Adena Williams Loston

**12. AUDIT, BUDGET AND FINANCE COMMITTEE, Dr. Yvonne Katz, Chair**

12.A. Discussion and Possible Action on Approval of the Alamo Colleges 2023 Retirement Incentive Program

**Presenter:** Linda Boyer-Owens

**13. WORKFORCE DEVELOPMENT COMMITTEE, Dr. Gene Sprague, Chair**

13.A. Discussion and Possible Action on Approval of Northeast Lakeview College Associate of Applied Science Degree in Cloud Computing

**Presenter:** Will Fanning and Sharon Nittinger

**14. BUILDING, GROUNDS & SITES SELECTION COMMITTEE, Gloria Ray, Chair**

14.A. Discussion and Possible Action on the Purchase of Construction Manager at Risk (CMAR) Services

**Presenter:** Greg McClure

**15. LEGISLATIVE COMMITTEE, Joe Alderete, Jr., Chair**

15.A. Legislative Report

16. **POLICY AND LONG-RANGE PLANNING COMMITTEE, Dr. Lorraine Pulido, Chair**

16.A. Discussion and Possible Action on Approval of Report of Policies Reviewed with No Substantive Changes

17. **PERSONNEL**

17.A. Discussion and Possible Action on Promotions in Academic Rank

**Presenter:** Linda Boyer-Owens

17.B. Discussion and Possible Action on Reappointment of Full-time Faculty

**Presenter:** Linda Boyer-Owens

17.C. Discussion and Possible Action on Appointment of Administrators

**Presenter:** Linda Boyer-Owens

17.D. Discussion and Possible Action on Grievance of Lewis R. Hinojosa

18. **CONSENT AGENDA**

18.A. Discussion and Possible Action on Consent Agenda Items

18.B. Approval of Board Meeting Minutes

18.B.1) Discussion and Possible Action on Approval of Minutes of the Meeting of the Board of Trustees - Meeting as a Committee of the Whole on March 11, 2023

18.B.2) Discussion and Possible Action on Minutes of the Regular Board Meeting on March 18, 2023

18.C. Internal Audit Department Monthly Activity Report

18.D. Discussion and Possible Action on Acceptance of Private Gifts to the Alamo Colleges Foundation and Alamo Colleges District

18.E. Department of Public Safety Monthly Clergy Act Activity Report

18.F. Discussion and Possible Action on Approval of Federal College Work Study (FCWS) Report

18.G. Discussion and Possible Action on Approval of Report of Policies Reviewed with No Substantive Changes

18.H. Fiscal Services Reports

18.I. Discussion and Possible Action on Monthly Contracts Report

18.J. Discussion and Possible Action on Monthly Grants and Contracts Report

18.K. Discussion and Possible Action on Approval of Construction Reports

18.L. Capital Improvement Program (CIP) Executive Summary

18.M. Discussion and Possible Action on Approval of Financial Reports

18.N. Discussion and Possible Action on Approval of Monthly Report on Cooperative Purchases in Excess of \$200,000

18.O. Discussion and Possible Action on Approval of Investment Report Through February 28, 2023

19. **EXECUTIVE SESSION**

19.A. The Board may go into Executive Session to deliberate on any item referenced in this agenda for open session or executive session based on the following potential exceptions under the Act.

19.B. Pursuant to §551.071, Texas Government Code, the Board may consult with its attorney(s) to seek their advice on any matter(s) in which the duty of the attorney(s) to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.

19.C. Pursuant to §551.072, Texas Government Code, the Board may deliberate the purchase, exchange, lease or value of real property including, without limitation, the potential acquisition of real property for site expansion and renovation.

19.D. Pursuant to §551.074, Texas Government Code, the Board may deliberate the appointment, employment, evaluation, reassignment, duties, performance of duties, discipline, or dismissal of a public officer or employee(s), including, without limitation, the Chancellor.

19.E. Any action on these matters will be taken in Open Session.

**20. RECONVENE OPEN MEETING**

20.A. Discussion and Possible Action on Items Discussed in Executive Session.

**21. SETTING OF NEXT MEETING DATE**

21.A. Regular Meeting of the Alamo Colleges Board of Trustees is scheduled for May 16, 2023

**22. ADJOURNMENT**

POSTED AT THE  
ALAMO COMMUNITY COLLEGE DISTRICT  
2222 N. Alamo St.; San Antonio, TX 78215 at  
POSTED AT 5:30 PM ON THIS 14TH DAY OF APRIL 2023

This meeting site is wheelchair accessible. The accessible entrance is located at the side entrance of Multipurpose Conference Center/Board (Building D). Accessible parking spaces are located in front of Building C, located in the parking lot that faces N. Alamo Street. Auxiliary aids and services are available upon request (interpreters for the hearing impaired must be requested twenty-four hours prior to the meeting) by contacting the Board of Trustees Office at [dst-board@alamo.edu](mailto:dst-board@alamo.edu).

“The following notices apply to this meeting.

“Pursuant to Section 30.06, Penal Code, a person may not enter this property with a concealed handgun, whether or not that person is licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law).”

Pursuant to Section 30.07, Penal Code, a person may not enter this property with a handgun that is carried openly, whether or not that person is licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law).”

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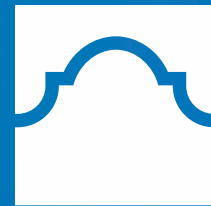
Dr. Mike Flores  
Chancellor

# Employee Memorials

Regular Meeting of the Board of Trustees  
April 18, 2023

**Linda Boyer-Owens, SPHR, SHRM-SCP**

Associate Vice Chancellor for Talent, Organization, and  
Strategic Innovation



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient

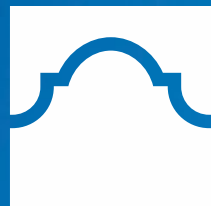
Achieving the Dream  
LEADER COLLEGE  
OF DISTINCTION

# Employee Memorials

**Alberto Manuel Marin**  
DPS Lieutenant,  
District Support Operations  
Employed: 08/04/2006 to 02/28/2021  
Departed: February 4, 2023



Thank you.



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



Achieving the Dream LEADER  
COLLEGE  
OF DISTINCTION



## AlamoPROMISE Student of the Month: Benito Sandoval

- Graduate of Southside High School
- A Student in the Automotive Technology Program
- Planning to graduate from SPC with an Associate of Applied Science Degree in Fall 2023
- 3.81 GPA
- His ultimate goal is to become a Certified Automotive Service Excellence Technician

“This is like a dream come true, being the first in my family to attend college, it is an honor to be here.” – Benito Sandoval





**AlamoPROMISE STUDENT OF THE MONTH  
March 2023**

**Benito Sandoval  
St. Philip's College | 3.81 GPA**

Benito Sandoval is a San Antonio, Texas native who graduated from Southside High School in 2021. Initially, he did not expect to go to college because he did not think he could afford it. Fortunately, the AlamoPROMISE Program came along therefore giving him the opportunity to attend St. Phillip's College, which he has thoroughly enjoyed thus far.

Mr. Sandoval is enrolled in the Automotive Technology Program and is looking forward to becoming a certified Automotive Service Excellence Technician upon the completion of his Associate of Applied Science. He was inspired to pursue Automotive Technology by his family members who are mechanics. He credits his family for his success through their guidance, support, motivation, and sacrifice.

Professor Adam Moore who nominated Mr. Sandoval noted that he completed his course with the highest score in the class, always asked for help when he needed it, and was an excellent student. Mr. Sandoval currently has a 3.81 Overall GPA.

Please help me in congratulating **Benito Sandoval**  
as the **March 2023**  
AlamoPROMISE Student of the Month

# Arnold Escobedo

Arnold is a San Antonio native, first-generation college student who chose San Antonio College for its affordable tuition cost. After graduation, Arnold's goals are to continue his higher education at a 4-year University, join one of the branches of the U.S. military, most likely the U.S. Navy, and to establish a stable income by creating a side business.

Arnold maintains a 4.0 GPA at San Antonio College. Since joining SAC, Arnold works as a front desk receptionist at the Student Enrichment Center, assisting with Guest Speaker Series events. In addition, Arnold is a musician, playing various instruments and performing in student concerts. He enjoys continuously learning and growing as a person. Arnold is grateful to his peers and professors who have supported and pushed him to be successful here at San Antonio College.





**AlamoPROMISE STUDENT OF THE MONTH**  
**April 2023**

**Arnold Escobedo**  
**San Antonio College**

**Arnold Escobedo** is the April 2023 AlamoPROMISE Student of the Month.

Arnold is a San Antonio native, first-generation college student who chose San Antonio College for its affordable tuition cost. After graduation, Arnold's goals are to continue his higher education at a 4-year University, join one of the branches of the U.S. military, most likely the U.S. Navy, and to establish a stable income by creating a side business.

Arnold maintains a 4.0 GPA at San Antonio College. Since joining SAC, he has been impressed by the multiple resources offered to ensure student success. Arnold works as a front desk receptionist at the Student Enrichment Center, assisting with Guest Speaker Series events. In addition, Arnold is a musician, playing various instruments and performing in student concerts. He enjoys continuously learning and growing as a person. Arnold is grateful to his peers and professors who have supported and pushed him to be successful here at San Antonio College.

Please help me in congratulating **Arnold Escobedo**  
as the **April 2023**  
AlamoPROMISE Student of the Month



April 18, 2023

Dear Alamo Colleges Board of Trustees:

I am very thankful and filled with gratitude for being selected to represent San Antonio College (SAC) for the AlamoPromise Student of the Month. I am greatly honored and extremely proud to be nominated for this unique moment. I am Arnold Escobedo, a first-generation college student majoring in Liberal Arts at SAC who strives to achieve success with a strong mindset of hard work and dedication. My main goal is to receive a higher level of education, and being at SAC has allowed me to achieve it and continue growing my passion for learning.

During my time at SAC, I have been able to experience a wonderful college life and the many different services that are provided by Alamo Colleges within SAC to ensure each student's success, such as the Student Advocacy Center and the Student Enrichment Center. Being a student at SAC also allowed me to experience many new moments in my life such as working my first job as a desk receptionist within the Student Enrichment Center, which allowed me to meet many of my closest friends and mentors. I never imagined a community college could offer so much success to each student, and I am glad I chose SAC to start my college education.

Because of the AlamoPromise program, I felt reassured attending an Alamo College without facing any financial risk, and I will never regret choosing the Alamo Colleges District for my college education. I am proud to be a student at SAC and be part of the astounding Alamo Colleges community. All of Alamo Colleges District respectfully and evidently show care for all their students and families. Once again, thank you for choosing me and giving me the honor to be the AlamoPromise Student of the Month.

Sincerely,

Arnold Escobedo



**Gwendalyn Davis**  
**Library Assistant, Northwest Vista College**

Gwendalyn Davis is a library assistant at Northwest Vista College. She is no stranger to the campus as she graduated from NVC in 2017. Now she is back and excited about supporting students the way staff supported her. She is passionate about literature and connecting with the community. When she is not studying for her BA in English literature and language, Gwen can be found crafting, writing, and working on innovative events in the library with her colleagues. She developed multiple iterations of an escape room for student information literacy, employee development, and EduTech. She has also utilized social media to reach out to the community using the library mascot, Biblio. After graduating with her BA in August, Gwen has plans to pursue her Master's Degree in Library Science.



ALAMO COLLEGES DISTRICT  
Northwest Vista College



# Alamo Colleges District

## 2023 National Paragons Awards

### **Andrew Valdez**

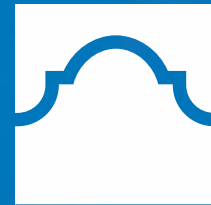
Director of Creative Communications  
Alamo Colleges District

### **Renata Serafin**

Director of Marketing & Strategic Communications  
Northwest Vista College

### **Keyhla Calderon-Lugo**

Director of Marketing & Strategic Communications  
Palo Alto College



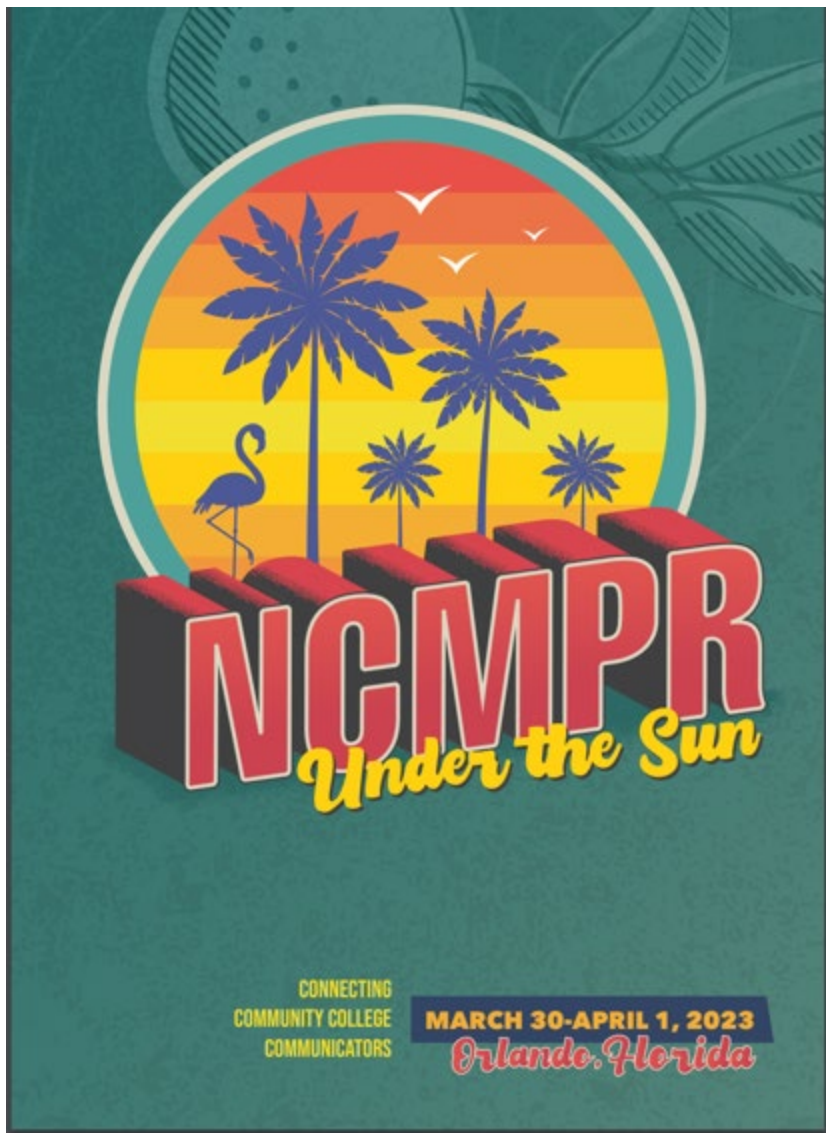
ALAMO  
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ACHIEVING THE DREAM  
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OF DISTINCTION

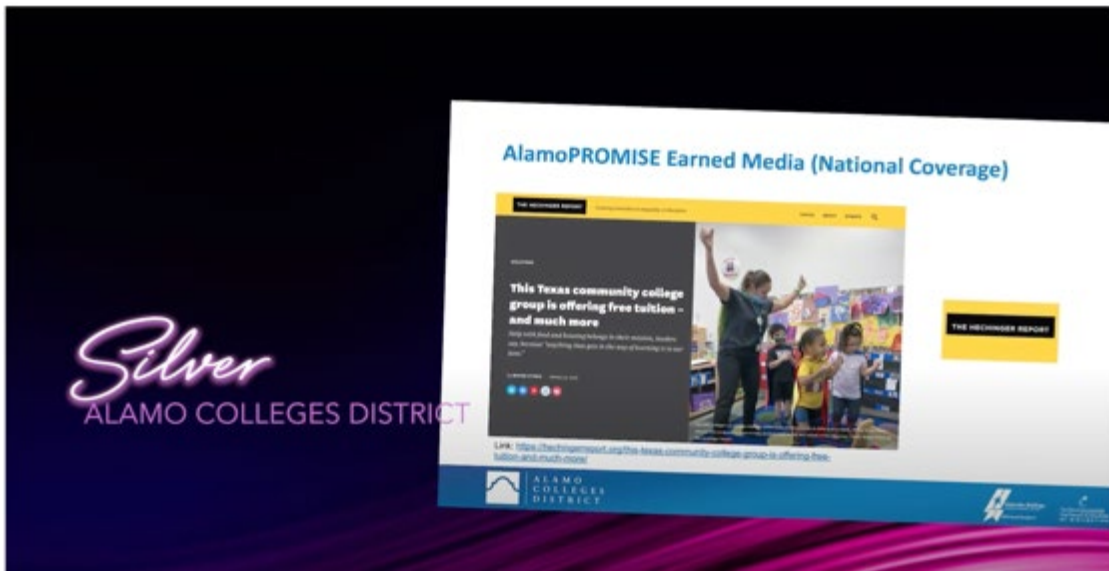


# NCMPR

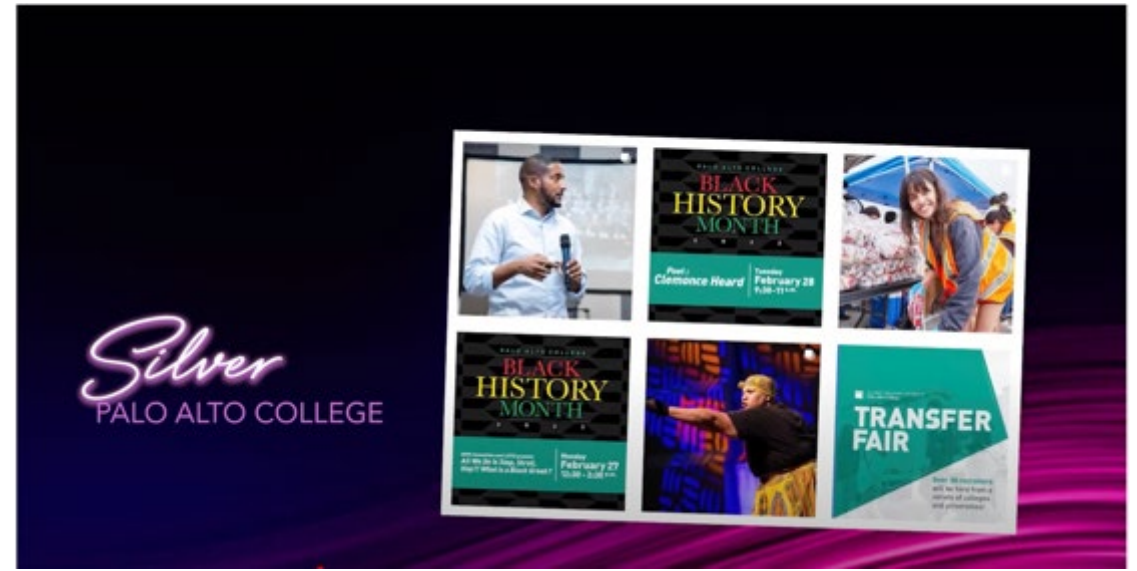
National Council for Marketing & Public Relations

The National Council for Marketing & Public Relations is the only organization of its kind that exclusively represents marketing and public relations professionals at community and technical colleges. As one of the fastest-growing affiliates of the American Association of Community Colleges, NCMPR has more than 1,700 members from nearly 650 colleges across the United States and Canada.

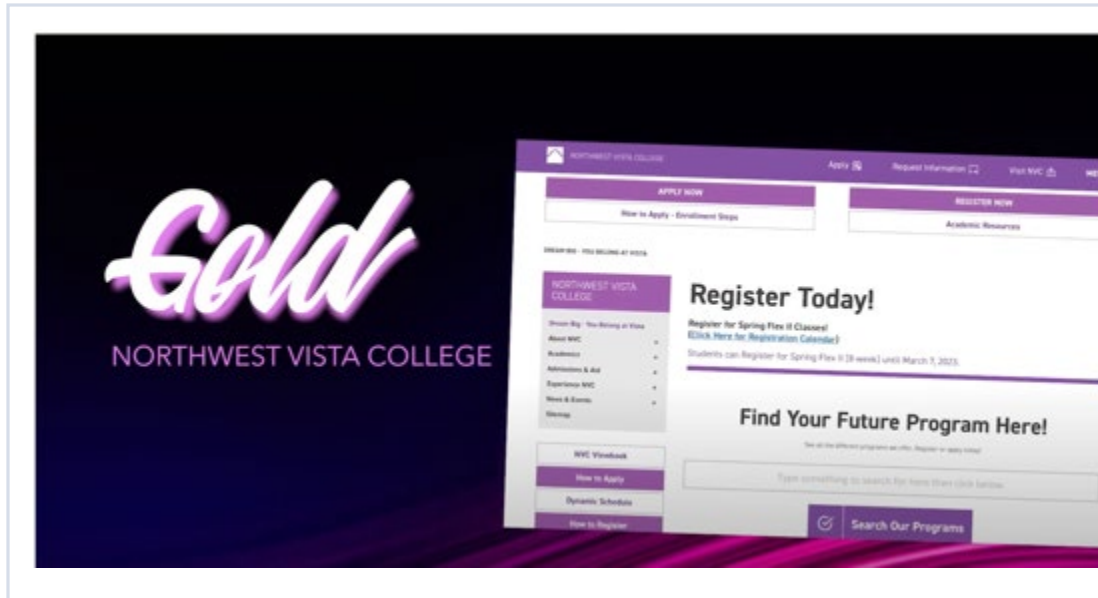
NCMPR's prestigious Paragon Awards recognize outstanding achievement in design and communication at community and technical colleges. It's the only national competition of its kind that honors excellence exclusively among marketing and PR professionals at two-year colleges



**Communications Success Story – AlamoPROMISE**  
Silver – Alamo Colleges District



**Social Media Page - Instagram**  
Silver – Palo Alto College



**Microsite**  
Gold – Northwest Vista College

Thank you.



ALAMO  
COLLEGES  
DISTRICT



### **B.8.1 (Policy) Board Meetings**

Responsible Department: Office of the Chancellor, Legal Services

Board Adoption: 8-18-09

Last Amended: 8-20-19

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#### **Transacting Business**

Official Board action shall be taken only in a manner, and at meetings, complying with the Texas Open Meetings Act (Texas Government Code Chapter 551). The affirmative vote of a majority of all Board members shall be required to transact business (see Texas Government Code 311.013). Each action of the Board supported by the majority is binding on the whole Board (see Texas Government Code 130.082(d)).

Problems presented to the Board require the collection and presentation of data pertinent to the solution of said problems. Only when such data have been considered and the Board has had ample opportunity to discuss the problem fully, should a decision be reached.

#### **Minutes**

Board action shall be carefully recorded by the Board Liaison or designee; when approved, these minutes shall serve as the legal record of official Board actions. The transcribed minutes of all meetings shall be approved by vote of the Board and signed by the Board Liaison or designee.

#### **Certified Agenda**

A certified agenda shall be kept of each and any “executive” or other closed session of the Board or any Committee, and the Presiding Officer shall certify that same is a true and correct reflection of matters therein deliberated. Such certified agenda shall include an announcement by the Presiding Officer of the times of commencement and conclusion of such closed session. No person shall divulge to any person the certified agenda of any closed session under penalty of law (see Texas Government Code 551.146), or the substance of matters discussed in closed session, other than internally to the extent appropriate to carry out their assigned duties, other than pursuant to lawful authority.

#### **Location**

Unless otherwise provided in the agenda for a meeting, Board meetings, including meetings of the Board as a Committee of the Whole, shall be held at the Multipurpose Conference Center/Board Room of the District Services Organization building located at 2222 N. Alamo St.

#### **Date and Time**

Regular voting meetings of the Board shall normally be held on the third Tuesday of each month, excepting only June and November. Meetings of the Board as a Committee of the Whole shall precede voting meetings and shall normally be held on the second Tuesday of each month. The Board shall convene in public at 6:00 p.m. At meetings of the Board meeting as a Committee of the Whole, the Board may discuss issues and proposals on the agenda, but may not take any voting action or pass any minute orders or resolutions, but may request changes in proposed minute orders or resolutions to be brought to the Board at a regular voting meeting.

### **B.8.1 (Policy) Board Meetings**

Responsible Department: Office of the Chancellor, Legal Services

Board Adoption: 8-18-09

Last Amended: 8-20-19

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The Board may adjourn into a closed executive session conducted in accordance with the Texas Open Meetings Act, Chapter 551 of the Texas Government Code, and other state law, and shall reconvene in open session to address the remaining items on the agenda.

When necessary, the Board Chairperson may change the date or time of a regular meeting, *e.g.*, to accommodate Trustee conference attendance, College District holidays or an inability to gain a quorum. Anticipated conflicts will be resolved and an annual schedule published in advance. In the case of any differently scheduled regular meeting or of any special meeting, Trustees shall be contacted by the Board Liaison to determine their availability to attend. The posted agenda for that meeting shall reflect the changed date or time.

#### **Special Meetings**

The Chairperson of the Board may call special meetings of the Board at the Chairperson's discretion and shall do so if requested by three Trustees, provided that the date selected should enable most Trustees to attend, although in cases of acute need the availability of a simple quorum on the date selected shall suffice.

#### **Notice and Agenda**

Prior to each Board meeting including meetings of the Board as a Committee of the Whole, the Chancellor, at the direction of the Chairperson or acting Chairperson of the Board, shall prepare and post an agenda at least 72 hours prior to the meeting commencement and furnish a copy of same to each Trustee for his/her guidance and information at or about the time of the posting.

The Chancellor or designee is charged to determine and submit all agenda items. However, the Chairperson or any three Trustees can place an item on the Board agenda by submitting it, in writing, to the Chancellor, at least ten working days prior to the meeting. If such inclusion is opposed by the Administration, the proposer may have the issue reviewed by the Board Chairperson for a final determination following the Chairperson's consultation with the Chancellor. If the Board Chairperson overrules the Chancellor, then the Board shall consider whether it wishes for that category of agenda item to be included in future agendas thereafter at its next regular meeting.

Notice of all meetings shall provide for the possibility of a closed meeting during an open meeting, as provided by law.

The order of business for all Board meetings, including meetings of the Board as a Committee of the Whole, shall be as set out in the posted agenda. At the meeting, the order in which agenda items are taken may be changed by the Chairperson.

#### **Meeting Procedures**

The Board shall observe the parliamentary procedures as found in *Robert's Rules of Order, Newly Revised*, except as otherwise provided in Board procedural rules or by law. Procedural rules may be suspended at any meeting by majority vote of the members present.

A trustee's motion and trustee's second shall be recorded by name along with results of the vote. A Call for Vote is required on items pertaining to the Tax Rate and the Tax Assessment Roll.

### **B.8.1 (Policy) Board Meetings**

Responsible Department: Office of the Chancellor, Legal Services

Board Adoption: 8-18-09

Last Amended: 8-20-19

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#### **Consent Agenda**

When the agenda is prepared, the Board Chairperson in consultation with the Chancellor shall determine items, if any, that qualify to be placed on the consent agenda. A consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. For each item listed as part of a consent agenda, the Board shall be furnished with background material. All such items shall be acted upon by one vote without separate discussion, unless a Board member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote.

#### **Discussion**

Discussions shall be addressed to the Chairperson of the Board and then the entire membership. Discussion shall be directed solely to the business currently under deliberation, and the Board Chairperson shall halt discussion that does not apply to the business before the Board.

The Board Chairperson shall also halt discussion if the Board has agreed to a time limitation for discussion of an item, and that time limit has expired. Aside from these limitations, the Chairperson shall not interfere with debate so long as members wish to address themselves to an item under consideration.

#### **Public Participation**

Audience participation at a Board meeting is limited to the public comment portion of the meeting designated for that purpose. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless recognized by the presiding officer.

The Board shall allot a portion of all Board and Board Committee meetings to hear persons who desire to make comments to the Board. Persons who wish to speak to the Board must sign up with the presiding officer or designee before the meeting begins and indicate the topics about which they wish to speak and whether they wish to speak when the agenda item to which their comments pertain is heard, or rather under a general public comment agenda item preceding non-ceremonial, non-honorific agenda items, during which speakers wishing to comment on a matter not reflected in any specific agenda item will be heard. The Chair shall determine the order of public comment and Board deliberation for each agenda item. The Board may react to public comments only during a specific agenda item due to requirements of law. The Chair shall not permit debate between speakers and Trustees, but may at discretion permit a single speaker a brief follow-up comment. No more than one hour shall be devoted to public comment at any single meeting, except that a majority of the Board may vote to expand or restrict this limit. The Chair may solicit a vote of a majority of the Board to further reduce time otherwise allotted to speakers to accommodate this limit.

No presentation shall exceed three (3) minutes unless the time is increased by majority vote of the Board. If ten (10) or more persons sign up to comment on a specific item, each such speaker may be limited to two (2) minutes by majority vote of the Board. The Board may use translation equipment in a manner that allows the Board to hear translated public testimony simultaneously.

### **B.8.1 (Policy) Board Meetings**

Responsible Department: Office of the Chancellor, Legal Services

Board Adoption: 8-18-09

Last Amended: 8-20-19

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If a speaker needs a translator and the College District is not providing simultaneous translation equipment, the time limit upon that speaker's comments shall be doubled in order to ensure that the non-English speaker receives the same opportunity to address the Board as English-speakers.

Only persons recognized by the Board Chairperson may speak. A person's right to address the Board may be withdrawn if the person (1) uses abusive, indecent, profane or vulgar language or gestures, or language likely to incite a breach of the peace: (2) engages in a personal, verbal attack on any person, including a Board member or employee of the College District, (3) becomes boisterous or makes unreasonable noise, or (4) engages in conduct likely to prevent, interfere with, or otherwise obstruct a lawfully called meeting,. The Board Chairperson will give such a person one warning to stop the misconduct, and if the misconduct continues, the Board Chairperson may revoke the right to speak, order the person removed, or both. If the Chairperson does not enforce these requirements, any Board member may move for enforcement, and an affirmative vote by the majority will result in enforcement.

None of the above restrictions shall prevent the Board from consulting with personnel who may have information germane to the matters under consideration.

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the posted agenda.

The presiding officer or designee shall determine whether a person addressing the Board has attempted to solve a matter administratively through resolution channels established by policy and procedure. If not, the person shall be referred to Procedure [B.8.1.1](#) to seek resolution. The Board Chairperson shall not allow employee or student complaints at Citizens to Be Heard without determining that the speaker has exhausted available administrative remedies.

Should student or faculty groups wish to interact with the Board regarding substantive issues already worked with the Administration, or should Trustees seek their input, the Board Chairperson, after consultation with the Chancellor, may schedule a brief special Board meeting before the commencement of a regular Board meeting, or an agenda item for a Board retreat, from time to time for that purpose.

It is a criminal offense for a person, with intent to prevent or disrupt a lawful meeting, to substantially obstruct or interfere with the ordinary conduct of a meeting by physical action or verbal utterance and thereby curtail the exercise of others' First Amendment rights. The Board shall not tolerate disruption of the meeting by members of the audience. If, after at least one warning from the presiding officer, any person continues to disrupt the meeting by his/her words or actions, the presiding officer may request assistance from law enforcement officials to have the person removed from the meeting.

A summary of the above information will be explained by the Board Chair at each Board and Board Committee meeting or otherwise made available to attendees.

### **B.8.1 (Policy) Board Meetings**

Responsible Department: Office of the Chancellor, Legal Services

Board Adoption: 8-18-09

Last Amended: 8-20-19

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#### **Guest Broadcasting/Taping/Recording**

The Board encourages the press, the media, and all interested individuals to attend Board meetings and to videotape or record all or any part of the open proceedings. To this end, the College District and its staff shall seek to facilitate all reasonable requests related to videotaping or recording activities. In accomplishing these goals, the Board does not intend to prevent or unreasonably impair camera coverage or tape recording; however, persons using a tape recorder, video camera, or other means of sonic or visual reproduction shall abide by the following rules:

1. All equipment that requires setting up must be assembled at least 15 minutes prior to the start of the meeting.
2. No strobes, flash lighting, or other bright lights that would impair the conduct of the meeting shall be used, unless approval has been obtained from the presiding officer before the meeting.
3. The Board proceedings shall not be interrupted for the purpose of accommodating any individual's camera coverage or tape recording. Any interviews during the meeting shall be conducted outside of the meeting chamber.
4. The presiding officer at the meeting may stop the sonic or visual reproduction if the individual operating the equipment or the equipment is being disruptive or in any way interfering with the orderly conduct of the Board meeting.
5. Stationary equipment that requires setting up shall not be taken down during the course of the meeting, but may be removed during a recess or after the meeting is over.
6. No tape recorder or video camera shall be allowed in a closed session, except as may be authorized by the Board.

The following additional rules shall apply to Board meetings held at College District facilities:

1. Once a meeting has started, no one shall be permitted to operate a tape recorder, video camera, or any other means of sonic or video reproduction in the center aisle of the meeting room.
2. Once the meeting has started, no tape recorder, video camera or other means of sonic or visual reproduction shall be operated from the door behind the podium.
3. No tape recorder, video camera, or other means of sonic or visual reproduction shall be operated from the podium.

*Legal Reference - TACC Policy Reference Manual*

BD(LEGAL) - Board Meetings

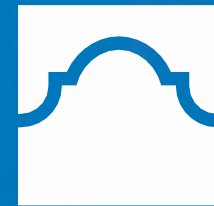
BDA(LEGAL) - Board Meetings: Closed Meetings

BDB(LEGAL) - Board Meetings: Public Participation

SACSCOC – Section 2 – Core Requirements, 2.2 Board Meetings

# MOSAICO 2023 Gala Recap

Barton T. Simpson, Executive Director  
*Alamo Colleges Foundation*



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient

Achieving the Dream  
LEADER  
COLLEGE  
OF DISTINCTION

# OUR MOONSHOT

Partnering to end poverty through education and training in the Greater San Antonio region.



ALAMO  
COLLEGES  
DISTRICT





# THANK YOU TO OUR SPONSORS

## PRESENTING



## LEAD



## DIAMOND

Muriel F  
Siebert  
Foundation



## PLATINUM



## GOLD



## SILVER



EDUCATE TEXAS  
A COMMUNITIES FOUNDATION OF TEXAS



Intech Southwest Services



ALAMO COLLEGES FOUNDATION



ALAMO COLLEGES DISTRICT



TEXAS A&M UNIVERSITY  
SAN ANTONIO



## BRONZE

Bakke Development Corp  
Bexar County Community Arenas Board  
Beldon Roofing and Remodeling  
Broadway Bank  
The Honorable Henry G. Cisneros  
Gorman Foundation  
Deborah Knapp  
The Herrera Law Firm  
IBC Bank  
McLemore Building Maintenance  
Methodist Healthcare Ministries  
NRP Group  
O'Connell Robertson  
Port San Antonio  
San Antonio Water System  
Susser Bank/Independent Contractors  
SWBC  
Law Offices of Tyler & Peery  
Marty Wender

## PATRON

Alamo Colleges:  
Northeast Lakeview College  
Northwest Vista College  
Palo Alto College  
St. Philip's College  
San Antonio College  
Cavender Cares  
Cindy Taylor Group  
Laurence Kurth  
John McFadden  
Professional Tour Guide  
Association of San Antonio  
San Antonio Chamber of Commerce/S.A.  
Hispanic Chamber of Commerce  
Santana Group  
Martha Tijerina  
UP Partnership  
WestEast Design Group

## IN-KIND PARTNERS

CE Group

DOCUmation

The Last Straw Florist

RK Group

Tito's Vodka



ALAMO COLLEGES DISTRICT

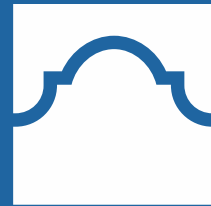


TOTAL RAISED  
\$815,000



TO SUPPORT AlamoPROMISE

Thank you!



ALAMO  
COLLEGES  
DISTRICT

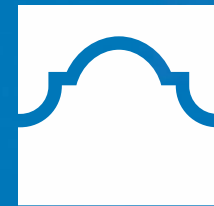


Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



Achieving the Dream  
LEADER  
COLLEGE  
OF DISTINCTION

# Student Trustee Journey



ALAMO  
COLLEGES  
DISTRICT

**Cara Sullivan**

*2022-2023 Student Trustee*



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient

Achieving the Dream  
LEADER COLLEGE  
OF DISTINCTION

# Vision



- Continual connection.
  - The student trustee acts as the bridge between the student body, the colleges, the district, the Board, and the wider community.
- Maximizing the strengths of the Alamo Colleges District.
  - Positive and purposeful force.
  - Meeting students' needs where they are at now and adapting to promote student success.



# *This Week with the Student Trustee*

- Series covering student trustee updates, featuring both student and staff voices.
- Target audience: Alamo Colleges District student body and administration.
  - Bonus audiences: local citizens, current and potential business partners, prospective students, and more.
- Platform for sharing progress with the community I serve in addition to responding to their comments.
- Poll in the description for feedback.
- First episode already has over 450 views combined.
- [Sample of second episode.](#)



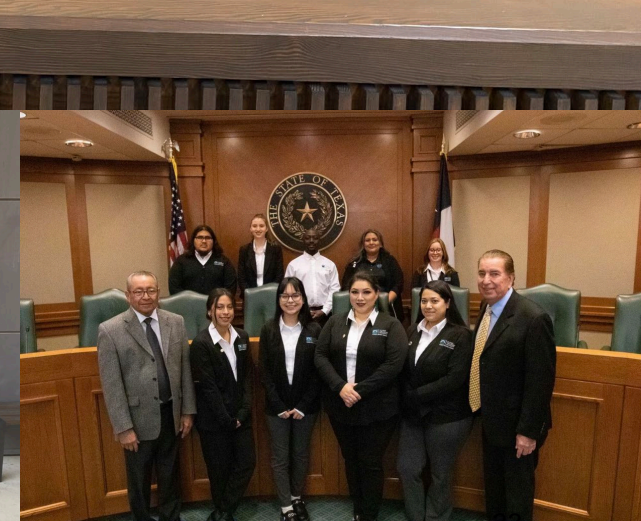
# Advocacy

- District.
  - Town halls.
  - Groundbreakings.
  - Ribbon cuttings.
- Local.
  - Community events.
- State.
  - Texas Community College Day.
  - CCATT Annual Conference.
  - East region contact- CCATT Engagement Committee.
- National.
  - ACCT Fall 2022 Annual Conference.
  - National Legislative Summit.
  - Student Trustee Advisory Committee.



# Transformative

- Strength of common values and goals combined with healthy conflict.
- Strength of perspective.
- Strength of patience and persistence.
  - Deliberate decision-making.
- Strength of education.



ALAMO  
COLLEGES  
DISTRICT



# Recommendations for the Student Trustee Position

- Transitional Period.
  - Maintaining:
    - Scheduled election of the student trustee by the Board in late April.
    - Current practice of inviting the incoming student trustee to the college convocations.
      - Builds fellowship and a sense of purpose.
      - Invaluable overview of the diverse cultures at each of the colleges.
  - Extending the outgoing student trustee's term through May.
    - Better timeline for state and national committees.
    - While learning about the work of the previous student trustees, the incoming student trustee will chart his or her own path.
      - Knowledge of the past as a tool.
- Creating an optional official file at the district, where outgoing student trustees can add reference materials.
- Marketing support for the student trustee's outreach.
  - Sending student trustee posts to students' emails.
  - Posting videos on the Alamo Colleges District's social media pages.

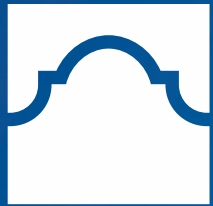


# Leaving A Legacy

- *This Week with the Student Trustee.*
- Student Trustee encyclopedia.
  - 85 acronyms and counting!
- Meeting with the next student trustee.
- Starting a student trustee guide.
  - Future student trustees can add their advice and tips as well.



Thank you.



ALAMO  
COLLEGES  
DISTRICT



# Appendix



# Events Attended

- Northwest Education and Training Center Groundbreaking.
- Palo Alto College Amphitheater Groundbreaking.
- College commencements.
  - Attended each of the five colleges' ceremonies!
- Alamo Colleges Foundation Board Meeting.
- Northwest Vista College Cedar Elm STEM Center Opening.
- Meet and Greet with Mayor Ron Nirenberg (hosted at SAC).
- Community College Association of Texas Trustees Annual Conference.
- 2022 UnidosUS Annual Conference: Siempre Adelante.
- Alamo Colleges District Budget Retreat.
- Northeast Lakeview College Paluxy Hall Ribbon Cutting.
- St. Philip's College Legacy Day.
- Student District Council Retreat.

- Northeast Lakeview College Student Leadership Retreat.
- Northeast Lakeview College Fall 2022 and Spring 2023 Student Government Association Town Halls.
- BioMed San Antonio Innovation Event.
- St.Philip's College, Southwest Campus Student Government Association Fall 2022 Town Hall.
- San Antonio Women's Chamber of Commerce: Constellation of Stars Luncheon.
- Association of Community College Trustees Fall 2022 Conference (New York City).
- Northeast Lakeview College Veterans' Building Groundbreaking.
- Fall 2022 College Student Leadership Series.
- Student Trustee Advisory Committee Meetings.
- AlamoPROMISE News Conference: Promise to Promise Announcement.
- Project Quest 30th Award Ceremony.
- San Antonio Chamber of Commerce Annual Gala.
- Community College Association of Texas Trustees Engagement Committee Meetings.

- Alamo Colleges District Previous Year Review and Acknowledgment of Faculty and Staff.
- AlamoTogether Remote Summits.
- Texas Community College Day.
- Bexar County Delegation Meeting.
- Association of Community College Trustees National Legislative Summit (spring 2023).
- Interview with the San Antonio College student publication.
- Spring 2023 College Student Leadership Series.
- Student District Council Meetings.
- San Antonio ISD State of the District.
- TEAMability Two Step Gala.
- Westside Education and Training Center Grand Opening.

# Areas of Focus During My Term

- Further clarity and disaggregation of student data.
  - Clarity in student data.
    - Before term:

## Enrollment by Student Type (All Parts of Term)

Student Type	Fall 2019	Fall 2020	Fall 2021	% change (F20-F21)
FTIC	11,289	10,326	10,675	+3.4%
Transfer	5,164	3,209	4,120	+28.4%
Dual Credit	13,283	14,083	12,188	-13.5%
Continuing	38,038	40,701	37,016	-9.1%
<b>Total</b>	<b>67,774</b>	<b>68,319</b>	<b>63,999</b>	<b>-6.3%</b>



- End of term:

## Headcount Enrollment (All Parts of Term)

Student Type	Fall 2021	Fall 2022	% Change
Freshmen	10,675	12,594	+18.0%
Transfer-In	4,120	4,183	+1.5%
High School Students	12,188	12,734	+4.5%
Currently Enrolled and Continuing	37,016	36,637	-1.0%
<b>Total</b>	<b>63,999</b>	<b>66,148</b>	<b>+3.4%</b>



- Disaggregation of student data. I.e. inclusivity of all the different populations at the Alamo Colleges District:
  - Student veterans.
  - Student parents.
  - All the High School Programs populations:
    - Public Dual Credit.
    - Charter Dual Credit.
    - Private Dual Credit.
    - Homeschool Dual Credit.
    - Early College High Schools.
    - Early Admissions.
  - All income levels.
  - Work-studies.
  - Peer ambassadors.
  - Academic major:
    - For Associate's degree.
    - For Bachelor's degree (if a part of the student's pathway).
  - The Differently Abled Community.



- Course modality.
  - Requiring recorded lectures in each chapter or piece of material covered in fully distanced, hybrid, and face-to-face courses.
    - St. Philip's College has taken the lead on moving toward course modality flexibility by requiring a live streamed lecture for face-to-face courses.
- Maintaining student enrollment and retention.
  - Presenting all the different Pathways to prospective students.
  - Increased information sessions at high schools and middle schools (the 7th and 8th grades are ideal because parents (and students) are looking into high school options).
  - Publicize all the programs available to high school students, including public dual credit, early college high schools, private dual credit, charter dual credit, AlamoPROMISE, early admissions classes, homeschool dual credit, etc.
    - Northeast Lakeview College and St. Philip's College are effectively advertising to parents (and students) on the Dual Credit Homeschoolers of San Antonio Facebook page. These social media avenues need to be continued and expanded to future parents (and students).
    - Create and market Alamo Colleges District High School Programs pages.



- Alamo Colleges District website.
  - Providing a concise and comprehensive list of all the resources offered at the Alamo Colleges District on the homepage of the official website, organized alphabetically.
- Maximizing workforce programs.
  - Workforce programs, certifications, and internships counting toward academic/course credit (via completion of learning objectives) i.e. a separate type of "dual credit."

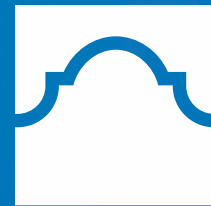
*Presentation created by Cara Sullivan.*



# Discussion and Possible Action on the Honorary Associate of Arts Degree Recipient at Alamo Colleges District - Northwest Vista College (Ann L. Helmke)

**Debi Gaitan**

Interim President, Northwest Vista College



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



# Action Requested

Approval to award an honorary Associate of Arts to Ann L. Helmke

Thank you.



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



## Discussion and Possible Action on Honorary Associate of Arts Degree Recipient at Alamo Colleges District – Northwest Vista College

Presented to the Board Acting as Committee of the Whole on April 11, 2023, and now presented to the Board for approval on April 18, 2023.

### MINUTE ORDER

"The Board of Trustees hereby approves Ann Leesman Helmke as the recipient of the Honorary Associate of Arts."

### PURPOSE

The minute order requests Board approval for conferring an Honorary Associate of Arts Degree to Ann Leesman Helmke.

### BACKGROUND

The Board may award an Honorary Associate Degree to an individual in recognition of extraordinary achievements in the fields of public affairs, the sciences, humanities and the arts, scholarship, education, business, philanthropy, or social services which exemplify the mission and vision of the College District, outstanding public service to the College District, the community, the state of Texas, or to humanity at large, and distinction through significant contributions to the economy or society at large. (Policy E.1.3)

### IMPLICATIONS

**Financial:** None

**Strategic Objective:** All

**Human Resources:** None

**ATTACHMENTS:** Biographical sketch



03.31.2023

Deborah L. Gaitan  
Interim President Northwest Vista College

Date

Dr. Mike Flores, Chancellor  
Alamo Colleges District

Date



ALAMO  
COLLEGES  
DISTRICT



## Honoring Ann Leesman Helmke

The Peace Center was birthed through imagination, steadfastness, hard work, and a desire to live in a more just, compassionate world. Founding mothers Rosalyn Falcón Collier, Ann Leesman Helmke, and Susan K. Ives were visionaries then and trailblazers now.

For 30 years, they have continually worked with/for/ in the community to promote a grassroots movement for practical peace. The founders have been at the helm of remarkable change in San Antonio, including being designated a Compassionate City. The Charter for Compassion was the first resolution signed by Mayor Ron Nirenberg in 2017.

These remarkable women have collected and co-created tools for community peacemakers through deep listening, dialogue, and relationships. They have trained a cadre of ordinary citizens to become empowered compassionistas, including faculty and staff at the Alamo Colleges.

When Northwest Vista College started its Peace and Conflict programs, these three experts planted the firm foundation of peace and nonviolence. Our college has yielded many healthy harvests from the seeds they sowed in our training.



As innovators, they created a press to publish books that inspired people worldwide. For example, “The Class of Nonviolence,” a robust compilation of curriculum online, became an essential source for academic endeavors and research for peace and conflict studies programs. NVC still uses the book to teach the 1302 Humanities Peace and Conflict course. Another masterpiece the PCers wrote is “Peace is Our Birthright,” with a foreword by Arun Gandhi, a regular guest at the Peace Center and grandson of Mahatma Gandhi. The book was a guide to assist people with the delicate balance of working on the self and toward peace simultaneously and reciprocally.

When a community challenge arose, the Peace Center organized to help address the need. There is diversity in their approaches: speakers, panels, skill shops, interactive discussions, and community awards, which were all designed to bring the community together to share information, learn alternatives to violence in all forms, create synergy and work together, reach across generations, and to celebrate/recognize all peacemakers.

The San Antonio peaceCENTER has deep, life-giving roots and nourishes the community. In their final act of leadership and good community stewardship, the founding mothers transplanted and entrusted the care of the PC to the next generation of peace sowers.



These three mighty women deserve the Honorary Associates Degree in the Arts at Northwest Vista College.

**Ann Leesman Helmke** is a faith liaison for the City of San Antonio and a Lutheran ordained minister (ELCA.) Until November, she was the animating director of the peaceCENTER and Compassion SA vision-focused, emphasizing interfaith-based community organizing and relationship building in the community at large. Ann receives the 1999 Imagineer Award from the San Antonio Mind Science Foundation and the 1995 Peacemaker of the Year Award from the San Antonio Bar Foundation. In 2022, she received an Honorary Doctorate of Pastoral Leadership from the Oblate School of Theology. In 2023, she was named a Peace Laureate. Ann is mother, grandmother, and mother-in-love to two daughters, two grandchildren, and two sons in love.

**E.1.3.1.F (Form) Nomination for Honorary Associates Degree**

Responsible Department: Vice Chancellor for Academic Success

Based on Board Policy: [E.1.3](#) - Core Curriculum and Degrees

Approved: 5-19-09

Last Amended: 2-23-10

Reviewed: 5-22-17

**NOMINATION FOR HONORARY DEGREE**

**NOTE:** Current Alamo Colleges employees, Alamo Colleges Trustees and other incumbent elected officials are not eligible for the Honorary Associates Degree.

*1. Person to be nominated for the Honorary Associates Degree:*

<i>Name</i>	<i>Ann E. Helmke</i>
<i>Address</i>	<i>155 Claremont #1</i>
	<i>San Antonio, Texas 78209</i>

*2. What criteria, based on ACCD Procedure [E.1.3.1](#), are met by the nominee that merit the award of an Honorary Associates Degree? Please be as specific and detailed as possible, citing the specific criteria set forth in [E.1.3.1](#) (use additional pages if needed).*

*Alamo Colleges E.1.3.1 (Procedure)*

- 1. Extraordinary achievements in the fields of public affairs, the sciences, humanities and the arts, scholarship, education, business, philanthropy, or social services which exemplify the mission and vision of the College District;*

The Peace Center was birthed through imagination, steadfastness, hard work, and a desire to live in a more just compassionate world. Founding mothers Rosalyn Falcón Collier, Ann E. Helmke, and Susan Ives were visionaries then and trailblazers now.

For the past 30 years they have continually worked with/for/ in the community to promote a grassroot movement for practical peace. The founders have been at the helm of remarkable change in San Antonio, to include being designated a Compassionate City. The Charter for Compassion was the first resolution signed by Mayor Ron Nirenberg.

Through deep listening, dialogue, and relationships these remarkable women have collected and co-created tools for community peacemakers. They have trained a cadre of ordinary citizens to become empowered compassionistas- to include faculty and staff at the Alamo Colleges. When Northwest Vista College started their Peace and Conflict programs, it was these three experts who planted the firm foundation of peace. Our college has yielded many healthy harvests from the seeds they sowed during their workshops.

Being innovators, the founders decided to open up a press that has published books that inspired people around the world. For example, “The Class of Nonviolence,” a robust compilation of curriculum online, became an important source for academic endeavors and research for peace and conflict studies programs. NVC still uses the book to teach the 1302 Humanities Peace and Conflict course. Another masterpiece the PCers wrote is called, “Peace is Our Birthright,” with a foreword by Arun Gandhi, a regular guest at the Peace Center and grandson of Mahatma Gandhi. The book was a guide to assist people with the delicate balance of working on the self and working toward peace simultaneously and reciprocally.

When a community challenge/issue arose, the Peace Center organized to help address the need. There is diversity in their approaches: speakers, panels, skillshops, interactive discussions, community awards, that were all designed to bring the community together to share information, to learn alternatives to violence in all forms, to be energized to work together, to reach across the generations and to celebrate/recognize all peace makers.

The San Antonio peaceCENTER has deep roots that were life giving and nourished the community. The founding mothers, in their final act of leadership and good community stewardship, transplanted and entrusted the care of the PC to the next generation of peace sowers.

It is for these reasons and many more that these three powerful women are deserving of the Honorary Associates Degree in the Arts at Northwest Vista College.

#### **More about the founders:**

**Ann E. Helmke** is faith liaison for the City of San Antonio and Lutheran ordained minister (ELCA.) Up until November, she kept the peacCENTER vision-focused with an emphasis on interfaith based community organizing and relationship building in the community at large. Ann is the recipient of the 1999 Imagineer Award from the San Antonio Mind Science Foundation and the 1995 Peacemaker of the Year Award from the San Antonio Bar Foundation. In 2023, she was named a Peace Laureate.

**Rosalyn Falcón Collier** was the peace work educator at the peacCENTER where she designed and facilitated conflict engagement and transformative mediation skill shops and presentations dealing with creative nonviolence in multicultural situations. She is the recipient of the 2000 Peace Educator of the Year Award from the Consortium on Peace Research, Education and Development. In 2023, she was named a Peace Laureate.

**Susan Ives** was invited to help the peacCENTER launch their first Web site. She never left. She managed the peacCENTER’s Web sites and designed most of the communication — from postcards to posters. Susan was also the editor-in-chief of peacCENTER books and has published seven of her own, including *Squint*, a compilation of her Express-News columns, *The Facilitator’s Manual for the Class of Nonviolence* and *Visualize Whirled Peas*, a vegan cookbook originally designed to help the local Food Not Bombs chefs figure out what to do with foraged produce. Susan is an engaging and sought-after speaker for universities, community groups and rallies, especially adept in connecting peace and justice history to contemporary events. In 2005, she was named the San Antonio Bar Foundation’s Peacemaker of the Year. In 2023, she was named a Peace Laureate.

3. Name the specific Honorary Associates Degree recommended for this individual (Associate of Arts, Associate of Science, etc.): *Associate of Arts*

Submit this form confidentially to the College President. Nominations will be reviewed by the College President and may be submitted to the Chancellor. The Chancellor will review nominations submitted through the college presidents and may submit them to a committee of the Board of Trustees for review and possible recommendation to the Board of Trustees for consideration. The Board of Trustees is the only entity with the authority to select individuals for the Honorary Associates Degree, and reserves the right to accept or reject nominations.

**Submitted by:**

Type or Print Name: Deborah L. Gaitan

If representing a group, indicate the group: **N o r t h w e s t V i s t a  
C o l l e g e E x e c u t i v e T e a m**

Contact telephone number: 2 1 0 - 4 8 6 - 4 9 0 8 Alternate number: 2 1 0 -  
4 8 6 - 4 9 1 2

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Signature

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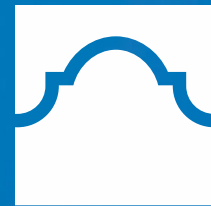
Date submitted

1 of 1

# Discussion and Possible Action on the Honorary Associate of Arts Degree Recipient at Alamo Colleges District - Northwest Vista College (Rosalyn Falcon Collier)

**Debi Gaitan**

Interim President, Northwest Vista College



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



# Action Requested

Approval to award an honorary Associate of Arts to Rosalyn Falcon Collier



Thank you.



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



## Discussion and Possible Action on Honorary Associate of Arts Degree Recipient at Alamo Colleges District – Northwest Vista College

Presented to the Board Acting as Committee of the Whole on April 11, 2023, and now presented to the Board for approval on April 18, 2023.

### MINUTE ORDER

"The Board of Trustees hereby approves Rosalyn Falcón Collier as the recipient of the Honorary Associate of Arts."

### PURPOSE

The minute order requests Board approval for conferring an Honorary Associate of Arts Degree to Rosalyn Falcón Collier.

### BACKGROUND

The Board may award an Honorary Associate Degree to an individual in recognition of extraordinary achievements in the fields of public affairs, the sciences, humanities and the arts, scholarship, education, business, philanthropy, or social services which exemplify the mission and vision of the College District, outstanding public service to the College District, the community, the state of Texas, or to humanity at large, and distinction through significant contributions to the economy or society at large. (Policy E.1.3)

### IMPLICATIONS

**Financial:** None

**Strategic Objective:** All

**Human Resources:** None

**ATTACHMENTS:** Biographical sketch



\_\_\_\_\_  
Deborah L. Gaitan                                          Date  
Interim President Northwest Vista College

\_\_\_\_\_  
Dr. Mike Flores, Chancellor                          Date  
Alamo Colleges District



## Honoring Rosalyn Falcón Collier

The Peace Center was birthed through imagination, steadfastness, hard work, and a desire to live in a more just, compassionate world. Founding mothers Rosalyn Falcón Collier, Ann Leesman Helmke, and Susan K. Ives were visionaries then and trailblazers now.

For 30 years, they have continually worked with/for/ in the community to promote a grassroots movement for practical peace. The founders have been at the helm of remarkable change in San Antonio, including being designated a Compassionate City. The Charter for Compassion was the first resolution signed by Mayor Ron Nirenberg in 2017.

These remarkable women have collected and co-created tools for community peacemakers through deep listening, dialogue, and relationships. They have trained a cadre of ordinary citizens to become empowered compassionistas, including faculty and staff at the Alamo Colleges.

When Northwest Vista College started its Peace and Conflict programs, these three experts planted the firm foundation of peace and nonviolence. Our college has yielded many healthy harvests from the seeds they sowed in our training.



As innovators, they created a press to publish books that inspired people worldwide. For example, “The Class of Nonviolence,” a robust compilation of curriculum online, became an essential source for academic endeavors and research for peace and conflict studies programs. NVC still uses the book to teach the 1302 Humanities Peace and Conflict course. Another masterpiece the PCers wrote is “Peace is Our Birthright,” with a foreword by Arun Gandhi, a regular guest at the Peace Center and grandson of Mahatma Gandhi. The book was a guide to assist people with the delicate balance of working on the self and toward peace simultaneously and reciprocally.

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The San Antonio peaceCENTER has deep, life-giving roots and nourishes the community. In their final act of leadership and good community stewardship, the founding mothers transplanted and entrusted the care of the PC to the next generation of peace sowers.



These three mighty women deserve the Honorary Associates Degree in the Arts at Northwest Vista College.

**Rosalyn Falcón Collier** was the peace work educator at the peace center. She designed and facilitated conflict engagement, transformative mediation skills, and presentations dealing with creative nonviolence in multicultural situations. She fine-tuned her compassion skills, teaching language and leading local groups in parishes and contemplative retreats. Rosalyn and Jim have been married for 55 years; they have two children, seven grandchildren, and three great-grandchildren. She received the 2000 Peace Educator of the Year Award from the Consortium on Peace Research, Education, and Development. In 2023, she was named a Peace Laureate.

**E.1.3.1.F (Form) Nomination for Honorary Associates Degree**

Responsible Department: Vice Chancellor for Academic Success

Based on Board Policy: [E.1.3](#) - Core Curriculum and Degrees

Approved: 5-19-09

Last Amended: 2-23-10

Reviewed: 5-22-17

**NOMINATION FOR HONORARY DEGREE**

**NOTE:** Current Alamo Colleges employees, Alamo Colleges Trustees and other incumbent elected officials are not eligible for the Honorary Associates Degree.

*1. Person to be nominated for the Honorary Associates Degree:*

<i>Name</i>	<i>Rosalyn Falcon Collier</i>
<i>Address</i>	<i>3114 Letitia Lane</i>
	<i>San Antonio, Texas 78217</i>

\_\_\_\_\_  
\_\_\_\_\_

*2. What criteria, based on ACCD Procedure [E.1.3.1](#), are met by the nominee that merit the award of an Honorary Associates Degree? Please be as specific and detailed as possible, citing the specific criteria set forth in [E.1.3.1](#) (use additional pages if needed).*

*E.1.2.1 Procedure Honorary Degree Associates Degree*

*1. Extraordinary achievements in the fields of public affairs, the sciences, humanities and the arts, scholarship, education, business, philanthropy, or social services which exemplify the mission and vision of the College District;*

The Peace Center was birthed through imagination, steadfastness, hard work, and a desire to live in a more just compassionate world. Founding mothers Rosalyn Falcón Collier, Ann E. Helmke, and Susan Ives were visionaries then and trailblazers now.

For the past 30 years they have continually worked with/for/ in the community to promote a grassroot movement for practical peace. The founders have been at the helm of remarkable change in San Antonio, to include being designated a Compassionate City. The Charter for Compassion was the first resolution signed by Mayor Ron Nirenberg.

Through deep listening, dialogue, and relationships these remarkable women have collected and co-created tools for community peacemakers. They have trained a cadre of ordinary citizens to become empowered compassionistas- to include faculty and staff at the Alamo Colleges. When Northwest Vista College started their Peace and Conflict programs, it was these three experts who planted the firm foundation of peace. Our college has yielded many healthy harvests from the seeds they sowed during their workshops.

Being innovators, the founders decided to open up a press that has published books that inspired people around the world. For example, “The Class of Nonviolence,” a robust compilation of curriculum online, became an important source for academic endeavors and research for peace and conflict studies programs. NVC still uses the book to teach the 1302 Humanities Peace and Conflict course. Another masterpiece the PCers wrote is called, “Peace is Our Birthright,” with a foreword by Arun Gandhi, a regular guest at the Peace Center and grandson of Mahatma Gandhi. The book was a guide to assist people with the delicate balance of working on the self and working toward peace simultaneously and reciprocally.

When a community challenge/issue arose, the Peace Center organized to help address the need. There is diversity in their approaches: speakers, panels, skillshops, interactive discussions, community awards, that were all designed to bring the community together to share information, to learn alternatives to violence in all forms, to be energized to work together, to reach across the generations and to celebrate/recognize all peace makers.

The San Antonio peaceCENTER has deep roots that were life giving and nourished the community. The founding mothers, in their final act of leadership and good community stewardship, transplanted and entrusted the care of the PC to the next generation of peace sowers.

It is for these reasons and many more that these three powerful women are deserving of the Honorary Associates Degree in the Arts at Northwest Vista College.

#### **More about the founders:**

**Rosalyn Falcón Collier** was the peace work educator at the peacCENTER where she designed and facilitated conflict engagement and transformative mediation skill shops and presentations dealing with creative nonviolence in multicultural situations. She is the recipient of the 2000 Peace Educator of the Year Award from the Consortium on Peace Research, Education and Development. In 2023, she was named a Peace Laureate.

**Ann E. Helmke** is faith liaison for the City of San Antonio and Lutheran ordained minister (ELCA.) Up until November, she kept the peacCENTER vision-focused with an emphasis on interfaith based community organizing and relationship building in the community at large. Ann is the recipient of the 1999 Imagineer Award from the San Antonio Mind Science Foundation and the 1995 Peacemaker of the Year Award from the San Antonio Bar Foundation. In 2023, she was named a Peace Laureate.

**Susan Ives** was invited to help the peacCENTER launch their first Web site. She never left. She managed the peaceCENTER’s Web sites and designed most of the communication — from postcards to posters. Susan was also the editor-in-chief of peacCENTER books and has published seven of her own, including *Squint*, a compilation of her Express-News columns, *The Facilitator’s Manual for the Class of Nonviolence* and *Visualize Whirled Peas*, a vegan cookbook originally designed to help the local Food Not Bombs chefs figure out what to do with foraged produce. Susan is an engaging and sought-after speaker for universities, community groups and rallies, especially adept in connecting peace and justice history to contemporary events. In 2005, she was named the San Antonio Bar Foundation’s Peacemaker of the Year. In 2023, she was named a Peace Laureate.

3. Name the specific Honorary Associates Degree recommended for this individual  
(Associate of Arts, Associate of Science, etc.): *Associate of Arts*

Submit this form confidentially to the College President. Nominations will be reviewed by the College President and may be submitted to the Chancellor. The Chancellor will review nominations submitted through the college presidents and may submit them to a committee of the Board of Trustees for review and possible recommendation to the Board of Trustees for consideration. The Board of Trustees is the only entity with the authority to select individuals for the Honorary Associates Degree, and reserves the right to accept or reject nominations.

**Submitted by:**

Type or Print Name: Deborah L. Gaitan

If representing a group, indicate the group: **Northwest Vista College Executive Team**

Contact telephone number: 210-486-4908 Alternate number: 210-486-4912

\_\_\_\_\_  
Signature

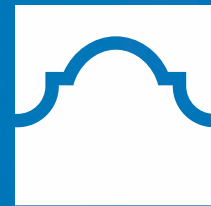
\_\_\_\_\_  
Date submitted

1 of 1

# Discussion and Possible Action on the Honorary Associate of Arts Degree Recipient at Alamo Colleges District - Northwest Vista College (Susan Ives)

**Debi Gaitan**

Interim President, Northwest Vista College



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



# Action Requested

Approval to award an honorary Associate of Arts to Susan Ives

Thank you.



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient







## Honoring Susan K. Ives

The Peace Center was birthed through imagination, steadfastness, hard work, and a desire to live in a more just, compassionate world. Founding mothers Rosalyn Falcón Collier, Ann Leesman Helmke, and Susan K. Ives were visionaries then and trailblazers now.

For 30 years, they have continually worked with/for/ in the community to promote a grassroots movement for practical peace. The founders have been at the helm of remarkable change in San Antonio, including being designated a Compassionate City. The Charter for Compassion was the first resolution signed by Mayor Ron Nirenberg in 2017.

These remarkable women have collected and co-created tools for community peacemakers through deep listening, dialogue, and relationships. They have trained a cadre of ordinary citizens to become empowered compassionistas, including faculty and staff at the Alamo Colleges.

When Northwest Vista College started its Peace and Conflict programs, these three experts planted the firm foundation of peace and nonviolence. Our college has yielded many healthy harvests from the seeds they sowed in our training.



As innovators, they created a press to publish books that inspired people worldwide. For example, “The Class of Nonviolence,” a robust compilation of curriculum online, became an essential source for academic endeavors and research for peace and conflict studies programs. NVC still uses the book to teach the 1302 Humanities Peace and Conflict course. Another masterpiece the PCers wrote is “Peace is Our Birthright,” with a foreword by Arun Gandhi, a regular guest at the Peace Center and grandson of Mahatma Gandhi. The book was a guide to assist people with the delicate balance of working on the self and toward peace simultaneously and reciprocally.

When a community challenge arose, the Peace Center organized to help address the need. There is diversity in their approaches: speakers, panels, skill shops, interactive discussions, and community awards, which were all designed to bring the community together to share information, learn alternatives to violence in all forms, create synergy and work together, reach across generations, and to celebrate/recognize all peacemakers.

The San Antonio peaceCENTER has deep, life-giving roots and nourishes the community. In their final act of leadership and good community stewardship, the founding mothers transplanted and entrusted the care of the PC to the next generation of peace sowers.



These three mighty women deserve the Honorary Associates Degree in the Arts at Northwest Vista College.

**Susan K. Ives** was invited to help the peacCENTER launch its first Web site. She never left. She managed the peacCENTER's Web sites and designed most of the communication — from postcards to posters. Susan was also the editor-in-chief of peacCENTER books and has published seven of her own, including *Squint*, a compilation of her Express-News columns, *The Facilitator's Manual for the Class of Nonviolence*, and *Visualize Whirled Peas*, a vegan cookbook initially designed to help the local Food Not Bombs chefs figure out what to with foraged produce. Susan is an engaging and sought-after speaker for universities, community groups, and rallies, especially adept in connecting peace and justice history to contemporary events. In 2005, she was named the San Antonio Bar Foundation's Peacemaker of the Year. In 2023, she was named a Peace Laureate. Susan has a wonderful spouse, John.

**E.1.3.1.F (Form) Nomination for Honorary Associates Degree**

Responsible Department: Vice Chancellor for Academic Success

Based on Board Policy: [E.1.3](#) - Core Curriculum and Degrees

Approved: 5-19-09

Last Amended: 2-23-10

Reviewed: 5-22-17

**NOMINATION FOR HONORARY DEGREE**

**NOTE:** Current Alamo Colleges employees, Alamo Colleges Trustees and other incumbent elected officials are not eligible for the Honorary Associates Degree.

*1. Person to be nominated for the Honorary Associates Degree:*

<i>Name</i>	<i>Susan Ives</i>
<i>Address</i>	<i>3114 Letitia Lane</i>
	<i>San Antonio, Texas 78217</i>

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*2. What criteria, based on ACCD Procedure [E.1.3.1](#), are met by the nominee that merit the award of an Honorary Associates Degree? Please be as specific and detailed as possible, citing the specific criteria set forth in [E.1.3.1](#) (use additional pages if needed).*

*E.1.2.1 Procedure Honorary Degree Associates Degree*

*1. Extraordinary achievements in the fields of public affairs, the sciences, humanities and the arts, scholarship, education, business, philanthropy, or social services which exemplify the mission and vision of the College District;*

The Peace Center was birthed through imagination, steadfastness, hard work, and a desire to live in a more just compassionate world. Founding mothers Rosalyn Falcón Collier, Ann E. Helmke, and Susan Ives were visionaries then and trailblazers now.

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Through deep listening, dialogue, and relationships these remarkable women have collected and co-created tools for community peacemakers. They have trained a cadre of ordinary citizens to become empowered compassionistas- to include faculty and staff at the Alamo Colleges. When Northwest Vista College started their Peace and Conflict programs, it was these three experts who planted the firm foundation of peace. Our college has yielded many healthy harvests from the seeds they sowed during their workshops.

Being innovators, the founders decided to open up a press that has published books that inspired people around the world. For example, “The Class of Nonviolence,” a robust compilation of curriculum online, became an important source for academic endeavors and research for peace and conflict studies programs. NVC still uses the book to teach the 1302 Humanities Peace and Conflict course. Another masterpiece the PCers wrote is called, “Peace is Our Birthright,” with a foreword by Arun Gandhi, a regular guest at the Peace Center and grandson of Mahatma Gandhi. The book was a guide to assist people with the delicate balance of working on the self and working toward peace simultaneously and reciprocally.

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It is for these reasons and many more that these three powerful women are deserving of the Honorary Associates Degree in the Arts at Northwest Vista College.

#### **More about the founders:**

**Susan Ives** was invited to help the peacCENTER launch their first Web site. She never left. She managed the peacCENTER’s Web sites and designed most of the communication — from postcards to posters. Susan was also the editor-in-chief of peacCENTER books and has published seven of her own, including *Squint*, a compilation of her Express-News columns, *The Facilitator’s Manual for the Class of Nonviolence* and *Visualize Whirled Peas*, a vegan cookbook originally designed to help the local Food Not Bombs chefs figure out what to do with foraged produce. Susan is an engaging and sought-after speaker for universities, community groups and rallies, especially adept in connecting peace and justice history to contemporary events. In 2005, she was named the San Antonio Bar Foundation’s Peacemaker of the Year. In 2023, she was named a Peace Laureate.

**Rosalyn Falcón Collier** was the peace work educator at the peacCENTER where she designed and facilitated conflict engagement and transformative mediation skill shops and presentations dealing with creative nonviolence in multicultural situations. She is the recipient of the 2000 Peace Educator of the Year Award from the Consortium on Peace Research, Education and Development. In 2023, she was named a Peace Laureate.

**Ann E. Helmke** is faith liaison for the City of San Antonio and Lutheran ordained minister (ELCA.) Up until November, she kept the peacCENTER vision-focused with an emphasis on interfaith based community organizing and relationship building in the community at large. Ann is the recipient of the 1999 Imagineer Award from the San Antonio Mind Science Foundation and the 1995 Peacemaker of the Year Award from the San Antonio Bar Foundation. In 2023, she was named a Peace Laureate.

3. Name the specific Honorary Associates Degree recommended for this individual (Associate of Arts, Associate of Science, etc.): *Associate of Arts*

Submit this form confidentially to the College President. Nominations will be reviewed by the College President and may be submitted to the Chancellor. The Chancellor will review nominations submitted through the college presidents and may submit them to a committee of the Board of Trustees for review and possible recommendation to the Board of Trustees for consideration. The Board of Trustees is the only entity with the authority to select individuals for the Honorary Associates Degree, and reserves the right to accept or reject nominations.

**Submitted by:**

Type or Print Name: Deborah L. Gaitan

If representing a group, indicate the group: **Northwest Vista College Executive Team**

Contact telephone number: 210-486-4908 Alternate number: 210-486-4912

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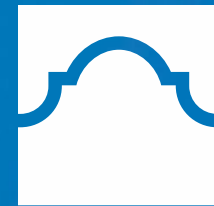
Signature

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Date submitted

1 of 1

# Discussion and Possible Action on the Honorary Associate of Arts Degree Recipient at Alamo Colleges District – Northeast Lakeview College



ALAMO  
COLLEGES  
DISTRICT

**Dr. Veronica Garcia**

President, Northeast Lakeview College



Malcolm Baldrige  
National Quality Award

2018 Award Recipient



# Action Requested

Approval to award an honorary Associate of Arts to Hazel Feldman



Thank you.



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



**Discussion and Possible Action on the Honorary Associate of Arts Degree Recipient at Alamo Colleges District - Northeast Lakeview College**

Presented to the Board Acting as Committee of the Whole on April 11, 2023, and now presented for approval on April 18, 2023.

**MINUTE ORDER**

**"The Board of Trustees hereby approves Hazel Feldman as the recipient of the Honorary Associates of Arts."**

**PURPOSE**

The minute order requests Board approval for conferring an Honorary Associate of Arts Degree to Hazel Feldman.

**BACKGROUND**

The Board may award an Honorary Associates Degree to an individual in recognition of extraordinary achievements in the fields of public affairs, the sciences, humanities and the arts, scholarship, education, business, philanthropy, or social services which exemplify the mission and vision of the College District, outstanding public service to the College District, the community, the state of Texas, or to humanity at large, and distinction through significant contributions to the economy or society at large.( Policy E.1.3).


**IMPLICATIONS:**

**Financial:** None

**Strategic Objective:** All

**Human Resources:** None

**Attachments:** E.1.3.1.F (Form) Nomination for Honorary Associates Degree

 3/23/23  
Dr. Veronica Garcia Date  
President, Northeast Lakeview College

\_\_\_\_\_  
Dr. Mike Flores Date  
Chancellor

E.1.3.1.F (Form) Nomination for Honorary Associates Degree  
Responsible Department: Vice Chancellor for Academic Success  
Based on Board Policy: E.1.3 - Core Curriculum and Degrees Approved: 5-19-09 Last Amended:  
2-23-10 Reviewed: 5-22-17

**NOMINATION FOR HONORARY DEGREE NOTE:**

Current Alamo Colleges employees, Alamo Colleges Trustees and other incumbent elected officials are not eligible for the Honorary Associates Degree.

1. Person to be nominated for the Honorary Associates Degree of Arts:

Name Hazel Feldman  
Address 4201 Deer Run, Schertz, Texas 78154

2. What criteria, based on ACCD Procedure E.1.3.1, are met by the nominee that merit the award of an Honorary Associates Degree? Please be as specific and detailed as possible, citing the specific criteria set forth in E.1.3.1 (use additional pages if needed).

- a. **Out Standing Public Service the Community Service to the State of Texas**  
**Ms. Feldman's story is one that inspires and motivates us to never give up on our dreams. In her lifetime, she has witnessed some of the most significant developments in our world, from the advent of television to the rise of artificial intelligence. But what is even more remarkable is that she did not let cultural restrictions hold her back from achieving her aspirations.**

**Ms. Feldman pursued a long and productive career, but she never forgot her lifelong dream of obtaining a college degree. She married her husband, a World War II Army veteran, and they started a family. Throughout her life, she has been a strong proponent of higher education and the power of learning. Her advocacy has inspired her children, grandchildren, and great-grandchildren to attend college, and between them all, they have achieved over forty-seven degrees and counting.**

**In her 90s, Ms. Feldman returned to college and fulfilled her dream of obtaining a college degree. She faced challenges, such as mastering new technology and keeping her mind active, but she persevered with a positive attitude and a determination to overcome any obstacle.**

**Her message to future generations is one of hope and encouragement. She reminds us that it is never too late to pursue our goals and reach for our dreams. With the chancellor's support, we hope to celebrate Ms. Feldman's**

**unwavering spirit, her commitment to lifelong learning, and her advocacy for higher education to help her realize her dream of earning her degree.**

4. Name the specific Honorary Associates Degree recommended for this individual (Associate of Arts, Associate of Science, etc.): **Associate of Arts**

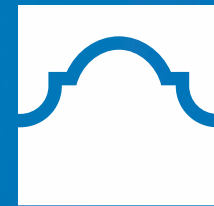
Submit this form confidentially to the College President. Nominations will be reviewed by the College President and may be submitted to the Chancellor. The Chancellor will review nominations submitted through the college presidents and may submit them to a committee of the Board of Trustees for review and possible recommendation to the Board of Trustees for consideration. The Board of Trustees is the only entity with the authority to select individuals for the Honorary Associate Degree, and reserves the right to accept or reject nominations.

Submitted by: Type or Print Name: **Dr. Tammy Perez, Dean of Academic Success**

If representing a group, indicate the group: \_\_\_\_\_

Contact telephone number: **210-486-5230** Alternate number: \_\_\_\_\_

# Discussion and Possible Action on the Honorary Associate of Arts Degree Recipient at Alamo Colleges District – Palo Alto College



ALAMO  
COLLEGES  
DISTRICT

**Dr. Robert Garza**

President, Palo Alto College



Malcolm Baldrige  
National Quality Award

2018 Award Recipient



# Action Requested

Approval to award an honorary Associate of Arts to Kevin Voelkel



Thank you.



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



**Discussion and Possible Action on the Honorary Associate of Arts Degree Recipient at Alamo Colleges District - Palo Alto College**

Presented to the Board Acting as Committee of the Whole on April 11, 2023, and put for action at the Regular Board Meeting on April 18, 2023.

**MINUTE ORDER:**

“The Board of Trustees hereby approves **Kevin Voelkel** as the recipient of the Honorary Associates of Arts.”

**PURPOSE:**

The minute order requests Board approval for conferring an Honorary Associate of Arts Degree to **Kevin Voelkel**.

**BACKGROUND:**

The Board may award an Honorary Associates Degree to an individual in recognition of extraordinary achievements in the fields of public affairs, the sciences, humanities and the arts, scholarship, education, business, philanthropy, or social services which exemplify the mission and vision of the College District, outstanding public service to the College District, the community, the state of Texas, or to humanity at large, and distinction through significant contributions to the economy or society at large.( Policy E.1.3)

**IMPLICATIONS:**

<b>Financial:</b>	<b>None</b>
<b>Strategic Objective:</b>	All
<b>Human Resources:</b>	<b>None</b>

**ATTACHMENTS:** Biographical sketch

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Dr. Mike Flores  
Chancellor

Date

---

Dr. Robert Garza  
President

Date

## **RESOLUTION**

**WHEREAS**, Kevin Voelkel has been a partner of Palo Alto College for the past 5 years since serving at TMMMTX;

**WHEREAS**, he has made significant contributions to society at large by leading strategic initiatives to ensure long term competitiveness for Toyota and directed capacity planning and supply chain optimization for vehicle and powertrain operations in North America;

**WHEREAS**, he has made significant achievements in public service during his tenure at TMMTX by establishing two new business partnering groups: the Toyota Organization for the Development of Latinos and the Toyota Veterans Association;

**WHEREAS**, he has been of service to the community by serving on the board of directors for the San Antonio Hispanic Chamber of Commerce for three years;

**WHEREAS**, he earned his bachelor's degree from St. Edwards University in Austin, Texas;

**NOW, THEREFORE BE IT RESOLVED** that the Board of Trustees of the Alamo Colleges District, with recognition and appreciation for 5 years of dedicated service to Palo Alto College, award Kevin Voelkel Honorary Associate of Arts Degree.

**E.1.3.1.F (Form) Nomination for Honorary Associates Degree**

Responsible Department: Vice Chancellor for Academic Success

Based on Board Policy: [E.1.3](#) - Core Curriculum and Degrees

Approved: 5-19-09

Last Amended: 2-23-10

Reviewed: 5-22-17

**NOMINATION FOR HONORARY DEGREE**

**NOTE:** Current Alamo Colleges employees, Alamo Colleges Trustees and other incumbent elected officials are not eligible for the Honorary Associates Degree.

1. *Person to be nominated for the Honorary Associates Degree:*

Name Kevin Voelkel

Address \_\_\_\_\_

\_\_\_\_\_

2. *What criteria, based on ACCD Procedure [E.1.3.1](#), are met by the nominee that merit the award of an Honorary Associates Degree? Please be as specific and detailed as possible, citing the specific criteria set forth in [E.1.3.1](#) (use additional pages if needed).* See attached bio

3. *Name the specific Honorary Associates Degree recommended for this individual (Associate of Arts, Associate of Science, etc.):* Associate of Arts

Submit this form confidentially to the College President. Nominations will be reviewed by the College President and may be submitted to the Chancellor. The Chancellor will review nominations submitted through the college presidents and may submit them to a committee of the Board of Trustees for review and possible recommendation to the Board of Trustees for consideration. The Board of Trustees is the only entity with the authority to select individuals for the Honorary Associates Degree, and reserves the right to accept or reject nominations.

**Submitted by:**

Type or Print Name: Leticia De La Rosa

If representing a group, indicate the group: \_\_\_\_\_

Contact telephone number: \_\_\_\_\_ Alternate number: \_\_\_\_\_

*Leticia De La Rosa*

03-06-2023

Signature

Date submitted

# TOYOTA

## Kevin Voelkel

**Primary Title:** President, Toyota Motor Manufacturing, Texas (TMMTX)  
Group Vice President, North American Truck Manufacturing

Kevin Voelkel is group vice president of North American Truck Manufacturing at Toyota Motor North America (TMNA) as well as president of Toyota Motor Manufacturing, Texas, Inc. (TMMTX) based in San Antonio, Texas. Voelkel oversees all truck manufacturing in North America which includes Toyota Motor Manufacturing, Baja California and Toyota Motor Manufacturing, Guanajuato.

TMMTX produces the Tundra full-size truck and the all-new all-hybrid Sequoia SUV. He plays an active role in the community by serving on the board of directors for the San Antonio Chamber of Commerce and the San Antonio regional economic development group Greater:SATX

Voelkel served as senior vice president of TMMTX in 2018. From 2015 through 2018, Voelkel was on assignment in Plano, Texas where he held dual positions as the vice president of One Toyota Competitiveness, and the group manager of Production Strategy for TMNA. In these roles, Voelkel led strategic initiatives to ensure long term competitiveness for Toyota and directed capacity planning and supply chain optimization for vehicle and powertrain operations in North America.

Before taking the assignment with TMNA in 2015, Voelkel held several positions at TMMTX, including project general manager, environmental director, and general manager of administration.

Voelkel joined Toyota in 2005 as a manager. He was responsible for the formation of 21 new on-site suppliers as part of the establishment of TMMTX. In 2010, was promoted to general manager where he oversaw inbound logistics and management of the on-site supplier operations.

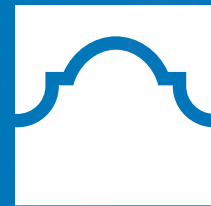
During his tenure at TMMTX, Voelkel established two new business partnering groups: the Toyota Organization for the Development of Latinos and the Toyota Veterans Association. In addition, he served on the board of directors for the San Antonio Hispanic Chamber of Commerce for three years.

Prior to joining Toyota, Voelkel worked for Alcoa Aluminum where he held various management positions at different locations from 1989 to 2005. To date, his manufacturing career spans over 35 years.

Born in a small Texas town, Voelkel grew up in Rockdale and is proud of his Texas heritage. He earned his bachelor's degree from St. Edwards University in Austin, Texas. He enjoys many outdoor activities and spending time with family.



# Discussion and Possible Action on the Honorary Associate of Science Degree Recipient at Alamo Colleges District – San Antonio College



ALAMO  
COLLEGES  
DISTRICT

**Dr. Naydeen González-De Jesús**  
President, San Antonio College



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



# Action Requested

Approval to award an honorary Associate of Science to Robert L. Santos

Thank you.



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



**Discussion and Possible Action on the Honorary Associate of Science Degree Recipient at Alamo Colleges District - San Antonio College**

Presented to the Board Acting as Committee of the Whole on April 11, 2023, and now presented to the Board for approval on April 18, 2023.

**MINUTE ORDER:**

“The Board of Trustees hereby approves **Robert L. Santos** as the recipient of the Honorary Associate of Science.”

**PURPOSE:**

The minute order requests Board approval for conferring an Honorary Associate of Science Degree to **Robert L. Santos**.

**BACKGROUND:**

The Board may award an Honorary Associates Degree to an individual in recognition of extraordinary achievements in the fields of public affairs, the sciences, humanities and the arts, scholarship, education, business, philanthropy, or social services which exemplify the mission and vision of the College District, outstanding public service to the College District, the community, the state of Texas, or to humanity at large, and distinction through significant contributions to the economy or society at large.( Policy E.1.3)

**IMPLICATIONS:**

<b>Financial:</b>	<b>None</b>
<b>Strategic Objective:</b>	All
<b>Human Resources:</b>	None

**ATTACHMENTS:** Biographical sketch

\_\_\_\_\_  
Dr. Naydeen Gonzalez-De Jesus      Date  
President San Antonio College

\_\_\_\_\_  
Dr. Mike Flores, Chancellor      Date  
Alamo Colleges District

**E.1.3.1.F (Form) Nomination for Honorary Associates Degree**

Responsible Department: Vice Chancellor for Academic Success

Based on Board Policy: [E.1.3](#) - Core Curriculum and Degrees

Approved: 5-19-09

Last Amended: 2-23-10

Reviewed: 5-22-17

**NOMINATION FOR HONORARY DEGREE**

**NOTE:** Current Alamo Colleges employees, Alamo Colleges Trustees and other incumbent elected officials are not eligible for the Honorary Associates Degree.

1. *Person to be nominated for the Honorary Associates Degree:*

Name Robert L. Santos

Address Office of the Director  
US Census Bureau

2. *What criteria, based on ACCD Procedure [E.1.3.1](#), are met by the nominee that merit the award of an Honorary Associates Degree? Please be as specific and detailed as possible, citing the specific criteria set forth in [E.1.3.1](#) (use additional pages if needed). Please see attachment.*

3. *Name the specific Honorary Associates Degree recommended for this individual (Associate of Arts, Associate of Science, etc.): Associate of Science*

Submit this form confidentially to the College President. Nominations will be reviewed by the College President and may be submitted to the Chancellor. The Chancellor will review nominations submitted through the college presidents and may submit them to a committee of the Board of Trustees for review and possible recommendation to the Board of Trustees for consideration. The Board of Trustees is the only entity with the authority to select individuals for the Honorary Associates Degree, and reserves the right to accept or reject nominations.

**Submitted by:**

Type or Print Name: Leticia Adams

If representing a group, indicate the group: \_\_\_\_\_

Contact telephone number: 210-486-0962 Alternate number: \_\_\_\_\_

Leticia Adams  
Signature

February 8, 2023  
Date submitted



Robert L. Santos currently serves as the 26<sup>th</sup> director of the US Census Bureau. Throughout his 40 year career as a nationally renowned statistician, Santos utilized his data knowledge to help underrepresented communities. His vision for the Census Bureau includes embracing the principles of diversity, equity, and inclusion (DEI). Mr. Santos actively seeks alternative views, promotes informed decision-making, which in turn leads to better methods and higher data quality and utility.

Santos attended San Antonio College in 1972 and successfully completed 15 credit hours before transferring to Trinity University. In numerous interviews, Santos attributes his SAC calculus teacher for “recognizing his math talent and encouraged him to apply to a four-year college.” Eventually, Santos would go on to graduate with a B.A. in mathematics from Trinity University and earn an M.A. in statistics from the University of Michigan at Ann Arbor.

# Robert L. Santos

Share



## Director, U.S. Census Bureau

Robert L. Santos is the 26th director of the U.S. Census Bureau. He was sworn in on January 5, 2022.

Santos' career spans more than 40 years in survey research, statistical design and analysis, and executive-level management. He previously served for 15 years as vice president and chief methodologist at the Urban Institute and directed its Statistical Methods Group. He was executive vice president and partner of NuStats, a social science research firm in Austin, Texas.

Santos has held leadership positions in the nation's top survey research organizations, including the National Opinion Research Center (NORC) at the University of Chicago, where he served as vice president of statistics and methodology and director of survey operations; the Institute for Social Research at the University of Michigan, as director of survey operations; and Temple University's Institute for Survey Research, as senior study director and sampling statistician.

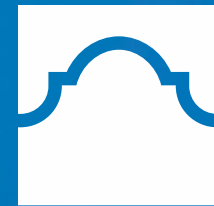


Santos specializes in quantitative and qualitative research design, including program evaluation, needs assessments, survey methodology and survey operations. He also has expertise in demographic and administrative data, decennial censuses, social policy research and equity issues in research.

Santos served as the 2021 president of the American Statistical Association (ASA) and is an ASA Fellow and recipient of the ASA Founder's Award in 2006. He was the 2014 president of the American Association for Public Opinion Research (AAPOR) and received the 2021 AAPOR Award for Exceptionally Distinguished Achievement. Santos is also an elected member to the International Statistical Institute, and he served from 2017 to 2020 as a member of the Board of Scientific Counselors for the National Center for Health Statistics at the Centers for Disease Control and Prevention. He was a longtime member of the editorial board of Public Opinion Quarterly.

Santos was born and raised in San Antonio, Texas. He graduated from high school at Holy Cross of San Antonio. He earned a B.A. in mathematics from Trinity University in San Antonio and an M.A. in statistics from the University of Michigan at Ann Arbor.

# Discussion and Possible Action on the Honorary Associate of Applied Science in Business Management and Technology Degree Recipient at Alamo Colleges District – St. Philip's College



ALAMO  
COLLEGES  
DISTRICT

**Dr. Adena Williams Loston**  
President, St. Philip's College



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



# Action Requested

Approval to award an honorary Associate of Applied Science in Business Management and Technology to Rachell Hathaway



Thank you.



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



## **Discussion and Possible Action on Honorary Associate of Applied Science in Business Management and Technology Degree Recipient at St. Philip’s College**

Presented to the ACADEMIC ACCOUNTABILITY AND STUDENT SUCCESS COMMITTEE on March 21, 2023 and forwarded for recommended approval to the ALAMO COLLEGES BOARD OF TRUSTEES on March 28, 2023.

### **MINUTE ORDER**

**“The Board of Trustees hereby approves Rachell Hathaway as recipient of an Honorary Associate of Applied Science in Business Management and Technology Degree. Rachell Hathaway has contributed substantially to the education and the well-being of our community and to the values of St. Philip’s College.”**

### **PURPOSE**

The minute order requests Board approval for conferring an honorary degree to Rachell Hathaway.

### **BACKGROUND**

The Board may award an Honorary Associate Degree to an individual in recognition of extraordinary achievements in the fields of public affairs, the sciences, humanities and the arts, scholarship, education, business, philanthropy, or social services which exemplify the mission and vision of the College District; outstanding public service to the College District, the community, the state of Texas, or to humanity at large; and distinction through significant contributions to the economy or society at large (Policy E.1.3).

### **IMPLICATIONS**

<b>Financial:</b>	Increased scholarship funding
<b>Strategic Plan:</b>	Goal I: Access Goal IV: Performance Excellence
<b>Employee Services:</b>	None

**ATTACHMENTS:** Rachell Hathaway biographical sketch

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Dr. Adena Williams Loston  
President

Date

---

Dr. Michael Flores, Chancellor

Date



**BIOGRAPHICAL SKETCH**  
**Rachell Hathaway, Program Manager**  
**Kronkosky Charitable Foundation**

Rachell Hathaway graduated from St. Philip's College with an Associates of Arts in Liberal Arts. She attended the University of the Incarnate Word and obtained her Bachelor of Business Administration with a concentration in Finance. Additionally, she obtained her Master's in Public Administration with a certification in Urban and Regional Planning from the University of Texas San Antonio.

Ms. Hathaway is a San Antonio native, and her heart and soul belong to the city. She is paying it forward, while evolving her dream of working with and building the capacity of the non-profits she benefitted from as a child. Her personal passions are mentoring, affordable housing advocacy, economic mobility, youth workforce development and financial literacy. Her expertise includes relationship building, grant administration, strategic collaboratives, fiscal management, and brand marketing.

Currently, Ms. Hathaway is a Program Manager for the Kronkosky Charitable Foundation. In her role at the Foundation, she advises non-profits and partners with other funders and community stakeholders to strengthen the non-profit community and the services they provide. Prior to serving in this capacity Rachell retired from Bank of America as a Vice President, Community Relations Manager, where she executed national initiatives through the coordination of marketing and public relations projects in multiple cities. She also accepted a special assignment in support of the Small Business Administration's Paycheck Protection Program, serving as an Executive proxy responsible for over 300 full time employees and lead a team of 20 small business consultants.

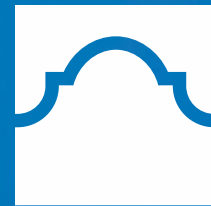
Rachell Hathaway's significant contributions to the San Antonio community include serving as a board member of the San Antonio African American Community Archive & Museum (SAAACAM) to promote its mission to collect, preserve and share the cultural heritage of African Americans in the San Antonio region. Most recently, Hathaway was elected to the Board of the San Antonio Housing Trust. As one of six new members, she will join five city council members and one city staff advisory member to help provide opportunities to support affordable housing projects, program and initiatives. Ms. Hathaway is also a board member for the San Antonio Advisory Committee for the Local Initiative Support Corporation (LISC), a national nonprofit that provides financing and support for community development across the country. Additionally, she serves on the summer internship committee for San Antonio Works and as a fundraiser for the Boys & Girls Clubs of San Antonio.

Ms. Hathaway stated; “I want to be an advocate for a continuation of progress for everybody that is either experiencing generational poverty or mental health issues, lack of affordable housing, all of these things that we experience and go through, and get people to see that it's really all of us. One ship can really help lift the tide. I'm hoping to be a bridge builder for the space that I'm in as well as the spaces that I've been in.”

# Discussion and Possible Action on Approval of the Alamo Colleges 2023 Retirement Incentive Program

**Linda Boyer-Owens**

Associate Vice Chancellor for Talent, Organization,  
and Strategic Innovation



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



# Action Requested

Approval of the Alamo Colleges 2023 Retirement Incentive Program and authorize the Chancellor to promulgate necessary rules, forms, and other documentation and other documentation in form acceptable to District counsel.

Thank you.



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National Quality Award  
2018 Award Recipient





**DRAFT**

**2023 RETIREMENT INCENTIVE PROGRAM DESCRIPTION**

**Program Features:**

The Alamo Colleges 2023 Retirement Incentive Program is designed for any full-time faculty or staff member or administrator who meets all of the following requirements:

1. Will, by December 31, 2023, **either** reach age 65 **and** complete at least 10 years of continuous service with the Alamo Colleges District (“District”) **or** reach a combined total of 80 years of years of age and years of service with the District, as determined by the personnel records of the District.
2. Is currently actively employed by the District on a regular full-time basis (not temporary) **or** is on an approved Leave of Absence (does not exclude those who may have given notice of resignation or retirement with effective date not yet passed, should they adjust to conform with Program requirements).
3. Does not hold a grant-funded position.
4. Completes a voluntary Election for an August 31, 2023 Program Retirement Date by May 31, 2023 or for a January 4, 2024 Program Retirement Date by July 31, 2023.\*
5. Voluntarily retires and separates from employment by one of the following Program Retirement Dates: August 31, 2023 or January 4, 2024 and executes a Release of claims in exchange for payment of the retirement incentive.
6. Signs and submits all other Program documentation, including a Release, within 45 days after the elected Program Retirement Date **and** does not apply for reemployment or revoke the signed Release within seven (7) days after signing the release.

Program participants will receive Retirement Incentive compensation payment in the form of a single lump sum payment equal to:

- For the August 31, 2023 Program Retirement Date, 80% of the participant’s then-current annual base salary that does not exceed \$95,000. If the participant’s then-current annual base salary exceeds \$95,000, then the single lump sum payment to that participant will be 80% of \$95,000.
- For the January 4, 2024 Program Retirement Date, 50% of the participant’s then-current annual base salary that does not exceed \$95,000. If the participant’s then-current annual base salary exceeds \$95,000, then the single lump sum payment to that participant will be 50% of \$95,000.

If all conditions are timely met, the Incentive Payment Date will be approximately 30 days after the participant submits his or her signed Release and other required documentation, provided that the participant separates from employment by the Program Retirement Date. The earliest date for signing the Release is the Program Retirement Date.

*\*An eligible employee may elect to retire under the Program prior to the August 31, 2023 Program Retirement Date, in which case the earlier elected date will be considered to be that participant's Program Retirement Date for all purposes of the Program, including the Retirement Incentive compensation payment date.*

## **Program Limits**

**Regardless of any employee's satisfaction of all Program requirements, the 2023 Retirement Incentive Program will be closed to additional participants as of the earlier of 5:00 P.M., August 31, 2023, or when the Alamo Colleges District Department of Talent, Organization, & Strategic Innovation receives elections from eligible participants totaling \$10,000,000 in Retirement Incentive Bonuses.**

## **Background:**

The Alamo Colleges Retirement Incentive Program is intended to:

- promote the well-being of employees transitioning into retirement;
- support improved projections of future staffing levels, costs and needs;
- provide a total compensation incentive to participants on a first-come, first-served basis as determined by time of receipt of eligible employees' elections by the Alamo Community College District Department of Talent, Organization, & Strategic Innovation with Retirement Incentive Bonuses not to exceed a total of Ten Million Dollars (\$10,000,000); and
- produce cost savings through the elimination of positions and salaries.

The College District intends to eliminate at least 75% of positions that are vacated by participating employees, or positions comparable to the positions vacated.

## **Procedures:**

This description of the 2023 Retirement Incentive Program, which is attached to the Minute Order and posted on the College District and Board of Trustees meeting websites, notifies eligible employees about the Program and that payment of the Retirement Incentive is conditioned on the execution of a Release and Waiver of Claims.

Eligible employees who wish to voluntarily participate in the 2023 Retirement Incentive Program must file/submit a "Voluntary **Election of Retirement Date and Resignation of Employment**" on a form provided by the Alamo Community College District. The document must be submitted by 5:00 P.M. on May 31, 2023 or 5:00 P.M. on July 31, 2023, depending on the elected Program Retirement Date. **Any interested eligible employee who has not received an election form by May 1, 2023 may obtain one from the Human Resources Department.**

All forms must be hand delivered to the office of Alamo Colleges Associate Vice Chancellor of Talent, Organization, & Strategic Innovation, 222 N. Alamo, San Antonio, Texas 78215, (210) 485-0200, or hand delivered c/o the employee's campus HR Partner or HR Benefit Coordinator. In addition, Retirement Incentive Program participants must actually terminate their employment in writing, formally declare themselves “retired” and be formally accepted for retirement by the Alamo Community College District, all by the elected Program Retirement Date.

Within 45 days after the elected Program Retirement Date, the participant must sign a Release containing, among other items, a statement that the Alamo Community College District does not guarantee any payment of retirement benefits from other retirement sources, such as the TRS or ORP. The Release will include a full release of all potential claims arising out of the participant’s employment with the Alamo Community College District, including any claims relating to age discrimination. In accordance with federal law, a participant may take up to 45 days to consider the Release, and the Release will not become final and binding until 7 days after the participant’s Release is signed and submitted.

Enrollment in the program must occur before the elected Program Retirement Date and cannot be authorized after the retirement has begun or if the retirement incentive fund has been exhausted.

Employees who are actively employed but have already submitted their retirement/resignation in writing before the 2023 Retirement Incentive Program was approved are eligible to apply to participate in the program within the retirement dates of the established program. Employees who have already separated from employment or will separate from employment before May 31, 2023 or otherwise outside the parameters of the program are not eligible to participate in the 2023 Retirement Incentive Program.

**Department of Talent, Organization and Strategic Innovation (TOSI):**

The TOSI benefits staff will assist employees who wish to declare their intention to retire under the 2023 Retirement Incentive Program.

**DRAFT**

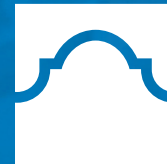
\_\_\_\_\_ Talent, Organization and Strategic Innovation, April 21, 2023

# 2023 Retirement Incentive Program

Board of Trustees

Committee of the Whole April 11, 2023

Linda Boyer-Owens, SPHR, SHRM-SCP  
Associate Vice Chancellor for Talent, Organization,  
and Strategic Innovation



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DISTRICT





# Strategic Alignment

## Board Policy

### B.5.1 Board Responsibilities

Board responsibilities shall be to:

2. Exercise its stewardship responsibilities to the public through its administrators and employees.
10. Provide ways and means of financial support;

## Board Charges to Chancellor

### AlamoWAY

Expand implementation and refinement of continuous improvement activities, including but not limited to the three elements of the Alamo Way:

- a. Student Success
- b. Principle-Centered Leadership
- c. Performance Excellence





# Preface

- 9 years since the last offering
- Much has changed since then in terms of program, services and strategic priorities
- Offerings like this ease the shifting of resources to actualize the new priorities:
  - expanding programs
  - Improving services for students
- Any offering should be made before faculty leave for summer
- Smart Talent Strategies for FY24 will still come forward in May





# Program Purpose

## Optimize staffing for strategic growth

- Incentivize approx. 177 retirements to accelerate turnover & rebalance staffing
- Evaluate & redeploy vacated positions strategically to expanding high-wage/high-demand programs & critical student services
- Backfill critical positions vacated
- Utilize FY23 end-of-year net budget savings to cover up to \$10M one-time Retirement Incentive Payment





# Program Features

## Incentive

- Payment equal to 80% of eligible salary\* if retiring by 8/31/23
  - Payment equal to 50% of eligible salary\* if retiring by 1/4/24
- \* then current base salary that does not exceed \$95,000*

## Eligibility

- Active full-time regular status faculty, staff & administrators who are,
- Age 65+ with at least 10 years of continuous full-time ACD service, or have
- 80+ years of age plus years of full-time continuous ACD service
- Ineligible: temporary, adjunct, temporary full-time or grant-funded employees

## Funding

- Fund \$10M from FY23 end-of-year net budget savings;

## Participation

- Projected 48% participation (177 of 368 eligible employees elect to participate)
- Payment on first-come first-serve basis until fund is exhausted.





## Eligible Employees

	Administrators	Faculty	Staff	Total
District	4	-	50	54
NLC		5	7	12
NVC	2	20	15	37
PAC	1	34	19	54
SAC	3	84	52	139
SPC	2	29	41	72
Total	<b>12</b>	<b>172</b>	<b>184</b>	<b>368</b>





# Program Calendar

Option Opens	Employee Election Dates	Retirement Dates	Realign Staffing
April 24, 2023	by May 31, 2023	Aug. 31, 2023 with 80%* Retirement Incentive	August 2023 through January 2024 or 2025
	by July 31, 2023	Jan. 4, 2024 with 50%* Retirement Incentive	

*\* Percent of current base annual salary that does not exceed \$95,000*





# Program Communication

- **Online Townhall Kick-Off** (Online)
- **Eligible Participant Packets** (email)
- **Campus Information Sessions**  
(Hybrid)
- **Onsite Benefit Representative**  
**Appointments** (Live)
- **Monthly Update to the Board**
- **Employee SharePoint Site** (Online)
  - All Program and Participation Materials
  - Recorded Townhall
  - FAQs and Q&A
- **Weekly Status Updates** (Newsletter)
  - # Participants to Date
  - # Remaining Participation Opportunities
  - Remaining Fund Balance





# Program Notes

## Participant

- May separate as early as 2 weeks post-election\*
- Lump-sum payments will be made within 30 days of separation
- May be rehired on a part-time basis after break in service of a full calendar month.

*\* With President/VC approval; teaching schedules in-progress must be completed.*

Thank you.



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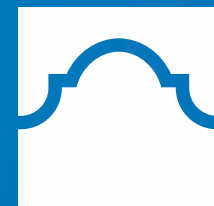
Malcolm Baldrige  
National Quality Award  
2018 Award Recipient

Achieving LEADER  
the Dream COLLEGE  
OF DISTINCTION

# Discussion and Possible Action on Approval of Northeast Lakeview College Associate of Applied Science Degree in Cloud Computing

**Dr. Veronica Garcia**

President, Northeast Lakeview College



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award

2018 Award Recipient



# Action Requested

Approval of submission to the Texas Higher Education Coordinating Board a new workforce education program of study for an Associate of Applied Science Degree in Cloud Computing for Northeast Lakeview College.



Thank you.



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



## Discussion and Possible Action on the Approval of Northeast Lakeview College Associate of Applied Science Degree in Cloud Computing

Presented to the Board Acting as a Committee of the Whole on 4/11/23 and now presented to the Board for approval on 4/18/23.

### MINUTE ORDER

"The Alamo Colleges Board of Trustees hereby approves the submission to the Texas Higher Education Coordinating Board of a new workforce education program of study for an Associate of Applied Science Degree in Cloud Computing for Northeast Lakeview College."

### PURPOSE

The purpose of this Minute Order is to authorize the President of Northeast Lakeview College or her designee to submit to the Texas Higher Education Coordinating Board a program of studies of 60 semester credit hours for the college to deliver the Associate of Applied Science Degree in Cloud Computing.

### BACKGROUND

The Associate of Applied Science in Cloud Computing will equip students with the knowledge and hands-on skills to design, manage and secure zero trust networks with cloud deployment. This program places emphasis on routing, switching, firewalls, and server virtualization in physical and cloud environments. Finally, this program covers the concepts of Platform as a Service (PaaS); Software as a Service (SaaS); and Infrastructure as a Service (IaaS) along with the information security standards required in a virtualized deployment.

Start-up equipment exists in current IT labs; on-going equipment replacement/upgrade will be funded with Institutional funds.

Cloud Computing has a projected growth of 29.1% during 2020-30 in the Alamo region with 667 annual job openings in the Alamo region. The entry level wage is \$31.00 an hour. Enrollment projections are for 60 new students annually, which meets the recommended minimum of 20 per year.

### IMPLICATIONS

<b>Financial:</b>	<b>Five Year Projection:</b> 5- year positive net income of <u>\$113,206</u>
<b>Strategic Plan:</b>	Strategic Objective I: Student Success
<b>Human Resources:</b>	Faculty, and Adjunct Faculty
<b>Attachments:</b>	Exhibit 1, Business Plan Summary Exhibit 2, Program Curriculum - Degree Plan Exhibit 3, Pre-application Exhibit 4, ROI

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Dr. Veronica Garcia  
President, Northeast Lakeview College

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Dr. George Railey, Jr.  
Vice Chancellor for Academic Success

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Dr. Michael Flores  
Chancellor



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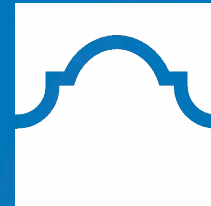
# Cloud Computing, Associate of Applied Science

## Will Fanning

Dean for Academic Success, NLC

## Sharon Nittinger

Business, Philosophy and Technology Department  
Chair, NLC



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National Quality Award  
2018 Award Recipient

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## Board Policies in Support of Charges

- E.1.4: Core Curriculum and Degrees
- E.1.6: Program and Course Offerings

## Charges to the Chancellor

- Address Workforce Needs of the City/County and Service Area



# 6 Workforce Programs at Northeast Lakeview College

- Network Administration – Fall 2018
- Cyber Defense – Spring 2019
- Logistics/Supply Chain – Fall 2020
- Social Media/Digital Marketing – Fall 2021
- Construction Management – Fall 2023
- Cloud Computing – Fall 2023



# Cloud Computing careers project a 29% growth for the San Antonio area by 2030.

Entry level high-demand careers include:

- Cloud Support Associate
- Cloud Data Analyst
- Network Engineer

**Projected Employment in 2030: Alamo Region – 7,816 jobs and Texas – 89,415 jobs**

Entry level positions in Cloud Computing is a Workforce Solutions Alamo Demand Occupation: job demand is projected to **increase by 29%** in the Alamo Region between 2020 and 2030 (TWC-Texas Labor Analysis)

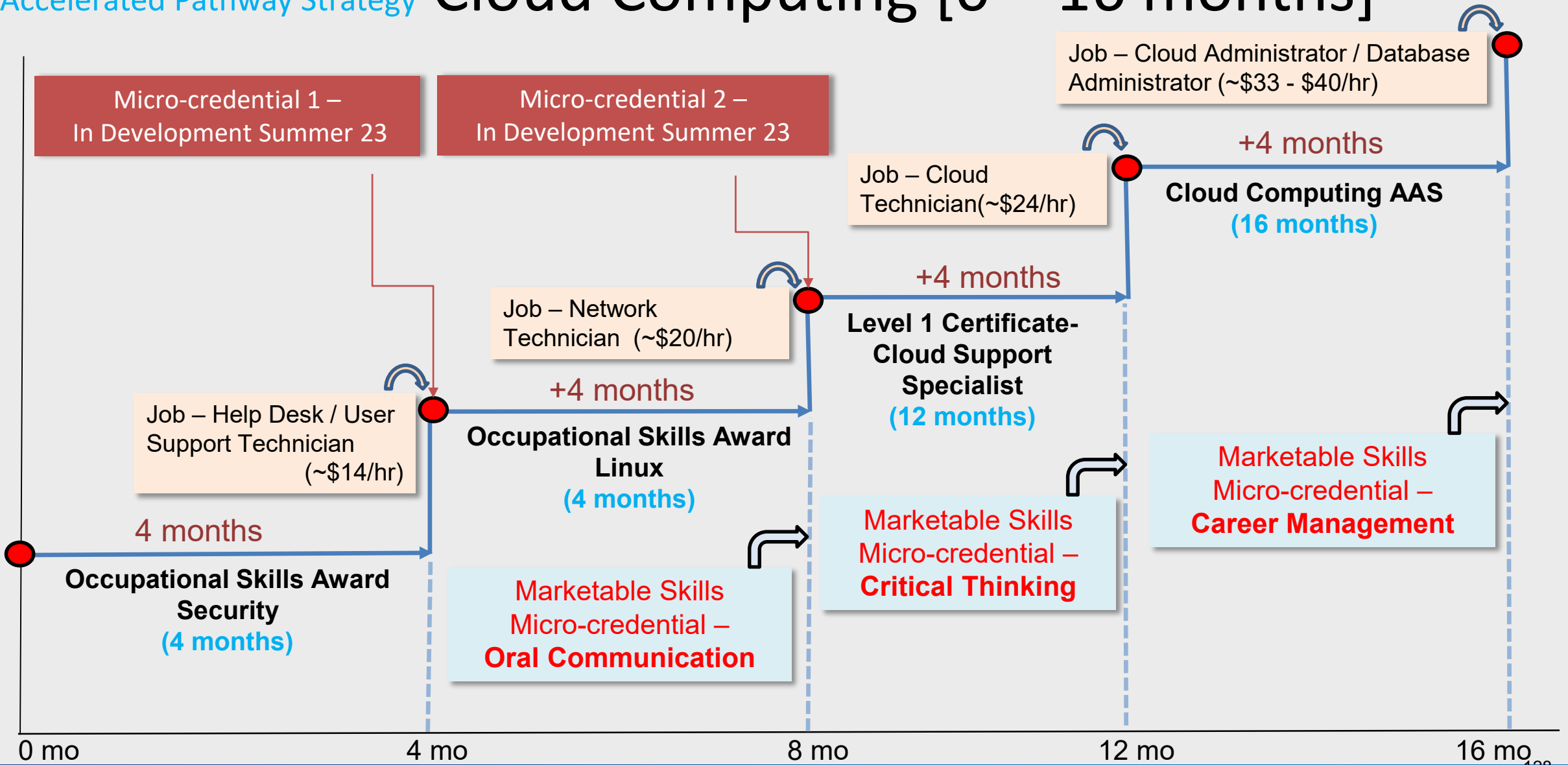
# Cloud Computing

## A.A.S.

- The program will be offered in an 8-week (flex) format and the full AAS will be designed for completion within 16 months
- Expect to add 42 annual completers to the workforce each year
- The Cloud Computing Program will be scheduled into available classrooms and computer lab spaces in the Medina Building
- Investigating dual credit high school opportunities

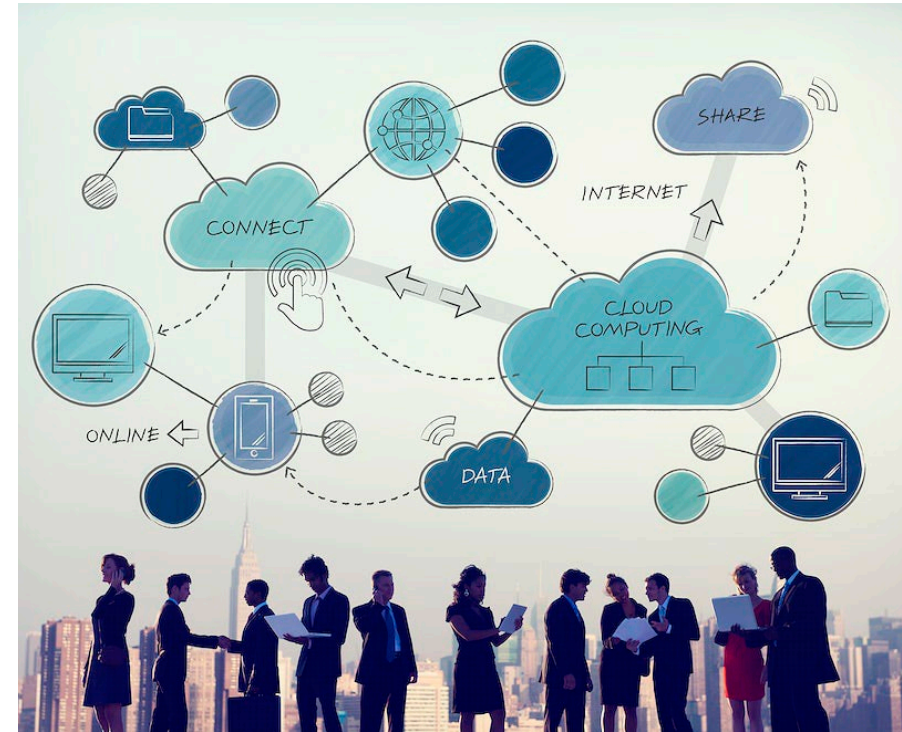


# Cloud Computing [0 – 16 months]



# The Industry Advisory Committee for the IT Programs

- Charles Beierle, RBFCU
- Matthew Fields, Judson ISD
- Jackie Jackson, UTSA
- Shaz Mahmud, Zaviya Technology
- Jared Morris, VIA Metropolitan Transit
- Jeff Reich, LexAlign PBC
- Nathan Rizzo, RX Technology
- Paul Wishart, Valero
- David Phillips, UHY Advisors
- William Ledbetter, Holt CAT



# Program Development - Expenses and Revenue

- **5-Year Costs/Expenses:**

- **Supplies** **\$40,000**
- **Equipment \*** **\$0**
- **Faculty/Adjuncts** **\$994,867**
- **Other Direct/Indirect Costs** **\$8,411**

- **Total Costs/Expenses:** **\$1,043,278**

\*Program will use existing equipment.



# Program Development - Expenses and Revenue

## 5-Year Revenue Generated

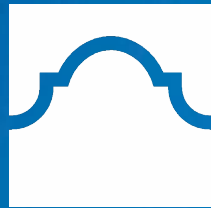
• Regular Tuition:	\$765,072
• Reimbursable Dollars:	<u>\$391,412</u>
<b>Total 5-Year Revenue:</b>	<b>\$1,156,484</b>

## 5 -Year Net Income/Loss

• Total Cost/Expenses	\$1,043,278
• Total Revenue:	<u>\$1,156,484</u>
<b>Net 5-Year Income:</b>	<b>\$113,206</b>



Thank you.



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



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**FROM:** William Fanning, Dean for Academic Success: STEM

**Subject:** Business Plan – New Workforce Program: Cloud Computing

**TO:** SLT

**1. Program Name:** Cloud Computing A.A.S.

**2. Program Purpose:**

The Associate of Applied Science in Cloud Computing equips students the knowledge and hands-on skills to design, manage and secure zero trust networks with cloud deployment. This program places emphasis on routing, switching, firewalls, and server virtualization in physical and cloud environments. Finally, this program covers the concepts of Platform as a Service (PaaS); Software as a Service (SaaS); and Infrastructure as a Service (IaaS) along with the information security standards required in a virtualized deployment. Completion in this program prepares a student for industry certifications such as CompTIA Security+, CompTIA Linux+, FortiNet Network Security Expert (NSE4) and the Cisco Certified Network Associate (CCNA).

**3. Program Outcomes:**

- Assess and plan migration from on-premise to Cloud solution environment
- Identify methods and tools to maintain security and protect data
- Differentiate between the various storage, computing, and networking options
- Identify deployment and management options
- Deploy available services for scalability, reliability and high availability
- Use Cloud monitoring and auto-scaling services to scale infrastructure up and down
- Explain network threats, mitigation techniques, and the basics of securing a network
- Secure administrative access on routers using AAA
- Implement firewall technologies to secure the network perimeter; configure IPS to mitigate attacks on the network
- Implement endpoint and Layer 2 security features
- Implement secure virtual private networks.

**4. Five-Year Costs/Investment:**

- \* Equipment: Existing
  - \* Faculty: \$994,867
  - \* Facility Impacts: Existing
  - \* Supplies: \$40,000
  - \* Other Indirect Costs: \$8,411
- Total Five-Year Expenses: \$1,043,278

**5. Five-Year Revenue Generated:**

- \* Projected Enrollment:
    - 240 students over five years
    - 120 students completing the program over a five-year period
  - \* Projected Accumulated Credit Hours: 10,215
  - \* Reimbursable Dollars Rate: \$2.96 (Technical) & \$2.65 (Gen. Ed.)
  - \* Regular Tuition: \$765,072
  - \* Projected Total Reimbursable Dollars: \$391,412
- Total Five-Year Revenue: \$1,156,484

**6. Job/Employer Demand:** 667 per year

**7. Five-Year Projected Job Placement:** 29 per year

**8. Projected Program Milestones:**

- \* Year 1: 30 Declared Majors
- \* Year 2: 75 Declared Majors 12 program completers 90% job placement
- \* Year 3: 135 Declared Majors 23 program graduates 90% job placement
- \* Year 4: 210 Declared Majors 33 program completers 90% job placement
- \* Year 5: 300 Declared Majors 43 program completers 90% job placement

**9. Other Pertinent Information:**

- \* Proposing AAS (60 hrs.)

ALAMO COMMUNITY COLLEGES  
NEW PROGRAM DEVELOPMENT  
PRE-APPLICATION CHECKLIST  
for Northeast Lakeview College (NLC)

Program Title: Cloud Computing, A.A.S.

CIP: 11.0901

**A. Program Objectives:**

The Associate of Applied Science in Cloud Computing equips students the knowledge and hands-on skills to design, manage and secure zero trust networks with cloud deployment. This program places emphasis on routing, switching, firewalls, and server virtualization in physical and cloud environments. Finally, this program covers the concepts of Platform as a Service (PaaS); Software as a Service (SaaS); and Infrastructure as a Service (IaaS) along with the information security standards required in a virtualized deployment. Completion in this program prepares a student for industry certifications such as CompTIA Security +, CompTIA Linux+, FortiNet Network Security Expert (NSE4) and the Cisco Certified Network Associate (CCNA).

Program Student Learning Outcomes:

1. Assess and plan migration from on-premise to Cloud solution environment
2. Identify methods and tools to maintain security and protect data
3. Differentiate between the various storage, computing, and networking options
4. Identify deployment and management options
5. Deploy available services for scalability, reliability and high availability
6. Use Cloud monitoring and auto-scaling services to scale infrastructure up and down
7. Explain network threats, mitigation techniques, and the basics of securing a network
8. Secure administrative access on routers using AAA
9. Implement firewall technologies to secure the network perimeter; configure IPS to mitigate attacks on the network
10. Implement endpoint and Layer 2 security features
11. Implement secure virtual private networks.

**B. Existing program information for initiating college:**

Northwest Vista College has an existing Cloud Architecture A.A.S. program.  
Palto Alto College has a Network and Computer Information A.A.S. program

**C. Occupational Need:**

1. Is the number of employment opportunities in this job growing? Yes  No   
*Supporting evidence:* Overall employment in computer and information technology occupations is projected to grow 15 percent from 2021 to 2031, much faster than the average for all occupations; (*U.S. Bureau of Labor Statistics/Occupational Outlook Handbook*)
2. Will the need for trained personnel be sustained over the next five years? Yes  No   
*Supporting evidence:* An increase in employment opportunities is expected to result in about 682,800 new jobs over the decade. In addition to new jobs from growth, opportunities arise from the need to replace workers who leave their occupations permanently. About 418,500 openings each year, on average, are projected to come from growth and replacement needs.
3. What information is available from local and/or state labor market sources concerning this occupational title?

**Alamo Local Labor Market Information**

- Estimated Employment 2020: 6,151
- Projected Employment 2030: 7,816
- Change in Employment: 1,665
- Percent Change: 29.13%
- Annualized Percent Growth: 2.6
- Annual Openings: 667

**Texas Labor Market Information**

- Estimated Employment 2020: 74,146
- Projected Employment 2030: 89,415
- Change in Employment: 15,269
- Percent Change: 20.2%
- Annualized Percent Growth: 1.86
- Annual Openings: 7,391

**Source:** Texas Labor Market Information website – [texaslmi.com](http://texaslmi.com) SOC Code 15.1231 and 15.1232 NAICS Code 10 (Projections: View and generate a 10-year forecast for employment by industry and occupation for the state of Texas and each of the 28 workforce development areas.)

- a. Is this occupational title on the Demand Occupations List? Yes  No
- b. Indicate the entry-level salary for this occupational title (Computer Network Support Specialist):
  - \$31.00 entry hourly wage
  - Computer Network Support Specialist entry-level salary is roughly \$41.72K - \$59.9K



## D. Assessment of Employer Support –

1. How many companies will show preference to hiring completers of this program?

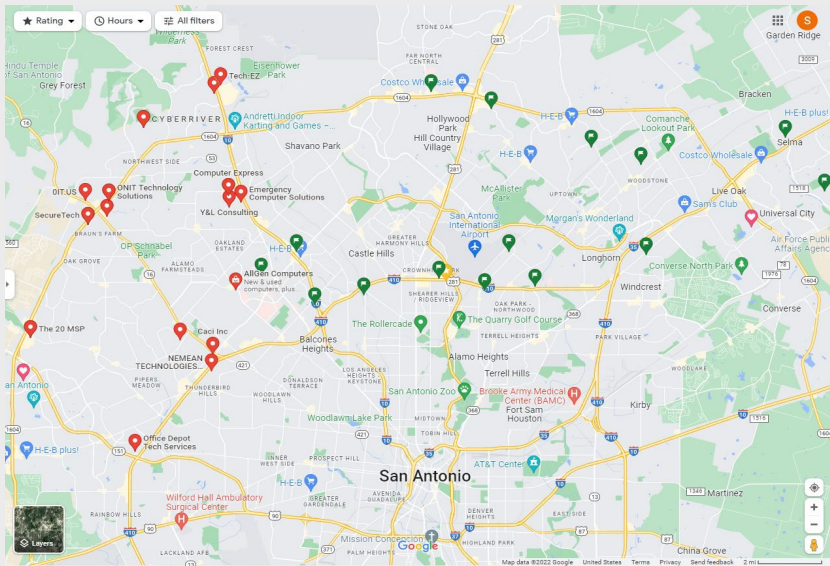
2. How many companies will provide employees incentive to complete this training by providing:

- Higher pay?
- Opportunity for promotion?
- Tuition or other financial support?

## E. Assessment of Training Capacity

1. Geographic implications for program location

a. On a map, indicate the companies that would support and/or be served by the development of a new program for this occupational title.



b. On the same map used in “item a” above, indicate locations of institutions with currently existing programs within a fifty-mile radius, if applicable. Please use a legend.

- Northwest Vista College

2. Suitability of campus resources to support this program

a. Does the college currently have the following resources to begin this program?

- Equipment Yes **X** No
- Facilities Yes **X** No
- Faculty Yes  No **X**
- Instructional resources Yes **X** No
- First-year budget Yes  No **X**

If “No” to any of the above areas, describe the resource commitment needed.

- Qualified faculty
- Operating Expenses

b. Should this program be provided by more than one college? Yes **X** No

## F. College Commitment to Develop a New Program

Based on the above information and the attachments, the administration of this college is committed to the full development, implementation, and sustained operation of the program until the demand has been fully satisfied.

Signature \_\_\_\_\_

Date \_\_\_\_\_

Title \_\_\_\_\_

**New AAS or Certificate  
Degree Plan Form**

College: NLC					
Effective Term:	Fall 2023				
Degree Plan Title:	Cloud Computing				
Major Code:	ApplyTexas:				
(assigned by CSI)	(assigned by CSI)				
Degree Plan Description:	The Associate of Applied Science in Cloud Computing equips students the knowledge and hands-on skills to design, manage and secure zero trust networks with cloud deployment. This program places emphasis on routing, switching, firewalls, and server virtualization in physical and cloud environments. Finally, this program covers the concepts of Platform as a Service (PaaS), Software as a Service (SaaS), and Infrastructure as a Service (IaaS) along with the information security standards required in a virtualized deployment. Completion in this program prepares a student for industry certifications such as CompTIA Security+, CompTIA Linux+, FortiNet Network Security Expert (NSE4) and the Cisco Certified Network Associate (CCNA).				
Degree CIP:	11.0901	Is this an addition of an award to an existing CIP?			
Dept to assign program to:	Cloud Computing	yes			
	Lecture Hours	Lab Hours	External Hours (Practicum, Internship)	Contact Hours	Credit Hours
<b>Semester 1 (Fall)</b>					
TNW 1308 – Implementing and Supporting Client Operating Systems	3	1		64	3
TNW 1425 – Fundamentals of Networking Technologies	3	2		80	4
TSC 1316 – Linux Installation and Configuration	3	1		64	3
Select 1 course from the Communication (10) Core	3	0		48	3
	12	4		256	13
<b>Semester 2 (Spring)</b>					
TNW 2412 – Routers	3	1		64	4
COSC 1436 – Programming Fundamentals I (Python)	3	2		80	4
TSC 2325 – Advanced Linux	3	1		64	3
TSY 1342 – Information Technology Security***	3	1		64	3
	12	5	0	272	14
<b>Semester 3 (Summer)</b>					
Select 1 course from the Social and Behavioral Sciences (80) Core	3	0		48	3
Select 1 course from the Mathematics (20) Core	3	0		48	3
	6	0	0	96	6
<b>Semester 4 (Fall)</b>					
TNW 1436 – Cloud Deployment and Infrastructure Support	3	1		64	4
TNW 1453 – Supporting Network Infrastructure & Servers	4	1		80	4
TCC 2443 - Network Security (Cloud) ***	3	1		64	4
SPCH 1321 Business and Professional Communication	3	0		48	3
	13	3	0	256	15
<b>Semester 5 (Spring)</b>					
TNW 2405-Network Administration	4	1		80	4
TNW 2327 – Advanced Cloud Concepts	3	1		64	3
TNW 2264 – Internship – Cloud Computing	0	0	96	96	2
Select 1 course from the Language, Philosophy & Culture (40) Core	3	0	0	48	3
	10	2	96	288	12
Total Degree Plan	53	14	96	1,168	60
Total Degree Plan hours (above)					
Note: Consider pre-requisites when sequencing courses	NLC	NVC	PAC	SAC	SPC
Do other colleges offer this program?		Y	Y	N	N

**Alamo Colleges**  
**Return on Investment Calculation**  
**Cloud Computing**

<b>NLC</b>	#Students / Cohort - Program	24	24	24	24	24	24	24	24	24
		Cohort 1 Begins	Cohort 2 Begins	Cohort 3 Begins	Cohort 4 Begins	Cohort 5 Begins	Cohort 6 Begins	Cohort 7 Begins	Cohort 8 Begins	Cohort 9 Begins
Average Class size		24								
Retention Rate	by Semester	85.0%								

	Fall23	Spring24	Summer24	Fall24	Spring25	Summer25
Per Degree Plan tab:	Semester 1	Semester 2	Semester 3	Semester 4	Semester 5	
SCH / Program	60.00					
Semester Credit Hours / Term (Cohorts beginning Fall)	13.00	14.00	6.00	15.00	12.00	
	#Classes	4.00	4.00	4.00	4.00	4.00
Semester Credit Hours / Term (Cohorts beginning Spring) Summer = Semester 3		13.00	6.00	14.00	15.00	12.00
	#Classes	4	2	4	4	4

	Y1	Y2	Y3	Y4	Y5	Total										
Start Up Costs	Fall23	Spring24	Summer24	Fall24	Spring25	Summer25	Fall25	Spring26	Summer26	Fall26	Spring27	Summer27	Fall27	Spring28	Summer28	Total
<b>Cohorts:</b>																
Cohort 1	24.0	20.0	17.0	14.0	12.0											87.0
Cohort 2		24.0	20.0	17.0	14.0	12.0										87.0
Cohort 3			24.0	20.0	17.0	14.0	12.0									87.0
Cohort 4				24.0	20.0	17.0	14.0	12.0								87.0
Cohort 5					24.0	20.0	17.0	14.0	12.0							87.0
Cohort 6						24.0	20.0	17.0	14.0	12.0						87.0
Cohort 7							24.0	20.0	17.0	14.0	12.0					87.0
Cohort 8								24.0	20.0	17.0	14.0	12.0				87.0
Cohort 9									24.0	20.0	17.0	14.0	12.0			87.0
Cohort 10										24.0	20.0	17.0	14.0	12.0		87.0
<b>Total Students</b>	<b>24.0</b>	<b>44.0</b>	<b>37.0</b>	<b>55.0</b>	<b>70.0</b>	<b>49.0</b>	<b>55.0</b>	<b>70.0</b>	<b>49.0</b>	<b>55.0</b>	<b>70.0</b>	<b>49.0</b>	<b>55.0</b>	<b>70.0</b>	<b>49.0</b>	<b>801.0</b>

	Y1	Y2	Y3	Y4	Y5	Total										
<b>Cohort Semester Hours:</b>																
Cohort 1 Semester Hrs	312.0	280.0	102.0	210.0	144.0	1,048.0										
Cohort 2 Semester Hrs		312.0	120.0	238.0	210.0	1,024.0										
Cohort 3 Semester Hrs			312.0	280.0	102.0	1,048.0										
Cohort 4 Semester Hrs				312.0	120.0	1,024.0										
Cohort 5 Semester Hrs					312.0	1,048.0										
Cohort 6 Semester Hrs						1,048.0										
Cohort 7 Semester Hrs						1,048.0										
Cohort 8 Semester Hrs						1,024.0										
Cohort 9 Semester Hrs						694.0										
Cohort 10 Semester Hrs						432.0										
<b>Total Semester Credit Hours</b>	<b>312.0</b>	<b>592.0</b>	<b>222.0</b>	<b>760.0</b>	<b>946.0</b>	<b>366.0</b>	<b>760.0</b>	<b>946.0</b>	<b>366.0</b>	<b>760.0</b>	<b>946.0</b>	<b>366.0</b>	<b>760.0</b>	<b>946.0</b>	<b>366.0</b>	<b>9,414.0</b>

	Start Up Costs	Fall23	Spring24	Summer24	Fall24	Spring25	Summer25	Fall25	Spring26	Summer26	Fall26	Spring27	Summer27	Fall27	Spring28	Summer28	Total
<b>Contact Hours:</b>																	
Technical Contact Hours		4,992	11,968	-	11,440	17,760	2,880	11,440	17,760	2,880	11,440	17,760	2,880	11,440	17,760	2,880	145,280
Academic Contact Hours		1,152	-	3,552	2,640	1,248	4,128	2,640	1,248	4,128	2,640	1,248	4,128	2,640	1,248	4,128	36,768
<b>Total Contact Hours</b>		<b>6,144</b>	<b>11,968</b>	<b>3,552</b>	<b>14,080</b>	<b>19,008</b>	<b>7,008</b>	<b>14,080</b>	<b>19,008</b>	<b>7,008</b>	<b>14,080</b>	<b>19,008</b>	<b>7,008</b>	<b>14,080</b>	<b>19,008</b>	<b>7,008</b>	<b>182,048</b>
Contact Hrs per SCH		19.69	20.22	16.00	18.53	20.09	19.15	18.53	20.09	19.15	18.53	20.09	19.15	18.53	20.09	19.15	19.34

	Y1	Y2	Y3	Y4	Y5	Total										
<b>Technical CH / Term</b>																
Cohort Term 1	208.00	272.00	-	208.00	240.00	928.00										
Cohort Term 2		272.00	-	208.00	240.00	928.00										
Cohort Term 3			208.00	272.00	-	928.00										
Cohort Term 4				272.00	208.00	928.00										
Cohort Term 5					208.00	928.00										
Cohort Term 6						928.00										
Cohort Term 7						928.00										
Cohort Term 8						928.00										
Cohort Term 9						480.00										
Cohort Term 10						272.00										
<b>Total Technical CH / Term</b>	<b>208.00</b>	<b>544.00</b>	<b>-</b>	<b>624.00</b>	<b>992.00</b>	<b>240.00</b>	<b>624.00</b>	<b>992.00</b>	<b>240.00</b>	<b>624.00</b>	<b>992.00</b>	<b>240.00</b>	<b>624.00</b>	<b>992.00</b>	<b>240.00</b>	<b>8,176.00</b>

	Y1	Y2	Y3	Y4	Y5	Total										
<b>Academic CH / Term</b>																
Cohort Term 1	48.00	-	96.00	48.00	48.00	240.00										
Cohort Term 2		-	96.00	48.00	48.00	240.00										
Cohort Term 3			48.00	-	96.00	240.00										
Cohort Term 4				48.00	96.00	240.00										
Cohort Term 5					48.00	240.00										
Cohort Term 6						240.00										
Cohort Term 7						240.00										
Cohort Term 8						240.00										
Cohort Term 9						144.00										
Cohort Term 10						96.00										
<b>Total Academic CH / Term</b>	<b>48.00</b>	<b>-</b>	<b>192.00</b>	<b>144.00</b>	<b>96.00</b>	<b>240.00</b>	<b>144.00</b>	<b>96.00</b>	<b>240.00</b>	<b>144.00</b>	<b>96.00</b>	<b>240.00</b>	<b>144.00</b>	<b>96.00</b>	<b>240.00</b>	<b>2,160.00</b>

**Revenue & Expenses**

Revenue Input:	Fall	Spring	Summer	Total													
Tuition per SCH	\$ 99	\$ 99	\$ 99	\$ 297													
Special Program Tuition	\$ -	\$ -	\$ -	\$ -													
Other Fees	\$ -	\$ -	\$ -	\$ -													
<b>State Reimb Rate FY2223</b>	<b>Full Rate</b>	<b>Multiplier</b>	<b>Biennium Decline</b>														
Technical - Avg THECB Rate per Fund Codes listed on degree plan	\$ 15.98	20.19%															
Academic - Avg THECB Rate per Fund Codes listed on degree plan	\$ 13.61	20.19%															
<b>State Reimb Rate:</b>	<b>Start Up Costs</b>	<b>Fall23</b>	<b>Spring24</b>	<b>Summer24</b>	<b>Fall24</b>	<b>Spring25</b>	<b>Summer25</b>	<b>Fall25</b>	<b>Spring26</b>	<b>Summer26</b>	<b>Fall26</b>	<b>Spring27</b>	<b>Summer27</b>	<b>Fall27</b>	<b>Spring28</b>	<b>Summer28</b>	<b>Total</b>
Technical - Fund Codes listed on degree plan	\$	3.23	\$ 3.23	\$ 3.23	\$ 3.23	\$ 3.23	\$ 3.23	\$ 3.23	\$ 3.23	\$ 3.23	\$ 3.23	\$ 3.23	\$ 3.23	\$ 3.23	\$ 3.23	\$ 3.23	\$ 32.3
Academic - Fund Codes listed on degree plan	\$	2.75	\$ 2.75	\$ 2.75	\$ 2.75	\$ 2.75	\$ 2.75	\$ 2.75	\$ 2.75	\$ 2.75	\$ 2.75	\$ 2.75	\$ 2.75	\$ 2.75	\$ 2.75	\$ 2.75	\$ 27.5

**Alamo Colleges**  
**Return on Investment Calculation**  
**Cloud Computing**

NLC	#Students / Cohort - Program	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	
Student Success Points = \$124/point		\$ 124.00	\$ 124.00	\$ 124.00	\$ 124.00	\$ 124.00	\$ 124.00	\$ 124.00	\$ 124.00	\$ 124.00	\$ 124.00	\$ 124.00	\$ 124.00	\$ 124.00	\$ 124.00	\$ 124.00	
Student Success Points - Cohort 1		0.50	1.00	2.50	-	3.25										7.3	
# Students Completing Metric - Cohort 1		24	20	17	14	12										87	
Student Success Points - Cohort 2			0.50	2.00	1.50	-	3.25	-	-							7.3	
# Students Completing Metric - Cohort 2			24	20	17	14	12	-	-							87	
Student Success Points - Cohort 3				0.50	1.00	2.50	-	3.25								7.3	
# Students Completing Metric - Cohort 3				24	20	17	14	12	-							87	
Student Success Points - Cohort 4					0.50	2.00	1.50	-	3.25	-	-					7.3	
# Students Completing Metric - Cohort 4					24	20	17	14	12	-	-					87	
Student Success Points - Cohort 5						0.50	1.00	2.50	-	3.25						7.3	
# Students Completing Metric - Cohort 5						24	20	17	14	12	-					87	
Student Success Points - Cohort 6							0.50	2.00	1.50	-	3.25	-	-			7.3	
# Students Completing Metric - Cohort 6							24	20	17	14	12	-	-			87	
Student Success Points - Cohort 7										0.50	1.00	2.50	-	3.25		7.3	
# Students Completing Metric - Cohort 7										24.00	20.00	17.00	14.00	12.00	-	87.0	
Student Success Points - Cohort 8											0.50	2.00	1.50	-	3.25	7.3	
# Students Completing Metric - Cohort 8											24	20	17	14	12	87	
Student Success Points - Cohort 9												0.50	1.00	2.50		4.0	
# Students Completing Metric - Cohort 9												24	20	17		61	
Student Success Points - Cohort 10													0.50	2.00		2.5	
# Students Completing Metric - Cohort 10													24	20		44	
<b>Total Success Point Funding***</b>		<b>1,488</b>	<b>3,968</b>	<b>10,230</b>	<b>4,650</b>	<b>8,804</b>	<b>15,066</b>	<b>4,650</b>	<b>8,804</b>	<b>15,066</b>	<b>4,650</b>	<b>8,804</b>	<b>15,066</b>	<b>4,650</b>	<b>8,804</b>	<b>15,066</b>	<b>129,766</b>

\*\*\*Student Success Point Funding is Reimbursed by the State on a 2 year lag. Projected reimbursements are shown in the Revenue Section below with the lag period

**Expense Input:**

FT Faculty & Adjunct Salary:	FT Fac load per Year (Fall & Spring)	FT Faculty Rate	* rates are for full-time & temporary faculty beginning the week faculty return to campus and working 15 workload units. HR FY23 effective 8-16-22 (MA+24-4 years Exp)	Fall23	Spring24	Summer24	Fall24	Spring25	Summer25	Fall25	Spring26	Summer26	Fall26	Spring27	Summer27	Fall27	Spring28	Summer28	Total
FT Fac Annual Salary (without benefits) (Avg MA+24)	54,841	54,841	\$ 54,841																
FT Fac Annual Salary Including Benefits	31.740%	72,248	\$ 72,248																
\$/Load (Class)																			
Cost of 1 FT Faculty by Term				36,124	36,124	7,141	36,124	36,124	7,141	36,124	36,124	7,141	36,124	36,124	7,141	36,124	36,124	7,141	
# of FT Faculty per Term - ASSUMPTION				1.0	1.0		1.0	1.0		1.0	1.0		1.0	1.0		1.0	1.0		
Adjunct \$ / Section - MA24 (per 3 Hour Class) HWHHD		without Benefits	with Benefits (8.3%)																
Adjunct \$ / Section - MA24 (per 3 Hour Class) Regular		\$ 5,072	\$ 5,493																
# of Adjunct Faculty 3 hr loads- HWHHD	\$ 5,493			9.0		9.0	4.0	4.0	9.0	4.0	9.0	4.0	9.0	4.0	9.0	4.0	9.0	4.0	
# of Adjunct Faculty 3 hr loads- Regular	\$ 3,326			4.0	2.0	2.0	4.0	2.0	4.0	2.0	4.0	2.0	4.0	2.0	4.0	2.0	4.0	2.0	
per 3 hour course				13,304	6,652	6,652	13,304	6,652	6,652	13,304	6,652	6,652	13,304	6,652	6,652	13,304	6,652	6,652	119,732
# of Faculty HW/HHD- IT Stip-	\$ 20,000	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
Total Staff		10,000	10,000		10,000	10,000		10,000	10,000		10,000	10,000		10,000	10,000		10,000	10,000	992,942

# Cohorts	1	2	2	3	4	3	3	4	3	3	4	3	3	4	3	4	3		
Cohort #1 Day - # of classes	Fall	4.00	4.00	2.00	4.00	4.00												18.00	
Cohort #2 Day - # of classes	Spring		4.00	2.00	4.00	4.00	4.00											18.00	
Cohort #3 Day - # of classes	Fall			4.00	4.00	4.00												18.00	
Cohort #4 Day - # of classes	Spring				4.00	4.00	4.00											18.00	
Cohort #5 Day - # of classes	Fall					4.00	4.00	4.00										18.00	
Cohort #6 Day - # of classes	Spring						4.00	4.00	4.00									18.00	
Cohort #7 Day - # of classes	Fall							4.00	4.00	4.00								18.00	
Cohort #8 Day - # of classes	Spring								4.00	4.00	4.00	4.00						18.00	
Cohort #9 Day - # of classes	Fall									4.00	4.00	4.00	4.00					18.00	
Cohort #10 Day - # of classes	Spring										4.00	4.00	4.00	4.00				18.00	
# of Classes		4.00	8.00	4.00	12.00	16.00	8.00	12.00	16.00	8.00	12.00	16.00	8.00	12.00	16.00	8.00	12.00	16.00	8.00
Total FT Faculty required for term Load		1.00	2.00	1.00	2.00	3.00	2.00	2.00	3.00	2.00	3.00	2.00	3.00	2.00	3.00	2.00	3.00	2.00	
Excess Load (Adjunct @ 3 hour courses)		-	3.0	4.0	7.0	11.0	8.0	7.0	11.0	8.0	7.0	11.0	8.0	7.0	11.0	8.0	7.0	11.0	8.0
Assumed FT Faculty (low 132)		1.0	1.0	-	1.0	1.0	-	1.0	1.0	-	1.0	1.0	-	1.0	1.0	-	1.0	1.0	-

Core course for Adjunct Loads from line 166 loads

Other Expense Input Items:	Y1	Y2	Y3	Y4	Y5	Total
Equipment - Startup						\$ -
Supplies - annual including maintenance	\$ 8,000	4,000	4,000	4,000	4,000	\$ -
Staff Development	385	193	193	193	193	\$ -40,000
Staff Travel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

REVENUES	Y1	Y2	Y3	Y4	Y5	Total
Tuition & Fees	\$ 30,888	\$ 58,608	\$ 21,978	\$ 75,240	\$ 93,654	\$ 36,234
Summer Momentum						\$ 931,986
State Appropriations - Technical (Reimbursement on 2 Yr Lag)			(21,978)			(36,234)
State Appropriations - Academic (Reimbursement on 2 Yr Lag)						(36,234)
Success Points Funding (Reimbursement on 2 Yr Lag)				1,488	3,968	10,230
Special Program Tuition*						
Other Revenue*						
<b>TOTAL REVENUE</b>	<b>\$ -</b>	<b>\$ 30,888</b>	<b>\$ 58,608</b>	<b>\$ -</b>	<b>\$ 75,240</b>	<b>\$ 93,654</b>

\* Note: Exclude any revenues that are "pass-through" to a testing or other 3rd party. Needs to be applied to Alamo Colleges expenses listed and incurred.

**Alamo Colleges**  
**Return on Investment Calculation**  
**Cloud Computing**

NLC	#Students / Cohort - Program															
	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24
<b>EXPENSES</b>																
FT Faculty Salaries	36,124	36,124	-	36,124	36,124	-	36,124	36,124	-	36,124	36,124	-	36,124	36,124	-	36,124
High Wage High Demand	10,000	10,000	-	10,000	10,000	-	10,000	10,000	-	10,000	10,000	-	10,000	10,000	-	10,000
Adjunct Faculty per Section H/WHD	-	16,479	-	27,465	49,437	21,972	27,465	49,437	21,972	27,465	49,437	21,972	27,465	49,437	21,972	27,465
Adjunct Faculty per Section Regular	-	-	13,304	6,652	6,652	13,304	6,652	6,652	13,304	6,652	6,652	13,304	6,652	6,652	13,304	6,652
Supplies - Per Term	4,000	4,000	-	4,000	4,000	-	4,000	4,000	-	4,000	4,000	-	4,000	4,000	-	4,000
Staff Development	193	193	-	193	193	-	193	193	-	193	193	-	193	193	-	193
Equipment - Startup	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Staff Travel	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL DIRECT COSTS</b>	\$ -	\$ 50,316	\$ 66,795	\$ 13,304	\$ 84,433	\$ 106,405	\$ 35,275	\$ 84,433	\$ 106,405	\$ 35,275	\$ 84,433	\$ 106,405	\$ 35,275	\$ 84,433	\$ 106,405	\$ 35,275
Indirect costs (per Finance Factor)	\$ 252	\$ 462	\$ 389	\$ 578	\$ 735	\$ 515	\$ 578	\$ 735	\$ 515	\$ 578	\$ 735	\$ 515	\$ 578	\$ 735	\$ 515	\$ 8,411
Depreciation - on Current equipment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL EXPENSE</b>	\$ -	\$ 50,568	\$ 67,257	\$ 13,692	\$ 85,010	\$ 107,140	\$ 35,790	\$ 85,010	\$ 107,140	\$ 35,790	\$ 85,010	\$ 107,140	\$ 35,790	\$ 85,010	\$ 107,140	\$ 35,790
<b>NET INCOME / (LOSS)</b>	\$ -	\$ (19,680)	\$ (8,649)	\$ (13,692)	\$ (9,770)	\$ (13,486)	\$ (35,790)	\$ 10,989	\$ 29,095	\$ (15,802)	\$ 39,042	\$ 56,046	\$ (92)	\$ 39,042	\$ 56,046	\$ (92)
<b>CUMULATIVE NET INCOME/(LOSS)</b>	\$ -	\$ (19,680)	\$ (28,329)	\$ (42,021)	\$ (51,792)	\$ (65,278)	\$ (101,068)	\$ (90,079)	\$ (60,984)	\$ (76,786)	\$ (37,744)	\$ 18,302	\$ 18,210	\$ 57,252	\$ 113,298	\$ 113,206
<b>Summer Momentum Calculation</b>																
# SCH Taken	Summer		Summer		Summer		Summer		Summer		Summer		Summer		Summer	
Cohort 1	13	14	6	15	12											60
Cohort 2		13	6	14	15	12										60
Cohort 3				13	14	6	15	12								60
Cohort 4					13	6	14	15	12							60
Cohort 5							13	14	6	15	12					60
Cohort 6								13	6	14	15	12				60
Cohort 7									6	13	14	6	15	12		60
Cohort 8											6	14	15	12		60
Cohort 9												6	13	14	6	33
Cohort 10														13	6	19
# SCH Free- SMP			6						6							6
Cohort 1			6													6
Cohort 2			6													6
Cohort 3						6										6
Cohort 4						6										6
Cohort 5									6							6
Cohort 6									6							6
Cohort 7												6				6
Cohort 8												6				6
Cohort 9																6
Cohort 10																6
<b>Total Free SMP</b>			222			366			366			366				366
<b>Total Free SMP @ \$99/SCH</b>			(21,978)			(36,234)			(36,234)			(36,234)				(36,234)

ESMP (FY23 BB Tuition Schedule appendix)  
 9 Free Credit Hours for Alamo Colleges students enrolled full-time in Spring 2023 who also took classes at the Alamo Colleges in Fall 2022

		Fall Cohort Start Semester #						
		1	2	3	4	5		
		Semester 1	Semester 2	Semester 3	Semester 4	Semester 5	Semester	Total
		Points Earned Per Term						
Success Point	# Points	Class						
Complete Developmental Education								
Math	1							-
Reading	0.5							-
Writing	0.5							-
First College Credit								
Math	1			1.0				1.0
Reading	0.5							-
Writing	0.5		0.5					0.5
15 credits - College Level	1		1.0					1.0
30 credits - College Level	1.5			1.5				1.5
Degrees Awarded:								
Cert/A.A. <i>Not in a Critical Field</i>	1.2							-
Critical Fields Certificate/AA	3.25					3.25		3.3
(Critical field = Science, Technology, Engineering, Math, Allied Health)								
<b>Total Success Points</b>		<b>0.5</b>	<b>1.0</b>	<b>2.5</b>	<b>-</b>	<b>3.3</b>	<b>-</b>	<b>7.3</b>
<b># Credits</b>		<b>13.00</b>	<b>14.00</b>	<b>6.00</b>	<b>15.00</b>	<b>12.00</b>	<b>-</b>	<b>60</b>
<i>Cumulative Credits</i>			27.00	33.00	48.00	60.00		
<b>Calculation for Funding for Success Points for 1 Cohort</b> 1 Success Point = \$124								
	1 Cohort	24.00	20.00	17.00	14.00	12.00		
	3 Cohort	24.00	20.00	17.00	14.00	12.00		
	5 Cohort	24.00	20.00	17.00	14.00	12.00		
	7 Cohort	24.00	20.00	17.00	14.00	12.00		
	9 Cohort	24.00	20.00	17.00				
<b>Funding per Success Point per Cohort</b>		<b>\$ 7,440</b>	<b>\$ 12,400</b>	<b>\$ 26,350</b>	<b>\$ -</b>	<b>\$ 19,344</b>		<b>\$ 65,534</b>

## New AAS or Certificate Degree Plan Form

**Degree Plan Title:** Cloud Computing

**College:** NLC  
**Effective Term:** Fall 2023

**Major Code:** \_\_\_\_\_

**ApplyTexas:** \_\_\_\_\_

*(assigned by CSI)*

*(assigned by CSI)*

**Degree Plan Description:**

The Associate of Applied Science in Cloud Computing equips students the knowledge and hands-on skills to design, manage and secure zero trust networks with cloud deployment. This program places emphasis on routing, switching, firewalls, and server virtualization in physical and cloud environments. Finally, this program covers the concepts of Platform as a Service (PaaS); Software as a Service (SaaS); and Infrastructure as a Service (IaaS) along with the information security standards required in a virtualized deployment. Completion in this program prepares a student for industry certifications such as CompTIA Security+, CompTIA Linux+, FortiNet Network

**Degree CIP:** 11.0901

**Is this an addition of an award to an existing CIP?** yes

**Dept to assign program to:** Cloud Computing

	Lecture Hours	Lab Hours	External Hours (Practicum, Internship)	Contact Hours	Credit Hours	Reimb	THECB Fund #	Reported Expense per Contact Hour - Lookup
<b>Semester 1 (Fall)</b>								
ITNW 1308 – Implementing and Supporting Client Operating	3	1		64	3	Tech	7 \$	15.98
ITNW 1425 – Fundamentals of Networking Technologies	3	2		80	4	Tech	7 \$	15.98
ITSC 1316 – Linux Installation and Configuration	3	1		64	3	Tech	7 \$	15.98
Select 1 course from the Communication (10) Core	3	0		48	3	Acad	6 \$	15.51
	<b>12</b>	<b>4</b>		<b>256</b>	<b>13</b>			
<b>Semester 2 (Spring)</b>								
ITNW 2412 – Routers	3	1		64	4	Tech	7 \$	15.98
COSC 1436 – Programming Fundamentals I (Python)	3	2		80	4	Tech	7 \$	15.98
ITSC 2325 – Advanced Linux	3	1		64	3	Tech	7 \$	15.98
ITSY 1342 – Information Technology Security***	3	1		64	3	Tech	7 \$	15.98
	<b>12</b>	<b>5</b>	<b>0</b>	<b>272</b>	<b>14</b>			
<b>Semester 3 (Summer)</b>								
Select 1 course from the Social and Behavioral Sciences (80) Core	3	0		48	3	Acad	25 \$	11.36
Select 1 course from the Mathematics (20) Core	3	0		48	3	Acad	19 \$	12.56
	<b>6</b>	<b>0</b>	<b>0</b>	<b>96</b>	<b>6</b>			
<b>Semester 4 (Fall)</b>								
ITNW 1436 – Cloud Deployment and Infrastructure Support	3	1		64	4	Tech	7 \$	15.98
ITNW 1453 – Supporting Network Infrastructure & Servers	4	1		80	4	Tech	7 \$	15.98
ITCC 2443 - Network Security (Cloud) ***	3	1		64	4	Tech	7 \$	15.98
SPCH 1321 Business and Professional Communication	3	0		48	3	Acad	6 \$	15.51
	<b>13</b>	<b>3</b>	<b>0</b>	<b>256</b>	<b>15</b>			
<b>Semester 5 (Spring)</b>								
ITNW 2405-Network Administration	4	1		80	4	Tech	7 \$	15.98
ITNW 2327 – Advanced Cloud Concepts	3	1		64	3	Tech	7 \$	15.98
ITNW 2264 – Internship – Cloud Computing	0	0	96	96	2	Tech	7 \$	15.98
Select 1 course from the Language, Philosophy & Culture (40)	3	0	0	48	3	Acad	12 \$	13.09
	<b>10</b>	<b>2</b>	<b>96</b>	<b>288</b>	<b>12</b>		\$	-
<b>Total Degree Plan</b>	<b>53</b>	<b>14</b>	<b>96</b>	<b>1,168</b>	<b>60</b>	Total \$/CH		4.24
<b>Total Degree Plan hours (above)</b>								

*Note: Consider pre-requisites when sequencing courses*

Do other colleges offer this program?

NLC	NVC	PAC	SAC	SPC
	Y	Y	N	N

**Community and Technical Colleges, Report of Fundable Operating Expenses, Fiscal Year (FY) 2020**  
**Summary of Expenses Divided by Contact Hours**  
**Contact Hours for Fall 2019 and Spring and Summer 2020**

**Percent Funded** 20.19%

<b>Fund</b>	<b>Discipline</b>	<b>Contact Hours</b>	<b>Expense</b>	<b>Reported Expense per Contact Hour</b>	<b>Funded Expense per Contact Hour</b>
1	Agriculture	2,034,661	\$ 25,307,667	\$ 12.44	\$ 2.51
2	Architecture and Precision Production Trades	5,457,001	\$ 81,538,082	\$ 14.94	\$ 3.02
3	Biology, Physical Sciences, and Science Technology	42,078,686	\$ 519,874,019	\$ 12.35	\$ 2.49
4	Business Management, Marketing, and Administrative Services	17,989,827	\$ 219,008,896	\$ 12.17	\$ 2.46
5	Career Pilot	125,348	\$ 5,119,491	\$ 40.84	\$ 8.25
6	Communications	3,183,242	\$ 49,379,445	\$ 15.51	\$ 3.13
7	Computer and Information Sciences	8,308,193	\$ 132,794,650	\$ 15.98	\$ 3.23
8	Construction Trades	2,123,037	\$ 34,853,434	\$ 16.42	\$ 3.32
9	Consumer and Homemaking Education	8,907,446	\$ 126,496,000	\$ 14.20	\$ 2.87
10	Engineering	513,576	\$ 10,420,115	\$ 20.29	\$ 4.10
11	Engineering Related	7,185,324	\$ 105,147,283	\$ 14.63	\$ 2.95
12	English Language, Lit, Philosophy, Humanities, & Interdisciplinary	42,744,502	\$ 559,511,242	\$ 13.09	\$ 2.64
13	Foreign Languages	5,883,846	\$ 72,384,652	\$ 12.30	\$ 2.48
14	Health Occupations - Dental Assistants, Medical Lab, and Assoc. Degree Nursing	8,790,197	\$ 172,405,646	\$ 19.61	\$ 3.96
15	Health Occupations - Dental Hygiene	496,898	\$ 14,096,351	\$ 28.37	\$ 5.73
16	Health Occupations - Other	12,587,870	\$ 212,142,184	\$ 16.85	\$ 3.40
17	Health Occupations - Respiratory Therapy	753,886	\$ 17,188,899	\$ 22.80	\$ 4.60
18	Health Occupations - Vocational Nursing	4,310,681	\$ 72,989,021	\$ 16.93	\$ 3.42
19	Mathematics	29,744,697	\$ 373,731,421	\$ 12.56	\$ 2.54
20	Mechanics and Repairers - Automotive	2,964,115	\$ 46,043,203	\$ 15.53	\$ 3.14
21	Mechanics and Repairers - Diesel, Aviation Mechanics, and Transportation Workers	2,334,063	\$ 42,830,054	\$ 18.35	\$ 3.71
22	Mechanics and Repairers - Electronics	689,019	\$ 13,363,324	\$ 19.39	\$ 3.92
23	Physical Education and Fitness	3,264,863	\$ 56,010,106	\$ 17.16	\$ 3.47
24	Protective Services and Public Administration	7,864,069	\$ 106,368,740	\$ 13.53	\$ 2.73
25	Psychology, Social Sciences, and History	57,229,272	\$ 650,026,876	\$ 11.36	\$ 2.29
26	Visual and Performing Arts	15,146,314	\$ 224,672,237	\$ 14.83	\$ 2.99
		292,710,633	\$ 3,943,703,036	\$ 13.47	

Percent Funded 98.2%

Fund	Discipline	Weight	Annual Rate	General Academic Funded Weighted Rate	Community College Funded Weighted Rate
31	BAT Liberal Arts	1.82	\$ 38.78	\$ 70.58	\$ 69.31
32	BAT Science	2.75	\$ 38.78	\$ 106.65	\$ 104.73
36	BAT Business Administration	1.82	\$ 38.78	\$ 70.58	\$ 69.31
39	BAT Technology	2.42	\$ 38.78	\$ 93.85	\$ 92.16
46	BAT Health Services	1.60	\$ 38.78	\$ 62.05	\$ 60.93
50	BAT Nursing	2.07	\$ 38.78	\$ 80.28	\$ 78.83

**Contact Hour Funding Strategy**

Average Contact Hour Rate 2020-2021

Biennial Rate

\$ 5.44

**Degree Plan Title:** Cloud Computing

**Effective Term (Projected term/year to start)** Fall 2023

**Degree Plan Description:** The Associate of Applied Science in Cloud Computing equips students the knowledge and hands-on skills to design, manage and secure zero trust networks with cloud deployment. This program places emphasis on routing, switching, firewalls, and server virtualization in physical and cloud environments. Finally, this program covers the concepts of Platform as a Service (PaaS); Software

**Degree CIP:** 11.0901

*Is this an addition of an award to an existing CIP? (yes/no)* Yes

Average Class Size per Year (defaults to 25) 24

Average Lab Size per Year - *if different than Average Class Size*

Retention Rate per Semester (defaults to 75%) 85%



**Student Information:**

Cohort Begins (Fall/Spring/Summer) Fall 2023

# Students per Cohort (beginning #) 24

Semester Credit Hours per Term (per degree plan) 12



Faculty/Staff Information	Class (i.e. PHD, MA, MA+36, etc)	Salary
# of Full Time Faculty required per Semester/Year	1(MA)	54,000
# of Adjunct Faculty per Semester/Year	3	9,000

Please list other staff, including salary, required that are specific to degree (Admin Assistant, Lab Tech, etc)



Other Expenses:	Per Term or	
	\$ Amount	Per Year
Staff Development (Continuing Education, Conferences, Memberships)	\$385.00	Per Year Per Fulltime Faculty
Staff Travel		
Equipment - Startup (1 Time Initial Expense)	0	
Supplies, Equipment Maintenance - \$ Per Term/ Per Year	\$ 20,000	

Other Expense - please describe below



	INPUT
Name of program	Cloud Computing
Department Chair Contact Information	210.486.5299 snittinger@alamo.edu
Org id	
Discipline/Program	Business, Philosophy & Technology/IT
Calculated Average for Discipline	
Equipment higher than \$5K annual depreciation	
Student/Cohort Information:	
Maximum cohort size	24
Maximum average class size - lab	24
Retention rate	85%
How many students are in the program?	0
How many students are in the program, duplicated count?	
How many students are in the program, unduplicated count?	
How many students are in the program, declared majors?	
What is the starting salary for individuals coming out of this program?	\$45,000
Are you at capacity?	No
Are you at capacity due to faculty availability?	No
Are you at capacity due to facility limitations?	No
Enrollment in program over last five years	
Rubric for program	
Dedicated faculty to program:	4
Dedicated full-time faculty to the program	1
Dedicated adjunct faculty to the program	2
Does the equipment you have prepare the students for today's labor market?	Yes
How long is your program?	5 semesters
If we were to request a special program tuition...	
Special Tuition charged Per Student Includes Summer Term? <b>Yes/No</b>	
Is the instructional program cost great than 150% of the average?	
What is the demand? Are there students waiting for this program?	
Are there jobs in this field waiting on graduates?	Yes
How much do you think the student would pay?	
Which course(s) would you attach this tuition to?	
Other student information (please describe)	
Does program require specialized faculty?	Yes
Does program require specialized equipment?	Yes
An itemized list of equipment including quantity and costs must be submitted with ROI	
Does program require specialized facilities?	
All Proposed Plans to Renovation/Upgrade Facilities and Buildings must be approved by Facilities. Approved Proposal must be submitted with ROI	
Does program require consumables?	

## New AAS or Certificate Degree Plan Form

**Degree Plan Title:** Cloud Computing  
**Major Code:** \_\_\_\_\_  
*(assigned by CSI)*

**College:** NLC  
**Effective Term:** Fall 2023  
**ApplyTexas:** \_\_\_\_\_  
*(assigned by CSI)*

**Degree Plan Description:**

The Associate of Applied Science in Cloud Computing equips students the knowledge and hands-on skills to design, manage and secure zero trust networks with cloud deployment. This program places emphasis on routing, switching, firewalls, and server virtualization in physical and cloud environments. Finally, this program covers the concepts of Platform as a Service (PaaS); Software as a Service (SaaS); and Infrastructure as a Service (IaaS) along with the information security standards required in a virtualized deployment. Completion in this program prepares a student for industry certifications such as CompTIA Security+, CompTIA Linux+, FortiNet Network Security Expert (NSE4) and the Cisco Certified Network Associate (CCNA).

**Degree CIP:** 11.0901  
**Dept to assign program to:** Cloud Computing

**Is this an addition of an award to an existing CIP?** yes

	Lecture Hours	Lab Hours	External Hours (Practicum, Internship)	Contact Hours	Credit Hours
<b>Semester 1 (Fall)</b>					
ITNW 1308 – Implementing and Supporting Client Operating Systems	3	1		64	3
ITNW 1425 – Fundamentals of Networking Technologies	3	2		80	4
ITSC 1316 – Linux Installation and Configuration	3	1		64	3
Select 1 course from the Communication (10) Core	3	0		48	3
	<b>12</b>	<b>4</b>		<b>256</b>	<b>13</b>
<b>Semester 2 (Spring)</b>					
ITNW 2412 – Routers	3	1		64	4
COSC 1436 – Programming Fundamentals I (Python)	3	2		80	4
ITSC 2325 – Advanced Linux	3	1		64	3
ITSY 1342 – Information Technology Security***	3	1		64	3
	<b>12</b>	<b>5</b>	<b>0</b>	<b>272</b>	<b>14</b>
<b>Semester 3 (Summer)</b>					
Select 1 course from the Social and Behavioral Sciences (80) Core	3	0		48	3
Select 1 course from the Mathematics (20) Core	3	0		48	3
	<b>6</b>	<b>0</b>	<b>0</b>	<b>96</b>	<b>6</b>
<b>Semester 4 (Fall)</b>					
ITNW 1436 – Cloud Deployment and Infrastructure Support	3	1		64	4
ITNW 1453 – Supporting Network Infrastructure & Servers	4	1		80	4
ITCC 2443 - Network Security (Cloud) ***	3	1		64	4
SPCH 1321 Business and Professional Communication	3	0		48	3
	<b>13</b>	<b>3</b>	<b>0</b>	<b>256</b>	<b>15</b>
<b>Semester 5 (Spring)</b>					
ITNW 2405-Network Administration	4	1		80	4
ITNW 2327 – Advanced Cloud Concepts	3	1		64	3
ITNW 2264 – Internship – Cloud Computing	0	0	96	96	2
Select 1 course from the Language, Philosophy & Culture (40) Core	3	0	0	48	3
	<b>10</b>	<b>2</b>	<b>96</b>	<b>288</b>	<b>12</b>
<b>Total Degree Plan</b>	<b>53</b>	<b>14</b>	<b>96</b>	<b>1,168</b>	<b>60</b>
<b>Total Degree Plan hours (above)</b>					

*Note: Consider pre-requisites when sequencing courses*

Do other colleges offer this program?

NLC	NVC	PAC	SAC	SPC
	Y	Y	N	N

**ALAMO COMMUNITY COLLEGES  
NEW PROGRAM DEVELOPMENT  
PRE-APPLICATION CHECKLIST  
for Northeast Lakeview College (NLC)**

**Program Title: Cloud Computing, A.A.S.**

CIP: 11.0901

**A. Program Objectives:**

The Associate of Applied Science in Cloud Computing equips students the knowledge and hands-on skills to design, manage and secure zero trust networks with cloud deployment. This program places emphasis on routing, switching, firewalls, and server virtualization in physical and cloud environments. Finally, this program covers the concepts of Platform as a Service (PaaS); Software as a Service (SaaS); and Infrastructure as a Service (IaaS) along with the information security standards required in a virtualized deployment. Completion in this program prepares a student for industry certifications such as CompTIA Security +, CompTIA Linux+, FortiNet Network Security Expert (NSE4) and the Cisco Certified Network Associate (CCNA).

Program Student Learning Outcomes:

1. Assess and plan migration from on-premise to Cloud solution environment
2. Identify methods and tools to maintain security and protect data
3. Differentiate between the various storage, computing, and networking options
4. Identify deployment and management options
5. Deploy available services for scalability, reliability and high availability
6. Use Cloud monitoring and auto-scaling services to scale infrastructure up and down
7. Explain network threats, mitigation techniques, and the basics of securing a network
8. Secure administrative access on routers using AAA
9. Implement firewall technologies to secure the network perimeter; configure IPS to mitigate attacks on the network
10. Implement endpoint and Layer 2 security features
11. Implement secure virtual private networks.

**B. Existing program information for initiating college:**

Northwest Vista College has an existing Cloud Architecture A.A.S. program.  
Palto Alto College has a Network and Computer Information A.A.S. program.

### C. Occupational Need:

1. Is the number of employment opportunities in this job growing? Yes  No   
*Supporting evidence: Overall employment in computer and information technology occupations is projected to grow 15 percent from 2021 to 2031, much faster than the average for all occupations;  
(U.S. Bureau of Labor Statistics/Occupational Outlook Handbook)*
2. Will the need for trained personnel be sustained over the next five years?  
Yes  No   
*Supporting evidence: An increase in employment opportunities is expected to result in about 682,800 new jobs over the decade. In addition to new jobs from growth, opportunities arise from the need to replace workers who leave their occupations permanently. About 418,500 openings each year, on average, are projected to come from growth and replacement needs.*
3. What information is available from local and/or state labor market sources concerning this occupational title?

#### Alamo Local Labor Market Information

- Estimated Employment 2020: 6,151
- Projected Employment 2030: 7,816
- Change in Employment: 1,665
- Percent Change: 29.13%
- Annualized Percent Growth: 2.6
- Annual Openings: 667

#### Texas Labor Market Information

- Estimated Employment 2020: 74,146
- Projected Employment 2030: 89,415
- Change in Employment: 15,269
- Percent Change: 20.2%
- Annualized Percent Growth: 1.86
- Annual Openings: 7,391

*Source: Texas Labor Market Information website – [texaslmi.com](http://texaslmi.com) SOC Code 15.1231 and 15.1232 NAICS Code 10 (Projections: View and generate a 10-year forecast for employment by industry and occupation for the state of Texas and each of the 28 workforce development areas.)*

- a. Is this occupational title on the Demand Occupations List? Yes  No
- b. Indicate the entry-level salary for this occupational title (Computer Network Support Specialist):
  - \$31.00 entry hourly wage

- Computer Network Support Specialist entry-level salary is roughly \$41.72K - \$59.9K

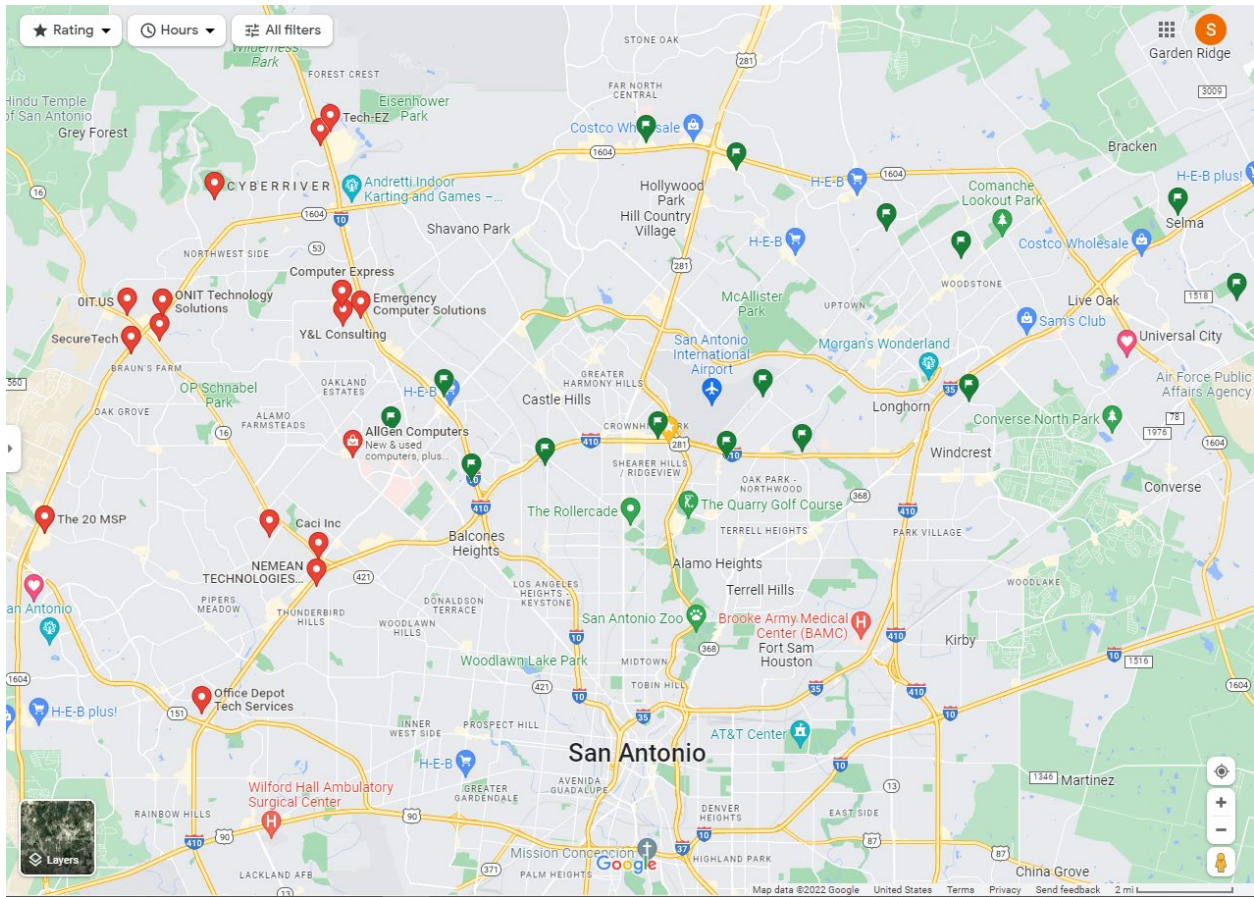
#### **D. Assessment of Employer Support – ADVISORY BOARD COMMITTEE INPUT**

1. How many companies will show preference to hiring completers of this program?
2. How many companies will provide employees incentive to complete this training by providing:
  - a. Higher pay? \_\_\_\_\_
  - b. Opportunity for promotion? \_\_\_\_\_
  - c. Tuition or other financial support? \_\_\_\_\_

#### **E. Assessment of Training Capacity**

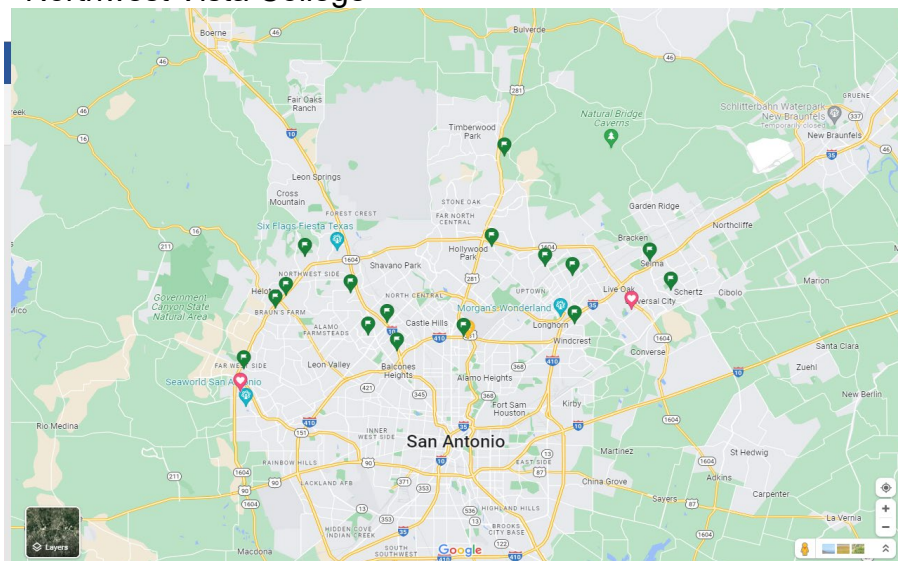
1. Geographic implications for program location
  - a. On a map, indicate the companies that would support and/or be served by the development of a new program for this occupational title.

DRAFT



b. On the same map used in “item a” above, indicate locations of institutions with currently existing programs within a fifty-mile radius, if applicable. Please use a legend.

- Northwest Vista College



2. Suitability of campus resources to support this program

a. Does the college currently have the following resources to begin this program?

- Equipment                      Yes X      No \_
- Facilities                        Yes X      No \_
- Faculty                          Yes \_      No X
- Instructional resources      Yes X      No \_
- First-year budget            Yes \_      No X

If "No" to any of the above areas, describe the resource commitment needed.

- Qualified faculty
- Operating Expenses

b. Should this program be provided by more than one college? Yes X No \_

**F. College Commitment to Develop a New Program**

Based on the above information and the attachments, the administration of this college is committed to the full development, implementation, and sustained operation of the program until the demand has been fully satisfied.

Signature \_\_\_\_\_

Date \_\_\_\_\_

Title \_\_\_\_\_

**FROM:** William Fanning, Dean for Academic Success: STEM

**Subject:** Business Plan – New Workforce Program: Cloud Computing

**TO:** SLT

**1. Program Name:** Cloud Computing A.A.S.

**2. Program Purpose:**

The Associate of Applied Science in Cloud Computing equips students the knowledge and hands-on skills to design, manage and secure zero trust networks with cloud deployment. This program places emphasis on routing, switching, firewalls, and server virtualization in physical and cloud environments. Finally, this program covers the concepts of Platform as a Service (PaaS); Software as a Service (SaaS); and Infrastructure as a Service (IaaS) along with the information security standards required in a virtualized deployment. Completion in this program prepares a student for industry certifications such as CompTIA Security +, CompTIA Linux+, FortiNet Network Security Expert (NSE4) and the Cisco Certified Network Associate (CCNA).

**3. Program Outcomes:**

- Assess and plan migration from on-premise to Cloud solution environment
- Identify methods and tools to maintain security and protect data
- Differentiate between the various storage, computing, and networking options
- Identify deployment and management options
- Deploy available services for scalability, reliability and high availability
- Use Cloud monitoring and auto-scaling services to scale infrastructure up and down
- Explain network threats, mitigation techniques, and the basics of securing a network
- Secure administrative access on routers using AAA
- Implement firewall technologies to secure the network perimeter; configure IPS to mitigate attacks on the network
- Implement endpoint and Layer 2 security features
- Implement secure virtual private networks.

**4. Five-Year Costs/Investment:**

- Equipment: Existing
- Faculty: \$994,867
- Facility Impacts: Existing
- Other Indirect Costs: \$40,000
- Total Five-Year Expenses: \$1,043,278

**5. Five-Year Revenue Generated:**

- Projected Enrollment:
  - 240 students over five years
  - 120 students completing the program over a five-year period
- Projected Accumulated Credit Hours: 10,215
- Reimbursable Dollars Rate: \$2.96 (Technical) & \$2.65 (Gen. Ed.)
- Regular Tuition: \$765,072
- Projected Total Reimbursable Dollars: \$391,412
- Total Five-Year Revenue: \$1,156,484

**6. Job/Employer Demand:** 667 per year

**7. Five-Year Projected Job Placement:** 29 per year

**8. Projected Program Milestones:**

- Year 1: 30 Declared Majors
- Year 2: 75 Declared Majors 12 program completers 90% job placement
- Year 3: 135 Declared Majors 23 program graduates 90% job placement
- Year 4: 210 Declared Majors 33 program completers 90% job placement
- Year 5: 300 Declared Majors 43 program completers 90% job placement

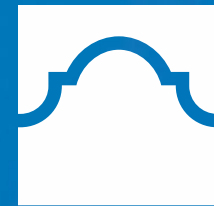
**9. Other Pertinent Information:**

- Proposing AAS (60 hrs.)

# Discussion and Possible Action on the Purchase of Construction Manager at Risk (CMAR) Services

**Greg McClure**

Associate Vice-Chancellor, Facilities and Construction Management



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COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



# Action Requested

Select the following as qualified Construction Managers at Risk (CMARs) for the Purchase of CMAR Services on an Indefinite Delivery Indefinite Quantity (IDIQ) basis; and delegates to Administration the authority (i) to solicit a series of specific project proposals (including pricing) from among projects approved by the Board from sub-groups of the selected CMARs; and (ii) to contract with the best-ranked such proposers, as requested by the Associate Vice Chancellor for Facilities Operations and Construction Management

- Thos. S. Byrne Inc
- Flintco LLC
- Gilbane Building Company
- Guido Construction Company
- Marksmen General Contractors LLC
- Noble Texas Builders LLC
- Satterfield & Pontikes Construction Inc
- Structure Tone Southwest
- Turner Construction Company
- J.T. Vaughn Construction LLC;



Thank you.



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Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



## **Discussion and Possible Action on the Purchase of Construction Manager at Risk (CMAR) Services**

Presented to the Board Acting as Committee of the Whole on April 11, 2023 and now presented to Board for approval on April 18, 2023.

### **MINUTE ORDER**

**“The Board of Trustees hereby selects as qualified Construction Managers at Risk (CMARs): Thos. S. Byrne Inc, Flintco LLC, Gilbane Building Company, Guido Construction Company, Marksmen General Contractors LLC, Noble Texas Builders LLC, Satterfield & Pontikes Construction Inc, Structure Tone Southwest, Turner Construction Company, and J.T. Vaughn Construction LLC; for the Purchase of CMAR Services on an Indefinite Delivery Indefinite Quantity (IDIQ) basis; and delegates to Administration the authority (i) to solicit a series of specific project proposals (including pricing) from among projects approved by the Board from sub-groups of the selected CMARs; and (ii) to contract with the best-ranked such proposers, as requested by the Associate Vice Chancellor for Facilities Operations and Construction Management”.**

### **PURPOSE**

This contract action selects a pool of highly qualified and experienced companies for Construction Manager at Risk Services for the Project List for the 2022 Maintenance Tax Notes and Preventive Maintenance Plan for FY23 – FY25, as well as other projects.

### **BACKGROUND**

In September 2022, the Board of Trustees approved the Project List for the 2022 Maintenance Tax Notes and Preventive Maintenance Plan for FY23 – FY25 in the amount of \$289.5M.

In February 2023, a Request for Qualification Statements (RFQS) was advertised in the San Antonio Express News and La Prensa de San Antonio twice over a 32-day period. Additionally, Purchasing & Contract Administration sent notices to 298 potential Offerors.

The Construction Manager at Risk firms are selected according to established procedures by the Alamo Colleges District and in accordance with Texas Government Code, Section 2269.253 as a RFQS two-step process. As part of the two-step process used, the Alamo Colleges District may not request fees or prices in step one. In step two, the Alamo Colleges District may request that five or fewer offerors, selected solely on the basis of qualifications (in step one), provide additional information, including the construction manager-at-risk's proposed fee and prices for fulfilling the general conditions.

This minute order delegates the second step processes to Administration as authorized by Texas Government Code, Section 2269.053 and notice of such delegation in the published RFQS.

The 17 qualification statements received by the RFQS deadline were evaluated by representatives from Facilities Operations and Construction Management, Project Management Team, and College Services. As a result of this effort, the qualification statements submitted by 10 of those companies listed above are recommended for qualification.

All CMAR firms recommended for award included in their RFQS a Small, Minority, and Woman, and Veteran Owned Business Enterprise (SMWVBE) Subcontracting Plan commitment % and were awarded points in the evaluation criteria based on the strength of their Plan. Recommended firms provided commitments of 20% to 40%. In addition, certain firms themselves are certified SMWVBE firms; Byrne Construction Services, Noble Texas Builders LLC, and Marksmen General Contractors LLC will contribute directly to the Alamo Colleges District SMWVBE Program Goals.



Selections are subject to subsequent agreement based upon the District's form of CMAR agreement published in the solicitation, the scope of work requirements, and terms acceptable to District counsel.

The selected companies when awarded projects in Step 2 shall provide:

- Preconstruction Services to lead and support project teams in planning, budget development, construction schedule development, constructability evaluation, value-added and value-engineering, and cost savings measures to meet project program requirements.
- Guaranteed Maximum Price (GMP) Proposals for construction of buildings, parking structures, renovations, remodels, utility infrastructure, central plants, system upgrades, parking lots, hardscapes, and landscaping at Alamo Colleges District; GMP not-to-exceed price contract includes hard construction cost, general conditions, fees, bonds, and insurance.

The work performed under these contracts will be in accordance with the following general parameters:

- The location of the work is to be determined, and work could occur at any of the Alamo Colleges District properties, and work on any project which could include new construction, remodeling, renovations, and/or system upgrades.
- The CMAR firms will submit a Guaranteed Maximum Price (GMP) project cost based on mutually agreed upon construction documents design level along with IDIQ-contracted fees and general condition rates to meet required project scope and deliverables.
- All building design, system design, and construction is to be performed in accordance with Alamo Colleges Design Standards for Design and Construction as well as Educational Standards to ensure that the construction of buildings, systems, and equipment all meet or exceed requirements and function in accordance with Alamo Colleges District design intent and the contract documents.
- Award of a contract does not grant the awarded firm(s) exclusive right to perform all possible Construction Manager at Risk work for Alamo Colleges District at any given campus. Alamo Colleges District reserves the right to contract with additional Construction Manager at Risk firms and professionals in the best interest of the Alamo Colleges District.

### IMPLICATIONS

Financial: Included in the approved project budgets for 270M MTN & Prev. Mtn. 3-year plan

Strategic Plan: Goal I – Student Success; Goal III - Performance Excellence

Employee Services: None

**Attachments:** Vendor Ranking and Evaluation Criteria, Presentation

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Gary O' Bar, C.P.M.  
Director, Purchasing & Contract Administration

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Greg McClure  
Associate Vice Chancellor of Facilities  
Operation & Construction Management

---

Dr. Diane E. Snyder, CPA  
Vice Chancellor, Finance & Administration

---

Dr. Mike Flores  
Chancellor





Vendor Ranking  
Purchase of Construction Manager at Risk Services (CMAR)

<u>Vendor</u>	<u>Rank</u>
Gilbane Building Company	1
J. T. Vaughn Construction, LLC	2
Thos. S. Byrne, Inc.	3
Turner Construction Company	4
Guido Construction Company	5
Flintco, LLC	6
Structure Tone Southwest	7
Satterfield & Pontikes Construction, Inc.	8
Noble Texas Builders, LLC	9
Marksmen General Contractors, LLC	10
Skanska USA Building, Inc.	11
The Trevino Group, Inc.	12
Tejas Premier Building Contractor, Inc.	13
Waterman Construction, LLC	14
Columbia Contracting, Inc.	15
Robinson General Contractors, LLC	16
Azteca Design's, Inc.	17



Evaluation Criteria

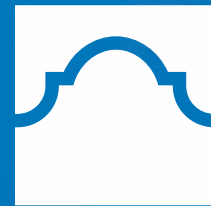
Purchase of Construction Manager at Risk Services (CMAR)

<u>Points</u>	<u>Category</u>	<u>Evaluation Method</u>
15	General Information	Respondent demonstrates clear organization of the company, stability in operations and clear roles and responsibilities for self-performance and subcontracting. Respondent demonstrates consistent year by year contracted values and with contracted values derived from local market. Respondent demonstrates consistent year by year balance of work on hand to staff size.
20	General Information - SMWVBE Participation	Guidelines on Utilization of Small, Minority, Women and/or Veteran Business Enterprises. SMWVBE Participation.
20	Project Experience	Respondent demonstrates relevant past and ongoing experience with projects of similar scope and complexity, special examples of creative construction solutions that show added value and a clear record of safely performing projects. Respondent demonstrates low experiences with claims, suits or failure to perform. Respondent demonstrates positive past experiences through reference checks and letters of recommendation.
5	Project Experience - Evaluation Survey of Company References and Project Contacts	Respondent's references and stated project contacts will be sent a request to participate in a survey of your company.
40	Project Management	Respondent demonstrates a thorough understanding of the needs that require fulfillment to complete a Capital program like the Owner's and thereby demonstrates the range of services available to meet a variety of needs, providing a clear org chart, line of command and qualified personnel to perform the work. Respondent demonstrates a history of providing cost-effective projects by illustrating cost savings, additional value and proactive cost leadership throughout all phases of the CMAR delivery method. Respondent demonstrates a thorough understanding of dispute resolution methods and claims management. Respondent demonstrates a history of working in partnership with the overall team as demonstrated by low change order costs, low claims history and minimal RFI.
100	Fee Proposal	Respondent will receive an assigned share of the total available points in this category Preconstruction phase services are excluded from the calculation.

# PURCHASE OF CONSTRUCTION MANAGER AT RISK (CMAR) SERVICES ON AN INDEFINITE DELIVERY, INDEFINITE QUANTITY (IDIQ) BASIS

Related to the Project List for the 2022 Maintenance Tax Notes and Preventive Maintenance Plan for FY23 – FY25

Gregory L. McClure  
Assoc. Vice-Chancellor, Facilities and Construction  
Management



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Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



# GROUND BREAKING FUTURES

- Bexar County voters approved a **\$450M general obligation bond in 2017** and Trustees added **\$50M Maintenance Tax Notes** that has allowed ACD to renovate, add facilities and expand geographically-**Groundbreaking Futures in San Antonio.**
- Building on that success with a separate funding stream: **New \$270M Aug. 2022 Maintenance Tax Notes** to fund critical past-due maintenance to **extend the life of aging facilities** and increase energy savings with technology refresh.
- Institutional Budget includes a **\$58.5M 3-year, Preventative Maintenance Budget** (funded by the Property Tax Maintenance & Operations tax rate)



# GROUND BREAKING FUTURES



Strategically Invest in Learning Environment



Increase Access to Technology



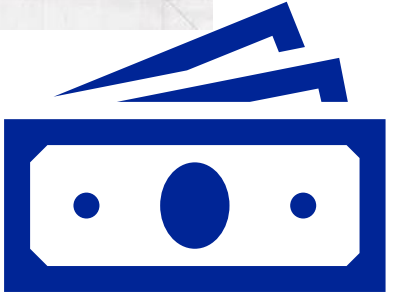
Enhance Student Safety



Reduce Energy Consumption and Improve Sustainability



Increase Stewardship – Restore & Preserve High-Value Facility Portfolio



\$270M Maintenance Tax Notes  
August 2022



# Facilities Maintenance

## Board Policies in Support of Charges

## Charges to the Chancellor

### *C.2.3 Facilities and Grounds Management*

- *Maintenance and Operations: The College District shall ensure that its facilities are safe, comfortable, and hygienic for students, faculty, employees, and the general public. Consistent maintenance standards shall be employed throughout the College District. Periodic assessments of the condition of College District facilities shall be conducted.*
- *Preventive Maintenance: The College District administration shall prepare, budget, and execute an annual preventive maintenance program.*

- *Project Management for Capital Projects*



# Select Contractor Pool → Construction Manager at Risk

Discussion and possible approval to select pool of 10 construction firms to perform construction services for the Maintenance Tax Note and Preventive Maintenance Programs and other renovation and new construction work over the next five years:

- Preconstruction Services
  - Support project teams in planning, budget development, construction schedule development, constructability evaluation, and cost savings measures to meet project program requirements
  - Precon Services may include investigative work to support design like access or destructive testing
- Construction Manager Services
  - Guaranteed Maximum Price (GMP) Proposals for construction services
  - GMP price contracts include cost of work, general conditions, fees, bonds, and insurance
- The location of the work could occur at any of the Alamo Colleges District properties
- Work on any project could include new construction, remodeling, renovations, and/or system upgrades



# SMWVBE Outreach Activities\*\*

- October 25, 2022 | **ACD Quarterly Opportunities Presentation**
- November 22, 2022 | **Cooperative Purchasing Webinar**
- December 15, 2022 | **Plug-In & Connect**
- February 15, 2023 | **HCA de SA Monthly Member Meeting**
- February 21, 2023 | **2nd Annual Quarterly Series: Purchasing Supplier Diversity**
- March 29, 2023 | **How to Do Business Webinar**
- **Notice sent;** African American Chamber of Comm., Black Contractors Assoc., Hispanic Contractors Assoc., Hispanic Chamber, Alamo Asian Chamber, and Women's Chamber to let their members know
- **RESULTS →** Nearly half (8/17) offers received were from SMWVBE certified firms

\*\*Sent request for proposal to 289 potential offerors w/ 3 reminders for due dates

# CM@R Acquisition: TX Two-Step versus One-Step Process

## Two-Step Process\*

**Two-Step:** Selection based on qualifications. Allows for pool selection of highest qualified and best value CM@R per project.

- ✓ Advertise as Request for Qualifications (RFQ)
- ✓ Evaluate Qualifications
- ✓ **Establish Pool**
- **Board Approval of Qualified Pool** ← *Current phase of Two-Step process.*
- Proposals for General Conditions and Fees (per project)
- Preconstruction Services
- Bidding
- Guaranteed Maximum Price (GMP)
- Board Approval of GMP

## One-Step Process

**One-Step:** Selection based on qualifications and price.

- Advertise as Request for Proposals (RFP)
- Evaluate Qualifications and Price
- Board Approval
- Preconstruction Services
- Bidding
- Guaranteed Maximum Price (GMP)
- Board Approval of GMP

\*Two-Step process used for CMAR RFQS #2023-0027 services for IDIQ for MTN 2022 and Preventive Maintenance FY23-FY25.



# Recommended Contract Action: Select Pool of Construction Mgrs for next 5 years (supports \$270M MTN/Prev. Mtn/Other Projects)

**Type of Contract Action:** Approves Pool of Construction Managers (GMP Pricing will come later)

This minute order also delegates the second step processes to Administration (awarding individual projects as needed) as authorized by Texas Government Code, Section 2269.053 and notice of such delegation in the published RFQS. Note: Guaranteed Maximum Price per project will come back to the Board.

- Byrne Inc.
- Gilbane Building Co.
- Marksmen General Contractors LLC
- Satterfield & Pontikes Construction Inc.
- Turner Construction Co.
- Flintco LLC
- Guido Construction Co.
- Noble Texas Builders LLC
- Structure Tone Southwest
- J.T. Vaughn Construction LLC

**Contract Term:** Contracts awarded are subject to subsequent agreement based upon the scope of work requirements and terms acceptable to District counsel for a five-year term from date of contract execution.

**Funding:** Included in the approved project budgets for \$270M MTN bonds and Prev. Mtn. 3-year plan

# Recommended Contract Action: Select Pool of Construction Mgrs for next 5 years (supports \$270M MTN/Prev. Mtn/Other Projects)

**9 of 10 firms are Local Vendors:** Using City of San Antonio definition

- A company is local if they are officed in any of the following counties Atascosa, Bandera, Bexar, Comal, Guadalupe, Kendall, Medina and Wilson

## **SMWVBEs:**

- All CMAr firms recommended for award included in their Request for Qualifications Statement (RFQS) a Small, Minority, and Woman, and Veteran Owned Business Enterprise (SMWVBE) SubContracting Plan commitment % and were awarded points in the evaluation criteria based on the strength of their Plan.
- Recommended firms provided commitments of **20% to 40% construction spend subcontracted to SMWVBEs.**
- In addition, certain firms themselves are certified SMWVBE firms and will contribute directly to the Alamo Colleges SMWVBE Program Goals: Byrne Inc., Marksmen Gen. Contractors LLC, and Noble Texas Builders LLC)



Thank you.



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# Appendix: Background

- In February 2023, a Request for Qualification Statements (RFQS) was advertised in the San Antonio Express News and La Prensa de San Antonio twice over a 32-day period. Additionally, Purchasing & Contract Administration sent notices to 298 potential Offerors
- The Construction Manager at Risk firms are selected according to established procedures by the Alamo Colleges District and in accordance with Texas Government Code, Section 2269.253 as a RFQS two-step process. As part of the two-step process used, the Alamo Colleges District may not request fees or prices in step one. In step two, the Alamo Colleges District may request that five or fewer offerors, selected solely on the basis of qualifications (in step one), provide additional information, including the construction manager-at-risk's proposed fee and prices for fulfilling the general conditions.
- The 17 qualification statements (proposals) received by the RFQS deadline were evaluated by representatives from Facilities Operations and Construction Management, Project Management Team, and Colleges
- The evaluation included proposal evaluation and interviews of select firms in the competitive range



# Scope of Construction Manager at Risk, cont.

- For individual project awards, a CMAR firm will be selected from the pool based on competitive price proposal and/or qualifications (step two of the 2-step process)
- Resulting Guaranteed Maximum Price proposals will be presented to the board for review and approval prior to construction contract award
- Construction is to be performed in accordance with design documents (by others) and Alamo Colleges Design Standards as well as Educational Standards to ensure that the construction of buildings, systems, and equipment all meet or exceed requirements and function in accordance with Alamo Colleges District design intent and the contract documents.
- Award of a contract does not grant the awarded firm(s) exclusive right to perform all possible Construction Manager at Risk work for ACD. ACD reserves the right to contract with additional Construction Manager at Risk firms and professionals in the best interest of the Alamo Colleges District.



# Construction Acquisition Strategy (Contract Types)

## Portion MTN Projected for CM@R Contract Acquisition

PAC Package 1: Comprehensive Renovations
SAC Package 1: Full Facility Renovation
SAC Package 2: Full Facility Renovations
SAC Package 3: Full Facility Renovations
SAC Package 4: Full Facility Renovations
SAC Package 6: Comprehensive Requirements
EWD Package 1: EETC Full Facility Renovation
Moister and Site Improvements (multiple locations)
NVC Package 1: Comprehensive Renovations
NVC Package 2: Major System (P Plant/CW HW )

## Portion of MTN Projected for COOP/Other Acquisition

Roofing package 1 (NLC)
Roofing package 2 (NVC)
Roofing package 3 (PAC)
Roofing package 4 (SAC)
Roofing package 5 (SPC)
Roofing package 6 (SWC)
FRA Package: Comprehensive Requirements
NLC Package 1; Comprehensive Renovation
SAC Package 5: FFR & Comprehensive Req
SAC Package 7: Major System (HVAC)
SAC Package 8: Major System (HVAC)
SPC Package 2: Comprehensive Renovations
SPC/SWC Package 3: Major Systems (HVAC)



# Anticipated Timelines

Design Services

October 20, 2022

Bidding opportunities

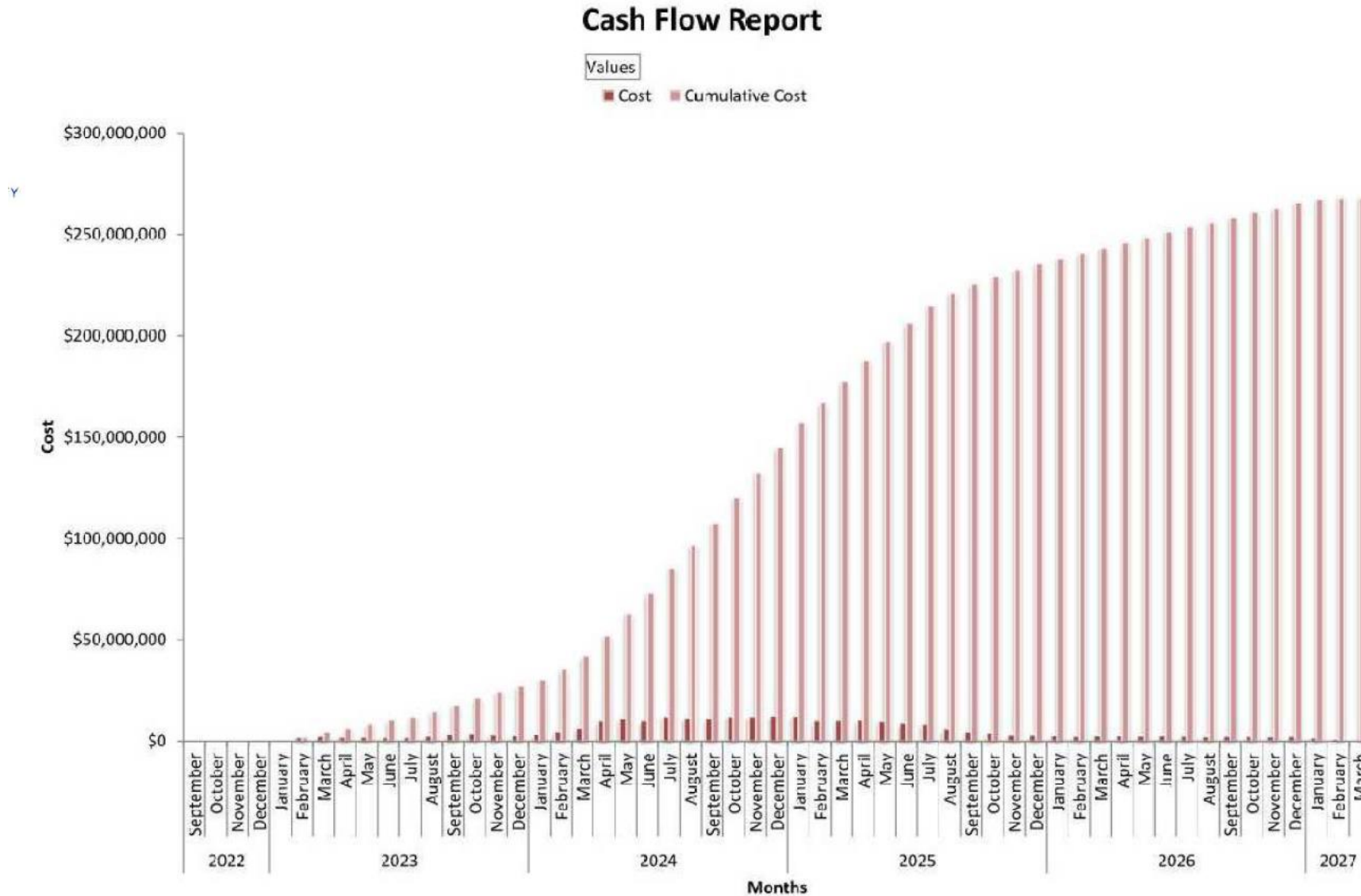
May of 2023

85% Fund Expenditure Deadline

August 31, 2025



# Scheduled Cash Flow Projection (85% disbursed by 31 Aug 25)



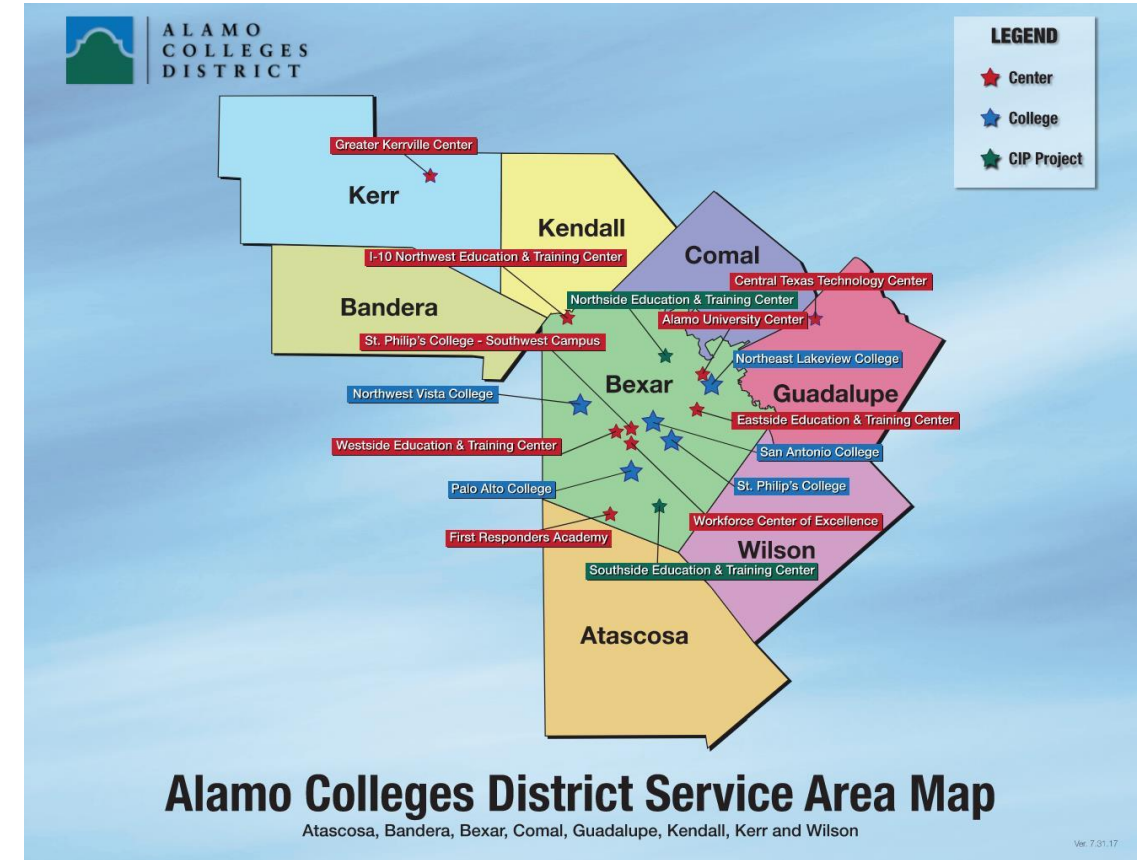
# Appendix – Projects and Budgets

The following slides provide project descriptions and budgets by campus:

1. Northeast Lakeview College
2. Northwest Vista College
3. Palo Alto College
4. San Antonio College
5. St. Philip's College
6. Drainage and water/moisture mitigation
7. Roofing

# Maintenance Tax Notes Program

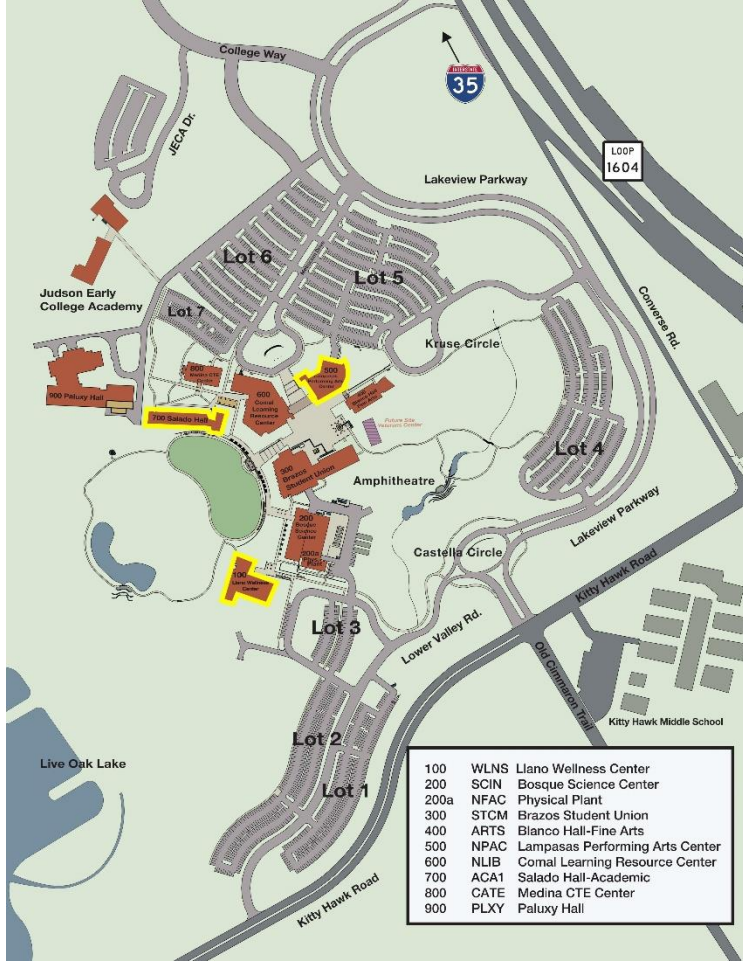
- 65 separately named projects, District-wide
- 28 project packages
  - Full Facility Renovation
  - Comprehensive Renovations
  - Moisture Barrier/Site Improvements
  - Demolition
  - Roofing Rehabilitation
- MTN Program and Projects will be managed using **Projectmates** software



# Northeast Lakeview College

Northeast Lakeview College				
MTN Program, Package	Asset Name	Asset Size (SF)	Project Name	Anticipated Construction Budget
Northeast Lakeview College Program, Package 1	Performing Arts Center	22,320	Address Comprehensive Requirements	\$ 1,559,725
<b>Total</b>				<b>\$ 1,559,725</b>

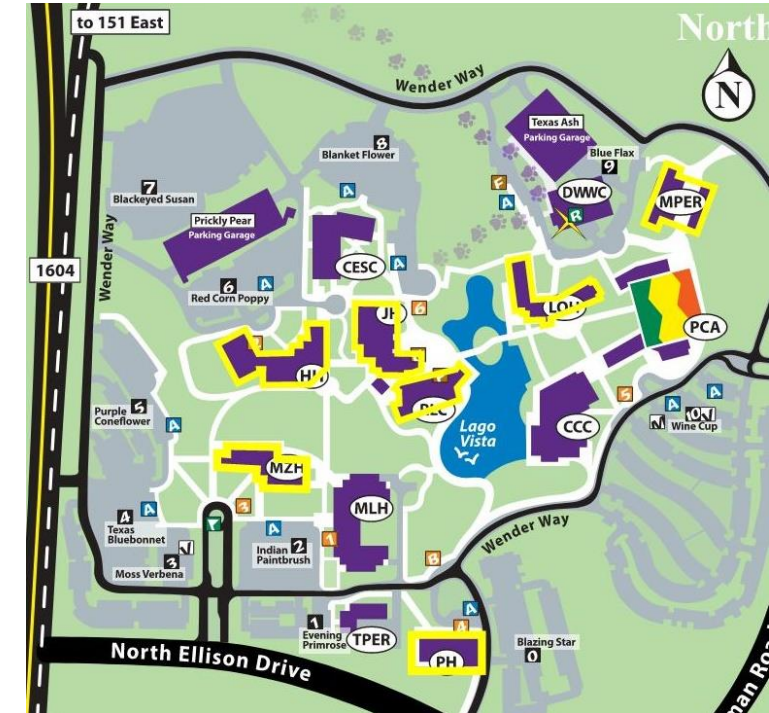
NOTE: Anticipated construction budgets may vary.



# Northwest Vista College

Northwest Vista College				
MTN Program, Package	Asset Name	Asset Size (SF)	Project Name	Anticipated Construction Budget
Northwest Vista College Program, Package 1	Texas Persimmon Physical Plant	11,066	Address Comprehensive Requirements	\$ 1,311,946
	Mexican Persimmon Physical Plant	17,058	Address Comprehensive Requirements	\$ 728,864
	Pecan Hall	29,439	Address Comprehensive Requirements	\$ 1,392,000
Northwest Vista College Program, Package 2	Manzanillo Hall	30,935	Major System (HVAC) Rehab Option	\$ 447,425
	Mountain Laurel Hall	74,048	Major System (HVAC) Rehab Option	\$ 1,784,469
	Huisache Hall	71,996	Major System (HVAC) Rehab Option	\$ 2,435,336
<b>Total</b>				<b>\$ 8,100,040</b>

NOTE: Anticipated construction budgets may vary

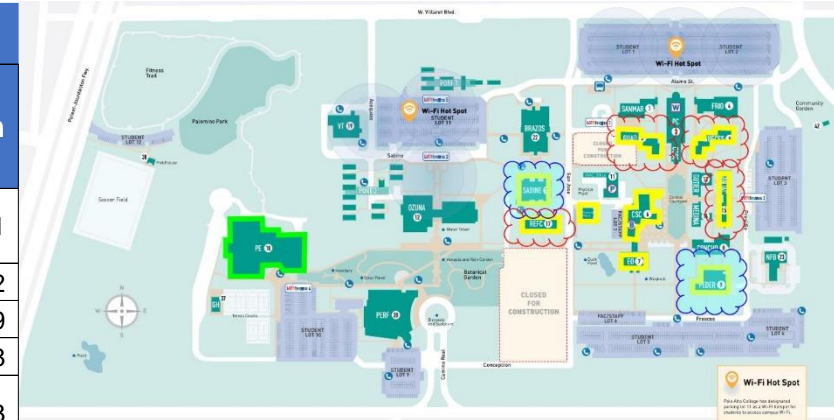


# Palo Alto College

Palo Alto College				
MTN Program, Package	Asset Name	Asset Size (SF)	Project Name	Anticipated Construction Budget
Palo Alto College Program, Package 1	Ray Ellison Family Center - Building T *	6,700	Address Comprehensive Requirements	\$ 287,821
	Nueces Hall *	14,375	Address Comprehensive Requirements	\$ 403,422
	Guadalupe Hall *	12,863	Address Comprehensive Requirements	\$ 563,529
	San Jacinto Hall - Building R *	36,117	Address Comprehensive Requirements	\$ 2,254,308
	Executive Offices - Building H *	12,242	Address Comprehensive Requirements	\$ 547,783
	Student Center - Building G *	22,243	Address Comprehensive Requirements	\$ 3,930,211
Palo Alto College Program, Package 2	Central Plant - Building M	6,584	Address Comprehensive Requirements	\$ 2,150,309
	Campus	1	PAC Hydronic Piping Extension	\$ 631,313
<b>Total</b>				<b>\$ 10,768,696</b>

NOTE: Anticipated construction budgets may vary.

\* Projects that may be deferred due to Natatorium/Gym proposed work.



# San Antonio College

San Antonio College				
MTN Program, Package	Asset Name	Asset Size (SF)	Project Name	Anticipated Construction Budget
San Antonio College Program, Package 1	Chance Academic Center	120,000	Renovation of Chance Academic Center	\$ 21,459,170
San Antonio College Program, Package 2	McCreless Hall	48,498	Renovation of McCreless Hall	\$ 8,074,917
	Gonzales Hall	31,588	Renovation of Gonzalez Hall	\$ 5,538,958
San Antonio College Program, Package 3	McAllister Fine Arts Center	60,902	Renovation of McAllister Fine Arts Center	\$ 11,119,322
San Antonio College Program, Package 4	Nail Technical Center	82,791	Renovation of Nail Technical Center	\$ 13,784,702
	Bennett East (Music Hall)	5,720	Renovation of Bennett East (Music Hall)	\$ 952,380
San Antonio College Program, Package 5	Nursing & Allied Health Complex	123,707	Address Comprehensive Requirements	\$ 4,173,939
	Central Plant	13,886	SAC Central Plant 2017 CIP-related Requirements	\$ 3,156,563
San Antonio College Program, Package 6	Chemistry/Geology Building	50,748	Address Comprehensive Requirements	\$ 1,955,380
	Candler Physical Education Center	70,873	Renovation of Candler Physical Education Center	\$ 3,606,382
San Antonio College Program, Package 7	Longwith Radio Television & Film	30,240	Major System (HVAC) Rehab Option	\$ 822,304
	Loftin Student Center	50,765	Major System (HVAC) Rehab Option	\$ 1,853,172
San Antonio College Program, Package 8	Moody Learning Center	188,413	Major System (HVAC) Rehab Option	\$ 3,836,150
	Apparatus Bay Building	6,700	Address Comprehensive Requirements	\$ 214,489
First Responders Academy Program, Package 3	Sprung Structure	14,375	Address Comprehensive Requirements	\$ 174,366
	<b>Total</b>			<b>\$ 80,722,194</b>

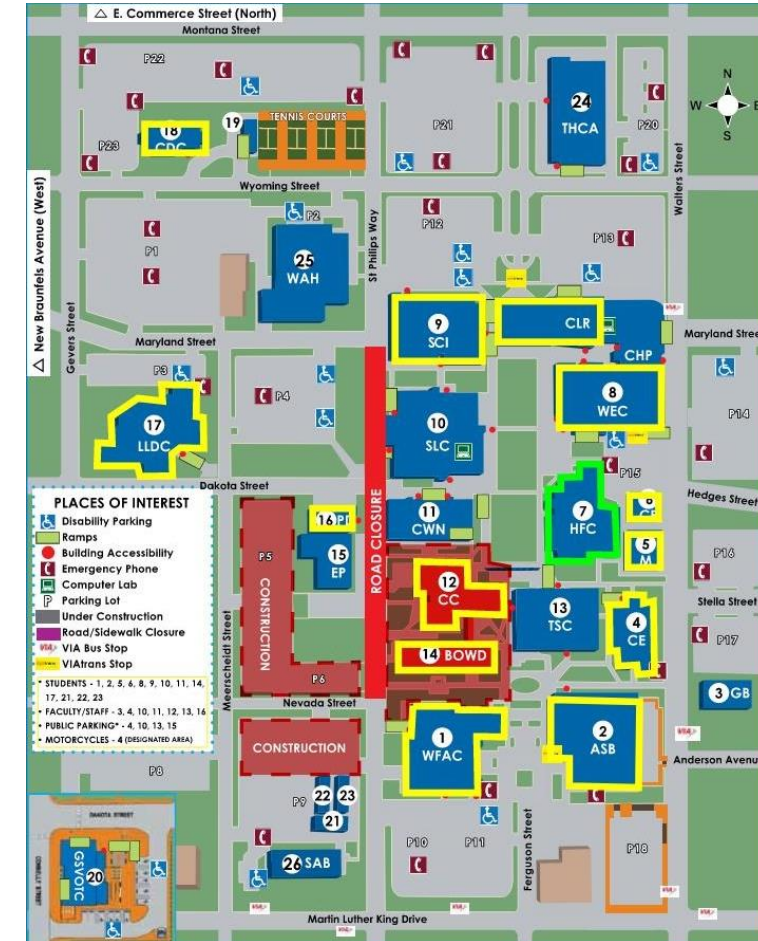
NOTE: Anticipated construction budgets may vary.



# St. Philip's College

St. Philip's College				
MTN Program, Package	Asset Name	Asset Size (SF)	Project Name	Anticipated Construction Budget
St. Philip's College Program, Package 2	Applied Health, Welcome Center and CLR	217,265	Address Comprehensive Requirements	\$ 4,456,858
	Campus Security Building	1,857	Address Comprehensive Requirements	\$ 471,657
	Continuing Education	10,000	Address Comprehensive Requirements	\$ 1,055,129
	Maintenance Shop	8,608	Renovation of Maintenance Shop	\$ 1,325,692
St. Philip's College and Southwest Center, Package 3	Chiller Building	2,930	Address Comprehensive Requirements	\$ 705,312
	Workforce Center of Excellence	40,000	Major System (HVAC) Rehab Option	\$ 1,884,979
	Multi-Disciplinary Instructional Center	50,360	Major System (HVAC) Rehab Option	\$ 643,666
	Diesel Technology Labs	11,048	Major System (HVAC) Rehab Option	\$ 381,200
	Child Development Center	6,700	Address Comprehensive Requirements	\$ 746,503
	Science Building (William C. Davis)	83,829	Major System (HVAC) Rehab Option	\$ 2,998,742
	Applied Science Building	87,400	Major System (HVAC) Rehab Option	\$ 3,219,593
	Watson Fine Arts Center	50,360	Major System (HVAC) Rehab Option	\$ 2,421,283
St. Philip's College, Package 4, Elevator Replacements	Campus Center	20,064	Elevator Replacement	\$ 360,750
	Legacy Bowden Building	20,830	Elevator Replacement	\$ 360,750
<b>Total</b>				<b>\$ 21,032,114</b>

NOTE: Anticipated construction budgets may vary.



# Eastside Education Training Center

Eastside Education Training Center (EETC)				
MTN Program, Package	Asset Name	Asset	Project Name	Anticipated
Eastside Education Center, Package 1	Early Childhood Facility	5,555	EETC Campus Building Renovations	\$ 924,908
	Library	15,840	EETC Campus Building Renovations	\$ 2,637,360
	Main Building	33,500	EETC Campus Building Renovations	\$ 5,577,750
	Main Building Boiler Room	669	EETC Campus Building Renovations	\$ 111,389
	Library Boiler Room	425	EETC Campus Building Renovations	\$ 70,763
	Gym	5,000	EETC Campus Building Renovations	\$ 832,500
<b>Total</b>				<b>\$ 10,154,670</b>

NOTE: Anticipated construction budgets may vary.



# Moisture Barrier and Site Improvement (District Wide)

District Wide, Moisture Barrier/Site Improvements				
MTN Program, Package	Asset Name	Asset Size (SF)	Project Name	Anticipated Construction Budget
Package 1: Northeast Lakeview College	Academic 1	64241	Academic 1 Moisture Barrier	\$1,436,063
	Campus		Storm Drain Improvements at NLC (Campus Wide)	\$810,750
Package 2: Palo Alto College	Campus		Storm Drain Improvements at PAC	\$2,229,563
Package 3: St. Philip's College	Learning and Leadership Development Center (LLDC)	15331	LLDC Moisture Barrier and Building Settlement	\$1,893,938
	Legacy Bowden Building	20830	Moisture Barrier	\$1,172,438
<b>Total</b>				<b>\$7,542,752</b>

*NOTE: Anticipated construction budgets may vary.*



# Roofing (District Wide)

District Wide, Roofing				
MTN Program, Package	Asset Name	Asset Size (SF)	Project Name	Anticipated Construction Budget
Package 1: Northeast Lakeview College	Wellness Center	47607	Major System (Roofing) Rehab Option	\$323,588
Package 2: Northwest Vista College	Juniper Hall - Academic Building	76184	Major System (Roofing) Rehab Option	\$278,557
	Live Oak Hall	86598	Major System (Roofing) Rehab Option	\$408,051
	Redbud Learning Center	52344	Major System (Roofing) Rehab Option	\$228,178
Package 3: Palo Alto College	Sabine Hall	29583	Major System (Roofing) Rehab Option	\$29,020
	Pedernales Hall - Building K	17112	Major System (Roofing) Rehab Option	\$171,902
	Central Plant - Building M	6584	Major System (Roofing) Rehab Option	\$90,751
Package 4: San Antonio College	Facility / Maintenance Building	13304	Major System (Roofing) Rehab Option	\$112,704
	Empowerment Center Seguir Adelante Community & Womens Center	10220	Major System (Roofing) Rehab Option	\$132,686
	Fletcher Administration Center	63470	Major System (Roofing) Rehab Option	\$479,637
	Loftin Student Center	50765	Major System (Roofing) Rehab Option	\$1,133,798
Package 5: St. Philip's College	Child Development Center	6700	Major System (Roofing) Rehab Option	\$111,721
	Watson Fine Arts Center	50360	Major System (Roofing) Rehab Option	\$248,623
Package 6: Southwest Campus	Multi-Disciplinary Instructional Center	50360	Major System (Roofing) Rehab Option	\$244,000
	Workforce Center of Excellence	40000	Major System (Roofing) Rehab Option	\$627,797
	Aircraft Technology Center	41550	Major System (Roofing) Rehab Option	\$472,021
	Industrial Technology Center	294113	Major System (Roofing) Rehab Option	\$2,488,221
<b>Total</b>				<b>\$7,581,255</b>

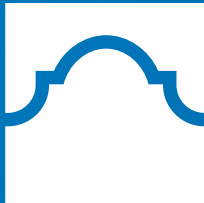
*NOTE: Anticipated construction budgets may vary.*



# Legislative Report – Regular Board Meeting

**Priscilla Camacho**, Chief Legislative, Industry and External Relations Officer

April 18, 2023



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# 88<sup>th</sup> Texas Legislative Session - Updates

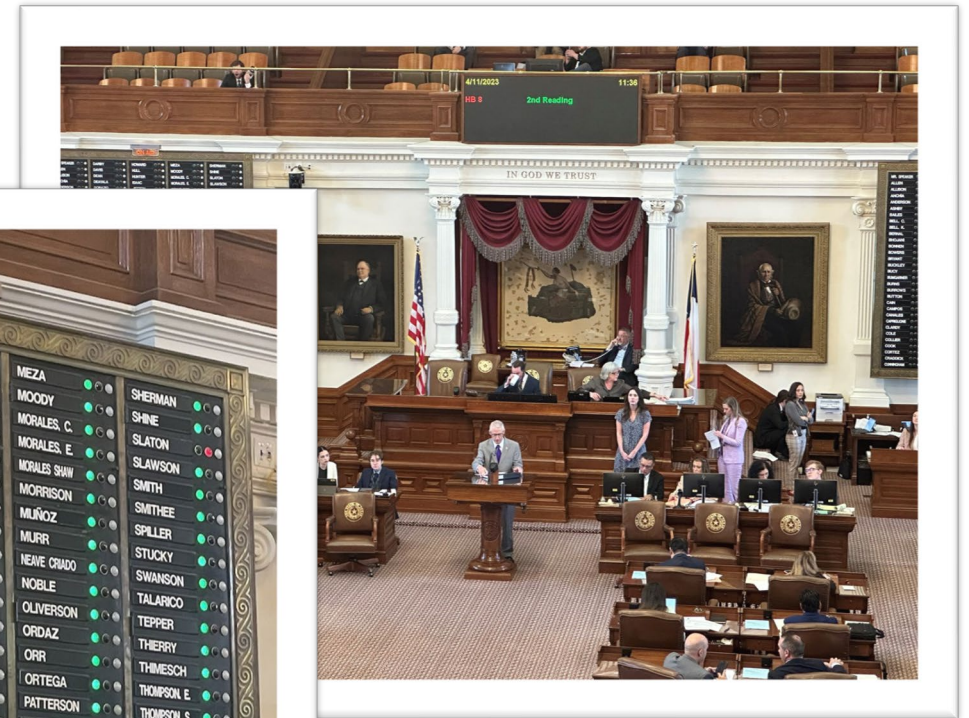
- Community College Finance Legislation
- Budget Bills
- Other bills of interest
- **May 29, 2023** - Last Day of Session
- Regular Legislative session can't extend beyond 140 days



# Community College Finance Legislation

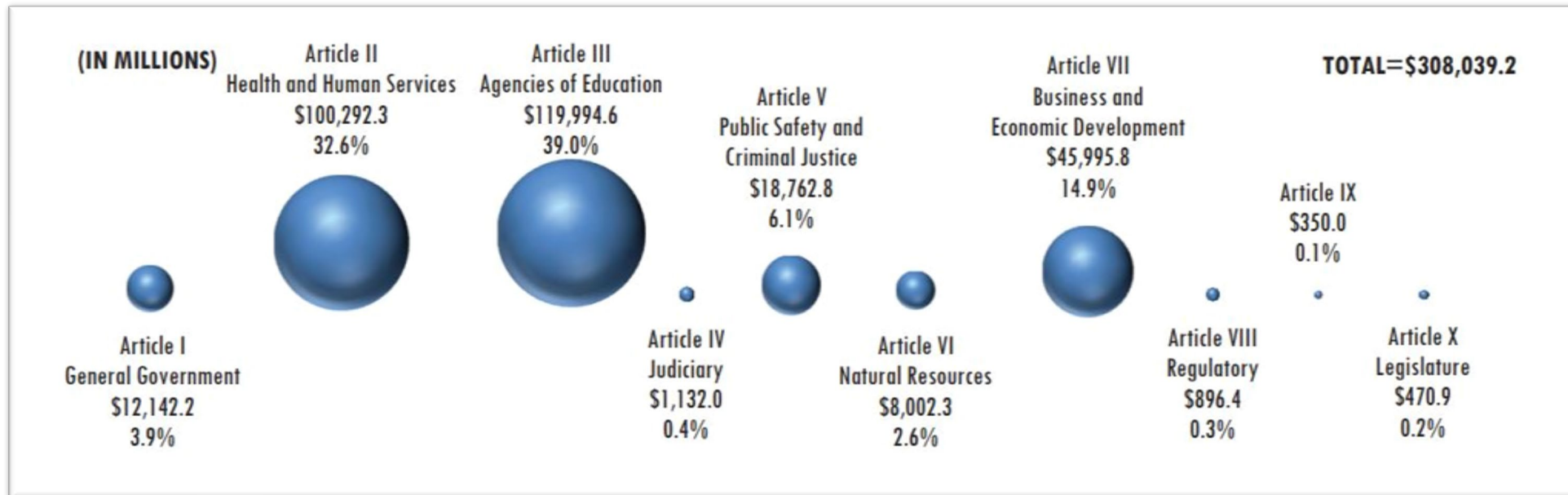
## House Bill 8/ Senate Bill 2539

- Passed the House on April 12, 2023 almost unanimously
- Now heads to the Senate for consideration



# Budget Legislation

- **House Bill 1** (Budget Bill)
- **Senate Bill 30** (Supplemental Appropriations)



# College & Career Pathways and Workforce Programs

## Transfer Bills

- House Bill 3486 (Turner)/ SB 1887 (West)
  - Both bills have been heard in committee
- Senate Bill 1876 (Middleton)
  - Heard in Senate Higher Ed Subcommittee on 4/13/2023

## Workforce Bills

- House Bill 584 (Capriglione)
  - Passed House and now pending in the Senate
- House Bill 4662 (Oliverson) / Senate Bill 1230 (Campbell)
- Senate Bill 458 (Kolkhorst)
  - Referred to House Higher Ed Committee

## Financial Aid Bills

- Senate Bill 25 (Kolkhorst)
  - Passed Senate unanimously and pending in the House
- House Bill 4722 (Howard) / Senate Bill 2363 (Creighton)



# Next two months of the Texas Legislative Session

- Budget floor debates likely will happen week before Easter
- Committee hearings will continue to move fast until May
- May 8, 2023 – last day House can report House Bills and joint resolutions from committee
- May 11, 2023 – last day House can consider House Bills on the House Floor
- May 20, 2023 – last day House Committees can report out Senate Bills and joint resolutions
- May 24, 2023 – last day House can consider Senate Bills on House Floor
- May 29, 2023 – Sine Die

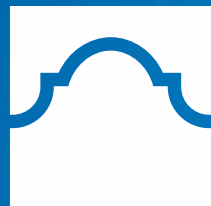


# Federal Updates

- **SNAP Enrollment and Eligibility** for Community College Students
  - Guidance from Dept. of Education and Dept. of Agriculture
- **Short-Term/Workforce Pell Grant Legislation**
  - Two bills filed in the House by the Chairwoman and Ranking Member of the House Education & Workforce Committee
- **Administration Updates**
  - Announcement of upcoming negotiated rulemaking
  - Dept. of Education guidance on Third Party Servicers



Thank you.



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COLLEGE





**Board Policies Reviewed with No Substantive Change**  
 April 11, 2023

Policy No.	Policy Title	Responsible Department	Review Date
<b>Policy Section C: Business and Support Services</b>			
C.01.01	Financial Ethics and Accountability	Vice Chancellor for Finance & Admin.	04/05/23
C.02.04	Records Management	Vice Chancellor for Finance & Admin.	04/05/23
C.02.05	Auxiliary Enterprises	Vice Chancellor for Finance & Admin.	04/05/23
C.02.06	Mail Services and College District Addresses	Vice Chancellor for Finance & Admin.	04/05/23
C.02.07	Equipment/Property Management	Vice Chancellor for Finance & Admin.	04/05/23
C.02.09	Employee Travel Expense Reimbursement	Vice Chancellor for Finance & Admin.	04/05/23
C.02.10	Official Functions	Vice Chancellor for Finance & Admin.	04/05/23
<b>Policy Section F: Students</b>			
F.02.02	Student Tuition	Vice Chancellor for Finance & Admin.	04/05/23

### **C.01.01 (Policy) Financial Ethics and Accountability**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: 8-18-09

Last Amended: 2-5-18

**Last Reviewed: 04-05-23**

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The Alamo Colleges District requires that all Alamo Colleges District trustees, employees, vendors, contractors, consultants, and any other parties who are involved in the Alamo Colleges District's financial transactions maintain the highest ethical standards. They shall perform their duties in accordance with Alamo Colleges District finance policies, state and federal law, and act with integrity and diligence in all duties involving the Alamo Colleges District's financial resources.

All Alamo Colleges District funds and resources shall be used only for authorized institutional purposes. Improper use of institutional funds and resources, including but not limited to unauthorized or personal use or abuse of timekeeping and time entry, shall not be tolerated. Violators are subject to prosecution to the fullest extent of the law, and disciplinary action, up to and including termination of employment.

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

Procedure [C.1.1.1](#) Financial Ethics and Accountability

*Legal Reference - TACC Policy Reference Manual*

CD(LEGAL) - Accounting

CDA(LEGAL) - Accounting: Financial Reports and Statements

CDC(LEGAL) - Accounting: Audits

SACSCOC – Section 2, Core Requirements, 2.2 Evidence of Board using adequate financial resources.

#### **C.02.04 (Policy) Records Management**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: 3-25-14

Last Reviewed: 04-05-23

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#### **Records Management Program**

The College District shall provide for efficient, economical, and effective controls over the creation, distribution, organization, maintenance, use, and disposition of all Records Management Program records through a comprehensive system of integrated procedures for the management of records from their creation to their ultimate disposition, consistent with requirements of the Texas Local Government Records Act.

#### **Records Management Officer**

The Vice Chancellor for Finance and Administration or designee shall serve as Records Management Officer for the College District. In the event of the resignation, retirement, dismissal, or removal of the Vice Chancellor for Finance and Administration's designee, the Vice Chancellor for Finance and Administration shall promptly designate a replacement. The individual designated as Records Management Officer shall file his/her name with the director and librarian of the Texas State Library within thirty days of the date of designation, as provided by state law.

Procedure [C.2.4.1](#) Records Management

*Legal Reference - TACC Policy Reference Manual*

CIA(LEGAL) - Equipment and Supplies Management: Records Management

### **C.02.5 (Policy) Auxiliary Enterprises**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: ~~08-18-09~~ 04-11-23

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Alamo Colleges District defines Auxiliary Services in accordance with the functional expense classifications published by the National Association of College and University Business Officers (NACUBO) to indicate the mission-related purpose of expenses.

Auxiliary enterprises may be established, with the intent of being self-supporting activities, primarily to provide non-instructional services for the benefit of students, faculty, and staff. The general public may be incidentally served by the auxiliary enterprises. Fees are charged for the project or services provided. Auxiliary enterprises may include, but are not limited to, such activities as bookstores, food service, childcare centers, and similar operations.

All auxiliary enterprise activities shall be operated in a fiscally responsible manner.

## **C.02.06 (Policy) Mail Services and College District Addresses**

Responsible Department: Associate Vice Chancellor of Facilities

Board Adoption: 8-18-09

Last Board Action: 6-9-15

Last Reviewed: 04-05-23

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### **Subcontracted Mail System**

The College District mail system is operated by a contracted mail services vendor.

### **Use of College District Address**

Employees may use their College District addresses for the sole purpose of receiving personal mail and packages only by entering into a rental agreement for a personal mailbox at any of the College District's mail vendor service locations. Employees who do not lease a personal mailbox from the mail services vendor shall not use their College District address for any purpose other than official College District business.

### **Exceptions**

This policy does not preclude the delivery of items such as flowers sent to an employee's work address in honor of the employee. With the written permission of a college President or designee, internal mailboxes at an individual campus may be used by campus employees and school-sponsored or school support groups affiliated with that campus.

### **Violations**

Employees who violate this policy are subject to disciplinary action, up to and including termination. District services supervisors shall document all uses of their respective district services in violation of this policy and report them to the relevant department head.

*Legal Reference - TACC Policy Reference Manual*  
CHE(LEGAL) - Site Management: Mail and Delivery

## **C.02.07 (Policy) Equipment/Property Management**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: 5-23-12

Last Amended: 2-5-18

Last Reviewed: 04-05-23

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### **Property Management**

The Alamo Colleges District shall ensure management controls are placed on all property, as appropriate, based on its value and nature. The Vice Chancellor for Finance and Administration shall define the control levels and procedures in accordance with generally accepted accounting principles (GAAP) and relevant law.

### **Disposal of College District Property**

The Vice Chancellor for Finance and Administration has the sole authority and responsibility for approving the disposal of Alamo Colleges District owned excess, surplus, and expended property. Unauthorized disposal of Alamo Colleges District's property is prohibited.

Procedure [C.2.7.1](#) Use of College District Equipment, Supplies and Personnel

Procedure [C.2.7.2](#) Communication Device Assignments and Allowances

Procedure [C.2.7.3](#) Disposal of Alamo Colleges District Property

Procedure [C.2.7.4](#) Property Management: Inventory Control

*Legal Reference - TACC Policy Reference Manual*

CIB(LEGAL) - Equipment and Supplies Management: Disposal of Property

### **C.02.09 (Policy) Employee Travel Expense Reimbursement**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: 8-18-09

Last Reviewed: 04-05-23

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This policy is applicable to all College District employees. For Board member travel see [B.3.4](#) and [B.3.5](#).

Employees shall be reimbursed for all ordinary, necessary, authorized expenses of a business nature incurred when the employee is authorized by appropriate authority to travel for and in the name of the College District, except that faculty travel to conferences provided for by special fund allocation to each instructional department shall be limited to the amount so allocated.

The Associate Vice Chancellor for Finance and Fiscal Services shall issue guidelines for reimbursement of said expenses.

Procedure [C.2.9.1](#) Employee Travel Expense Reimbursement

*Legal Reference - TACC Policy Reference Manual*

DEE(LEGAL) - Compensation and Benefits: Expense Reimbursement

## **C.02.10 (Policy) Official Functions**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: 1-26-10

Last Reviewed: 04-05-23

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### **Official Functions**

Appropriate, reasonable expenses for the following official functions in support of the College District's strategic plan to accomplish its mission and public purpose are authorized subject to the approvals, documentation, and other requirements set forth in Procedure [C.2.10.1](#):

1. Meals and refreshments for advisory committee meetings and other activities where College District business is discussed;
2. Sponsorship of College District representatives at public functions;
3. Financial support for activities under the direct control of other public entities;
4. Expenses (travel/lodging/meals) of visiting officials, consultants, and speakers brought to the College District to render services;
5. Recognition activities and awards to recognize retirement, authorized service or meritorious performance by employees, students and Board members, and benevolence activities such as sending flowers for employees, Board members or their families on such occasions as births, deaths, or serious illness;
6. Meals and refreshments for College District professional development activities;
7. Memberships in professional and not-for-profit organizations; and
8. Meals provided to College District students during College District sponsored events.

### **Procedures**

The Chancellor or designee shall develop procedures to ensure that these official functions are in support of the College District's mission, and that the activities described in this policy are accounted for under the appropriate expense codes.

### **Prohibited Expenses**

Expenses are prohibited for:

1. Alcoholic beverages, unless allowed pursuant to Policy [D.4.7](#).
2. Political contributions.
3. Payments (or contributions) for which the College/District does not receive comparable value (Texas Constitution Article III Section 52), except for contributions to the Texas Adjutant General's Office or the Texas National Guard.
4. Personal expenses.

## **C.2.10 (Policy) Official Functions**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: 1-26-10

Last Reviewed: 04-05-23

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5. Personal gifts, except for recognition of retirement, authorized service or meritorious performance by employees, students and Board members in accordance with Procedure [C.2.10.1](#).
6. With the exception of official Student Life events funded by the Student Services Fee, activities for which the primary purpose is entertainment (including but not limited to parties, athletic events, plays, and concerts) regardless of whether College District business is discussed or conducted.
7. Activities which have been or are eligible for payment or reimbursement under another College District policy or procedure, or from an external source.
8. Requests not adequately documented or approved in accordance with Procedure [C.2.10.1](#).

## **F.02.02 (Policy) Student Tuition**

Responsible Department: Vice Chancellor for Student Success

Board Adoption: 5-19-09

Last Board Action: 5-19-09

Last Amended: ~~11-16-16~~

Last Reviewed: 04-05-23

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The Board shall adopt a semester hours tuition schedule for in-District, out-of-District, nonresident, and international students. Tuition rates shall be published ~~in the college bulletin~~ on the Alamo Colleges District website.

*Legal Reference - TACC Policy Reference Manual*

FD(LEGAL) - Tuition and Fees

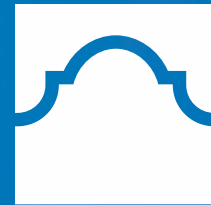
FDA(LEGAL) - Tuition and Fees: Residency

# Consent Agenda Reporting of Board Policies Reviewed With No or No Substantive Change

Dr. Daphene Carson  
Director Ethics, Policy & Compliance

Ross Laughead  
General Counsel

Linda Boyer-Owens  
AVC Talent, Organization & Strategic innovation



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National Quality Award  
2018 Award Recipient



# Policy & Procedure Advisory Council (PPAC)

## Purpose

### **Purpose:**

- Increase transparency and visibility of policies reviewed and continued with no substantive change.
- Establish a consent agenda report of all non-substantive policy changes.



## Policy & Procedure Advisory Council (PPAC)


# Policies Reviewed: No Change Needed

**Policies that have been reviewed by PPAC, SLT and the Chancellor and found to need no changes.**

- The Policy will be included in a Consent Agenda item:  
*“Discussion and Possible Action on Approval of Report of Policies Reviewed with No Substantive Change”*
- The Policy “Reviewed” date will be updated in the policy header



# Policy & Procedure Advisory Council (PPAC) Consent Agenda Report



**ALAMO COLLEGES DISTRICT**

**Board Policies Reviewed with No Substantive Change**  
April 11, 2023  
**DRAFT**

Policy No.	Policy Title	Responsible Department	Review Date
<b>Policy Section C: Business and Support Services</b>			
C.01.01	Financial Ethics and Accountability	Vice Chancellor for Finance & Admin.	xx/xx/23
C.02.04	Records Management	Vice Chancellor for Finance & Admin.	xx/xx/23
C.02.05	Auxiliary Enterprises	Vice Chancellor for Finance & Admin.	xx/xx/23
C.02.06	Mail Services and College District Addresses	Vice Chancellor for Finance & Admin.	xx/xx/23
C.02.07	Equipment/Property Management	Vice Chancellor for Finance & Admin.	xx/xx/23
C.02.09	Employee Travel Expense Reimbursement	Vice Chancellor for Finance & Admin.	xx/xx/23
C.02.10	Official Functions	Vice Chancellor for Finance & Admin.	xx/xx/23
<b>Policy Section F: Students</b>			
F.02.02	Student Tuition	Vice Chancellor for Finance & Admin.	xx/xx/23

## MINUTE ORDER

**“The Alamo Colleges District Board of Trustees hereby approves the report of Board Policies with no substantive changes as presented.”**

## PURPOSE

The following Report of Policies Reviewed with No Substantive Changes is presented to the Board of Trustees for informational and approval purposes.

Policy & Procedure Advisory Council (PPAC)  
Consent Agenda Report

## Policy & Procedure Advisory Council (PPAC)

# Policies Reviewed: No Substantive Change

**Policies that have been reviewed by PPAC, SLT and the Chancellor and have non-substantive changes that do not materially revise the policy.**

- The Policy will be included in a Consent Agenda item:  
*“Discussion and Possible Action on Approval of Report of Policies Reviewed with No Substantive Change”*
- The Policy “Last Amended” date will be updated in the policy header



## Policy & Procedure Advisory Council (PPAC)

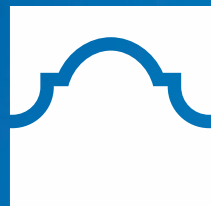
# Policies Reviewed: Substantive Change

**Policies that have been reviewed by PPAC, SLT and the Chancellor and have substantive changes that materially revise the policy.**

- The recommended policy update will be included on the Board Agenda for Discussion and Possible Action with a redline version identifying all recommended changes.



Thank you.



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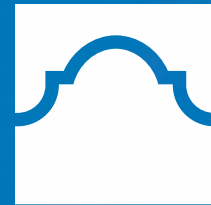
# Faculty Promotions in Academic Rank

Regular Meeting of the Board of Trustees

April 18, 2023

**Linda Boyer-Owens, SPHR, SHRM-SCP**

Associate Vice Chancellor for Talent, Organization  
& Strategic Innovation



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Malcolm Baldrige  
National Quality Award

2018 Award Recipient



# Faculty Promotions in Academic Rank

## **55 faculty members are recommended for promotion**

- Each faculty member has met all requirements for promotion set forth in Alamo Colleges District Policy D.8.2 and Procedure D.8.2.1.
- Each faculty member has been evaluated by a departmental committee, the department chairperson, and the administration of the college.
- Each faculty member is recommended for promotion in rank by the President of their College.

Thank you.



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National Quality Award  
2018 Award Recipient



## Discussion and Possible Action on Promotions in Academic Rank 2023-2024 Academic Year

Presented for approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on April 18, 2023.

### MINUTE ORDER

"The Board of Trustees of the Alamo Colleges District, in accordance with policies for promotion in rank adopted by the Board of Trustees, hereby authorizes the granting of promotion in academic rank to the following faculty members as set forth on the attached lists effective Fall 2023."

### PURPOSE

The faculty members identified on the attached list are recommended for promotion in academic rank.

### BACKGROUND

The faculty members have met all requirements prescribed by Alamo Colleges District Policy D.8.2 and Procedure D.8.2.1. The faculty members have been evaluated by departmental committees, the department chairperson, and administration of the college. They are hereby recommended for promotion in rank by the President of their College.

### IMPLICATIONS

<b>Financial:</b>	Salary increments for rank: Assistant Professor	\$1,468.80
	Associate Professor	\$2,919.24
	Professor	\$4,388.04

<b>Strategic Plan:</b>	Goal III. Performance Excellence
<b>Human Resources:</b>	Build talent and engage employees with a focus on collaboration, application of knowledge and skills, and high-performance teams

<b>ATTACHMENTS:</b>	Attachment A. Promotion in Academic Rank Recommendations for Academic Year 2023-2024
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Linda Boyer-Owens, SPHR, SHRM-SCP      Date  
Associate Vice Chancellor Talent, Organization and Strategic Innovation

---

Dr. Mike Flores      Date  
Chancellor



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Attachment A.

Promotion in Academic Rank Recommendations  
For Academic Year 2023/2024

**Northeast Lakeview College**

<b>Name</b>	<b>Discipline</b>	<b>From</b>	<b>To</b>
Brandon Gillespie	Philosophy	Assistant Professor	Associate Professor
Jasmyne Graybill	Fine Arts	Associate Professor	Professor
Jennifer Parrott	Biology	Instructor	Assistant Professor
Karl Frey	Fine Arts	Associate Professor	Professor
Karla Kosub-Coronado	Biology	Associate Professor	Professor
Megan Grimsley	Biology	Associate Professor	Professor
Michele Maldonado	Education	Associate Professor	Professor
Sabrina Hammel	Government	Associate Professor	Professor

Promotion in Academic Rank Recommendations  
For Academic Year 2023/2024

**Northwest Vista College**

<b>Name</b>	<b>Discipline</b>	<b>From</b>	<b>To</b>
Amanda Squires	Psychology	Instructor	Assistant Professor
Adam Aguirre	Anthropology	Assistant Professor	Associate Professor
Amy Collins-Montalbano	Mathematics	Assistant Professor	Associate Professor
Jennifer Fox	Psychology	Assistant Professor	Associate Professor
Sandra Garza	Mexican American Studies	Assistant Professor	Associate Professor
Minkyung Lee	Music	Assistant Professor	Associate Professor
Steven Montemayor	Speech	Assistant Professor	Associate Professor
Chad Mueller	Government	Assistant Professor	Associate Professor
Catie Phillips	Psychology	Assistant Professor	Associate Professor
Tony Montalbano	English	Associate Professor	Professor

Promotion in Academic Rank Recommendations  
For Academic Year 2023/2024

**Palo Alto College**

Name	Discipline	From	To
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*PAC had no faculty apply for promotion this year.*

Promotion in Academic Rank Recommendations  
For Academic Year 2023/2024

**San Antonio College**

<b>Name</b>	<b>Discipline</b>	<b>From</b>	<b>To</b>
Deana Apple	Natural Sciences	Associate Professor	Assistant Professor
James Bryant	Psychology, Philosophy, Student Dev	Instructor	Assistant Professor
Alfonso Cantu	Fine Arts	Assistant Professor	Associate Professor
Suzanne Davis-Thomas	Public Policy, Human Svcs	Instructor	Assistant Professor
Sarah Seabrook Jones	MESSH - History	Assistant Professor	Associate Professor
Wayne Donnie Meals	Radio, Television, Broadcasting	Instructor	Assistant Professor
Dion Morin	Nursing Education	Assistant Professor	Associate Professor
Ruben Rodriguez	Music Business	Instructor	Assistant Professor
Dustin Tune	Psychology, Philosophy, Student Dev	Assistant Professor	Associate Professor
Dehlia Wallis	Psychology, Philosophy, Student Dev	Associate Professor	Professor

Promotion in Academic Rank Recommendations  
For Academic Year 2023/2024

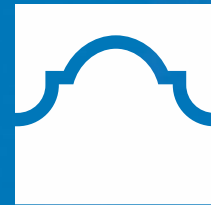
**St. Philip's College**

<b>Name</b>	<b>Discipline</b>	<b>From</b>	<b>To</b>
Alejandra Cardenas (Rios)	Nursing	Instructor	Assistant Professor
Alyssa Briscoe	Medical Laboratory Technician	Instructor	Assistant Professor
Beatrice Avila	Health Information Technology	Instructor	Assistant Professor
David Hime	Advanced Manufacturing Technology	Instructor	Assistant Professor
Joelle Nanivazo	Economics	Instructor	Assistant Professor
Elisabeth Caldwell	Respiratory Care Technology	Instructor	Assistant Professor
Greg Wistain	Radiography	Instructor	Assistant Professor
Ivette Sterling	Nursing	Instructor	Assistant Professor
Jemal Nelson	Biomedical Engineering Technology	Instructor	Assistant Professor
Joseph Valague	Automotive Technology	Instructor	Assistant Professor
Kimberly Carlisle	History	Instructor	Assistant Professor
Larry Canion	Aircraft	Instructor	Assistant Professor
Rey Flete	Advanced Manufacturing Technology	Instructor	Assistant Professor
Sonia Gentry	Vision Care Technology	Instructor	Assistant Professor
Amy Huebner	Early Childhood & Family Studies	Assistant Professor	Associate Professor
Barbara Govan	Nursing	Assistant Professor	Associate Professor
	Invasive Cardiovascular		
Benjamin Ochoa	Technology/Cardiac Sonography	Assistant Professor	Associate Professor
Mary Gentry	Kinesiology	Assistant Professor	Associate Professor
Elizabeth Leon	Automated Industrial Process	Assistant Professor	Associate Professor
Jack Gonzalez	Engineering and Mathematics	Assistant Professor	Associate Professor
Jacqueline Stevenson	Occupational Therapy Assistant	Assistant Professor	Associate Professor
John James	Criminal Justice	Assistant Professor	Associate Professor
Monica Bracken-Quiles	Respiratory Care Technology	Assistant Professor	Associate Professor
William Keller	Radiography	Assistant Professor	Associate Professor
David Uminski	Hotel Management	Assistant Professor	Associate Professor
Solomon Nfor	Biological Sciences	Associate Professor	Professor
Srinivasa Reddy	Chemistry	Associate Professor	Professor

# Reappointment of Full-Time Faculty

Regular Meeting of the Board of Trustees

April 18, 2023



ALAMO  
COLLEGES  
DISTRICT

**Linda Boyer-Owens, SPHR, SHRM-SCP**

Associate Vice Chancellor for Talent, Organization  
& Strategic Innovation



Malcolm Baldrige  
National Quality Award

2018 Award Recipient



# Reappointment of Full-Time Faculty

## The college presidents recommend full-time faculty for reappointment for the 2023/2024 academic year

In accordance with Alamo Colleges District Policy each respective College President will annually submit a list recommending approval of Full-Time Faculty.

Annual faculty evaluations by peers, Department Chairs, and Deans are conducted and each faculty member is evaluated by the Vice President of Academic Success. This is in keeping the Alamo College's District highest standard of performance and retention of faculty.



Thank you.



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient



ACHIEVING THE GREAT  
LEADER  
COLLEGE  
of Distinction

## Discussion and Possible Action on Reappointment of Full-Time Faculty for the 2023-2024 Academic Year

Presented for approval to the ALAMO COLLEGES BOARD OF TRUSTEES on April 18, 2023.

### MINUTE ORDER

“For the 2023-2024 academic year, the Board of Trustees hereby approves the attached recommendations of the College Presidents for reappointment of faculty members, who have met the full-time faculty status criteria. The Board hereby authorizes the Chancellor, or his designee, to issue faculty contracts, for a period of nine (9) months, or twelve (12) months to full-time faculty and faculty chairs, within the fiscal means of the College District and to satisfy the instructional needs of the students. The Chancellor is also authorized to issue summer employment agreements required to meet the instructional needs of the students and within the fiscal means of the College District.

All salaries are subject to the availability of funds. Approval of faculty on the attached lists does not preclude cross-college assignment of faculty, if the need for such assignment provides benefit for the instructional needs of the students of the College District.”

### PURPOSE

In accordance with Alamo Colleges District Policy each respective College President will annually submit a list recommending approval of reappointment of Full-Time Faculty.

### BACKGROUND

Annual faculty evaluations by peers, Department Chairs, and Deans are conducted and each faculty member is evaluated by the Vice President of Academic Success. This is in keeping the Alamo College’s District highest standard for retention of faculty and performance excellence.

### IMPLICATIONS

<b>Financial:</b>	Budgeted funds
<b>Strategic Plan:</b>	Goal III – Performance Excellence
<b>Human Resources:</b>	Build talent and engage employees with a focus on collaboration, application of knowledge and skills, and high-performance teams

<b>ATTACHMENTS:</b>	Attachment A. Reappointment of Faculty for Academic Year 2023/2024
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Linda Boyer-Owens, SPHR, SHRM-SCP      Date  
Associate Vice Chancellor for Talent, Organization & Strategic Innovation

---

Dr. Mike Flores      Date



## Reappointment of Faculty for Academic Year 2023-2024

### Northeast Lakeview College

#### **Accounting-Business-Management**

Collins, Keith  
Helinski, Matthew  
Kuder, Joy

Riske, Jennifer

#### **Foreign Languages**

Zecca, Silvia

#### **Art Department**

Davis, Rossie  
Frey, Karl  
Graybill, Jasmyne  
Miller, James

#### **Geography**

Stewart, Suzanne

#### **Geology**

#### **History**

Chen, Jianyue  
Hassmann, Jeffrey  
Johnson, Maria  
Leggett, Judah  
Moseley, Larry

#### **Biological Sciences**

Cain, Erica  
Erwin, Lisa  
Kosub, Karla  
Mc Crary, Thomas  
Parrott, Jennifer  
Perry, Laura  
Ramirez, Lynsey  
Rossi, Dania

#### **Humanities**

Lack, Anthony

#### **Chemistry**

Adrian, Marsha  
Fletcher, Terace  
Gold, Keegan  
Mealey, Gina

#### **Information Assurance & Cyber Security**

Thornsburg, Isaac

#### **Computer Science**

Zhang, Cuihua

#### **Kinesiology**

Adams, Wesley  
Grimsley, Megan  
Lockhart, Vincent

#### **Drama**

Fritschle, Lisa

#### **Mathematics**

Celaya, Amanda  
Diaz, Cristella  
Guevara, Efrain  
Ha, Jin  
Ibaroudene, Zakia  
Makroz, Rachid  
Maldonado, Jose  
Miller, Allen  
Rivas, Victoria  
Torres Lee, Dianna  
Vargas, Martha

#### **Education**

Carmona, Daisy  
Maldonado, Michele

#### **English**

Adams, Cheyenne  
Bernard, Carol  
Chapman, Michael  
Davenport, Laura  
Hager, Angela  
Malcolm, Jason  
Ports, Anetia

#### **Music**

Mayer, Katherine

Reappointment of Faculty for Academic Year 2023-2024

**Northeast Lakeview College**

**Network Administration**

Bascon, Fabius  
Goswami, Geeta

**Philosophy**

Babaie, Quintin  
Gillespie, Brandon  
McDowell, Michael  
Sadler, Mark

**Political Science**

Hammel, Sabrina  
Holmquist, Jennifer  
Omar, Mohsen  
Yowell, Robert

**Psychology**

Etchison, Sara  
Nittinger, Sharon  
Young, Valerie

**Social Media/Digital Media**

Fazio, Zachary

**Speech**

Marks, Jennifer  
Menchaca, Denise  
Perez, Delissa

## Reappointment of Faculty for Academic Year 2023-2024

### Northwest Vista College

#### **Accounting**

McWhorter, Robert  
Mendez, Ralph

#### **Advanced Water Treatment**

Marquise, Howard

#### **Anthropology**

Aguirre, Adam  
Linsenbardt, Kimberly

#### **Biological Sciences**

Anderson, Andrea  
Bakdash, Nadia  
Chamblin, Richard  
Edrey, Yael  
Egremy, Jose  
Gomez, Belinda  
Gonzales, Roberto  
Gonzalez, Jo Ann  
Gonzalez, Muraya  
Guerrero, Leticia  
Harrison, Christopher  
Heppard, Jessica  
Madrid, Eric  
Nicholas, Lori  
Pina, Sophia  
Reeves, Adam  
Stout, Brian

#### **Business Administration**

#### **Chemistry**

Casanova, David  
Crandall, Jacob  
Nair, Prakash  
Prasad, Roopa  
Van Dijk, Simon  
Zapata, Aleksandra

#### **Clinical Research Coordinator**

McCreery, Heather

#### **Community Health**

Cornejo, Guadalupe  
Martinez, Fernando

#### **Computer Information Systems**

Fontenot, Patrick  
Grillo, John  
Roark, Kevin  
Yeater, Robert

#### **Criminal Justice**

Arceo Garza, Kathleen

#### **Customer Services/Sales Operations**

#### **Dance**

King, Jane  
Lopez, Brittany

#### **Developmental English**

Gomez, Valerie  
Lynton, Vicki

#### **Digital Media**

Escobar, Susan  
Marionaux-Maguire, Viviane

#### **Digital Video & Cinema Production**

Santos, Noelia

#### **Drama**

Hedgepeth, Timothy  
Marlowe, Mary

#### **Economics**

Beza, Kimberly  
Munoz, Mike  
Pandaru, Cristina  
Sanchez, Rolando

#### **Education**

Bradford, Diana  
Maldonado, Elsa

#### **Engineering**

Pressly, Thomas  
Zhou, Qiaoying

## Reappointment of Faculty for Academic Year 2023-2024

### Northwest Vista College

#### English

Barrera, Marisela  
Bravo, Suzanne  
Carey, Sabrina  
Gardin, Michael  
Gonzalez, Anival  
Griest-Devora, Barbara  
Mc Kinney, Kristina  
McWilliam, Fiona  
Montalbano, Anthony  
Moore-Felux, Julie  
Pedraza, Venetia  
Posey, Britt  
Reading, Mary  
Tolan, Denise  
Trevino, Natalia  
Vasquez, Arturo  
Ward, Michael  
Zepeda, Melinda

#### Fine Arts

Bower, Rachael  
Delgado, Esteban  
Jones, Timothy  
Kersey, Diana  
Marin, Jimena  
Northway, Paul  
Robbins, Jack

#### Foreign Languages

Damron, Maria  
Greszler-Gomez, Carla

#### Gaming Development

Sertich, Victoria  
Vanderburg, William

#### Geography

Walker, Scott  
Yeager, Charles

#### Geology

Magruder, Cindy  
Smyth, Dustin

#### Government

Angello, Dana  
Cardona, Debra  
Dunagan, Pamela  
Guevara, Homer  
Marbut, Robert  
Mendoza, Joan  
Mueller, Chad  
Nejad, Jalal  
Stokley, Jessika  
Williamson, Robert  
Jackson, Kort  
Markstrom, Jessica

#### History

Acosta, Carlos  
Ball, Sarah  
Canestaro, Gloria  
Gaitan, Jared  
Galindo, David  
Garza, Abel  
Gonzalez-Stout, Corina  
Martinez, Paul  
McClurg, Kimberly  
Puente, James  
Trevino, Brandon

#### Humanities

Coroneos, Craig  
Lewis, Neil

#### Information Assurance and Cybersecurity

Burch, Matthew

#### Kinesiology

Ellis, Karla  
Prok, Travis  
Wiley, Kevron

#### Learning Resources

Kaida, Nancy  
Reeves, Linda

## Reappointment of Faculty for Academic Year 2023-2024

### Northwest Vista College

#### **Mathematics**

Anderson, Wesley  
Babu, Christy  
Bartonek, Amanda  
Bishop, Eddie  
Bradshaw, Kelli  
Carrillo, Robert  
Chagoya Verdin, Claudia  
Collins Montalbano, Amy  
Digiovanni, Robert  
Emig, Christa  
Escobar, Manuel  
Gittinger, Dennis  
Gonzales, Steven  
Guerra, Javier  
Harwin, E  
Hunt, Heidi  
Koch, Jerry  
Lee, Brooke  
Manchester, Ellen  
Roy, Jaideep  
Salazar, Laura  
Trevino, Hector  
Uresti, Yvette  
Ward, Gregory

#### **Mexican-American Studies**

Garza, Sandra

#### **Music**

Lee, Minkyung  
Prado, Aaron  
Smith, Daniel

#### **Personal Fitness Trainer**

Dimas, Teresa

#### **Pharmacy Technology**

Lomas, Marlana

#### **Philosophy**

Gittinger, George  
Hinkley, Charles  
Pope, Nakia

Rosenberg, Jonathan

#### **Physics**

Alquiza, Josh Emmanuel  
Bogale, Melaku  
Keltner, Marc

#### **Psychology**

Cowan, Trina  
Evans, Anna Marie  
Fox, Jennifer  
Lucas, Donald  
Phillips, Catherine  
Squires, Amanda  
Wright, Melissa

#### **Sociology**

Abdul-Razaq, Haetham  
Paige, Kara

#### **Speech**

Burton, Amy  
Garza, Edgar  
Jansky, Elaine  
Molina, Timothy  
Montemayor, Steven  
Wilking, Karin  
Yznaga, Lydia

#### **Student Development**

Rodriguez, Steven  
Sherman, Adrianna

# Reappointment of Faculty for Academic Year 2023-2024

## Palo Alto College

### Accounting

Mendoza, Rebecca  
Salinas, Amanda

### Agriculture

Chumbley, Ty

### Art

Brawley, Catherine  
De Leon, Alba  
Mahaffy, Karen  
Walsh, Lloyd

### Biological Sciences

Butcher, Jerrod  
Chandler, Brad  
Clark, Alison  
Humann, Jessica  
Ibarra-Gonzales, Linda  
Leal, Robert  
Miranda, Robert  
Perez, Ernesto  
Sandberg, Lance  
Torres, Ismael  
Wilkins, Sara

### Chemistry

Joseph, Jeena  
Koeck, Deborah  
Muratidis, Stamatis  
Robinson, Dale

### Computer Information Systems

Champion, John  
McDaniel, Brian  
Ross, Lee

### Computer Science

Hicks, Steven  
Jurkovic, Neven

### Cosmetology

Hillyer, Jasmine Brock  
Lopez, Brenda  
Solano, Stephanie

### Criminal Justice

Parker, Barry

### Developmental English

Elston, Mary  
Galat, Joshua  
Robledo, Gerard  
Scheidt, Jennifer  
Staudt, Matilda

### Developmental Math

Eccles, Justin  
Elizalde, Monette  
Garcia, Mei  
Hernandez, Paul  
Hons, Brian  
Mumbower, Kelly  
Nelms, Virginia

### Distribution Logistics

Brannon, Ronnie

### Drama

Castanon, Nicolas

### Engineering

Mohanty, Sitakanta

### English

Andermatt, Jennifer  
Castillo, Rafael  
Coronado, Lisa  
Flores, Christina  
Mains, Caroline  
Martinez, Christopher  
Ortiz, Rita  
Sublette, Cecilia  
Torres, Carmen

## Reappointment of Faculty for Academic Year 2023-2024

### Palo Alto College

#### **Foreign Languages**

Guillot Caro, Vicente  
Velez-Cobb, Evangeline

#### **Geography**

Schuermann, Ryan

#### **Geology**

Montgomery, Elizabeth

#### **Government**

Evans, Samuel  
Jones, Oliver  
LaPete, John  
Traina, Virginia  
Yusuf, Iram

#### **Healthcare Administrator**

Rodriguez, Severo

#### **History**

Alvarez, Joe  
Beckman-Wilson, Victoria  
Claudio, Vincent  
Dilday, Aaron  
Field, Rex  
Hines, Robert

#### **Humanities**

Rodriguez, Lori

#### **Industrial Technology**

#### **Kinesiology**

Bustamante, Anna  
Hernandez, Ramon  
Lowe, Alexis  
Molina, Suzel

#### **Landscape and Turfgrass Mgmt.**

#### **LIS**

Sanchez, Cynthia

#### **Mass Communications**

Fuentes, Andrea

#### **Mathematics**

Arizpe, Rachelle  
Ghouse, Mohamed

Price-Johnson, Darlene

Ranjan, Bhawana

Reed, Thomas

Rios, Yvette

#### **Mid-Management**

Anaya, Elsa  
Rosas-Tatum, Veronica

#### **Music**

De Oliveira, Edlyn  
Marmolejo, Armin

#### **Oil and Gas Technology**

#### **Philosophy**

Hernandez, John  
Hoofard, Nathan

#### **Physics**

Gururajaroo, Usha

#### **Psychology**

Madrigal, Maricela  
Vasquez, William  
Villanueva, Antonio

#### **Reading and Education**

Deleon, Amie

#### **Sociology**

Yanez, Maria Aurora

#### **Speech**

Coppola, Joseph  
Ginn, Elizabeth  
Harris, James

Reappointment of Faculty for Academic Year 2023-2024

**Palo Alto College**

Harris, Kenneth  
Longoria, Samuel

**Student Development**

Reyna, Yolanda  
Rodriguez, Pablo  
Wagner, Russell

**Veterinary Technology**

Quance-Fitch, Fonzie  
Rope, Kathryn

## Reappointment of Faculty for Academic Year 2023-2024

### San Antonio College

#### **Anthropology**

Cap, Bernadette

#### **Architecture**

Bohuslav, Dwayne

Escamilla, Joaquin

Garcia, Isabel

Kuwabara, Noel

Reisen, Nicholas

#### **Art**

Cantu, Alfonso

Dietz, Rebecca

Jennings, Lawrence

Rinck, Jonathan

Simpson, George

#### **Astronomy**

Alaniz, Alfred

Stanley, George

Wood, David

#### **Biological Sciences**

Alba, Mercedes

Apple, Deana

Cabalu, Ryan

Del Rio, Rachel

Farrell, Diane

Grossheim, Jonathan

Hagenbuch, Karl

Lopez-Yanez, Jose

Mc Gilloway, Robyn

Pepin, Amanda

Rodriguez, Luis

Sheppard, Shelly

Staggs, Teanna

Watson, Rebbekah

#### **Business Administration**

Blizzard, Susan

Martinez, Hector

Rosinbaum, Larry

#### **Business Occupations**

Doering, Rena

Haan, Elizabeth

Tas, Murat

#### **Chemistry**

Caraway, Jennifer

Christian, Saumil

Motley, Jeremy

Zhang, Jianxia

#### **Child Development Operations**

Coldwater, Ann

Dehoyos-O'Connor, Ana

Sinclair, Theresa

#### **Communication Design**

Knocke, Joel

Liu, Qing

Rosser, Augusta

#### **Computer Information Systems**

Acosta, David

Azuaje, Rafael

Cardenas, Andrea

Freese, Terril

Jiang, Shen

Joseph, Delia

Kolars, Stephen

Lowe, Ricardo

Matuszek, Michael

Muschalek, Kim

Ortega, Pete

Touchette, Troy

#### **Conf and Court Reporting**

Ervin, Frances

Woodard, Patricia

#### **Counseling Services**

Rodriguez, David

#### **Creative Multimedia**

Davis, Bruce

Knotts, Barbara

#### **Credit EMS**

Bailey, John

Powell, Jamie

#### **Criminal Justice**

Lechowick, Paul

## Reappointment of Faculty for Academic Year 2023-2024

### San Antonio College

Navarro, Myra

#### **Dental Assistants**

Santiago, Carmen

#### **Developmental Math**

Aviles, Albert

Chavera, David

Hunt, Walker

Nanayakkara, Dhammika

Trevino, Roland

#### **Earth Sciences**

Lambert, Dean

Ray, Christopher

#### **Economics**

#### **Engineering**

Griffith, Henry New

#### **English**

Aguilar, Liz

Aguilar, Mariano

Argo, Sharon

Bell, Yon Hui

Coleman, Laurie

Cruz, Barbara

Davis, Caroline

Duke-Koelfgen, Donna

Elmore, Dawn

Falcon, Susan

Focht-Hansen, Jane

Garza, Anthony

Hochmeister, Kimberly

Irvin, Lawrence

Lampert, Judith

Lawhn, Juanita

Martinez, Kathy

Morrison, Veronica

Peyer, Valerie

Portales, Patricia

Tsacalis, Ernest

Wells, Kimberly

#### **English As A Second Language**

Polk, Jeremy

Silva, Linda

Smith, Kerrie

Ybarra, Sylvia

#### **Fire Technology**

Campos, Abel

Davila, Martin

#### **History**

Anderson, Erik

Blankenship, Whitney

Bueno Marianne

Cain, Jennifer

Duffy, Sean

Jones, Sarah Seabrook

Khan, Suraya

Oviedo, Laura

Ramos, Lisa

Serafine, Amelia

Ross, Jecoa

#### **Humanities**

Gracy, Benjamin

Sanchez, Roman

#### **Human Services**

Cardenas, Melissa

Davis-Thomas, Suzanne

Miller, Katherine

#### **Interpreter Training**

Barwise, Brian

Dobson, Darin

Flynn-Dobson, Deidra

Raymond, John Mark

Razuri, Julie

Payne, Michelle

Webb, Alaina

#### **Journalism**

DalGLISH, James

#### **Law Enforcement**

Phelt, Jessica

#### **Library**

Oliver, Eileen

#### **Management**

Agrawal, Bhagirath

Calvert, Velica

## Reappointment of Faculty for Academic Year 2023-2024

### San Antonio College

Eng, Nelda  
Hunt, Charles  
Yusuf, Mahmud

#### **Mathematics**

Busald, Gerald  
Corona, Carlos  
Hairstone, Sam  
Kennedy, Esmarie  
Krueger, Conrad  
Lorestani, Anahita  
Martinez, Ruby  
McKenna, Paula  
Ortiz, Fermin  
Pina, Ricardo  
Rai, Shiva  
Wackwitz, Maynell  
Shadfan, Meagan

#### **Medical Assisting**

Inman, Robert  
Startzell, Cheryl  
Vegamaldonado, Luis

#### **Mortuary Science**

Mena, Mary  
Moreno, Jose  
Woody, Darrell

#### **Music**

Anastasio, Daniel  
Gignac, Andrew  
Sanchez, Cynthia  
Sprayberry, Tom

#### **Music Business**

Rodriguez, Ruben

#### **Nursing Ed Associate Degree**

Abreu, Sarah  
Alvarez, Gina  
Baxter, Yvette  
Boundaone, Emily  
De Jesus, Cecilio  
Dooley, Suzette  
Dunlap, Cleveland

Flores, Daniel

Garza, Elizabeth  
Hack, Gary  
John, Gloria  
Morin, Dion  
Riojas-Felter, JoAnn  
Rios, Irene  
Sackett, Robert  
Salazar, Erica  
Vandenberg, Sara

#### **Nursing Ed Bachelor of Science Degree**

Horton, Mary Zaiontz, Russell

#### **Philosophy**

Bryant, James Clifton  
Gonzalez, Julian  
Haugen, Christopher  
Herrick, Daniel  
Przekupowski, David  
Tune, Dustin  
Visintainer, John  
Whitworth, Amy

#### **Physical Education**

Barreira, Medin  
Dudney, Brad  
Rodriguez, Vincent Raul  
Stephenson, Martha

#### **Physics**

Gurung, Tak

#### **Political Science**

Hall, Marie Juliet  
Martinez, Suzanne  
McCoy, David

Sanchez, Michael  
Shagroni, Ahmed  
Smith, Wanda-Lee  
Woodward-Kaupert, Christy

#### **Psychology**

Billimek, Thomas  
Borawski, Suzanna  
Calaway, Olimpia  
Douglas, Karen

Reappointment of Faculty for Academic Year 2023-2024

**San Antonio College**

Mc Cloy, Stanley

Robertson-Schule, Linda

Sutherland-Hunt, Melissa

Velasquez, Enrique

Wallis, Dehlia

Kawabe, Yuko

Martinez, Sergio

**Radio and Television and Film** Borrego,  
James

Meals, Wayne

**Real Estate**

Weathersby, Melissa

**Social Work**

Brooks,-James, Denetria

**Sociology**

Ogland, Curtis

Perez, Beatrix

Slonaker, Terri

**Student Development**

Bunch, Jeanette

Calvario, Claudia

Engel, Julie

Foster, Carolyn

Laffere, Alice

Lechuga, Casey

Lucchelli, Gilbert

Menard, Lisa

Mowrey, Kara

Samano, Sara

**Theatre and Communications**

Blacklock, Justin

Click, Ashley

Cunningham, Susan

Cunnigham, Susan

Garza, Laura

Hodyc, Kyle

Hunt, Jeffrey

Ramsey, Jolinda

**Womens Center**

Vera, Mary

**World Languages**

Farias, Thomas

**FULL TIME FACULTY  
Re-Appointment List  
2023-2024  
ST. PHILIP'S COLLEGE**

**Accounting**

Luna-Chavez, Maria

**Administrative Computer Technology**

Chacon, Raymond

**Advanced Manufacturing**

Brustmann, Alex  
Cain, Michael  
Hime, David

**Air Conditioning & Heating**

Lopez, Raul  
Orta, Jesus

**Aircraft**

Canion, Larry  
Castillo, Santos  
Catlett, Steven  
Haral, John  
Lynch, Bryce  
Nunnelee, Christian  
Sessions, Michael

**Auto Collision & Refinishing**

Gutierrez, Alvaro  
Masters, Jason  
Merritt, Michael

**Automotive Technology**

Andreoli, Nicholas  
Bacon, James  
Birkenfeld, Ben  
Boggs, David  
Dewitt, Zachary  
Eichelberger, John  
Gardner, Charles  
Halliburton, Richard  
Moore, Adam  
Valague, Joseph  
Van Meter, Benjamin  
Halliburton, Richard

**Biological Sciences**

Aguero, Kristabel

Enrique Vega, Abel

Haye, Teri  
Kelaita, Mary  
Koonhow, Stacie  
Nfor, Solomon  
Ramasamy, Kumaraguruparan  
Ruiz-Velasco, Alejandro  
Viola, Ronald  
White, Kathryn  
Williams, Alfred

**Bio-Medical Engineering Technology**

Ledesma, Isaiah  
Nelson, Jemal

**Business Management**

Valentin, Celestino

**Chemistry**

Alba, Lourdes  
Alertas-Jacobs, Diane  
Davis, Christopher  
Kendell, Shane  
Panthi, Basu  
Reddy, Srinivasa

**Computer Maintenance w/Cisco Networking**

Clark, Brenda

**Computer Science**

Gershman, Michael  
McCall, Sam

**Construction**

Pearson, Johnny

**Criminal Justice**

James, John  
Richardson, Margaret

**Developmental Math**

Guerra, Alberto

**Diagnostic Medical Sonography**

Arevalo, Jennifer  
Senovsky, Yvette

**FULL TIME FACULTY  
Re-Appointment List  
2023-2024  
ST. PHILIP'S COLLEGE**

**Diesel Technology**

Bazaldua, Reynaldo  
Blanchard, Jon  
Culbertson, Ian  
Fernandez, Donald

**Early Child/Child Development**

Galvan, Veronica

**Economics**

Kisel, David  
Nanivazo, Joelle

**Electrical Trades**

Carrillo, David  
Perez, Steve

**Electronics Technology in Instrumentation**

Leon, Elizabeth

**Engineering**

Saint Hubert, Marie-Michelle

**English**

Gibson, Stephanie  
Gray, Jenny  
Humberson, Laurilyn  
Miranda, Jamie  
O'Casey, Edward  
Osborne, Jennifer  
Passty, Jeanette  
Poff, Kenneth  
Ramirez, Marissa

**Fine Arts**

Agricola-Mojica, Jennifer

**Foreign Languages**

Galvan, Spencer  
Manzo, Thomas Jude

**Government**

Grillo, Michael  
Konkright, Kelsey

Robles, Denise

**Health Information Technology**

Avila, Beatrice  
Lamson, Patricia

**Histologic Technician**

Herrera, Aaron

**History**

Carlisle, Kimberly  
Dinsmore, Cynthia  
Hamilton, Allen  
Thomas, Jonathan

**History and Humanities**

Nawrocik, Jack

**Information Technology**

Alvarez, Yesenia  
Jones, Robert  
Lopez Jr., Rick  
Mora, Caroline  
Sahin, Haydar

**Invasive Cardiovascular Technology**

Nevarez, Patricia  
Ochoa, Benjamin

**Kinesiology**

Gentry, Mary  
Steel, Gregory

**Library Services**

Delgado, Anna  
Wilder, Kelli

**Machine Technology**

Broderick, Anthony  
Ruiz, Roy

**Manufacturing**

Flete, Rey  
Garza, Diana  
Ksenich, Sheryl  
Ozuna, Richard

**FULL TIME FACULTY  
Re-Appointment List  
2023-2024  
ST. PHILIP'S COLLEGE**

**Mathematics**

Aguilar, Miguel  
Alshaikhli, Karrar  
Cottier, Stephanie  
Edmiston, Jessica  
Fletes, Rocio  
Gonzalez, Jack  
Guerra, Gloria  
Hill, Justin  
Hudock, Matthew  
Katz, Cynthia  
Jaber, Halah  
Lopez, Jessica  
Mitchell, Renita  
Patterson, Shannon  
Williams, Grayling

**Medical Laboratory Technician**

Briscoe, Alyssa

**Music**

Gonzales, Gregory  
Frilling, Joshua  
Torres, David

**Nurse Aide for Healthcare**

Bailey, Krysten  
Garcia, Blanca

**Nursing Associates Degree**

Moke, Valerie  
Phillips, Adrienne  
Presley, Leoda

**Nursing Vocational**

Bailey, Annette  
Bailey, Krysten  
Bellamy, Jodi  
Benson, Melissa  
Costello, Tonya  
Edwards, Anna  
Furlow, Veronica  
Garza, Dianna  
Govan, Barbara  
Rios Cardenas, Alejandra  
Sterling, Ivette

Trinidad, Blanca  
Uriegas, Esperanza  
Webb, Rhonda  
Yates, Monica

**Occupational Therapy Assistant**

Freeman, Kathryn  
Gayden, Edward  
Stevenson, Jacqueline

**Philosophy**

Hardy, Jamie  
Hill, Andrew  
Feldmeier, Marie

**Physical Therapist Assistant**

Campbell, Misty  
Parchem, Tunetha  
Quesenberry, Amy

**Physics**

Karunasiri, Rankiri

**Plumbing**

Bohmfolk, Robert

**Power Generation & Alternative Energy**

Overmiller, Craig

**Psychology**

Bass-Wright, Shirley  
Johnson, Monique  
Snaveley, Sandra  
Young, Irene

**Radiography Technology**

Dueñes, Annette  
Keller, William  
Poist, Gladys  
Wistain, Greg

**Reading**

Martinez, JoAnn

**FULL TIME FACULTY  
Re-Appointment List  
2023-2024  
ST. PHILIP'S COLLEGE**

**Respiratory Care**

Baker, Christian  
Bracken-Quiles, Monica  
Caldwell, Elisabeth  
Mitchell, Christa  
Parsch, Brian

**Social Work**

Rolland-Adkins, Kelli

**Speech**

Cunningham, Karen  
Sovine, Meagan  
Williams, Tyrell

**Student Development**

Hester, Diane

**Surgical Technology**

Aguinaga, Marco

**Theatre**

Hardy, Vincent

**Tourism, Hospitality & Culinary Arts**

Brown, Patrick  
Costello, Patrick  
De La Fuente, Cynthia  
Goloby, Cressida  
McNair, Corey  
Munoz, John  
Pequeno, Sarah  
Salinas, Juan  
Uminski, David

**Vision Care Technology**

Gentry, Sonia  
Parvez, Syed

**Welding**

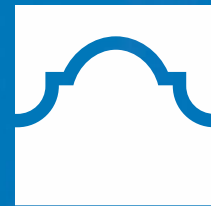
Esquivel, Daniel  
Gracia, Eugene  
Hoyt, John  
Shields, Adrian

# Appointment of Administrators

Regular Meeting of the Board of Trustees  
April 18, 2023

**Linda Boyer-Owens, SPHR, SHRM-SCP**

Associate Vice Chancellor for Talent, Organization,  
and Strategic Innovation



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient

Achieving the Dream  
LEADER COLLEGE  
OF DISTINCTION

# Discussion and possible Action on Appointment of Administrators

The following individuals are recommended to the Alamo Colleges District Board of Trustees for employment as Administrators.

## **Clare Iannelli**

Dean for Academic Success

San Antonio College/Alamo Colleges District

as recommended by the President of San Antonio College  
and the Chancellor of the Alamo Colleges District

## **Enida Rehome**

Interim Dean for Student Success

St. Philip's College/Alamo Colleges District

as recommended by the President of St. Philip's College  
and the Chancellor of the Alamo Colleges District

## **Christopher Metsgar**

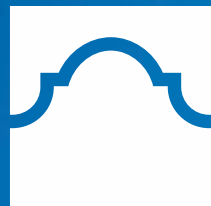
Dean for Academic Success

St. Philip's College/Alamo Colleges District

as recommended by the President of St. Philip's College  
and the Chancellor of the Alamo Colleges District



Thank you.



ALAMO  
COLLEGES  
DISTRICT



## Discussion and Possible Action on Appointment of Administrators

Presented for recommended approval to the ALAMO COLLEGES BOARD OF TRUSTEES on April 18, 2023.

### MINUTE ORDER

"The Board of Trustees hereby approves the recommendation of employment for the following administrator position:

**Dean for Academic Success**

as recommended by the President of San Antonio College  
and the Chancellor of Alamo Colleges District

**Dean for Academic Success**

as recommended by the President of St. Philip's College  
and the Chancellor of Alamo Colleges District

**Interim Dean for Student Success**

as recommended by the President of St. Philip's College  
and the Chancellor of Alamo Colleges District

### PURPOSE

To support the achievement of strategic Alamo Colleges District objectives.

### BACKGROUND

This is approval of appointments to senior administrative positions. All appointments are contingent on satisfactory completion of the employment process.

### IMPLICATIONS

<b>Financial:</b>	Budgeted Funds
<b>Strategic Objective:</b>	Goal III Performance Excellence
<b>Human Resources:</b>	Build talent and engage employees with a focus on collaboration, application of knowledge and skills, and high-performance teams

**ATTACHMENTS:** Attachment A. Appointment of Administrators

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Linda Boyer-Owens, SPHR, SHRM-SCP      Date  
Associate Vice Chancellor for Talent, Organization,  
and Strategic Innovation

---

Dr. Mike Flores      Date  
Chancellor

ATTACHMENT A.



## Appointment of Administrators

April 2023

---

### **Clare Iannelli**

Dean for Academic Success  
San Antonio College/Alamo Colleges District  
as recommended by the President of San Antonio College  
and the Chancellor of the Alamo Colleges District

### **Christopher Metsgar**

Dean for Academic Success  
St. Philip's College/Alamo Colleges District  
as recommended by the President of St. Philip's College  
and the Chancellor of the Alamo Colleges District

### **Enida Rehome**

Interim Dean for Student Success  
St. Philip's College/Alamo Colleges District  
as recommended by the President of St. Philip's College  
and the Chancellor of the Alamo Colleges District

## Discussion and Possible Action Regarding the Grievance of Mr. Lewis Hinojosa

Presented to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on April 18, 2023

### MINUTE ORDER

**“The Board of Trustees hereby upholds / reverses the determination grieved by Mr. Hinojosa.”**

### PURPOSE

To consider the grievance filed by Lewis Hinojosa.

### BACKGROUND

This is a Level IV appeal pursuant to Alamo Colleges Procedure D.3.3.1 Employee Complaints

### IMPLICATIONS

<b>Financial:</b>	N/A
<b>Strategic Plan:</b>	Performance Excellence
<b>Human Resources:</b>	Employee Relations

**ATTACHMENTS:** N/A

---

Linda Boyer-Owens \_\_\_\_\_ Date  
Associate Vice Chancellor for Talent,  
Organizational & Strategic Innovation

---

Dr. Mike Flores \_\_\_\_\_ Date  
Chancellor



## INDEX OF DOCUMENTS IN GRIEVANCE PACKET

### HEARING OF LEVEL 4 GRIEVANCE BY LEWIS HINOJOSA (LH) REGULAR BOARD OF TRUSTEES MEETING APRIL 18, 2023

1. Step 2 Discipline-Reprimand issued to LH, 8/25/22 PDF Pages 1-2
2. Grievance by LH to complain about Step 2, 8/29/22 PDF Pages 3-5
3. Response to Grievance-Informal Level by C Delgado, 10/8/22 PDF Pages 6-7
4. LH appeal to grieve to Level 1, 10/11/22 PDF Pages 8-9
5. Response to Grievance at Level 1 by Roger Castro, 11/18/22 PDF Pages 10-11
6. LH appeal to grieve at Level 2, 11/29/22 PDF Pages 12-13
7. Transcript of Grievance Hearing at Level 2, 12/9/22 PDF Pages 14-51
8. Response to Grievance at Level 2 by Dr. Tom Cleary, 12/13/22 PDF Pages 52-54
9. LH appeal to Level 3, 1/3/23 PDF Pages 55-57
10. Response to Grievance at Level 3 by Dr. Mike Flores, 2/10/23 PDF Pages 58-60
11. Confirmation of Combined Grievances, 2/23/23 PDF Page 61
12. LH appeal to Level 4, 2/27/23 PDF Pages 62-63
13. Notice of Hearing date, time, process sent to LH, 3/24/23 PDF Pages 64-66
14. Email-LH electing open session hearing of Grievance, 4/3/23 PDF Pages 67-68
15. Board Procedure D.3.3.1-Employee Complaints PDF Pages 69-78
16. Board Procedure D.9.1.2-Progressive Discipline PDF Pages 79-90

**GRIEVANCE PACKET**  
**HEARING OF LEVEL 4 GRIEVANCE**  
**OF LEWIS HINOJOSA**  
**AT REGULAR MEETING**  
**OF BOARD OF TRUSTEES APRIL 18, 2023**

**STEP 2 DISCIPLINE – REPRIMAND**

**ISSUED TO LEWIS HINOJOSA**

**8/25/22**

**Memorandum**  
**Confidential**

---

To: **Lewis Hinojosa**  
**Lead Network Analyst**

From: **Christopher Delgado**  
**Senior Manager of Network Operations**

Cc: **Personnel File**

Date: **August 25, 2022**

Re: **Step 2 Discipline - Reprimand**

---

This purpose of this letter is to issue a Step 2 Discipline – Reprimand for violation of performance standards.

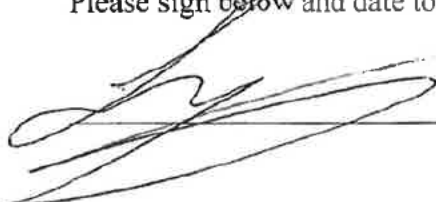
**Progressive Discipline Step 2- Unauthorize change to Network Firewall**

You are being issued a step 2 reprimand for unauthorized changes to the Enterprise Network firewall on August 24 at 2:10 pm causing an internet disruption of service across the Enterprise during a no change period.

You are directed to follow our change management procedure and submit an emergency change management request to myself and Roger Castro for approval in the future for any changes during a no change period. Any other changes impacting the production of services to the Enterprise outside of a no change period are to follow the standard change management procedure.

You are hereby advised that this letter will be place in your official personnel file. In the following 12 months from the date of this letter, if there is any continuation of similar behavior, or for any subsequent violation of disciplinary rule, there may be cause for more severe discipline, to include termination of employment.

Please sign below and date to acknowledge receipt of this letter.

  
\_\_\_\_\_ Date: 8/25/22

**GRIEVANCE SUBMISSION**  
**BY LEWIS HINOJOSA**  
**TO COMPLAIN ABOUT STEP 2 DISCIPLINE**  
**8/29/22**

Lewis R Hinojosa 900033046

Name of Employee Banner ID

210.485.0483 lhinojosa12@alamo.edu

Phone Email

District IT Operations

Campus / Department

8/26/2022

Date of Action or Prior Level Grievance Response

Christopher Delgado

Name of Immediate Supervisor

Preferred Method of Communication

Phone  Email  Address of Record:

cdelgado@alamo.edu

CHECK ONE OF THE FOLLOWING:

INFORMAL REQUEST

APPEAL



**REVIEW POLICY D.3.3 AND PROCEDURE D.3.3.1, EMPLOYEE COMPLAINTS**

**ISSUE  
Required**

Under Employee Complaint Procedure D.3.3.1, a grievance under this procedure must clearly identify an issue regarding one of the following and must be submitted within 90 calendar days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance. Please select basis for grievance from the selections below.

- An employee's compensation for number of hours worked and overtime, and pay deductions.
- Conditions of work other than dismissal and nonrenewal of contract employees.
- Specific unlawful discrimination in employment decisions based on the employee's race, color, religion, gender, national origin, age, disability, veteran status, genetic information, or sexual orientation.
- Specific adverse personnel actions based on the employee's good faith report to an appropriate law enforcement authority of a violation of a law by the College District or a College District employee. These are often called "whistleblower complaints" (see D.3.2 and D.3.2.2).

**STATEMENT OF GRIEVANCE OR BASIS OF APPEAL:** Provide a clear and concise statement of the action the basis of the grievance or the grounds upon which you are appealing a previous decision in the process. Use additional pages as necessary. Be specific about any activity, or events leading up to this action, including specific comments, dates and locations. Identify and attach any necessary documents. **If appealing previous Level decision, include copies of Request and Decision being appealed.**

I was given a Step 2 reprimand.....for supposedly taking down the internet for 2 mins. There was no "direct evidence" this was my action..that caused this outage. Especially since i was working on the DOWNED campus of SWC.

Secondary, I was never given a Step 1 reprimand.

Third, this grievance is not against my direct Supervisor but rather his supervisor Roger Castro.

My direct supervisor, Mr. Delgado, told me that his supervisor, Roger Castro, told him to write me up. i could see the problems he was having with the decision.

I cannot say unequivocally ... but I do believe, in part, the rashness of this action by Mr. Castro could quite possibly be retaliation for not attending my former supervisor's retirement luncheon.



GRIEVANCE

REPRESENTATIVES: You may designate a representative through written notice to the College District at any level of this process by submitting the attached Designation of Representative Form.

WITNESSES:

Name: \_\_\_\_\_ Phone/Email: \_\_\_\_\_ Dept/Campus: \_\_\_\_\_  
Briefly, what did the witness hear or see?

Name: \_\_\_\_\_ Phone/Email: \_\_\_\_\_ Dept/Campus: \_\_\_\_\_  
Briefly, what did the witness hear or see?

**REMEDY SOUGHT**  
*Required*

I want the reprimand removed from my personal record and I don't want to live in fear of retaliation. I have been at Alamo colleges for over 13 years and I have seen people being targeted and harassed... if they are not liked, or fit a certain mold/demeanor.

**NEW EVIDENCE:** Provide New Evidence no later than three (3) days prior to the hearing (up to Level III only).

By signing below you acknowledge that you have reviewed D.3.3/D.3.3.1 and are submitting this request under that process. In the event that this submission is an appeal of a previous Level III decision, you further acknowledge that Level IV is the Final Step in the Employee Complaint procedure outlined in D.3.3.1 and the decision of the Board of Trustees is final.

Signature of Grievant: \_\_\_\_\_

Date: 8/29/2022

Printed Name: Lewis R Hinojosa

**SUBMIT TO HUMAN RESOURCES via email to: *dst-HREEO@alamo.edu*.**  
*For questions, call 485-0200*

**RESPONSE TO GRIEVANCE**

**AT INFORMAL LEVEL**

**BY CHRIS DELGADO**

**10/8/22**

# Memo

**To:** Roberto Echevarria  
**From:** Christopher Delgado  
**cc:** Name  
**Date:** 10/06/2022  
**Re:** Response to LHinojosa Grievance

---

In response to grievance filed by Lewis Hinojosa, On September 30, 2022, we meet for an informal resolution to discuss the Step two reprimand. Mr. Hinojosa requested the reprimand be removed as he felt there was not any evidence of him causing the network outage at 2:13 on August 24, 2022, during a standing no system change period during the first two weeks of the start of the semester.

Lewis and I discussed the situation along with the evidence from the firewall logs showing him in the system making edits and the email from him stating he may have caused the "blip". We were not able to resolve his grievance and remain at a Step two due to the severity of impact to Enterprise operations of the district during a critical time.

I am recommending this grievance move forward to the next level of management for review and discussion.

If you have any questions, you may contact me at 210-296-0237

**LEWIS HINOJOSA APPEAL**

**TO GRIEVE TO LEVEL 1**

**10/11/22**

GRIEVANCE PROCESSING AND REQUEST FORM

INSTRUCTIONS: After a grievance has been accepted and heard at the informal resolution level, this form must be submitted to proceed to the next grievance level. A grievance will be considered closed if this completed form is not submitted within 10 business days of receipt of the prior level response. This form is to be submitted to Roberta Echevarria, Director of Employee Services at [rechevarria1@alamo.edu](mailto:rechevarria1@alamo.edu)

Grievance Submitted by Lewis R Hinson  
Work Location (Department / Location) IT ops / DSO

GRIEVANT'S RESPONSE TO INFORMAL RESOLUTION

- Accepts Informal resolution grievance determination
- Requests to discontinue the grievance process
- Accepts the proposed resolution (if applicable)
- Rejects Informal resolution grievance determination, and requests a Level I Hearing.

[Signature] 10/11/22  
Signature Date

GRIEVANT'S RESPONSE TO LEVEL I

- Accepts Level I grievance determination
- Requests to discontinue the grievance process
- Accepts the proposed resolution (if applicable)
- Rejects Level I grievance determination, and requests a Level II Hearing

[Signature] 11/29/22  
Signature Date

GRIEVANT'S RESPONSE TO LEVEL II

- Accepts Level II grievance determination
- Requests to discontinue the grievance process
- Accepts the proposed resolution (if applicable)
- Rejects Level II grievance determination, and requests a Level III Hearing

[Signature] 12/15/2022  
Signature Date

GRIEVANT'S RESPONSE TO LEVEL III

- Accepts Level III grievance determination
- Requests to discontinue the grievance process
- Accepts the proposed resolution (if applicable)
- Rejects Level III grievance determination, and requests a Level IV Hearing

[Signature] 2/27/2023  
Signature Date

**RESPONSE TO GRIEVANCE  
AT LEVEL 1 BY ROGER CASTRO  
11/18/22**

**MEMORANDUM**

To: Roberto Echevarria  
From: Roger Castro  
Date: November 18, 2022  
Re: Response to Lewis Hinojosa Step 2 Grievance Appeal

---

Lewis Hinojosa has submitted a grievance asking for relief from a Step 2 write-up he has received. In review, I find that Mr. Hinojosa violated change management protocols by introducing a change to the production environment by not going through the change management process requiring review, validation and management approval to implement the change. Further, he introduced this change during the production freeze period directed by the Vice Chancellor of Performance, Planning and Information Systems and the District Director of Information Technology Services. This unauthorized change resulted in an outage that affected all employees as well as student's abilities to access the network and the delivery of instruction. Mr. Hinojosa indicates that he was instructed to do so but cannot produce documentation that confirms that he was directed to set aside standard process. There is a lack of understanding that a request to find solution to a problem is not a green light to deploy a change to production at any cost. Other factors include an email admission from Mr. Hinojosa confirming changes to production and uncertainty that he may have caused the outage. Change management principles exist to avert risk of causing mass-failure. This is what occurred.

There have been other occasions Mr. Hinojosa has caused an outage due to unauthorized changes to production. In the past, oral coaching was provided as a learning opportunity to help him realize the impact of these changes to the user community. It is apparent that these means are ineffective.

The severity of the impact of his actions warrant a step 2 reprimand documented in his personnel file. I affirm this decision.

**LEWIS HINOJOSA APPEAL**

**TO GRIEVE AT LEVEL 2**

**11/29/22**

GRIEVANCE PROCESSING AND REQUEST FORM

*INSTRUCTIONS: After a grievance has been accepted and heard at the informal resolution level, this form must be submitted to proceed to the next grievance level. A grievance will be considered closed if this completed form is not submitted within 10 business days of receipt of the prior level response. This form is to be submitted to Roberta Echevarria, Director of Employee Services at [rechevarria1@alamo.edu](mailto:rechevarria1@alamo.edu)*

Grievance Submitted by Lewis R Hinojosa  
Work Location (Department / Location) IT ops / DSO

GRIEVANT'S RESPONSE TO INFORMAL RESOLUTION

- Accepts Informal resolution grievance determination
- Requests to discontinue the grievance process
- Accepts the proposed resolution (if applicable)
- Rejects informal resolution grievance determination, and requests a Level I Hearing

[Signature]                      10/21/22  
Signature                                      Date

GRIEVANT'S RESPONSE TO LEVEL I

- Accepts Level I grievance determination
- Requests to discontinue the grievance process
- Accepts the proposed resolution (if applicable)
- Rejects Level I grievance determination, and requests a Level II Hearing

[Signature]                      11/29/22  
Signature                                      Date

GRIEVANT'S RESPONSE TO LEVEL II

- Accepts Level II grievance determination
- Requests to discontinue the grievance process
- Accepts the proposed resolution (if applicable)
- Rejects Level II grievance determination, and requests a Level III Hearing

[Signature]                      12/15/2022  
Signature                                      Date

GRIEVANT'S RESPONSE TO LEVEL III

- Accepts Level III grievance determination
- Requests to discontinue the grievance process
- Accepts the proposed resolution (if applicable)
- Rejects Level III grievance determination, and requests a Level IV Hearing

[Signature]                      2/27/2023  
Signature                                      Date

**TRANSCRIPT**  
**OF RECORDING OF GRIEVANCE HEARING**  
**AT LEVEL 2**  
**12/9/22**

**Lewis:**

That long.

**Dr. Cleary:**

The chancellor's position?

**Roberto:**

The board liaison position is open. So they're going to deal with that.

**Dr. Cleary:**

Okay.

**Lewis:**

All right. But it won't take that long. Let me... So I'm sure you're aware of what's going on. Have you been made aware of what's going on?

**Dr. Cleary:**

So let me tell you where I'm at and then we'll... I'll say what I think I know.

**Lewis:**

Okay.

**Dr. Cleary:**

And you two can correct me.

**Lewis:**

Sure.

**Dr. Cleary:**

Because I've got the... I've got everyone's write-ups and everything.

**Lewis:**

Yes, sir.

**Dr. Cleary:**

Here's what I read last night. So the issue at hand is there's some configuration changes made to a firewall on a certain day. There's a blackout period. The artifact of that is a system went down for a brief period of time. You received from your supervisor a... In this case a written reprimand. Step two, written reprimand. And you are... So that's the Chris writeup.

You come back and say this is excessive. Maybe I was told to do this. I shouldn't have anything in my-

**Lewis:**

Okay.

Dr. Cleary:

...file because of this. So it goes to Roger. Roger basically concurs with Chris, and now we're here to me.

Lewis:

Okay.

Dr. Cleary:

Is that?

Lewis:

In essence, yes, sir.

Dr. Cleary:

Okay.

Roberto:

That's a broad brush.

Dr. Cleary:

There wasn't a lot of detail. I went through pretty carefully. I thought maybe I'll highlight around. I went through pretty carefully what, Louis, you wrote on the initial grievance appeal. And of course some of this I think we can knock out. Let's just... My way of thinking, let's knock up the stuff I think we can knock out quickly and then...

Lewis:

Well, I think the most important thing is everything's hinging on whether I did this or I didn't do it. So do I need to prove to you? Do I need to give you proof that I didn't take down the network?

Dr. Cleary:

Okay, let's come to that on the third. I think...

Lewis:

Actually, no. That's what the grievance is about. That's what the write up was about. On whether I took down the network or not.

Dr. Cleary:

So actually that's not how it reads.

Lewis:

Oh, well-

Dr. Cleary:

That's not how it reads.

Lewis:

...I have it right here.

Dr. Cleary:

So since I'm here, let's do it this way.

Lewis:

Okay. We can try your way.

Dr. Cleary:

Thank you.

Lewis:

Yeah.

Dr. Cleary:

So really three parts of what you have written here, Louis. On page one it says... Let's skip the first one because I think you're right. That's the core. Probably the core issue. But since it's a three part thing, I have to address all three.

Lewis:

Okay.

Dr. Cleary:

So the second part says I was never given a step one reprimand. So I went to... I pulled out our policy, our procedure, which is a D912.

Lewis:

Yeah, I've got it right here.

Dr. Cleary:

Okay. Great. So if you look at that one. I read this and it says on page two there is... This is not necessarily a linear thing. In fact, the procedure states the severity of events. One or more steps may be bypassed. That sort of thing. So it's in my mind it's like if someone... Forget you for a second. If someone got in a fistfight with a student for no... For unprovoked reason, they could not claim that's a step one. That would probably be... That's three or four. Dismissal. So these... So there is no expectation that this goes in 1, 2, 3, 4 order.

And then the next page, on three, it says the same thing. Impact severity, number of occurrences will be considered in determining the appropriate step level. So I thought that was pretty easy to get over because if the assertion by you here is I got a step two, but I never got a step one. That's unfair. Procedure doesn't agree with you.

Lewis:

Okay.

Dr. Cleary:

So that one to me was sort of easy. But that one's semi perfunctory to me too.

Number three. You're the direct. Third, the grievance is not against my direct supervisor. Against Roger Castro. Okay. And I don't think either of that is true. I wanted to get your concurrent. Because the grievance is not really against a person. The grievance is against a reprimand, regardless who did that. The paper trail is very clear. We have a grievance that's signed by Chris. How it initiated...

Lewis:

It's irrelevant if he was [inaudible 00:04:49].

Dr. Cleary:

It really is irrelevant-

Lewis:

Okay.

Dr. Cleary:

...because you're not grieving the person. You're never grieving the person. You're grieving this is inherently unfair. Is what you're saying.

Lewis:

Okay.

Dr. Cleary:

So it's easy for me to knock off two and three. So do we... Are we in agreement in that?

Lewis:

No.

Dr. Cleary:

We're not in agreement with that.

Lewis:

No.

Dr. Cleary:

Which are we not in agreement with?

Lewis:

Dropping my grievance.

Dr. Cleary:  
What's that?

Lewis:  
Dropping my grievance against Roger. I'm keeping that on.

Dr. Cleary:  
Is it? So Roberto from HR. Is this a grievance versus Roger? Or a grievance... Because I read this as an appeal-

Lewis:  
There's... It's two parts.

Dr. Cleary:  
... of the writeup.

Roberto:  
Yeah. The way I understand it, it's a grievance against the action.

Dr. Cleary:  
Oh, okay.

Lewis:  
We've talked about this. So I guess I need to modify that then, sir.

Roberto:  
Yeah.

Lewis:  
We should modify that.

Roberto:  
We did talk about that. The grievance is against the action. What you're saying is, I got to step two. It's unfair and I'm grieving that.

Lewis:  
Okay. So I guess it's two part then. I have a grievance against the fact that I was written up for a step two on something I didn't do. And two, I felt like that it was intentional. That Roger did it on purpose. And we actually discussed this yesterday.

Roberto:  
Yeah.

Dr. Cleary:

Okay. So I'm not going to entertain that one-

Roberto:

Okay. Sure.

Dr. Cleary:

...today because that's not what's in the writing.

Lewis:

And I actually, I didn't want to talk about that. I wanted to talk about this.

Dr. Cleary:

So that's not what's in writing in front of me.

Lewis:

Right.

Dr. Cleary:

Okay.

Lewis:

And I didn't even want to discuss that.

Dr. Cleary:

Perfect.

Lewis:

I want to discuss why I got written up.

Dr. Cleary:

Okay.

Lewis:

And you're telling me all this stuff. Well, Roger clearly stated that I didn't have to have proof. That I'm guilty until proven innocent. Yes or no? Is that not what he said, sir? So the burden of proof is on me to prove that I didn't do anything wrong?

Dr. Cleary:

So here's... So I wasn't privy to your conversations with Chris and Roger.

Lewis:

Okay.

**Dr. Cleary:**

I'm reacting to here's what each of those two wrote.

**Lewis:**

Okay.

**Dr. Cleary:**

So here's... I have my own questions on these things.

**Lewis:**

Okay.

**Dr. Cleary:**

So it was... What I read from Chris's thing on August 25 was this was an unauthorized change during a no change period. That's what it says.

**Lewis:**

Okay.

**Dr. Cleary:**

So that's what. That is what he says.

**Lewis:**

Well, let's say if we can satisfy that.

**Dr. Cleary:**

Because it says... Hold on. It says reprimand for violation of performance standards. So here are my questions.

**Lewis:**

Okay.

**Dr. Cleary:**

Question number one.

**Lewis:**

Yes, sir.

**Dr. Cleary:**

Were you aware that this was a no change? A black out period?

**Lewis:**

Of course.

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Dr. Cleary:

Yeah, of course. Right. Because you've done this a long time.

Lewis:

Yes, sir.

Dr. Cleary:

So that's easy.

Lewis:

Totally knew that.

Dr. Cleary:

That was an easy one.

Lewis:

Yeah.

Dr. Cleary:

Were you aware that we have you... You're aware of the change management procedures?

Lewis:

Oh of course, sir. I'm part of the approval process.

Dr. Cleary:

Because...

Lewis:

I'm an approver.

Dr. Cleary:

And you have utilized, to my understanding, that process in the past.

Lewis:

Quite extensively.

Dr. Cleary:

So there you go. Okay. So in this case, this was a blackout period to which you were aware. Change management procedure, protocol practice, you were aware.

Lewis:

Yep.

**Dr. Cleary:**

You were in the firewall on that day.

**Lewis:**

Don't dispute any of that.

**Dr. Cleary:**

Number three. You were in the firewall that day. On the 24th. Okay. So your position is you were in it at that time that an outage occurred. But you're saying you don't-

**Lewis:**

Yes, sir.

**Dr. Cleary:**

You don't know if it was me.

**Lewis:**

Well, I know it wasn't me, but that's besides the point.

**Dr. Cleary:**

Okay. So do you have... For me, do you have the change management form?

**Lewis:**

No, sir. I do not.

**Dr. Cleary:**

Okay.

**Lewis:**

Because why Robert was I... Why did I do that work?

**Dr. Cleary:**

No, hold on.

**Lewis:**

No, he's been in every meeting.

**Dr. Cleary:**

Oh no, sir.

**Lewis:**

Okay. I did the work because Chris Delgado told me to do the work. And he did it on a conference call with the whole team. And said, "Darren, I have a solution that I want you to work with Louis for the

Southwest campus because it's currently down." And they said, "Hey, we want to spin up a hotspot to spin up Southwest campus." I giggled because I thought they were laughing, teasing at first, but they were serious. So I proceeded to do that, sir.

Dr. Cleary:

But in the past when you were given a directive to do something and it's a system change, especially in a high traffic time-

Lewis:

I understand.

Dr. Cleary:

...there would still be a change management. Because forms.

Lewis:

I have a supervisor and he told me to do something. And I was acting on his authority. Does he not have the authority to tell me to do stuff?

Dr. Cleary:

He can tell you to do something, but you have to... But it's your responsibility to fill out the appropriate paperwork and documentation because he's not the only approver of things like this. Because the change management form. I brought a copy with me.

Lewis:

No, I'm well versed in change management. I'm not disputing the fact that it didn't go through change. I'm not disputing any of that.

Dr. Cleary:

Okay.

Lewis:

But the first thing I'm... Before we even get to that.

Dr. Cleary:

Okay.

Lewis:

Nobody's proven that I've done this.

Dr. Cleary:

Okay. But back to the... Here's what Chris wrote. And he's saying it's a violation for performance standards.

Lewis:

Yes, sir. And you are being issued a step two reprimand for unauthorized changes to the [inaudible 00:10:04] causing an internet disruption of services.

Dr. Cleary:

Okay.

Lewis:

So it's basis is that I caused a disruption of internet services.

Dr. Cleary:

So to me, the disruption of the internet services is an artifact. Right? Is an artifact-

Lewis:

You're entitled to that, sir. You're the boss.

Dr. Cleary:

...of you being in the system making unauthorized changes.

Lewis:

But they weren't unauthorized, sir.

Dr. Cleary:

But you don't have the paperwork.

Lewis:

So are you writing me up for unauthorized changes or are you writing me up for taking down the internet?

Dr. Cleary:

The way I read this, it's you made unauthorized changes which resulted.

Lewis:

What unauthorized changes did I make, sir?

Dr. Cleary:

You made configuration changes in the firewall.

Lewis:

What did I do?

Dr. Cleary:

All right, Louis. Listen. Be very careful.

Lewis:

Excuse me, Robert.

Dr. Cleary:

Be very careful.

Lewis:

We're done. Can we go to the next level, sir? Please?

Dr. Cleary:

No. This is the process of discovery per HR procedure. I can have my questions.

Lewis:

Okay. Ask all your questions, sir.

Dr. Cleary:

I have my questions answered. You don't... You can't opt out of this.

Lewis:

Okay. Let's talk.

Dr. Cleary:

Okay. So the way this reads, again, is you made unauthorized changes. There's no documentation that authorized those changes. You were in the system at the time. So I don't know when you wrote. I highlighted something that you wrote that said direct evidence. So that I was like... I really was cogitating over that. What does that direct evidence mean? Is that evidence beyond a reasonable doubt? Clear and convincing? Preponderance of the evidence? What standard are you?

Lewis:

What standard am I following, sir? Okay.

Dr. Cleary:

Yeah.

Lewis:

So generally we do a root cause analysis before anything's ever determined on what caused an outage.

Dr. Cleary:

Okay.

Lewis:

Arna Salstruck came to me within five minutes of a one minute blip and was blaming me. He asked me if I was in, I said, "Yes, I'm in the firewall. I'm working on Chris's command. But I don't think I took anything

down." But I sent an email to Chris nonetheless saying, "Hey, I was in there. I don't think I did anything, but I don't know. So I'm ceasing and desisting until this evening."

Dr. Cleary:

Okay.

Lewis:

And I have the email if you'd like to read it.

Dr. Cleary:

Do not.

Lewis:

And then Chris was out of the office at NLC. He came in after lunch. I went straight to his office because I don't like my boss getting blindsided.

Dr. Cleary:

Sure.

Lewis:

So I was like, "Hey, Chris."

Dr. Cleary:

Heads up.

Lewis:

"Just following up on this email. This is what's going on." And he goes, "I already know Roger told me to write you up." And I'm like, "Why?" "Well, I don't really want to, but..." I was like, "Well, then do it. If they're going to make you do it, then do it. Doesn't mean I'm going to agree with it, but do it."

Dr. Cleary:

Yeah. Well, that's why we have this process.

Lewis:

So he actually was very distraught over it. He goes, "Well, I want to sleep on it." And I'm like, "Well Chris, you can do that. But remember, I have some work related anxiety we're dealing with. So please don't wait too long."

Dr. Cleary:

Wait too long. Yeah.

Lewis:

Yeah. So he came in the next morning and told me. And I was like, "Okay." And he presented it to me. I was like, "Well, I don't agree." And that's... Here we are.

Dr. Cleary:

Okay. So that's how your secondary thing? That's the Roger issue?

Lewis:

Yes, sir.

Dr. Cleary:

Because it was he. In your viewpoint, it was Chris didn't want to do it. Right. But that's...

Lewis:

I've been here 14 years.

Dr. Cleary:

That would be a secondary thing.

Lewis:

Roger's never even been in an IT operational meeting with any of us.

Dr. Cleary:

Yeah. Okay.

Lewis:

And he's admittedly doesn't know what I do. And he said that. He goes, "It doesn't matter. Your email saying you may have done something is more than enough proof for me to write you up."

Dr. Cleary:

So you said earlier. It's something that got my attention. You think you have another explanation of why the system went down-

Lewis:

Yeah, I do.

Dr. Cleary:

...at the same time you were in there? What?

Lewis:

No, I don't have a reason why it went down, but I have proof that it wasn't me.

Dr. Cleary:

Okay. What would that proof be?

Lewis:

Well first of all, I'm asking you, sir. I don't have it. Roger didn't have to provide burden of proof that I did something, so I'm asking you as a manager. You've worked with me 14 years. You know my integrity. You've told me I take on too much responsibility over time. If I did something, I would tell you, "Yeah, I did it." So I'm telling you I didn't do it. So what's your decision?

Dr. Cleary:

Okay. So Louis, you have to answer the question though.

Lewis:

Okay. I have proof that I didn't do it.

Dr. Cleary:

Okay. So the statement you made is just that. So I'm going to follow up on that statement.

Lewis:

Okay.

Dr. Cleary:

You say you have proof you didn't do it, and then you turned that around to be a question of me.

Lewis:

Yes.

Dr. Cleary:

But if you have evidence that you didn't do it, can you share with me that evidence?

Lewis:

Yeah.

Dr. Cleary:

Okay.

Lewis:

I'm not going to give it to you right now. I'll give it to you if we have to go to the next level. But I'll tell you that I have engineers that told me what I was doing, said that it wouldn't take down the network unless that link was active. And since it's an IP SEC tunnel, it's not an active link.

Dr. Cleary:

So why wouldn't... Did you share that with Chris and Roger?

Lewis:

Because I had to do my own root cause analysis over the last four months to come up with it. Because nobody else did a root cause analysis. They just assumed it was me and went to Tim.

Dr. Cleary:

All right. So did you share that evidence with Roger first?

Lewis:

Actually, I had a conversation with Chris and Darren Woods two days ago because this was after everything.

Dr. Cleary:

I got you.

Lewis:

We explained this scenario and Chris is... I was explaining the scenario. Both of them agreed. "Well, that wouldn't have done it." I'm like, "Exactly. So I didn't take down the network." And then I was like, "Well, that's not going to be enough proof because Roger already said I have to have the burden of proof." So I took it upon myself to confirm that with engineers.

Dr. Cleary:

Okay. So at the point that you met with Chris and or Roger, you didn't have that at that time, but now you have it.

Lewis:

No, but I had my honor, sir. And I had my integrity.

Dr. Cleary:

Right, but that's going to be... But your... What you're saying. Your thought process versus theirs, but subsequently you did some empirical work.

Lewis:

Yes, sir. Which I shouldn't have had to have done. That should have all been done before I was written up. They didn't follow proper process and procedure. They can skip stuff, but technically they're supposed to... At step two supposed to show problematic behavior. Like a pattern. Like I've been doing this for... I've been 14 years, sir. That hasn't happened.

Two, you're supposed to clear this with HR to make sure it looks like it's going to be a good reprimand. They didn't do that. Within five... Within an hour of deciding, they were decided it was me without any root cause analysis. I'm the only one that knows how to read those logs. And you know how I am. I'm very conscientious. I needed to know if it was me. And it took me a while, but I found out it ain't me.

Dr. Cleary:

Okay. So you could produce now that empirical evidence that... Okay. So what is the hesitation of sharing it if you have it?

Lewis:

Sir, my hesitation is that I shouldn't even have been written up. I can show it to you or I might show it to Robert.

Dr. Cleary:

Okay.

Lewis:

But are you going to understand it?

Dr. Cleary:

Probably not-

Lewis:

Exactly. So there's no point.

Dr. Cleary:

... but it doesn't matter. But we have people that certainly could understand it.

Lewis:

Yes, sir. You'd come me.

Dr. Cleary:

You're not the only one, sir.

Lewis:

Yeah, we do. We have four doing that ticket. That's who I had talking to. The four of them. So we're good. So I'm not too worried about that. But I'm asking you. In light of evidence. First of all...

That's besides the point. Even if I did do it, sir.

Dr. Cleary:

Right.

Lewis:

Why could you write me up if I was acting on the orders of my direct supervisor?

Dr. Cleary:

But I'm curious. I want to follow up with something you said just early in that last statement.

Lewis:

Go ahead.

Dr. Cleary:

It interests me. You said something to the effect of this has never happened before. But this has happened before.

Lewis:

What? Me taking down the network?

Dr. Cleary:

Yeah.

Lewis:

When was that, sir?

Dr. Cleary:

Oh, gosh. I don't remember the dates.

Lewis:

I do actually.

Dr. Cleary:

I remember two occurrences.

Lewis:

In March, two years ago we did a firewall upgrade.

Dr. Cleary:

Okay.

Lewis:

The night before. It was a bug in the code.

Dr. Cleary:

Yeah.

Lewis:

Fortinet was down globally the next morning. Globally. I don't know why. We couldn't get ahold of the engineers. We were on the phone with the Salesforce. I finally asked Chris. I was like, "Let me just roll it back." We rolled it back, we were restored. So I don't think that was my fault because of a bug in the code.

The next one that we have would've been just a few months ago with Darren Woods actually.

Actually there's one before that back in April.

Dr. Cleary:

Okay.

Lewis:

Where Arna came at me. Blaming me for a lot of stuff. And I actually sent Chris an email about it saying that Arna's never been so aggressive with me like that. I've got it. I don't want to go through the stack right now.

And then again, back a few months ago. Arna came to me and says, "You took down the network. Blah, blah, blah." And I'm like, "Sir, I haven't even been in." He's like, "No, come here." And Chris and I went to his office, and he's got his TV up there. We're going through the logs and he's mad. And I said, "Stop. I don't work on the network, but what is that log right there?" He opened it up. It said DWoods3 changed this static route, which took down the network. It wouldn't have bothered me so much, but Arna was visually distressed that it wasn't me. That bothered me, sir. But of course that's just hearsay. But it is. So much so that I sent an email to my boss about it.

Dr. Cleary:

Yeah. So on those occasions, you were never written up, were you?

Lewis:

No, I wasn't. That's what I mean. I've never been written up for anything.

Dr. Cleary:

But on those occasions, my understanding is that you got sort of verbal work manner or coaching basically. That's...

Lewis:

What was I coached for? I didn't do anything.

Dr. Cleary:

On both. Just to let you know. I called Arna yesterday on this because I knew I was having this meeting. And I just said, "Arna, I know you're gone. I don't mean to bother you at home. My recollection. I'm trying to figure out from the issue that's going on." Gave him details. "Has there been occurrences before where Louis has been involved? That there's been some network..."

Lewis:

Sure.

Dr. Cleary:

Disruptions is what I think I said. And he said yes. I said, "Well, generally how many? I sort of remember two that came to my attention, but I don't live down there. There could have been more. There could have been two dozen. I don't know." And he just said something very benign. Yeah, there's been multiple, but only the big ones that... It was a longer outage or something during black out period that gets to me obviously.

Lewis:

No, I totally understand that, sir. And I wouldn't have done it if I hadn't been told to do it.

Dr. Cleary:

My follow up question to him was, "Did someone at least talk to the team and to Louis about this in the coaching?" I asked him was there any written reprimands to any of that. To Louis or any team member. And he said to you, never a written reprimand. But there was coaching. Like, "Hey, we got to be careful. We need to follow the protocols." On multiple occasions.

He did say another team member. I can't say who, obviously, because that's personnel. There was a writeup that a person had done something and it was egregious enough they thought at that time. So I said okay.

So I just want to confirm with you, but you sort of confirmed it anyway. That, yes, before these sort of things have happened.

Lewis:

Matter of fact, you and I were in the elevator after that one a couple years ago with Julie Williams. And you said, "Louis, you take on too much responsibility for things that aren't your responsibility." It was the same day that Arna said, "Sir, I didn't know anything about this."

Dr. Cleary:

Okay. I don't recall that.

Lewis:

Oh, I totally do because it was comical to me that Arna would say that.

Dr. Cleary:

Okay. All right. So I'm just trying to get out was this a one time. This is a one time thing. So basically your assertion is my supervisor told me to go do something, and I did what I was told. And now because it resulted for whatever reason in a negative consequence that I'm being held accountable as a result. By the way...

Lewis:

Yeah, that's fair. I'm being held accountable because I still don't think I took down the network. So I'll say that.

Dr. Cleary:

Do you hold yourself... I don't know. On a scale of one to 10. Or zero to 10. Zero being nothing to 10 completely responsible or accountable for anything here?

Lewis:

Nine. Sir, I'm the first person everybody calls.

Dr. Cleary:

No, I'm sorry. Let me rephrase. For what's being said here. Not following.

Lewis:

How do I feel I'm responsible?

Dr. Cleary:

In violation of...

Lewis:

Actually, I don't [inaudible 00:22:33].

Dr. Cleary:

In violation of performance standards.

Lewis:

I honestly...

Dr. Cleary:

Unauthorized changes.

Lewis:

I don't feel I am responsible for that at all, sir. I don't feel any responsibility for that because I was acting on the orders. Direct orders of my supervisor.

Dr. Cleary:

Okay. And when we had the conversation with Mr. Delgado and you expressed that, what was his reaction to that?

Lewis:

That I was working. He said that his comments were... We've got it recorded. That first one. He said, "But I never told you. But I was surprised you were still working on it." That's what his comments were to me in the afternoon. And I asked him. I was like, "You didn't tell me to stop, sir. You know how conscientious I am. Once I set my nose with the grindstone, I do something when I'm told to do it."

Dr. Cleary:

Because I'm trying to reconcile the disconnect between you've been here a long time, you're in a lead position, you have a history of following the practice protocol. The procedures of the department.

Lewis:

Yes, sir.

Dr. Cleary:

Because it's in writing, right?

Lewis:

Yes, sir.

Dr. Cleary:

In this instance, for whatever reason, that didn't happen.

Lewis:

Because I was told to do something, I followed orders.

Dr. Cleary:

And now it's an issue because now there's... Chris would say one thing and you're saying something else. But there's no artifacts to say a system change should have been made. Especially during the outage period, because there's no documentation of the change management authorization that has Chris's signature or Roger's signature on it. So your interpretation is I was told to do this, so that means change management process is out the window.

Lewis:

Well, yeah. Actually I would. If my direct supervisor, because he's working on the authority of his boss. Who is Roger Castro, who has emergency approval. And besides that, I didn't even think about that because the system was down. Southwest campus was down and I was told to make a solution that makes it come up. So I was working on Southwest campus.

Dr. Cleary:

But on other... When there's been cases of other emergency system required changes, right? I mean other... Forget this instance. Other. Things happen, right?

Lewis:

Yes, sir.

Dr. Cleary:

In our world, things happen.

Lewis:

Yes, sir.

Dr. Cleary:

But even in those cases, there's the documentation-

Lewis:

You're right, sir.

Dr. Cleary:

...for emergency changes.

Lewis:

Yeah. So what Roger...

Dr. Cleary:

So what's different here?

Lewis:

So the last meeting with Roger. Roger said. "There's no changes to any production system whatsoever unless it goes through change management or it's directly approved by him through emergency change management."

Dr. Cleary:

Okay.

Lewis:

So I wrote that down. I went out after that meeting. I notified Chris. I'm like, "Hey, just FYI. Roger said there's absolutely no changes to any production system during business hours without change management approval or his approval."

Dr. Cleary:

Gotcha.

Lewis:

And he was like, "That's not true." And I'm like, "Well, sir. Maybe I misunderstood it, but that's what he said." So they asked me to do some stuff and I'm like, "Hey, I can't do this until you get approval from Roger." And so that. And he said. Sir, it's in an email. He says, "That's not true. Roger told Robert and I that we can do stuff during the day if you use the network operations change log." And the network operations change log is just a little form now.

Dr. Cleary:

Okay.

Lewis:

And so Roger asked, "Did you use it?" And I'm like, "No, sir. And the reason why is if..." And I have the screenshots. It wasn't used from March through September. October. That's when it started. And it was after I started really using it after this incident. And according to Roger, now we have a third. And this was an hour after that meeting. I sent you the email that he sent. And he basically recanted exactly what he said in that meeting. So all of a sudden we have another avenue of approvals to do stuff during the day.

Dr. Cleary:

Okay.

Lewis:

So there's inconsistency in management right there.

Dr. Cleary:

Okay. So Roger reinforced the idea or the expectation that we got... Emergency change management requires this, the form with the signatures, to make sure everything is good. Chris then says, "No, we don't. That's out the window."

Lewis:

I don't know, sir.

Dr. Cleary:

I thought you just said.

Lewis:

Chris is my boss. Chris tells me what to do.

Dr. Cleary:

I thought you just said that you received something. Chris sent you something. An email that says, "No, skip that."

Lewis:

No.

Dr. Cleary:

Skip that change management process.

Lewis:

No, sir.

Dr. Cleary:

So if...

Lewis:

Is your contention that Chris told me to do something, but he didn't mean to do it that time?

Dr. Cleary:

No, because I can't... I don't have the luxury to speculate.

Lewis:

Well, Roger did because he's... He exactly said that. He was like, "I should have known better." I'm like, "Well, Chris is my super. He's my direct supervisor."

Dr. Cleary:

I'm just trying to go off what you said.

Lewis:

If you told me to do something Dr. Clarish, should I say, "Oh no, it's a no change period."? Your own orders. But you told me. If Roger had asked me to do it, I would've done it. If Darren Woods had asked me to do it, I'd say, "Nope. Go clear it with my boss."

Dr. Cleary:

But would you have... I guess the question then becomes, would you have done any of those? Why would you have done any of those things and circumvent a procedure that you were fully aware that was...

Lewis:

Because I don't feel. I felt that I didn't circumvent the procedure. If anybody was circumventing, it was my boss.

Dr. Cleary:

But there you just said. You orally said Chris said kind of forget that procedure. Change management.

Lewis:

No, I didn't say.

Dr. Cleary:

Okay. I must have...

Lewis:

I said we were on a team meeting at 8:30 in the morning. Our morning team call. Southwest campus is down. I'm driving in.

Dr. Cleary:

Gotcha.

Lewis:

Chris and Darren said. Darren. Chris said, "Darren, work with Louis and get a solution for this." And Darren's like, "I want to use a hotspot." And I'm like, "A hotspot?" And they're like, "Yeah." And I'm like, "Okay, I'll work on a solution." And so I worked on it. I had it done by 10:00. I took it to Southwest campus, I gave it to Darren, we plugged it in and it worked.

And Darren goes, "I don't want it to work like that. I want it to work like this." And I'm like, "Darren, that's going to take a long time." So I went back to the drawing board. I started working on it. And somewhere in that, I heard Hector Perez say, "Hey, the internet's down." And so I stopped everything I was doing just in case it was me. And I sent an email to my boss saying, "Just a heads up."

And I believe the actual email was... Is highlighted in caps that I don't think I did it, but I'm stopping nonetheless just in case.

Dr. Cleary:

Oh, is that what Roger was referring to when he...

Lewis:

Yes, sir.

Dr. Cleary:

Okay. Do you have that?

Lewis:

Yes, sir. I certainly do. And he actually misquoted it when he read it. I don't [inaudible 00:29:23]. He just said I may have. And those weren't the actual words. Here we go. Just a second. I got so many documents here that I've been collecting.

Roberto:

[inaudible 00:29:33].

Lewis:

No, I'm good.

Dr. Cleary:

I don't think you even eat chocolate, do you?

Lewis:

No, I'm not a chocolate guy. Take it to my wife.

Dr. Cleary:

You're healthy.

Lewis:

I'll take it to my wife.

That's the other thing. There's so many outages that happen all the time without our interaction. And right away we blamed me. We just had an outage on the Sunday before that outage on the DDoS appliances. Nobody did anything.

Roberto:

Doctor, so it's clear in my head. If there's an emergency and a team is sent out to fix it, and they diagnose what the issue is, then they stop there and they get approval to work?

Dr. Cleary:

So what happens is... If there's an outage first, then you try get the system up as soon as you can with making... Being pretty careful that whatever you do doesn't create... Exasperate the issue.

Roberto:

Okay.

Dr. Cleary:

But in other circumstances. In most. And that's the very rare circumstances. In most circumstances. We need to make some sort of changes. A patching thing, new code. Just things. Got to get up to speed. That happens all the time. And there's a very strict change management procedure that we follow. Because what happens is...

Louis is an expert. Lead analyst, right? So he has his expertise in that. Here's the form. And it requires all sorts of signatures because we don't want to have happen is anything... Unintended consequences I call it, right? Unintended. So if you have multiple people look at it and sign off on it, then we're saying, "Listen. From our collective perspective, we can go in and make kind of touchy changes to the system. And we all feel pretty good about it." And that way if something goes wrong, we say, "Listen, this was the best case effort because we have documentation that the following people." You see this is a very detailed form.

Roberto:

Holy cow. Yeah.

Dr. Cleary:

Because system outage, of course, that's the last thing that... You don't want that. It could be one minute or one hour, but we don't want them to occur. So that's when we have multiple eyes on it. We never use one person. We try to use one person as being adjudicator of what to do or not to do. Because you got to have many eyes on things like this. That's why he's working everything.

So to [inaudible 00:32:32], this particular thing. Thank you. Was this is the practice that. Louis, to his credit-

Lewis:

Yeah.

Dr. Cleary:

...and others have traditionally always followed. And in this case, it just wasn't followed. So the purpose of the question is A, why? What's the discrepancy? Why wouldn't this happen in this circumstance?

Roberto:

So in this case, who would approve?

Dr. Cleary:

At the end of the... On this one, Chris and Roger would have to ultimately.

Roberto:

Okay. They would've been. Okay.

Dr. Cleary:

Because Louis is really not supposed to make changes into the system without this authorization. The contention he's making here obviously is I have verbal authorization so I can circumvent this. And their position is I don't think so. That's what they mean.

**Roberto:**

Okay.

**Dr. Cleary:**

It boils down. To me, it's clear after this discussion that's what it boils down to.

**Roberto:**

Which when...

**Dr. Cleary:**

Okay. So this is saying you don't know. So on the 24th you're saying... You've opened the window to the possibility that you could have caused it.

**Lewis:**

Yeah, of course.

**Dr. Cleary:**

But now...

**Lewis:**

After root cause analysis.

**Dr. Cleary:**

After all this, absolutely not. I absolutely did not cause it.

**Lewis:**

Yeah.

**Dr. Cleary:**

Okay. So, all right. This is... They saw. This is that we... This is what Roger-

**Lewis:**

Let me see that.

**Dr. Cleary:**

...must have said that Louis somehow acknowledged it. So that to me isn't an acknowledgement. It is... That's not a definitive acknowledgement. That's a possibly.

**Lewis:**

Yeah.

**Dr. Cleary:**

Possibly.

Lewis:

Because I'm very responsible. You know I'll take responsibility if I do something. So I left that possibility because I didn't know. I was doing root cause analysis.

Dr. Cleary:

So the hangup for me on this still. No one likes an outage, right?

Lewis:

No, sir.

Dr. Cleary:

Outage, no one likes it. No one wants it. But I have to go off of what I'm supposed to respond to per HR. That process is what's written here. And then we'll do those process of discovery. And what's written from the original thing is protocol wasn't followed. So is it linear? Did this... Protocol wasn't followed. Tinkering in the configuration of the firewall happens. Management says unauthorized. Then something went down. Well, obviously it looks...

I can see Roger's perspective too. If the issue happened at around 2:00 on the 24th and the log shows... The log shows that's exactly the time you were in the firewall.

Lewis:

Oh, yeah. I was in the firewall.

Dr. Cleary:

Then, yes. If this was a murder trial, would this be... I don't know. Would this be-

Lewis:

A lot of circumstantial.

Dr. Cleary:

...beyond a reasonable doubt? I don't know. But in terms of a preponderance or evidence or clear and convincing, it clearly is.

Lewis:

Yeah. And that's clearly... And that's why I even told Chris that. I don't know if I caused it.

Dr. Cleary:

See that's... See, I like that you actually wrote that because you show some... You didn't know and you said, "I don't know."

Lewis:

Yeah.

Dr. Cleary:

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But you left the possibility open to say, "It could have been me."

Lewis:

Because I don't want to get him blindsided.

Dr. Cleary:

Could have been me.

Lewis:

And he's the one that was telling me to work on it.

Dr. Cleary:

Gotcha.

Lewis:

So I wanted him to be fully...

Roberto:

And this was sent to him soon after the outage?

Dr. Cleary:

The day after.

Lewis:

The outage was supposedly at 2:10 or 2:14, and this was sent at 2:22.

Roberto:

Okay.

Lewis:

And then Arna came to me about five minutes after that.

Roberto:

After that.

Lewis:

Yeah.

Roberto:

He went back to the office.

Lewis:

He... Arna was... I think that was his last day, actually. And he came to me right after that and he goes, "Hey, were you working on the firewall?" Kind of the accusatory thing, which he usually didn't do until just last year or so. And I was like, "Yes, sir." And he goes, "What were you doing?" I was like, "I was working on the Southwest campus. Chris told me to work on it. It's been down. They had a fiber cut. Blah, blah, blah."

He goes, "Well, you're not supposed to work on stuff." And I'm like, "Yes, sir. I know. But my direct supervisor told me to work on, so that's all I was doing." He goes, "Well, did you take it down?" I was like, "I don't think so." And he was like, "Pull up the logs." I'm like, "Okay." I hadn't even had time to look at the logs myself. And so I pull up the logs and he goes, "Look at this one. Look at this." So he'd already determined or focused in on me. So that's where we are.

Dr. Cleary:

But hold on. But not... I can't say how he spoke to you because I wasn't there.

Lewis:

Right. That's what I mean. It's all speculation, but this is isn't a court either.

Dr. Cleary:

But not that I don't believe you either. Because he's probably irritated. He's always irritated. Everyone's irritated if something goes down.

Lewis:

Right.

Dr. Cleary:

I totally understand that. I get it. But I don't want to use the word blame, but to assign responsibility to you at that point was not illogical.

Lewis:

Actually with no root cause analysis it totally was, sir.

Dr. Cleary:

Well, hold on. Because you can't... At that point in time, you can't introduce things from the future. So at that point in time, here's what Arna knew. He knew at 2:10, 2:14 the system went down.

Lewis:

Yeah.

Dr. Cleary:

And at that time you were in the system.

Lewis:

Yeah, I was. Totally. I'm in the system all day, every day.

**Dr. Cleary:**

So it wasn't that...

**Lewis:**

I'm in the system all day, every day.

**Dr. Cleary:**

It wasn't illogical.

**Lewis:**

No.

**Dr. Cleary:**

Right.

**Lewis:**

Because I'm in the system all day every day. Just like every network guy is in a switch all day, every day. Hector's in his banner servers all day, every day.

**Dr. Cleary:**

But you were tinkering with the firewall at that time.

**Lewis:**

Well, that's what I do.

**Dr. Cleary:**

Okay.

**Lewis:**

I mess with the firewall. I work on the firewall.

**Dr. Cleary:**

Okay. All right.

**Lewis:**

That's what I do.

**Dr. Cleary:**

It's kind of a timing thing too. If I knew then what I knew now sort of thing, but at the time I don't see. I don't really have a... Even though I know it's definitely not about Arma and how he approached you, I can see the logic of someone querying.

**Lewis:**

I don't disagree. Him coming to ask me by any stretch. I totally understand that. I totally respect that. I would've done the same thing.

Dr. Cleary:

Yeah.

Lewis:

But to assign blame within hours-

Dr. Cleary:

Yeah.

Lewis:

...and reprimand within hours without any decorum of evidence? This was a Wednesday. The Sunday before we had an outage on a Sunday morning because the DDoS appliances locked up for some reason. We've had other outages in the recent... GBICs. The 10 gig GBICs we use for the internet. We've got a bug with those and they keep flapping. We had an outage just a couple days ago at the SAC nursing building because a maintenance or a cleaning lady hit the breaker. So all kinds of things happen. And that's why you do root cause analysis, so you don't just jump to rash decisions.

Dr. Cleary:

Okay. Anything else I need to know?

Lewis:

No.

Dr. Cleary:

I think I have all my questions answered.

Lewis:

You don't have anything else?

Roberto:

Introduce of some new information about?

Lewis:

I've already told him. I've told him that I've got engineers that agreed with it, and Chris and Darren already agreed with the scenario. And so it's up to you. Where do we go from here?

Dr. Cleary:

Well, I'm going to... I have to respond to this in writing, so that's what I'm going to do.

Lewis:

Okay. May I respectfully ask when you might get this done? Because we're going on break and I want to know if I'm going to be dealing... Waiting on this over break. For your response.

Dr. Cleary:

No. I want this done next week.

Lewis:

Okay. Thank you, sir.

Dr. Cleary:

I hope.

Roberto:

You've got five days.

Dr. Cleary:

Oh, I'll have...

Roberto:

Yeah.

Dr. Cleary:

By midweek next week, Louis.

Lewis:

Okay. I appreciate that.

Dr. Cleary:

I want this off my desk, as well as...

Lewis:

As much as I do.

Dr. Cleary:

Yeah. Move it forward as much as possible.

Lewis:

Yeah, he wants to retire.

Dr. Cleary:

Exactly. Well, either way, Louis. Listen, these things are always awkward and they're always uncomfortable. No one wants to get a reprimand. No one wants to be unduly blamed or held

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accountable for things they don't believe. I get it. Everyone's followed the process exactly right, so I'm pleased by that. No one... Everyone's very professional.

Lewis:

I always follow chain of command, sir.

Dr. Cleary:

They've comported themselves here, so we'll just follow that. And then just for procedurally, so I understand it. I do these once and again, but gratefully not too often. I send this, my rep, to you?

Roberto:

To me.

Dr. Cleary:

And then you... So you'll...

Roberto:

Then as soon.

Dr. Cleary:

Okay. I don't want Louis waiting on me.

Roberto:

Just for the record. As soon as I get it, I'll forward it to you.

Lewis:

Yes, sir.

Dr. Cleary:

Okay.

Lewis:

I appreciate it, gentlemen.

Dr. Cleary:

All right. Very good.

Lewis:

If I don't see y'all again, have a Merry Christmas.

Dr. Cleary:

Yes, have a great holiday. My kids are on the hour. The countdown. The hours now.

**Lewis:**

Oh.

**Dr. Cleary:**

I have four more math classes. I have three more English.

**Lewis:**

It never ends. I've got a 20 year old that just sent us a Christmas wishlist. You're 20.

**Roberto:**

20 year old. I know what you mean. I got a 23 year old who's still a knucklehead.

**Dr. Cleary:**

All I notice is the prices of the ask.

**Lewis:**

Oh, increase. Oh my God. Yes.

**Roberto:**

It's like, "So we are going to get this, this and this. Can I get some cash too?"

**Lewis:**

Yeah.

**Dr. Cleary:**

Oh, I got that starting last year. Can we get gift cards? No, I'm going to give you a present. You can return it, but I'm going to give you a present. We want gift cards. I said, "No, I don't think so." Yeah.

**Lewis:**

All right, guys. Well, thank y'all very much.

**Dr. Cleary:**

Yeah. Thank you, Louis.

**Lewis:**

Got to get back.

**Roberto:**

I've got to go to a meeting too. Take care, Louis.

**Lewis:**

Thank y'all.

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**RESPONSE TO GRIEVANCE**

**AT LEVEL 2**

**BY DR. TOM CLEARY**

**12/13/22**



**To:** Roberto Echevarria

**From:** Dr. Thomas S. Cleary  
Vice Chancellor of Planning, Performance, and IT Services

**Date:** December 13, 2022

**Re:** Lewis Hinojosa Grievance Appeal

On Friday, December 9, 2022, Roberto Echevarria (HR) and I met with Lewis Hinojosa to discuss the Step 2 Written Reprimand he received on August 25, 2022 for not following required departmental procedure/practice. According to his supervisor, Mr. Hinojosa made unauthorized changes to the firewall without first securing the requisite approvals via the department's Change Management form. This action also occurred during a "blackout period" – a timeframe in which no changes are to be introduced due to the heavy usage of systems by students/staff.

In conversation with Mr. Hinojosa, he acknowledges the following:

1. He was active in the system and making configuration changes to the firewall on August 24, 2022.
2. He was aware that these adjustments did occur during an official blackout period.
3. He was aware of the appropriate Change Management documentation that was required before any "emergency" change could be introduced. He also acknowledges that he did not follow this protocol in this instance but had previously followed this protocol. Mr. Hinojosa claims that his supervisor verbally directed him to make these changes without following the requisite protocol; a claim which his supervisor refutes. His supervisor confirms that, in the past, Mr. Hinojosa had followed the appropriate protocol. Written documentation exists which confirms this assertion.
4. Mr. Hinojosa acknowledges that, in the past, he has made errors related to firewall configurations which caused similar system outages and had been provided verbal coaching/counseling by his supervisor. I followed up with his last two supervisors and they confirm this to be accurate.

An examination of firewall logs does verify that Mr. Hinojosa was making changes to the firewall on August 24<sup>th</sup> around 2.00 p.m., the same time the enterprise experienced a system disruption (downtime affecting all students and staff). While Mr. Hinojosa states, "There was no "direct evidence" that it was my action that caused this outage," a preponderance of the evidence suggests otherwise. Additionally, even his activity in the firewall without the appropriate written authorization

(and especially during a blackout period) merits a management response (with or without the result of a system outage).

Mr. Hinojosa seemingly fails to understand that the official reprimand was for making unauthorized changes to the firewall and doing so within a recognized no-change timeframe. While the system outage was an unfortunate artifact of this inappropriate behavior, it is not the primary driver of this progressive discipline action by management. As previous “verbal counseling” efforts have not had the desired performance effect, per Alamo Procedure D.9.1.2 (Progressive Discipline), a written reprimand is the next organizationally-defined course of action.

Mr. Hinojosa also contends that since he was never given a Step 1 reprimand, a Step 2 reprimand is unwarranted. Again, per Alamo Procedure D.9.1.2, “Depending upon the severity of the offense, one or more steps may be bypassed to include ultimately employment termination upon subsequent occurrences of an offense normally classified at a lower step” (p. 2). This Procedure also states that the impact, severity, and number of occurrences will be considered in determining the appropriate level (step) of discipline (p. 3). In this specific case, Mr. Hinojosa’s actions resulted in a complete system outage and it was not the first time that his actions resulted in a similar outcome. Mr. Hinojosa’s “failure to follow specified instructions” reconciles 100% with what is articulated in Procedure D.9.1.2 as a Step 2 violation (p. 3). He is somewhat fortunate that he was not written up as a Step 3 violation – Insubordination (failure to follow department directives or requirements).

In the IT world, change management procedures and protocols exist to prevent the occurrence of system failures and unscheduled system downtime. As an experienced asset in a Lead role, Mr. Hinojosa was aware of these expectations (as he had followed them in the past) but neglected to adhere to them on August 24, 2022. This decision unfortunately resulted in an otherwise avoidable negative outcome.

Based upon my conversations with Mr. Hinojosa, his current and past supervisor, and the documentation associated with this case, I am upholding the Step 2 – Written Reprimand for failing to follow the performance standards of his position and department. I find this level of progressive discipline to be both reasonable and proportional to the actions of this employee.

**LEWIS HINOJOSA APPEAL  
TO GRIEVE AT LEVEL 3  
1/3/23**

Lewis Hinojosa

Name of Employee Banner ID

x50483 lhinojosa12@alamo.edu

Phone Email

District / IT Operations

Campus / Department

12/16/2022

Date of Action or Prior Level Grievance Response

Christopher Delgado

Name of Immediate Supervisor

Preferred Method of Communication

Phone Email Address of Record

CHECK ONE OF THE FOLLOWING: INFORMAL REQUEST APPEAL

REVIEW POLICY D.3.3 AND PROCEDURE D.3.3.1, EMPLOYEE COMPLAINTS

ISSUE Required

Under Employee Complaint Procedure D.3.3.1, a grievance under this procedure must clearly identify an issue regarding one of the following and must be submitted within 90 calendar days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance. Please select basis for grievance from the selections below.

- An employee's compensation for number of hours worked and overtime, and pay deductions.
Conditions of work other than dismissal and nonrenewal of contract employees.
Specific unlawful discrimination in employment decisions based on the employee's race, color, religion, gender, national origin, age, disability, veteran status, genetic information, or sexual orientation.
Specific adverse personnel actions based on the employee's good faith report to an appropriate law enforcement authority of a violation of a law by the College District or a College District employee. These are often called "whistleblower complaints" (see D.3.2 and D.3.2.2).

STATEMENT OF GRIEVANCE OR BASIS OF APPEAL: Provide a clear and concise statement of the action the basis of the grievance or the grounds upon which you are appealing a previous decision in the process. Use additional pages as necessary. Be specific about any activity, or events leading up to this action, including specific comments, dates and locations. Identify and attach any necessary documents. If appealing previous Level decision, include copies of Request and Decision being appealed.

During a grievance hearing with Dr. Cleary he verbally threatened me. I have a Audio Recording of it. This was during a Grievance hearing against one of his Direct Reports. Here is a snippet of what i sent to the HR rep handling my case:
.....Dr. Cleary was accusing me of several things so I asked him a very basic question ... what did I do? He got flustered and this is when he threatened me. I don't have the exact verbiage on me, without looking at the transcript...but it was basically.... " Lewis you had better be careful (or watch yourself) ... ..listen Lewis.... I am telling you had better be careful " I immediately told Robert E. we are DONE here ...can we go to the next Level? Dr Cleary then very methodically and a in calmer voice ..stated ... " there is policy HR has to follow and I get to ask my questions "



REPRESENTATIVES: You may designate a representative through written notice to the College District at any level of this process by submitting the attached Designation of Representative Form.

WITNESSES:

Name: R. Echeverria Phone/Email: rechevarria1@alamo.edu Dept/Campus: HR/DSO
Briefly, what did the witness hear or see?

Name: Phone/Email: Dept/Campus:
Briefly, what did the witness hear or see?

REMEDY SOUGHT
Required

I dont think there is a remedy once a VC targets me. I am kind of at a loss. I just want to be able to do my job unmolested. However, I know that will never happen. So the best i can hope for is being safe from Retaliation from Dr. Cleary and his direct reports.

NEW EVIDENCE: Provide New Evidence no later than three (3) days prior to the hearing (up to Level III only).

By signing below you acknowledge that you have reviewed D.3.3/D.3.3.1 and are submitting this request under that process. In the event that this submission is an appeal of a previous Level III decision, you further acknowledge that Level IV is the Final Step in the Employee Complaint procedure outlined in D.3.3.1 and the decision of the Board of Trustees is final.

Signature of Grievant: [Handwritten Signature]
Printed Name: Lewis R. Hinosom

Date: 1/3/2023

SUBMIT TO HUMAN RESOURCES via email to: dst-HREEO@alamo.edu.
For questions, call 485-0200

**RESPONSE TO GRIEVANCE**

**AT LEVEL 3**

**BY DR. MIKE FLORES**

**2/10/23**



ALAMO  
COLLEGES  
DISTRICT

*Office of the Chancellor*

February 10, 2023

Lewis Hinojosa  
Lead-Network Analyst  
District Services Office  
Via Email: lhinojosa12@alamo.edu

Re: Response to Your Level III Grievance

Mr. Hinojosa,

Thank you for taking the time to meet with me on January 27, 2023 in person, to present your grievance concerning the Step 2- Written Reprimand and grievance against Dr. Thomas Cleary.

In your written grievance, you expressed disagreement with the validity of the administrative action taken against you. During our meeting, you provided your rebuttals and provided an explanation of the incidents for my consideration. You also provided audio recordings of interactions with Roberto Echevarria and Thomas Cleary. As a resolution, you requested that the Step 2 Written Reprimand disciplinary letter be removed. Further, in the grievance against Dr. Cleary, you ask that you not be "further retaliated against" as part of your continued employment.

As I reviewed the issue mentioned in the discipline letter and your perspective of thereof, I began to notice that you did not deny your responsibility in the incident of the outage on August 24, 2022 had occurred (in fact, you demonstrated communication wherein you acknowledged that you may have caused it). Rather, you pointed out how other people were present online and could have been the cause as well. Further, with regard to your second grievance, you provided audio of a meeting with Dr. Cleary that I did not find to be threatening, as you described.

What I do find is that clear communication about expectations and standards within the department is needed. That is the responsibility of not only you, but your supervisory chain, as well. Everyone shares responsibility in creating a positive workplace.

In the previous grievance response, you were offered to resolve your grievance by changing the Step 2 – Written Reprimand to a Step 1 reprimand. With this response, I offer the resolution of reducing the disciplinary letter to a Step 1 Counseling. If there are no further similar incidents for a period of twelve (12) months from the date of this letter, it will be removed from your file.

If you perceive retaliation, you are free to file a complaint, pursuant to our existing policies and procedures.

If you chose to accept this resolution, then you may email either Karen Ireland ([kireland3@alamo.edu](mailto:kireland3@alamo.edu)) or me within 10 business so that the resolution can be finalized. If you reject my resolution, then you may choose to elevate this to the Board of Trustees within 10 business days by notifying Ms. Ireland via email.

Regards,



Dr. Mike Flores  
Chancellor of the Alamo Colleges District

Cc: Grievance File  
Dr. Tom Cleary  
Mr. Roger Castro  
Mr. Chris Delgado

## Ireland, Karen

---

**From:** Ireland, Karen  
**Sent:** Thursday, February 23, 2023 7:25 AM  
**To:** Hinojosa, Lewis R  
**Cc:** Boyer-Owens, Linda L; Flores, Mike; Sosa, Nina B  
**Subject:** Grievance Process moving forward  
**Attachments:** Grievance Processing and Request Form-Hinojosa.pdf

Good morning Lewis,

Attached, please find the Grievance Processing and Request Form that requires your completion. Your appeal to the Board of Trustees has been received and accepted and is slated for hearing at the March 21, 2023 Board meeting. I will be in touch with you about details of process/format, etc. in the near future, still allowing you plenty of time to prepare. Your grievances will continue to be combined and heard together. It is understood that your first grievance is against Roger Castro (rather than Chris Delgado) and has been treated as such, even in your hearing with Dr. Flores. I look forward to receiving your Form back and will keep you apprised of next steps.

Have a good day,  
Karen



**Karen B. Ireland, J.D.**

Director of Talent Advocacy & Solutions  
Talent, Organization & Strategic Innovation  
**Alamo Colleges District**

2222 N. Alamo | San Antonio, TX 78215

210-485-0216 (Direct) | 210-485-0000 (Main) | [alamo.edu](http://alamo.edu)



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**LEWIS HINOJOSA APPEAL  
TO GRIEVE TO LEVEL 4**

***2/27/23***

GRIEVANCE PROCESSING AND REQUEST FORM

INSTRUCTIONS: After a grievance has been accepted and heard at the informal resolution level, this form must be submitted to proceed to the next grievance level. A grievance will be considered closed if this completed form is not submitted within 10 business days of receipt of the prior level response. This form is to be submitted to Roberto Echevarria, Director of Employee Services at [rechevarria1@alamu.edu](mailto:rechevarria1@alamu.edu)

Grievance Submitted by Lewis R Hinson  
Work Location (Department / Location) IT ops / DSO

GRIEVANT'S RESPONSE TO INFORMAL RESOLUTION

- Accepts informal resolution grievance determination
- Requests to discontinue the grievance process
- Accepts the proposed resolution (if applicable)
- Rejects informal resolution grievance determination, and requests a Level I Hearing

[Signature]  
Signature  
10/11/22  
Date

GRIEVANT'S RESPONSE TO LEVEL I

- Accepts Level I grievance determination
- Requests to discontinue the grievance process
- Accepts the proposed resolution (if applicable)
- Rejects Level I grievance determination, and requests a Level II Hearing

[Signature]  
Signature  
11/29/22  
Date

GRIEVANT'S RESPONSE TO LEVEL II

- Accepts Level II grievance determination
- Requests to discontinue the grievance process
- Accepts the proposed resolution (if applicable)
- Rejects Level II grievance determination, and requests a Level III Hearing

[Signature]  
Signature  
12/15/2022  
Date

GRIEVANT'S RESPONSE TO LEVEL III

- Accepts Level III grievance determination
- Requests to discontinue the grievance process
- Accepts the proposed resolution (if applicable)
- Rejects Level III grievance determination, and requests a Level IV Hearing

[Signature]  
Signature  
2/27/2023  
Date

**NOTICE OF HEARING DATE, TIME, PROCESS  
TO LEWIS HINOJOSA BY TOSI  
3/24/23**



March 10, 2023

Mr. Lewis Hinojosa

Via Email: [lhinojosa12@alamo.edu](mailto:lhinojosa12@alamo.edu)

Re: Notice of Hearing and Hearing Process

Dear Mr. Hinojosa:

On February 20, 2023 you notified me by email that you would not accept the Chancellor's decision of your previous appeal presented to you via email on February 10, 2023, and you requested a Board hearing. You confirmed your request for a Board hearing by completing the Grievance Processing Form on February 27, 2023. You are set to be heard at the April 18, 2023 Board meeting.

To move forward with your appeal, I provide you the following notice of hearing and the hearing process:

- 1. Notice of Appeal Hearing.** You are notified that the hearing is for you to have the opportunity to appeal dissatisfactory decisions on your filed grievances. The hearing will take place as follows:

Hearing Date: Tuesday, April 18, 2023

Location: Board Room, at 2222 N. Alamo Street

Time: 6:00 p.m.
- 2. Applicable Procedure.** The appeal hearing is being conducted pursuant to the Alamo Colleges District Procedure on Employee Complaints at D.3.3.1 (the "Procedure"). The pertinent information to a Level Four hearing begins on page 8 of the procedure, for your reference. This procedure is provided as a link in the connected email, and it is available on the College District website.
- 3. Hearing Purpose.** The purpose of the hearing and the Procedure is to provide you the opportunity to be heard by the Board of Trustees, which is specifically allowed in the Procedure. You will have time to make your argument and The College District also will have an opportunity to respond.
- 4. Witnesses and the Right to Representation.** You may have witnesses, but their names must be provided to me no later than April 13, 2023. You may also appear at the hearing with an attorney or other representative of your choice and at your expense. If you decide to retain an attorney or other representative, please furnish me the name and contact information of your attorney or representative no later than April 13, 2023. If you are represented by an attorney or other representative, the attorney or representative, and not you, must conduct the examination of witnesses and presentation of your evidence and argument at the hearing.
- 5. Information Provided to the Board of Trustees.** The Associate Vice Chancellor for Talent, Organization & Strategic Innovation or TOSI designee shall provide the Board with copies of the

complaint forms, all responses, all appeal requests, and all written documentation previously submitted by the employee and the administration. The Board shall consider only those issues and documents presented at the preceding levels and identified in the appeal request. No other or new issues may be raised during the hearing by either party and no new evidence may be introduced.

6. **Issues To Be Heard.** The issues to be heard by the Board of Trustees are:
  - a. Your grievance against Roger Castro for directing Chris Delgado to issue a Step 2 reprimand, that you believe was unwarranted. Your grievance form articulated that you believe the action was taken, at least in part, in retaliation for not attending a former supervisor's retirement luncheon." You request that the reprimand be removed from your file and that you be free from retaliation.
  - b. Your grievance against Thomas Cleary for verbally threatening you during your Level 2 Grievance Hearing about the above (Step 2) grievance. Your grievance form articulated that he told you "you had better be careful (or watch yourself)..." You request to be able to do your job, free of retaliation.
7. **Overview of Hearing.** The appeal hearing is a confidential internal administrative hearing, closed to the public, and will be conducted in an orderly fashion. The rules of evidence will not apply, but the parties should not deviate from the purpose of the hearing. The hearing will be recorded and transcribed by a stenographic reporter at the expense of the College District. You will be provided a copy of the hearing transcript at no cost to you.
8. **Order of Hearing.** The hearing before the Board of Trustees will occur during Executive Session (generally after the open Board meeting) unless you specifically request to have your hearing in open session. Each party will have 20 minutes to present their argument, starting with you, the appealing party. If you elect to have witnesses, the questioning of those witnesses will be included in your 20 minutes. Questions from the Board will not be counted during that time. Each party will have an opportunity for a brief closing statement (5 minutes) after all presentations have been made and any Board questions answered.
8. **Post-Hearing.** After the hearing, the parties will excuse themselves from the Board meeting executive session, and the Board will deliberate. The Board may deliberate in Executive Session without the presence of the parties if the complaint is heard in Executive Session. It may give notice of its decision during the Regular Board Meeting in open session or at the next regular Board meeting. The Board shall be the final authority in matters grieved. If for any reason the Board fails to reach a decision regarding the complaint by the end of the next regular meeting, the lack of a response by the Board upholds the Level Three administrative decision.

*Karen B. Ireland*

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Karen B. Ireland  
Director of Talent Advocacy & Solutions

**EMAIL FROM LEWIS HINOJOSA  
ELECTING FOR GRIEVANCE-LEVEL 4  
TO BE HEARD IN OPEN MEETING BY BOARD**

**4/23/23**

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**From:** Hinojosa, Lewis R <lhinojosa12@alamo.edu>

**Sent:** Monday, April 3, 2023 10:08 AM

**To:** Ireland, Karen <kireland3@alamo.edu>

**Cc:** Boyer-Owens, Linda L <lboyer-owens@alamo.edu>; Sosa, Nina B <nsosa1@alamo.edu>; louietre@gmail.com

**Subject:** RE: Notice of Hearing & Process

Once again .. no responses to emails or questions.

1. Any answers to questions below?

Answers to some other information:

- Transcripts - Still reviewing your transcripts for accuracy
- Hearing – I want this hearing to be open to the public
- Witnesses – still compiling a list ...every witness I have spoken to stated they could not say anything ... for retaliation by Cleary and his Henchmen (not my word)

---Lewis

**BOARD PROCEDURE D.3.1.1**  
**EMPLOYEE COMPLAINTS**

### **D.3.3.1 (Procedure) Employee Complaints**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.3.3 - Employee Complaints

Approved: 4-28-09

Last Amended: 2-10-15, 9-27-22

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#### **Purpose and Scope**

The purpose of this procedure is to provide an orderly process for the prompt and equitable resolution of employee complaints pursuant to Policy D.3.3. This procedure applies to all benefited, regular-status, full-time College District employees.

#### **Human Resources**

In this procedure "TOSI " means the Associate Vice Chancellor for Talent, Organization & Strategic Innovation or designee unless otherwise specified.

#### **General Provisions**

The College District intends that, whenever possible, complaints be resolved at the supervisory level closest to the situation. The College District encourages employees to discuss their concerns and complaints through informal conferences with their supervisor or other appropriate administrator. Even after initiating the grievance process, employees are encouraged to seek informal resolution of their concerns. An employee whose concerns are resolved may withdraw a grievance at any time.

In this procedure "grievance" means a written expression of dissatisfaction with the terms and conditions of work. For this procedure, the terms "complaint" and "grievance" are the same and can be used interchangeably. A grievance under this procedure must clearly identify an issue regarding:

1. An employee's compensation for number of hours worked and overtime hours or pay, and pay deductions;
2. Conditions of work;
3. Specific adverse personnel actions based on the employee's good faith report to an appropriate law enforcement authority of a violation of a law by the College District or a College District employee. These are often called " whistleblower complaints" (see D.3.2 and D.3.2.2).

The complaint may not involve a challenge to an existing policy.

This procedure does not apply when there is no law providing the right to grieve, or to situations for which the College District has established a separate internal appeal process. These situations include but are not limited to:

1. Violations of Title IX/VII/ADA/504 (see H.1.1). Specific unlawful discrimination in employment decisions based on the employee's race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics,

### **D.3.3.1 (Procedure) Employee Complaints**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.3.3 - Employee Complaints

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domestic violence victim status, any other protected category under applicable local, state or federal law, or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency

2. Salary placement or pay grade classification or reclassification as the result of a compensation study (appeals procedures for compensation study implementations may vary and will be announced in conjunction with the applicable implementation).
3. Harassment, including sexual harassment (see H.1.2).
4. Retaliation not covered by whistleblower laws (see D.3.2 and D.3.2.1).
5. Performance evaluations (see D.7.1 and D.7.1.1).

Personal problems, personality conflicts, or similar matters between employees will be addressed by appropriate administrative personnel rather than through the grievance procedure.

Complaints arising out of any event or a series of related events shall be addressed in one complaint. Employees shall not bring separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint unless deemed appropriate by TOSI.

When two or more complaints are sufficiently similar in nature and remedy sought to permit their resolution through one proceeding, the College District may consolidate the complaints.

The process described in this procedure does not create new or additional rights beyond those granted by law or policy, nor does the process require a full evidentiary hearing or "mini-trial" at any level.

#### **Freedom from Retaliation**

The College District shall not tolerate any form of retaliation against a person for bringing a concern or complaint ("grievant") or for cooperating with or participating in the grievance process ("participant"). The College District reserves the right to decline to indemnify or defend any employee who retaliates against another person in violation of this procedure. In the event an employee perceives retaliatory behavior, the employee, whether the grievant, participant, or observer, shall notify TOSI immediately.

However, nothing in this procedure limits or delays the College District's right to take appropriate disciplinary actions, up to and including termination, when an employee's behavior warrants the action. Such action will not be stayed or put aside as a result of the employee filing a complaint.

Retaliatory behavior against a grievant or a participant (for example, a witness who is interviewed) may include, but is not limited to, the following actions based on the filing of a complaint or participating in or cooperating with the grievance process: creating a hostile work environment; making false, malicious or damaging comments about the grievant or participant; taking adverse personnel action against the grievant or participant; or threatening or intimidating the grievant or participant.

### **D.3.3.1 (Procedure) Employee Complaints**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.3.3 - Employee Complaints

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#### **Representatives**

The employee may designate a representative through written notice to the College District at any level of this process by submitting a completed Designation of Representative Form to TOSI .

"Representative" means any person who or an organization that does not claim the right to strike and is designated by the employee to represent him/her in the grievance process.

If the employee designates legal representation with fewer than three days' notice to the College District before a scheduled conference or hearing, the College District may reschedule the conference or hearing to a later date in order to include the College District's counsel without forfeit of the conference or hearing because of timeliness. A College District employee, if named as the designated representative, shall be allowed to participate in the proceedings only if that employee is on approved vacation or personal leave, on approved leave without pay, or if the proceedings take place outside of the employee's duty hours.

#### **Whistleblower Complaints**

Employees shall file "whistleblower complaints" (for adverse personnel actions based on the employee's good faith report to an appropriate law enforcement authority of a violation of a law by the College District or a College District employee) within the time specified by law. Such complaints shall first be filed in accordance with *Level Three*. Time lines for the employee and the College District set out in this procedure may be shortened to allow the Board to make a final decision within 60 days of when the employee files the complaint (see D.3.2.2).

#### **Forms and Responses**

All forms required for the grievance process are available in the TOSI office and are posted on the HR SharePoint Site for employees: **Employee Grievance Request Form**. The grievant shall submit the appropriate format each level of the grievance process and shall attach copies of any documents that support the complaint or appeal at the time of filing. If the employee does not have copies of these documents at the time of filing, they should be described in the complaint and presented to the hearing officer at least 3 business days before the hearing for distribution to all parties to the hearing as "new evidence" up to and including Level Three (see *New Evidence*).

"Response" means a written communication to the employee from the appropriate supervisory level. Hearing officers shall email all responses to TOSI for review. Human Resources shall send all responses and notices to the employee's email address of record. As long as the grievance is pending, the employee who files a complaint agrees to, and shall accept, email concerning the grievance.

As a condition of filing a grievance, an employee shall provide an email address of record for complaints to be processed under this procedure.

### **D.3.3.1 (Procedure) Employee Complaints**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.3.3 - Employee Complaints

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#### **Timelines**

"Days" means College District business days unless specified otherwise. In calculating timelines under this procedure, the day a document is filed is "day zero," and all deadlines are determined by counting the following day as "day one."

The timelines set forth at each level are maximums and, whenever possible, the decision maker should render a decision or resolution within a shorter period of time. Both the College District and the employee including the employee's representative shall strictly follow all time limits unless these are modified upon mutual written consent of the employee and TOSI before the original time limit has expired. Time limits may be extended for circumstances such as unavailability of key personnel due to leave, absence or emergency closures, holidays, or semester breaks. When a mutual agreement cannot be reached, the Chancellor or designee may extend the time limits. In the event that verbal notice of such extension is the only practicable way to notify the employee of the extension, TOSI shall send a written confirmation of the verbal notice to the employee as soon after giving verbal notice as practicable.

If a complaint form or appeal request is not timely filed, the complaint may be dismissed, on email notice from TOSI to the employee's email address of record, at any point during the complaint process. Within 10 days after receiving notice of the dismissal, the employee may appeal the dismissal by submitting a completed Timeliness Appeal Form to TOSI, starting at the level at which the complaint was dismissed. The employee shall limit the grounds for appeal to the issue of timeliness.

The College District shall make every practicable attempt to process grievances timely. Should it fail to do so, however, its untimeliness shall not constitute a violation of the employee's rights unless the action in question occurs more than 10 days after the time when, under this procedure and Policy D.3.3, it should have occurred. By filing a grievance, a grievant accepts that the College District's failure to process the grievance timely cannot be used against the College District to resolve any ultimate matter of fact.

At Levels One, Two, and Three of the complaint process, if a decision or resolution has not been rendered within the allotted timeline, an employee may appeal to the next level of the complaint process.

A complaint shall be considered withdrawn if the grievant fails to pursue the complaint within the timelines specified in this procedure or agreed to by all parties.

The employee shall timely submit all complaints and appeals under this procedure in writing by email to [dst-HREEO@alamo.edu](mailto:dst-HREEO@alamo.edu) using the approved Grievance Request and Appeal forms on or before the deadline.

#### **New Evidence**

Either party may add new evidence at Levels Two and Three, provided the following conditions are met: (1) the party introducing the new evidence identifies it as "New Evidence," and (2) the

### **D.3.3.1 (Procedure) Employee Complaints**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.3.3 - Employee Complaints

Approved: 4-28-09

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party introducing the evidence introduces it no later than three business days prior to the conference with the appropriate hearing officer.

#### **Costs Incurred**

Each party shall pay its own costs incurred in the course of processing the complaint. The same rules shall apply as under the Texas Public Information Act for information requested from the College District by the employee or the employee's designated representative. Those rules can be found at 1 Texas Administrative Code Part 5 C.

#### **Withdrawal of Grievance**

The employee may withdraw the grievance at any point in the process by: (1) not filing a timely appeal to TOSI for the next level hearing, or (2) providing written notification to TOSI saying he/she wishes to withdraw the grievance. TOSI shall confirm closure of the complaint by email to the email address of record.

#### **Informal Resolution**

An employee wishing to initiate the grievance process shall request an informal resolution conference by submitting a completed Informal Resolution Conference Request form to TOSI within 30 calendar days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

The grievant shall be released from regular duties to attend scheduled conferences and shall suffer no loss of pay or other benefits. However, in no instance shall regular classroom instruction be interrupted.

TOSI shall review the form. TOSI may reject or return a form on the grounds that it does not identify a valid dispute for which this procedure applies or because no requested remedy has been identified. If TOSI determines that the form identifies a valid dispute for which this procedure applies and a requested remedy has been identified, within five days after receiving the form TOSI shall designate the informal resolution hearing officer ("hearing officer" means the supervisor or administrator designated to review the complaint, and to meet with and provide a response to the grievant) and send the form to the informal resolution hearing officer. The informal resolution hearing officer will normally be the employee's immediate supervisor but may be the next managerial level closest to the situation.

Within three days after receiving the form from TOSI, the informal resolution hearing officer shall send a copy of the form to the college President, or if the employee is a district services employee, to the appropriate Vice Chancellor or the Chancellor.

Within five days after receiving the form, the informal resolution hearing officer shall meet with the employee, and within five days after the meeting shall send a written response to TOSI, with copies to the college President, Vice Chancellor, or Chancellor, as appropriate. Human Resources shall send the response to the employee within five days after receiving the response. By

### **D.3.3.1 (Procedure) Employee Complaints**

Responsible Department: Talent, Organization & Strategic Innovation

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agreement with the employee and TOSI , the Informal Resolution conference may be combined with the Level One appeal and hearing if the supervisor at both stages is the same.

#### **Conference with TOSI**

If the complaint was not resolved as a result of the informal resolution conference, within 10 days after receiving the informal resolution conference response from TOSI, the employee may request a conference with TOSI. The TOSI designee shall review the employee's concerns. After consultation with the college President or designee, or if the employee is a district services employee, the appropriate Vice Chancellor/designee or the Chancellor/designee, the TOSI designee shall provide guidance to the employee on how to proceed, whether through the next level of the grievance process or referral for mediation.

#### **Mediation**

The employee may request mediation when the employee does not accept the resolution provided at level 2, and the employee is grieving termination of employment. If these two conditions exist and both the College District and the employee agree that meeting with the help of an experienced mediator, at no cost to the employee, may help resolve issues presented in the grievance, mediation may be used to resolve the employee complaint instead of further levels of the grievance process. The College District shall incur ordinary costs associated with the mediation, including the cost of mediator services and the meeting location.

To start the mediation process, either the employee or the TOSI designee may request mediation. The TOSI designee, in consultation with the Associate Vice Chancellor for Talent, Organization & Strategic Innovation and General Counsel, will coordinate the mediation process. The employee and the College District shall jointly select the mediator.

The mediator serves as a neutral facilitator in the negotiation between the parties, helping them to develop a mutually acceptable resolution of the dispute. Mediation is intended to help reconcile the parties in conflict, not to perform an investigation or arrive at a "verdict" or assign blame. Mediation may continue as long as both parties think that progress is being made but no longer than 60 days. If progress seems unlikely, the mediator may declare an impasse at any point and call the proceedings to a close. If the mediation is unsuccessful, then the grievance process may resume or the employee may withdraw the grievance. Regardless of the outcome, the mediator shall report the results of the mediation to the TOSI designee, while preserving the legal confidentiality of the mediation session.

#### **Level One**

If the informal level fails to resolve the complaint, the employee may initiate the formal grievance process by submitting a completed Level One Appeal form and any supporting documentation to Human Resources within 10 days after the conference with the HR designee. TOSI shall use all

### **D.3.3.1 (Procedure) Employee Complaints**

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forms and documentation submitted to track and document the progress and resolution of the complaint.

Within five days after receiving the form, the TOSI designee or designee shall designate the Level One and Level Two hearing officers, notify the hearing officers, send the form to the Level One hearing officer, and follow the process beginning with "*Level One*" in this procedure.

The Level One hearing officer shall be at least one managerial level above the informal resolution hearing officer.

The Level One hearing officer shall review the employee's complaint and hold a conference with the employee within five days of receiving the Level One Appeal form and shall provide a written response to Human Resources within 10 days after receiving the form. TOSI shall send the response to the employee within five days after receiving the response.

#### **Level Two**

If the Level One response does not resolve the grievance, the employee may request a conference with the Level Two hearing officer to appeal the Level One decision by submitting a completed Level Two Appeal form and any supporting documentation to TOSI s within 10 days after receiving the Level One response. TOSI shall send the form to the Level Two hearing officer within five days after receiving the form. The employee shall identify any new evidence to be considered at this level as "New Evidence" and shall submit the evidence to the Level Two hearing officer no less than three days prior to the conference.

The Level Two hearing officer shall hold a conference with the employee within five days after receiving the form and shall provide a written response to TOSI within five days after the conference. TOSI shall send the response to the employee within five days after receiving the response.

#### **Level Three**

If the Level Two response does not resolve the grievance, the employee may request a conference with the Chancellor or designee by submitting a completed Level Three Appeal form to TOSI within 10 days after receiving the Level Two response. TOSI shall send the completed form to the Chancellor or designee within five days after receiving the form. The employee shall identify any new evidence to be considered at this level as "New Evidence" and shall submit the evidence to the Chancellor or designee no less than three days prior to the conference.

The Chancellor or designee shall review the complaint and hold a conference with the grievant within 10 days after receiving the Level Three Appeal form. The Chancellor or designee shall have 10 days following the conference to provide a written response to TOSI. TOSI shall send the response to the employee within five days after receiving the response.

### **D.3.3.1 (Procedure) Employee Complaints**

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#### **Level Four**

If the Level Three response does not resolve the grievance, the employee may appeal the decision to the Board by submitting a completed Level Four Appeal form to TOSI within 10 days after receiving the Level Three response.

Within 15 days of receiving the completed form TOSI shall inform the employee in writing of the date, time, and place of the Regular Board Meeting at which the complaint will be on the agenda for presentation to the Board.

The Associate Vice Chancellor for Talent, Organization & Strategic Innovation or TOSI designee shall provide the Board with copies of the complaint form, all responses, all appeal requests, and all written documentation previously submitted by the employee and the administration. The Board shall consider only those issues and documents presented at the preceding levels and identified in the appeal request.

The Board Chairperson or designee may set reasonable time limits and guidelines for the presentation. The Board shall hear the complaint and may request that the administration explain its previous decisions. The Board shall hear the complaint in executive (closed) session unless the employee requests that the complaint be heard in open session.

In addition to any other record of the Board meeting required by law, the Board may prepare a separate record of the Level Four presentation. The Level Four presentation, including the presentation by the employee or the employee's designated representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. The Board may deliberate in Executive Session without the presence of the parties if the complaint is heard in Executive Session. It may give notice of its decision during the Regular Board Meeting in open session or at the next regular Board meeting. The Board shall be the final authority in matters grieved.

If for any reason the Board fails to reach a decision regarding the complaint by the end of the next regular meeting, the lack of a response by the Board upholds the Level Three administrative decision.

#### **Records**

All forms, documents, correspondence and recommendations, and all video, audio, and written records of proceedings pertaining to the complaint and appeals, if any, shall remain the property of the College District and shall be maintained in the TOSI file for the applicable retention period.

#### **Notice to Employees**

Employees are informed of this procedure Policy D.3.3 by its posting on the Alamo Colleges District Website Board Policies and Procedures page.

**D.3.3.1 (Procedure) Employee Complaints**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.3.3 - Employee Complaints

Approved: 4-28-09

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*Legal Reference - TACC Policy Reference Manual*

DGBA(LEGAL) - Personnel-Management Relations: Employee Grievances

**BOARD PROCEDURE D.9.1.2**  
**PROGRESSIVE DISCIPLINE**

### **D.9.1.2 (Procedure) Progressive Discipline**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.9.1 - Progressive Discipline

Approved: 8-26-11

Last Amended: 9-27-22

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This procedure applies to all full-time regular status employees on September 27, 2022. Procedure D.9.1.1 was consolidated into this procedure to establish one consistent standard of progressive discipline or all employees.

#### **Guiding Principles**

The Chancellor is authorized to develop and implement procedures for employee progressive discipline (see D.9.1).

The intent of progressive discipline is to communicate the need to modify unacceptable behavior which is inappropriate, unproductive, disruptive or otherwise problematic to the goals of the College District. The development and communication of this procedure serves the following purposes:

1. For the ORGANIZATION: To provide employees with the opportunity to improve performance and conduct, with knowledge that subsequent violations may necessitate more severe penalties and/or consequences.
2. For MANAGERS/SUPERVISORS (INCLUDING CHAIRS AND DEANS): To create a framework to administer appropriate, fair and consistent corrective actions to employees.
3. For ALL EMPLOYEES: To set the standard of conduct expected by the College District and the consequences of problematic behaviors.
4. For TOSI (Talent, Organization & Strategic Innovation): To promote communication with TOSI regarding actions to be taken, so that fair decisions and actions can be delivered.

Progressive discipline is normally applied in several stages of severity, culminating in termination, if necessary. Termination of employment, or elevation of the level of discipline, may be appropriate upon first offense, based upon the seriousness and impact of the behavior(s) or action(s) or for violation of multiple lesser offenses.

Further, the dismissal of an employee can occur without progressive discipline as a result of a violation listed under Step 4 of this Procedure.

Managers/Supervisors (including chairs and deans) should follow this Procedure as closely as possible; however, in light of the fact that we work in a fast-paced environment, failure to perform technical steps that are not substantive shall not affect the stage or form of discipline and shall not, absent substantial harm to and shown by the employee, form grounds for a grievance.

### **D.9.1.2 (Procedure) Progressive Discipline**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.9.1 - Progressive Discipline

Approved: 8-26-11

Last Amended: 9-27-22

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#### **Application**

Progressive discipline pursuant to this procedure shall apply to all full-time employees. Except where otherwise provided in policy or procedure, employees subject to disciplinary action may appeal an adverse employment action pursuant to Policy D.3.3 and related procedures.

This procedure does not apply to employees who have not successfully completed the 90-day probationary period. Inappropriate behavior by employees classified as either temporary or non-benefited is addressed under “*Procedures for Termination of Non-Benefited Employees.*”

#### **Procedure and Provisions**

Disciplinary action(s) are arranged in progressive Steps 1-4. Depending on the severity of the offense, one or more steps may be bypassed to include ultimately employment termination upon subsequent occurrences of an offense normally classified at a lower step. The following information is provided as a guide in the use of this process.

In some cases, it may be appropriate for discipline to include corrective action, such as placement under direct supervision of the chair/dean/higher-level supervisor with a specific plan for remediation and for a specific period of time. Documentation of corrective actions shall be included with the other documentation related to the disciplinary measure. Further, in some cases, it may be appropriate to reduce or eliminate overtime or outside assignments for non-faculty. For faculty it may be appropriate to reduce or eliminate overload and/or summer teaching assignments for those on less than twelve-month contracts or to reduce or eliminate perquisites or privileges of rank for a stated period.

If reassignment or relocation of an employee is being recommended for reasons related to discipline, the TOSI department must be consulted prior to any action.

The Chancellor in consultation with TOSI, reserves the ability to place an employee on administrative leave pending investigation of the allegations related to this procedure.

#### **Disciplinary Violations**

Unacceptable behaviors include, but are not limited to, non-performance, inappropriate conduct, unacceptable attendance and/or violation of College District policy or procedures. The examples listed under Steps 1-4 herein are not exclusive, and shall not be limited to those listed except as limited by another applicable procedure.

### **D.9.1.2 (Procedure) Progressive Discipline**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.9.1 - Progressive Discipline

Approved: 8-26-11

Last Amended: 9-27-22

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If a situation arises which the listing does not specify, the behavior will be compared with and aligned with similarly listed violations in consultation with the TOSI Department.

The unacceptable behavior(s) identified will normally result in issuance of the corresponding *Step*, although impact, severity, number of occurrences and intent of the actions will be considered in determining the appropriate level (step) of discipline. Each offense may be treated as a separate *Step* under appropriate circumstances.

#### Step 1:

- Excessive tardiness or absenteeism;
- Abuse of or excessive number of personal telephone calls;
- Uncooperative behavior (including disrespectful attitude towards a supervisor);
- Loitering or loafing during work hours;
- Repeated use of profanity in the workplace that is not protected by academic freedom as defined by D.3.5;
- Failure to follow departmental procedures or directions;
- Reckless or careless behavior, including but not limited to horseplay;
- Failure to meet performance expectations or deadlines;
- Failure to perform the terms of employment for reasons other than documented illness or injury (including, for example, failure to attend mandatory departmental/College or District-wide meetings or failure to hold required office hours or otherwise fail to be reasonably available for students, if the terms of employment require it);
- Unauthorized operation and/or misuse of College District property not constituting an egregious violation of computer use policy.

#### Step 2:

- Making false and defamatory statements concerning any employee, student, the organization, its services or others associated with the college district mission;
- Leaving the assigned College District work site during work hours other than for College District purposes without appropriate approval;
- Failure to follow specified job instructions;
- Participation in or promotion of games of chance or unauthorized lotteries on College District property, using College District resources or on College District time;
- Neglect of duty or responsibilities, including unauthorized absence, which impairs performance of assigned or expected services to the College District;

### **D.9.1.2 (Procedure) Progressive Discipline**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.9.1 - Progressive Discipline

Approved: 8-26-11

Last Amended: 9-27-22

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- Use of obscene, vile, abusive or degrading language, gestures or image(s) directed at a person in the workplace that is not protected by academic freedom as defined by D.3.5. (Note: this does not apply to violations related to sexual harassment under H.1.2).

#### Step 3:

- Removal of College District records or property without appropriate approval;
- Violation of the College District Code of Conduct contained in the Ethics Handbook;
- Violation of College District policies or procedures unless considered a terminable offense;
- Egregious violation of computer use policy;
- Intentional or reckless destruction or defacing of College District property, grounds, or buildings or obstruction of College District operations;
- Insubordination (such as refusal to obey a supervisor's lawful orders or directives or department directives or requirements);
- For faculty, violation of the ethics of the academic profession, including the Texas Community College Teachers Association *Faculty Code of Professional Ethics* (D.4.10 and D.4.10.1);
- Absence from work without notification (D.5.3.1);
- Refusal to meet with supervisor or other agent of College District management or leadership; and
- Sleeping while at work or on duty.

#### Step 4:

College District employees are subject to termination for a first offense of the following list of violations:

- Two consecutive occurrences of absence from work without -notification (D.5.3.1);
- Absence from teaching responsibilities for other than medical reasons without prior written approval of direct supervisor. (Faculty do not accrue vacation days);
- Repeated distribution of printed matter, selling property, soliciting, collecting or accepting contributions on College District property, using College District resources, or on College District time, without specific written authorization from College or College District administration;
- Professional incompetence or gross neglect of professional responsibilities or duties;
- Violation of the Code of Ethics or specific Board policies and/or procedures for which termination is a stated consequence; Intentional or reckless abuse of, or damage to, College District property or to the property of other employees;

### **D.9.1.2 (Procedure) Progressive Discipline**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.9.1 - Progressive Discipline

Approved: 8-26-11

Last Amended: 9-27-22

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- Unauthorized release or disclosure of confidential records or information, including medical records and protected employee information, or violation of the Family Educational Rights and Privacy Act (FERPA);
  - Substantial unauthorized use of College District equipment, time or resources (employees may make minimal, incidental use of College District resources with certain limitations: see C.2.7.1, C.1.9, C.1.9.1 and Chancellor's Clarification 07-01 for limitations and examples of minimal incidental use);
  - Accessing or distributing pornographic, lewd, or sexually graphic materials, including child pornography, using College District property or resources;
  - Intentional or reckless action(s) that prevent other College District officers or employees from fulfilling their responsibilities or that create a clear and present danger to members of the College District community;
  - Violation of the College District workplace violence policy or procedure (D.4.6 and D.4.6.1);
  - Threatening harm or injury to persons or property at a College District facility, including making terroristic threats;
  - Willfully, including by omission, providing false or misleading information on College District employment applications or in connection with the employment application or hiring process, even if determined after employment has commenced;
  - Forging or falsifying an official College District record or form, including but not limited to time records;
  - Violation of the ethics or requirements of professional licensing or certification agencies or organizations;
  - Misappropriating funds or monies collected in connection with activities sponsored by the College District, an Alamo College, or a Registered Student Organization;
  - Engaging in conduct incorporating the elements of an offense under Texas Penal Code, including but not limited to Title 8, Offenses Against Public Administration;
  - Conviction (to include probated sentences and deferred adjudication) of any felony under state or federal law or of a misdemeanor involving moral turpitude, as defined by College District policy or Texas statutory or common law. It is the employee's responsibility to report all convictions to the Talent, Organization & Strategic Innovation department within 3 business days of being convicted (see D.4.11); and
  - Intentional or reckless behavior which is a severe disruption to the image, morale, production or operations of the College District organization.

While on property owned or controlled by the College District, while attending a College District-related or sponsored activity on or off College District property, or while working remotely employees are subject to termination for the following violations:

### **D.9.1.2 (Procedure) Progressive Discipline**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.9.1 - Progressive Discipline

Approved: 8-26-11

Last Amended: 9-27-22

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- Engaging in conduct that constitutes moral turpitude as defined in D.4.9
- Assault against another employee, student, or other individual as defined by the Texas Penal Code, excluding insubstantial non-sexual physical contact;
- Except as provided in D.4.7.1, sale or delivery to another person, or possession of, use of or intoxication from illegal or controlled substances or an inhalant as defined by Texas law without a doctor's prescription; Except as provided in D.4.7.1, sale, possession, use or being under the influence of intoxicants while in the course of employment;
- Engaging in a pattern of refusal or intentional failure to follow a College District policy or official directive;
- Engaging in behavior that endangers the life, health or safety of a student, employee, or another individual;
- Being found responsible for terminable sexual harassment or egregious violation of the Civil Rights Policy under H.1.2 and its procedures;
  - Unlawful possession of a firearm, illegal knife, club, or prohibited weapon as defined under the Texas Penal Code (lawful campus carry is limited to a licensed peace officer in the course of duty and concealed handgun carry by a license holder outside areas where carry is prohibited by College District rules);
  - Unlawful display of handgun by a concealed handgun license holder on College District property;
  - Violation of area prohibition against carrying a handgun by a concealed handgun license holder on College District property;

#### Steps

##### *Step 1-Counseling (Verbal or Written)*

This level of discipline is in response to behavior which causes a minor disruption to the image, morale, production or operations of the organization (see above "*Disciplinary Violations*" for examples). In response, the immediate supervisor (or chair or dean, as appropriate) shall do the following:

1. Identify the problematic behavior(s);
2. Allow the employee the opportunity to explain the behavior(s), and investigate if necessary;
3. Meet with the employee and advise the employee of the unsatisfactory job performance, conduct or behavior;

#### **D.9.1.2 (Procedure) Progressive Discipline**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.9.1 - Progressive Discipline

Approved: 8-26-11

Last Amended: 9-27-22

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4. Inform the employee that the behavior(s) has/have violated disciplinary procedure and must be corrected;
  5. Inform the employee that this is a Step 1, "Counseling" step;
  6. Advise the employee of the consequences of continued behavior(s), or other disciplinary violations;
  7. Provide the employee with advice, guidance, corrective action requirements (if applicable) and clarification to assist in avoiding escalation of the discipline to a more severe Step, with copy to TOSI;
  8. Ask the employee if there are any questions; document any questions and answers given; and
  9. Document the conversation and file it with the departmental employee file, with copy to TOSI.

#### *Step 2-Written Reprimand*

This level of discipline is in response to behavior which the employee has not corrected or has repeated the behavior giving rise to Step 1, or if the employee's behavior otherwise is a moderate disruption to the image, morale, production or operations of the organization (see above "*Disciplinary Violations*" for examples). In response, the immediate supervisor shall do the following:

1. Identify the problematic behavior(s);
2. Allow the employee the opportunity to explain the behavior(s) (document statements made), and investigate if necessary;
3. Seek guidance from the TOSI department prior to taking disciplinary action, so that the action can be reviewed for consistency, fairness and applicability;
4. Meet with and request that the employee acknowledge a written notice of the unsatisfactory job performance, conduct or behavior. If the employee refuses to sign, document the refusal and note any comments made by the employee;
5. Inform the employee that the behavior(s) has/have violated disciplinary procedure and must be corrected;
6. Inform the employee that this is a Step 2, "Written Reprimand" step;
7. Advise the employee of the consequences of continued behavior(s), or other disciplinary violations;
8. Advise the employee that, although an undesired consequence, the College District may accelerate the discipline process, as appropriate;
9. Ask the employee if there are any questions, document any questions and answers given;

### **D.9.1.2 (Procedure) Progressive Discipline**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.9.1 - Progressive Discipline

Approved: 8-26-11

Last Amended: 9-27-22

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10. Provide the employee with advice, guidance and clarification to assist in avoiding escalation of the discipline to a more severe Step, with copy to TOSI;
  11. File all documents in the employee's departmental employment file; and
  12. Provide the TOSI department with a copy of the discipline record (documents described in this step and any previous discipline administered) for the employee personnel file maintained by the College District.

#### *Step 3-Final Written Warning*

This level of discipline is in response to behavior which the employee has not corrected or has repeated the behavior giving rise to the previously issued Step, or if the employee's behavior

otherwise is a serious disruption to the image, morale, production or operations of the organization (see above "*Disciplinary Violations*" for examples). In response, the immediate supervisor shall do the following:

1. Identify the problematic behavior(s);
2. Consult with the TOSI Department and provide the TOSI department with written information to support the disciplinary action **before** disciplinary action is taken;
3. Allow the employee the opportunity to explain the behavior(s) (document statements made), and investigate if necessary;
4. Meet with and request that the employee acknowledge a written notice of the unsatisfactory job performance, conduct or behavior. If the employee refuses to sign, document the refusal and note any comments made by the employee;
5. Inform the employee that the behavior(s) has (have) violated disciplinary procedure and must be corrected;
6. Inform the employee that this is a Step 3, "Final Warning" step;
7. Advise the employee of the consequences of continued behavior(s), or other disciplinary violations;
8. Ask the employee if there are any questions, document any questions and answers given;
9. Provide the employee with advice, guidance and clarification to assist in avoiding escalation of the discipline to a more severe Step, with copy to TOSI;
10. File all documents in the employee's departmental employment file; and
11. Within two days of presenting the Step 3, provide the TOSI department with a copy of the discipline record (documents described in this step and any previous discipline administered) for the employee personnel file maintained by the College District.

#### *Step 4-Termination*

### **D.9.1.2 (Procedure) Progressive Discipline**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.9.1 - Progressive Discipline

Approved: 8-26-11

Last Amended: 9-27-22

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This level of discipline is in response to (1) behavior giving rise to a previously issued Step which the employee has not corrected or has repeated, resulting in a Step escalation, or (2) behavior involving the offenses and violations listed above under "Step 4." The immediate supervisor who has identified an apparent terminable violation shall implement the following procedural measures:

1. Identify the problematic behavior(s);
2. Consult with the TOSI Department and provide the TOSI department with written information to support the violation **before** disciplinary action is taken in compliance with Procedure D.12.1.1;
3. Investigate if necessary, and if appropriate, allow the employee the opportunity to explain the behavior(s) (document statements made);
4. Determine whether termination is justified, and if so, continue with the following measures
5. Meet with and request that the employee acknowledge a written notice of the unsatisfactory job performance, conduct or behavior. If the employee refuses to sign, document the refusal and note any comments made by the employee;
6. Inform the employee that the behavior(s) has/have violated disciplinary procedure, resulting in the termination of employment;
7. Inform the employee of no longer being eligible for rehire with the College District in any capacity;
8. Ask the employee if there are any questions, document any questions and answers given;
9. File all documents in the employee's departmental employment file;
10. Initiate the applicable termination for-cause procedure described under Policy D.10.2 Separation From Employment.
11. Within two days of notice, provide the TOSI department with a copy of the discipline record (documents described in this step and any previous discipline administered) for the employee personnel file maintained by the College District.

#### *Steps -General Procedure*

NOTE: Employees may contact the TOSI department for assistance and guidance at any step in this procedure.

1. In the event that an employee violates separate provision(s) of this procedure, the employee is subject to escalation to the next level Step, as appropriate. It is not required that any subsequent Step pertains to the same or similar offense for which any prior Step was issued.

### **D.9.1.2 (Procedure) Progressive Discipline**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.9.1 - Progressive Discipline

Approved: 8-26-11

Last Amended: 9-27-22

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2. The disciplined employee shall be asked to acknowledge receipt for all notices of discipline; if the employee refuses to sign the acknowledgement, the document shall be noted as "Refused to Sign."
  3. This procedure does not limit management's ability to coach or otherwise communicate with any employee without regressing "backwards" in the Steps.
  4. Management may question the employee regarding the problematic behavior prior to any disciplinary action being taken and the employee may provide an explanation. The employee is not entitled to have a legal or other representative present at any meeting with management at any time except as provided by the Employee Complaint Procedure at D.3.3.1, or D.10.2.5 if applicable. If assistance is needed, the TOSI department can assist to gather related facts.

#### *Steps-Escalation of Discipline to Next Step*

1. The employee will be subject to escalation to the next step during the 12 months following an issued corrective discipline.
2. After 12 months without escalation to the next Step, the previously issued discipline will not be used as a basis for escalation to the following Step, except in disciplinary action(s) related to behavior(s) such as discrimination, sexual harassment, violence and/or safety, which may continue to be considered for the duration of the employee's employment with the College District.

#### *Steps-Procedure for Progression to Steps 3 and 4*

1. A representative of the TOSI department shall be consulted prior to the discipline being issued.
2. The TOSI department shall review the disciplinary document prior to being issued to the employee.
3. Within two days of the discipline being issued, a copy of the discipline record shall be forward by the immediate supervisor to the TOSI department to be included in the employee personnel file.

### **D.9.1.2 (Procedure) Progressive Discipline**

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.9.1 - Progressive Discipline

Approved: 8-26-11

Last Amended: 9-27-22

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### **Procedures for Termination of Non-Benefited Employees**

The following is the procedure for termination of non-benefited, temporary employees. This information does not create any property rights to assignments or to employment for any individual working in a non-benefited, temporary capacity.

1. Identify the problematic behavior(s).
2. Unless the employee's behavior(s) warrants immediate termination, the immediate supervisor will notify the employee of the need to correct the problematic behavior(s).
3. The disciplined employee shall be asked to acknowledge receipt for all notices of discipline; if the employee refuses to sign the acknowledgement, the document shall be noted as "Refused to Sign."
4. Upon re-occurrence of the problematic behavior(s), or upon any other disciplinary violation(s), the job assignment may be terminated.
5. A representative from the Talent, Organization & Strategic Innovation department shall be consulted prior to the termination of the assignment.
6. A representative from the Talent, Organization & Strategic Innovation department may also be present at the termination meeting.

Within two days of the termination, a copy of the discipline record shall be forwarded by the immediate supervisor to the TOSI department to be included in the employee personnel file.

For further information and guidance on progressive discipline contact the TOSI department.



**Date:** April 13, 2023

**To:** Denise Lee - Board Liaison

**From:** Frank Cortez – District Director of Internal Audit

**Subject:** Internal Audit Department Monthly Activity Report for April 2023 Board Meeting

This report provides information on Internal Audit activities, current projects’ statuses, and accomplishments related to the Alamo Colleges Strategic Objectives of Student Success, Principle-Centered Leadership, and Performance Excellence.

**Goal III. Performance Excellence**

**Current Projects:**

Project	Description	Percent Complete	Target Compl. Date
<b>Planning Phase</b>			
HR Hiring Process Audit	Planning in progress Developing a risk assessment matrix	25%	6/16/2023
<b>Fieldwork Phase</b>			
Texas Administrative Code (TAC) 202 Compliance Audit	Performing detailed testing.	60%	5/31/2023
<b>Reporting Phase</b>			
Nursing Program Review	A final draft report was provided to the Chancellor for his review.	95%	4/18/2023

**Other Activities:**

Activity	Description	Date
EthicsPoint Case #788	Completed	3/21/2023
EthicsPoint Case #801	Internal Audit investigation in progress.	5/12/2023
EthicsPoint Case #803	Internal Audit investigation in progress.	4/28/2023
College Investigation	Internal Audit investigation in progress.	4/1/2023
Professional Development	The Director attended the IIA 2023 General Audit Management Conference.	3/13-15/2023
Recruiting	Continuing to recruit for the Senior Auditor position.	5/6/2023
Strategic Planning	The Director attended the Stakeholders Strategic Planning Retreat held at San Antonio College.	4/11/2023

**Discussion and Possible Action on Acceptance of Private Gifts to the Alamo Colleges Foundation and Alamo Colleges District**

Presented to the **ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES** on April 18, 2023

**MINUTE ORDER**

**"The Board of Trustees hereby accepts this gift receipt report on the Monthly Financial Statement on private gifts made through January 2023 and In-Kind Donations made in February 2023."**

**PURPOSE**

Provide information on donations received by the Alamo Colleges District & the Alamo Colleges Foundation, Inc.

**BACKGROUND**

To provide students with scholarships thereby enabling them to complete their college education and to provide faculty and staff with financial program support to further student enrichment.

**IMPLICATIONS**

**Financial:** Total Gifts Received for the Month **\$598,961.49**

**Cost:** NA

**Strategic Plan:** Goal II – Supports student success

**Employee Services:** NA

**ATTACHMENTS:** Private Gifts, In-Kind Donations and the Monthly Financial Statement on Project Activity to the Alamo Colleges (17 pages)

DocuSigned by:  
*Barton T. Simpson* 3/9/2023  
4A53C5C0550E4FF...  
Barton T. Simpson Date  
Executive Director, Institutional Advancement  
Alamo Colleges District & Alamo Colleges Foundation, Inc.

Dr. Mike Flores, Chancellor



ALAMO  
COLLEGES  
DISTRICT



ALAMO  
COLLEGES  
DISTRICT

**OFFICE OF INSTITUTIONAL ADVANCEMENT  
& ALAMO COLLEGES FOUNDATION  
GIFTS REPORT  
January 2023  
April 18, 2023 BOARD REPORT**

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Amber M. Aboud		01/01/2023	Student Emergency Fund	
Fernando Acevedo		01/01/2023	AlamoPROMISE Endowment Scholarship	
Rocio Y. Acevedo		01/01/2023	Empowerment Center Program	
Stephanie A. Acuna		01/01/2023	Annual Fund	
Elsie D. Adams		01/01/2023	Employee Benevolence Fund	
Leticia M. Adams		01/01/2023	President's Unrestricted SAC	
Russel K. Adamski		01/01/2023	General SPC Scholarship	
Marsha M. Adrian		01/01/2023	Faculty Endowment Scholarship	
AFCEA Educational Foundation		01/18/2023	Scobee Education Center Programs	
Kristabel Agüero		01/01/2023	Jessica's Project	
Kristabel Agüero		01/01/2023	President's Unrestricted SPC	
Ashley M. Aguilar		01/01/2023	Bits 'n Bytes PAC	
Ashley M. Aguilar		01/01/2023	Deason Animal Hospital Scholarship	
Ashley M. Aguilar		01/01/2023	General PAC Scholarship	
Ashley M. Aguilar		01/01/2023	Horticulture Scholarship	
Ashley M. Aguilar		01/01/2023	Janie M. Gonzalez Webhead STEM Scholarship	
Ashley M. Aguilar		01/01/2023	Music Program PAC	
Monica G. Aguilera		01/01/2023	President's Unrestricted SAC	
Mary E. Alarcon		01/01/2023	Dr. Elizabeth Garza Memorial Endowed Scholarship	
Lourdes C. Alba		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Lourdes C. Alba		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Lourdes C. Alba		01/01/2023	General SPC Scholarship	
Lourdes C. Alba		01/01/2023	SPC Alumni Association Scholarship	
Jesus Alcalá		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Michelle O. Aldana		01/01/2023	Annual Fund	
Anonymous		01/01/2023	Dr. Said Fariabi Memorial Scholarship (FORMATIVE)	
Rebecca Alejos-Sharadin		01/01/2023	E. F. "Smiley" & Sandra Williams Endowed Scholarship	
Rebecca Alejos-Sharadin		01/01/2023	Faculty Endowment Scholarship	
Rebecca Alejos-Sharadin		01/01/2023	Nighthawk Nest Program	
Diane Alertas-Jacobs		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Diane Alertas-Jacobs		01/01/2023	Clarence Norris Endowed Scholarship	
Diane Alertas-Jacobs		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Diane Alertas-Jacobs		01/01/2023	General SPC Scholarship	
Diane Alertas-Jacobs		01/01/2023	SPC Alumni Association Scholarship	
Mark W. Alexander		01/01/2023	Friends of Music at San Antonio College Scholarship	
Rosalinda Almanza-Martinez		01/01/2023	NLC Veteran's Center	
Rosalinda Almanza-Martinez		01/01/2023	President's Unrestricted NLC	
Rosalinda Almanza-Martinez		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Rosalinda Almanza-Martinez		01/01/2023	Nighthawk Nest Program	
Anonymous		01/01/2023	President's Unrestricted NVC	
Anonymous		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Anonymous		01/01/2023	Vista Food Pantry	
Anonymous		01/01/2023	Dr. Jacqueline Claunch Legacy Endowed Formative Scholarship	
Anonymous		01/01/2023	General NVC Scholarship	
Elizabeth F. Alvarado		01/01/2023	MAS Scholarship	
Nicholas E. Alvarado		01/01/2023	Student Emergency Fund	
Silvia G. Alvarado		01/01/2023	AlamoPROMISE Endowment Scholarship	
Gina A. Alvarez		01/01/2023	SAC Student Support Fund	
Graciela B. Alvarez		01/01/2023	SAC Student Support Fund	
Robert W. Alvarez		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Raquel Alvarez-Valenzuela		01/01/2023	AlamoPROMISE Endowment Scholarship	
Anonymous		01/30/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Daniel Anastasio		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Kirsten P. Anderson		01/01/2023	Student Leadership Institute - Employee Giving Scholarship	
Kirsten P. Anderson		01/01/2023	Angel L. Martin Legacy FORMATIVE Endowed Scholarship	
Kirsten P. Anderson		01/01/2023	Janet H. Rangel Memorial Scholarship	
Kirsten P. Anderson		01/01/2023	Kevin Schantz Memorial Scholarship	
Anonymous		01/01/2023	Annual Fund	
Wesley L. Anderson		01/01/2023	Vista Food Pantry	
Hayley Aniol		01/01/2023	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
Anonymous		01/20/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Anonymous		01/20/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Laura G. Anthony		01/01/2023	General SPC Scholarship	
Carreon Arbara		01/01/2023	Continuing Education Training Gifts Fund	
Hattie C. Arnold		01/01/2023	Employee Benevolence Fund	
Nora E. Arredondo		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Nora E. Arredondo		01/01/2023	PAC SHARE Program	
Cecilia Arreola		01/01/2023	PAC - Educate South	
Cecilia Arreola		01/01/2023	PAC SHARE Program	
Cecilia Arreola		01/01/2023	AlamoPROMISE Endowment Scholarship	
Cecilia Arreola		01/01/2023	Student Emergency Fund	
Salvador Arriaga		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Belia C. Arroyo		01/01/2023	SAC Women's Center GED Scholarship	
Rodell G. Asher		01/01/2023	Debra A. Morgan Endowed Scholarship	
Rodell G. Asher		01/01/2023	Kevin Schantz Memorial Scholarship	
Rodell G. Asher		01/01/2023	Student Leadership Institute - Employee Giving Scholarship	
Rodell G. Asher		01/01/2023	Student Leadership Institute Scholarship	
Beatrice A. Avila		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Beatrice A. Avila		01/01/2023	Clarence Norris Endowed Scholarship	
Beatrice A. Avila		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Beatrice A. Avila		01/01/2023	General SPC Scholarship	
Beatrice A. Avila		01/01/2023	SPC Alumni Association Scholarship	
Karla P. Avila		01/01/2023	PAC SHARE Program	
Carlos Ayala		01/01/2023	AlamoPROMISE Endowment Scholarship	
Christy Babu		01/01/2023	Vista Food Pantry	
Leah R. Badillo		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Leah R. Badillo		01/01/2023	General PAC Scholarship	
Leah R. Badillo		01/01/2023	PAC Alumni & Friends	
Leah R. Badillo		01/01/2023	PAC LeadHERS	
Leah R. Badillo		01/01/2023	Palo Alto Alumni Y Amigos Association Scholarship	
Marvel M. Bailey		01/01/2023	Eastside Education and Training Center Program Support	
Vanessa J. Bailey		01/01/2023	Annual Fund	
Natalie Barajas		01/01/2023	AlamoPROMISE Endowment Scholarship	
Joan M. Barborak		01/01/2023	Empowerment Center Program	
Joan M. Barborak		01/01/2023	Architecture Education Program	
Lupe E. Barerra		01/01/2023	SAC Student Support Fund	
Jessica C. Barnes		01/01/2023	AlamoPROMISE Endowment Scholarship	
Jessica C. Barnes		01/01/2023	PAC SHARE Program	
Jessica C. Barnes		01/01/2023	TACHE Scholarship	
Roxanne Barrera		01/01/2023	Scobee Education Center Programs	
Brian E. Barwise		01/01/2023	Rea & Barbara Hinrichs Endowed Scholarship	
Shirley A. Bass-Wright		01/01/2023	General SPC Scholarship	
Shirley A. Bass-Wright		01/01/2023	Woodard-Clarke-Durvan Scholarship	
Shirley A. Bass-Wright		01/01/2023	James & Nyles Fitzgerald Memorial Scholarship	
Anonymous		01/01/2023	SPC Homebuilding Scholarship	
Anonymous		01/01/2023	James H. Wright Scholarship	
Gilberto Becerra		01/01/2023	PAC SHARE Program	
Gilberto Becerra		01/01/2023	PAC LeadHERS	

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Beldon Roofing & Remodeling Co	Michael D. Beldon	01/18/2023	Mosaico AlamoPROMISE Event	
Dafney D. Bell		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Dafney D. Bell		01/01/2023	PAC SHARE Program	
Terry M. Bell		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Terry M. Bell		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Terry M. Bell		01/01/2023	Jane Moser Drum Encouragement FORMATIVE Endowed Program	
Terry M. Bell		01/01/2023	MAS Scholarship	
Terry M. Bell		01/01/2023	Vista Food Pantry	
Jodi M. Bellamy		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
O Ben		01/01/2023	Music Program PAC	
Benevity Community Impact Fund		01/27/2023	Annual Fund	
Benevity Community Impact Fund	Katie Hendin	01/27/2023	Annual Fund	
Ebony N. Bennet		01/01/2023	Employee Benevolence Fund	
Greta Bennett		01/18/2023	Celestine M & Remethia D Winters Scholarship	
Patrick A. Bennett		01/01/2023	Annual Fund	
Britt A. Benshetler		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Matthew Benson		01/01/2023	E. F. "Smiley" & Sandra Williams Endowed Scholarship	
Matthew Benson		01/01/2023	Faculty Endowment Scholarship	
Matthew Benson		01/01/2023	Nighthawk Nest Program	
Matthew Benson		01/01/2023	NLC Presidential Scholars Scholarship	
Matthew Benson		01/01/2023	President's Unrestricted NLC	
Melissa F. Benson		01/01/2023	Eva K Fort Scholarship for Nursing	
Melissa F. Benson		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Eryn F. Berger		01/01/2023	Student Emergency Fund	
Laura A. Bernal		01/01/2023	Janet H. Rangel Memorial Scholarship	
Meredith N. Bess		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Meredith N. Bess		01/01/2023	General SPC Scholarship	
Paulina Betancourt		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Thomas E. Billimek		01/01/2023	SAC Student Support Fund	
Thomas E. Billimek		01/01/2023	SAC Psychology Department Endowed Scholarship	
Eddie A. Bishop		01/01/2023	Vista Food Pantry	
Blackmon Mooring BMS CAT		01/23/2023	Golf Tournament SPC	
Michael S. Blackwell		01/01/2023	Annual Fund	
Michael S. Blackwell		01/01/2023	Student Emergency Fund	
Michael S. Blackwell		01/01/2023	Vista Food Pantry	
Nicholas G. Blakeney		01/01/2023	PAC - Educate South	
Nicholas G. Blakeney		01/01/2023	President's Unrestricted PAC	
Amber M. Bialock		01/01/2023	Angela de Hoyos Scholarship - Mexican American Studies Scholarship	
Amber M. Bialock		01/01/2023	Deason Animal Hospital Scholarship	
Amber M. Bialock		01/01/2023	General PAC Scholarship	
Amber M. Bialock		01/01/2023	Horticulture Scholarship	
Amber M. Bialock		01/01/2023	Janie M. Gonzalez Webhead STEM Scholarship	
Whitney Blankenship		01/01/2023	SAC Student Support Fund	
Denise Blaz		01/01/2023	AlamoPROMISE Endowment Scholarship	
Veronica Bonebrake		01/01/2023	General Foundation Scholarship Fund	
Kristina M. Booth		01/01/2023	Ray Hernandez FORMATIVE Endowed Scholarship	
Emily Boundaone		01/01/2023	SAC Student Support Fund	
Aracely R. Bowling		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Aracely R. Bowling		01/01/2023	PAC - Educate South	
Aracely R. Bowling		01/01/2023	President's Unrestricted PAC	
Aracely R. Bowling		01/01/2023	PAC SHARE Program	
Aracely R. Bowling		01/01/2023	PAC Special Events	
Gary Bowling		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Gary Bowling		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Gary Bowling		01/01/2023	Vista Food Pantry	
Laura B. Boyer		01/01/2023	Nighthawk Nest Program	
Laura B. Boyer		01/01/2023	NLC Presidential Scholars Scholarship	
Linda L. Boyer-Owens		01/01/2023	AlamoPROMISE Endowment Scholarship	
Margaret Boykin		01/01/2023	Annual Fund	
Mary F. Bozeman		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Kelli L. Bradshaw		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Kelli L. Bradshaw		01/01/2023	Vista Food Pantry	
Kelli L. Bradshaw		01/01/2023	Dr. Jacqueline Ciaunch Legacy Endowed Formative Scholarship	
Kelli L. Bradshaw		01/01/2023	Faculty Senate Endowed Scholarship	
Kelli L. Bradshaw		01/01/2023	Lynne Dean Endowed Scholarship	
Ronnie L. Brannon		01/01/2023	PAC SHARE Program	
Ronnie L. Brannon		01/01/2023	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	
Ronnie L. Brannon		01/01/2023	PAC SO Logistics Club	
Karen Briere		01/01/2023	Dr. Alice Johnson Children's Library	
Phyllis Bright		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Phyllis Bright		01/01/2023	Alamo Area Hospitality Association Endowed Scholarship	
Alyssa R. Briscoe		01/01/2023	General SPC Scholarship	
Cynthia M. Broadnax		01/01/2023	Empowerment Center Program	
Cynthia M. Broadnax		01/01/2023	President's Unrestricted SAC	
Cynthia M. Broadnax		01/01/2023	SAC Student Support Fund	
Cynthia M. Broadnax		01/01/2023	Black Student Alliance Scholarship	
Cynthia M. Broadnax		01/01/2023	Ann Richards Endowed Scholarship for Women	
Cynthia M. Broadnax		01/01/2023	Child Care Center	
Denetria Brooks-James		01/01/2023	SAC Student Support Fund	
Denetria Brooks-James		01/01/2023	Black Student Alliance Scholarship	
Denetria Brooks-James		01/01/2023	Child Care Center	
Belinda F. Brown		01/01/2023	Student Emergency Fund	
Christina M. Brown		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Christina M. Brown		01/01/2023	MAS Scholarship	
Christina M. Brown		01/01/2023	Vista Food Pantry	
Patrick A. Brown		01/01/2023	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
Tomeka L. Brown		01/01/2023	General SPC Scholarship	
Alejandra Bueno		01/01/2023	International Programs Support Fund	
Jeanette M. Bunch		01/01/2023	Strategies for Success - Grant in Aid Scholarship	
Michelle D. Burnett		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Cherie L. Burnside		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Cherie L. Burnside		01/01/2023	Vista Food Pantry	
Amy H. Burton		01/01/2023	Vista Food Pantry	
Gerald F. Busald		01/01/2023	President's Unrestricted SAC	
Ismael O. Bustos		01/01/2023	General SPC Scholarship	
Teresa G. Cabello		01/01/2023	Empowerment Center Program	
Patricia A. Cacace		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Mariela Cadena		01/01/2023	Annual Fund	
Elisabeth K. Caldwell		01/01/2023	General SPC Scholarship	
Beatrice E. Canales		01/01/2023	Dr. Alice Johnson Children's Library	
Beatrice E. Canales		01/01/2023	Norma's Nook Playground Endowed Program Fund	
Beatrice E. Canales		01/01/2023	President's Unrestricted SAC	
Adriana I. Cantu		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Alfonso Cantu		01/01/2023	Art Department Gift Fund Program	
Gaston Cantu		01/01/2023	AlamoPROMISE Endowment Scholarship	
Gaston Cantu		01/01/2023	Annual Fund	
Gaston Cantu		01/01/2023	Student Emergency Fund	
Gaston Cantu		01/01/2023	PAC - Educate South	

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Gaston Cantu		01/01/2023	President's Unrestricted PAC	
Jennifer D. Caraway		01/01/2023	SAC Student Support Fund	
Maryjane J. Cardenas		01/01/2023	Student Emergency Fund	
Ryan D. Cardenas		01/01/2023	PAC - Educate South	
Margaret Simone S. Carnegie-Diaz		01/01/2023	Faculty Endowment Scholarship	
Margaret Simone S. Carnegie-Diaz		01/01/2023	Nighthawk Nest Program	
Steven H. Carpenter		01/01/2023	Jessica's Project	
Anonymous		01/01/2023	Nighthawk Nest Program	
Linda A. Carrillo		01/01/2023	AlamoPROMISE Endowment Scholarship	
Daphene D. Carson		01/01/2023	AlamoPROMISE Endowment Scholarship	
Belinda J. Carter		01/01/2023	E. F. "Smiley" & Sandra Williams Endowed Scholarship	
Setso M. Casares		01/01/2023	PAC SHARE Program	
Phillip Casarez		01/01/2023	SAC Honors Academy	
Phillip Casarez		01/01/2023	SAC Student Support Fund	
Bertha C. Castellanos		01/01/2023	Women in Transition Scholarship	
Enrique C. Castillo		01/01/2023	President's Unrestricted SAC	
Eric Castillo		01/01/2023	AlamoPROMISE Endowment Scholarship	
Eric Castillo		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Eric Castillo		01/01/2023	DREAMers Scholarship	
Eric Castillo		01/01/2023	TACHE Scholarship	
Eric Castillo		01/01/2023	International Programs Scholarship	
Jeanette J. Castillo		01/01/2023	Annual Fund	
Miguel A. Castillo		01/01/2023	AlamoPROMISE Endowment Scholarship	
Roger M. Castro		01/01/2023	AlamoPROMISE Endowment Scholarship	
Angela M. Cavasos		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Angela M. Cavasos		01/01/2023	Vista Food Pantry	
Zak D. Cernoch		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Zak D. Cernoch		01/01/2023	Debra A. Morgan Endowed Scholarship	
Felisa M. Cervantes		01/01/2023	Student Leadership Institute - Employee Giving Scholarship	
Bryan A. Chase		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Bryan A. Chase		01/01/2023	General SPC Scholarship	
Bryan A. Chase		01/01/2023	Ruth Jones McClendon	
Bryan A. Chase		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
David Chavera		01/01/2023	SAC Honors Academy	
Susan E. Chnoransky		01/01/2023	General NLC Scholarship	
Philip . Cirilo		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Philip . Cirilo		01/01/2023	Clarence Norris Endowed Scholarship	
Philip . Cirilo		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Philip . Cirilo		01/01/2023	General SPC Scholarship	
Philip . Cirilo		01/01/2023	SPC Alumni Association Scholarship	
Brenda J. Clark		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Tammy Clark		01/01/2023	General SPC Scholarship	
Bonnie L. Clauss		01/01/2023	AlamoPROMISE Endowment Scholarship	
Lenell C. Clay		01/01/2023	President's Unrestricted SAC	
Thomas S. Cleary		01/01/2023	AlamoPROMISE Endowment Scholarship	
Kimberly A. Cleveland		01/01/2023	Student Leadership Institute - Employee Giving Scholarship	
Virginia C. Cmontezfstbusy		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Keith G. Collins		01/01/2023	NLC Presidential Scholars Scholarship	
Jacob P. Colunga		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jennifer D. Comedy-Holmes		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Esther M. Conejo		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Kevin J. Conlon		01/01/2023	SAC Student Support Fund	
Anonymous		01/01/2023	Student Emergency Fund	
Anonymous		01/01/2023	SAC Student Support Fund	
Anonymous		01/01/2023	Empowerment Center Program	
Anonymous		01/01/2023	Birdien Dobson Lende Nursing Scholarship	
Jessica A. Cooper		01/01/2023	President's Scholarship SPC	
Jessica A. Cooper		01/01/2023	St. Phillip's College Nursing Education Department Faculty Memoriam Scholarship	
Joseph Coppola		01/01/2023	Jason DeLecour Endowed Scholarship for International Studies	
Christina M. Cortez		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Federico A. Cortez		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Francisco Cortez		01/01/2023	Annual Fund	
William D. Cotham		01/01/2023	Annual Fund	
Tiffany T. Cox		01/01/2023	Empowerment Center Program	
Tiffany T. Cox		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Tiffany T. Cox		01/01/2023	SAC Honors Academy	
Tiffany T. Cox		01/01/2023	President's Unrestricted SAC	
Tiffany T. Cox		01/01/2023	SAC Student Support Fund	
Stacie M. Coy-Mahula		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Lloyd G. Crenwelge		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Sharon A. Crockett-Ray		01/01/2023	Ralph and Blanche Crockett Memorial Scholarship	
Robert J. Crompton		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Clarissa J. Cruz		01/01/2023	Dr. Mordecai & Mrs. Dahpne Brownlee Scholarship	
Jessica L. Cruz		01/01/2023	PAC SHARE Program	
Jessica S. Cruz		01/01/2023	General SPC Scholarship	
Susan Cunningham		01/01/2023	Ron Lucke Speech Drama Endowed Scholarship	
Scott D'Amico		01/01/2023	Employee Benevolence Fund	
James C. Dalglish		01/01/2023	Jean Longwith Endowed Scholarship	
James C. Dalglish		01/01/2023	KSYM Program	
Ruth A. Dalrymple		01/01/2023	AlamoPROMISE Endowment Scholarship	
Ruth A. Dalrymple		01/01/2023	Annual Fund	
Ruth A. Dalrymple		01/01/2023	General Foundation Scholarship Fund	
Patrick F. Daniels		01/01/2023	SPC Alumni Association Scholarship	
Garvin Dansby		01/01/2023	Vista Food Pantry	
Martin D. Davila		01/01/2023	First Responders Academy-Formative Endowment	
Martin D. Davila		01/01/2023	President's Unrestricted SAC	
Bruce A. Davis		01/01/2023	President's Unrestricted SAC	
Bruce A. Davis		01/01/2023	David E Mrizek Endowed Scholarship Fund	
Bruce A. Davis		01/01/2023	Dr. Alice Johnson Children's Library	
Bruce A. Davis		01/01/2023	Fredric A. Weiss Memorial Scholarship	
Bruce A. Davis		01/01/2023	Dr. Robert Zeigler Endowed Scholarship	
Bruce A. Davis		01/01/2023	Tiana Spivey RTVB Endowed Scholarship	
Max Davis		01/01/2023	Annual Fund	
Randall N. Dawson		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Randall N. Dawson		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Randall N. Dawson		01/01/2023	General SPC Scholarship	
Randall N. Dawson		01/01/2023	President's Unrestricted SPC	
Mary E. Dayton		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Teresa De La Cruz		01/01/2023	NLC Presidential Scholars Scholarship	
Amber A. De La Garza		01/01/2023	Nighthawk Nest Program	
Pamela S. De La Garza		01/01/2023	Vista Food Pantry	
Pamela S. De La Garza		01/01/2023	NVC Faculty / Staff Scholarship	
Pamela S. De La Garza		01/01/2023	General NVC Scholarship	
Richard De La Garza		01/01/2023	Horticulture Scholarship	
Richard De La Garza		01/01/2023	Samantha Tapia Formative Endowed Scholarship	
Leticia P. De La Rosa		01/01/2023	PAC - Educate South	
Lydia R. De La Vega		01/01/2023	PAC SHARE Program	
Elida T. De Leon		01/01/2023	PAC SHARE Program	

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Maria E. De Leon		01/01/2023	Student Emergency Fund	
Edlyn S. De Oliveira		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Edlyn S. De Oliveira		01/01/2023	PAC SHARE Program	
Rosalind K. De Trevino		01/01/2023	Empowerment Center Program	
Rosalind K. De Trevino		01/01/2023	President's Unrestricted SAC	
Rosalind K. De Trevino		01/01/2023	AlamoPROMISE Endowment Scholarship	
Maria D. Dejesus Rivera		01/01/2023	General Foundation Scholarship Fund	
Rachel Del Rio		01/01/2023	Student Emergency Fund	
Nancy G. Delacerda		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Nancy G. Delacerda		01/01/2023	Vista Food Pantry	
Nancy G. Delacerda		01/01/2023	Ashley Lynn Degerstrom Endowed Scholarship	
Nancy G. Delacerda		01/01/2023	CPS Energy/Dr. Homer Guevara Jr. Endowed Fund for Business, Economics, & Government Majors	
Nancy G. Delacerda		01/01/2023	Fine Arts Endowment Programming	
Denise DeLaRosa		01/01/2023	SAC Mexican American Studies (MAS) Program	
Denise DeLaRosa		01/01/2023	Hispanic Science Majors Scholarship	
Denise DeLaRosa		01/01/2023	SAC Student Support Fund	
Anna L. Delgado		01/01/2023	President's Scholarship SPC	
Anna L. Delgado		01/01/2023	President's Unrestricted SPC	
Chrysta D. Delgado		01/01/2023	AlamoPROMISE Endowment Scholarship	
Vanessa A. Demont		01/01/2023	Nighthawk Nest Program	
Jillian L. Denman		01/01/2023	SAC Student Support Fund	
Amanda M. Derfler		01/01/2023	SAC Student Support Fund	
Kyle E. Destefano		01/01/2023	SAC Honors Academy	
Cristella R. Diaz		01/01/2023	Nighthawk Nest Program	
Edward Diaz		01/01/2023	Dr. Alice Johnson Children's Library	
Mariana A. Diaz		01/01/2023	PAC - Educate South	
Mariana A. Diaz		01/01/2023	PAC SHARE Program	
Mariana A. Diaz		01/01/2023	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	
Rebecca L. Dietz		01/01/2023	Robert & Laura Fainter Endowed Scholarship	
Jaclyn G. Dinscore		01/01/2023	PAC - Educate South	
Adriana Dominguez		01/01/2023	PAC SHARE Program	
Fannie M. Dominguez		01/01/2023	Dr. Said Fariabi Memorial Scholarship (FORMATIVE)	
Thelma D. Dominguez		01/01/2023	Rea & Barbara Hinrichs Endowed Scholarship	
Suzette A. Dooley		01/01/2023	SAC Student Support Fund	
Katherine B. Doss		01/01/2023	PAC SHARE Program	
Tangila C. Dove		01/01/2023	E. F. "Smiley" & Sandra Williams Endowed Scholarship	
Tangila C. Dove		01/01/2023	NLC Presidential Scholars Scholarship	
Tangila C. Dove		01/01/2023	Nighthawk Nest Program	
Cheryl A. Drake		01/01/2023	Annual Fund	
Lamar M. Duarte		01/01/2023	Mariachi Connection Scholarship PAC	
Annette Duenes		01/01/2023	General SPC Scholarship	
Pamela J. Dunagan		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Leticia E. Duncan-Brosnan		01/01/2023	Student Emergency Fund	
Paul S. Dunn		01/01/2023	Annual Fund	
Cynthia Eacatel		01/01/2023	SAC Student Support Fund	
Moises I. Echeverria		01/01/2023	Student Emergency Fund	
Jessica L. Edmiston		01/01/2023	Developmental Math Fund	
Yael H. Edrey		01/01/2023	Vista Food Pantry	
Yael H. Edrey		01/01/2023	President's Unrestricted NVC	
Anna M. Edwards		01/01/2023	General SPC Scholarship	
Rosita Elizondo		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Dawn L. Elmore		01/01/2023	James C. Elmore II Memorial Art Scholarship	
James C. Elmore		01/13/2023	James C. Elmore II Memorial Art Scholarship	
Rosalinda M. Encina		01/01/2023	Annual Fund	
Anonymous		01/01/2023	Men Empowerment Network (MEN) Scholarship	
Anonymous		01/01/2023	Strategies for Success - Grant in Aid Scholarship	
Episcopal Diocese of West Texas		01/24/2023	Interim Program	
Savithra U. Eratne		01/01/2023	President's Unrestricted SAC	
Karl Erik		01/01/2023	President's Unrestricted SAC	
Susan L. Escobar		01/01/2023	NVC Digital Media Student Program Support	
Dimona R. Esparza		01/01/2023	Student Emergency Fund	
Margarita Esquivel		01/01/2023	Dr. Elizabeth Garza Memorial Endowed Scholarship	
Stephanie R. Estrada		01/01/2023	AlamoPROMISE Endowment Scholarship	
Anonymous		01/01/2023	Faculty Endowment Scholarship	
Anonymous		01/01/2023	Nighthawk Nest Program	
Anna M. Evans		01/01/2023	President's Unrestricted NVC	
William J. Fanning		01/01/2023	Terracon STEM Scholars Endowed Scholarship	
Laura V. Farias		01/01/2023	Nighthawk Nest Program	
Richard H. Farias		01/01/2023	President's Unrestricted SAC	
Richard H. Farias		01/01/2023	Annual Fund	
Marie P. Feldmeier		01/01/2023	General SPC Scholarship	
Lauren Fenske		01/01/2023	President's Unrestricted SAC	
Patricia Ferguson		01/01/2023	International Programs Support Fund	
Anonymous		01/01/2023	Annual Fund	
Anna Lisa Fernandez		01/01/2023	PAC SHARE Program	
Eva M. Fernandez		01/01/2023	Vista Food Pantry	
Domingo J. Figueroa		01/01/2023	President's Unrestricted SAC	
Sandra M. Figueroa		01/01/2023	General SPC Scholarship	
Leticia L. Fisher		01/01/2023	PAC SHARE Program	
Andrea Flores		01/01/2023	PAC SHARE Program	
Breanna N. Flores		01/01/2023	Bits 'n Bytes PAC	
Byanca J. Flores		01/01/2023	PAC - Educate South	
Christopher A. Flores		01/01/2023	Nighthawk Nest Program	
Daniel B. Flores		01/01/2023	SAC Student Support Fund	
Georgia L. Flores		01/01/2023	NLC Veteran's Center	
Georgia L. Flores		01/01/2023	Nighthawk Nest Program	
Georgia L. Flores		01/01/2023	President's Unrestricted NLC	
Gonzalo Flores		01/01/2023	Annual Fund	
Jennifer L. Flores		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Jennifer L. Flores		01/01/2023	PAC - Educate South	
Jennifer L. Flores		01/01/2023	PAC SHARE Program	
Jorge R. Flores		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Jorge R. Flores		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jorge R. Flores		01/01/2023	General SPC Scholarship	
Lisa Flores		01/01/2023	Ray Hernandez FORMATIVE Endowed Scholarship	
Rose M. Flores		01/01/2023	Horticulture Scholarship	
Ruben M. Flores		01/01/2023	AlamoPROMISE Endowment Scholarship	
Ruben M. Flores		01/01/2023	Ruben P. Flores Endowed Scholarship	
Ruben M. Flores		01/01/2023	Fabulous GED Brunch Event	
Sonia D. Flores		01/01/2023	General Foundation Scholarship Fund	
Yesenia Flores		01/01/2023	SAC Student Support Fund	
Rosalinda F. Flores Castillo		01/01/2023	Vista Food Pantry	
Maria S. Flores-Chase		01/01/2023	Nighthawk Nest Program	
Maria S. Flores-Chase		01/01/2023	NLC Presidential Scholars Scholarship	
Maria S. Flores-Chase		01/01/2023	General NLC Scholarship	
Maria S. Flores-Chase		01/01/2023	AlamoPROMISE Endowment Scholarship	
Melissa Flores-Valencia		01/01/2023	Empowerment Center Program	
Kathy Fogle		01/01/2023	AlamoPROMISE Endowment Scholarship	

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Patrick R. Fontenot		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Alyssa R. Forey		01/01/2023	PAC - Educate South	
Alyssa R. Forey		01/01/2023	President's Unrestricted PAC	
Alyssa R. Forey		01/01/2023	PAC SHARE Program	
Alyssa R. Forey		01/01/2023	PAC Special Events	
Alyssa R. Forey		01/01/2023	General PAC Scholarship	
Alyssa R. Forey		01/01/2023	PAC LeadHERS	
Yvonne T. Forey		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Yvonne T. Forey		01/01/2023	PAC - Educate South	
Yvonne T. Forey		01/01/2023	President's Unrestricted PAC	
Yvonne T. Forey		01/01/2023	PAC SHARE Program	
Yvonne T. Forey		01/01/2023	PAC Special Events	
Martin B. Fortner		01/01/2023	Nighthawk Nest Program	
Kathryn A. Freeman		01/01/2023	Financial Literacy Program	
Kathryn A. Freeman		01/01/2023	Jessica's Project	
Karl R. Frey		01/01/2023	Faculty Endowment Scholarship	
Mary E. Frias		01/01/2023	Annual Fund	
Pamela M. Frias		01/01/2023	President's Unrestricted SAC	
Augustine J. Frkuska		01/01/2023	SAC Student Support Fund	
Frost Bank		01/20/2023	PAC - Winter Wonderland	
Derek Fuller		01/01/2023	Professional Aviation Maintenance Scholarship	
Derek Fuller		01/01/2023	VOTC Veterans Outreach & Transition Center Program	
Derek Fuller		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Michelle A. Gable		01/01/2023	Annual Fund	
Melissa J. Gaerra		01/01/2023	President's Unrestricted SAC	
Deborah L. Gaitan		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Deborah L. Gaitan		01/01/2023	Jane Moser Drum Encouragement FORMATIVE Endowed Program	
Deborah L. Gaitan		01/01/2023	Debra A. Morgan Endowed Scholarship	
Eva T. Gaitan		01/01/2023	General Foundation Scholarship Fund	
Joshua Galat		01/01/2023	PAC - Educate South	
Joshua Galat		01/01/2023	PAC SHARE Program	
Carlos Galindo		01/01/2023	NLC Presidential Scholars Scholarship	
David C. Galindo		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Mathew G. Galindo		01/01/2023	President's Unrestricted SAC	
Yvonne M. Galindo		01/01/2023	President's Unrestricted SAC	
Chloe Gallegos		01/01/2023	Employee Benevolence Fund	
Judy G. Gallien		01/01/2023	President's Unrestricted PAC	
Veronica C. Galvan		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Almendra Garcia		01/01/2023	President's Unrestricted PAC	
Ana D. Garcia		01/01/2023	Dr. Elizabeth Garza Memorial Endowed Scholarship	
Blanca C. Garcia		01/01/2023	AlamoPROMISE Endowment Scholarship	
Brittany Garcia		01/01/2023	SAC Student Support Fund	
Cristela C. Garcia		01/01/2023	President's Unrestricted NLC	
Diana O. Garcia		01/01/2023	Vista Food Pantry	
Elizabeth Garcia		01/01/2023	PAC SHARE Program	
Mauricio Garcia		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Mei Y. Garcia		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Mei Y. Garcia		01/01/2023	PAC - Educate South	
Mei Y. Garcia		01/01/2023	President's Unrestricted PAC	
Mei Y. Garcia		01/01/2023	PAC SHARE Program	
Mei Y. Garcia		01/01/2023	PAC Special Events	
Migdalia Garcia		01/01/2023	San Antonio peaceCENTER	
Anonymous		01/01/2023	Dr. Garcia Family Formative Endowment	
Vince A. Garcia		01/01/2023	Annual Fund	
Bridgedette A. Garza		01/01/2023	Janet H. Rangel Memorial Scholarship	
Bridgedette A. Garza		01/01/2023	AlamoPROMISE Endowment Scholarship	
Diana Garza		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Diann Garza		01/01/2023	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Laura T. Garza		01/01/2023	Ron Lucke Speech Drama Endowed Scholarship	
Linda T. Garza		01/01/2023	General Foundation Scholarship Fund	
Magda L. Garza		01/01/2023	Nighthawk Nest Program	
Anonymous		01/01/2023	Interim Scholarship	
Amy S. Gates		01/01/2023	AlamoPROMISE Endowment Scholarship	
Amy S. Gates		01/01/2023	Empowerment Center Program	
Amy S. Gates		01/01/2023	SAC Student Support Fund	
Lucia Gatica		01/01/2023	President's Unrestricted NLC	
Pamela D. Gauna		01/01/2023	General NLC Scholarship	
Pamela D. Gauna		01/01/2023	NLC College Mentoring Program	
Pamela D. Gauna		01/01/2023	Nighthawk Nest Program	
Diana Gavin		01/01/2023	Clarence Norris Endowed Scholarship	
Diana Gavin		01/01/2023	Developmental Math Fund	
Diana Gavin		01/01/2023	President's Scholarship SPC	
Diana Gavin		01/01/2023	General SPC Scholarship	
Diana Gavin		01/01/2023	General SPC Scholarship	
Anonymous		01/11/2023	General SPC Scholarship	
Deborah A. Gee		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Deborah A. Gee		01/01/2023	Dr. Mordecai & Mrs. Dahpne Brownlee Scholarship	
Samantha Gellegos		01/01/2023	AlamoPROMISE Endowment Scholarship	
Samantha Gellegos		01/01/2023	Nighthawk Nest Program	
Samantha Gellegos		01/01/2023	Vista Food Pantry	
Samantha Gellegos		01/01/2023	PAC - Educate South	
Samantha Gellegos		01/01/2023	SAC Student Support Fund	
Samantha Gellegos		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Leslie B. Germer		01/01/2023	E. F. "Smiley" & Sandra Williams Endowed Scholarship	
Leslie B. Germer		01/01/2023	Faculty Endowment Scholarship	
Leslie B. Germer		01/01/2023	Nighthawk Nest Program	
Leslie B. Germer		01/01/2023	NLC Presidential Scholars Scholarship	
Lyndsy Gholson		01/01/2023	Alpha Kappa Alpha Sorority, Inc. HBCU Endowed Scholarship	
Andrew T. Gignac		01/01/2023	General Foundation Scholarship Fund	
Dennis J. Gittinger		01/01/2023	NVC Arts	
Deretha R. Goforth		01/01/2023	President's Scholarship SPC	
Cressida Goloby		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Gonzaba Foundation for Healthier Communities		01/18/2023	Fabulous GED Brunch Event	
Jonathon R. Gonzales		01/01/2023	Vista Food Pantry	
Nancy K. Gonzales		01/01/2023	PAC LeadHERS	
Nancy K. Gonzales		01/01/2023	PAC SHARE Program	
Nancy K. Gonzales		01/01/2023	Bits 'n Bytes PAC	
Pablo F. Gonzales		01/01/2023	PAC - Educate South	
Pablo F. Gonzales		01/01/2023	President's Unrestricted PAC	
Pablo F. Gonzales		01/01/2023	PAC SHARE Program	
Steven E. Gonzales		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Steven E. Gonzales		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Steven E. Gonzales		01/01/2023	Debra A. Morgan Endowed Scholarship	
Steven E. Gonzales		01/01/2023	Dennis Gittinger Endowed Scholarship for Mathematics	
Steven E. Gonzales		01/01/2023	NVC Faculty / Staff Scholarship	
Abby B. Gonzalez		01/01/2023	Women in Transition Scholarship	
Erron Y. Gonzalez		01/01/2023	Bits 'n Bytes PAC	
Erron Y. Gonzalez		01/01/2023	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Jose Z. Gonzalez		01/01/2023	SPC Homebuilding Scholarship	
Jose Z. Gonzalez		01/01/2023	President's Scholarship SPC	
Laura M. Gonzalez		01/01/2023	John W. & Rickie S. McGinty Endowed Scholarship	
Odilia Gonzalez		01/01/2023	SPC Alumni Association Scholarship	
Patricia Gonzalez		01/01/2023	Dr. Said Fariabi Memorial Scholarship (FORMATIVE)	
Salvador Gonzalez		01/01/2023	PAC SHARE Program	
Samantha A. Gordano		01/01/2023	General SPC Scholarship	
Amanda M. Gorrell		01/01/2023	Library Media Center NVC	
Amanda M. Gorrell		01/01/2023	NVC Arts	
Amanda M. Gorrell		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Amanda M. Gorrell		01/01/2023	Vista Food Pantry	
Barbara S. Govan		01/01/2023	St. Phillip's College Nursing Education Department Faculty Memoriam Scholarship	
Jennifer Grant		01/01/2023	SAC Student Support Fund	
Carla P. Greszler-Gomez		01/01/2023	General NVC Scholarship	
Tywain Griffen		01/01/2023	General SPC Scholarship	
Michael Grillo		01/01/2023	Clarence Norris Endowed Scholarship	
Michael Grillo		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Leonardo M. Guajardo		01/01/2023	Employee Benevolence Fund	
Gabriel S. Guel		01/01/2023	SAC Student Support Fund	
Geraldo R. Guerra		01/01/2023	President's Unrestricted SAC	
Geraldo R. Guerra		01/01/2023	Men Empowerment Network (MEN) Scholarship	
Gloria M. Guerra		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Gloria M. Guerra		01/01/2023	Clarence Norris Endowed Scholarship	
Gloria M. Guerra		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Misty L. Guerrero		01/01/2023	President's Unrestricted SAC	
Misty L. Guerrero		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Misty L. Guerrero		01/01/2023	SAC Student Support Fund	
Misty L. Guerrero		01/01/2023	Empowerment Center Program	
Misty L. Guerrero		01/01/2023	SAC Honors Academy	
Monica P. Guerrero		01/01/2023	Community of Automotive Professionals	
Patsy Guerrero		01/01/2023	Annual Fund	
Victoria T. Guerrero		01/01/2023	SAC Honors Academy	
Guido Construction Co.		01/03/2023	Golf Tournament SPC	
Alexis M. Gutierrez		01/01/2023	Joe & Josie Garcia Scholarship	
Liliana Gutierrez		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Santos C. Gutierrez		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Santos C. Gutierrez		01/01/2023	PAC - Educate South	
Santos C. Gutierrez		01/01/2023	President's Unrestricted PAC	
Santos C. Gutierrez		01/01/2023	PAC SHARE Program	
Santos C. Gutierrez		01/01/2023	PAC Special Events	
H-E-B Grocery Company		01/27/2023	Student Emergency Fund	
Jin J. Ha		01/01/2023	Faculty Endowment Scholarship	
Alexis A. Haight		01/01/2023	PAC SHARE Program	
Karly Haines		01/01/2023	Student Emergency Fund	
Art A. Hall		01/01/2023	DREAMers Scholarship	
Marie Juliet Hall		01/01/2023	Empowerment Center Program	
Marsha P. Hall		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Marsha P. Hall		01/01/2023	President's Unrestricted SPC	
Marsha P. Hall		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Sabrina I. Hammel		01/01/2023	E. F. "Smiley" & Sandra Williams Endowed Scholarship	
Sabrina I. Hammel		01/01/2023	Faculty Endowment Scholarship	
Sabrina I. Hammel		01/01/2023	Nighthawk Nest Program	
Sabrina I. Hammel		01/01/2023	NLC Presidential Scholars Scholarship	
Sabrina I. Hammel		01/01/2023	President's Unrestricted NLC	
Hall S. Hammond		01/20/2023	Hall and Pat Hammond Scholarship	
Hall S. Hammond		01/18/2023	Hall and Pat Hammond Scholarship	
Lacy Hampton		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Lacy Hampton		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Lacy Hampton		01/01/2023	General SPC Scholarship	
Lacy Hampton		01/01/2023	AlamoPROMISE Endowment Scholarship	
Blair L. Hannon		01/01/2023	General SPC Scholarship	
Mandy C. Hanz		01/01/2023	General SPC Scholarship	
Caroline V. Haring		01/01/2023	PAC SHARE Program	
Kenneth E. Harris		01/01/2023	PAC SHARE Program	
Anonymous		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Anonymous		01/01/2023	PAC SHARE Program	
Christopher R. Harrison		01/01/2023	General NVC Scholarship	
Anonymous		01/01/2023	Nighthawk Nest Program	
Aileen M. Hartfield		01/01/2023	Jessica's Project	
E. A. Harwin		01/01/2023	Vista Food Pantry	
Rachelle Hathaway		01/27/2023	Interim Program	
Teri A. Haye		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Teri A. Haye		01/01/2023	Clarence Norris Endowed Scholarship	
Teri A. Haye		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Timothy P. Hedgepeth		01/01/2023	NVC Fine & Performing Arts Endowed Scholarship	
Orie Henry		01/01/2023	President's Unrestricted SAC	
Henry Q. Cisneros Tax Reserve		01/13/2023	Mosaico AlamoPROMISE Event	
Daniel A. Hernandez		01/01/2023	Annual Fund	
Eliza A. Hernandez		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Gloria P. Hernandez		01/01/2023	SPC Alumni Association Scholarship	
John G. Hernandez		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Joseph D. Hernandez		01/01/2023	President's Unrestricted SPC	
Joseph D. Hernandez		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Marilyn Hernandez		01/01/2023	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	
Olivia Hernandez		01/01/2023	SAC Student Support Fund	
Paul Hernandez		01/01/2023	General Foundation Scholarship Fund	
Victoria Hernandez		01/01/2023	PAC SHARE Program	
Maria Hernandez Ferrier		01/25/2023	Annual Fund	
Cynthia D. Hernandez-Guerra		01/01/2023	Men Empowerment Network (MEN) Scholarship	
Lisa M. Hernandezmo		01/01/2023	SAC Student Support Fund	
Lisa M. Hernandezmo		01/01/2023	Student Emergency Fund	
Doris M. Herrera		01/01/2023	PAC SHARE Program	
Diane C. Hester		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Phillip L. Hicks		01/01/2023	E. F. "Smiley" & Sandra Williams Endowed Scholarship	
Phillip L. Hicks		01/01/2023	Nighthawk Nest Program	
Renee A. Higgins		01/01/2023	Nighthawk Nest Program	
Carolyn J. Hilton		01/01/2023	Rea & Barbara Hinrichs Endowed Scholarship	
Pedro Hinojosa		01/01/2023	PAC - Educate South	
Kyle L. Hodyc		01/01/2023	President's Unrestricted SAC	
Christina R. Horton		01/01/2023	Women in Transition Scholarship	
Georgiene M. Hudnall		01/01/2023	SAC Student Support Fund	
Jennifer R. Huebenthal		01/01/2023	Upward Bound Bridge Scholarship	
Jennifer R. Huebenthal		01/01/2023	PAC SHARE Program	
Amy D. Huebner		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jessica Humann		01/01/2023	President's Unrestricted PAC	
Sandra Humrichouse		01/10/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Anonymous		01/01/2023	Ron Lucke Speech Drama Endowed Scholarship	
Anonymous		01/01/2023	David E Mrizek Endowed Scholarship Fund	

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Warren Hurd		01/01/2023	General NLC Scholarship	
Clare Iannelli		01/01/2023	SAC Student Support Fund	
Hamid Ibaroudene		01/01/2023	Rea & Barbara Hinrichs Endowed Scholarship	
Leroy Ibarra		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Ryan A. Ibarra		01/01/2023	DREAMers Scholarship	
Leticia C. Inocencio		01/01/2023	PAC SHARE Program	
Kimberley M. Irving		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Kimberley M. Irving		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Adrian Jackson		01/01/2023	President's Unrestricted SPC	
Cordelia J. Jackson		01/01/2023	President's Unrestricted NLC	
Korina A. Jacobi		01/01/2023	Jessica's Project	
Robert James		01/01/2023	SPC Alumni Association Scholarship	
Elaine D. Jansky		01/01/2023	Vista Food Pantry	
Gina M. Jasso		01/01/2023	Professional Aviation Maintenance Scholarship	
Rachara A. Jefferson		01/01/2023	Horticulture Scholarship	
Gloria O. Jimenez		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
David E. Johnson		01/25/2023	Annual Fund	
George H. Johnson		01/01/2023	President's Unrestricted SPC	
Robert T. Jones		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Robert T. Jones		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Robert T. Jones		01/01/2023	General SPC Scholarship	
Sarah S. Jones		01/01/2023	President's Unrestricted SAC	
Sarah S. Jones		01/01/2023	SAC Honors Academy	
Sarah S. Jones		01/01/2023	SAC Mexican American Studies (MAS) Program	
Sarah S. Jones		01/01/2023	SAC Student Support Fund	
Thermajeon Jones		01/01/2023	General SPC Scholarship	
Timothy A. Jones		01/01/2023	President's Unrestricted NVC	
Allison Joubert		01/01/2023	General SPC Scholarship	
Allison Joubert		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Anonymous		01/13/2023	KSYM Program	
Judy A. Kabo		01/01/2023	Jean Longwith Endowed Scholarship	
Judy A. Kabo		01/01/2023	SAC Radio/Television Scholarship	
Paul K. Kailiponi		01/01/2023	General Foundation Scholarship Fund	
Sabina Kapoor		01/01/2023	Jessica's Project	
Esmerie A. Kennedy		01/01/2023	Dr. Said Fariabi Memorial Scholarship (FORMATIVE)	
Diana C. Kersey		01/01/2023	Jane Moser Drum Encouragement FORMATIVE Endowed Program	
Diana C. Kersey		01/01/2023	NVC Fans General Support	
Diana C. Kersey		01/01/2023	NVC Fine & Performing Arts Endowed Scholarship	
Diana C. Kersey		01/01/2023	San Antonio peaceCENTER	
Diana C. Kersey		01/01/2023	Permanent Art Collection Endowment	
Suraya Khan		01/01/2023	Dr. Said Fariabi Memorial Scholarship (FORMATIVE)	
Suraya Khan		01/01/2023	General SAC Scholarship	
Suraya Khan		01/01/2023	KSYM Program	
Suraya Khan		01/01/2023	SAC Student Support Fund	
Linda D. King		01/01/2023	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Raymond G. King		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Julie Kirkland-Poirier		01/01/2023	President's Unrestricted NLC	
Kayla M. Kopecki		01/01/2023	General Foundation Scholarship Fund	
Conrad D. Krueger		01/01/2023	President's Unrestricted SAC	
LaTanya K. Kurney		01/01/2023	International Programs Scholarship	
Anna M. Kuwamura		01/01/2023	GED Empowerment to College Endowed Scholarship	
Patricia A. Lamson		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Patricia A. Lamson		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Patricia A. Lamson		01/01/2023	General SPC Scholarship	
Valery B. Lara		01/01/2023	Vista Food Pantry	
Valery B. Lara		01/01/2023	SAC Student Support Fund	
George R. Laughead		01/01/2023	Annual Fund	
Wesley B. Lay		01/01/2023	Alpha Kappa Alpha Sorority, Inc. HBCU Endowed Scholarship	
Wesley B. Lay		01/01/2023	Bellinger-Coleman Black Media Scholarship	
Maria Leal		01/01/2023	President's Unrestricted SAC	
Armando E. Lechuga		01/01/2023	Employee Benevolence Fund	
Casey J. Lechuga		01/01/2023	SAC Student Support Fund	
Julian Ledesma		01/01/2023	Annual Fund	
Julian Ledesma		01/01/2023	Employee Benevolence Fund	
Julian Ledesma		01/01/2023	General Foundation Scholarship Fund	
Jonathan A. Lee		01/01/2023	SAC Honors Academy	
Patrick R. Lee		01/01/2023	PAC SHARE Program	
Judah M. Leggett		01/01/2023	Faculty Endowment Scholarship	
Shirley C. Leija		01/01/2023	General Foundation Scholarship Fund	
Shirley C. Leija		01/01/2023	PAC SHARE Program	
Sarah LeNoir		01/01/2023	VOTC Veterans Outreach & Transition Center Program	
Diane N. Lerma		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Neil E. Lewis		01/01/2023	San Antonio peaceCENTER	
Joseph A. Liedecke		01/01/2023	President's Unrestricted SAC	
Lightcast		01/26/2023	Bellwether College Consortium	
Lynn M. Linkes		01/01/2023	SPC K-8 Academy Program	
Lynn M. Linkes		01/01/2023	SPC President's Student Aid Fund	
Terrence Littlefield		01/01/2023	Angel L. Martin Legacy FORMATIVE Endowed Scholarship	
Gina M. Lopez		01/01/2023	Employee Benevolence Fund	
Kristina S. Lopez		01/01/2023	SAC Student Support Fund	
Lorenzo E. Lopez		01/01/2023	MAS Scholarship	
Nidia C. Lopez		01/01/2023	PAC LeadHERS	
Priscilla P. Lopez		01/01/2023	PAC - Educate South	
Anathita Lorestani		01/01/2023	Dr. Said Fariabi Memorial Scholarship (FORMATIVE)	
Adena W. Loston		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Adena W. Loston		01/25/2023	Interim Program	
Stella Lovato		01/01/2023	President's Unrestricted SAC	
Jerry W. Lowe		01/01/2023	General SPC Scholarship	
Ricardo H. Lowe		01/01/2023	SAC Student Support Fund	
Lumina Foundation		01/12/2023	Bellwether College Consortium	
Alexandro M. Luna		01/01/2023	PAC SHARE Program	
Robin L. Lund		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Robin L. Lund		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Robin L. Lund		01/01/2023	MAS Scholarship	
Robin L. Lund		01/01/2023	Vista Food Pantry	
Paul J. Lytle		01/01/2023	President's Unrestricted SAC	
Miriam Magdaleno		01/01/2023	SAC Student Support Fund	
Caroline Mains		01/01/2023	PAC SHARE Program	
Jason M. Malcolm		01/01/2023	Faculty Endowment Scholarship	
Lauryn L. Maldonado		01/01/2023	PAC SHARE Program	
Matthew G. Maldonado		01/01/2023	AlamoPROMISE Endowment Scholarship	
Oswaldo Maldonado		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Oswaldo Maldonado		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Gerald F. Manahan		01/01/2023	Dr. Alice Johnson Children's Library	
David Mancha		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
David Mancha		01/01/2023	PAC - Educate South	
David Mancha		01/01/2023	President's Unrestricted PAC	
David Mancha		01/01/2023	PAC SHARE Program	

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Andrea V. Manez		01/01/2023	Robert W. McGrath, Jr. Fine Arts Academy Scholarship	
Robert G. Marbut		01/01/2023	Robert G. Marbut Jr Endowed Scholarship	
Jonathan R. Marin		01/01/2023	General Foundation Scholarship Fund	
Viviane Marioneaux-Maguire		01/01/2023	Debra A. Morgan Endowed Scholarship	
Viviane Marioneaux-Maguire		01/01/2023	NVC Digital Media Student Program Support	
Jessica L. Markstrom		01/01/2023	Vista Food Pantry	
Mary M. Marlowe		01/01/2023	NVC Arts	
Delliah L. Marquez		01/01/2023	PAC - Educate South	
Delliah L. Marquez		01/01/2023	PAC SHARE Program	
Deborah M. Martin		01/01/2023	Vista Food Pantry	
Deborah M. Martin		01/01/2023	General NLC Scholarship	
Deborah M. Martin		01/01/2023	General PAC Scholarship	
Deborah M. Martin		01/01/2023	Scobee Education Center Programs	
Deborah M. Martin		01/01/2023	General SPC Scholarship	
Louisa P. Martin		01/01/2023	AlamoPROMISE Endowment Scholarship	
Louisa P. Martin		01/01/2023	Annual Fund	
Amanda I. Martinez		01/01/2023	AlamoPROMISE Endowment Scholarship	
Angelica R. Martinez		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Angelica R. Martinez		01/01/2023	Bits 'n Bytes PAC	
Angelica R. Martinez		01/01/2023	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	
Brenda Martinez		01/01/2023	President's Unrestricted SAC	
Connie M. Martinez		01/01/2023	President's Unrestricted PAC	
Debra A. Martinez		01/01/2023	Joe & Josie Garcia Scholarship	
Jacob-Aidan I. Martinez		01/01/2023	Men Empowerment Network (MEN) Scholarship	
Jacob-Aidan I. Martinez		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Jacob-Aidan I. Martinez		01/01/2023	San Antonio College Endowment Fund	
Leighann A. Martinez		01/01/2023	AlamoPROMISE Endowment Scholarship	
Leighann A. Martinez		01/01/2023	Employee Benevolence Fund	
Leighann A. Martinez		01/01/2023	General Foundation Scholarship Fund	
Leighann A. Martinez		01/01/2023	Student Emergency Fund	
Luis C. Martinez		01/01/2023	Annual Fund	
Marisa A. Martinez		01/01/2023	SAC Student Support Fund	
Mark E. Martinez		01/01/2023	AlamoPROMISE Endowment Scholarship	
Paul G. Martinez		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Rachell L. Martinez		01/01/2023	PAC SHARE Program	
Rachell L. Martinez		01/01/2023	Horticulture Scholarship	
Rachell L. Martinez		01/01/2023	PAC Journalism/Mass Communications Program	
Rose M. Martinez		01/01/2023	Emergency Grant Fund Program	
Valerie Martinez		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Yvonne M. Martinez		01/01/2023	SAC Student Support Fund	
Marysville Toyota		01/09/2023	Bob Carter Endowed Scholarship	Bob Carter
Sarah B. May		01/03/2023	Jack Stone Award for New Music	
Roxanne Maynard		01/01/2023	General SPC Scholarship	
Tina M. Mazal		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Lisa Mazure		01/01/2023	AlamoPROMISE Endowment Scholarship	
Lisa Mazure		01/01/2023	Employee Benevolence Fund	
Lisa Mazure		01/19/2023	Interim Program	
Paula L. Mc Kenna		01/01/2023	Dr. Said Fariabi Memorial Scholarship (FORMATIVE)	
Sam H. McCall		01/01/2023	President's Unrestricted SPC	
Thomas N. McCrary		01/01/2023	James C. Elmore II Memorial Art Scholarship	
Lisa K. McDaniel		01/01/2023	Vista Food Pantry	
Milton R. McManigle		01/01/2023	MAS Scholarship	
Corey P. McNair		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Gina L. Mealey		01/01/2023	Faculty Endowment Scholarship	
Caresa D. Medellin		01/01/2023	SAC Student Support Fund	
Celeste H. Medellin		01/01/2023	PAC - Educate South	
Mariza Medellin		01/01/2023	Clarence Norris Endowed Scholarship	
Melissa J. Medellin		01/01/2023	General PAC Scholarship	
Melissa J. Medellin		01/01/2023	First Responders Academy-Formative Endowment	
Danielle E. Medina		01/01/2023	PAC SHARE Program	
Isidro Medina		01/01/2023	General Foundation Scholarship Fund	
Sylvia G. Medina		01/01/2023	General Foundation Scholarship Fund	
Solus Meek		01/01/2023	Empowerment Center Program	
Jennifer L. Mejia		01/01/2023	Annual Fund	
Jennifer L. Mejia		01/01/2023	PAC Adult Learning Academy GED Scholarship	
Jennifer L. Mejia		01/01/2023	PAC SHARE Program	
Maria E. Mena		01/01/2023	President's Unrestricted SAC	
Judith A. Menchaca		01/01/2023	PAC SHARE Program	
Ralph M. Mendez		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Laura R. Mery		01/01/2023	SAC Student Support Fund	
Erica N. Meza		01/01/2023	AlamoPROMISE Endowment Scholarship	
Erica N. Meza		01/01/2023	Student Emergency Fund	
Tammy L. Micallef		01/01/2023	SAC Student Support Fund	
Deborah A. Middleton		01/01/2023	SAC GED Fund	
Kathryn J. Miller		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Stephen D. Minor		01/01/2023	AlamoPROMISE Endowment Scholarship	
Erin S. Miranda		01/01/2023	AlamoPROMISE Endowment Scholarship	
Maria M. Miranda Flores		01/01/2023	Student Emergency Fund	
Demetri Mitchell-Hebert		01/01/2023	President's Unrestricted SAC	
Valerie Y. Moke		01/01/2023	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Timothy C. Molina		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Timothy C. Molina		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Timothy C. Molina		01/01/2023	Jane Moser Drum Encouragement FORMATIVE Endowed Program	
Timothy C. Molina		01/01/2023	Vista Food Pantry	
Anonymous		01/01/2023	Student Emergency Fund	
Melissa Monroe-Young		01/01/2023	Bellinger-Coleman Black Media Scholarship	
Monterrey Iron and Metal		01/30/2023	President's Unrestricted SPC	Adena W. Loston
Elizabeth H. Montgomery		01/01/2023	PAC SHARE Program	
Adam R. Moore		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Julie E. Moore-Felux		01/01/2023	San Antonio peaceCENTER	
Anonymous		01/01/2023	AlamoPROMISE Endowment Scholarship	
Anonymous		01/01/2023	Employee Benevolence Fund	
Anonymous		01/01/2023	General Foundation Scholarship Fund	
Anonymous		01/01/2023	Student Emergency Fund	
Pablo I. Morales		01/01/2023	AlamoPROMISE Endowment Scholarship	
Joshua H. Moran		01/01/2023	AlamoPROMISE Endowment Scholarship	
Joshua H. Moran		01/01/2023	PAC SHARE Program	
Joshua H. Moran		01/01/2023	Vista Food Pantry	
Joshua H. Moran		01/01/2023	NLC Presidential Scholars Endowed Scholarship	
Joshua H. Moran		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Joshua H. Moran		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Andrina A. Moreno		01/01/2023	AlamoPROMISE Endowment Scholarship	
Destiny D. Moreno		01/01/2023	PAC - Educate South	
Edward J. Moreno		01/01/2023	PAC Special Events	
Cindy L. Morgan		01/01/2023	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	
Cynthia A. Morton		01/01/2023	Dr. Said Fariabi Memorial Scholarship (FORMATIVE)	
William L. Moseley		01/01/2023	President's Unrestricted SPC	
Kara Mowrey		01/01/2023	President's Unrestricted SAC	

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Adam S. Moya		01/01/2023	Alpha Kappa Alpha Sorority, Inc. HBCU Endowed Scholarship	
Adam S. Moya		01/01/2023	Jessica's Project	
Chad Mueller		01/01/2023	Vista Food Pantry	
Chad Mueller		01/01/2023	NVC Study Stateside Program Support	
Kelly A. Mumbower		01/01/2023	Jane Hope Education Scholarship	
Kelly A. Mumbower		01/01/2023	James B. Riley Formative Endowed Scholarship	
Dorothy J. Mundine		01/01/2023	Annual Fund	
Dorothy J. Mundine		01/17/2023	General SAC Scholarship	
Mario Muniz		01/01/2023	General Foundation Scholarship Fund	
Minerva Muniz		01/01/2023	MAS Scholarship	
Minerva Muniz		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Diana P. Munoz		01/01/2023	SAC Student Support Fund	
John Munoz		01/01/2023	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
Mandy A. Munoz		01/01/2023	PAC SHARE Program	
Stamatis Muratidis		01/01/2023	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	
Thomas Y. Murguia		01/01/2023	Raul S. Murguia Presidential Honors Endowed Scholarship	
Bobbie E. Myatt		01/01/2023	AlamoPROMISE Endowment Scholarship	
Bobbie E. Myatt		01/01/2023	Annual Fund	
Bobbie E. Myatt		01/01/2023	Student Emergency Fund	
Tracy C. Myers		01/01/2023	AlamoPROMISE Endowment Scholarship	
Prakash N. Nair		01/01/2023	Vista Food Pantry	
Belinda R. Najarro		01/01/2023	SAC Student Support Fund	
Blanca V. Najera		01/01/2023	President's Unrestricted SAC	
Blanca V. Najera		01/01/2023	SAC Student Support Fund	
Tracy L. Nakpodia		01/01/2023	President's Unrestricted SPC	
Tracy L. Nakpodia		01/01/2023	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
Esmeralda G. Nandin		01/01/2023	President's Unrestricted SAC	
Lori Nicholas		01/01/2023	Faculty Senate Endowed Scholarship	
Lori Nicholas		01/01/2023	Vista Food Pantry	
William G. Nichols		01/09/2023	President's Unrestricted SAC	
Katherine A. Nickas		01/01/2023	AlamoPROMISE Endowment Scholarship	
Katherine A. Nickas		01/01/2023	Annual Fund	
Katherine A. Nickas		01/01/2023	Employee Benevolence Fund	
Katherine A. Nickas		01/01/2023	General Foundation Scholarship Fund	
Katherine A. Nickas		01/01/2023	Student Emergency Fund	
Paul J. Northway		01/01/2023	Vista Food Pantry	
Bruce E. Norton		01/01/2023	SAC Student Support Fund	
Nathalie A. Null Riojas		01/01/2023	Emergency Grant Fund Program	
Christian C. Nunnelee		01/01/2023	Professional Aviation Maintenance Scholarship	
Gary A. O'Bar		01/30/2023	Golf Tournament SPC	
Rhonda M. O'cana		01/01/2023	PAC SHARE Program	
Ryan R. Obaya		01/01/2023	PAC - Educate South	
Maria Catherine A. Obien		01/01/2023	Debra A. Morgan Endowed Scholarship	
David D. Ochoa		01/25/2023	President's Unrestricted PAC	
Meagan N. Oliver		01/01/2023	Employee Benevolence Fund	
Sofia M. Ongay		01/01/2023	AlamoPROMISE Endowment Scholarship	
Sofia M. Ongay		01/01/2023	Employee Benevolence Fund	
Sofia M. Ongay		01/01/2023	Student Emergency Fund	
Vanessa A. Onofre-Chavarria		01/01/2023	Student Emergency Fund	
Vanessa A. Onofre-Chavarria		01/01/2023	AlamoPROMISE Endowment Scholarship	
Juan M. Oretga		01/01/2023	Kendra Ann Ward Music Endowed Scholarship	
Juan M. Oretga		01/01/2023	President's Unrestricted SAC	
Stephanie D. Ornelas		01/01/2023	PAC SHARE Program	
Stephanie D. Ornelas		01/01/2023	PAC - Educate South	
John Orona		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
John Orona		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Anonymous		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Itzel Orozco		01/01/2023	President's Unrestricted SAC	
Ana L. Ortega		01/01/2023	Phi Theta Kappa Food Pantry	
David J. Ortega		01/01/2023	Ray Hernandez FORMATIVE Endowed Scholarship	
Jennifer O. Ortega		01/01/2023	Ray Hernandez FORMATIVE Endowed Scholarship	
Petra R. Ortega		01/01/2023	Vista Food Pantry	
Lorissa A. Ortiz		01/01/2023	PAC - Educate South	
Paulina H. Ortiz		01/01/2023	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	
Paulina H. Ortiz		01/01/2023	PAC SHARE Program	
Jen L. Osborne		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Bertha A. Ovalle		01/01/2023	SAC Student Support Fund	
Craig M. Overmiller		01/01/2023	OCI Solar Power Program	
Jocelyn A. Ozuna Gunnels		01/19/2023	OZUNA LRC Children's Library	George G. Ozuna
Blanca E. Padilla		01/01/2023	President's Unrestricted SPC	
Anonymous		01/01/2023	Vista Food Pantry	
Basu D. Panthi		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Jennifer M. Parrott		01/01/2023	Faculty Endowment Scholarship	
Jennifer M. Parrott		01/01/2023	Nighthawk Nest Program	
Brian S. Parsch		01/01/2023	General SPC Scholarship	
Johnny Pearson		01/01/2023	General SPC Scholarship	
Amy C. Pena		01/01/2023	President's Unrestricted SAC	
Amy C. Pena		01/01/2023	Men Empowerment Network (MEN) Scholarship	
Lina V. Pena		01/01/2023	SAC GED Fund	
Jose Perales		01/01/2023	President's Unrestricted SAC	
Jose Perales		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Jose Perales		01/01/2023	SAC Student Support Fund	
Jose Perales		01/01/2023	Empowerment Center Program	
Jose Perales		01/01/2023	SAC Honors Academy	
Jose Perales		01/01/2023	Rea & Barbara Hinrichs Endowed Scholarship	
Antony Perez		01/01/2023	President's Unrestricted SAC	
Hector L. Perez		01/01/2023	AlamoPROMISE Endowment Scholarship	
Kristina Perez		01/01/2023	President's Unrestricted NLC	
Tammy L. Perez		01/01/2023	Faculty Endowment Scholarship	
Tammy L. Perez		01/01/2023	Nighthawk Nest Program	
Tammy L. Perez		01/01/2023	President's Unrestricted NLC	
Tammy L. Perez		01/01/2023	NLC College Mentoring Program	
Linda H. Peterson		01/01/2023	Ken Veatch DPMA Scholarship	
Jessica Phelt		01/01/2023	First Responders Academy-Formative Endowment	
Anonymous		01/30/2023	AlamoPROMISE Scholarship	
Scott D. Phillips		01/01/2023	Student Emergency Fund	
Kiana A. Pina		01/01/2023	PAC SHARE Program	
Jeremy Polk		01/01/2023	President's Unrestricted SAC	
Nakia Pope		01/01/2023	Vista Food Pantry	
Nakia Pope		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Nakia Pope		01/01/2023	Faculty Senate Endowed Scholarship	
Nakia Pope		01/01/2023	Ethics Scholarship	
Lillian R. Porter		01/01/2023	Employee Benevolence Fund	
Anetia L. Ports		01/01/2023	E. F. "Smiley" & Sandra Williams Endowed Scholarship	
Anetia L. Ports		01/01/2023	Faculty Endowment Scholarship	
Anetia L. Ports		01/01/2023	Nighthawk Nest Program	
Anetia L. Ports		01/01/2023	NLC Presidential Scholars Scholarship	
Anetia L. Ports		01/01/2023	President's Unrestricted NLC	

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Daniel T. Powell		01/01/2023	Jane Moser Drum Encouragement FORMATIVE Endowed Program	
Daniel T. Powell		01/01/2023	MAS Scholarship	
Aaron E. Prado		01/01/2023	Alamo Colleges Jazz Mentorship Program	
Thomas G. Pressly		01/01/2023	Dennis Gittinger Endowed Scholarship for Mathematics	
Alexis N. Prieto		01/01/2023	Empowerment Center Program	
Ruth G. Prieto		01/01/2023	AlamoPROMISE Endowment Scholarship	
Ruth G. Prieto		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Jennifer M. Pue		01/01/2023	President's Unrestricted PAC	
Pete S. Puentes		01/01/2023	Employee Benevolence Fund	
Johnnie J. Quiles		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Johnnie J. Quiles		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Johnnie J. Quiles		01/01/2023	General SPC Scholarship	
Johnnie J. Quiles		01/01/2023	Clarence Norris Endowed Scholarship	
Christina Quintanilla		01/01/2023	Annual Fund	
Laura A. Quintanilla		01/01/2023	Jane Moser Drum Encouragement FORMATIVE Endowed Program	
Tiffany M. Rackley		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Kumaraguruparan Ramasamy		01/01/2023	General SPC Scholarship	
Chevon N. Ramey		01/01/2023	Rea & Barbara Hinrichs Endowed Scholarship	
Andrea Ramirez		01/01/2023	President's Unrestricted SAC	
Bianca L. Ramirez		01/01/2023	PAC SHARE Program	
Connie M. Ramirez		01/01/2023	Celestine M & Remethia D Winters Scholarship	
Leticia Ramirez		01/01/2023	Annual Fund	
Jolinda L. Ramsey		01/01/2023	Ron Lucke Speech Drama Endowed Scholarship	
Diana M. Rangel		01/01/2023	DREAMers Scholarship	
Diana M. Rangel		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Diana M. Rangel		01/01/2023	President's Unrestricted PAC	
Diana M. Rangel		01/01/2023	Faculty Staff Memorial Scholarship PAC	
Diana M. Rangel		01/01/2023	General PAC Scholarship	
Diana M. Rangel		01/01/2023	PAC SHARE Program	
Gabriela C. Rangel		01/01/2023	PAC SHARE Program	
Gabriela C. Rangel		01/01/2023	TACHE Scholarship	
Gabriela C. Rangel		01/01/2023	PAC LeadHERS	
Anonymous		01/01/2023	Vista Food Pantry	
Anonymous		01/01/2023	MAS Scholarship	
Christopher Ray		01/01/2023	Clarence Norris Endowed Scholarship	
Julie A. Razuri		01/01/2023	Rea & Barbara Hinrichs Endowed Scholarship	
Mary A. Reading		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Mary A. Reading		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Mary A. Reading		01/01/2023	Jane Moser Drum Encouragement FORMATIVE Endowed Program	
Mary A. Reading		01/01/2023	MAS Scholarship	
Mary A. Reading		01/01/2023	Vista Food Pantry	
Dana K. Reed		01/01/2023	President's Unrestricted PAC	
Thomas J. Reed		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Thomas J. Reed		01/01/2023	PAC - Educate South	
Thomas J. Reed		01/01/2023	President's Unrestricted PAC	
Thomas J. Reed		01/01/2023	PAC SHARE Program	
Thomas J. Reed		01/01/2023	PAC Special Events	
Dorothy J. Remmers		01/01/2023	PAC SHARE Program	
Catharina Reyes		01/01/2023	President's Unrestricted SAC	
Veronica I. Reyes		01/01/2023	Annual Fund	
Geraldine L. Reynolds		01/01/2023	PAC SHARE Program	
Caroline E. Richardson		01/01/2023	AlamoPROMISE Endowment Scholarship	
Caroline E. Richardson		01/01/2023	Annual Fund	
Caroline E. Richardson		01/01/2023	Employee Benevolence Fund	
Caroline E. Richardson		01/01/2023	General Foundation Scholarship Fund	
Caroline E. Richardson		01/01/2023	Student Emergency Fund	
Sandra T. Richardson		01/01/2023	President's Unrestricted PAC	
Daniel E. Riley		01/01/2023	CPS Energy-OCI Solar Power Renewable Energy Scholarship	
Daniel E. Riley		01/01/2023	OCI Solar Power Program	
Daniel E. Riley		01/01/2023	STEM SPC Scholarship	
Daniel E. Riley		01/01/2023	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
Daniel E. Riley		01/01/2023	William C. Davis Endowed Scholarship	
Daniel E. Riley		01/01/2023	Community of Automotive Professionals	
Jose O. Rios		01/01/2023	AlamoPROMISE Endowment Scholarship	
Jose O. Rios		01/04/2023	AlamoPROMISE Scholarship	
Jennifer A. Riske		01/01/2023	Nighthawk Nest Program	
Michelle Risse		01/01/2023	Challenger Center Program	
Teresa J. Robledo		01/01/2023	Child Care Center	
Cassandra Rocha		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Frances L. Rocha		01/01/2023	AlamoPROMISE Endowment Scholarship	
Barbara A. Rodriguez		01/01/2023	Vista Food Pantry	
Crystal Rodriguez		01/01/2023	PAC SHARE Program	
Estephani M. Rodriguez		01/01/2023	Student Emergency Fund	
Eve M. Rodriguez		01/01/2023	SAC Student Support Fund	
Julian Rodriguez		01/01/2023	Annual Fund	
Julian Rodriguez		01/01/2023	MAS Scholarship	
Julian Rodriguez		01/01/2023	Vista Food Pantry	
Luis A. Rodriguez		01/01/2023	SPC Homebuilding Scholarship	
Luis A. Rodriguez		01/01/2023	Professional Aviation Maintenance Scholarship	
Luis A. Rodriguez		01/01/2023	VOTC Veterans Outreach & Transition Center Program	
Luis A. Rodriguez		01/01/2023	President's Scholarship SPC	
Luis A. Rodriguez		01/01/2023	President's Unrestricted SPC	
Maria D. Rodriguez		01/01/2023	Annual Fund	
Rosemary P. Rodriguez		01/01/2023	MAS Scholarship	
Anonymous		01/01/2023	PAC SHARE Program	
Enedina Rodriguez-Cassity		01/01/2023	Economic & Workforce Development Program Fund	
Kelli Y. Rolland-Adkins		01/01/2023	Financial Literacy Program	
Cristina M. Romero		01/01/2023	General Foundation Scholarship Fund	
Ron Blank & Associates, Inc.		01/18/2023	Ron Blank Architecture Scholarship	
Jonathan W. Rosenberg		01/01/2023	Vista Food Pantry	
Debra E. Rosenthal		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Jecoa Ross		01/01/2023	SAC Honors Academy Scholarship	
Jecoa Ross		01/01/2023	SAC Mexican American Studies (MAS) Program	
Jecoa Ross		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Jecoa Ross		01/01/2023	President's Unrestricted SAC	
Jecoa Ross		01/01/2023	SAC Student Support Fund	
Dania V. Rossi		01/01/2023	President's Unrestricted NLC	
Sammy I. Ruiz		01/01/2023	Annual Fund	
Alejandro Ruiz-Velasco		01/01/2023	Dr. Lanier Byrd Endowed Scholarship	
RVK Architects, Inc.		01/20/2023	PAC - Winter Wonderland	
Yasmin R. Saaid		01/01/2023	SAC Honors Academy	
Mecca M. Salahuddin		01/01/2023	Student Emergency Fund	
Mecca M. Salahuddin		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Fernando Salas		01/01/2023	PAC Special Events	
Fernando Salas		01/01/2023	General PAC Scholarship	
Fernando Salas		01/01/2023	Music Program PAC	
Guadalupe P. Salas		01/01/2023	President's Unrestricted SAC	
Katherine G. Salas		01/01/2023	PAC SHARE Program	

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Maria G. Salazar		01/01/2023	Student Emergency Fund	
Sabrina D. Salazar		01/01/2023	Women in Transition Scholarship	
Christopher Saldivar		01/01/2023	Men Empowerment Network (MEN) Scholarship	
Juan F. Salinas		01/01/2023	General SPC Scholarship	
Sara V. Samano		01/01/2023	Empowerment Center Program	
SA Women's Chamber of Commerce Foundation		01/26/2023	San Antonio Women's Chamber of Commerce Foundation Scholarship	
San Antonio Zulu Association		01/31/2023	Interim Program	
Anthony E. Sanchez		01/01/2023	President's Unrestricted SAC	
Cheri L. Sanchez		01/01/2023	Empowerment Center Program	
Cheri L. Sanchez		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Cheri L. Sanchez		01/01/2023	SAC Honors Academy	
Cheri L. Sanchez		01/01/2023	President's Unrestricted SAC	
Cheri L. Sanchez		01/01/2023	SAC Student Support Fund	
Edward A. Sanchez		01/01/2023	Employee Benevolence Fund	
Michael Sanchez		01/01/2023	SAC Honors Academy	
Patricia A. Sanchez		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Patricia A. Sanchez Gorentz		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Savannah R. Santos		01/01/2023	Children's Library Activity Fund	
Savannah R. Santos		01/01/2023	Deason Animal Hospital Scholarship	
Savannah R. Santos		01/01/2023	General PAC Scholarship	
Savannah R. Santos		01/01/2023	Horticulture Scholarship	
Savannah R. Santos		01/01/2023	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	
Savannah R. Santos		01/01/2023	Annual Fund	
June Say		01/01/2023	President's Unrestricted SAC	
Rafael Sayago		01/01/2023	PAC SHARE Program	
Jennifer L. Scheidt		01/01/2023	PAC SHARE Program	
Kori L. Schneider		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Kori L. Schneider		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Kori L. Schneider		01/01/2023	NVC Study Stateside Program Support	
Sanjuanita C. Scott		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Sanjuanita C. Scott		01/01/2023	MAS Scholarship	
Alma Segovia		01/01/2023	James B. Riley Formative Endowed Scholarship	
Alma Segovia		01/01/2023	Samantha Tapia Formative Endowed Scholarship	
Alma Segovia		01/01/2023	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	
Alma Segovia		01/01/2023	President's Unrestricted PAC	
Alma Segovia		01/01/2023	Children's Library Activity Fund	
Alma Segovia		01/01/2023	PAC Athletics Program	
Mary M. Segovia		01/01/2023	President's Unrestricted SAC	
Cassandra V. Segura		01/01/2023	AlamoPROMISE Endowment Scholarship	
Jason M. Seighman		01/01/2023	NLC Veteran's Center	
Jennifer Senia		01/01/2023	AlamoPROMISE Endowment Scholarship	
Amelia E. Serafine		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Elena Serna-Wallender		01/25/2023	Student Emergency Fund	
Luis D. Sevilla		01/01/2023	DREAMers Scholarship	
James T. Shannon		01/01/2023	Annual Fund	
Erin L. Sherman		01/01/2023	James B. Riley Formative Endowed Scholarship	
Erin L. Sherman		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Erin L. Sherman		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Erin L. Sherman		01/01/2023	Jane Moser Drum Encouragement FORMATIVE Endowed Program	
Erin L. Sherman		01/01/2023	MAS Scholarship	
Erin L. Sherman		01/01/2023	Vista Food Pantry	
Loretta E. Sibley		01/01/2023	Dr. Mordecai & Mrs. Dahpne Brownlee Scholarship	
Loretta E. Sibley		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Joseph A. Sifuentes		01/01/2023	Vista Food Pantry	
Adelina S. Silva		01/01/2023	Dr. Elizabeth Garza Memorial Endowed Scholarship	
Adelina S. Silva		01/01/2023	Marie Rocamontes Henriquez International Endowed Program	
Adelina S. Silva		01/01/2023	Ruben P. Flores Endowed Scholarship	
Adelina S. Silva		01/01/2023	AlamoPROMISE Endowment Scholarship	
Adelina S. Silva		01/01/2023	Employee Benevolence Fund	
Nicolas D. Silva		01/01/2023	AlamoPROMISE Endowment Scholarship	
Zhennia R. Silverman		01/13/2023	Marie Rocamontes Henriquez International Endowed Program	Marie Rocamontes Henriquez
Zhennia R. Silverman		01/27/2023	Marie Rocamontes Henriquez International Endowed Program	Marie Rocamontes Henriquez
Adriael L. Simien-Falduto		01/01/2023	President's Unrestricted SAC	
Adia Simpson		01/01/2023	Bits 'n Bytes PAC	
Adia Simpson		01/01/2023	Children's Library Activity Fund	
Barton T. Simpson		01/01/2023	Annual Fund	
Barton T. Simpson		01/01/2023	AlamoPROMISE Endowment Scholarship	
George A. Simpson		01/01/2023	San Antonio College Dance Scholarship formerly NISD/SAC Dance Scholarship	
Theresa A. Sinclair		01/01/2023	Norma L. Ziegler Memorial Endowed Scholarship	
Samantha L. Slater		01/01/2023	AlamoPROMISE Endowment Scholarship	
Kenneth R. Stavín		01/01/2023	President's Unrestricted SAC	
Kenneth R. Stavín		01/01/2023	SAC Student Support Fund	
Andrea M. Smith		01/01/2023	PAC SHARE Program	
David J. Smith		01/01/2023	President's Unrestricted SAC	
Desiree Y. Smith		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Gregory J. Smith		01/01/2023	SAC Student Support Fund	
Elvira Smolik		01/01/2023	Annual Fund	
Diane E. Snyder		01/01/2023	NLC Presidential Scholars Scholarship	
Diane E. Snyder		01/01/2023	Vista Food Pantry	
Diane E. Snyder		01/01/2023	PAC SHARE Program	
Diane E. Snyder		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Diane E. Snyder		01/01/2023	General SPC Scholarship	
Brandi Solar		01/01/2023	Nighthawk Nest Program	
Francisco E. Solis		01/01/2023	President's Unrestricted SAC	
Juan Song		01/01/2023	General Foundation Scholarship Fund	
Michael A. Sorrow		01/01/2023	Annual Fund	
Southstar at Verano, LLC		01/20/2023	PAC - Winter Wonderland	
Meagan Sovine		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Robert Stalknecht		01/01/2023	Employee Benevolence Fund	
Amber D. Stillwagon		01/01/2023	General Foundation Scholarship Fund	
Terrance Stokes		01/01/2023	General SPC Scholarship	
Cindy M. Sullivan		01/01/2023	Vista Food Pantry	
Cindy M. Sullivan		01/01/2023	Garcia Street Urban Farm	
Anthony R. Surita		01/01/2023	President's Unrestricted SAC	
Lorena Swaney		01/01/2023	SAC Mexican American Studies (MAS) Program	
Anonymous		01/01/2023	President's Unrestricted NLC	
Michelle M. Theiss		01/01/2023	Rea & Barbara Hinrichs Endowed Scholarship	
Isaac L. Thornsburg		01/01/2023	President's Unrestricted NLC	
Thrivent Corporation		01/27/2023	Fabulous GED Brunch Event	
Tammy L. Toney	Ashlee R. Peña	01/01/2023	E. F. "Smiley" & Sandra Williams Endowed Scholarship	
David Torres		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jessica D. Torres		01/01/2023	AlamoPROMISE Endowment Scholarship	
Lisa T. Torres		01/01/2023	General Foundation Scholarship Fund	
Dianna S. Torres Lee		01/01/2023	Faculty Endowment Scholarship	
Dianna S. Torres Lee		01/01/2023	Nighthawk Nest Program	
Toyota Motor Manufacturing Texas		01/20/2023	PAC - Winter Wonderland	
Toyota Motor Manufacturing Texas		01/20/2023	PAC High School Equivalency Program	
Virginia S. Traina		01/27/2023	Interim Program	

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Nancy Tran		01/01/2023	Faculty Endowment Scholarship	
Tramy K. Tran		01/01/2023	Clarence Norris Endowed Scholarship	
Tramy K. Tran		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
TransformED Consulting	David E. Johnson	01/27/2023	Annual Fund	
Alexandra Tray		01/01/2023	Student Emergency Fund	
Jamie E. Trevino		01/01/2023	General Foundation Scholarship Fund	
Jesse R. Trevino		01/01/2023	Employee Benevolence Fund	
Joe Trinidad		01/01/2023	General SPC Scholarship	
Joe Trinidad		01/01/2023	SPC Alumni Association Scholarship	
United Way of San Antonio & Bexar County		01/10/2023	United Way Student Helpline	
Esperanza G. Uruegas		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Xavier D. Urrutia		01/01/2023	AlamoPROMISE Endowment Scholarship	
Andrew Valdez		01/01/2023	AlamoPROMISE Endowment Scholarship	
Marie M. Valdez		01/01/2023	NVC Arts	
Marie M. Valdez		01/01/2023	Vista Food Pantry	
Miguel A. Valdez		01/01/2023	PAC - Educate South	
Malorie E. Vallejo		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Malorie E. Vallejo		01/01/2023	PAC - Educate South	
Malorie E. Vallejo		01/01/2023	PAC SHARE Program	
Malorie E. Vallejo		01/01/2023	PAC Special Events	
Joseph A. Vara		01/01/2023	Vista Food Pantry	
Albert Vasquez		01/01/2023	SAC Student Support Fund	
Albert Vasquez		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Dominic R. Vasquez		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Dominic R. Vasquez		01/01/2023	PAC - Educate South	
Dominic R. Vasquez		01/01/2023	President's Unrestricted PAC	
Dominic R. Vasquez		01/01/2023	PAC SHARE Program	
Dominic R. Vasquez		01/01/2023	PAC Special Events	
Dominic R. Vasquez		01/01/2023	General PAC Scholarship	
Stephanie V. Vasquez		01/01/2023	AlamoPROMISE Endowment Scholarship	
Angela Vega		01/01/2023	Nighthawk Nest Program	
Cathy R. Vega		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Carmen M. Velasquez-Avila		01/01/2023	PAC SHARE Program	
Franchesca Velten		01/01/2023	Annual Fund	
Usha M. Venkat		01/01/2023	President's Unrestricted SAC	
Corina Vera		01/01/2023	AlamoPROMISE Endowment Scholarship	
Melinda S. Viagran		01/01/2023	Annual Fund	
Joseph J. Vidaurri		01/01/2023	General Foundation Scholarship Fund	
Ted J. Villalon		01/01/2023	Joan Osborne Memorial Scholarship	
Anna Villarreal		01/01/2023	DREAMers Scholarship	
Anna Villarreal		01/01/2023	AlamoPROMISE Endowment Scholarship	
Anna Villarreal		01/01/2023	Conjunto Music Program	
Anna Villarreal		01/01/2023	Juan Ortiz Mariachi Academy Scholarship	
Antonia O. Villarreal		01/25/2023	President's Unrestricted SPC	
Brandilyn S. Villarreal		01/01/2023	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
Christian E. Villarreal		01/01/2023	Men Empowerment Network (MEN) Scholarship	
Christian E. Villarreal		01/01/2023	SAC Honors Academy	
Lori Villarreal		01/01/2023	Vista Food Pantry	
Lori Villarreal		01/01/2023	General NVC Scholarship	
Velda Villarreal		01/01/2023	Annual Fund	
Patrick F. Vrba		01/01/2023	AlamoPROMISE Endowment Scholarship	
Patrick F. Vrba		01/01/2023	Annual Fund	
Patrick F. Vrba		01/01/2023	Employee Benevolence Fund	
Patrick F. Vrba		01/01/2023	General Foundation Scholarship Fund	
Patrick F. Vrba		01/01/2023	Student Emergency Fund	
Maynell Wackwitz		01/01/2023	SAC Math Department Scholarship	
Dehila A. Wallis		01/01/2023	SAC Honors Academy	
Dehila A. Wallis		01/01/2023	SAC Student Support Fund	
Donna R. Wallis		01/01/2023	President's Unrestricted PAC	
Monica Walseman		01/01/2023	Continuing Education Training Gifts Fund	
Monica Walseman		01/01/2023	DREAMers Scholarship	
Monica Walseman		01/01/2023	Economic & Workforce Development Program Fund	
Gregory A. Ward		01/01/2023	Vista Food Pantry	
Yolanda Y. Ward		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Kimberly Wells		01/01/2023	G.A.L.A. (Gay & Lesbian Association) Scholarship	
Lorri A. Wells		01/01/2023	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Lorri A. Wells		01/01/2023	President's Unrestricted SAC	
Lorri A. Wells		01/01/2023	President's Unrestricted PAC	
Lorri A. Wells		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Lorri A. Wells		01/01/2023	NLC Presidential Scholars Scholarship	
Matthew D. Wells		01/01/2023	Kendra Ann Ward Music Endowed Scholarship	
WePay (Fidelity Giving Marketplace)	William W. Halliday	01/12/2023	AlamoPROMISE Scholarship	
David Wessler		01/01/2023	General NLC Scholarship	
Shayne A. West		01/01/2023	Employee Benevolence Fund	
Valarie D. White		01/01/2023	AlamoPROMISE Endowment Scholarship	
Jennifer M. Wilgen		01/01/2023	General Foundation Scholarship Fund	
Daniel F. Williams		01/01/2023	Financial Literacy Program	
Daniel F. Williams		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Daniel F. Williams		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Daniel F. Williams		01/01/2023	General SPC Scholarship	
Harley N. Williams		01/01/2023	SAC Student Support Fund	
Julie A. Williams		01/01/2023	General Foundation Scholarship Fund	
Patrick Wilson		01/01/2023	General SPC Scholarship	
Patrick Wilson		01/18/2023	President's Unrestricted SPC	
Patrick Wilson		01/18/2023	President's Unrestricted SPC	
Tomeka C. Wilson		01/01/2023	Student Engagement Scholarship SPC	
Julie A. Winkler		01/01/2023	President's Unrestricted SAC	
Julie A. Winkler		01/01/2023	SAC Student Support Fund	
Greg Wistain		01/01/2023	VOTC Veterans Outreach & Transition Center Program	
Darren L. Wood		01/01/2023	AlamoPROMISE Endowment Scholarship	
Darrell R. Woody		01/01/2023	President's Unrestricted SAC	
Darrell R. Woody		01/01/2023	Men Empowerment Network (MEN) Scholarship	
Melissa A. Wright		01/01/2023	Psychology Department Scholarship	
Melissa A. Wright		01/01/2023	San Antonio peaceCENTER	
Nina B. Wright		01/01/2023	Emergency Grant Fund Program	
Nina B. Wright		01/03/2023	Employee Benevolence Fund	
Kristi R. Wyatt		01/01/2023	General Foundation Scholarship Fund	
Michael L. Ximenez		01/01/2023	PAC SHARE Program	
Michael L. Ximenez		01/01/2023	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	
Michael L. Ximenez		01/01/2023	David and Diane Lerma FORMATIVE Endowed Scholarship	
Monica L. Yates		01/01/2023	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Abigail Ybarra		01/01/2023	Vista Food Pantry	
Robert J. Yeater		01/01/2023	General NVC Scholarship	
Robert J. Yeater		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Irene W. Young		01/01/2023	Artemisia Bowden Memorial Endowed Scholarship	
Irene W. Young		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Robert O. Yowell		01/01/2023	Faculty Endowment Scholarship	
Jennifer R. Zamarripa		01/01/2023	Student Leadership Institute - Employee Giving Scholarship	

Donor Name	Soft Credit Donor	Gift Date	Fund Description	Honor/Memorial Name
Juan H. Zamora		01/01/2023	President's Unrestricted SAC	
Cynthia Zamudio		01/01/2023	Beverly Evans Memorial NVC Student Live Scholarship	
Cynthia Zamudio		01/01/2023	Betty Cunningham FORMATIVE Endowed Scholarship	
Cynthia Zamudio		01/01/2023	Vista Food Pantry	
Alfredo Zapata		01/01/2023	President's Unrestricted NVC	
Blanca R. Zapata		01/25/2023	President's Unrestricted SPC	
Grace A. Zapata		01/01/2023	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Grace A. Zapata		01/01/2023	SPC Memorial Scholarship	
Dolores Zapata-Caballero		01/01/2023	AlamoPROMISE Endowment Scholarship	
Man Cruz Zarate		01/01/2023	Annual Fund	
Cuihua Zhang		01/01/2023	Faculty Endowment Scholarship	
Jianxia Zhang		01/01/2023	SAC Student Support Fund	

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**TOTAL \$598,961.49**



ALAMO  
COLLEGES  
DISTRICT

**OFFICE OF INSTITUTIONAL ADVANCEMENT  
& ALAMO COLLEGES FOUNDATION  
Gifts In-Kind  
Received by the District  
February 2023  
April 18, 2023 BOARD REPORT**

<b>Donor</b>	<b>Gift In-Kind Description</b>	<b>Gifts In-Kind Value</b>
UT Health San Antonio	Allentown Rodent racks, cages and blowers	\$2,000.00
	<b>TOTALS</b>	<b>\$2,000.00</b>



ALAMO  
COLLEGES  
DISTRICT

**OFFICE OF INSTITUTIONAL ADVANCEMENT  
& ALAMO COLLEGES FOUNDATION  
January 2023  
SUMMARY FINANCIAL REPORT  
April 18, 2023 BOARD REPORT**

Alamo Colleges Foundation, Inc.  
 Schedule of Support, Revenues and Expenses  
 For the Period Ended  
 January 31, 2023

	Net Assets without		Net Assets With Donor Restrictions				Total			
	Donor Restrictions (Unrestr)		Non-Endowed (Temp Restr)		TRestr Tied to Endowed		Endowed Funds (Perm Restr)		Month	YTD
	Month	YTD	Month	YTD	Month	YTD	Month	YTD		
<b>Revenues:</b>										
Donations	13,779.45	13,779.45	232,097.19	232,097.19	-	-	353,084.85	353,084.85	598,961.49	598,961.49
Funds from ACCD										
Other Income										
Interest and Dividends*	520.37	520.37	1,312,853.79	1,312,853.79	9,987.33	9,987.33	-	-	1,323,361.49	1,323,361.49
Alamo Colleges PR Contributions										
Net Assets Released from Restricted										
<b>Subtotal Revenues</b>	<b>14,299.82</b>	<b>14,299.82</b>	<b>1,544,950.98</b>	<b>1,544,950.98</b>	<b>9,987.33</b>	<b>9,987.33</b>	<b>353,084.85</b>	<b>353,084.85</b>	<b>1,922,322.98</b>	<b>1,922,322.98</b>
<b>Gifts - Non Cash</b>										
<b>Total Revenues &amp; Gifts Non Cash</b>	<b>14,299.82</b>	<b>14,299.82</b>	<b>1,544,950.98</b>	<b>1,544,950.98</b>	<b>9,987.33</b>	<b>9,987.33</b>	<b>353,084.85</b>	<b>353,084.85</b>	<b>1,922,322.98</b>	<b>1,922,322.98</b>
<b>Expenses</b>	<b>3,527.12</b>	<b>3,527.12</b>	<b>140,673.24</b>	<b>140,673.24</b>	<b>6,022.28</b>	<b>6,022.28</b>	<b>-</b>	<b>-</b>	<b>150,222.64</b>	<b>150,222.64</b>
<b>Transfers</b>	<b>(10,000.00)</b>	<b>(10,000.00)</b>	<b>10,525.00</b>	<b>10,525.00</b>	<b>-</b>	<b>-</b>	<b>(525.00)</b>	<b>(525.00)</b>	<b>-</b>	<b>-</b>
Realized/Unrealized gains (losses)	-	-	234,600.32	234,600.32	1,723,483.35	1,723,483.35	-	-	1,958,083.67	1,958,083.67
<b>Net Surplus/(Deficit)</b>	<b>772.70</b>	<b>772.70</b>	<b>1,649,403.06</b>	<b>1,649,403.06</b>	<b>1,727,448.40</b>	<b>1,727,448.40</b>	<b>352,559.85</b>	<b>352,559.85</b>	<b>3,730,184.01</b>	<b>3,730,184.01</b>
<b>Net Assets beginning of period</b>	<b>303,188.42</b>	<b>303,188.42</b>	<b>36,256,382.72</b>	<b>36,256,382.72</b>	<b>5,591,655.86</b>	<b>5,591,655.86</b>	<b>22,199,871.74</b>	<b>22,199,871.74</b>	<b>64,351,098.74</b>	<b>64,351,098.74</b>
<b>Net Assets at end of period</b>	<b>303,961.12</b>	<b>303,961.12</b>	<b>37,905,785.78</b>	<b>37,905,785.78</b>	<b>7,319,104.26</b>	<b>7,319,104.26</b>	<b>22,552,431.59</b>	<b>22,552,431.59</b>	<b>68,081,282.75</b>	<b>68,081,282.75</b>

**Notes**

Net Assets without Donor Restriction (Unrestricted) = not connected with an endowment.

Net Assets with Donor Restrictions, Non-Endowed (Temporarily Restricted) = Available for Spending.

Net Assets with Donor Restrictions Endowed (Permanently Restricted) = Can never be spent.

Unrealized Gains=Mkt increases over the initial cost of investment. Realized when security is sold.

Monthly financial statement prepared by Alamo Colleges District Finance Office.

FUND BALANCE TREND	12/31/2020	12/31/2019	12/31/2018	12/31/2017	12/31/2016	12/31/2015	12/31/2014	12/31/2013	12/31/2012	12/31/2011
Net Assets without Donor Restr (Unrestricted)	138,419.44	149,977.07	98,103.66	67,941.69	16,718.26	529,890.70	234,029.28	119,758.06	91,714.28	91,542.46
Net Assets w/Donor Restrictions										
Non-Endowed (Temp Restr)	27,742,633.67	4,975,295.10	4,093,550.09	3,620,377.85	6,397,320.16	5,586,007.58	6,632,301.44	3,875,721.09	3,382,609.17	2,744,566.51
Net Assets w/Donor Restrictions										
Non-Endwd Tied to Endowed (Temp Restr)	6,228,998.38	3,036,018.63	5,030,887.21	3,076,441.20						
Endowed Funds (Permanently Restricted)	20,281,703.94	18,926,008.86	18,296,735.75	17,352,580.77	16,459,361.30	13,805,433.36	13,431,659.93	12,267,711.48	11,574,473.53	10,405,600.60
Realized/Unrealized gains (losses)	2,945,642.61	3,741,890.31	(1,633,069.72)	2,510,880.49	807,898.49	(703,480.22)	233,387.53	1,776,115.11	366,084.74	(474,263.50)
<b>Total Funds</b>	<b>\$ 57,337,398.04</b>	<b>\$ 30,829,189.97</b>	<b>\$ 25,886,206.99</b>	<b>\$ 26,628,222.00</b>	<b>\$ 23,681,298.21</b>	<b>\$ 19,217,851.42</b>	<b>\$ 20,531,378.18</b>	<b>\$ 18,039,305.74</b>	<b>\$ 15,414,881.72</b>	<b>\$ 12,767,446.07</b>
<b>Net Profit/(Loss)</b>	<b>\$ 26,508,208.07</b>	<b>\$ 4,942,982.98</b>	<b>\$ (742,015.01)</b>	<b>\$ 2,946,923.79</b>	<b>\$ 4,463,446.79</b>	<b>\$ (1,313,526.76)</b>	<b>\$ 2,492,072.44</b>	<b>\$ 2,624,424.02</b>	<b>\$ 2,647,435.65</b>	<b>\$ 2,131,697.87</b>

FUND BALANCE TREND	12/31/2010	12/31/2009
Net Assets without Donor Restr (Unrestricted)	103,902.09	104,578.84
Net Assets w/Donor Restrictions		
Non-Endowed (Temp Restr)	2,530,063.08	1,994,094.48
Net Assets w/Donor Restrictions		
Non-Endwd Tied to Endowed (Temp Restr)		
Endowed Funds (Permanently Restricted)	9,695,681.21	8,766,099.06
Realized/Unrealized gains (losses)	(47,331.10)	(229,024.18)
<b>Total Funds</b>	<b>\$ 12,282,315.28</b>	<b>\$ 10,635,748.20</b>
<b>Net Profit/(Loss)</b>	<b>\$ 1,646,567.08</b>	<b>\$ 3,966,864.20</b>



**MEMORANDUM**

TO: Dr. Mike Flores, Chancellor  
Alamo Colleges District

THRU: Dr. Diane Snyder, Vice Chancellor – Finance & Administration  
Alamo Colleges District

FROM: Derek Fuller, Chief of Public Safety  
Alamo Colleges District Police Department

DATE: April 05, 2023

SUBJECT: **MONTHLY ACTIVITY REPORT**

Attached please find the Alamo Colleges District Police Department's Monthly CLERY Act activity report through March, 2023 and yearly totals summary page. Please note that the report reflects new CLERY reporting activity categories enacted in 2008 and required beginning in 2009 when a bias motivation is present, including the Theft / Larceny category which was not part of the previous CLERY reporting requirement however was previously included for informational purposes. None were motivated by bias or hate. The CLERY Act was amended in 2011, effective for reporting year 2011, to include reports received for Simple Assault that are motivated by bias or hate. Simple Assaults are included in this report for information purposes however none were motivated by bias or hate. The CLERY Act was amended in 2014 as per VAWA and Campus SaVE Acts, effective 2015 to include reports of Domestic Violence, Dating Violence and Stalking.

Burglary of motor vehicle is considered a theft from a vehicle under Uniform Crime Reporting definitions and therefore is included in the Theft category for CLERY purposes. For CLERY reporting purposes the Theft / Larceny category includes all thefts and burglary of motor vehicle reports made to the Alamo Colleges District Police Department and is reported as one total when reported to the Department of Education and published by the Department in its annual report. They have however been separated for this report.

Theft totals listed on this report includes all thefts of district property and personal property belonging to students, faculty and staff reported to the Alamo Colleges District Police Department.



*"The vision of the Alamo Colleges Police Department is To Be The Best in The Nation" while fulfilling its mission of providing a safe environment through a high level of proficiency in which all members of the District community may work, teach, study and learn. This department, in the daily performance of its function, stresses: Service, the protection of life, property and investment, the security of the campuses, and the pursuit of excellence in campus law enforcement and safety.*

# ALAMO COLLEGES POLICE DEPARTMENT

## MONTHLY 2023 CLERY ACT ACTIVITY REPORT

CLERY ACT CATEGORY	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Murder / Non - Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses / Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses / Non-Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	1	3	2	0	0	0	0	0	0	0	0	0	6
Intimidation	1	0	2	0	0	0	0	0	0	0	0	0	3
Vandalism	8	7	9	0	0	0	0	0	0	0	0	0	24
Burglary	1	0	1	0	0	0	0	0	0	0	0	0	2
Theft - Larceny	8	3	6	0	0	0	0	0	0	0	0	0	17
Burglary of Vehicle	3	0	1	0	0	0	0	0	0	0	0	0	4
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0
Arrest Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0
Arrest Drug Law Violations	1	0	6	0	0	0	0	0	0	0	0	0	7
Discipline Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0
Arrest Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes Race / Gender	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes Religion / Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes Ethnicity / Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	2	0	0	0	0	0	0	0	0	0	2
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0

\*The CLERY Act was amended in 2008, effective for reporting year 2009, to include reports received for Burglary, Theft including Burglary of Vehicle that are motivated by bias or hate. The CLERY Act was amended in 2011, effective for reporting year 2011, to include reports received for Simple Assault that are motivated by bias or hate. The CLERY Act was amended in 2014 as per VAWA and Campus SaVE Acts, effective 2015 to include reports of Domestic Violence, Dating Violence and Stalking.\*

None of the activity reflected on this report were bias motivated but are provided for informational purposes.

### **Significant Activity in March:**

\*The below reports include arrests by being booked into 201 N. Comal (The Justice Intake Assessment Annex), by being issued a citation (other than traffic), or by being detained and released with the possible pending charges being filed with the Bexar County District Attorney's Office.

**1) PAC (070445 – Disturbance)** On 03/02/2023, Officers were dispatched to parking lot 11 for a disturbance. A former male student reported while driving on loop 410 and exiting Palo Alto Rd., PAC employee was tailgating him, almost hitting his vehicle several times. The male stated he then followed her to campus where he decided to report her for her behavior. Officer spoke with employee who stated she was tailgated by the male and he followed her until she got to campus and parked her car. She said the male and a female approached her at her vehicle asking her to get out her vehicle to speak with her and the female told her she wanted to "Kick her ass" and that is when she called campus police. After speaking with both parties, the male and female departed campus and the employee went to work.

**2) NVC (070449 – Emergency Detention)** On 03/02/2023, Officer was dispatched to the Advocacy Director who was requesting the officer to stand by with the counselor who was working with a student in crisis. While speaking with the counselor a female student stated she had not been taking her medication for Schizophrenia. The female student said due to not taking her medication she began to have auditory hallucinations with sounds, and she will begin to hear voices that will call her names and the voices tell her to do things like jump off a bridge. The female student said she has been having suicidal thoughts and that they have increased from passive thoughts this week to active thoughts of suicide. She said she is dealing with a lot of stress from school and home and said her mother has a terminal illness and she didn't want to be a burden to anyone. The female agreed to be transported to San Antonio Behavioral Health hospital for further evaluation and care.

**3) SAC (070457- Possession / Deliver Drug Paraphernalia & Driving while License Suspended/Invalid)** On 03/03/2023 at around 0030 hours, while on patrol officer observed a silver, Honda Civic, on the 400th block of W. Evergreen parked far from the curb with the front lights on and engine still running. The officer conducted a welfare check of the vehicle / person and upon approaching the vehicle, the officer observed a male who appeared to be asleep in the driver seat. The officer woke the male (non-student) and asked him to lower his window to speak to him and as he did, the officer could smell a strong odor of burning marijuana coming from inside the vehicle. Upon further investigation the male was found to be in possession of green leafy substance in which the male claimed ownership. The male was issued a misdemeanor citation for driving while license invalid/suspended and a misdemeanor citation for possession / deliver drug paraphernalia and released at the scene. The vehicle was picked up by his sister.

**4) Off Campus (070474 & 070475 – Genitals/Anus- Reckless Display in Public)** On 03/04/2023, at around 0232 hours, while on patrol, I observed two male individuals walk up to the exterior wall of the Lofts on Main Apartments near the intersection of the 700th block of Howard and W. Evergreen Street to begin urinating in public. Immediately, both male individuals, turned around zipping up their pants and the officer could see the wet spot on the wall where they had just urinated. Both males were issued a misdemeanor citation for disorderly conduct and released at the scene.

**5) SAC (070479 – Possession of Controlled Substance)** On 03/05/2023, while on patrol, officer noticed a car had crashed into a light post on the 200 block of Dewey street causing the light pole to fall in the middle of the street. Upon arrival officers identified the driver (male / non-student), and had dispatch run a check for any wants or warrants, which came back clear. The male stated to the officers, he was tired and said he fell asleep at the wheel and struck the light pole. While conducting

a pat down on the male for any weapons, the male stated that he had two glass pipes in his left front pant pocket and admitted to smoking methamphetamine. Officer located the pipes and a small bag of meth. The male was arrested and transported to the Bexar County Adult Detention Center where he was booked for possession of controlled substance.

**6) SPC (070508 – Assault Offensive / Provocative in Nature)** On 03/07/2023 Officer was dispatched to Lot 11 for a male and a female arguing. Upon further investigation it was determined the male (non-student) and female (student) co-parent their young child and the male had arrived to campus and waited for the female to get out from class. When the female finished class, they both walk to her vehicle and the female states while at her vehicle the male began to punch and scratch his face leaving cuts and red marks on his cheeks. According to the female, the male has been diagnosed with depression and anxiety however, he is not taking his medication. There is a current protective order on him, however, the male was gone when officers arrived. The female was provided information on how to self-file assault charges.

**7) SAC (070519 – Terroristic Threat)** On 03/08/2023 Officer met with an employee regarding an anonymous email to Title IX. Upon further investigation it was determined a male (non-student) entered an employee area and said to some employees, "Oh, but I walked in I tippy-toed in there, and you guys had no idea I was in there just typing away I could have killed you if I wanted to you guys should get a bell or something." It was discovered the male is the boyfriend of a female employee which is why he comes to campus. The male was asked to leave campus and a criminal trespass is pending.

**8) PAC (070534 – Criminal Trespass)** On 03/08/2023 officer received a dispatched call to room 174 of the Performing Arts Center to handle a suspicious person call. Upon further investigation it was determined the male (non-student) had no school business and was causing a disturbance. While escorting the male off campus, he became argumentative and refused to leave on his own. The male began to remove his shirt and continued to refuse to leave. The male was subsequently arrested and transported to the Bexar County Adult Detention Center where he was booked for Criminal Trespass.

**9) SAC (070591 – Assault Family Member 1x)** On 03/14/2023 Officer was dispatched to Lot 2 for a male (non-student) and female (non-student) verbally arguing. Upon further investigation it was determined the male and female are husband and wife. Officers observed the female to have red marks on her neck, a cut on her right elbow and a red mark on her right cheek. The officer asked the female how she obtained the injuries and the female stated the male grabbed her as she attempted to exit the vehicle, she said she obtained the cut on her elbow when the male pushed her to the ground. The female stated she did not want to press charges on the male however, she did not want to be seen by the male because she was scared of him. The female refused medical attention and released at the scene. The male was arrested and transported to the Bexar County Adult Detention Center where he was booked for assault bodily injury – family violence.

**9) SAC (070594 – Genitals/Anus – Reckless Display in Public)** On 03/15/2023, at around 0208 hours, while on patrol, Officer observed a male individual in the corner of the Tobin parking garage appearing to be urinating. The male was facing the corner with his hands around his groin area and there was a puddle of liquid at his feet. The male turned around and zipped up his pants. The male was issued a misdemeanor citation for disorderly conduct and released at the scene.

**10) SPC (070596 – Possession of Controlled Substance & Public Intoxication – Alternative to Arrest)** On 03/15/2023 Officer observed an individual hunched over and having a hard time sitting upright on the ground against the brick wall of Lot 30 (Dumpster Pad Area). The officer conducted a welfare check on the female (non-student) and noticed her eyes were closed and her speech was slurred. When she began to stand up, the officer observed a syringe fall out of her center pocket of

her hooded sweater. Upon further investigation the female was found to be in possession of heroin, and methamphetamine. She was issued a notice of intent and transported to the San Antonio Sobering Unit where she was accepted by medical staff in lieu of arrest.

**11) SAC (070597 – Emergency Detention)** On 03/15/2023 while on patrolling near Lot 14 officer was approached by a male individual who reported another male individual in the middle of the street on Main Ave. throwing rocks at his vehicle. When the officer arrived at the location, the officer observed the described male in the middle of lot 14. Upon further investigation it was determined the male (non-student) had been diagnosed with Schizophrenia and was hearing voices. The male was transported to Methodist Metropolitan hospital where he was accepted by medical staff. The reporting person's informed officers he did not find any damage to his vehicle and departed the area.

**12) SAC (070608 – Public Intoxication)** On Sunday 03/19/2023 Officer observed an individual walking out of the Moody Learning Center when the building was locked to the public. Upon approaching the male (non-student) and asking him what he was doing inside the building, the male responded he was a former employee as a tutoring teacher and he was wondering why no one was inside the building because he was looking to work. The officer observed the male had slurred speech and a faint odor of some type of alcoholic beverage emitting from his breath as he spoke. The officer also noticed what appeared to be fresh injuries on both his knees. The officer asked the male if he had been drinking and the male said he could not remember. Upon further investigation it was determined the male was under the influence. San Antonio Fire Department arrived to medically evaluate the male and was cleared by medical staff. The male was then arrested and transported to the San Antonio Magistrate office where he was booked for public intoxication.

**13) SAC (07626 – Possession of Controlled Substance & Burglary of Vehicle)** On 03/20/2023 while patrolling on W. Laurel and N. Main, two females, "flagged" down the Officer and reported a woman wearing an army jacket and an unknown male were trying to break into cars, parked on W. Laurel St. The two women stated that both individuals were seen walking north on Maine Ave. The females told the Officer they observed "Martin" inside the vehicle that was possibly being burglarized. Officers spotted the individuals and stopped to talk with them. Upon speaking with the male (non-student), he removed a clear glass smoking pipe, commonly used for smoking methamphetamines, from his front right pocket and placed it on the window sill near him. After further investigation it was determined the male had four active warrants. He was arrested and transported to the Bexar County Adult Detention Center where he was booked for the warrants and was issued a notice of intent for the possession of drug paraphernalia. The female (non-student) was cleared and released at the scene.

**14) SPC (070683 – Failure to Identify)** On 03/23/2023 Officer was contacted by the campus nurse about an unknown person laying on the floor in the Sutton Learning Center and he asked the officer if he could go check on the unknown person to see if they were ok. Upon the officer's arrival he seen a female laying on the floor near the south west entrance of the building with multiple bags laying out and it appeared as if they were camping in the area. The officer asked the female if she was a student and she said "Yes." When the officer asked her to see her student ID the female told him she had not received one yet. The Officer told her she could not be laying on the floor outside of the elevators charging her phone, but she was welcome to go to the lobby or outside in the court yard and sit at the picnic tables and charge her phone. The female then became upset and began be combative with the officer. The female was issued a misdemeanor citation for failure to identify and released.

**15) SPC (070698 - Possession / Deliver Drug Paraphernalia & Felony Warrant)** On 03/23/2023 Officer observed a white pickup truck illegally parked over the lines in lot 17. It was the only vehicle

in the parking lot, and it was parked next to the groundskeeping building, where it's known for individuals to commit theft. As the officer approached the vehicle, it appeared that the vehicle was unoccupied. The officer then noticed an individual who appeared to be hunched over in the driver's seat. The officer announced himself as campus police multiple times but could not get the Individual's reaction. Later the Individual reacted to his voice and asked the female if she was ok and if she was a student, and she said she was a student in the automotive department. Upon further investigation it was determined the female had an active warrant out of Bexar County and she was arrested and book for the active warrants.

**16) SPC (070727 – Criminal Mischief)** On 03/25/2023 at around 0520 hours while at the campus police office, officer heard a loud banging on the front door glass window. The officer walked around to the front of the building and as he walked out the door he heard a loud crash of glass breaking in the front of the building. The officer then met with an unknown male (non-student) who stated someone was trying to kill him. The officer asked him why he banged and hit the glass so hard and ask him who was trying to kill him and he said some unknown guys. The officer looked around to see if he could see anyone in the area and there were no other persons in the area. The male was arrested and transported to the Bexar County Adult Detention Center and booked for criminal mischief.

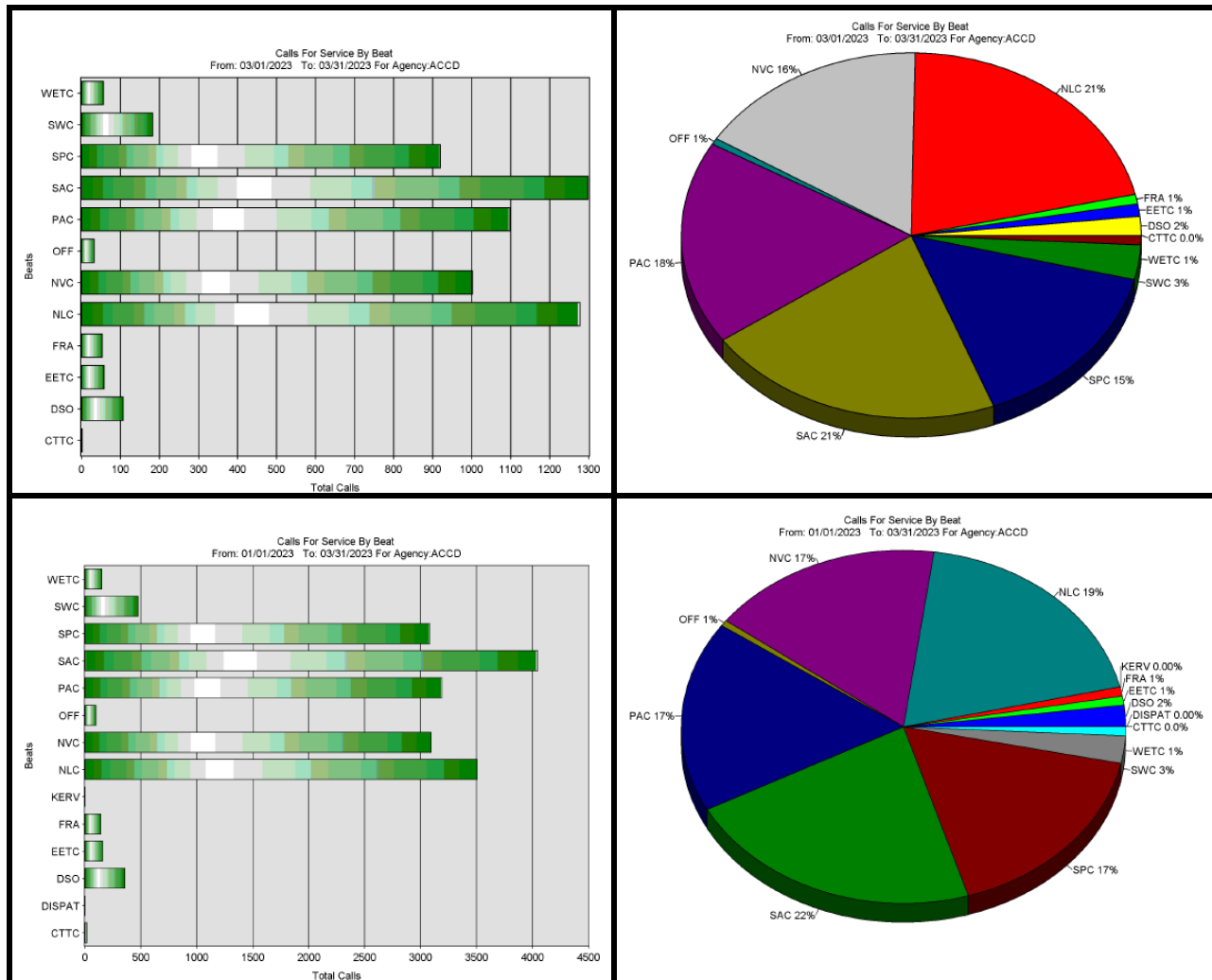
**17) SAC (070756 – Indecent Exposure & Possession of Controlled Substance)** On 03/27/2023 Officer was dispatched to parking lot #12 for a report of a bald man wearing grey shorts, grey shirt, and a black backpack, pulling down his pants showing his "groin". The reporting person said the bald man, ran from the scene headed west down Dewey Street towards San Pedro Avenue. Officers were able to locate the described male (non-student) and upon further investigation it was determined, the male was found to be in possession of methamphetamines. The male was arrested and transported to the Bexar County Adult Detention Center where he was booked for Public Lewdness and he was issued a notice of intent for the possession of controlled substance.

**18) SAC (070777 – Possession of Controlled Substance)** On 03/29/2023 while patrolling Officer saw an individual sitting near a fire exit located on the west side of the gymnasium. The officer stopped to see what the individual was doing and to make sure he was not blocking the fire exit. The male (non-student) had his personal property laid out around him and noticed the card reader to the fire exit had wires hanging as if it had been tampered with. The officer asked the male where he obtained the laptop and he said he received it from a guy near the gas station. Upon further investigation it was determined the male was in possession of a used syringe, a small bag of crystal-like substance, and a bag with green leafy substance. The male was issued a notice of intent for possession of drug paraphernalia and released at the scene.

SELECTED CLERY CRIMES	2022 TOTAL YEAR TO DATE	2023 TOTAL YEAR TO DATE	PCT Change	
Theft / Larceny	17	17	↔	0%
Burglary Vehicle	5	4	↑	25%
Burglary	2	2	↔	0%
Robbery	0	0	↔	0%
Motor Vehicle Theft	0	0	↔	0%
Drug Law Arrests	11	7	↓	36%

CRIME PREVENTION REMINDERS ISSUED	2022 TOTAL YEAR TO DATE	2023 TOTAL YEAR TO DATE	PCT Change	
	1025	360	↓	65%

**Calls For Service Data (Reporting Month & YTD)**



## **Discussion and Possible Action on Approval of Federal College Work Study (FCWS) Report Through March 15, 2023.**

Recommended for approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on April 18, 2023.

### **MINUTE ORDER**

**“The Alamo Colleges District Board of Trustees hereby approves the FCWS Report as presented.”**

### **PURPOSE**

The following FCWS report is presented to the Board of Trustees for informational and approval purposes for April 18, 2023.

### **BACKGROUND**

1. Comparison of Year-to-Date Actual FCWS/Expenditures versus prior year spend rate.

### **IMPLICATIONS**

Financial: None

Strategic Plans: Goal I-Student Success; and Goal III-Performance Excellence

Employee Services: None

Attachments: FCWS Report

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Dr. Harold Whitis  
District Director of Student Financial Aid

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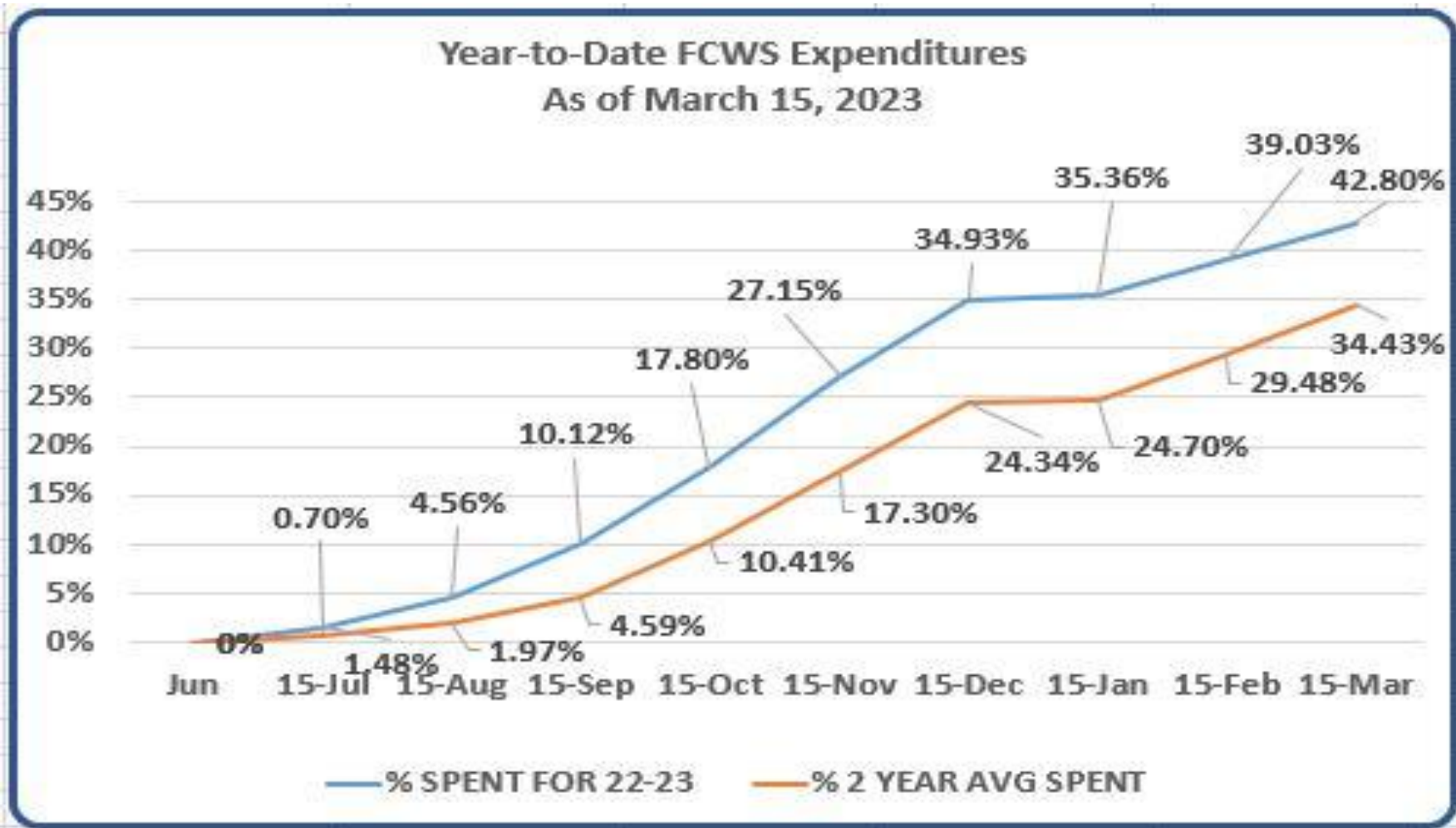
Diane E. Snyder, CPA, Ph.D.  
Vice Chancellor for Finance & Administration

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Dr. Mike Flores  
Chancellor



ATTACHMENT 1



Year	Allocation	% Spent as of Mar 15th	\$ Spent as of Mar 15th	# Students Working
2 Prior Year Average	\$ 3,610,610.00	34.43%	\$ 1,838,128.20	264
2022-2023	\$ 3,610,610.00	42.80%	\$ 1,243,014.56	348

Note: This graph compares 22-23 with the average of the two prior years (20-21 and 21-22).





**Board Policies Reviewed with No Substantive Change**  
 April 11, 2023

Policy No.	Policy Title	Responsible Department	Review Date
<b>Policy Section C: Business and Support Services</b>			
C.01.01	Financial Ethics and Accountability	Vice Chancellor for Finance & Admin.	04/05/23
C.02.04	Records Management	Vice Chancellor for Finance & Admin.	04/05/23
C.02.05	Auxiliary Enterprises	Vice Chancellor for Finance & Admin.	04/05/23
C.02.06	Mail Services and College District Addresses	Vice Chancellor for Finance & Admin.	04/05/23
C.02.07	Equipment/Property Management	Vice Chancellor for Finance & Admin.	04/05/23
C.02.09	Employee Travel Expense Reimbursement	Vice Chancellor for Finance & Admin.	04/05/23
C.02.10	Official Functions	Vice Chancellor for Finance & Admin.	04/05/23
<b>Policy Section F: Students</b>			
F.02.02	Student Tuition	Vice Chancellor for Finance & Admin.	04/05/23

### **C.01.01 (Policy) Financial Ethics and Accountability**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: 8-18-09

Last Amended: 2-5-18

**Last Reviewed: 04-05-23**

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The Alamo Colleges District requires that all Alamo Colleges District trustees, employees, vendors, contractors, consultants, and any other parties who are involved in the Alamo Colleges District's financial transactions maintain the highest ethical standards. They shall perform their duties in accordance with Alamo Colleges District finance policies, state and federal law, and act with integrity and diligence in all duties involving the Alamo Colleges District's financial resources.

All Alamo Colleges District funds and resources shall be used only for authorized institutional purposes. Improper use of institutional funds and resources, including but not limited to unauthorized or personal use or abuse of timekeeping and time entry, shall not be tolerated. Violators are subject to prosecution to the fullest extent of the law, and disciplinary action, up to and including termination of employment.

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

Procedure [C.1.1.1](#) Financial Ethics and Accountability

*Legal Reference - TACC Policy Reference Manual*

CD(LEGAL) - Accounting

CDA(LEGAL) - Accounting: Financial Reports and Statements

CDC(LEGAL) - Accounting: Audits

SACSCOC – Section 2, Core Requirements, 2.2 Evidence of Board using adequate financial resources.

#### **C.02.04 (Policy) Records Management**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: 3-25-14

Last Reviewed: 04-05-23

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#### **Records Management Program**

The College District shall provide for efficient, economical, and effective controls over the creation, distribution, organization, maintenance, use, and disposition of all Records Management Program records through a comprehensive system of integrated procedures for the management of records from their creation to their ultimate disposition, consistent with requirements of the Texas Local Government Records Act.

#### **Records Management Officer**

The Vice Chancellor for Finance and Administration or designee shall serve as Records Management Officer for the College District. In the event of the resignation, retirement, dismissal, or removal of the Vice Chancellor for Finance and Administration's designee, the Vice Chancellor for Finance and Administration shall promptly designate a replacement. The individual designated as Records Management Officer shall file his/her name with the director and librarian of the Texas State Library within thirty days of the date of designation, as provided by state law.

Procedure [C.2.4.1](#) Records Management

*Legal Reference - TACC Policy Reference Manual*

CIA(LEGAL) - Equipment and Supplies Management: Records Management

### **C.02.5 (Policy) Auxiliary Enterprises**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: ~~08-18-09~~ 04-11-23

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Alamo Colleges District defines Auxiliary Services in accordance with the functional expense classifications published by the National Association of College and University Business Officers (NACUBO) to indicate the mission-related purpose of expenses.

Auxiliary enterprises may be established, with the intent of being self-supporting activities, primarily to provide non-instructional services for the benefit of students, faculty, and staff. The general public may be incidentally served by the auxiliary enterprises. Fees are charged for the project or services provided. Auxiliary enterprises may include, but are not limited to, such activities as bookstores, food service, childcare centers, and similar operations.

All auxiliary enterprise activities shall be operated in a fiscally responsible manner.

## **C.02.06 (Policy) Mail Services and College District Addresses**

Responsible Department: Associate Vice Chancellor of Facilities

Board Adoption: 8-18-09

Last Board Action: 6-9-15

Last Reviewed: 04-05-23

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### **Subcontracted Mail System**

The College District mail system is operated by a contracted mail services vendor.

### **Use of College District Address**

Employees may use their College District addresses for the sole purpose of receiving personal mail and packages only by entering into a rental agreement for a personal mailbox at any of the College District's mail vendor service locations. Employees who do not lease a personal mailbox from the mail services vendor shall not use their College District address for any purpose other than official College District business.

### **Exceptions**

This policy does not preclude the delivery of items such as flowers sent to an employee's work address in honor of the employee. With the written permission of a college President or designee, internal mailboxes at an individual campus may be used by campus employees and school-sponsored or school support groups affiliated with that campus.

### **Violations**

Employees who violate this policy are subject to disciplinary action, up to and including termination. District services supervisors shall document all uses of their respective district services in violation of this policy and report them to the relevant department head.

*Legal Reference - TACC Policy Reference Manual*  
CHE(LEGAL) - Site Management: Mail and Delivery

### **C.02.07 (Policy) Equipment/Property Management**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: 5-23-12

Last Amended: 2-5-18

Last Reviewed: 04-05-23

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#### **Property Management**

The Alamo Colleges District shall ensure management controls are placed on all property, as appropriate, based on its value and nature. The Vice Chancellor for Finance and Administration shall define the control levels and procedures in accordance with generally accepted accounting principles (GAAP) and relevant law.

#### **Disposal of College District Property**

The Vice Chancellor for Finance and Administration has the sole authority and responsibility for approving the disposal of Alamo Colleges District owned excess, surplus, and expended property. Unauthorized disposal of Alamo Colleges District's property is prohibited.

Procedure [C.2.7.1](#) Use of College District Equipment, Supplies and Personnel

Procedure [C.2.7.2](#) Communication Device Assignments and Allowances

Procedure [C.2.7.3](#) Disposal of Alamo Colleges District Property

Procedure [C.2.7.4](#) Property Management: Inventory Control

*Legal Reference - TACC Policy Reference Manual*

CIB(LEGAL) - Equipment and Supplies Management: Disposal of Property

### **C.02.09 (Policy) Employee Travel Expense Reimbursement**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: 8-18-09

Last Reviewed: 04-05-23

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This policy is applicable to all College District employees. For Board member travel see [B.3.4](#) and [B.3.5](#).

Employees shall be reimbursed for all ordinary, necessary, authorized expenses of a business nature incurred when the employee is authorized by appropriate authority to travel for and in the name of the College District, except that faculty travel to conferences provided for by special fund allocation to each instructional department shall be limited to the amount so allocated.

The Associate Vice Chancellor for Finance and Fiscal Services shall issue guidelines for reimbursement of said expenses.

Procedure [C.2.9.1](#) Employee Travel Expense Reimbursement

*Legal Reference - TACC Policy Reference Manual*

DEE(LEGAL) - Compensation and Benefits: Expense Reimbursement

## **C.02.10 (Policy) Official Functions**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: 1-26-10

Last Reviewed: 04-05-23

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### **Official Functions**

Appropriate, reasonable expenses for the following official functions in support of the College District's strategic plan to accomplish its mission and public purpose are authorized subject to the approvals, documentation, and other requirements set forth in Procedure [C.2.10.1](#):

1. Meals and refreshments for advisory committee meetings and other activities where College District business is discussed;
2. Sponsorship of College District representatives at public functions;
3. Financial support for activities under the direct control of other public entities;
4. Expenses (travel/lodging/meals) of visiting officials, consultants, and speakers brought to the College District to render services;
5. Recognition activities and awards to recognize retirement, authorized service or meritorious performance by employees, students and Board members, and benevolence activities such as sending flowers for employees, Board members or their families on such occasions as births, deaths, or serious illness;
6. Meals and refreshments for College District professional development activities;
7. Memberships in professional and not-for-profit organizations; and
8. Meals provided to College District students during College District sponsored events.

### **Procedures**

The Chancellor or designee shall develop procedures to ensure that these official functions are in support of the College District's mission, and that the activities described in this policy are accounted for under the appropriate expense codes.

### **Prohibited Expenses**

Expenses are prohibited for:

1. Alcoholic beverages, unless allowed pursuant to Policy [D.4.7](#).
2. Political contributions.
3. Payments (or contributions) for which the College/District does not receive comparable value (Texas Constitution Article III Section 52), except for contributions to the Texas Adjutant General's Office or the Texas National Guard.
4. Personal expenses.

## **C.2.10 (Policy) Official Functions**

Responsible Department: Vice Chancellor for Finance and Administration

Board Adoption: 8-18-09

Last Board Action: 1-26-10

Last Reviewed: 04-05-23

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5. Personal gifts, except for recognition of retirement, authorized service or meritorious performance by employees, students and Board members in accordance with Procedure [C.2.10.1](#).
6. With the exception of official Student Life events funded by the Student Services Fee, activities for which the primary purpose is entertainment (including but not limited to parties, athletic events, plays, and concerts) regardless of whether College District business is discussed or conducted.
7. Activities which have been or are eligible for payment or reimbursement under another College District policy or procedure, or from an external source.
8. Requests not adequately documented or approved in accordance with Procedure [C.2.10.1](#).

## **F.02.02 (Policy) Student Tuition**

Responsible Department: Vice Chancellor for Student Success

Board Adoption: 5-19-09

Last Board Action: 5-19-09

Last Amended: ~~11-16-16~~

Last Reviewed: 04-05-23

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The Board shall adopt a semester hours tuition schedule for in-District, out-of-District, nonresident, and international students. Tuition rates shall be published ~~in the college bulletin~~ on the Alamo Colleges District website.

*Legal Reference - TACC Policy Reference Manual*

FD(LEGAL) - Tuition and Fees

FDA(LEGAL) - Tuition and Fees: Residency

## Discussion and Possible Action on Monthly Contracts Report

Presented to the Board Acting as Committee of the Whole on April 11, 2023, and now presented to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on April 18, 2023.

### MINUTE ORDER

**“The Alamo Colleges District Board of Trustees hereby approves this report on non-grant contracts (public) made to the Alamo Colleges District for the period of March 1, 2023, through March 31, 2023.”**

### PURPOSE

To provide a monthly report on non-grant contracts received by the Alamo Colleges District.

### BACKGROUND

Contracts – Non-grant contracts are contracts in which Alamo Colleges District receives funds to provide special or negotiated services or training to private corporations. For the period ending March 31, 2023, there are a total of 18 contracts that total \$504,876.00 in external funding. This will allow services to be provided to 3,269 individuals.

### OBJECTIVE/FACT

To supplement activities not funded by Institutional Funds.

### IMPLICATIONS

<b>Financial:</b>	Yes
<b>Strategic Plan:</b>	Goal III. Performance Excellence
<b>Human Resources:</b>	Yes

**ATTACHMENTS:** YTD Contract (Non-Grant) Summary Report.

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Linda Rivas, Interim Associate Vice Chancellor  
of Continuing Education  
Development

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Xavier Urrutia, Interim Vice Chancellor  
for Economic & Workforce

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Dr. Mike Flores, Chancellor



ALAMO  
COLLEGES  
DISTRICT

**ALAMO COLLEGES DISTRICT**  
**Year-To-Date Contract (Non-Grant) Summary Report**

Status: March 1, 2023 – March 31, 2023

**I. Current Month Contracts District Wide:**

No.	Contract Recipient (District Wide)	No. of Courses	Monthly No. Students to be Served	YTD No. Students to be Served
1	Workforce Training Network	176	283	3,269
	<b>Total</b>	<b>176</b>	<b>283</b>	<b>3,269</b>

**II. Year-to-Date Number of Contracts in Selected Dollar Ranges:**

No.	Contract Recipient	\$.01-\$9,999.99	\$10,000-\$100,000	\$100,000 and Higher	Total
1	Workforce Training Network	11	5	2	18
	<b>Total</b>	<b>11</b>	<b>5</b>	<b>2</b>	<b>18</b>

Source: All data provided by Workforce Training Network-Continuing Education Department.



**ALAMO COLLEGES DISTRICT**  
**FY2023 MONTHLY (MTD) GRANT AWARD ACTIVITY REPORT**  
February 01, 2023-February 28, 2023

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
1	219177	District	Texas Workforce Commission; <u>Project Title:</u> "Skills for Small Business".	The Skills for Small Business (SSB) Program will provide training for small private business in the local area. Each participating business partner will select training courses for its new and/or existing employees that will contribute to the enhancement of the business operation.	11/1/2022	\$0	\$0	\$68,250	50	0.00
2	219366	District	Public Allies Inc.; <u>Project Title:</u> "Public Allies San Antonio".	The purpose of this grant is to develop our ability to meet the needs of the community by increasing our opportunity to work with community based organization. The partnership with the organizations will help develop a cohort of young social service leaders who can facilitate transformational change, leading to		\$504,512	\$158,438	\$852,475	25	4.00
	2		<b>Total Dist.- MTD Single Year Grants</b>			<b>\$504,512</b>	<b>\$158,438</b>	<b>\$920,725</b>	<b>75</b>	<b>4.00</b>
	2		<b>Total MTD Single Year Grants</b>			<b>\$504,512</b>	<b>\$158,438</b>	<b>\$920,725</b>	<b>75</b>	<b>4.00</b>
			<b>Multi Year Grants</b>							
1	219166	District	U.S. Department of Education; <u>Project Title:</u> "Alamo Colleges District Educational Opportunity Centers Program". Year 2 of 5.	The ACD EOC project will provide counseling and information on college admissions to eligible adults who want to enter or continue a program of postsecondary education. The ACD EOC project will also offer services to improve the financial economic literacy of participants, counsel participants on financial aid options and assist in the application process to increase the number of adults who enroll in postsecondary education institutions.	8/23/2021	\$0	\$17,189	\$232,050	850	3.00
	1		<b>Total Dist.-MTD Multi Year Grants</b>			<b>\$0</b>	<b>\$17,189</b>	<b>\$232,050</b>	<b>850</b>	<b>3.00</b>
1	211176	San Antonio College	U.S. Department of Education; <u>Project Title:</u> "San Antonio College's Project Apoyo". Year 1 of 5.	The Apoyo project will help reverse the trend low graduation rates by significantly increasing our SAC's capacity to provide the guidance, engagement, and academic support Hispanic and Low-income students need to succeed in higher education.	9/29/2022	\$0	\$0	\$424,545	15,000	4.00
	1		<b>Total SAC-MTD Multi Year Grants</b>			<b>\$0</b>	<b>\$0</b>	<b>\$424,545</b>	<b>15,000</b>	<b>4.00</b>
1	213110	Palo Alto College	U.S. Department of Education; <u>Project Title:</u> "Palo Alto College Upward Bound 2022". Year 1 of 5.	Palo Alto College (PAC) Upward Bound will provide participants from Poteet, Pleasanton, Lytle and Jourdanton High Schools with academic instruction, tutoring and advising, information on Financial aid programs and assistance in completing financial aid applications. Participants will be provided support for their diverse academic and non cognitive needs to ensure that they persist, succeed and graduate from High School completing a rigorous secondary school program, enroll in college and graduate with a college degree.	9/1/2022	\$0	\$24,220	\$366,076	77	2.00
	1		<b>Total PAC-MTD Multi Year Grants</b>			<b>\$0</b>	<b>\$24,220</b>	<b>\$366,076</b>	<b>77</b>	<b>2.00</b>
1	215015	Northeast Lakeview College	U.S. Department of Agriculture thru University of Texas at San Antonio; <u>Project Title:</u> "#Eco-JEDI: Building a City-Wide Collaboration to Facilitate Career Readiness in FAS through Science Literacy & Counter-Storytelling". Year 1 of 4.	This project seeks to increase recruitment, graduation and career readiness by diminishing barriers and prioritizing diversity and inclusion of UP in science, technology, engineering, and mathematics (STEM) through a city wide collaboration of three HSIs. To increase UP skills, investment, and motivation in FAS for individuals and communities in order to recruit students for USDA related jobs.	6/22/2022	\$0	\$32,100	\$53,133	600	0.00
	1		<b>Total NLC-MTD Multi Year Grants</b>			<b>\$0</b>	<b>\$32,100</b>	<b>\$53,133</b>	<b>600</b>	<b>-</b>
	4		<b>Total MTD Multi-Year Grants</b>			<b>\$0</b>	<b>\$73,509</b>	<b>\$1,075,804</b>	<b>16,527</b>	<b>9.00</b>
	6		<b>GRAND TOTAL-MTD SINGLE AND MULTI-YEAR GRANTS</b>			<b>\$504,512</b>	<b>\$231,947</b>	<b>\$1,996,529</b>	<b>16,602</b>	<b>13.00</b>

## ALAMO COLLEGES DISTRICT

### FY 2023 YTD Grant Award Summary Report

Includes All Single Year Grants and the Current Year of Multi-Year Grants

September 1, 2022 -February 28, 2023

No.	College	No. of Grants	Match Amounts	Indirect Cost Received	YTD Funding Amount	No. of Students Served	No. of FTEs
1	District Grants	7	\$ 504,512	\$ 175,627	\$ 3,607,429	11,791	13.00
2	San Antonio College	10	\$ 257,048	\$ 180,129	\$ 2,754,509	25,839	31.00
3	St. Philip's College	8	\$ -	\$ 429,421	\$ 11,147,657	37,727	34.00
4	Palo Alto College	9	\$ -	\$ 115,726	\$ 2,305,669	1,837	17.00
5	Northwest Vista College	5	\$ -	\$ 30,919	\$ 2,115,631	3,050	5.55
6	Northeast Lakeview College	3	\$ 9,969	\$ 32,100	\$ 266,534	6,675	0
<b>GRAND TOTAL</b>		<b>42</b>	<b>\$ 771,529</b>	<b>\$ 963,922</b>	<b>\$ 22,197,429</b>	<b>86,919</b>	<b>100.55</b>

ALAMO COLLEGES DISTRICT

FY 2023 Monthly & YTD Grant Award Funding Activity Report with Award Description

September 1, 2022 -February 28, 2023

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
1	219176	District	U.S. Department of Education thru Texas Higher Education Coordinating Board (THECB); <u>Project Title: "Accelerate Student Success Planning Grant"</u> .	Alamo College District (ACD) hopes to better understand the reasons for this discrepancy, formulate plans to reduce any stigma related to Mental Health issues and plan for services and training to address any issues revealed through a needs assessment.	8/30/2022	\$0	\$0	\$50,000	0	0.0
2	219177	District	Texas Workforce Commission; <u>Project Title: "Skills for Small Business"</u> .	The Skills for Small Business (SSB) Program will provide training for small private business in the local area. Each participating business partner will select training courses for its new and/or existing employees that will contribute to the enhancement of the business operation.	11/1/2022	\$0	\$0	\$68,250	50	0.00
3	219366	District	Public Allies Inc. <u>Project Title: "Public Allies San Antonio"</u> .	The purpose of this grant is to develop our ability to meet the needs of the community by increasing our opportunity to work with community based organization. The partnership with the organizations will help develop a cohort of young social service leaders who can facilitate transformational change, leading to the improvement of their communities.		\$504,512	\$158,438	\$852,475	25	4.00
4	219879	District	U.S. Department of Education thru Texas Higher Education Coordinating Board (THECB); <u>Project Title: "Career and Technical Education-Basic Grants to States"</u> .	The Perkins Basic grant supports awarded applicants in educating students who enroll in CTE courses and programs in preparation for high-skill, high-wage, or high-demand occupations.	8/3/2022	\$0	\$0	\$2,134,795	10,616	6.0
	4		<b>Total Dist.- YTD Single Year Grants</b>			\$504,512	\$158,438	\$3,105,520	10,691	10.00
1	212648	St. Philip's College	Texas Workforce Commission; <u>Project Title: "Apprenticeship Training Program"</u> .	Purpose of the Apprenticeship Training Program is to provide classroom and technical training to apprentices in support of their on the job training in their fulltime employment. The grant award will pay a portion of the cost for job-related in person classroom instruction to Master instructors. The program combines on the job training under supervision of experienced journey works with in-person classroom instruction.	9/1/2022	\$0	\$0	\$72,728	160	0.0
	1		<b>Total SPC YTD Single-Year Grants</b>			\$0	\$0	\$72,728	160	0.00
1	213106	Palo Alto College	Texas Higher Coordinating Board (THECB) thru University of Texas at San Antonio; <u>Project Title: "AN OER Writing Handbook for College Composition"</u> .	The subaward is part of the UTSA OER grant from the Texas Higher Education Coordinating Board to develop an OER writing handbook for English composition courses. Dr. Melissa Elston will collaborate with UTSA to produce specific sections of the handbook. Dr. Elston will collect data and organize student focus groups and participate in same.	7/8/2022	\$0	\$0	\$3,849	10	1.00
	1		<b>Total PAC-YTD Single Year Grants</b>			\$0	\$0	\$3,849	10	1.00
1	215017	Northeast Lakeview College	Texas Workforce Commission; <u>Project Title: "Jobs and Education for Texans (JET) Grant"</u> .	The JET grant will allow for the purchase of equipment necessary to establish a network administration lab. The newly established lab will double the capacity of NLC campus lab facilities from one to two labs allowing for increased student enrollment and hands on learning.	8/25/2022	\$9,969	\$0	\$189,401	75	0.00
2	215018	Northeast Lakeview College	San Antonio Council on Alcohol and drug Awareness (SACADA); <u>Project Title: "Zen and Wellness Garden, Phase 1"</u>	To support the construction of a Zen and Wellness Garden on the NLC campus that will engage with nature and allow for mindfulness activities and host a series of community mental health workshops.	10/13/2022	\$0	\$0	\$24,000	6,000	0.00
	2		<b>Total NLC-YTD Single Year Grants</b>			\$9,969	\$0	\$213,401	6,075	0.00

**ALAMO COLLEGES DISTRICT**  
**FY 2023 Monthly & YTD Grant Award Funding Activity Report with Award Description**  
September 1, 2022 -February 28, 2023

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
	<b>8</b>			<b>Total YTD Single Year Grants</b>		<b>\$514,481</b>	<b>\$158,438</b>	<b>\$3,395,498</b>	<b>16,926</b>	<b>10.00</b>
				<b>Multi-Year Grants</b>						
1	219117	District	<b>Texas Higher Education Coordinating Board (THECB); Project Title: "Nudges to the Finishing Line"</b> . Year 6 of 6.	Alamo Colleges District is participating in research project on the impact of text messages. ACD will share data for the purpose of assigning student cohorts and for evaluating impact of interventions on credit completion and degree attainment.	11/15/2021	\$0	\$0	\$4,950	0	0.00
2	219121	District	<b>University of Texas at San Antonio; Project Title: "Bexar County Fostering Educational Success Pilot Program"</b> . Year 2 of 2.	The University of Texas at San Antonio, Texas A&M San Antonio, Alamo Colleges District, Bexar County Children's Court and Child Advocates San Antonio have partnered for the creation of the Fostering Educational Success for students with a history of Foster Care Pilot Project. <i>Additional funding in the amount of \$254,909.</i>	5/2/2022	\$0	\$0	\$264,909	250	0.00
3	219166	District	<b>U.S. Department of Education; Project Title: "Alamo Colleges District Educational Opportunity Centers Program"</b> . Year 2 of 5.	The ACD EOC project will provide counseling and information on college admissions to eligible adults who want to enter or continue a program of postsecondary education. The ACD EOC project will also offer services to improve the financial economic literacy of participants, counsel participants on financial aid options and assist in the application process to increase the number of adults who enroll in postsecondary education institutions.	8/23/2021	\$0	\$17,189	\$232,050	850	3.00
	<b>3</b>		<b>Total Dist.-YTD Multi-Year Grants</b>			<b>\$0</b>	<b>\$17,189</b>	<b>\$501,909</b>	<b>1,100</b>	<b>3.00</b>
1	211145	San Antonio College	<b>U.S. Department of Education; Program Title: "Edison Upward Bound Math and Science Project"</b> . Year 5 of 5.	Upward Bound Math & Science (UBMS) provides student services programs for individuals from disadvantage backgrounds, first-generations, low-income individuals etc. UBMS provides up to four years of additional academic support through summer instruction in math, language arts, composition, foreign language and lab science with the curricula that aligns with state exams and state readiness standard.	9/1/2018	\$0	\$23,801	\$297,517	56	1.00
2	211153	San Antonio College	<b>U.S. Department of Education; Project Title: "San Antonio College (SAC)'s Project R.I.S.E (Ready, inspired, Successful, Engaged) SSS Program"</b> . Year 3 of 5.	Program will increase eligible students' chances of success by providing year round tutoring and prescribed tutoring plans, academic and college readiness instruction, advice and assistance with postsecondary course selection. Each participant will establish an Individual Education Plan (IEP) that includes timelines to achieve graduation and/or transfer to a senior institution.	8/11/2020	\$0	\$16,923	\$261,879	120	7.00
3	211154	San Antonio College	<b>U.S. Department of Education; Project Title: "San Antonio College (SAC)'s Project Veterans Achieving Learning through Opportunity and Resilience (VALOR) SSS Program"</b> . Year 3 of 5.	Program will increase eligible students' chances of success by providing year round tutoring and prescribed tutoring plans, academic and college readiness instruction, advice and assistance with postsecondary course selection. Participants will also receive education in financial aid/financial literacy including information on market and economics and higher education financing and repayment.	8/11/2020	\$0	\$16,923	\$261,786	120	7.00
4	211158	San Antonio College	<b>National Security Agency thru University of West Florida; Project Title: "NCAE-C-003-2020 Cyber Curriculum and Research"</b> . Year 3 of 3.	Goal is to increase the number of transitioning military veterans, existing first responders and criminal justice and fiancé' earners who are prepared to defend our nation's security and prosperity via cyber security related positions in San Antonio, Texas and beyond.	9/3/2020	\$0	\$27,537	\$249,499	20	1.00

ALAMO COLLEGES DISTRICT

FY 2023 Monthly & YTD Grant Award Funding Activity Report with Award Description

September 1, 2022 -February 28, 2023

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
5	211169	San Antonio College	U.S. Department of Education; <u>Project Title: "San Antonio College's 2021 Child Care Access Means Parents in School (CCAMPIS) Program"</u> . Year 2 of 4.	Goal of the program is to increase low-income student success by providing access to high-quality child care. Low income SAC students will be provided with high-quality child care each fall, spring and summer semesters. Project Director will provide academic support counseling for CCAMPIS parents at risk for failure.	9/16/2021	\$257,048	\$48,729	\$404,861	56	4.00
6	211173	San Antonio College	Texas Higher Education Coordinating Board (THECB); <u>Project Title: "Nursing Shortage Reduction Program"</u> . Year 1 of 4.	Goal of project is to Hire new faculty to support the increase in enrollment; Compensation for faculty release time to assist with curriculum development and accreditation compliance; Outreach and recruitment to target a diverse student population; Travel and registration fees for accreditation and national nursing conferences.	7/13/2022	\$0	\$0	\$277,184	395	4.00
7	211174	San Antonio College	U.S. Department of Education; <u>Project Title: "San Antonio College's Upward Bound Math and Science Program Project at Highlands High School"</u> . Year 1 of 5.	Upward Bound Math & Science (UBMS) provides student services programs to individuals from disadvantage backgrounds, first generations, low-income individuals etc. UBMS provides up to four years of additional academic support through summer instruction in Math, Language Arts, Composition and lab science with the curricula that aligns with state exams and state readiness standard.	9/1/2022	\$0	\$23,803	\$297,535	60	1.00
8	211176	San Antonio College	U.S. Department of Education; <u>Project Title: "San Antonio College's Project Apoyo"</u> . Year 1 of 5.	The Apoyo project will help reverse the trend low graduation rates by significantly increasing our SAC's capacity to provide the guidance, engagement, and academic support Hispanic and Low-income students need to succeed in higher education.	9/29/2022	\$0	\$0	\$424,545	15,000	4.00
9	211177	San Antonio College	National Science Foundation; <u>Project Title: "HSI Pilot Project: San Antonio College's Campeones de STEM"</u> . Year 1 of 3.	Project is designed to directly enhance STEM educational experiences and retention of first year college students in STEM fields through experiential learning opportunities that engage undergraduate students with leaders and professionals in the greater San Antonio STEM Ecosystem.	8/9/2022	\$0	\$22,413	\$79,703	12	2.00
10	211534	San Antonio College	City of San Antonio; <u>Project Title: "COSA TV Educational Access Channel"</u> . Year 1 of 5.	The goal of the Educational Access Channel is to provide educational programming to the citizens of San Antonio and surrounding areas. Objective is to provide cable/video at least 8 hours of daily educational programming, 365 days a year, provide transmissions of educational programming to cable/video providers in a manner that can be accepted and transmitted and communicate with designated city staff regularly regarding the ongoing operation of the Educational Access Channel.	9/20/2022	\$0	\$0	\$200,000	10,000	0.00
	10		<b>Total SAC-YTD Multi-Year Grants</b>			<b>\$257,048</b>	<b>\$180,129</b>	<b>\$2,754,509</b>	<b>25,839</b>	<b>31.00</b>
1	212088	St. Philip's College	National Aeronautics Space Administration thru University of Texas at San Antonio; <u>Project Title: "NASA Center for Advanced Measurements in Extreme Environments"</u> . Year 2 of 5.	The NASA MIRO significantly increase the number of underrepresented minority STEM students who transfer to four-year institutions to complete bachelor's degrees in STEM fields. Objectives include to promote STEM literacy and to enhance and sustain the capability of institutions to perform NASA related research and education.	10/1/2019	\$0	\$0	\$46,861	12,455	0.00

**ALAMO COLLEGES DISTRICT**  
**FY 2023 Monthly & YTD Grant Award Funding Activity Report with Award Description**  
September 1, 2022 -February 28, 2023

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
2	212093	St. Philip's College	<b>National Science Foundation; Project Title:</b> "Project SURE (Scaffolding Undergraduate Research Experiences)". Year 2 of 5.	Building on existing St. Philip's College program and structures, project SURE will target three areas, Innovation in Instruction will incorporate STEM experiential learning and further develop faculty use of emerging experiential learning methods; Internship and Research experience will create alliances between the college and local industry to provide paid internship opportunities and prepare students to apply for national research experiences and federal internship opportunities and Transfers. Will center on guiding students to transfer to universities to complete their undergraduate degrees.	8/15/2021	\$0	\$127,891	\$312,499	120	1.00
3	212097	St. Philip's College	<b>Texas Higher Education Coordinating Board (THECB); Project Title:</b> "Nursing Shortage Reduction Program". Year 1 of 4.	Goal of the project is to Improve program persistence from the start to final semester; Increase the number of AAS degrees in Nursing award; Prepare faculty and students for Next generation NCLEX; Enhance faculty professional development.	9/1/2021	\$0	\$0	\$133,049	12	0.00
4	212098	St. Philip's College	<b>U.S. Department of Education; Project Title:</b> "St. Philip's College Means Parents In School Program". Year 1 of 4.	Goal of the project is to provide support for the participation of low-income parents in postsecondary education through the provision of campus based child care services offered at the on-site nationally accredited SPC Child Development Center. Eligible student-parents will receive assistance with child care tuition on a sliding fee scale. The aim of the project is to reduce the financial burden of CCAMPIS program participants and afford them the opportunity to enroll in school.	9/20/2022	\$0	\$0	\$281,389	40	2.00
5	212628	St. Philip's College	<b>U.S. Department of Education; Project Title:</b> "Historically Black Colleges and Universities Program (FUTURE Act)". Year 3 of 5.	St. Philip's College is using its FUTURE Act grant funds to implement and operate three activities that will support and strengthen the overall institution delivery of services to students. There will be Project Administration and Research and Development, Campus renovation & Technology Improvements and Student Services.	8/21/2020	\$0	\$0	\$1,442,137	12,455	13.00
6	212634	St. Philip's College	<b>National Science Foundation; Project Title:</b> "CIMA LSAMP Alliance". Year 2 of 3.	The Louis Stokes Alliances for Minority Participation (LSAMP) program assists universities and colleges in diversifying the STEM workforce through their efforts at significantly increasing the number of students successfully completing high quality degree programs in science, technology, engineering and mathematics (STEM) disciplines. Emphasis is placed on transforming STEM education through innovative recruitment and retention strategies.	10/1/2020	\$0	\$301,530	\$500,000	30	5.00
7	212639	St. Philip's College	<b>U.S. Department of Education; Project Title:</b> "Historically Black Colleges and Universities Program". Year 1 of 5.	Grant funds will serve to enhance Project Administration and Research Development, Centers for Excellence in Mathematics and Science, Capital Improvement Project, Information and Communication Technology, Institute for Teaching Excellence and Staff Development, Student Services and Good Samaritan Veterans Outreach and Transition Center.	3/6/2022	\$0	\$0	\$8,358,994	12,455	13.00
	<b>7</b>		<b>Total SPC-YTD Multi-Year Grants</b>			<b>\$0</b>	<b>\$429,421</b>	<b>\$11,074,929</b>	<b>37,567</b>	<b>34.00</b>

**ALAMO COLLEGES DISTRICT**  
**FY 2023 Monthly & YTD Grant Award Funding Activity Report with Award Description**  
September 1, 2022 -February 28, 2023

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
1	213093	Palo Alto College	<u>U.S. Department of Education; Project Title: "Palo Alto College SSS Project".</u> Year 3 of 5.	This project will provide participants with academic support, tutoring and advising, information on financial aid assistance, financial literacy, career exploration, university visits and transfer workshops. The need for the project in the target area is apparent due to the high percentage of the low-income, first generation and disabled participants enrolled who are eligible for student support.	9/1/2021	\$0	\$17,780	\$261,888	140	2.00
2	213094	Palo Alto College	<u>U.S. Department of Education; Project Title: "Palo Alto College DHSI: Project Listo".</u> Year 3 of 5.	Grant is designed to establish college wide best practices by increasing student support with the creation of a one-stop Center for career and experiential learning; Growing partnerships by strengthening industry and employer relations to increase student internship and service learning opportunities; and Enrich Learning by increasing professional development for faculty to support curriculum design.	9/30/2020	\$0	\$0	\$599,479	500	5.00
3	213099	Palo Alto College	<u>U.S. Department of Education; Project Title: "Palo Alto College Talent Search: Southwest High School".</u> Year 2 of 5.	The TRIO Talent Search Southwest ISD project will provide participants with academic support. Participants will be provided support for their diverse academic and non-cognitive needs to insure that they persist, succeed an graduate from high school and enroll in college to complete post-secondary education.	9/1/2021	\$0	\$20,572	\$277,375	500	3.00
4	213100	Palo Alto College	<u>National Science Foundation; Project Title: "HSI Pilot Project: Promoting Virtual Experiential Learning to Support Part-Time and Nontraditional Students".</u> Year 2 of 2.	Pilot project proposal will implement the follow to support increasing institutional capacity by creating career services and student support activities that are specifically aimed at part-time students. Using the STEM-ESS (STEM Evidence based and Student Serving) model. In addition the STEM industry partners also require an experienced workforce which students gain via internships, undergraduate research and experiential engagement opportunities.	7/19/2021	\$0	\$0	\$100,000	60	1.00
5	213101	Palo Alto College	<u>National Science Foundation thru Arizona State University; Project Title: "Accelerate Latinx Representation in STEM Education (ALRISE) with Institutional Intentionality and Capacity Building for Experiential Learning".</u> Year 5 of 5.	The ALRISE Alliance is developing a network of faculty, staff, administrators and students at 2 year and 4 year Hispanic Service Institutions and emerging HSIs to accelerate Latinx representation in science, technology, engineering and math (STEM) education. The ALRISE alliance provides professional development for faculty, staff and industry to serve Latinx students with intentionality through culturally-responsive undergraduate research and work-based experiential learning. <i>Additional funding in the amount of \$122,026.</i>	7/29/2021	\$0	\$11,750	\$122,026	0	1.00
6	213102	Palo Alto College	<u>U.S. Department of Education; Project Title: "Palo Alto College Talent Search: South San Antonio and Somerset ISD".</u> Year 2 of 5.	The Talent Search project will provide participants with academic tutoring and advising; information on financial aid programs; assistance in completing financial aid application and support for applying for college enrollment.	10/1/2021	\$0	\$20,572	\$277,375	500	1.00

**ALAMO COLLEGES DISTRICT**  
**FY 2023 Monthly & YTD Grant Award Funding Activity Report with Award Description**  
September 1, 2022 -February 28, 2023

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
7	213109	Palo Alto College	<u>U.S. Department of Education; Project Title: "Palo Alto College Upward Bound Math Science Project 2022".</u> Year 1 of 5.	Upward Bound Math and Science (UBMS) will provide participants from East Central High School with academic instruction, tutoring and advising; information on Financial aid and assistance in completing financial aid applications. Participants will be provided support for their diverse academic and non-cognitive needs to ensure that they persist, succeed and graduate from high school completing a rigorous secondary school program and enroll in college and graduate with a college degree.	9/1/2022	\$0	\$20,832	\$297,601	60	2.00
8	213110	Palo Alto College	<u>U.S. Department of Education; Project Title: "Palo Alto College Upward Bound 2022".</u> Year 1 of 5.	Palo Alto College (PAC) Upward Bound will provide participants from Poteet, Pleasanton, Lytle and Jourdanton High Schools with academic instruction, tutoring and advising, information on Financial aid programs and assistance in completing financial aid applications. Participants will be provided support for their diverse academic and non cognitive needs to ensure that they persist, succeed and graduate from High School completing a rigorous secondary school program, enroll in college and graduate with a college degree.	9/1/2022	\$0	\$24,220	\$366,076	77	2.00
<b>8 Total PAC-YTD Multi-Year Grants</b>						<b>\$0</b>	<b>\$115,726</b>	<b>\$2,301,820</b>	<b>1,837</b>	<b>17.00</b>
1	214050	Northwest Vista College	<u>U.S. Department of Education; Project Title: "Community Math Project: Building Math Proficiency to Strengthen Teacher Education Through Collaborative Interventions".</u> Year 5 of 5.	Goals of project is to develop an academic support system that is integrated into math college course curriculum; develop a seamless pathway which supports increased transfer of education majors through model articulation agreements and develop and implement a Math community to support a pipeline of college ready students and pre-service teachers with strong math aptitudes.	9/28/2018	\$0	\$0	\$749,804	3,000	4.80
2	214051	Northwest Vista College	<u>U.S. Department of Education thru The University of Texas at San Antonio; Project Title: "Latino Teacher Academy Learning Community".</u> Year 5 of 5.	Latino TALC will provide teacher candidates support as they navigate from a learning community to a professional learning network as they embark into the teaching profession. Project will address the teaching profession in public schools by addressing the need to increase the number of Hispanic and other teachers of color within the critical teaching areas of bilingual education, English as a Second language, Mathematics and Science.	9/28/2018	\$0	\$0	\$224,812	25	2.04
3	214054	Northwest Vista College	<u>Texas Higher Educating Coordinating Board (THECB); Project Title: "2021 College Readiness and Completion Models".</u> Year 2 of 2.	Project will provide underprepared students with the academic support resources needed to successfully undertake subsequent college-level course work and continue pursuing their educational goals towards degree completion that will lead to improved career opportunities. Peer coaching will help NVC's most vulnerable students set goals, achieve course completion and attain college degrees in a much shorter time span.	8/16/2021	\$0	\$0	\$50,000	1,200	0.73
4	214055	Northwest Vista College	<u>U.S. Department of Education; Project Title: "Portal Leading to Undergraduate Success in Science, Technology, Engineering &amp; Math Project (PLUS+STEM Project)".</u> Year 2 of 5.	The PLUS+STEM Project aims to narrow the STEM achievement gap among NVC's Hispanics, low-income and other disadvantaged student groups through the implementation of enhanced research based activities and services and equitable academic and support services that will empower underrepresented students.	9/17/2021	\$0	\$151,629	\$995,710	190	1.30

**ALAMO COLLEGES DISTRICT**  
**FY 2023 Monthly & YTD Grant Award Funding Activity Report with Award Description**  
September 1, 2022 -February 28, 2023

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
5	214056	Northwest Vista College	National Science Foundation through St. Mary's University; Project Title: "HSI Implementation and Evaluation Project: FUERTE: Fostering Undergraduate Education, Retention and Transfer Environments". Year 2 of 3.	Through the FUERTE Project it will aim to build a collaborative culturally responsive transfer pathways in undergraduate education at Hispanic Serving Institutions (HSIs) to increase retention and graduation rates of Latinx students pursuing degrees in STEM. This will be accomplished through initiatives that include aligning courses and curriculum between institutions; providing professional development for faculty and staff; providing a holistic supporting system that will adapt best evidence-based support practices to Latinx students.	8/2/2021	\$0	\$30,919	\$95,305	50	0.75
	5		<b>Total NVC-YTD Multi-Year Grants</b>			\$0	\$30,919	\$2,115,631	3,050	5.55
1	215015	Northeast Lakeview College	U.S. Department of Agriculture thru University of Texas at San Antonio; Project Title: "#Eco-JEDI: Building a City-Wide Collaboration to Facilitate Career Readiness in FAS through Science Literacy & Counter-Storytelling". Year 1 of 4.	This project seeks to increase recruitment, graduation and career readiness by diminishing barriers and prioritizing diversity and inclusion of UP in science, technology, engineering, and mathematics (STEM) through a city wide collaboration of three HSIs. To increase UP skills, investment, and motivation in FAS for individuals and communities in order to recruit students for USDA related jobs.	6/22/2022	\$0	\$32,100	\$53,133	600	0.00
	1		<b>Total NLC-MTD Multi Year Grants</b>			\$0	\$32,100	\$53,133	600	-
	34			<b>Total YTD Multi-Year Grants</b>		\$257,048	\$805,484	\$18,801,931	69,993	90.55
	42			<b>GRAND TOTAL-YTD SINGLE AND MULTI-YEAR GRANTS</b>		\$771,529	\$963,922	\$22,197,429	86,919	100.55

**ALAMO COLLEGES DISTRICT**  
**FY 2023 Monthly (MTD) Restricted Contract Activity Report**  
February 01, 2023-February 28, 2023

Item No.	Grant Code	College	Funding Source / Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
1	249036	District	Alamo Colleges Foundation thru USAA; Project Title: "USAA Re-Engage".	The grant will provide AlamoPromise re-enrolled students with career services, including professional-level paid internships and experiential learning opportunities with flexible hours is key to increasing retention and completion rates. Colleges will leverage district support from AlamoEXPERIENCE, online learning as well as on-campus Student Advocacy Centers and Career Navigators to offer financial literacy workshops, emergency aid, career assistance in seeking internships.	12/1/2022	\$0	\$0	\$423,356	2,636	1.00
2	249037	District	Alamo Colleges Foundation thru Methodist Healthcare Ministries; Project Title: "Alamo Colleges Neighborhood Education and Training Center Wi-Fi Expansion Program".	Expand High-speed wireless internet beyond the confines of the Westside Education and Training Center building to include exterior parking lots and gathering spaces to allow the surrounding underserved communities of the Westside of San Antonio to access free high-speed wireless and utilize job training serves provided at the center.	12/1/2022	\$0	\$0	\$338,000	1,200	0.00
	2		<b>Total Dist.-MTD Restricted Grants</b>			\$0	\$0	<b>\$761,356</b>	<b>3,836</b>	<b>1.00</b>
1	241022	San Antonio College	Alamo Colleges Foundation thru Microsoft; Project Title: "Truth, Racial Healing and Transformation (TRHT) Campus Center".	Microsoft funds from the Alamo Colleges Foundation will assist in establishing the Truth, Racial Healing and Transformation (TRHT) Campus Center. The center is implementing a visionary action plan with a shared goal of erasing barriers to equal treatment and opportunity on campuses in our communities and for our nation.	1/28/2023	\$0	\$0	\$37,000	500	0.00
	1		<b>Total SAC MTD Restricted Contracts</b>			\$0	\$0	<b>\$37,000</b>	<b>500</b>	<b>0.00</b>
	3		<b>GRAND TOTAL-MTD RESTRICTED CONTRACTS</b>			\$0	\$0	<b>\$798,356</b>	<b>4,336</b>	<b>1.00</b>

**ALAMO COLLEGES DISTRICT**  
**FY 2023 YTD Restricted Contract (Non-Grant) Summary Report**  
September 1, 2022 - February 28, 2023

No.	Contract Recipient	No. of Contracts Executed for the Year	YTD Total Amount of Contracts	No. Students to be Served
1	District Restricted Contracts	5	\$1,014,111	651
2	San Antonio College	4	276,115	3,410
3	St. Philip's College			
4	Palo Alto College	1	15,000	100
5	Northwest Vista College	1	120,000	1,000
6	Northeast Lakeview College	1	6,000	50
	<b>Total</b>	<b>12</b>	<b>\$1,431,226</b>	<b>5,211</b>

**Year-to-Date Number of Contracts in Selected Dollar Ranges:**

No.	Contract Recipient	\$.01-\$9,999.99	\$10,000- \$99,999	\$100,000 and Higher	Total
1	District Restricted Contracts		2	3	5
2	San Antonio College		3	1	4
3	St. Philip's College				0
4	Palo Alto College		1		1
5	Northwest Vista College			1	1
6	Northeast Lakeview College	1			1
	<b>Total</b>	<b>1</b>	<b>6</b>	<b>5</b>	<b>12</b>

## Discussion and Possible Action on Approval of Construction Reports

Presented to the Board acting as Committee of the Whole on April 11, 2023 and now presented to the Board for approval on April 18, 2023.

### MINUTE ORDER

**“The Alamo Colleges District Board of Trustees hereby approves the construction reports as presented.”**

### PURPOSE

The following construction reports are presented to the Board of Trustees for informational and approval purposes.

### BACKGROUND

1. 2017 Capital Improvement Program Overview Chart(s)
2. 2017 CIP General Obligation Bond / Maintenance Tax Note Summary and Detail Report

### IMPLICATIONS

**Financial:** N/A

**Strategic Plan:** Strategic Objective III Performance Excellence

**Human Resources:** N/A

**ATTACHMENTS:** Construction Reports

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Lisa Mazure, MSA, CPA  
Associate Vice Chancellor for  
Finance and Fiscal Services

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Diane E. Snyder, CPA, Ph.D.  
Vice Chancellor of Finance and  
Administration

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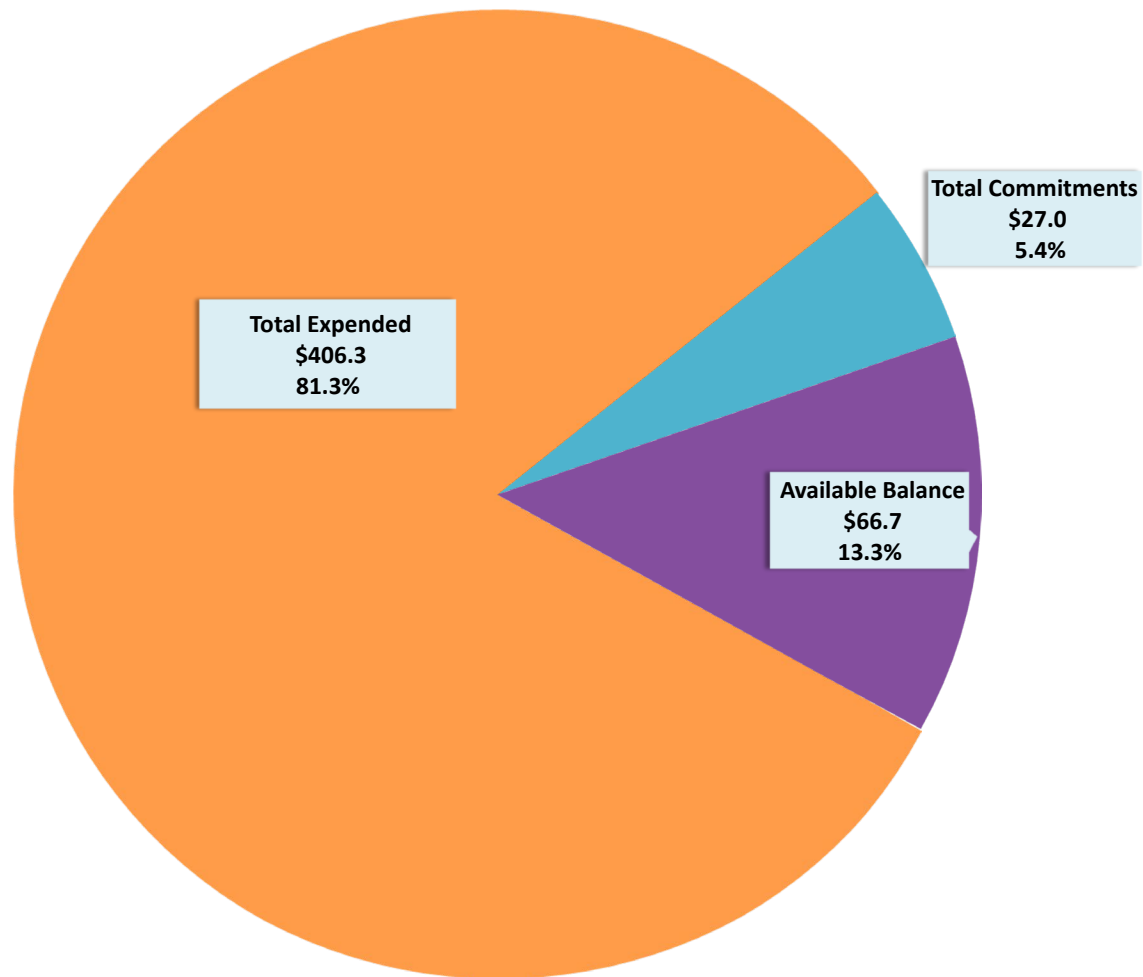
Dr. Mike Flores, Chancellor



ALAMO  
COLLEGES  
DISTRICT

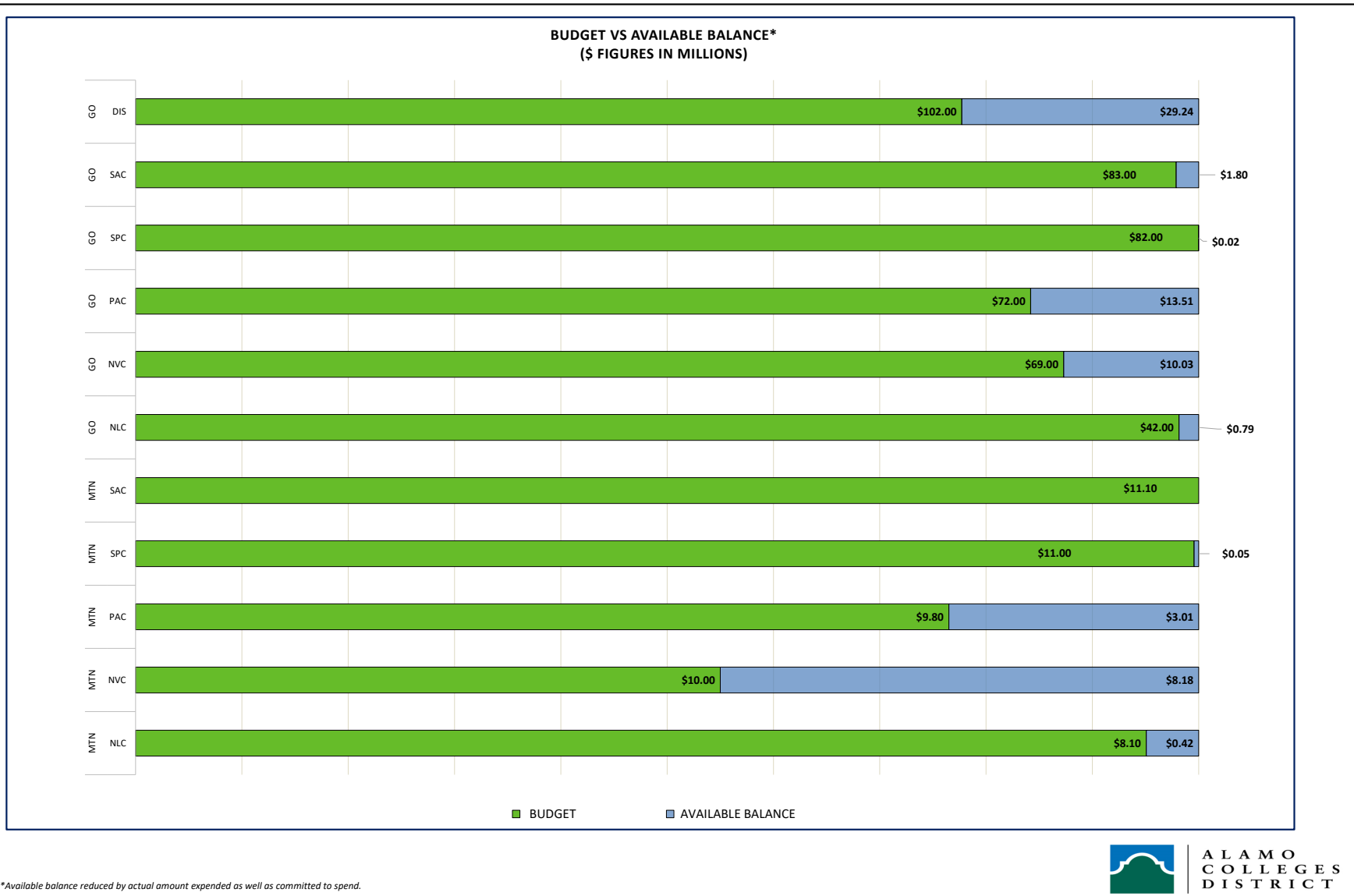
## Budget vs Actual - Overview (GO & MTN)

(\$ FIGURES IN MILLIONS)



ALAMO  
COLLEGES  
DISTRICT

## Alamo Colleges District Capital Improvement Program - Chart Summary



**ALAMO COLLEGES DISTRICT  
2017 - CAPITAL IMPROVEMENT PROGRAM SUMMARY  
As of February 28, 2023**

*Unissued*

FUNDING SOURCES	GO 2017 Limited Tax Bonds	MTN 2020 Maintenance Tax Bonds	GO 2021 Limited Tax Bonds	GO 2022 Limited Tax Bonds	TOTAL
General Obligation Bonds	\$ 173,000,000	\$ -	\$ 225,000,000	\$ 52,000,000	\$ 450,000,000
Maintenance Tax Note Bonds	\$ -	\$ 50,000,000			\$ 50,000,000
<b>TOTAL FUNDING SOURCES</b>	<b>\$ 173,000,000</b>	<b>\$ 50,000,000</b>	<b>\$ 225,000,000</b>	<b>\$ 52,000,000</b>	<b>\$ 500,000,000</b>

BY LOCATION	BUDGET	CURRENT YEAR TOTAL	PRIOR YEARS' TOTAL	TOTAL TO DATE ALL YEARS	COMMITMENTS	AVAILABLE BALANCE
DISTRICT & DISTRICT WIDE - 2017 G.O. BOND	\$ 102,000,000	\$ 5,569,653	\$ 60,447,054	\$ 65,621,520	\$ 7,135,854	\$ 29,242,626
SAN ANTONIO COLLEGE - 2017 G.O. BOND	\$ 83,000,000	\$ 5,008,136	\$ 68,384,654	\$ 73,392,789	\$ 7,806,759	\$ 1,800,451
ST. PHILIP'S COLLEGE & SWC - 2017 G.O. BOND	\$ 82,000,000	\$ 523,885	\$ 80,751,751	\$ 81,275,637	\$ 706,524	\$ 17,839
PALO ALTO COLLEGE - 2017 G.O. BOND	\$ 72,000,000	\$ 4,477,534	\$ 51,305,653	\$ 55,783,187	\$ 2,703,914	\$ 13,512,899
NORTHWEST VISTA COLLEGE - 2017 G.O. BOND	\$ 69,000,000	\$ (240,282)	\$ 57,902,775	\$ 57,662,493	\$ 1,304,052	\$ 10,033,455
NORTHEAST LAKEVIEW COLLEGE - 2017 G.O. BOND	\$ 42,000,000	\$ 1,288,704	\$ 38,791,265	\$ 40,079,969	\$ 1,126,794	\$ 793,238
<b>General Obligation Bond Totals</b>	<b>\$ 450,000,000</b>	<b>\$ 16,627,630</b>	<b>\$ 357,583,152</b>	<b>\$ 373,815,595</b>	<b>\$ 20,783,897</b>	<b>\$ 55,400,508</b>
SAN ANTONIO COLLEGE - 2020 MTN BOND	\$ 11,100,000	\$ -	\$ 11,100,000	\$ 11,100,000	\$ -	\$ -
ST. PHILIP'S COLLEGE & SWC - 2020 MTN BOND	\$ 11,000,000	\$ -	\$ 10,918,462	\$ 10,918,462	\$ 33,793	\$ 47,745
PALO ALTO COLLEGE - 2020 MTN BOND	\$ 9,800,000	\$ 2,030,154	\$ -	\$ 2,030,154	\$ 4,760,094	\$ 3,009,752
NORTHWEST VISTA COLLEGE - 2020 MTN BOND	\$ 10,000,000	\$ -	\$ 1,818,853	\$ 1,818,853	\$ -	\$ 8,181,147
NORTHEAST LAKEVIEW COLLEGE - 2020 MTN BOND	\$ 8,100,000	\$ 1,873,588	\$ 4,351,545	\$ 6,225,134	\$ 1,454,849	\$ 420,018
<b>MTN Bond Totals</b>	<b>\$ 50,000,000</b>	<b>\$ 3,903,743</b>	<b>\$ 28,188,860</b>	<b>\$ 32,092,603</b>	<b>\$ 6,248,735</b>	<b>\$ 11,658,662</b>
UNALLOCATED INTEREST INCOME	\$ (0)	\$ -	\$ -	\$ -	\$ -	\$ (0)
<b>TOTAL FOR ALL 2017 CIP BONDS</b>	<b>\$ 500,000,000</b>	<b>\$ 20,531,373</b>	<b>\$ 385,772,013</b>	<b>\$ 405,908,199</b>	<b>\$ 27,032,632</b>	<b>\$ 67,059,169</b>

**ALAMO COLLEGES DISTRICT**  
**2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT**  
**As of February 28, 2023**

<b>General Obligation Bonds</b>							
<b>PROJECT TITLE</b>	<b>Adjusted Budget</b>	<b>Current Month Expenses</b>	<b>Current Yr Expenses</b>	<b>Prior Yrs Expenses</b>	<b>Total to Date All Yrs Expenses</b>	<b>Commitments</b>	<b>Available Balance</b>
DIS-WETC GO17 - T1	23,000,000	702,475	2,618,634	19,577,770	21,801,217	1,298,195	(99,412)
DIS-SETC GO17 - T1	23,000,000	305,512	2,719,019	12,894,616	15,613,635	4,278,695	3,107,669
DIS-N. 281 Property purch - GO17 - T1	5,000,000	-	-	5,000,000	5,000,000	-	-
DIS I-10 NW Ed and Train Ctr. - GO17 - T2	23,000,000	-	1,925	2,543,947	2,545,872	509,931	19,944,197
SWC- Redund Police Dpatch @ SWC - GO17 - T1	2,955,408	-	-	2,955,408	2,955,408	-	0
DIS MOKA Prog. MGT. - GO17	44,592	-	(4,650)	11,904	7,254	37,338	-
<b>TOTAL FOR DISTRICT</b>	<b>\$ 77,000,000</b>	<b>\$ 1,007,987</b>	<b>\$ 5,334,928</b>	<b>\$ 42,983,645</b>	<b>\$ 47,923,386</b>	<b>\$ 6,124,159</b>	<b>\$ 22,952,455</b>
DIS Instructional Tech GO17 - T1	1,500,000	-	-	788,961	788,961	-	711,039
DIS Infrastructural & ACOL GO17 T1	11,600,000	37,815	234,725	7,681,009	7,915,734	853,314	2,830,952
DIS Comm. & Collaboration Tools GO17 T1	4,100,000	-	-	3,997,214	3,997,214	4,532	98,253
Reporting and Analysis - T3	1,700,000	-	-	-	-	-	1,700,000
DIS Mobile Tech & Security GO17 - T3	6,100,000	-	-	4,996,225	4,996,225	153,849	949,926
<b>TOTAL FOR DISTRICT WIDE INFO. TECH.</b>	<b>\$ 25,000,000</b>	<b>\$ 37,815</b>	<b>\$ 234,725</b>	<b>\$ 17,463,409</b>	<b>\$ 17,698,134</b>	<b>\$ 1,011,695</b>	<b>\$ 6,290,171</b>
<b>TOTAL FOR DISTRICT / DISTRICT WIDE</b>	<b>\$ 102,000,000</b>	<b>\$ 1,045,802</b>	<b>\$ 5,569,653</b>	<b>\$ 60,447,054</b>	<b>\$ 65,621,520</b>	<b>\$ 7,135,854</b>	<b>\$ 29,242,626</b>
SAC-Parking Garage GO17 - T1	19,053,312	-	(293,619)	18,847,730	18,554,111	94,261	404,940
SAC-Childcare Bldg GO17 - T1	15,817,202	13,502	(347,412)	15,752,543	15,405,131	37,150	374,921
SAC Law Enforce/ 1st Responder - GO17 - T2	20,000,000	21,843	4,051,708	8,821,179	12,872,887	6,535,548	591,565
SAC Fletcher St Success Ren w/ Main Entry - GO17 - T2	9,798,431	-	131,431	9,543,645	9,675,075	88,892	34,463
SAC Physical Plant - GO17 - T3	2,521,979	-	(41,148)	2,512,802	2,471,654	5,627	44,698
SAC Chance Academic Ren - GO17 - T3	147,399	-	-	3,604	3,604	110,341	33,454
SAC MFA Ren - GO17 - T3	47,808	-	-	47,808	47,808	-	-
SAC NEW SCIENCE BLDG - GO17	15,613,870	20,022	1,507,176	12,855,343	14,362,519	934,940	316,410
<b>TOTAL FOR SAC</b>	<b>\$ 83,000,000</b>	<b>\$ 55,367</b>	<b>\$ 5,008,136</b>	<b>\$ 68,384,654</b>	<b>\$ 73,392,789</b>	<b>\$ 7,806,759</b>	<b>\$ 1,800,451</b>
SPC Culinary Arts Center Exc GO17 -T1	30,000,000	-	-	29,997,330	29,997,330	2,257	413
SPC Norris Tech Renovation GO17 - T2	14,882,376	-	-	14,851,838	14,851,838	11,364	19,174
SPC Bowden Renovation GO17 - T3	13,736,454	-	5,688	13,676,053	13,681,741	54,315	397
<b>TOTAL FOR SPC</b>	<b>\$ 58,618,830</b>	<b>\$ -</b>	<b>\$ 5,688</b>	<b>\$ 58,525,221</b>	<b>\$ 58,530,909</b>	<b>\$ 67,937</b>	<b>\$ 19,985</b>
SPC Welding and Auto Body Fac -GO17 -T2	23,381,170	-	518,197	22,226,531	22,744,728	638,587	(2,144)
<b>TOTAL FOR SWC</b>	<b>\$ 23,381,170</b>	<b>\$ -</b>	<b>\$ 518,197</b>	<b>\$ 22,226,531</b>	<b>\$ 22,744,728</b>	<b>\$ 638,587</b>	<b>\$ (2,144)</b>
<b>TOTAL FOR SPC / SWC</b>	<b>\$ 82,000,000</b>	<b>\$ -</b>	<b>\$ 523,885</b>	<b>\$ 80,751,751</b>	<b>\$ 81,275,637</b>	<b>\$ 706,524</b>	<b>\$ 17,840</b>

**ALAMO COLLEGES DISTRICT**  
**2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT**  
**As of February 28, 2023**

<b>General Obligation Bonds</b>							
<b>PROJECT TITLE</b>	<b>Adjusted Budget</b>	<b>Current Month Expenses</b>	<b>Current Yr Expenses</b>	<b>Prior Yrs Expenses</b>	<b>Total to Date All Yrs Expenses</b>	<b>Commitments</b>	<b>Available Balance</b>
PAC Manufacturing Bldg GO17 - T1	56,865,799	566,662	4,631,069	41,002,172	45,633,241	1,887,439	9,345,119
PAC Real Estate Purchase (under district funding) GO17 - T1	6,000,000	-	-	5,118,242	5,118,242	-	881,758
PAC Student Engagement & Welcome Ctr GO17 - T2	117,663	-	5,922	37,177	43,099	74,565	-
PAC Natatorium and Gym Ren GO17 - T2	4,721,641	-	4,400	1,433,692	1,438,092	310,983	2,972,566
PAC Physical Plant GO17 - T3	4,294,897	(266,285)	(163,857)	3,714,371	3,550,514	430,927	313,456
<b>TOTAL FOR PAC</b>	<b>\$ 72,000,000</b>	<b>\$ 300,377</b>	<b>\$ 4,477,534</b>	<b>\$ 51,305,653</b>	<b>\$ 55,783,187</b>	<b>\$ 2,703,914</b>	<b>\$ 13,512,899</b>
NVC Parking Garage GO17 - T1	9,756,145	-	-	9,472,467	9,472,467	229,392	54,286
NVC Welcome Ctr. GO17 - T1	17,873,204	18,789	25,117	15,673,808	15,698,925	59,277	2,115,001
NVC Cultural Prog Ctr Excellen GO17 - T2	4,671,863	-	-	1,490,570	1,490,570	255,688	2,925,605
NVC STEM GO17 - T3	33,900,000	-	(265,399)	28,547,499	28,282,101	679,336	4,938,563
NVC Physical Plant GO17 - T3	2,798,788	-	-	2,718,430	2,718,430	80,358	(0)
<b>TOTAL FOR NVC</b>	<b>\$ 69,000,000</b>	<b>\$ 18,789</b>	<b>\$ (240,282)</b>	<b>\$ 57,902,775</b>	<b>\$ 57,662,493</b>	<b>\$ 1,304,052</b>	<b>\$ 10,033,455</b>
NLC Tech Ctr Excellence/Science Building GO17 - T2	42,000,000	255,648	1,288,704	38,791,265	40,079,969	1,126,794	793,238
<b>TOTAL FOR NLC</b>	<b>\$ 42,000,000</b>	<b>\$ 255,648</b>	<b>\$ 1,288,704</b>	<b>\$ 38,791,265</b>	<b>\$ 40,079,969</b>	<b>\$ 1,126,794</b>	<b>\$ 793,238</b>
<b>TOTAL 2017 G.O. BONDS</b>	<b>\$ 450,000,000</b>	<b>\$ 1,675,983</b>	<b>\$ 16,627,630</b>	<b>\$ 357,583,152</b>	<b>\$ 373,815,595</b>	<b>\$ 20,783,897</b>	<b>\$ 55,400,509</b>

**ALAMO COLLEGES DISTRICT**  
**2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT**  
**As of February 28, 2023**

<b>Maintenance Tax Notes</b>							
<b>PROJECT TITLE</b>	<b>Adjusted Budget</b>	<b>Current Month Expenses</b>	<b>Current Yr Expenses</b>	<b>Prior Yrs Expenses</b>	<b>Total to Date All Yrs Expenses</b>	<b>Commitments</b>	<b>Available Balance</b>
SAC FLETCH ST SCSS MTN20	11,100,000	-	-	11,100,000	11,100,000	-	-
<b>TOTAL FOR SAC</b>	<b>11,100,000</b>	<b>-</b>	<b>-</b>	<b>11,100,000</b>	<b>11,100,000</b>	<b>-</b>	<b>-</b>
SPC THCA Culinary-MTN20	2,181,723	-	-	2,126,296	2,126,296	17,698	37,729
SPC NORRIS TECH MTN20	8,453,992	-	-	8,448,279	8,448,279	5,713	0
SPC UNALLOCATED MTN20	10,000	-	-	-	-	-	10,000
<b>TOTAL FOR SPC / SWC</b>	<b>11,000,000</b>	<b>-</b>	<b>-</b>	<b>10,918,462</b>	<b>10,918,462</b>	<b>33,793</b>	<b>47,745</b>
PAC NATA & GYM IMP - MTN20	9,800,000	2,030,154	2,030,154	-	2,030,154	4,760,094	3,009,752
<b>TOTAL FOR PAC</b>	<b>9,800,000</b>	<b>2,030,154</b>	<b>2,030,154</b>	<b>-</b>	<b>2,030,154</b>	<b>4,760,094</b>	<b>3,009,752</b>
NVC CUL PRGMS CYP REN - MTN20	8,181,147	-	-	-	-	-	8,181,147
NVC WELCOME CTR - MTN20	1,818,853	-	-	1,818,853	1,818,853	-	0
<b>TOTAL FOR NVC</b>	<b>10,000,000</b>	<b>-</b>	<b>-</b>	<b>1,818,853</b>	<b>1,818,853</b>	<b>-</b>	<b>8,181,147</b>
NLC SCI/TECH CTR of EXEL - MTN20	5,680,000	441,487	1,230,910	2,739,357	3,970,268	1,447,645	262,088
NLC UNALLOCATED - MTN20	458	-	-	-	-	-	458
NLC ACA BLDG I ELEV - MTN20	1,274,314	-	-	1,260,941	1,260,941	5,902	7,472
NLC NLIB Elev & L Ren - MTN20	145,228	-	-	143,926	143,926	1,302	0
NLC STU COM MOIST BAR - MTN20	1,000,000	91,526	642,678	207,322	850,000	-	150,000
<b>TOTAL FOR NLC</b>	<b>8,100,000</b>	<b>533,013</b>	<b>1,873,588</b>	<b>4,351,545</b>	<b>6,225,134</b>	<b>1,454,849</b>	<b>420,018</b>
<b>TOTAL 2020 MTN BONDS</b>	<b>\$ 50,000,000</b>	<b>\$ 2,563,167</b>	<b>\$ 3,903,743</b>	<b>\$ 28,188,860</b>	<b>\$ 32,092,603</b>	<b>\$ 6,248,735</b>	<b>\$ 11,658,662</b>
<b>TOTAL 2017 CIP G.O. &amp; MTN BONDS</b>	<b>\$ 500,000,000</b>	<b>\$ 4,239,151</b>	<b>\$ 20,531,373</b>	<b>\$ 385,772,013</b>	<b>\$ 405,908,199</b>	<b>\$ 27,032,632</b>	<b>\$ 67,059,170</b>



## ALAMO COLLEGES DISTRICT CAPITAL IMPROVEMENTS PROGRAM (CIP) EXECUTIVE SUMMARY

### CIP Bond Construction *Projected* Upcoming CIP Project – for Board Approval

Estimated Upcoming GMP Board Pending Approval	Apr	May	Jun	Jul
NVC Cypress Cultural Center of Excellence Renovation (SpawGlass / Overland)				X
PAC Natatorium/Gym Renovation (TBD / RVK)	<i>TBD - Rescoping</i>			
Northwest Education and Training Center (NWETC) (TBD / Overland)				X
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>

### CIP Bond Construction Projects by The Numbers

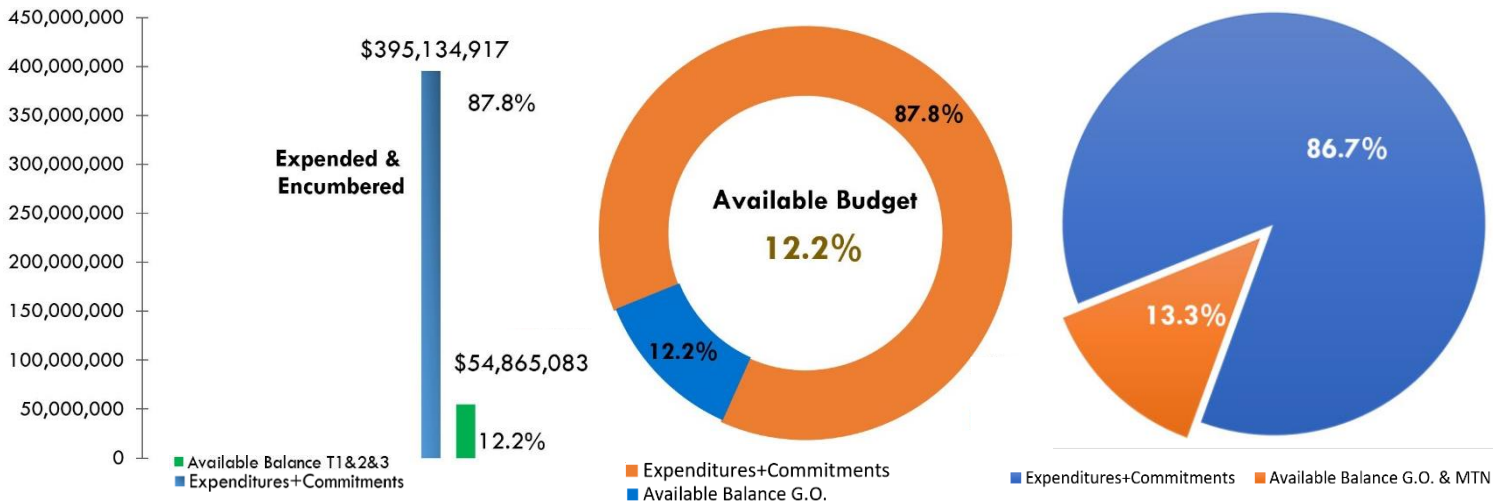
Project Status	SPC	SAC	NVC	PAC	NLC	ETCs	Total
Projects Completed	5	5	4	2	1	1	18
Projects in Construction		1				1	2
Projects with Approved GMP							-
Projects with Upcoming GMP Approval			1	1			2
Projects in Various Design Phases		1				1	2
<b>TOTAL</b>							<b>24</b>

### CIP Bond Budget – As of April 2023

CIP - Available v. Expended (encumbered), G.O.

CIP General Obligation Bond - Available Budget

CIP G.O. & MTN Bond - Overall Available Budget



Issued - By Tranche		%	CIP General Obligation Bond - Available Budget	%	Overall CIP GO & MTN - Available Budget	%		
1st Tranche (GO17)	\$ 173,000,000	38.4%						
2nd Tranche (GO21)	\$ 225,000,000	50.0%						
3rd Tranche (GO22)	\$ 52,000,000	11.6%	CIP GO Budget	\$ 450,000,000	100.0%	CIP GO+MTN Budget	\$ 500,000,000	100.0%
Total GO Bonds	\$ 450,000,000	100.0%						
Expenditures+Commitments	\$ 395,134,917	87.8%	Expenditures+Commitments	395,134,917	87.8%	Expenditures+Commitments	433,462,369	86.7%
Available Balance T1&2&3	\$ 54,865,083	12.2%	Available Balance G.O.	\$ 54,865,083	12.2%	Available Balance G.O. & MTN	\$ 66,537,631	13.3%

Total General Obligation & MTN funding	Total expenditures on all CIP projects to date	Remaining balance of funding
<b>\$500,000,000</b>	<b>\$411,441,075</b>	<b>\$66,537,631</b>

*\*Preliminary Bond Budget Numbers as of April 4, 2023, subject to change and unaudited*

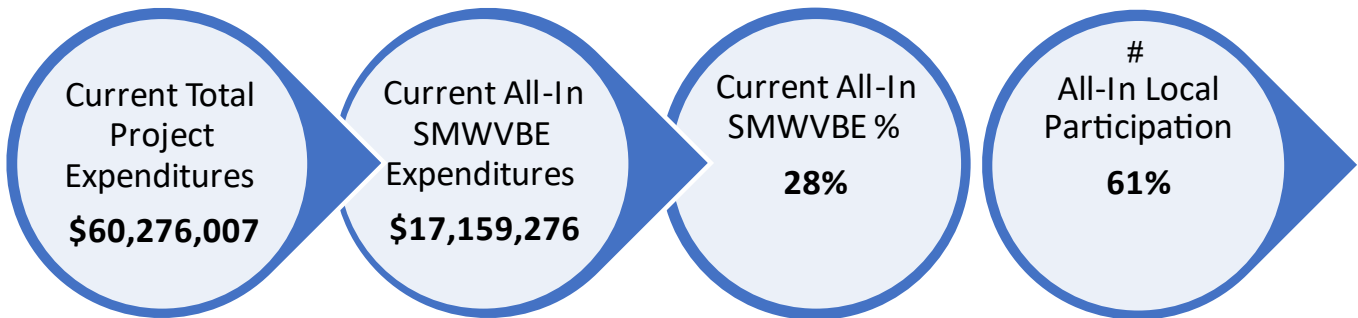
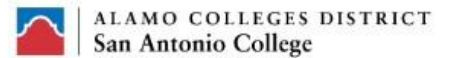


Next CBOC Meeting

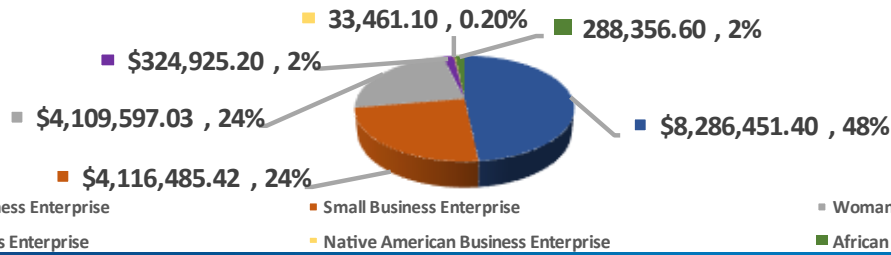
- The CBOC committee met on April 11, 2022, in person at DSO and the next meeting is being scheduled.

CIP Bond SMWVBE Reporting (as reported in March 2023)

# San Antonio College

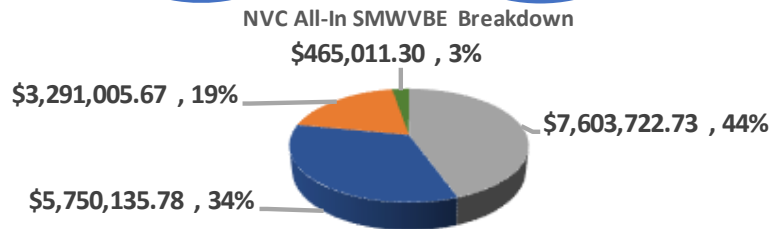
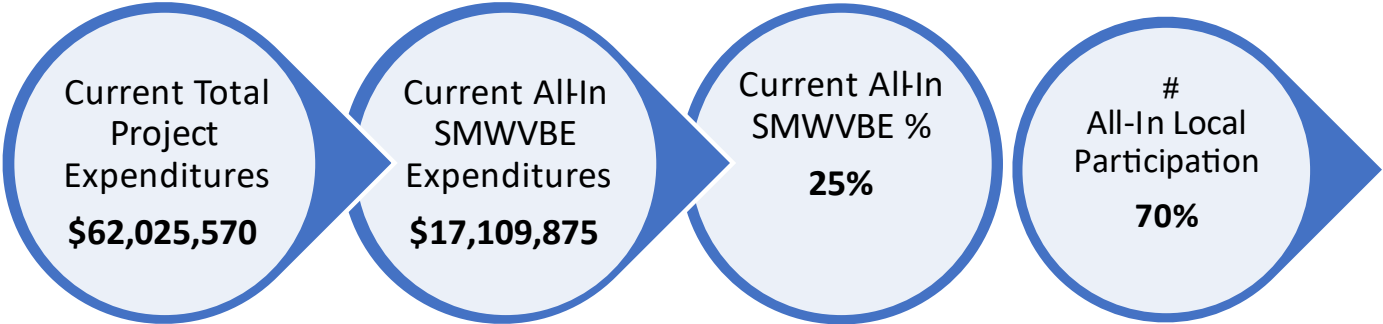


SAC All-In SMWVBE Breakdown





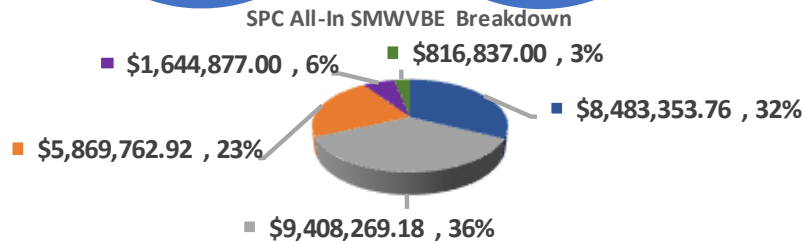
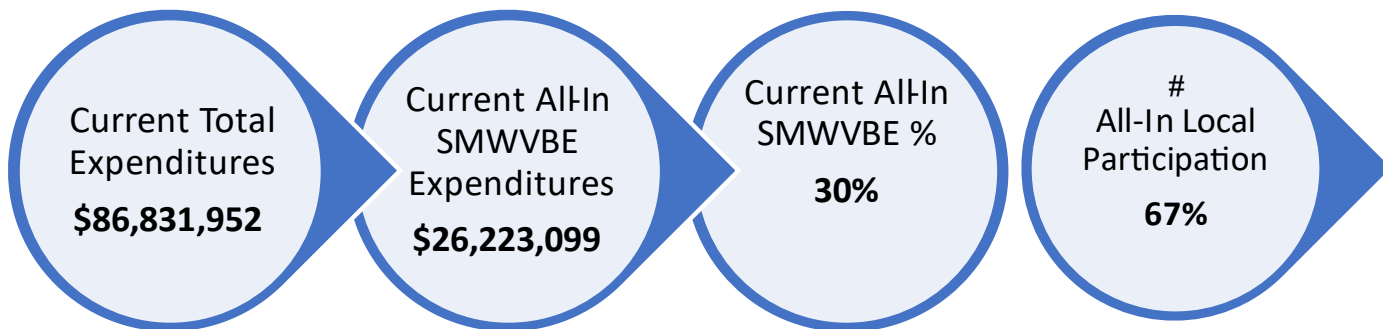
# Northwest Vista College



■ Woman Owned Business Enterprise
■ Hispanic American Business Enterprise
■ Small Business Enterprise
■ African American Business Enterprise



# St. Philip's College

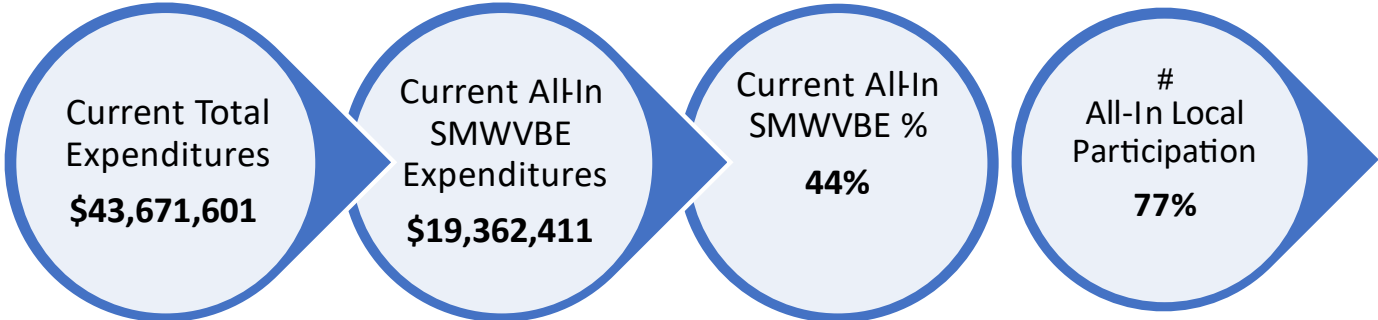


■ Hispanic American Business Enterprise
■ Woman Owned Business Enterprise
■ Small Business Enterprise
■ Asian American Business Enterprise
■ African American Business Enterprise

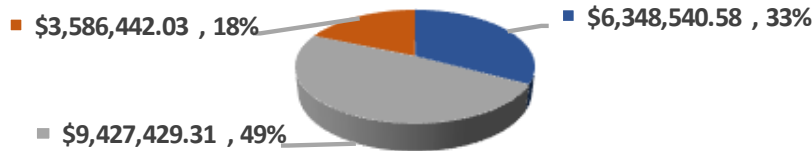




# Palo Alto College



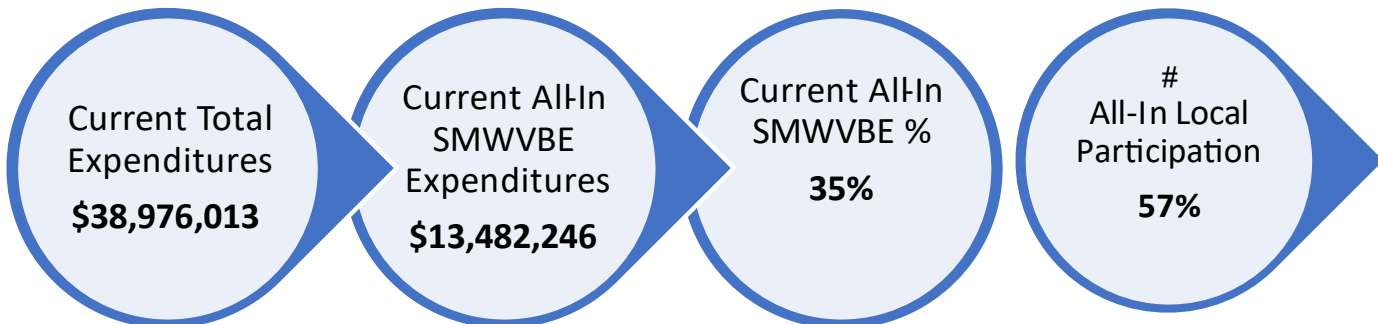
PAC All In - SMWVBE Breakdown



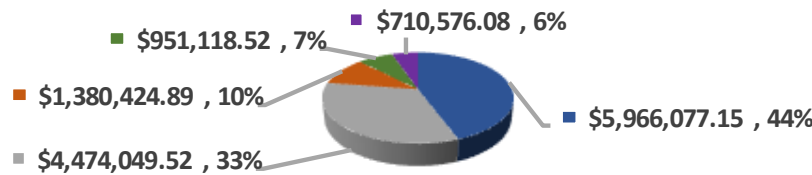
- Hispanic American Business Enterprise
- Woman Owned Business Enterprise
- Small Business Enterprise



# Northeast Lakeview College



NLC All-In SMWVBE Breakdown

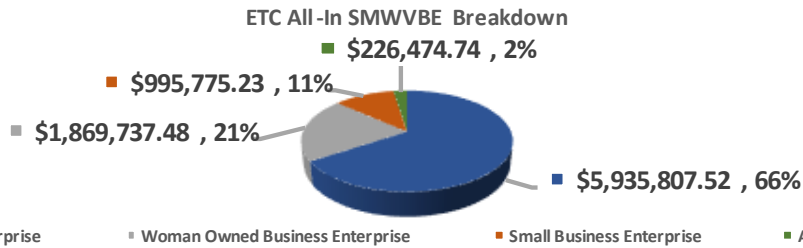
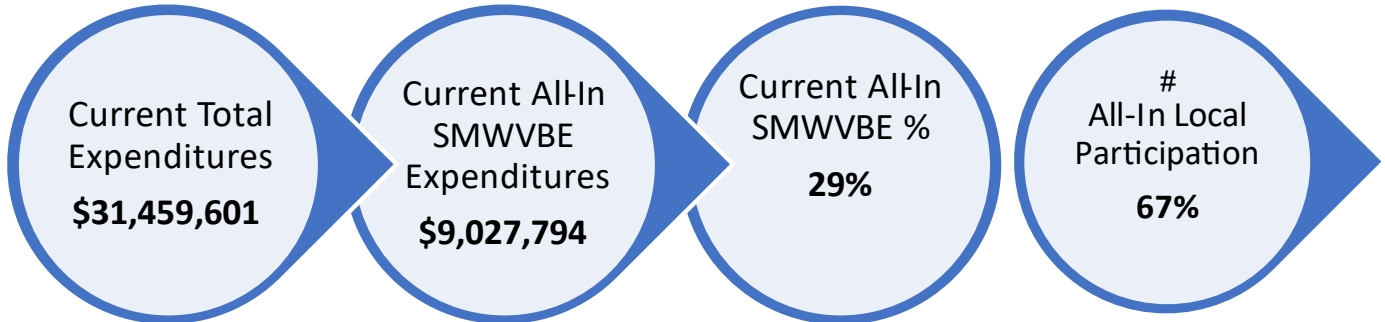


- Hispanic American Business Enterprise
- Woman Owned Business Enterprise
- Small Business Enterprise
- African American Business Enterprise
- Asian American Business Enterprise





# Education and Training Centers



- Hispanic American Business Enterprise
- Woman Owned Business Enterprise
- Small Business Enterprise
- African American Business Enterprise



## Discussion and Possible Action on Approval of Financial Reports

Presented to the Board acting as Committee of the Whole on April 11, 2023 and now presented to the Board for approval on April 18, 2023.

### MINUTE ORDER

**“The Alamo Colleges Board of Trustees hereby accepts the financial reports as presented.”**

### PURPOSE

The following financial reports are presented to the Board of Trustees for informational and approval purposes for February 28, 2023.

### BACKGROUND

1. Financial Charts
2. Comparison of Year-to-Date Actual Revenues/Expenditures

### IMPLICATIONS

**Financial:** N/A

**Strategic Plan:** Strategic Objective III Performance Excellence

**Human Resources:** N/A

**ATTACHMENTS:** Financial Reports

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Lisa L. Mazure, MSA, CPA  
Associate Vice Chancellor for Finance and  
Fiscal Services

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Diane E. Snyder, CPA, Ph.D.  
Vice Chancellor for Finance and  
Administration

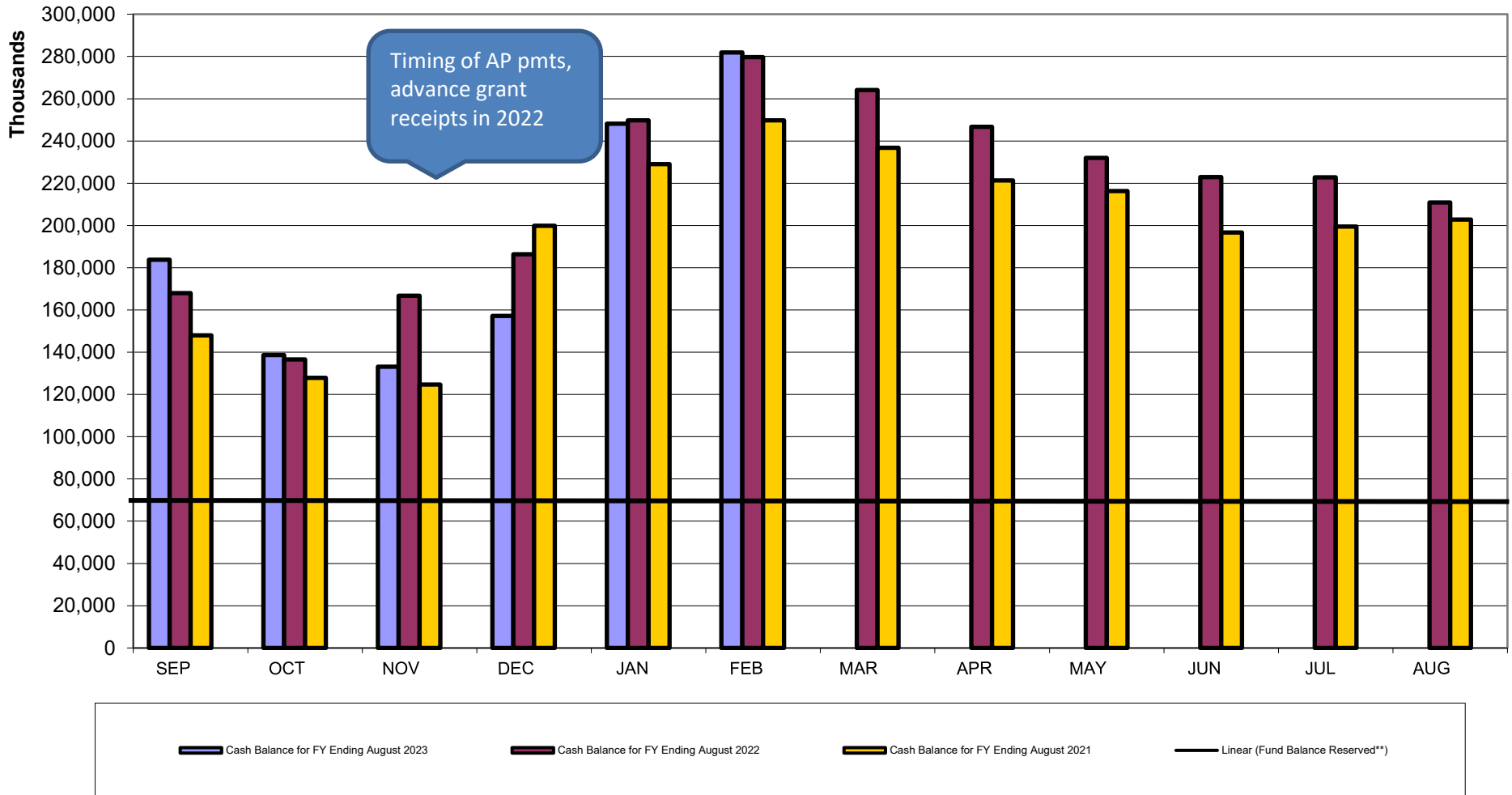
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Dr. Mike Flores, Chancellor



ALAMO  
COLLEGES  
DISTRICT

**Alamo Colleges District**  
**Current Operating Fund Cash Analysis**  
 (For Fiscal Years Ending August 2023, 2022 and 2021)  
 Through February 2023



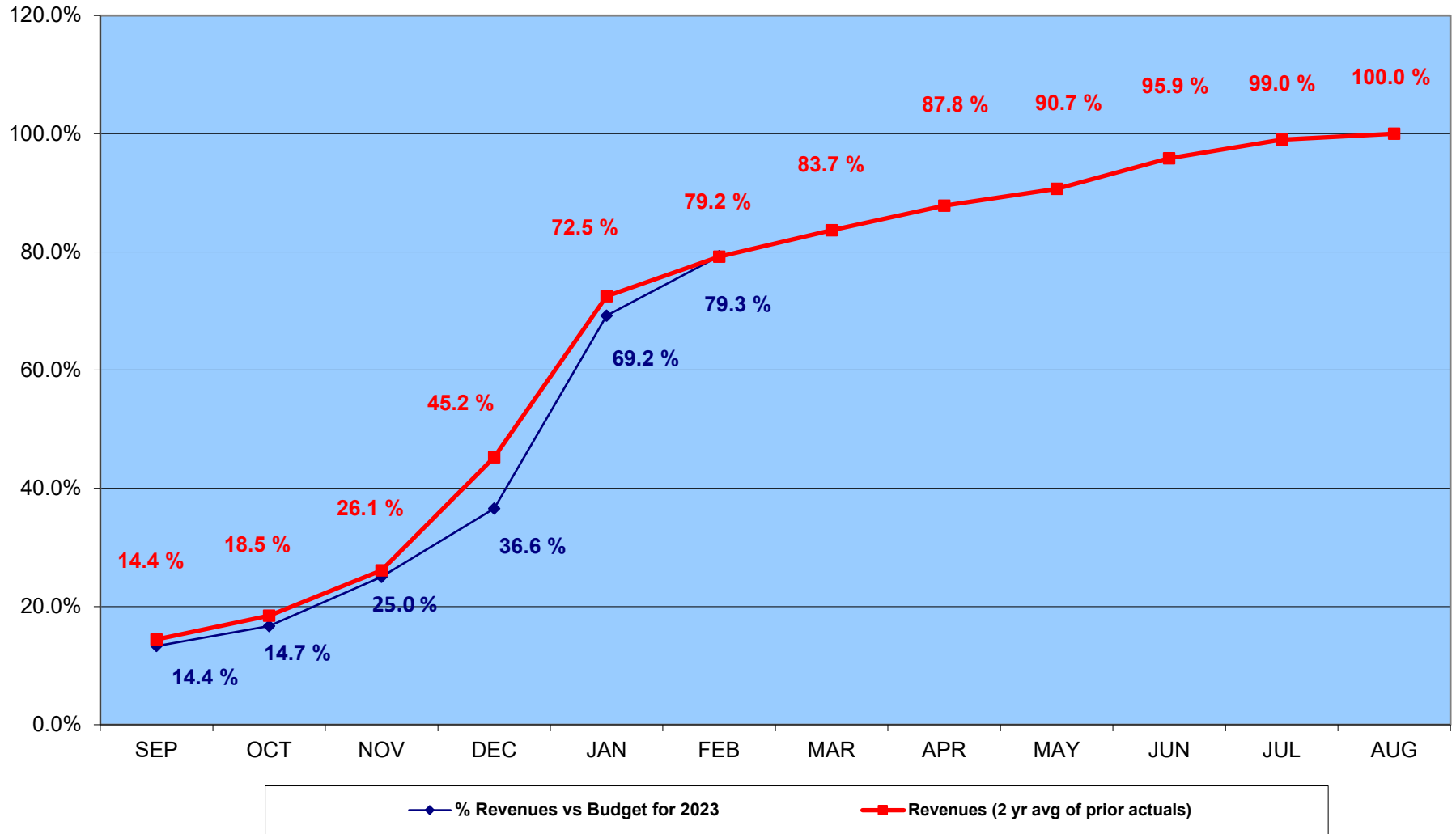
\*Includes Cash and Investments.

Chart excludes cash balances for capital construction and debt service.

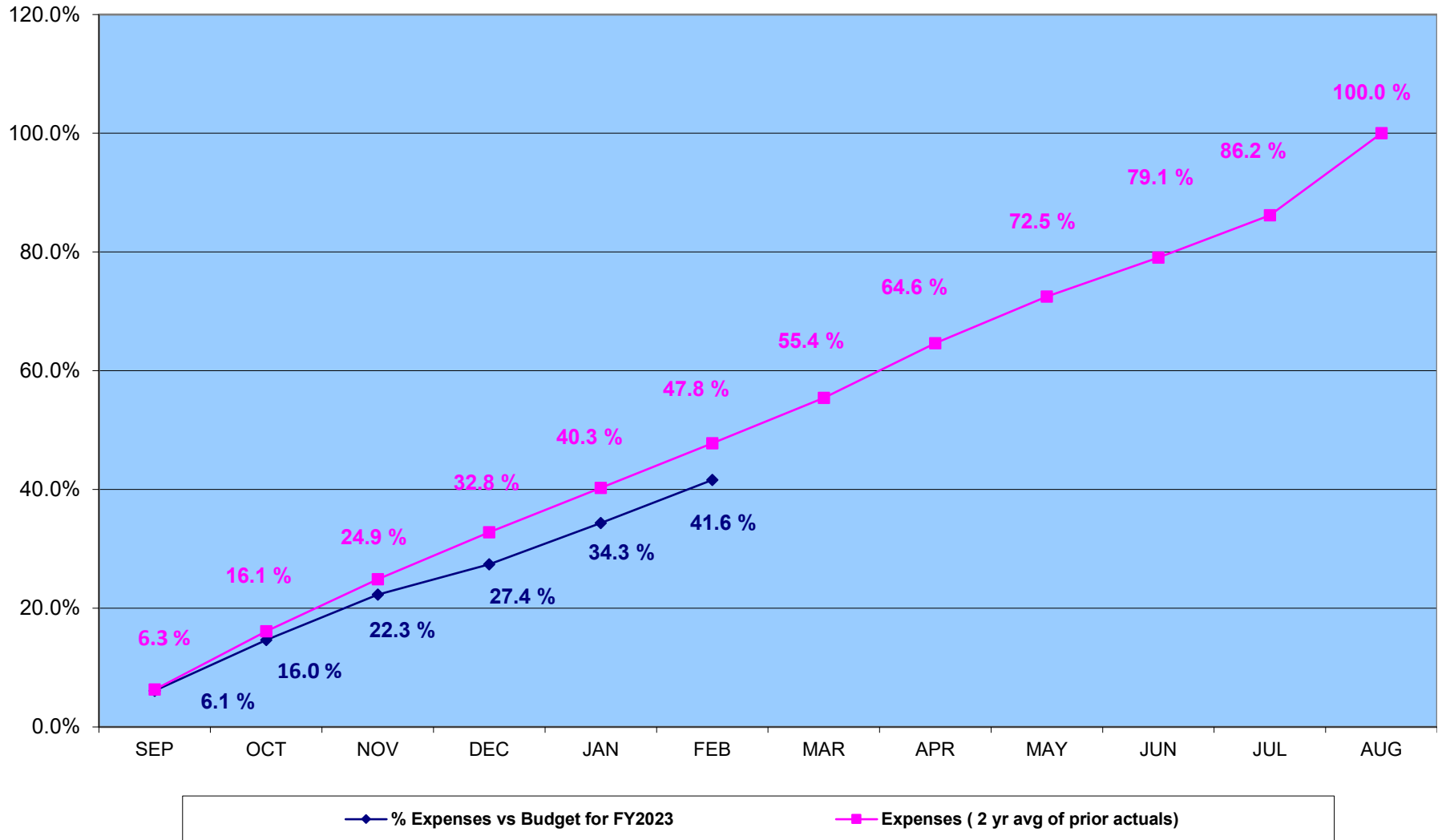
August includes Fall Tuition collections.

\*\*Fund Balance Reserved excludes encumbrances and operating commitments.

### Alamo Colleges District Unrestricted Operating Actual Revenues as % of Adjusted Budgeted Revenues Compared to Average of Two Prior Years Actual Revenues



**Alamo Colleges District**  
**Unrestricted Operating Actual Expenses and Transfers as % of Adjusted Budgeted Expenses and Transfers**  
**Compared to Average of Two Prior Years Actual Expenses and Transfers**



ALAMO COLLEGES DISTRICT  
**FY 2022 - 2023 ALL FUNDS ACTUALS VS BUDGET REPORT**  
**FEBRUARY 2023 YEAR-TO-DATE**

	Adjusted Budget 2022 - 2023 (A) (as of February 2023)		YTD Actual 02/28/2023		% of Budget (6th month / 50.0 % of Year)			
	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted		Restricted	
					02/28/23	02/28/22	02/28/23	02/28/22
<b>REVENUES</b>								
Instruction and General	428,701,450	80,666,002	341,949,725	24,691,417	79.8%	78.8%	30.6%	41.6%
Public Service	1,318,721	-	341,906		25.9%	10.2%		
Scholarships and Fellowships	-	75,777,242		50,650,284			66.8%	81.8%
Auxiliary Enterprises	4,767,695	-	2,203,637		46.2%	42.4%		
Student Activity Fee	2,330,583	-	2,088,179		89.6%	75.5%		
<b>Subtotal Current Funds</b>	<b>437,118,449</b>	<b>156,443,244</b>	<b>346,583,447</b>	<b>75,341,701</b>	<b>79.3%</b>	<b>78.2%</b>	<b>48.2%</b>	<b>63.3%</b>
Capital Outlay	-	55,733,137		55,448,504			99.5%	6.4%
Renewals & Replacements	-	-						
Building	-	329,145,082		296,202,783			90.0%	7.3%
Furniture & Equipment	-	3,800,410						
Debt Services	-	88,646,243		79,914,834			90.2%	91.8%
<b>Subtotal Plant Funds</b>	<b>-</b>	<b>477,324,872</b>	<b>-</b>	<b>431,566,121</b>		<b>0.0%</b>	<b>90.4%</b>	<b>45.1%</b>
<b>TOTAL REVENUES</b>	<b>437,118,449</b>	<b>633,768,116</b>	<b>346,583,447</b>	<b>506,907,822</b>	<b>79.3%</b>	<b>78.2%</b>	<b>80.0%</b>	<b>54.4%</b>
<b>BEGINNING FUND BALANCES (B)</b>								
Instruction and General	147,963,030	2,416,166	147,963,030	2,416,166				
Public Service	-	-						
Scholarships and Fellowships	-	8,351,203		8,351,203				
Auxiliary Enterprises	3,200,000	-	3,200,000					
Student Activity Fee	2,871,393	-	2,871,393					
<b>Subtotal Current Funds</b>	<b>154,034,423</b>	<b>10,767,369</b>	<b>154,034,423</b>	<b>10,767,369</b>				
Capital Outlay	-	50,300,662		50,300,662				
Renewals & Replacements	-	-						
Building	-	40,554,847		40,554,847				
Furniture & Equipment	-	16,702,150		16,702,150				
Debt Services	-	17,272,910		17,272,910				
<b>Subtotal Plant Funds</b>	<b>-</b>	<b>124,830,569</b>	<b>-</b>	<b>124,830,569</b>				
<b>TOTAL BEGINNING FUND BALANCES</b>	<b>154,034,423</b>	<b>135,597,938</b>	<b>154,034,423</b>	<b>135,597,938</b>				
<b>TOTAL AVAILABLE (Revenues + Beg. Fund Balance)</b>								
Instruction and General	576,664,480	83,082,168	489,912,755	27,107,583				
Public Service	1,318,721	-	341,906	-				
Scholarships and Fellowships	-	84,128,445	-	59,001,487				
Auxiliary Enterprises	7,967,695	-	5,403,637	-				
Student Activity Fee	5,201,976	-	4,959,572	-				
<b>Subtotal Current Funds</b>	<b>591,152,872</b>	<b>167,210,613</b>	<b>500,617,870</b>	<b>86,109,070</b>				
Capital Outlay	-	106,033,799	-	105,749,166				
Renewals & Replacements	-	-	-	-				
Building	-	369,699,929	-	336,757,630				
Furniture & Equipment	-	20,502,560	-	16,702,150				
Debt Services	-	105,919,153	-	97,187,744				
<b>Subtotal Plant Funds</b>	<b>-</b>	<b>602,155,441</b>	<b>-</b>	<b>556,396,690</b>				
<b>TOTAL AVAILABLE</b>	<b>591,152,872</b>	<b>769,366,054</b>	<b>500,617,870</b>	<b>642,505,760</b>				

(A) Includes budget amendments #1, #2 and #3.

(B) Beginning fund balance are audited ending FY21-22 fund balances. The fund balances include Board mandated 15% operating reserve, grants, construction, scholarships, & gifts funds.

FY 2022 - 2023 ALL FUNDS ACTUALS VS BUDGET REPORT

FEBRUARY 2023 YEAR-TO-DATE

	Adjusted Budget 2022 - 2023 (A) (as of February 2023)		YTD Actual 02/28/2023		% of Budget (6th month / 50.0 % of Year)			
	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted		Restricted	
					02/28/23	02/28/22	02/28/23	02/28/22
<b>EXPENDITURES</b>								
Instruction and Genera	438,647,217	80,666,002	181,134,306	24,022,592	41.3%	39.5%	29.8%	40.4%
Public Service	2,013,010	-	666,573		33.1%	40.9%		
Scholarships and Fellowships	-	81,001,509		53,131,739			65.6%	81.5%
Auxiliary Enterprises	1,883,503	-	427,689		22.7%	21.6%		
Student Activity Fee	4,939,303	-	1,166,486		23.6%	15.9%		
<b>Subtotal Current Funds</b>	<b>447,483,033</b>	<b>161,667,511</b>	<b>183,395,054</b>	<b>77,154,331</b>	<b>41.0%</b>	<b>39.1%</b>	<b>47.7%</b>	<b>63.2%</b>
Capital Outlay	-	83,889,279		18,593,951			22.2%	24.1%
Renewals & Replacements	-	-						
Building	-	234,750,929		27,557,476			11.7%	7.1%
Furniture & Equipment	-	719,573		615,909				
Debt Services	-	95,891,161		61,138,077			63.8%	54.6%
<b>Subtotal Plant Funds</b>	<b>-</b>	<b>415,250,942</b>	<b>-</b>	<b>107,905,413</b>			<b>26.0%</b>	<b>25.6%</b>
<b>TOTAL EXPENDITURES</b>	<b>447,483,033</b>	<b>576,918,453</b>	<b>183,395,054</b>	<b>185,059,744</b>	<b>41.0%</b>	<b>39.1%</b>	<b>32.1%</b>	<b>37.3%</b>
<b>TRANSFERS (IN) OUT</b>								
Instruction and General			11,391,178					
Public Service								
Scholarships and Fellowships	5,224,267	(5,224,267)		(2,629,867)				
Auxiliary Enterprises	-	-						
Student Activity Fee	-	-						
<b>Subtotal Current Funds</b>	<b>5,224,267</b>	<b>(5,224,267)</b>	<b>11,391,178</b>	<b>(2,629,867)</b>				
Capital Outlay	3,855,480	(3,855,480)		-				
Renewals & Replacements	-	-						
Building	51,000	(51,000)		(628,726)				
Furniture & Equipment	-	-						
Debt Services	11,569,915	(11,569,915)		(8,132,585)				
<b>Subtotal Plant Funds</b>	<b>15,476,395</b>	<b>(15,476,395)</b>	<b>-</b>	<b>(8,761,311)</b>				
<b>NET TRANSFERS</b>	<b>20,700,662</b>	<b>(20,700,662)</b>	<b>11,391,178</b>	<b>(11,391,178)</b>				
<b>TOTAL EXPENSE &amp; TRANSFERS</b>	<b>468,183,695</b>	<b>556,217,791</b>	<b>194,786,232</b>	<b>173,668,566</b>	<b>41.6%</b>	<b>40.3%</b>	<b>31.2%</b>	<b>36.2%</b>
<b>ENDING FUND BALANCES</b>								
Instruction and General	138,017,263	2,416,166	297,387,271	3,084,991				
Public Service	(694,289)	-	(324,667)	-				
Scholarships and Fellowships	(5,224,267)	8,351,203	-	8,499,615				
Auxiliary Enterprises	6,084,192	-	4,975,948	-				
Student Activity Fee	262,673	-	3,793,086	-				
<b>Subtotal Current Funds</b>	<b>138,445,572</b>	<b>10,767,369</b>	<b>305,831,638</b>	<b>11,584,606</b>				
Capital Outlay	(3,855,480)	26,000,000	-	87,155,215				
Renewals & Replacements	-	-	-	-				
Building	(51,000)	135,000,000	-	309,828,880				
Furniture & Equipment	-	19,782,987	-	16,086,241				
Debt Services	(11,569,915)	21,597,907	-	44,182,252				
<b>Subtotal Plant Funds</b>	<b>(15,476,395)</b>	<b>202,380,894</b>	<b>-</b>	<b>457,252,588</b>				
<b>TOTAL ENDING FUND BALANCES</b>	<b>122,969,177</b>	<b>213,148,263</b>	<b>305,831,638</b>	<b>468,837,194</b>				
<b>TOTAL EXP, TRF &amp; BALANCES</b>	<b>591,152,872</b>	<b>769,366,054</b>	<b>500,617,870</b>	<b>642,505,760</b>				

(A) Includes budget amendments #1, #2, and #3.

ALAMO COLLEGES DISTRICT  
FOR THE SIX MONTH PERIOD ENDED FEBRUARY 28, 2023

**(1) Revenue Variance:**

For the six month period ended February 28, 2023 operating revenue increased 9.9%, or \$31.2 million to \$346.6 million (first six months 2022: \$315.4 million). The increase is attributed to \$28.8 million growth in tax revenues, \$5.2 million increase in tuition and fees, offset by a reductions in other revenues of \$2.8 million. The reduction in other revenues is due primarily to the winding down of federal pandemic support.

- a) Tax revenues for FY23 increased \$28.8 million, or 16.0%, and stand at \$208.4 million vs \$179.6 million in the prior year. The budget for tax revenues for FY23 and FY22 stand at \$230.9 million and \$195.0 million. The District has benefitted from increasing taxable values in Bexar County. The projected ad valorem taxes increase as the taxable assessed value of properties across Bexar County has increased by over 16%, with no change to the property tax rate. This increase will fund critical facilities maintenance and operations, as well as funding Student Success Strategies such as AlamoBOOKS+ and AlamoPROMISE.
- b) Tuition & fees for FY23 increased 6.1%, or \$5.2 million, from FY22 amounts. FY23 revenues stand at \$90.4 million, or 88.8% of the budget, vs. FY22 revenues of \$85.2 million, or 78.0% of the budget. The regular tuition positive variance is attributed to an increase in headcounts and semester credit hours taken. Spring enrollment continued the Fall semester rebound. Headcount enrollment improved to 61,417 headcount, from 58,915, a 4.2%, or 2,502 headcount increase. Semester hours showed a similar increase, going from 382,875 to 407,326 hours, reflecting a 6.4%, or 24,451 increase in hours. Aiding in the increase was also the student instructional materials fee that generated \$1.7 million in the Spring. Headcount enrollment for Fall 2022 increased 3.4% or 2,196 students to 66,461. Fall 2022 semester hours showed a much larger increase of 5.7%, or 24,256, to 452,747 semester credit hours (As of 10/24/2022).
- c) State appropriations increased 0.8% in FY23, or \$0.3 million, and stand at 44.7% and 44.6% of the budget for FY23 and for FY22, respectively. As of this month the revenues are \$38.1 and \$37.8 million, respectively. State appropriations including state-paid benefits (group health & retirement) shows a slight increase as compared to the prior year.

**(2) Expense Variance:**

- a) The total All Funds expense budget approved by the Board of Trustees for FY 2022-2023 is \$1,002.7 million, comprised of \$438.7 million in operating expense and \$563 million in restricted funds. The operating expense budget is developed using the Funding Model, explained in detail in the approved budget book. The President of each of the five colleges maintains local control of their operating funds and distributes their respective allocated budget to: (a) funded employee positions, and (b) departmental operational expense accounts, based on the strategic initiatives and priorities at that location. Changes to the budget include a new Flexible Work Schedules procedure, which allows eligible Alamo Colleges employees to work remotely one day per week, and a record investment of \$26.1 million that will build upon our smart talent strategies and our advising model. Our record talent investment includes market rate adjustments from 4% to 9.5% and high-wage, high-demand stipend enhancements for faculty teaching in the targeted fields of Nursing, IT, Advanced Manufacturing and Healthcare, and the future Bachelor of Applied Technology in Cybersecurity degree at St. Philip's College. This year, the Board approved investments in AlamoADVISE by lowering the advisor to student ratio from 350- to-1 to 300- to-1; enhancing advising to corequisite and workforce students, extending advising to high school students and expanding the peer advisor model across all five colleges. And we are building sustainable models to ensure students have the learning resources they need through AlamoBOOKS+, a Big Idea sparked through faculty and staff brainstorming that became part of our Alamo Colleges District strategic plan. AlamoBOOKS+ has been a game changer, saving our students \$24 million in out-of pocket costs since implementation. The Board approved enhancements to AlamoBOOKS+ to ensure the long-term stability of the program by introducing a \$5 fee per credit hour fee for students to rent books and have them in-hand on day one of class.
- b) Operating expenses for FY23 and FY22 for the same period stand at 41.6% and 40.3% of budget, respectively. Actual expenses for FY23 and FY22 are \$194.8 million and \$183.1 million.

## **Discussion and Possible Action on Approval of Monthly Report on Cooperative Purchases in Excess of \$200,000**

Presented to the Board Acting as Committee of the Whole on April 11, 2023 and now presented to Board for approval on April 18, 2023.

### **MINUTE ORDER**

**“The Alamo Colleges District Board of Trustees hereby approves the monthly Cooperative Purchase Report as presented.”**

### **PURPOSE**

The purpose of this Minute Order is to provide a monthly report of purchases exceeding \$200,000 and any fees charged by the various local, state, and national providers of Cooperative Purchasing (COOP) programs during the specified reporting period. Not all COOP programs charge fees, and some COOP's offer cash rebates paid directly to Alamo Colleges. The Purchasing and Contract Administration Department utilizes the COOP programs to gain greater access to goods and services, cost savings through leveraged buying, and reduced administration costs by issuing fewer competitive bids and proposals. The combined buying power of public institutions throughout the State of Texas and nationally translates into savings and provides an efficient, cost effective and legal means for providing goods and services to departments throughout the Alamo Colleges in an expedited fashion.

### **BACKGROUND**

Vendor contracts awarded through approved federal, state or cooperative purchasing agreements are a statutorily approved alternative to competitively procured vendor contracts. Only the following such contract purchases require prior Board approval:

- a. Purchases valued at \$200,000 or more in any 12-month period that will result in additional gross square footage (permanent or otherwise) that will require cleaning and maintaining, and have at least two utilities present;
- b. Purchases valued at \$200,000 or more in any 12-month period that in the judgment of the Chancellor or Purchasing & Contract Administration would commit the College District or one of the colleges to an entirely new technology that would be pervasive for subsequent years.

For any cooperative purchasing contract valued at \$25,000 or more, Purchasing & Contract Administration shall document any contract-related fee, including any management fee. At least annually, Purchasing & Contract Administration shall present a written report regarding any contract-related fees, including any management fees, to the Board of Trustees at a properly posted open meeting.

### **IMPLICATIONS**

Financial: None

Strategic Plans: Goal I-Student Success; and Goal III-Performance Excellence

Employee Services: None

Attachments: Cooperative Contract Purchases over \$200,000

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Gary O'Bar, C.P.M.  
Director, Purchasing & Contract Administration

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Lisa Mazure, CPA  
Associate Vice Chancellor for  
Finance and Fiscal Services

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Dr. Diane E. Snyder, CPA  
Vice Chancellor, Finance & Administration

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Dr. Mike Flores  
Chancellor



**COOPERATIVE CONTRACT PURCHASES OVER \$200,000**

<b>Location</b>	<b>Type of Funding</b>	<b>Description</b>	<b>Purpose/Why</b>	<b>COOP Admin Fee</b>	<b>Total Cost</b>	<b>Vendor/ Co-Op</b>
Southside Education Training Center	District Southside Education Training Center GO17	Purchase of 10 workstations, 176 classrooms tables, 14 teacher podiums, 66 monitor lift tables and 76 privacy screens	Provide new furniture for student instruction	\$0.00	\$336,072.00	Enwork Omnia R191819
St. Philip's College/ Information and Communication Technology	SPC-ED Cross-Title III Act4 I&C 27	Purchase of 250 Desktop Computers, and 250 HDMI Adapters.	Provide classroom instruction through latest technology to students, faculty and staff	\$0.00	\$332,000.00	Intech Southwest Services LLC. DIR-TSO-4159
District Support Offices/Facilities	District Operating	Purchase of Building Automation System (BAS) & Mechanical /HVAC Service Plan	Provide automation for preventive and predictive maintenance with energy, comfort and maintenance for all campuses	\$0.00	\$1,559,581.36	Schneider Electric Buildings Americas Inc. TIPS 20010601
St. Philip's College - Southwest Campus/ Diesel Technology	SPC Capital	Air Conditioning system and diesel repair trainer	Provide instruction and lab training for students of the Diesel Technology Program	\$0.00	\$204,841.92	Industrial Education Solutions TIPS 2208802
Palo Alto College/ Nursing Program	Capital Improvement Projects	SimCapture audio visual setup and installation	Provide instruction and training using robotics to manage, record and assess simulation for students of the Nursing Program	\$0.00	\$449,731.64	Laerdal Medical Corp. BuyBoard 610-20

Palo Alto College/ Nursing Program	Capital Improvement Projects	Training kits to include: 8 Multi-venous arms, 8 wound care assessment limbs, interchangeable catheterization and enema modifications, torso for nasal, gastrointestinal and trach care, fundus skills and assessment trainer, and 7 patient simulators with controller tablets, software and warranty	Provide instruction and lab training for students in the Nursing Program	\$0.00	\$587,655.80	Laerdal Medical Corp. BuyBoard 610-20
St. Philip's College - Southwest Campus/ Manufacturing Program	District Economic Workforce and Development Capital	6 Festo Smart Sensor Training System workstations and 1 Universal Robot 5e with grippers, wrist camera, robot cart and instructor training	Provide instruction and lab training for students in the Manufacturing Program	\$0.00	\$226,999.80	Advanced Technologies Consultants Region 5 ESC 20220402

## Discussion and Possible Action on Approval of Investment Report Through February 28, 2023

Recommended for approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on April 18, 2023.

### MINUTE ORDER

**“The Alamo Colleges District Board of Trustees hereby accepts the Investment Report as presented.”**

### PURPOSE

The following investment report is presented to the Board of Trustees for informational and approval purposes for quarter ending February 28, 2023.

### BACKGROUND

1. Quarterly Investment Report as required by the *Texas Government Code Public Funds Investment Act 2256.023* (“PFIA”) – Quarter Ending February 28, 2023.
2. A detailed listing of investments.
3. An informational dashboard view and summary of the investments held by the District as of February 28, 2023 for operations and construction assets including both required information per the PFIA and other information, such as allocation, issuers, statistics etc.
4. A summary as of February 28, 2023 of all funds held by the District in the Texas State Auditor’s Office format.

### IMPLICATIONS

**Financial:** N/A  
**Strategic Objective:** Goal III Performance Excellence  
**Human Resources:** N/A

### ATTACHMENT

Quarterly Investment Report

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Lisa L. Mazure, MSA, CPA      Date  
Assoc. Vice Chancellor of Finance  
and Fiscal Services

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Diane E. Snyder, CPA, Ph.D.      Date  
Vice Chancellor for Finance and Administration

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Dr. Mike Flores      Date  
Chancellor



**ALAMO COLLEGES DISTRICT**  
**QUARTERLY INVESTMENT REPORT AS REQUIRED BY THE PUBLIC FUNDS INVESTMENT ACT**  
**FOR PERIOD BEGINNING DECEMBER 1 , 2022 AND ENDING FEBRUARY 28, 2023**

**Summary of Changes in Market Value for the Quarter:**

	Total
Market Value 2-28-23	\$ 797,153,756
Market Value 11-30-22	\$ 590,078,538
Total Change in Market Value	\$ 207,075,218
Accrued Income not included above	\$ 270,368

*Market value above includes all investments plus all interest and non-interest bearing bank accounts per State Auditor's Office definition.  
Total Change in Market Value consists of change in amount of funds held in cash and investments plus any change in fair market value.*

**Noteworthy Items:**

In December 2021, the Government Treasurer's Organization of Texas awarded the "Certificate of Distinction" to Alamo Colleges Districts' Investment Policy.

This is the fourth consecutive award; ACD is one of five CCDs in the state to receive this award.

FY 2022 Biennial PFIA Audit as required by State law was performed by Weaver and Tidwell, L.L.P. with no instances of noncompliance.

State Auditor's Office reported ACD is in full compliance with the PFIA and the reporting requirements of Rider 5 for the biennial period ending January 1, 2022.

All Investment Officers are in compliance with required biennial PFIA training.

All Trustees are currently in compliance with required PFIA training.

The bond market evolved rapidly during 2022 as the Federal Reserve pivoted in late 2021 and began acknowledging persistent inflation. This has resulted in a repricing of short-term yields, sending them substantially higher over the course of 2022 and continuing into 2023. While these increases in rates have a significant short-term negative impact on bond prices (higher yields = lower prices on existing bonds), given that Alamo holds bonds to maturity, these impacts will subside as bonds mature.

**CERTIFICATION:**

This report is prepared in accordance with Chapter 2256 of the Texas Public Funds Investment Act ("PFIA"). Section 2256.023(a) of the PFIA states that: "Not less than quarterly, the investment officer shall prepare and submit to the governing body of the entity a written report of the investment transactions for all funds covered by this chapter for the preceding reporting period." This report is signed by Alamo Colleges District's investment officers and includes the disclosures required in the PFIA. To the extent possible, market prices have been obtained from independent pricing sources.

The investment portfolio has been complied with the PFIA and the Board approved Investment Policy and strategy throughout the period. All investment transactions made in the portfolio during this period were made on behalf of the Alamo Colleges District and were made in full compliance with the PFIA and the approved Investment Policy.

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**Diane E. Snyder, CPA, Ph.D.**

**Vice Chancellor for Finance and Administration**

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**Lisa L. Mazure, MSA, CPA**

**Associate Vice Chancellor, Finance & Fiscal Services**

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**Patrick F. Vrba, Jr., CPA**  
**Controller**

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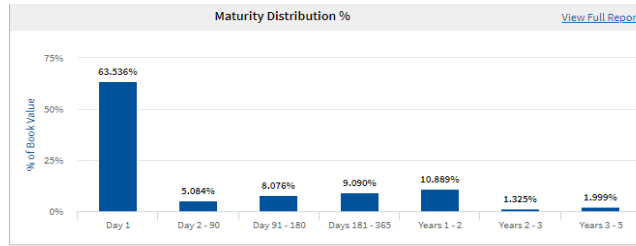
**Tracey Sulak Bedwell, CTP, MBA**  
**Treasurer**

**Alamo Colleges District**  
**Executive Summary- Operating and Construction Portfolios**  
**February 28, 2023**

*Operating investments- excludes bank deposits*  
*Charts calculated by % of Ending Book Value.*

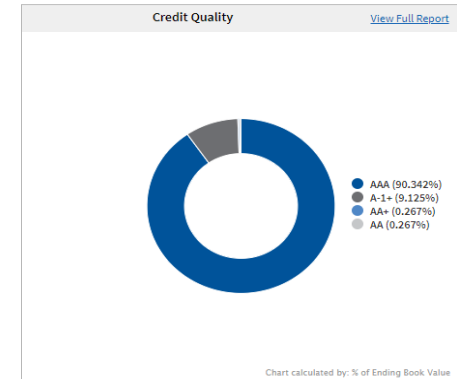
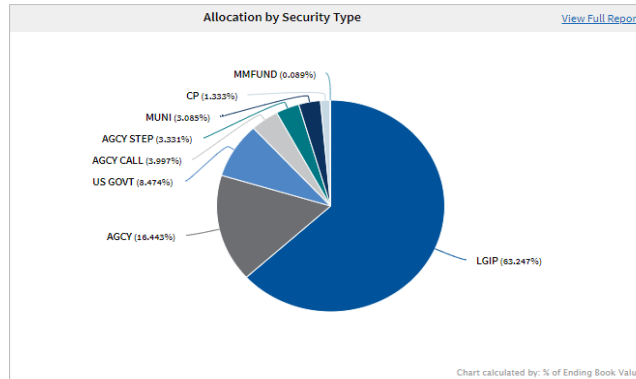
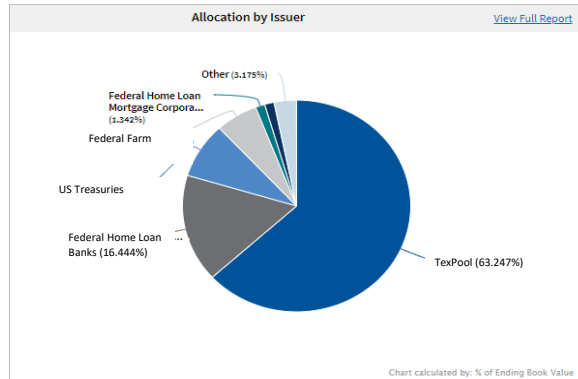
Account Summary		<a href="#">View Full Report</a>
	Portfolio	
Beginning Par Value	266,763,201.95	
Beginning Market Value	262,980,603.45	
Beginning Book Value	269,110,395.68	
Ending Par Value	752,192,993.93	
Ending Book Value	750,446,086.16	
Ending Market Value	744,885,909.38	
Net Income	4,880,312.67	
Yield to Worst	3.778	
Yield to Maturity	3.798	

Footnotes: \* Weighted by: Ending Book Value \* Filtered By: Settled Status = Y



Cash and Fixed Income Summary		<a href="#">View Full Report</a>
	Portfolio	
MMFUND Book Value	669,516.26	
LGIP Book Value	474,633,477.67	
CD Book Value	0.00	
Bank Deposit Book Value	0.00	
Fixed Income Investments Book Value	275,143,092.23	
Years to Maturity	0.360	
Years to Effective Maturity	0.360	
YTM	3.798	
YTW	3.778	

Footnotes: \* Weighted by: Portfolio Book Value \* Filtered By: Settled Status = Y

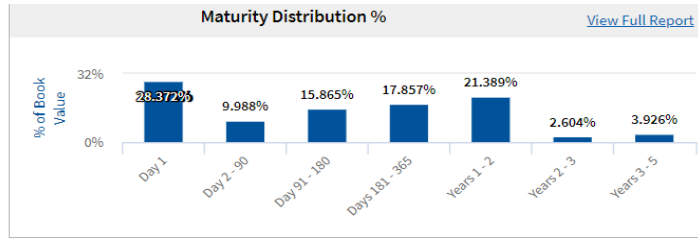


**Alamo Colleges District**  
**Executive Summary- Operating Account**  
**February 28, 2023**

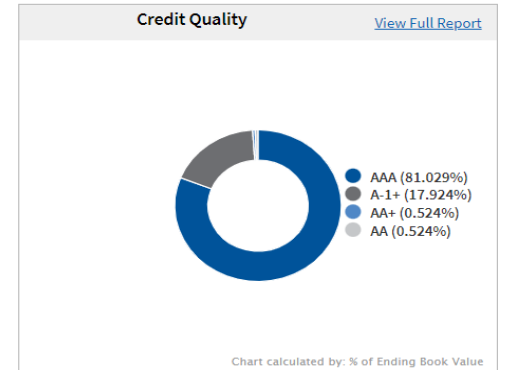
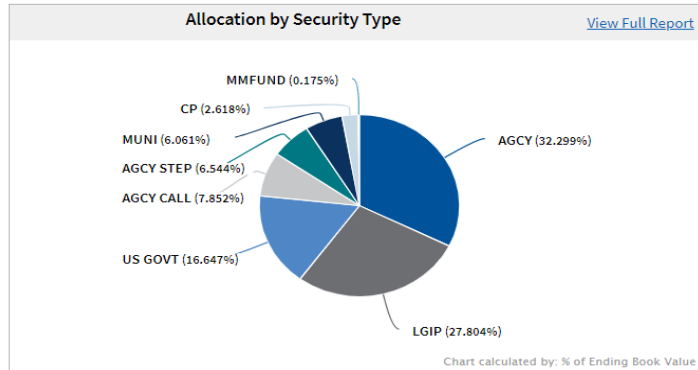
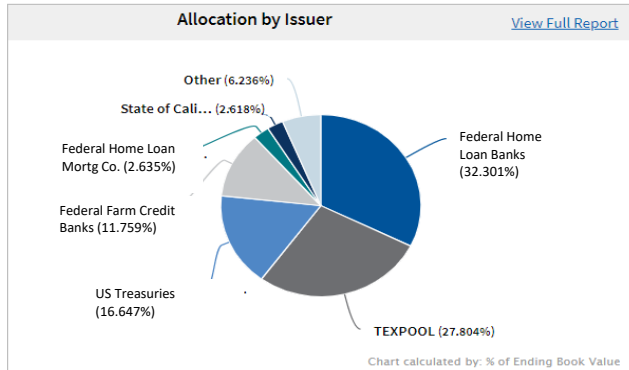
Operating investments- excludes bank deposits  
 Charts calculated by % of Ending Book Value.

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Account Summary <a href="#">View Full Report</a>	
Portfolio	
Beginning Market Value	211,420,415.76
Beginning Book Value	217,542,645.14
Ending Par Value	383,782,295.67
Ending Book Value	382,035,387.90
Ending Market Value	376,475,211.12
Footnotes: * Weighted by: Ending Book Value * Filtered By: Settled Status = Y	



Cash and Fixed Income Summary <a href="#">View Full Report</a>	
Portfolio	
Bank Deposits Book Value	0.00
Fixed Income Investments Bo...	275,143,092.23
Years to Maturity	0.707
Years to Effective Maturity	0.707
YTM	3.122
YTW	3.083
Footnotes: * Weighted by: Portfolio Book Value * Filtered By: Settled	



**ALAMO COLLEGES DISTRICT  
DETAIL OF SECURITIES  
February 28, 2023**

Settlement Date	Sec. Type	Security Description	CPN %	Maturity Date	Next Call	Call Type	Par Value	Book Value	Market Value	Days to Mty	YTM %	Rating
<b>Operating Investments</b>												
03/21/2022	AGCY CALL	FEDERAL HOME LOAN BANKS	1.250	03/21/2023		Monthly	5,000,000.00	5,000,000.00	4,989,900.00	21	1.250	AAA
12/17/2021	AGCY	FEDERAL HOME LOAN MORTGAGE CORP	2.750	06/19/2023			10,000,000.00	10,068,058.61	9,931,700.00	111	0.492	AAA
01/23/2023	AGCY	FEDERAL HOME LOAN BANKS	0.000	08/11/2023			20,000,000.00	19,576,535.10	19,549,920.00	164	4.783	A-1+
01/20/2023	AGCY	FEDERAL HOME LOAN BANKS	0.000	09/14/2023			10,000,000.00	9,744,326.24	9,725,770.00	198	4.789	A-1+
09/18/2020	AGCY CALL	FEDERAL FARM CREDIT BANKS FUNDING CORP	0.280	09/14/2023	03/11/2023	Continuous	5,000,000.00	4,999,324.70	4,866,935.00	198	0.305	AAA
02/01/2023	AGCY	FEDERAL HOME LOAN BANKS	0.000	09/15/2023			10,000,000.00	9,741,500.00	9,724,380.00	199	4.828	A-1+
01/20/2023	AGCY	FEDERAL HOME LOAN BANKS	0.000	10/10/2023			10,000,000.00	9,711,204.34	9,689,580.00	224	4.787	A-1+
11/30/2021	AGCY	FEDERAL FARM CREDIT BANKS FUNDING CORP	0.290	10/12/2023			10,000,000.00	9,989,068.19	9,709,850.00	226	0.468	AAA
02/01/2023	AGCY	FEDERAL HOME LOAN BANKS	0.000	10/16/2023			10,000,000.00	9,701,112.90	9,680,580.00	230	4.828	A-1+
12/02/2020	AGCY CALL	FEDERAL FARM CREDIT BANKS FUNDING CORP	0.310	11/30/2023	03/11/2023	Continuous	5,000,000.00	4,998,745.43	4,816,885.00	275	0.344	AAA
03/28/2022	AGCY CALL	FEDERAL HOME LOAN BANKS	2.000	03/28/2024	03/28/2023	Monthly	5,000,000.00	5,000,000.00	4,830,355.00	394	2.000	AAA
02/17/2023	AGCY	FEDERAL HOME LOAN BANKS	4.875	06/14/2024			10,000,000.00	9,979,884.81	9,957,240.00	472	5.027	AAA
02/21/2023	AGCY	FEDERAL FARM CREDIT BANKS FUNDING CORP	4.875	08/21/2024			10,000,000.00	9,984,919.89	9,966,840.00	540	4.982	AAA
02/08/2023	AGCY	FEDERAL FARM CREDIT BANKS FUNDING CORP	4.500	11/18/2024			5,000,000.00	4,993,984.47	4,956,585.00	629	4.571	AAA
12/16/2021	AGCY STEP	FEDERAL HOME LOAN BANKS	1.500	12/16/2024	03/16/2023	Quarterly	10,000,000.00	10,000,000.00	9,377,980.00	657	1.163	AAA
02/10/2023	AGCY	FEDERAL FARM CREDIT BANKS FUNDING CORP	4.250	02/10/2025			10,000,000.00	9,958,270.60	9,884,260.00	713	4.476	AAA
08/26/2021	AGCY CALL	FEDERAL HOME LOAN BANKS	0.680	02/26/2025	05/26/2023	Quarterly	10,000,000.00	10,000,000.00	9,165,480.00	729	0.680	AAA
02/08/2023	AGCY	FEDERAL HOME LOAN BANKS	4.250	03/14/2025			10,000,000.00	9,946,417.98	9,881,920.00	745	4.524	AAA
05/27/2021	AGCY STEP	FEDERAL HOME LOAN BANKS	1.250	05/27/2026		Expired	10,000,000.00	10,000,000.00	9,046,070.00	1184	1.097	AAA
06/16/2021	AGCY STEP	FEDERAL HOME LOAN BANKS	1.050	06/16/2026		Expired	5,000,000.00	5,000,000.00	4,485,520.00	1204	0.938	AAA
<b>Subtotal</b>							<b>180,000,000.00</b>	<b>178,393,353.25</b>	<b>174,237,750.00</b>			
02/08/2023	CP	CALIFORNIA ST TAXABLE IAM COML NTS 3/A2 SER B-4	4.780	05/09/2023	---	---	10,000,000.00	10,000,000.00	10,000,800.00	70	4.780	A-1+
07/16/2020	MUNI	TRAVIS CNTY TEX	5.000	03/01/2023			1,500,000.00	1,500,000.00	1,500,000.00	1	0.347	AAA
07/08/2020	MUNI	TEXAS TRANSN COMMN	5.000	04/01/2023			2,000,000.00	2,007,497.45	2,001,300.00	32	0.585	AAA
09/21/2020	MUNI	BOARD OF REGENTS TEXAS A & M UNIVERSITY SYSTEM	2.396	05/15/2023			1,160,000.00	1,165,029.70	1,154,374.00	76	0.300	AAA
02/18/2021	MUNI	METROPOLITAN GOVT NASHVILLE & DAVIDSON CNTY TENN	0.271	07/01/2023			2,000,000.00	2,000,000.00	1,966,720.00	123	0.271	AA
03/09/2021	MUNI	TARRANT REGL WTR DIST TEX WTR TRANSMISSION FACS CO	0.250	09/01/2023			7,330,000.00	7,330,549.19	7,149,975.20	185	0.235	AAA
01/15/2021	MUNI	TEXAS PUBLIC FINANCE AUTHORITY	0.503	02/01/2024			2,000,000.00	2,002,930.64	1,914,120.00	338	0.344	AA+
09/29/2020	MUNI	BOARD OF REGENTS TEXAS A & M UNIVERSITY SYSTEM	2.566	05/15/2024			2,750,000.00	2,821,576.39	2,669,067.50	442	0.402	AAA
07/02/2020	MUNI	TEXAS ST	4.000	08/01/2024			2,950,000.00	3,091,367.47	2,991,506.50	520	0.612	AAA
04/28/2021	MUNI	SAN ANTONIO TEX	2.173	02/01/2025			1,200,000.00	1,235,258.25	1,135,896.00	704	0.633	AAA
<b>Subtotal</b>							<b>22,890,000.00</b>	<b>23,154,209.08</b>	<b>22,482,959.20</b>			
02/23/2022	US GOVT	UNITED STATES TREASURY	0.125	03/31/2023			10,000,000.00	9,991,128.83	9,960,937.50	31	1.208	AAA
01/18/2022	US GOVT	UNITED STATES TREASURY	0.250	04/15/2023			5,000,000.00	4,997,748.38	4,971,875.00	46	0.615	AAA
01/18/2022	US GOVT	UNITED STATES TREASURY	0.125	05/15/2023			5,000,000.00	4,994,495.38	4,951,562.50	76	0.658	AAA
02/23/2021	US GOVT	UNITED STATES TREASURY	0.125	07/15/2023			10,000,000.00	9,998,954.98	9,817,187.50	137	0.153	AAA
01/18/2022	US GOVT	UNITED STATES TREASURY	0.125	07/31/2023			5,000,000.00	4,986,624.50	4,899,218.75	153	0.765	AAA
12/17/2021	US GOVT	UNITED STATES TREASURY	0.125	08/15/2023			4,000,000.00	3,992,168.53	3,910,625.00	168	0.551	AAA
11/30/2021	US GOVT	UNITED STATES TREASURY	0.125	08/15/2023			10,000,000.00	9,986,570.98	9,776,562.50	168	0.417	AAA
02/08/2023	US GOVT	UNITED STATES TREASURY	3.000	07/31/2024			15,000,000.00	14,647,838.33	14,573,437.50	519	4.729	AAA
<b>Subtotal</b>							<b>64,000,000.00</b>	<b>63,595,529.89</b>	<b>62,861,406.25</b>			
<b>Subtotal Separate Operating Investments</b>							<b>276,890,000.00</b>	<b>275,143,092.23</b>	<b>269,582,915.45</b>			

ALAMO COLLEGES DISTRICT  
 DETAIL OF SECURITIES  
 February 28, 2023

Settlement Date	Sec. Type	Security Description	CPN %	Maturity Date	Next Call	Call Type	Par Value	Book Value	Market Value	Days to Mty	YTM %	Rating
	LGIP	TEXPOOL					106,222,779.41	106,222,779.41	106,222,779.41	1	4.499	AAA
	Tsy Sweep	BLACKROCK T-FUND					669,516.26	669,516.26	669,516.26	1	3.647	AAA
		<b>Total Operating</b>					<b>383,782,295.67</b>	<b>382,035,387.90</b>	<b>376,475,211.12</b>		<b>1.303</b>	
<b>CIP/MTN Construction</b>												
	LGIP	TEXPOOL- 2017 CIP CONSTRUCTION					41,285,714.22	41,285,714.22	41,285,714.22	1	4.499	AAA
	LGIP	TEXPOOL- 2022 CIP CONSTRUCTION					52,479,762.11	52,479,762.11	52,479,762.11			
	LGIP	TEXPOOL-2022 MTN CONSTRUCTION					274,645,221.93	274,645,221.93	274,645,221.93	1	4.499	AAA
		<b>Total CIP/MTN Construction</b>					<b>368,410,698.26</b>	<b>368,410,698.26</b>	<b>368,410,698.26</b>		<b>3.272</b>	
		<b>Total Operating/CIP Construction</b>					<b>752,192,993.93</b>	<b>750,446,086.16</b>	<b>744,885,909.38</b>		<b>1.680</b>	
<b>Other</b>												
	LGIP	TEXPOOL- OTHER CONSTRUCTION					21,983,980.92	21,983,980.92	21,983,980.92	1	4.499	AAA
	LGIP	TEXPOOL- OTHER					4,737,176.30	4,737,176.30	4,737,176.30	1	4.499	AAA
		<b>Total Investments</b>					<b>778,914,151.15</b>	<b>777,167,243.38</b>	<b>771,607,066.60</b>			
<u>Retainage Accounts for Construction</u>												
		INTEREST-BEARING BANK DEPOSITS					21,451,380.12	21,451,380.12	21,451,380.12		2.360	
<u>Other Bank Deposits</u>												
		BANK DEPOSITS					4,095,309.00	4,095,309.00	4,095,309.00			
		<b>Total Investments/Bank Deposits</b>					<b>804,460,840.27</b>	<b>802,713,932.50</b>	<b>797,153,755.72</b>			

**ALAMO COMMUNITY COLLEGE DISTRICT**  
**Quarterly Investment Report (Including Deposits)**  
**FOR PERIOD BEGINNING DECEMBER 1, 2022 AND ENDING FEBRUARY 28, 2023**

Investment or Deposit Type	February 28, 2023 Market Value
<b>Publicly Traded Equity and Similar Investments</b>	
Common Stock (U.S. and foreign stocks held in separately managed accounts or internally managed by institution investment staff; exclude mutual or commingled funds)	
Equity/Stock Mutual Funds	
Balanced Mutual Funds (where target allocation is > 50% equities)	
"Commonfund" Equity Commingled Funds	
Other Equity Commingled Funds (if primarily invested in publicly traded equities)	
Preferred Stock	
Other - list by type	
<b>Total Publicly Traded Equity and Similar Investments</b>	<b>0</b>
<b>"Other" Investments- Other than Publicly Traded Equity and Debt Investments</b>	
Real Estate (include direct ownership & investments in real estate limited partnerships, private REITs, or similar vehicles; include a portfolio of publicly traded REITs if managed as a separate asset allocation category rather than comprising part of a broadly diversified stock portfolio )	
Other Real Asset Investment (e.g. investments in infrastructure funds)	
Private Equity	
Hedge Funds	
"Commonfund" Alternative Asset Commingled Funds (Real Estate, Private Equity, Hedge Funds, Commodities, etc.)	
Annuities	
Commodities	
Collectibles	
Other - list by type	
<b>Total "Other" Investments - Other than Publicly Traded Equity &amp; Debt Investments</b>	<b>0</b>
<b>Publicly Traded Debt &amp; Similar Investments&gt;1 year maturity</b>	
U.S. Government Securities ("Treasuries")	14,573,438
U.S. Government Agency Securities ("Agencies")	81,552,250
Mortgage Pass-Throughs - "Agency"	
Mortgage Pass-Throughs - "Private Label"	
Asset-Backed Securities (ABS) (other than mortgage-backed securities)	
Sovereign Debt (non-U.S.)	
Municipal Obligations	6,796,470
Collateralized Mortgage Obligations (CMOs) - list below by category	
Interest Only Strips (IOS)	
Principal Only Strips (POs)	
Inverse Floaters	
Stated Final Maturity longer than 10 years	
Other CMOs- "Agency"	
Other CMOs- "Private Label"	
Corporate Obligations (U.E. or foreign companies- list below by rating)	
Highly Rated (AAA/AA or equivalent)	
Other Investment Grade (A/BBB or equivalent)	
High Yield Bonds (<BBB or equivalent)	
Not Rated (NR)	
Fixed Income/Bond Mutual Funds (longer term; registered with the SEC)	
Balanced Mutual Funds (where target allocation is > 50% bonds or other debt securities)	
"Commonfund" Fixed Income/Bond Commingled Funds	
Other Fixed Income/Bond Commingled Funds (primarily invested in publicly traded debt securities; not registered with the SEC)	
GICs (Guaranteed Investment Contracts)	
<b>Total Publicly Traded Debt &amp; Similar Investments &gt;1 year</b>	<b>102,922,158</b>
<b>Short-Term Investments &amp; Deposits</b>	
U.S. Government Securities ("Treasuries")	48,287,969
U.S. Government Agency Securities ("Agencies")	92,685,500
Banker's Acceptances	
Commercial Paper - A1/P1 (or equivalent)	10,000,800
Other Commercial Paper - lower rated	
Repurchase Agreements (Repos)	
Money Market Mutual Funds (registered with the SEC)	
Short-Term Mutual Funds Other than Money Market Mutual Funds (registered with the SEC)	
Public Funds Investment Pool Created to Function as a Money Market Mutual Fund (not registered w/ SEC but "2a7-like")	
TexPool (and TexPool Prime)	501,354,635
Other Public Funds Investment Pools Functioning as Money Market Mutual Funds	
Other Investment Pools - Short-Term (not created to function as a money market mutual fund)	
Certificates of Deposit (CD) - Nonnegotiable	
Certificates of Deposit (CD) - Negotiable	
Bank Deposits	25,546,689
Cash Held at State Treasury	
Securities Lending Collateral Reinvestments (direct investments or share of pooled collateral)	
Other- Municipal Securities	15,686,489
Other - Bank Sweep (Treasury Fund)	669,516
<b>Total Short-Term Investments &amp; Deposits</b>	<b>694,231,598</b>
<b>TOTAL INVESTMENTS and DEPOSITS</b>	<b>797,153,756</b>
<b>TOTAL EXCLUDING BANK DEPOSITS</b>	<b>771,607,067</b>

**Alamo Colleges District  
PFIA Officer Training as of February 28, 2023**

Name	Title	Most Recent PFIA Training	Officer Designation
Dr. Diane E. Snyder, CPA	Vice Chancellor for Finance and Administration	June 2022	Investment officer in absence of Associate Vice Chancellor
Lisa L. Mazure MSA, CPA	Assoc. Vice Chancellor, Finance and Fiscal Services (1)	June 2022	Designated investment officer by Board of Trustees
Patrick F. Vrba, Jr., CPA	Controller	June 2022	Investment officer
Tracey Sulak Bedwell, CTP MBA	Treasurer	October 2021	Investment officer- delegated management of investment activity

Per Policy C.1.7 Investments: The Associate Vice Chancellor of Finance and Fiscal Services is designated as the investment officer of the College District by Board authority delegated through the Chancellor. In the absence of the Associate Vice Chancellor of Finance and Fiscal Services, the Vice Chancellor for Finance and Administration is deemed to be the investment officer. The investment officer shall be responsible for the investment of funds consistent with the investment policy adopted by the Board. The Associate Vice Chancellor of Finance and Fiscal Services may delegate management responsibility for daily investment transactions to the Controller or Treasurer.

*Requirement: 5 hours of training each biennium. Biennium during reporting period 9-1-21 to 8-31-23.  
New Investment Officers must take training within 6 months.*