



MEETING OF THE BOARD OF TRUSTEES MEETING AS A COMMITTEE OF THE WHOLE

TUESDAY, FEBRUARY 17, 2026
6:00 PM

Alamo Colleges District
Dr. Bruce H. Leslie Boardroom
2222 N. Alamo St.
San Antonio, TX 78215

NOTICE IS HEREBY GIVEN THAT THE COMMITTEE OF THE WHOLE MEETING OF THE BOARD OF TRUSTEES OF THE ALAMO COMMUNITY COLLEGE DISTRICT WILL BE HELD AT THE PHYSICAL LOCATION REFERENCED ABOVE ON TUESDAY, FEBRUARY 17, 2026. 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 COMMITTEE OF THE WHOLE MEETING OF THE BOARD WILL CONVENE IN OPEN SESSION AT 6:00 PM.

This Meeting as a Committee of the Whole 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 Committee 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 Committee will consider, discuss, and take appropriate action regarding the following items:

AGENDA

- 1. **CALL TO ORDER**
- 2. **CERTIFICATION AND POSTING OF NOTICE**
- 3. **ROLL CALL**
- 4. **PLEDGE OF ALLEGIANCE**
- 5. **CITIZENS TO BE HEARD**
 - 5.A. Registration: 5:00 PM - 5:55 PM
- 6. **CHAIR'S REPORT - *Dr. Clint Kingsbery***
 - 6.A. Community Outreach; ACD and Schreiner University Promise-to-Promise Press Conference; Aspen Presidents and Trustees Collaborative; ACD National Day of Collective Healing; ACD Champions of Opportunity Reception; AlamoTogether Summit; Metro SA Chamber Annual Gala; ACCT National Legislative Summit; Palo Alto College 40th Anniversary Time Capsule Reveal.

6.B. Propelling More Learners Toward Opportunity

Presenter: Michelle Lugalía-Hollon

7. **CHANCELLOR'S REPORT** - *Dr. Mike Flores*

7.A. Executive Staff Senate Update

Presenter: Virginia Finster

7.B. Recognition of Facilities and IT Staff

Presenter: Dr. Tom Cleary

7.C. Spring 2026 Preliminary Enrollment Update

Presenter: Dr. Tom Cleary

8. **STUDENT SUCCESS COMMITTEE**, *Dr. Lorraine Pulido, Chair*

8.A. Alamo Advocacy Network

Presenter: Debi Gaitan

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

9.A. Workforce Development Committee Report

Presenter: Xavier Urrutia

10. **BUILDING, GROUNDS AND SITES SELECTION COMMITTEE**, *Dr. Yvonne Katz, Chair*

10.A. 2017 and 2025 Bond Update

Presenter: Lacy Hampton

10.B. 2025 Bond Communications Update: Bonded Together

Presenter: Kristi Wyatt

11. **CONSENT AGENDA REPORTS**

11.A. Discussion and Possible Action on Monthly Contracts Report

11.B. Discussion and Possible Action on Monthly Grants and Contracts Report

11.C. Discussion and Possible Action on Approval of Construction Reports

11.D. Discussion and Possible Action on Approval of Financial Reports

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

11.F. Discussion and Possible Action for the Purchase of Bond Counsel Services

11.G. Discussion and Possible Action to Approve a Cooperative Purchase Award of Construction Services for Alamo Colleges District - institutionally Funded Demolition Project for St. Philip's College Health and Fitness Center

11.H. Discussion and Possible Action to Approve a Cooperative Purchase Award of Construction Services for Alamo Colleges District - San Antonio College Security Infrastructure Project

11.I. Discussion and Possible Action on Approval to Amend the Guaranteed Maximum Price (GMP) for Construction Manager at Risk Contracts for Alamo Colleges District, St. Philip's College - Maintenance Tax Note 2022-Funded Projects

11.J. Discussion and Possible Action on Approval of Report of Policies Reviewed with No Substantive Changes

12. **EXECUTIVE SESSION**

12.A. The Committee of the Whole 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.

12.B. Pursuant to §551.071, Texas Government Code, the Committee of the Whole may consult with its attorneys to seek their advice on 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.

12.C. Pursuant to § 551.071, Texas Government Code, the Committee of the Whole may consult with its attorneys about pending and threatened litigations.

12.D. Pursuant to § 551.071, Texas Government Code, the Committee of the Whole may consult with its attorneys about pending EEOC charges.

12.E. Pursuant to §551.072, Texas Government Code, the Committee of the Whole may

deliberate the purchase, exchange, lease or value of real property.

12.F. Pursuant to §551.073, Texas Government Code, the Committee of the Whole may deliberate regarding a negotiated contract for prospective gift or donation.

12.G. Pursuant to §551.074, Texas Government Code, the Committee of the Whole 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, the Vice Chancellor for Finance & Administration and the potential creation of a new administrator position.

12.H. Pursuant to §551.076, Texas Government Code, the Committee of the Whole may deliberate the deployment, or specific occasions for implementation, of security personnel or devices, or a security audit, a safety and security internal audit of the multi-hazard emergency program.

12.I. Any action on these matters will be taken in Open Session.

12.J. **RECONVENE OPEN MEETING**

12.J.1) Discussion and Possible Action on Items Discussed in Executive Session.

13. **ADJOURNMENT**

POSTED AT THE
ALAMO COMMUNITY COLLEGE DISTRICT
2222 N. Alamo St.; San Antonio, TX 78215 at
POSTED AT 5:00 PM ON THIS 11TH DAY OF FEBRUARY 2026

This meeting site is wheelchair accessible. The accessible entrance is located at the side entrance of Dr. Bruce H. Leslie Boardroom. Accessible parking spaces are located in front of the Alamo Colleges Center for Excellence and Student Success, 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.

“The following notices apply to this meeting.

Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun.

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

Dr. Mike Flores
Chancellor

TO BE READ BY BOARD CHAIR BEFORE CTBH ITEM

Citizens To Be Heard Standard Statement

All individuals wishing to address the Board should have signed up to do so.

Comments relating to general matters shall be presented during the Citizens To Be Heard portion of the meeting. Comments relating to a specific item or items on the Board's agenda may be presented (a) during the Citizens To Be Heard portion of the meeting or (b) during consideration of the specific agenda item or items.

- No presentations shall exceed three (3) minutes.
- If ten (10) or more person sign up to comment on a specific item, each speaker may be limited to two (2) minutes by majority vote of the Board.
- Individuals needing a translator will have a six-minute time period.
- No individual is allowed to transfer his or her time to another individual.
- When the timer beeps, please finish your sentence so that we can allow others to have their voice heard.
- Please introduce yourself by name and state whether you represent yourself, an organization or an employer.

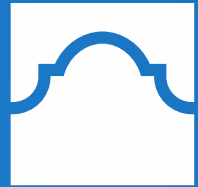
Please know that your right to speak may be withdrawn by the Board Chairman if you are discourteous, disrespectful, or are otherwise likely to impede, interfere with or otherwise obstruct this meeting.

State law limits Trustee response to public comments.



Committee of the Whole

February 17, 2026



ALAMO
COLLEGES
DISTRICT

Propelling More Learners Towards Opportunity

Michelle Lugalía-Hollon
Chief Strategy Officer



POLICY AT A GLANCE



Board Policies

- E.1.3. Core Curriculum and Degrees (Policy)
- E.1.3.3 Family Sustaining Wage (Procedure)
- E.1.6. Program and Course Offerings (Policy)
- E.1.6.1 Changes in Program and Course Offerings



Organizational Charges to the Chancellor

- 4. Economic and Workforce Development



AlamoFORWARD

- LEARNERS: Propelling our learners' success from connection through post-completion.
- COMMUNITY: Strengthening our community through collaboration and service

INFORMATIONAL UPDATE: Improving post-completion outcomes



More
Learners in
High -
Opportunity
Pathways



Fewer
Learners in
Low -
Opportunit
y Pathways

PROGRESS: Board Policy/Procedure Alignment

New procedures
adopted February 2025



E.01.03.02 (Procedure)
Family Sustaining
Wage Threshold



E.01.06.01 (Procedure)
Changes in program and
course offerings



PROGRESS: AlamoFORWARD alignment



Learners

Goal 1.3

Our learners complete their learning pathways, attaining necessary credentials, transferring to a higher education institution, and/or securing a job in a high opportunity field.



Community

Goal 3.2

We meet the demand for talent in high-opportunity occupations and industries.

PROGRESS: Implementing Unlocking Opportunity

1. Strengthening Workforce Programs

Developing and expanding high-opportunity programs

Strengthening low-opportunity programs

Enrolling adults in high-opportunity, short-term credentials with ladders to credit programs

Strengthen or expand pre-health pathways

2. Improving Bachelor's Degree Pathways

Accelerate Bachelor's attainment

Right-size General Studies

3. Enhancing Program Onboarding

Redesign program onboarding, ensuring most students are on high-opportunity pathways

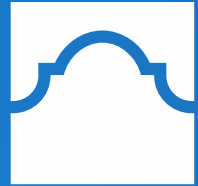
Connect dual-enrollment to high-opportunity pathways

Board Engagement

1. Aspen Institute Engagement

2. Develop board policies that enhance operational procedures

3. Adopt board policies



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THANK YOU



Award Recipient
2024-2018

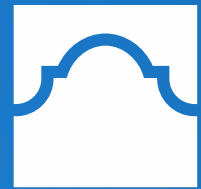


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Committee of the Whole

February 17, 2026



ALAMO
COLLEGES
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Executive Staff Senate

Virginia Finster

President of Executive Staff Senate



POLICY AT A GLANCE



Board Policies

- A.1.3 College District
Vision, Mission, Values, and Goals
- B.9.1 Educational Philosophy –
The Alamo Way: Always Inspire,
Always Improve
- D.6.1 Professional Development
- F.6.1 Student Success



Organizational Charges to the Chancellor

- 1. AlamoFUTURE and 2025 Bond
- 12. AlamoENGAGE and Employee Collaboration



AlamoFORWARD

- TALENT: Nurturing a mission-driven workplace that enhances performance, collaboration, and leadership among all our employees

ACD 80th Anniversary

- Leveraging ACD's 80th anniversary to be a year of strategic planning for Executive Staff Senate (ESS)
- Implementing this initiative will position ESS to improve priority outcomes and strengthen ACD's strategic efforts across the district

ESS 3-Year Priorities Roadmap

ESS has adopted a roadmap to guide their initiatives.

- 2025-2026
 - Updated ESS mission and vision statement to align with ACD strategic plan
 - Identify initiatives that directly support the 4-key-takeaway areas
 - Establish roadmap with timeline to accomplish priorities
 - Campus staff senate alignment with ESS alignment (Summer Retreat)
- 2026-2027
 - Working on strategic priorities for the academic year
- 2027-2028
 - Accomplish priorities and select next 3-year priorities



Mission and Vision Statement

ESS has updated their mission and vision statement to include verbiage aligning ESS' initiatives with ACD's strategic plan.

Each Staff Senate campus has been challenged to update their mission and vision statement to align with their campus' strategic plan

ACD's 4 Key Takeaway Areas



Learners

- Caring campus initiative

Talent

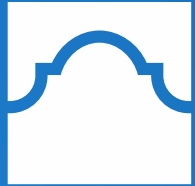
- Great Places to Work
- Learning Advisory Board

Communities:

- In discussion

Performance Excellence

- Campus staff senates
 - Updated mission/vision statements
 - Code of conduct



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THANK YOU



Appendix

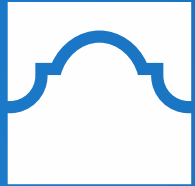
Mission: The mission of the Staff Senates of the Alamo Colleges District shall include—but not be limited to—advocacy for the career advancement, job welfare, and working environment of all staff across the Alamo Colleges District. We serve as the collective voice for staff interests and concerns while aligning priorities and initiatives with the District’s Strategic Plan and Areas of Priority. Through collaboration and shared governance, we promote equity, professional growth, and operational excellence to strengthen student success and community impact.

Vision: The Executive Staff Senate fosters a work environment characterized by fairness, open communication, accountability, professionalism, trust, and mutual respect. By aligning with the District’s Strategic Plan and future priorities, we strive to create an inclusive and empowered workforce that drives innovation, supports learner success, and advances the district’s moonshot goal of eradicating poverty through education.



Committee of the Whole

February 17, 2026



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Arctic Warriors

Dr. Thomas S. Cleary

Vice Chancellor for Planning,
Performance and Information Systems
and Interim Vice Chancellor for Finance
and Administration



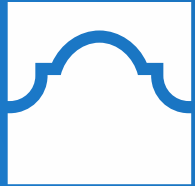
Facilities Operation Superintendents

- Adam Stevenson (NLC/CTTC/Sundance)
- Joseph Dinscore (NVC/WETC/NWETC/Rogers Run)
- Sergio Rivera (PAC/SETC/FRA)
- John Trinidad (SAC/ACCESS)
- Joe Trinidad (SPC/SWC/ETTC)

Facilities Operation Team

Information Technology Services

- Networking Team
- Applications & Systems Team



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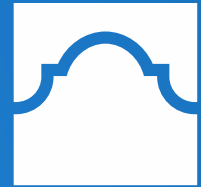
THANK YOU





Committee of the Whole

February 17, 2026



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SPRING 2026 PRELIMINARY ENROLLMENT UPDATE

Dr. Thomas S. Cleary

Vice Chancellor for Planning, Performance and Information Systems and Interim Vice Chancellor for Finance and Administration



HEADCOUNT ENROLLMENT

College	Spring 2025	Spring 2026*	% Change
NLC	8,846	11,046	24.8%
NVC	18,044	20,290	12.4%
PAC	12,412	15,506	24.9%
SAC	19,666	18,783	-4.5%
SPC	17,990	19,952	10.9%
Total	76,958	85,577	+11.2%

* Preliminary (DRR)



HEADCOUNT ENROLLMENT

ALL PARTS OF TERM

Student Type	Spring 2025	Spring 2026*	% Change
Freshmen	2,998	3,318	10.7%
Transfer-In	4,026	3,309	-17.8%
High School Students	16,578	21,739	31.1%
Currently Enrolled and Continuing	53,356	57,211	7.2%
Total	76,958	85,577	11.2%

* Preliminary (DRR)

Note: Early Admit numbers are included in the high school student count



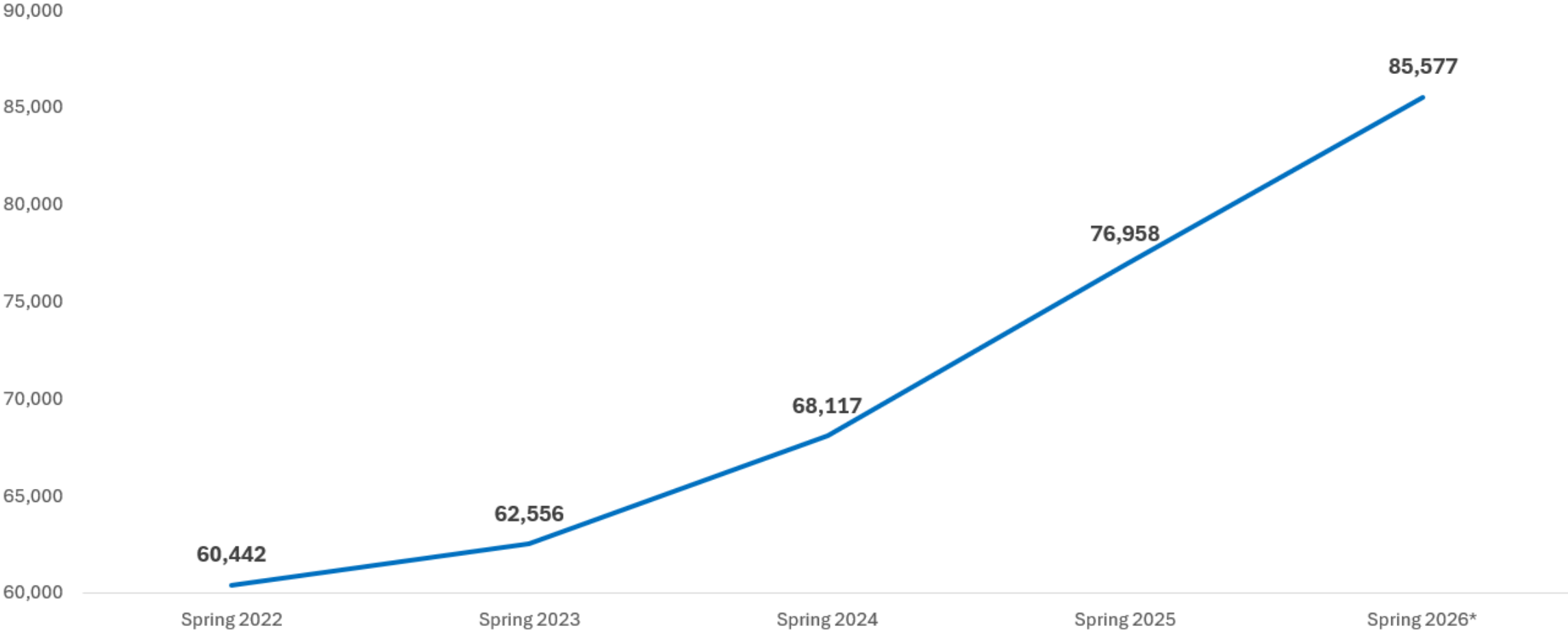
HEADCOUNT ENROLLMENT SPECIAL POPULATIONS

Student Type	Spring 2025	Spring 2026*	% Change
Alamo Promise Freshmen	7,541	7,787	3.3%
Dual Credit Students	12,715	17,474	37.3%
Early College High School Students	3,863	4,265	10.4%

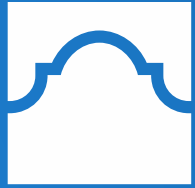
* Preliminary (DRR)



ENROLLMENT TRENDS: SPRING 2022 TO SPRING 2026*



*Spring 2026 enrollment count is preliminary (2/5/2026)



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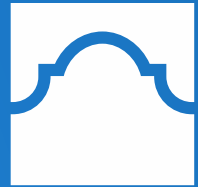
THANK YOU





Committee of the Whole

February 17, 2026



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ALAMO ADVOCACY NETWORK

Debi Gaitan

Vice Chancellor for Student Success



POLICY AT A GLANCE



Board Policies

F.6.1 (Policy) Student Success

F.6.5 (Policy) Student Success:
Empowering Diverse Learner
Communities



Organizational Charges to the Chancellor

2. Learner Success



AlamoFORWARD

- LEARNERS: Propelling our learners' success from connection through post-completion.
- COMMUNITY: Strengthening our community through collaboration and service

ADVOCACY NETWORK



An Expression of AlamoFORWARD



Coordinated infrastructure designed to remove barriers



High-impact services with a blended funding model



Well resourced, well managed, and mission critical investment



Consistent support services and delivery across the Alamo Colleges

ADVOCACY LEARNER PROFILE FY 25

- NORTHEAST LAKEVIEW COLLEGE
- NORTHWEST VISTA COLLEGE
- PALO ALTO COLLEGE
- ST. PHILIP'S COLLEGE
- SAN ANTONIO COLLEGE

62% Female

38% Male

16% Adults 25+

30% Part-Time

70% Full-Time

74% Hispanic

11% White

10% African-American

2% Asian

3% Other

77% Economically Disadvantaged

16% Academically Disadvantaged

2% Veterans

3% Foster Youth

14% Student Parents

3% With a Disability



AT A GLANCE - FY25 UTILIZATION METRICS AND SERVICES

**Advocacy Learner Engagements Across
Services** **26,590**

Helpline
Easy Access and Referral to
All Advocacy Services



Well-Being
Mental and Physical



Food
Food Bank, HEB,
SNAP



Case Management
Social Services,
Expunction



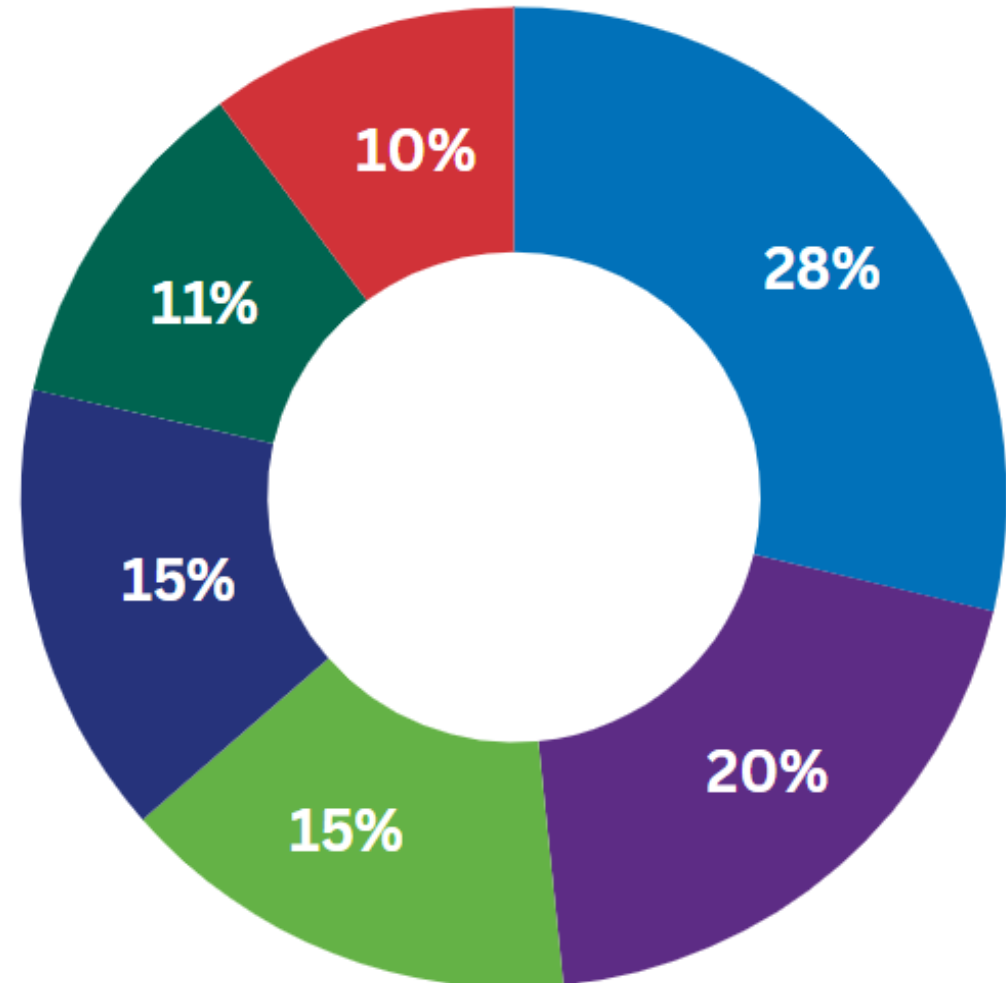
Emergency Aid
Housing, Utilities,
Transportation,
Childcare



Personal Care
Clothing, Diapers,
Baby Formula,
Hygiene



ADVOCACY LEARNER ENGAGEMENTS BY SERVICE



PARTNERING TO END POVERTY



30+ Profit and Non-Profit Community and National Partners

PARTNERSHIP WITH SAN ANTONIO FOOD BANK FY25



 **\$2,704,044**
Estimated Local Economic Impact



584,423 lbs of food

Pop-Up Markets
Advocacy Center Pantries



\$1,755,877

SNAP Benefits

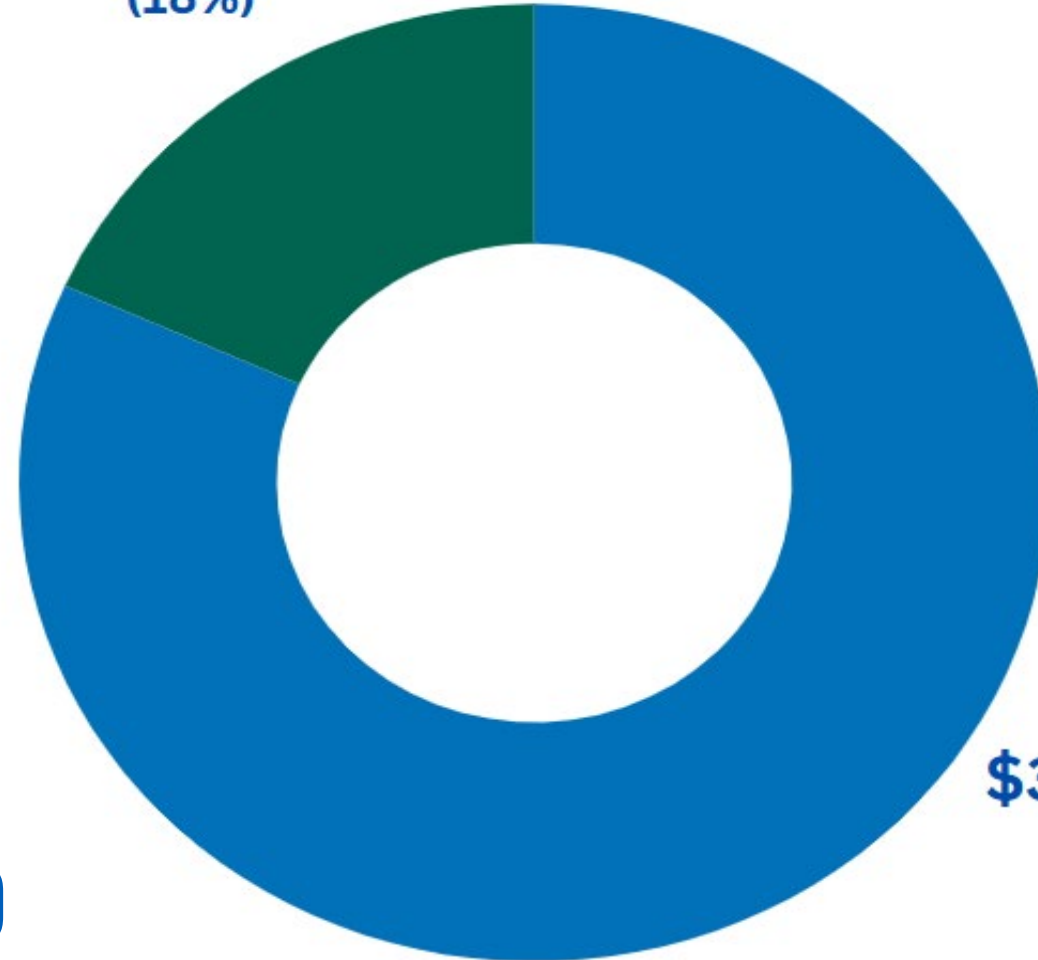


564,589

SNAP Meals

ACD AND DONORS/PARTNERSHIP FUNDING

\$715,365
(18%)



Alamo



Donors/Partnership

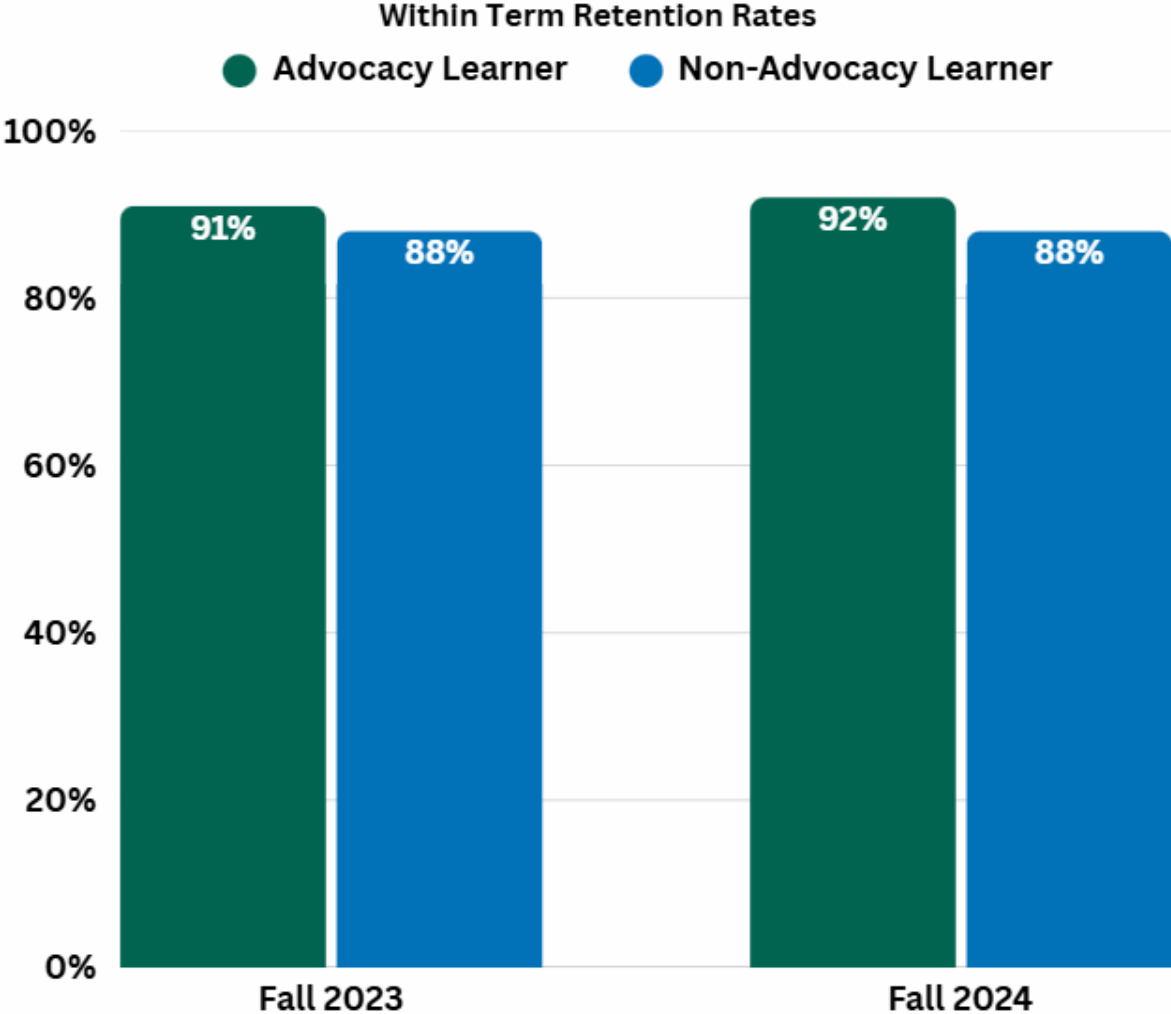


TOTAL FUNDING = \$3,918,920

ALAMO ADVOCACY NETWORK MEASURES OF SUCCESS

Fall 2023 Within Term Retention
3%
Percentage Point Difference

Fall 2024 Within Term Retention
4%
Percentage Point Difference



ALAMO ADVOCACY NETWORK MEASURES OF SUCCESS

Fall 2022 to Fall 2023 Persistence

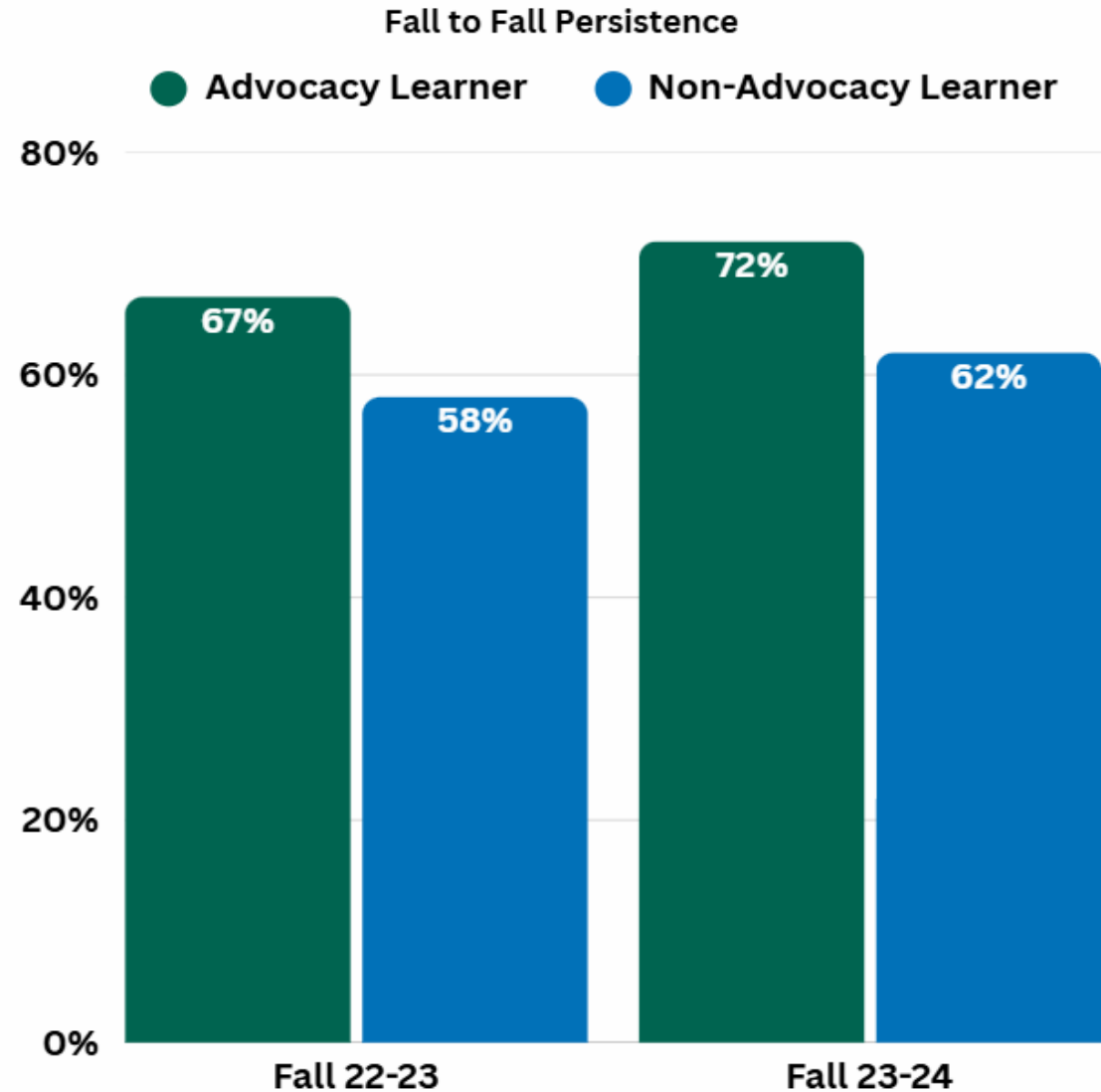
9%

Percentage Point Difference

Fall 2023 to Fall 2024 Persistence

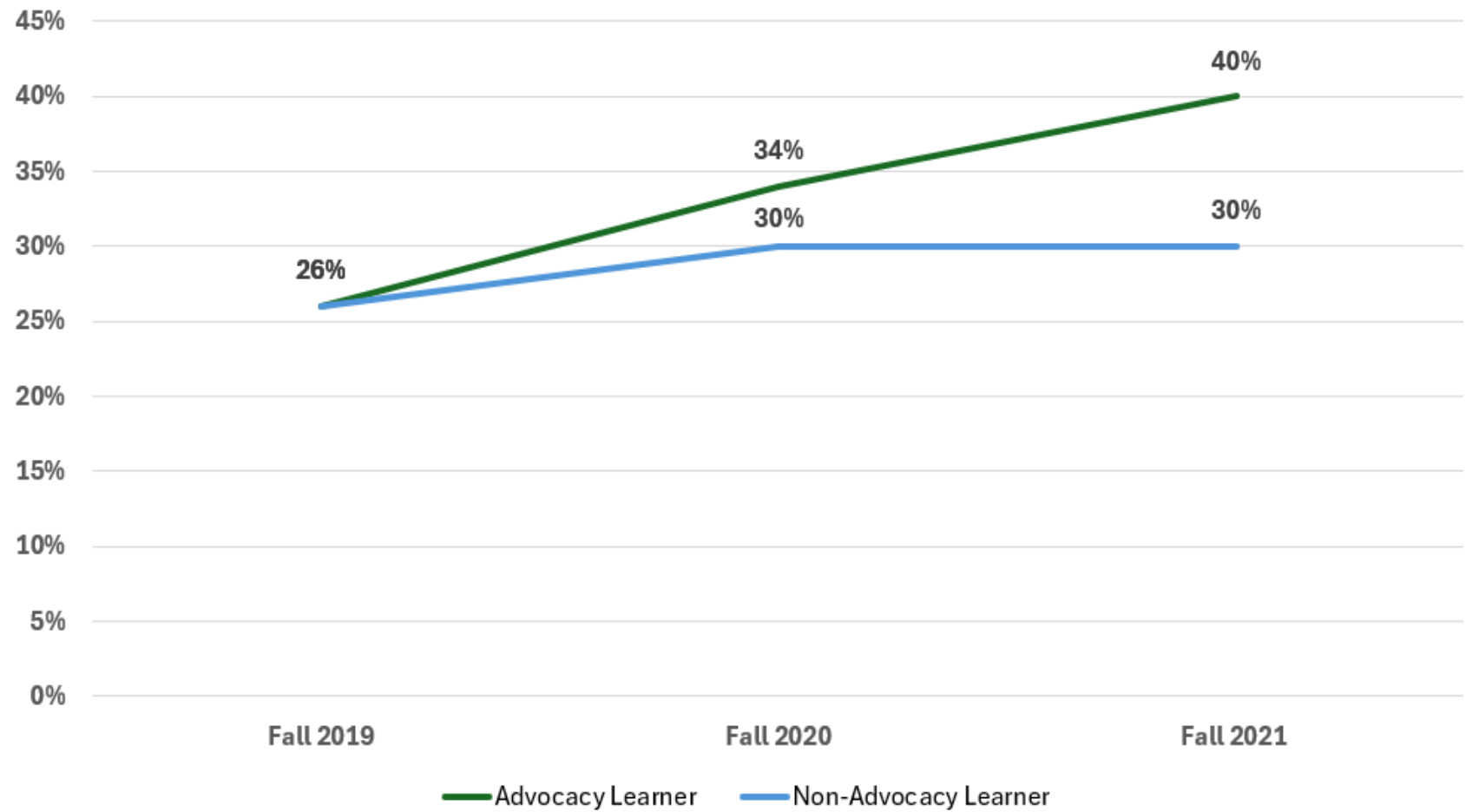
10%

Percentage Point Difference





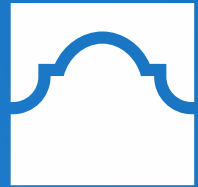
4-Year Freshman Graduation Rates



NEXT STEPS



- Emergency Aid
- Food & Housing Security
- Mental Health & Well-Being
- Childcare
- Case Management



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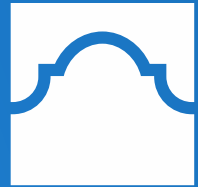
THANK YOU





Committee of the Whole

February 17, 2026



ALAMO
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WORKFORCE DEVELOPMENT COMMITTEE REPORT

Xavier Urrutia

Vice Chancellor for External Affairs/Chief of Staff
and Interim Vice Chancellor for Economic and
Workforce Development



PARTNER UPDATES

Greater: SATX

Joshua Scott, V.P. of Workforce Development



Job Shadow Day Initiative Updates

- Partnering with Northeast Lakeview College for the first phase of Job Shadow Day, scheduled for February 24, 2026
- USAA is interested in expanding opportunities beyond cyber to include other roles in the financial sector
- 25 veterans have already registered for the program
- Plan to scale the initiative to all five ACD colleges

Ready to Work (RTW) Update

- Engaging high school graduates to enroll in RTW immediately after graduation
- Providing graduates with access to RTW primes for initial screening
- Ensuring 18-year-olds are guaranteed placement within the program
- Connecting participants to both Ready to Work and AlamoPROMISE resources

PARTNER UPDATES

Project Quest

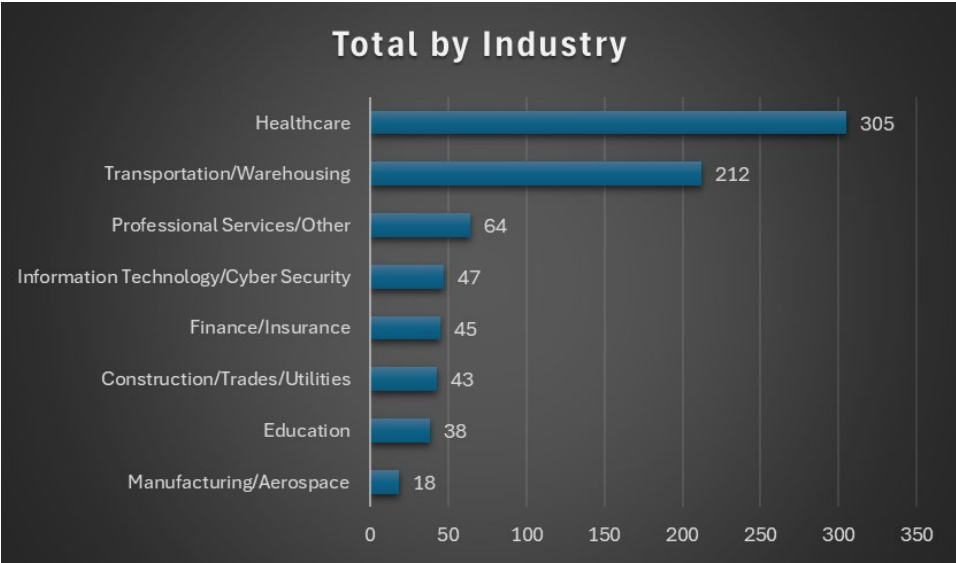
Francisco Martinez, President and CEO



Ready to Work

- Contract renewal process w/ COSA progressing
- Majority of participants are Alamo Colleges students
- Average wage placement: \$50,000 through RTW

ACD READY TO WORK UPDATE



Qualifying Jobs (\$31,200 Yr/Benefits)	774
<i>Non-Qualifying Jobs: Make less than \$31,200 yr or benefits not offered</i>	47
Overall jobs (Qualifying & Non-Qualifying)	821

Targets	Annual Target	YTD Total	% Met
% Placed in Qualifying Job w/in 6 Months	80%	57%	71%
% Placed in Qualifying Job w/in 12 Months		72%	

Average Earnings		
Avg Annual Income at Enrollment	Avg Annual Salary in New Job	Avg Hourly Wage in New Job
\$9,721	\$45,242	\$21.96

Employers Who Hired
402

Student Spotlight Amber De Anda

Company
Alamo Heights
Dermatology

Position
Front Office Specialist

Occupational Code
43-6013

Program
Medical Front Office



"I decided to sign up for the SA Ready to Work program because I saw how much they are helping people in need with education assistance and landing a good job afterwards."

ACD Ready to Work- Standard Occupational Classification (SOC)

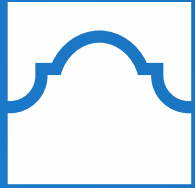
By Industry

Healthcare	305	Professional Services/Other	64
Cardiovascular Technologists and Technicians (29-2031)	3	Automotive Service Technicians and Mechanics (49-3023)	1
Community Health Workers (21-1094)	11	Bookkeeping, Accounting, and Auditing Clerks (43-3031)	2
Customer Service Representatives (43-4051)	1	Chefs and Head Cooks (35-1011)	1
Dental Assistants (31-9091)	9	Customer Service Representatives (43-4051)	22
Dental Hygienists (29-1292)	8	Data Scientists and Business Intelligence Analysts (15-2051)	12
Emergency Medical Technicians (29-2042)	2	General and Operations Managers (11-1021)	5
Health Information Technologists and Medical Registrars (29-9021)	3	Human Resources Specialists (13-1071)	3
Healthcare Support Occupations (31-0000)	12	Management Analysts (13-1111)	1
Licensed Practical and Licensed Vocational Nurses (29-2061)	22	Medical Secretaries and Administrative Assistants (43-6013)	2
Medical and Health Services Managers (11-9111)	4	Paralegals and Legal Assistants (23-2011)	3
Medical Assistants (31-9092)	82	Police and Sheriff's Patrol Officers (33-3051)	6
Medical Records Specialists (29-2072)	41	Training and Development Specialists (13-1151)	6
Medical Secretaries and Administrative Assistants (43-6013)	22	Information Technology/Cyber Security	47
Nursing Assistants (31-1131)	15	Computer Network Support Specialists (15-1231)	10
Pharmacy Technicians (29-2052)	10	Computer Systems Analysts (15-1211)	2
Phlebotomists (31-9097)	11	Computer User Support Specialists (15-1232)	24
Radiologic Technologists and Technicians (29-2034)	4	Customer Service Representatives (43-4051)	3
Registered Nurses (29-1141)	29	Data Scientists and Business Intelligence Analysts (15-2051)	1
Respiratory Therapists (29-1126)	2	Information Security Analysts (15-1212)	3
Securities, Commodities, and Financial Services Sales Agents (41-3031)	1	Network and Computer Systems Administrators (15-1244)	4
Surgical Technologists (29-2055)	13	Finance/Insurance	45
Transportation/Warehousing	212	Accountants and Auditors (13-2011)	4
Automotive Service Technicians and Mechanics (49-3023)	8	Bookkeeping, Accounting, and Auditing Clerks (43-3031)	15
Bus and Truck Mechanics and Diesel Engine Specialists (49-3031)	2	Claims Adjusters, Examiners, and Investigators (13-1031)	4
Heavy and Tractor-Trailer Truck Drivers (53-3032)	187	Compliance Officers (13-1041)	1
Logisticians (13-1081)	10	Customer Service Representatives (43-4051)	17
Operating Engineers and Other Construction Equipment Operators (47-2073)	2	Financial Managers (11-3031)	1
Production, Planning, and Expediting Clerks (43-5061)	3	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (41-4011)	2
		Securities, Commodities, and Financial Services Sales Agents (41-3031)	1

ACD Ready to Work- Standard Occupational Classification (SOC)

By Industry

Construction/Trades/Utilities	43
Carpenters (47-2031)	3
Electricians (47-2111)	8
First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)	4
First-Line Supervisors of Production and Operating Workers (51-1011)	1
Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)	11
Industrial Engineering Technologists and Technicians (17-3026)	1
Operating Engineers and Other Construction Equipment Operators (47-2073)	9
Welders, Cutters, Solderers, and Brazers (51-4121)	6
Education	38
Child Care Workers (39-9011)	1
Elementary School Teachers, Except Special Education (25-2021)	9
Middle School Teachers, Except Special and Career/Technical Education (25-2022)	11
Secondary School Teachers, Except Special and Career/Technical Education (25-2031)	9
Special Education Teachers, Elementary School (25-2056)	3
Special Education Teachers, Middle School (25-2057)	2
Special Education Teachers, Secondary School (25-2058)	1
Teaching Assistants (25-9042)	2
Manufacturing/Aerospace	18
Aircraft Mechanics and Service Technicians (49-3011)	5
First-Line Supervisors of Production and Operating Workers (51-1011)	2
Industrial Engineering Technologists and Technicians (17-3026)	2
Industrial Machinery Mechanics (49-9041)	2
Machinists (51-4041)	1
Production, Planning, and Expediting Clerks (43-5061)	6



ALAMO
COLLEGES
DISTRICT

THANK YOU



Award Recipient
2024-2018

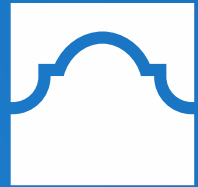


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Committee of the Whole

February 17, 2026



ALAMO
COLLEGES
DISTRICT

CAPITAL IMPROVEMENT PROGRAM (CIP) 2017 AND 2025 BOND STATUS UPDATE

Lacy Hampton

Associate Vice Chancellor

G.O. Bonds Capital Program (CIP)



POLICY AT A GLANCE



Board Policies

C.2.3 Facilities and Grounds Management



Organizational Charges to the Chancellor

- 1. AlamoFUTURE and 2025 Bond



AlamoFORWARD

PERFORMANCE EXCELLENCE

- Goal 3: Our operations, facilities, and technology are sufficiently resourced to evolve with educational and workforce demands and innovations.

TONIGHT'S UPDATE

2017 CIP Bond Construction Reports

2025 Bond Program Next Steps

Bonded Together Overview by Kristi Wyatt

BONDED
TOGETHER

Strengthening Education and Workforce Connections

2017 CIP BOND CONSTRUCTION PROJECTS BY THE NUMBERS

PROJECT STATUS	SPC	SAC	NVC	PAC	NLC	ETCs	Total
Projects Completed	5	7	4	2	1	2	21
Projects In Construction			1	1		1	3
Projects with Board GMP Approval							-
Projects with Upcoming GMP Approval							-
Projects in Various Design Phases							-
TOTAL							24

NVC CYPRESS CAMPUS CENTER



ALAMO COLLEGES DISTRICT
Northwest Vista College

Project Statistics:

- **Architect:** Overland Partners
- **CMAR:** J.T. Vaughn Construction, LLC.
- **Building Square Footage:** 49,500
- **Spaces:** Integrated learning support (one stop shop for students to receive tutoring), dining, multipurpose space, innovation suite including a student and faculty maker space.
- **Cypress:** 90% complete
- **Substantial Completion:** March 2026
- **Final Completion:** April 2026



PAC NATATORIUM, WELLNESS, MULTI-GENERATIONAL CENTER



ALAMO COLLEGES DISTRICT
Palo Alto College

Project Statistics

- Architect: RVK Architects
- CMAR: Joeris General Contractors, Ltd.
- Building Square Footage: 93,760
- Spaces: Enhanced indoor aquatics (50M pool), basketball/volleyball court, educational classrooms, and multipurpose space.

Multi-Gen: 46% complete

- Substantial Completion: November 2026
- Final Completion: February 2027

Veterans: 32% complete

- Spaces: Advising offices, dedicated visiting Veterans Service Organization office space.
- Building Square Footage: 6,920
- State Funded



NORTHWEST EDUCATION AND TRAINING CENTER (NWETC)

Project Statistics

- Architect: Overland Partners
- CMAR: Thomas S. Byrne (D/B/A Byrne Construction Services)
- Building Square Footage: 40,530 sf
- Spaces: General Classrooms, Computer Labs, Welcome Center, Student Service Center and Outside Seating/Learning spaces.

NWETC: 30% complete

- Substantial Completion: April 2027
- Final Completion: May 2027



2025 BOND PROGRAM NEXT STEPS

February - November 2026

- Continue developing and strategically planning of the bond projects for the first and second tranches as it relates to programming and various design phases for CIP projects
- Continue with implementing select district wide infrastructure investments
- Purchasing release solicitation for Construction Managers at Risk (CMAR) for 2025 bond program
- Prioritization of CIP bond projects by tranches

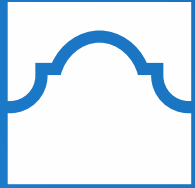
March - June 2026

Present for Board of Trustees Consideration:

- Selection of Project Management Consultant Firms
- Selection of Architects/Engineers Firms
- Selection of Construction Managers at Risk (CMAR)

August - December 2026

- Hold Citizen Bond Oversight Committee (CBOC) meeting
- Second Tranche Released
- Construction of CIP bond projects start



ALAMO
COLLEGES
DISTRICT

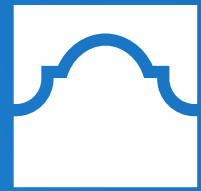
THANK YOU





Committee of the Whole

February 17, 2026



ALAMO
COLLEGES
DISTRICT

2025 BOND COMMUNICATIONS UPDATE: BONDED TOGETHER

Kristi Wyatt

Vice Chancellor for Strategic Communications,
Marketing, and Brand Experience



POLICY AT A GLANCE



Board Policies

C.4.1 (Policy) Communications on Behalf of the College District and Colleges

G.1.3 (Policy) Advertising and Fund Raising



Organizational Charges to the Chancellor

- 1. AlamoFUTURE and 2025 Bond
- 10. Strategic Communication and Marketing



AlamoFORWARD

- LEARNERS: Propelling our learners' success from connection through post-completion.

INTRODUCING BONDED TOGETHER

Bonded Together is the unifying theme for 2025 Bond communications. Reflects shared investment, collective impact, and community partnership. Supports clarity, consistency and transparency across all outreach. Designed to resonate across our colleges and communities.

BONDED
TOGETHER

Strengthening Education and Workforce Connections



BONDED TOGETHER

Connecting the Bond to the Community

A Vote for Education. A Win for Everyone.

Thank You, Bexar County Voters!



ALAMO COLLEGES DISTRICT
BONDED TOGETHER
alamo.edu/bond



BONDED TOGETHER

Thank You, Bexar County Voters!

Historic \$987 Million Bond Approved by a 2-to-1 Margin

This was a bond for the record books. On May 3, 2025, Bexar County voters approved an unprecedented \$987 million bond for the Alamo Colleges District, the largest in our history.


We are deeply grateful for the trust our community has placed in us. With this bond, voters have entrusted us to push ahead with expanding opportunities as we pursue our moonshot of ending poverty through education and training.

This moment marks a hinge point for our region. With extraordinary growth and development projected, residents are ready to make bold investments in our future. That means stronger families, a smarter workforce, and a more prosperous Bexar County.

Preparing for Growth with New Schools and Centers

- Engineering - Science, Engineering, and Technology
- IT/Cybersecurity/Emerging Technologies - IT Management, Data Science and Cloud Computing
- Healthcare - Nursing and Healthcare
- Applied Technology & Construction Trades - Advanced Manufacturing, Heavy Equipment, Welding and Agriculture
- Transportation - Transportation Training

Preliminary Bond Breakdown



TOTAL \$987M

- New & Expanded Programs: \$533M
- Infrastructure: \$247M
- Multi-Sector Investments: \$207M
- Total: \$987M

Because of you, we'll expand opportunities for thousands more students in the years ahead. This is our community's bond, and we are committed to delivering on the promise you've entrusted us with.

ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES

Dr. Cliff Kingsbury, Chair, District 8	Dr. Steve Sprague, District 6
Joe Adams, Jr., Vice Chair, District 1	Dr. Thomas Katz, District 7
Araceli Rodriguez-Bautista, Secretary, District 3	Leah K. Thompson, District 9
Shirley Ray, Assistant Secretary, District 2	Joseph Rodriguez, Student Trustee
Dr. Lorena Turner, Public, District 4	Dr. Herb Brown, Chancellor
Demetrius Lane, District 5	

LEARN MORE
AT ALAMO.EDU/BOND

10. UNIVERSITY COLLEGE
11. COLLEGE OF BUSINESS
12. COLLEGE OF EDUCATION
13. COLLEGE OF HEALTH SCIENCES
14. COLLEGE OF ARTS & HUMANITIES



UNIDOS POR UN BONO

¡Gracias, votantes del Condado de Texas!

Bono histórico: \$987 millones aprobados por un margen de 2 a 1

Este bono es el más grande de nuestra historia. El 3 de mayo de 2025, los votantes del Condado de Bexar aprobaron un bono de \$987 millones para Alamo Colleges District.

Agradecemos profundamente la confianza que nos ha depositado la comunidad. Al aprobar este bono, los votantes confían en que seguiremos aumentando oportunidades, con el sueño de acabar con la pobreza por medio de la educación.

Este momento marca un paraguas para la región. Con el extraordinario crecimiento y desarrollo que se proyecta, los residentes estamos decididos a invertir en nuestro futuro. El resultado será familias más fuertes, una fuerza laboral más capaz y un Condado de Bexar más próspero.


Nuevos Centros y Escuelas en Preparación al Crecimiento

<ul style="list-style-type: none"> Ingeniería - Ciencia, Ingeniería y Tecnología IT/Ciberseguridad/Tecnologías emergentes - Administración de IT, Ciencias de Datos y Computación en la Nube Ciencias de la Salud - Enfermería y Cuidados de Salud 	<ul style="list-style-type: none"> Tecnología Aplicada y Oficinas de la Construcción - Manufactura Avanzada, Equipo Pesado, Soldadura y Agricultura Transporte - Capacitación de transportistas
-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Gracias a ustedes, aumentaremos las oportunidades para miles de estudiantes más en los años venideros. Este bono es de nuestra comunidad y estamos comprometidos a cumplir la inversión que se nos encomendó.


CONOCE MÁS
EN ALAMO.EDU/BOND

10. UNIVERSITY COLLEGE
11. COLLEGE OF BUSINESS
12. COLLEGE OF EDUCATION
13. COLLEGE OF HEALTH SCIENCES
14. COLLEGE OF ARTS & HUMANITIES




ABOUT US ACADEMICS ADMISSION & AID EXPERIENCE ALAMO NEWS & EVENTS

Thank You, Bexar County Voters!



Strengthening Education and Workforce Connections



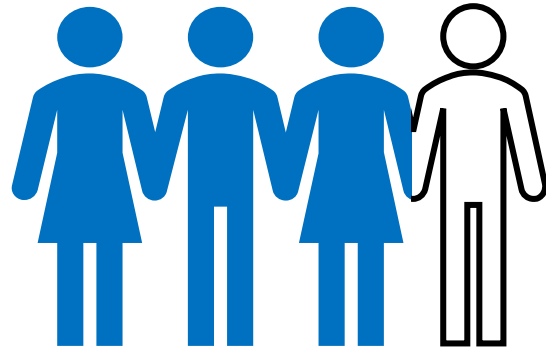
Historic \$987 Million Bond Approved by a 2-to-1 Margin

On May 3, 2025, Bexar County voters made history by approving the Alamo Colleges District's \$987 million bond—the largest in our history.

This is a transformative moment for the Alamo Colleges and for the future of our region. With this bold investment, we move closer to achieving our moonshot: ending poverty through education and training.

We are deeply grateful for the trust our community has placed in us. Your support is an investment in students, stronger families, and a more prosperous Bexar County.

COMMUNITY SUPPORT



3 out of 4

People have a High or Very High Opinion of ACD

Recent community survey shows strong support and confidence in the 2025 Bond

- High confidence in ACD's stewardship
- Community priorities closely align with planned capital improvements
- Feedback reinforces the importance of transparency and ongoing engagement

COMMUNITY TOWN HALL ENGAGEMENT



Series of town halls planned to inform and engage the community

- Town halls are being held in areas near new project locations
- First town hall held on January 27 at Brooks
- Focus on listening, outreach, and addressing community questions

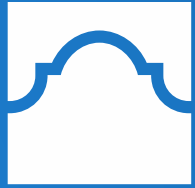
2025 BOND PROGRAM COMMUNICATIONS

- Sustain momentum through ongoing community outreach
- Reinforce understanding of the projects, timing, and impact
- Ensure information remains clear, accessible and factual
- Keep our stakeholders informed with timely communications updates

LOOKING AHEAD



- ❑ Shift communications to project planning and progress
- ❑ Continue place-based engagement near new building and project locations
- ❑ Provide clear, ongoing updates on timelines, milestones and community impact



ALAMO
COLLEGES
DISTRICT

THANK YOU



Discussion and Possible Action on Monthly Contracts Report

Presented to the Board Acting as Committee of the Whole on February 13, 2026, and now presented to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on February 20, 2026.

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 January 5 through January 31, 2026.”

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 January 5 through January 31, 2026, there were no contracts. Through existing contracts, twenty-one courses were provided to 174 students.

OBJECTIVE/FACT

To supplement activities not funded by Institutional Funds.

IMPLICATIONS

Financial: Yes
Strategic Plan: Goal III. Performance Excellence
Human Resources: Yes

ATTACHMENTS: YTD Contract (Non-Grant) Summary Report.

Sammi Morrill, Associate Vice Chancellor
of Operations, Economic Workforce Development

Xavier Urrutia, Interim Vice
Chancellor for Economic & Workforce
Development

Dr. Mike Flores, Chancellor

ALAMO COLLEGES DISTRICT
Year-To-Date Contract (Non-Grant) Summary Report
 Status: January 5, 2026 - January 31, 2026

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	Business and Industry Solutions	21	174	647
	Total	21	174	647

II. Year-to-Date Number of Contracts in Selected Dollar Ranges:

No.	Contract Recipient	\$.01-\$9,999.99	\$10,000-\$99,999.99	\$100,000 and Higher	Total
1	Business and Industry Solutions	13	4	2	19
	Total				

Source: All data provided by Business and Industry Solutions-Adult & Continuing Education Department.

ALAMO COLLEGES DISTRICT
FY2025 MONTHLY (MTD) GRANT AWARD ACTIVITY REPORT
 December 01, 2025-December 31, 2025

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
				<i>No Grants to Report for December 2025</i>						
	0			Total MTD Multi-Year Grants		\$0	\$0	\$0	0	0.00
	0			GRAND TOTAL-MTD SINGLE AND MULTI-YEAR GRANTS		\$0	\$0	\$0	0	0.00

ALAMO COLLEGES DISTRICT

FY 2025 YTD Grant Award Summary Report

Includes All Single Year Grants and the Current Year of Multi-Year Grants

September 1, 2025 -December 31, 2025

No.	College	No. of Grants	Match Amounts	Indirect Cost Received	YTD Funding Amount	No. of Students Served	No. of FTEs
1	District Grants	6	\$ 525,306	\$ 44,903	\$ 12,968,344	309,099	60.00
2	San Antonio College	6	\$ -	\$ 226,364	\$ 3,461,042	22,018	19.00
3	St. Philip's College	6	\$ -	\$ 10,965	\$ 31,423,700	41,152	19.50
4	Palo Alto College	4	\$ -	\$ 87,754	\$ 1,158,388	1,137	11.00
5	Northwest Vista College	1	\$ -	\$ 169,149	\$ 1,000,000	190	14.00
6	Northeast Lakeview College	1	\$ -	\$ 19,502	\$ 272,364	140	4.00
GRAND TOTAL		24	\$ 525,306	\$ 558,637	\$ 50,283,838	373,736	127.50

ALAMO COLLEGES DISTRICT
FY 2026 Monthly & YTD Grant Award Funding Activity Report with Award Description
September 1, 2025 -December 31, 2025

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	219888	District	Texas Higher Education Coordinating Board, Project Title: "THECB (Perkins Basic)".	The Perkins Basic Grant Program supports awarded applicants in educating students who enrolled in CTE courses and programs for high-skill, high-wage, or high-demanded occupations. The success of an awarded applicant in educating these students will be measured by its ability to meet state-determined performance targets for each of three core indicators approved by the U.S. Department of Education.	9/1/2025	\$0	\$0	\$2,863,576	4,000	12.50
2	219890	District	Texas Workforce Commission, Project Title: "Adult Education and Literacy Service Provider Grant".	The Alamo Adult Education (AEL) program provides access and opportunity for adult learner's to participate in AEL activities and career training/Workforce preparation activities leading to a Texas Certificate High School Equivalency, English language acquisition and industry recognized certifications to include stackable certificates and micro credentials aligned to high demand, high wage careers in target occupations in the Alamo workforce area. Additional Funding in the amount of \$811,569.	9/1/2024	\$0	\$0	811,569	941	1.00
3	219910	District	Public Allies Inc., Project Title: "Public Allies San Antonio".	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 organizations. The partnership with the organizations will help develop a co-hort of young social service leaders who can facilitate transformational change leading to the improvement of their communities.	9/1/2025	\$525,306	\$27,027	\$502,243	31	3.00
	3		Total Dist.- YTD Single Year Grants			\$525,306	\$27,027	\$4,177,388	4,972	16.50
	3			Total YTD Single Year Grants		\$525,306	\$27,027	\$4,177,388	4,972	16.50
				Multi-Year Grants						
1	219121	District	University of Texas at San Antonio, Project Title: "Bexar County Fostering Educational Success." Year 7 of 7.	Bexar County Fostering Program is to support Foster and Adopted Youth/adults using the tuition waiver letter and enroll at Alamo Colleges. The PATH Advocates will help students with enrolling and staying enrolled with wraparound services thru the advocacy centers.	9/1/2025	\$0	\$0	\$301,300	301,300	4.50
2	219166	District	U.S. Department of Education; Project Title: "Alamo Colleges District Educational Opportunity Centers Program". Year 5 of 5.	The program will provide over 850 low-income and potential first-generation college students with academic programming and supportive services to help them attain job skills, leading to a more meaningful employment. 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	\$17,876	\$241,332	850	3.00
3	219171	District	City of San Antonio, Project Title: "Ready to Work". Year 1 of 3.	SA Ready to Work program includes the following objectives: Increase access to industry recognized certification training and college; provide wrap around services and emergency funding to ensure successful completion of training and career placement, increase collaboration within the workforce ecosystem and promote accountability and adaptability through the process.	4/1/2022	\$0	\$0	\$8,248,324.55	1,977	36.00
	3		Total Dist.-MTD Multi Year Grants			\$0	\$17,876	\$8,790,956	304,127	43.50
1	211160	San Antonio College	City of San Antonio, Project Title: "Educational Access Channel". Year 3 of 5.	Goal of Educational Access Channel is to provide educational programming to the citizens of San Antonio and surrounding areas. Objectives: provide cable/video at least 8 hours of daily educational programming; 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 on-going operation.	10/1/2025	\$0	\$0	\$200,000	10,000	0.00
75										

ALAMO COLLEGES DISTRICT
FY 2026 Monthly & YTD Grant Award Funding Activity Report with Award Description
September 1, 2025 -December 31, 2025

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	211164	San Antonio College	City of San Antonio, Project Title: "Educational Access Channel (PEG)". Year 1 of 2.	Goal of Educational Access Channel is to provide educational programming to the citizens of San Antonio and surrounding areas. Objectives: provide cable/video at least 8 hours of daily educational programming; 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 on-going operation.	10/1/2025	\$0	\$0	\$50,000	10,000	0.00
3	211168	San Antonio College	U.S. Department of Education, Project Title: "San Antonio College's (SAC) FY21 Title III, Part F HSI STEM and Articulation Project Bolstering Undergraduate Inquiry, Learning, and Determination (BUILD)". Year 5 of 5.	The HSI STEM and Articulation Project, BUILD, aims to enhance SAC's support for Hispanic and underrepresented STEM majors, particularly in high-challenge courses like College Algebra and Calculus. The project focuses on improving graduation and transfer rates through embedded tutoring and fostering inclusive classroom environments. By adopting effective teaching methods, BUILD seeks to make STEM education more accessible and beneficial for all students.	10/1/2021	\$0	\$186,014	\$1,348,630	1,000	7.00
4	211548	San Antonio College	U.S. Department of Education, Project Title: "San Antonio College TRIO SSS Veterans". Year 1 of 5.	San Antonio College proposes to serve at least 120 low income, first generation, and /or disabled Veteran students each year through Project Valor. The program will significantly 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 as well as peer mentoring, career exploration and educational workshops that will help them successfully adapt to college life.	7/7/2025	\$0	\$20,175	\$272,364	120	2.50
5	211549	San Antonio College	U.S. Department of Education, Project Title: "San Antonio College SSS STEM and Health Sciences". Year 1 of 5.	The program will significantly 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 as well as peer mentoring, career exploration and educational workshops that will help them successfully adapt to college life.	7/7/2025	\$0	\$20,175	\$272,364	120	3.50
6	211553	San Antonio College	Texas Higher Education Coordinating Board (THECB), Project Title: "FY25 Nursing Shortage Reduction Program Grant (NSRP)". Year 1 of 2.	Goal of this project is to increase the number of faculty, enhance the program curriculum and instruction, increase enrollment and promote retention and completion of the nursing program. Also to recognize and support the current needs of the program to support the demand for nurses in healthcare.	8/13/2025	\$0	\$0	\$1,317,684	778	6.00
	6		Total SAC. -YTD Multi-Year Grants			\$0	\$226,364	\$3,461,042	22,018	19.00
1	212639	St. Philip's College	U.S. Department of Education, Project Title: "Historically Black Colleges and Universities Program". Year 5 of 5.	St. Philip's College (SPC) will utilize Title III Part B-2 funds to serve its student body by enhancing and operating (8) Legislative Allowable Activities: 1. Project Administration and Research Development, 2. Centers of Excellence in Mathematics and Science, 3. Capital Improvement Project, 4. Information and Communication technology, 5. Institute for Teaching Excellence and Staff Development, 6. Student Services, 7. Good Samaritan Veterans Outreach and Transition Center and 8. Cybersecurity Innovation Center. Additional funding in the amount of \$14,568,731.	9/11/2025	\$0	\$0	\$28,697,676	20,906	0.00

ALAMO COLLEGES DISTRICT
FY 2026 Monthly & YTD Grant Award Funding Activity Report with Award Description
September 1, 2025 -December 31, 2025

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	212652	St. Philip's College	U.S. Department of Agriculture thru the University of Texas at San Antonio, <u>Project Title: "Advancing Minoritized students through Regenerative Agriculture and Community Engaged Study Abroad"</u> . Year 2 of 4.	Purpose of HSI Education grants program is to encourage innovative teaching or education proposals with potential to impact and become models for other institutions that serve underrepresented students at the regional or national level. To promote and strengthen the ability of HSI's to carry out higher education programs to attract, retain and graduate outstanding students capable of enhancing the nation's food, agriculture, natural resources, and human sciences professional and scientific workforce.	9/15/2023	\$0	\$3,145	\$52,882.00	25	0.00
3	212661	St. Philip's College	Texas Higher Education Coordinating Board, <u>Project Title: "Nursing Shortage Reduction Program"</u> . Year 1 of 2.	The primary objective of this project is to increase enrollment in the St. Philip's College Generic and LVN and Military Mobility registered Nurse AAS Programs.	8/1/2025	\$0	\$0	\$282,023.60	200	1.50
4	212662	St. Philip's College	Washington Headquarters Services Acquisition Directorate, <u>Project Title: "Department of Defense Cyber Service Academy"</u> . Year 1 of 5.	The St. Philip's College Cyber-Workforce scholar program through will contribute to our nation's security by developing the human capital of three cyber leader scholars to serve in the Department of Defense as knowledgeable and highly skilled cybersecurity practitioners. These candidates will contribute to the social good, but they will set an example for other students at St. Philip's College, as well as those beyond the confines of the college.	9/10/2025	\$0	\$7,820	\$63,479	1	3.00
5	212663	St. Philip's College	National Science Foundation, <u>Project Title: "Advanced Technologies Education"</u> . Year 1 of 3.	Goal of the grant project is to develop programs to educate, train and increase the number of unmanned aerial systems (drones) pilots that the local area, state and nation will need in the aviation technologies workforce. The project will create a Career and Technical Education pathway within the Aviation Program from a high school dual credit program to a level 1 certification to an Associate of Applied Science (AAS) degree in commercial drone operations.	7/1/2025	\$0	\$0	\$475,000	20	2.00
6	212664	St. Philip's College	U.S. Department of Education, <u>Project Title: "FUTURE Act 2025-2030 Comprehensive Development Plan: Building Capacity, Advancing Excellence St. Philip's College uses FUTURE Act funding to expand capacity, support students and strengthen services"</u> . Year 1 of 5.	St. Philip's College (SPC) will utilize its FUTURE Act (Non-Competitive Continuation Part F) grant award to implement and operate three activities that will support and strengthen the overall institution's deliver of services to students. Funds are being used to support (1) Project Administration and Research Development, (2) Campus Renovation & Technology Improvements and (3) Student Services.	9/12/2025	\$0	\$0	\$1,852,639	20,000	13.00
	6		Total SPC-YTD Multi-Year Grants			\$0	\$10,965	\$31,423,700	41,152	20
1	213099	Palo Alto College	U.S. Department of Education, <u>Project Title: "Palo Alto College Talent Search: Southwest High School"</u> . Year 5 of 5.	The TRIO Talent Search at Southwest ISD project will provide participants with academic support in tutoring and advising, information on financial literacy, financial aid programs, completing financial aid applications and support applying to college. Participants will be provided support for their diverse academic and non-cognitive needs to ensure that they persist, succeed and graduate from high school completed a rigorous secondary school program of study and enroll in college to complete post-secondary education.	9/1/2025	\$0	\$23,077	\$288,470	500	3.00

ALAMO COLLEGES DISTRICT
FY 2026 Monthly & YTD Grant Award Funding Activity Report with Award Description
September 1, 2025 -December 31, 2025

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	213102	Palo Alto College	U.S. Department of Education, <u>Project Title: "Palo Alto College Talent Search: South San Antonio and Somerset ISD"</u> . Year 5 of 5.	The PAC Talent Search project will provide participants with academic support in tutoring and advising, information on financial literacy, financial aid programs, completing financial aid applications and support applying to college. Participants will be provided support for their diverse academic and non-cognitive needs to ensure that they persist, succeed and graduate from high school completed a rigorous secondary school program of study and enroll in college to complete post-secondary education.	10/1/2025	\$0	\$23,078	\$288,470	500	3.00
3	213109	Palo Alto College	U.S. Department of Education, <u>Project Title: "Palo Alto College Upward Bound Math Science Project 2022"</u> . Year 4 of 5.	Palo Alto College (PAC) Upward Bound Math and Science (UBMS) will provide participants from East Central High School with academic instruction; tutoring and advising; information on financial aid programs, assistance in completing financial aid applications, financial literacy and support for applying for college enrollment.	9/1/2025	\$0	\$21,584	\$309,505	60	2.00
4	213110	Palo Alto College	U.S. Department of Education, <u>Project Title: "Palo Alto College Upward Bound 2022"</u> . Year 4 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, assistance in completing financial aid applications and support for applying for college enrollment. 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, enrolling college and graduate with a college degree.	9/1/2022	\$0	\$20,015	\$271,943	77	3.00
	4		Total PAC-YTD Multi-Year Grants			\$0	\$87,754	\$1,158,388	1,137	11.00
1	214055	Northwest Vista College	U.S. Department of Education, <u>Project Title: "Portal leading to Undergraduate Success in Science, Technology, Engineering & Math Project (PLUS+STEM Project)"</u> . Year 5 of 5.	Goal of the project is to implement evidence-based approaches that increase the interest, participation and success of Hispanic, low-income and other underrepresented students to pursue STEM studies, Goal 2: Develop and implement models for increasing the competency, retention, persistence and completion of Hispanic, low-income and other underrepresented students in advancing to higher level STEM courses including those transferring from a two-year institution. Goal 3: enhance faculty capacity and student opportunities to conduct STEM research and/or engage in STEM internship opportunities.	9/17/2021	\$0	\$169,149	\$1,000,000	190	14.00
	1		Total NVC-YTD Multi-Year Grants			\$0	\$169,149	\$1,000,000	190	14.00
1	215518	Northeast Lakeview College	U.S. Department of Education, <u>Project Title: "TRIO Student Support Services (SSS) Program"</u> . Year 1 of 5.	Goal of TRIO SSS is to increase college retention and graduation rates for its participants. The program offers a series of services that include academic support, financial aid guidance and career counseling.	9/25/2025	\$0	\$19,502	\$272,364	140	4
	1		Total NLC-MTD Multi Year Grants			\$0	\$19,502	\$272,364	140	4.00
	21		Total YTD Multi-Year Grants			\$0	\$531,610	\$46,106,450	368,764	111.00
	24		GRAND TOTAL-YTD SINGLE AND MULTI-YEAR GRANTS			\$525,306	\$558,637	\$50,283,838	373,736	127.50

ALAMO COLLEGES DISTRICT
FY 2026 Monthly (MTD) Restricted Contract Activity Report
September 01, 2025 - December 31,2025

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	249521	District	Alamo Colleges Foundation, <u>Project Title:</u> <i>"Toyota-Tri-Starr Talent Finish Line"</i> .	Funds are a way to incentivize participation in the Ready to Work program. This is to incentivize post-training and job placement reporting.	6/1/2025	\$0	\$0	\$100,000	142	0.00
	1		Total Dist. MTD Restricted Contracts			\$0	\$0	\$100,000	142	0.00
	1		GRAND TOTAL-MTD RESTRICTED CONTRACTS			\$0	\$0	\$100,000	142	-

ALAMO COLLEGES DISTRICT
FY 2026 YTD Restricted Contract (Non-Grant) Summary Report
September 1, 2025 -December 31, 2025

No.	Contract Recipient	No. of Contracts Executed for the Year	YTD Total Amount of Contracts	No. Students to be Served
1	District Restricted Contracts	4	\$742,500	142
2	San Antonio College	1	2,500	300
3	St. Philip's College			
4	Palo Alto College			
5	Northwest Vista College	1	2,339	0
6	Northeast Lakeview College			
	Total	6	\$747,339	442

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		1	3	4
2	San Antonio College	1			1
3	St. Philip's College				
4	Palo Alto College				
5	Northwest Vista College	1			1
6	Northeast Lakeview College				
	Total	2	1	3	6

Discussion and Possible Action on Approval of Construction Reports

Presented to the Board acting as Committee of the Whole on February 17, 2026, and now presented to the Board for approval on February 24, 2026.

MINUTE ORDER

“The Alamo Colleges Board of Trustees hereby accepts the construction reports as presented.”

PURPOSE

The following financial reports are presented to the Board of Trustees for informational and approval purposes for December 31, 2025.

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

Lisa L. Mazure, MSA, CPA
Associate Vice Chancellor for Finance and
Fiscal Services

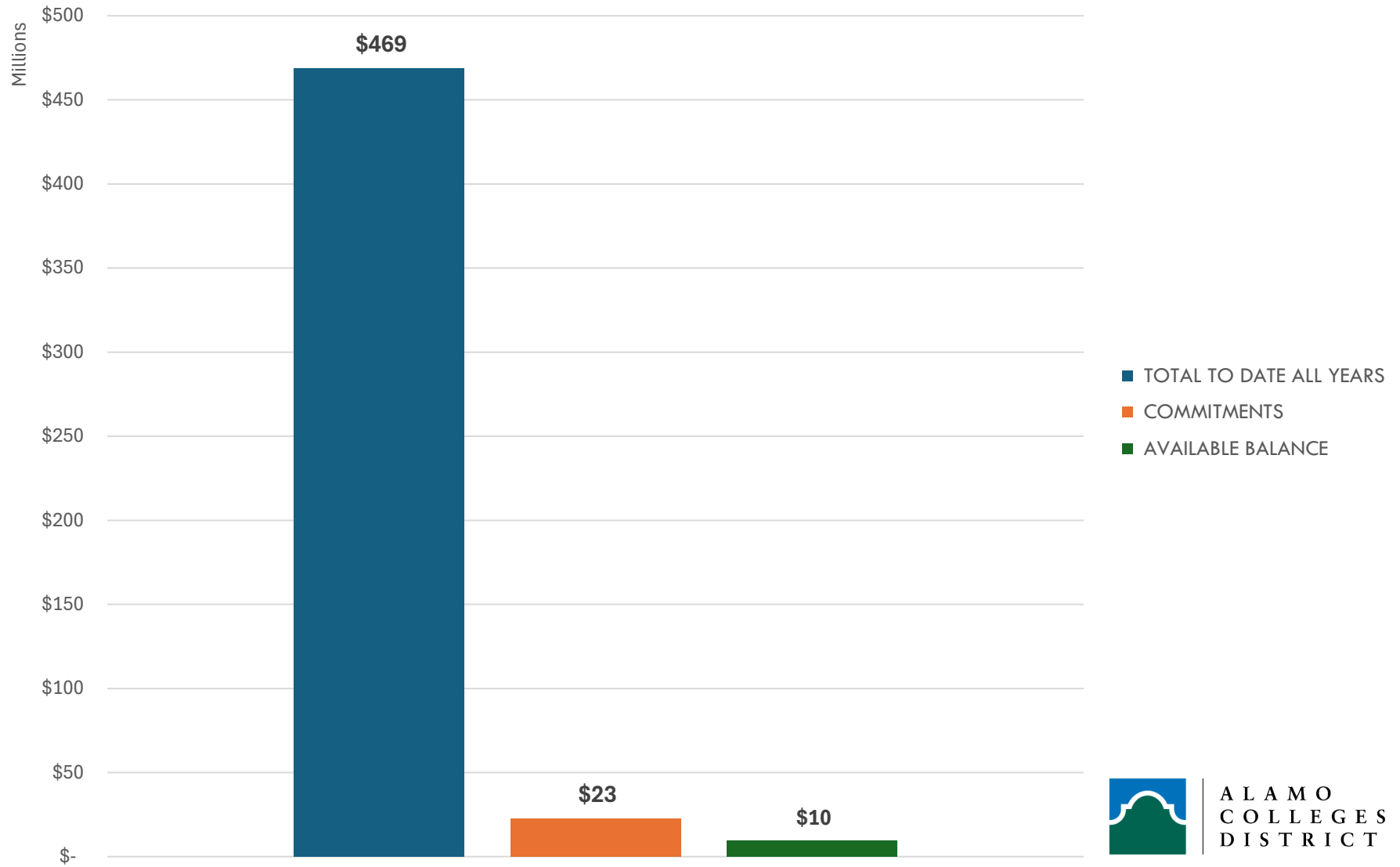
Dr. Thomas Cleary
Interim Vice Chancellor for Finance and
Administration

Dr. Mike Flores
Chancellor



ALAMO
COLLEGES
DISTRICT

Budget vs Actuals - Overview (GO & MTN) Inception to December 31, 2025



ALAMO COLLEGES DISTRICT
2017 - CAPITAL IMPROVEMENT PROGRAM SUMMARY
As of December 31, 2025

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
TOTAL FUNDING SOURCES	\$ 173,000,000	\$ 50,000,000	\$ 225,000,000	\$ 52,000,000	\$ 500,000,000

BY LOCATION	BUDGET	CURRENT YEAR TOTAL	PRIOR YEARS' TOTAL	TOTAL TO DATE ALL YEARS	COMMITMENTS	AVAILABLE BALANCE
DISTRICT & DISTRICT WIDE - 2017 G.O. BOND	\$ 103,791,213	\$ 4,293,433	\$ 82,525,545	\$ 86,818,978	\$ 14,979,057	\$ 1,993,178
SAN ANTONIO COLLEGE - 2017 G.O. BOND	\$ 81,910,701	\$ (21,756)	\$ 81,577,201	\$ 81,555,445	\$ 22,566	\$ 332,691
ST. PHILIP'S COLLEGE & SWC - 2017 G.O. BOND	\$ 81,882,071	\$ -	\$ 81,882,071	\$ 81,882,071	\$ -	\$ -
PALO ALTO COLLEGE - 2017 G.O. BOND	\$ 70,787,164	\$ 5,533,135	\$ 60,241,952	\$ 65,775,087	\$ 4,973,695	\$ 38,382
NORTHWEST VISTA COLLEGE - 2017 G.O. BOND	\$ 71,085,324	\$ 8,102,056	\$ 62,476,764	\$ 70,578,820	\$ 131,889	\$ 374,615
NORTHEAST LAKEVIEW COLLEGE - 2017 G.O. BOND	\$ 41,741,692	\$ 23,404	\$ 41,730,981	\$ 41,754,385	\$ -	\$ (12,693)
General Obligation Bond Totals	\$ 451,198,165	\$ 17,930,273	\$ 410,434,513	\$ 428,364,786	\$ 20,107,207	\$ 2,726,172
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	\$ 15,446	\$ 10,937,817	\$ 10,953,263	\$ 36,971	\$ 9,766
PALO ALTO COLLEGE - 2020 MTN BOND	\$ 9,800,000	\$ -	\$ 7,103,425	\$ 7,103,425	\$ -	\$ 2,696,575
NORTHWEST VISTA COLLEGE - 2020 MTN BOND	\$ 10,000,000	\$ 458,491	\$ 3,115,853	\$ 3,574,344	\$ 2,150,489	\$ 4,275,168
NORTHEAST LAKEVIEW COLLEGE - 2020 MTN BOND	\$ 8,100,000	\$ 191,508	\$ 7,678,967	\$ 7,870,475	\$ 226,838	\$ 2,687
MTN Bond Totals	\$ 50,000,000	\$ 665,445	\$ 39,936,062	\$ 40,601,507	\$ 2,414,297	\$ 6,984,196
TOTAL FOR ALL 2017 CIP BONDS	\$ 501,198,166	\$ 18,595,718	\$ 450,370,575	\$ 468,966,293	\$ 22,521,505	\$ 9,710,368

Discussion and Possible Action on Approval of Financial Reports

Presented to the Board acting as Committee of the Whole on February 17, 2026 and now presented to the Board for approval on February 24, 2026.

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 December 31, 2025.

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

Lisa L. Mazure, MSA, CPA
Associate Vice Chancellor for Finance and
Fiscal Services

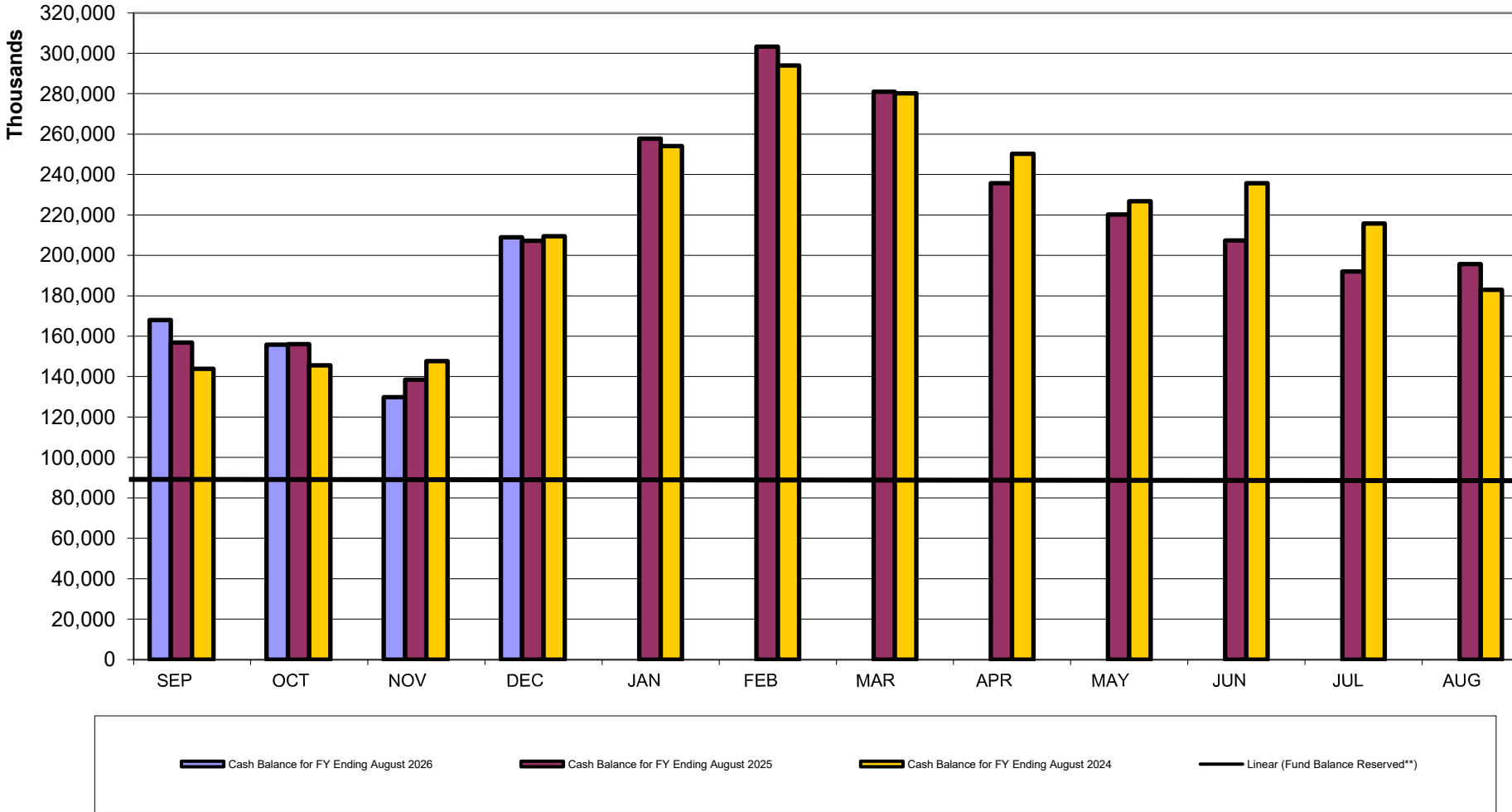
Dr. Thomas Cleary
Interim Vice Chancellor for Finance and
Administration

Dr. Mike Flores, Chancellor



ALAMO
COLLEGES
DISTRICT

**Alamo Colleges District
Current Operating Fund Cash Analysis**
(For Fiscal Years Ending August 2026, 2025 and 2024)
Through December 2025



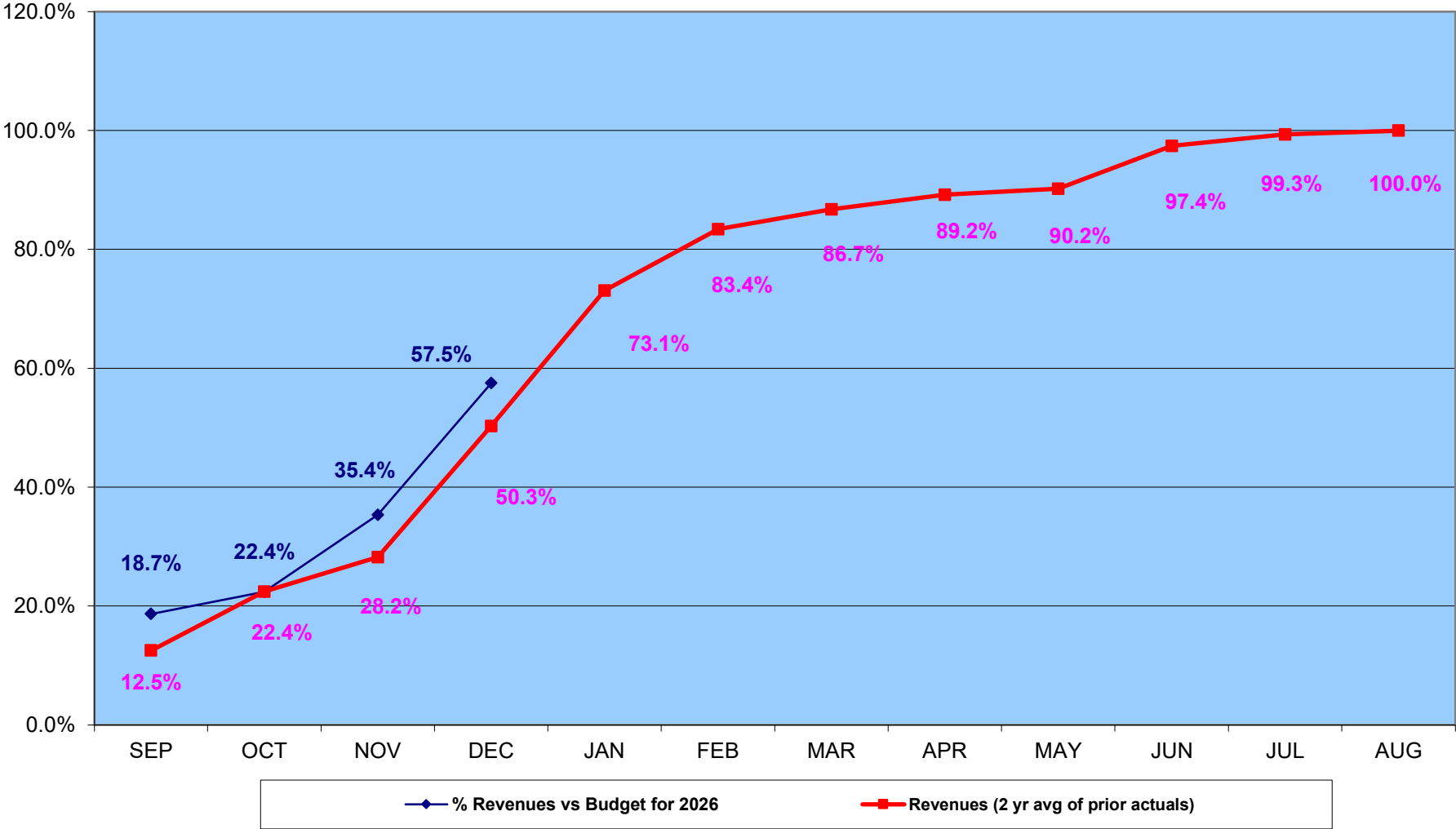
*Includes Cash and Investments.

Chart excludes cash balances for capital construction and debt service.

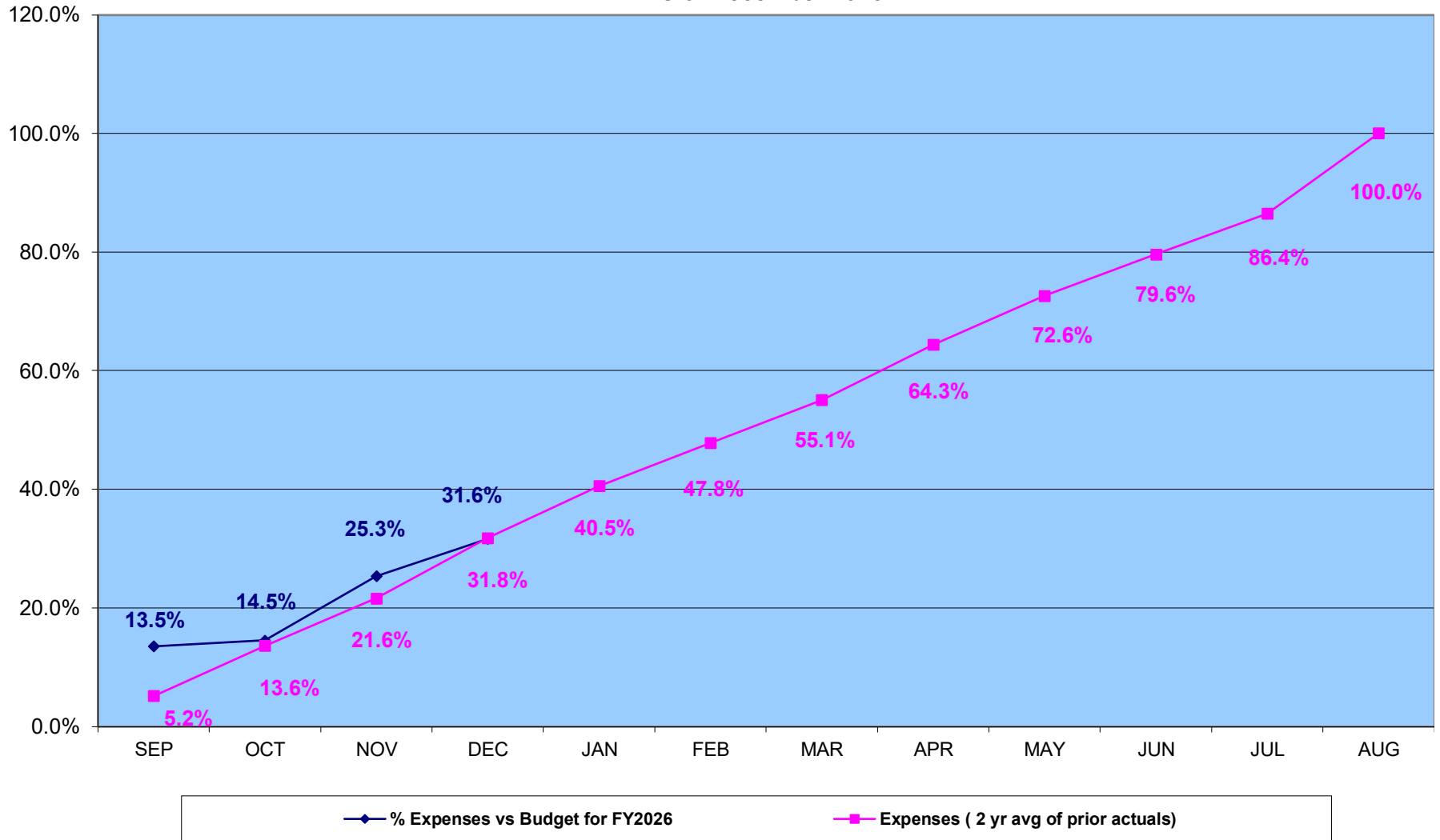
August includes Fall Tuition collections.

**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
 As of December 2025**



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
As of December 2025



FY 2025-2026 ALL FUNDS BUDGET VS ACTUALS REPORT

	Adjusted Budget vs Actual 2025-2026 As of December 2025			Adjusted Budget vs Actuals 2024-2025 As of December 2024		
	Adjusted Budget	Actual	% of Budget	Adjusted Budget	Actual	% of Budget
Revenues						
Operating Revenues:						
Tuition and Fees	139,975,263	119,326,716	85.2%	125,175,849	105,449,993	84.2%
Auxiliary Enterprises	4,362,244	2,350,486	53.9%	3,434,172	2,223,769	64.8%
Other Operating Revenues	5,183,458	1,380,982	26.6%	3,534,295	1,374,017	38.9%
Total Operating Revenues:	\$ 149,520,965	\$ 123,058,185		\$ 132,144,316	\$ 109,047,779	
Non-Operating Revenues:						
State Appropriations	125,339,890	50,799,792	40.5%	114,021,642	53,241,388	46.7%
Ad Valorem Taxes						
Taxes for Maintenance and Operations	268,937,450	141,017,767	52.4%	271,362,500	141,795,421	52.3%
Investment Income - Non Operating	9,300,000	3,033,144	32.6%	11,035,758	3,687,541	33.4%
Other Non Operating Revenue	12,000	21,306	177.6%	-	107,961	N/A
Total Non-Operating Revenues:	\$ 403,589,340	\$ 194,872,009		\$ 396,419,900	\$ 198,832,311	
Total Operating and Non-Operating Revenues	\$ 553,110,305	\$ 317,930,194		\$ 528,564,216	\$ 307,880,090	
Expenses						
Operating and Non-Operating Expenses:						
Instruction	182,260,878	82,106,933	45.0%	153,295,800	71,222,907	46.5%
Public Service	3,100,747	656,388	21.2%	2,319,161	586,853	25.3%
Academic Support	61,638,070	10,101,800	16.4%	57,887,668	10,080,374	17.4%
Student Services	85,325,564	22,867,119	26.8%	78,253,015	20,186,016	25.8%
Institutional Support	162,702,487	46,553,946	28.6%	150,864,084	40,078,080	26.6%
Operations and Maintenance of Plant	47,945,349	12,802,916	26.7%	61,187,375	12,456,515	20.4%
Institutional Scholarships	7,335,761	161,383	2.2%	5,612,153	181,576	3.2%
Auxiliary Enterprises	1,784,860	317,621	17.8%	1,533,309	288,292	18.8%
Total Operating and Non-Operating Expenses:	\$ 552,093,716	\$ 175,568,106		\$ 510,952,565	\$ 155,080,614	
Total Operating and Non-Operating Expenses	\$ 552,093,716	\$ 175,568,106		\$ 510,952,565	\$ 155,080,614	
Transfers	17,420,245	5,044,789	29.0%	17,611,651	22,374,826	127.0%
Change in Net Position	\$ (16,403,656)	\$ 137,317,299		\$ 0	\$ 130,424,651	

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 February 17, 2026, and now presented to the Board for approval on February 24, 2026.

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 December 2025, and January 2026. 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 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 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

Jody M. Eastland, MBA, FAHRMM, CMRP
Director, Purchasing & Contract Administration

Lisa Mazure, CPA
Associate Vice Chancellor for
Finance and Fiscal Services

Dr. Thomas Cleary
Interim Vice Chancellor for Finance & Administration

Dr. Mike Flores
Chancellor



COOPERATIVE CONTRACT PURCHASES OVER \$200,000

Location	Type of Funding	Description	Purpose/Why	COOP Admin Fee	Total Cost	Vendor/ Co-Op
St. Philip's College / Electrical Plant Mechanical Combined Scope	DWD-Preventive Maintenance-UCF	Central Electrical Plant Equipment Replacement for St. Philip's College	Preventive Maintenance program to extend the life of the Central Electrical Plant, ensure reliable power distribution across multiple campus buildings, and minimize downtime and costly emergency repairs.	\$0.00	\$961,066.91	SpawGlass Contractors/Region 20 24027
San Antonio College/Fine Arts	District Construction Management	Purchase new furniture for San Antonio College McAllister Fine Arts Center Classroom, Office, Lobby and Band Hall	Provide new furniture to include chairs, tables, lockers, stools, worktables, additional storage, tackboard, shelves in the storage area, and mail sorter for students and staff	\$0.00	\$481,562.30	Worthington Contract Furniture, LP/Buyboard 767-25
Palo Alto College/Veteran's Center	Palo Alto College Capital Funds UCF and DWD-Preventive Maintenance-UCF	Purchase supplies and services for Palo Alto College HVAC system at Veterans Center.	To extend hydronic piping to the new Palo Alto College Veterans Center to provide chilled water and heated water for the HVAC system in the building.	\$0.00	\$654,862.97.00	Columbia Contracting Incorporated, TIPS 25050401

ACCESS	District - Operating	Purchase of Jaggaer Renewal Subscription by Jaggaer LLC for the District Service Operations	Provide a cloud-based software provider that specializes in enterprise procurement and supplier collaboration, often referred to as "Source-to-Pay" (S2P) solutions. It helps the Alamo College manage its entire purchasing lifecycle—from sourcing suppliers to paying invoices—using AI-powered automation to reduce costs, increase compliance, and manage risk. The subscription term is till December 22, 2026,	\$0.00	\$455,783.00	Jaggaer LLC E&I CNR01204





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Discussion and Possible Action for the Purchase of Bond Counsel Services

Presented to the Board Acting as Committee of the Whole on February 17, 2026 and now presented to the Board for approval on February 24, 2026.

MINUTE ORDER

"The Board of Trustees hereby awards a contract providing for the purchase of bond counsel legal services to Norton Rose Fulbright US, LLP., or to the next highest ranked awardee that negotiates a fair and reasonable price and terms acceptable to District counsel, as requested by the Office of the Vice Chancellor for Finance and Administration."

PURPOSE

This contract action provides for the purchase of bond counsel services as needed based on requirements. The awardee will represent the District's interests in regard to all bond matters, including the drafting of all legal documents relating to the issuance of bonds, reviewing and approving the disclosure documents relating to the sale of the bonds (in consultation with the representatives of the District and the District's financial advisor), and obtaining the approval of the Texas Attorney General for the issuance of the bonds. The awardee will also issue its formal legal opinion concerning the validity and enforceability of the bonds, and the exemption of interest paid to bondholders from their federally taxable income.

BACKGROUND

Debt Management Policy C.3.1 requires the College District to periodically re-solicit the qualifications of potential bond counsel to provide outside legal services to the District in connection with the issuance and management of bond indebtedness.

Texas Government Code Section 1201.027 requires that a public issuer seeking bond counsel services must first select the most highly qualified provider on the basis of demonstrated competence and qualifications and then attempt to negotiate a contract at a fair and reasonable price. If a satisfactory contract cannot be negotiated with the most highly qualified provider, the issuer must formally end negotiations with that provider, select the next most highly qualified provider and attempt to negotiate a contract at a fair and reasonable price.

A notice soliciting a Request for Qualification Statements (RFQ) was advertised in the San Antonio Express News twice over a twenty-one-day period. Additionally, Purchasing and Contract Administration sent notices to approximately one-hundred potential offerors. The seven qualification statements received by the RFQ deadline were evaluated by representatives from the Office of Legal Services, Office of the Associate Vice Chancellor for Finance and Fiscal Services, and the Treasurer considering the RFQ specifications and requirements.

Matters considered in evaluating demonstrated competence and qualifications include, without limitation, experience as bond counsel to comparable public entities, particularly Texas community colleges, and the experience and expertise of the vendor's proposed engagement-attorney team, as well as that of the entire firm, regarding Texas bond elections, federal tax law (especially private use restriction compliance) and cited examples of vendor creativity in achieving client objectives.



As a result of this effort, incumbent bond counsel Norton Rose Fulbright US, LLP is recommended for award on the basis of competency and qualifications. The contract will begin on an effective date selected by the District once an agreement for a fair and reasonable price is negotiated and executed, and terminate three years thereafter, and have two, one year renewals on the same terms and conditions with mutual consent.

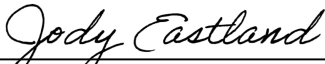
IMPLICATIONS

Financial: District Operating; Fees paid from debt transaction proceeds as a cost of issuance

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

Employee Services: None

Attachments: Ranking of Bond Counsel Firms and Evaluation Criteria



Jody Eastland
Director Purchasing & Contract Administration

Lisa L. Mazure,
MSA CPA

Digitally signed by Lisa L. Mazure,
MSA CPA
Date: 2026.01.16 07:20:03 -06'00'

Lisa Mazure
Associate Vice Chancellor of Finance &
Fiscal Services

Dr. Thomas Cleary
Interim Vice Chancellor for Finance
& Administration

Dr. Mike Flores
Chancellor





RANKING

PURCHASE OF BOND COUNSEL SERVICES

Bond Counsel Firms	Ranking
Norton Rose Fulbright US, LLP.	4.0 -1st
Bracewell LLP	3.8 – 2nd
McCall Parkhurst & Horton LLP	3.76 – 3rd
Orrick, Herrington & Sutcliffe LLP	3.43 – 4th
Escamilla & Poneck LLP	3.18 – 5th
Hunton Andrews Kurth LLP	3.00 – 6th
Jackson Walker, LLP	2.68 – 7th



EVALUATION CRITERIA

PURCHASE OF BOND COUNSEL SERVICES

Criteria
<p>Quality of Vendor's Services; and The extent to which the vendor's services meet the District's needs. RFQ Sec. 1.D, #1 - 10</p> <ul style="list-style-type: none"> - Firm bond experience with issuers of comparable public entities in Texas and length of time firm has provided comparable services (stability) - Comparable client base, in order of preference: Texas community colleges, 2) other Texas public educational entities, 3) other Texas local governmental units - Sufficiency of support staff - Experience, reputation and expertise of attorney(s) - Rulings against firm in any matter related to the firm's public bond work - Experience with bond elections - Ability and qualification to serve as Bond Counsel to the District - Experience with bond issuances of comparable client base - Relevance of value-add example(s) - Expertise in private use restriction compliance
<p>Reputation of the vendor's services. RFQ Sec. 1.D #11</p> <ul style="list-style-type: none"> - References - Reputation within the Texas legal community - Prior performance as bond counsel to the District
<p>Any other relevant factor specifically listed in the request for Qualification statements. RFQ Sec. 1.D #12-17</p> <ul style="list-style-type: none"> - Offeror's contact person(s) for this engagement - Pending firm changes - Potential conflict of interest



Criteria

- Geographical location of bond attorneys performing the work to facilitate face-to-face meetings and 48-hour response time if physical presence is required
- Approximate total number of bond lawyers within firm performing Texas public bond work
- Approximate total number of bond lawyers within firm performing national public bond work
- Prior service of any of your bond attorneys with bond-relevant state or federal agencies.
- Recent legislative testimony or other similar informational presentations to any Texas legislative committees, subcommittees or members addressing the bonding capability needs of Texas local governmental units
- Past experience with the District
- Other factors to distinguish the firm
- Additional services or expertise offered that exceed the requirements of the RFQS

Purchasing and Contract Administration
 Scoring Matrix Summary
RFQ 2026-0086
 PURCHASE OF Bond Counsel Services

Criteria	Max. Pts	McCall Parkhurst & Horton, LLP		Norton Rose Fulbright US LLP		Bracewell LLP		Escamilla & Poneck, LLP		Hunton Andrews Kurth LLP		Jackson Walker LLP		Orrick, Herrington & Sutcliffe LLP	
		Avg.* Raw Score	Pts. #	Avg.* Raw Score	Pts. #	Avg.* Raw Score	Pts. #	Avg.* Raw Score	Pts. #	Avg.* Raw Score	Pts. #	Avg.* Raw Score	Pts. #	Avg.* Raw Score	Pts. #
1. Quality of Vendor's Services; and The extent to which the vendor's services meet the District's needs.	80	2.38	47.50	3.98	79.58	3.83	76.58	3.56	71.29	3.68	73.58	3.48	69.50	3.90	77.96
2. Reputation of the vendor's services.	15	3.64	13.65	3.94	14.79	3.31	12.40	3.14	11.79	2.67	10.00	2.61	9.79	2.89	10.83
3. Any other relevant factor specifically listed in the request for Qualification statements.	5	3.76	4.70	4.00	5.00	3.80	4.75	3.18	3.98	3.00	3.75	2.68	3.35	3.43	4.28
TOTAL:	100		65.85		99.37		93.73		87.06		87.33		82.64		93.07
Total Ranking:			7		1		2		5		4		6		3
Technical Ranking:			3.29		4.97		4.69		4.35		4.37		4.13		4.65

Discussion and Possible Action to Approve a Cooperative Purchase Award of Demolition Services for Alamo Colleges District – Institutionally Funded Project for St. Philip’s College Health and Fitness Center

Presented to the Board Acting as Committee of the Whole on February 17, 2026, and now presented to the Board for approval on February 24, 2026.

MINUTE ORDER

"The Board of Trustees hereby approves the award of a cooperative purchase job order contract to Vaughn Construction for facility demolition services for Alamo Colleges District - Saint Philip’s College Health and Fitness Center Demolition Project in the amount of \$723,642, plus an additional 20% owner’s contingency held outside the contract, subject to subsequent execution of agreement in form and terms acceptable to District Counsel, as requested by the Associate Vice Chancellor for Facilities Operations and Construction Management."

PURPOSE

To award a cooperative job order contract to demolish buildings and pavement at St. Philip’s College.

BACKGROUND

The contract will be awarded via the Choice Partners Job Order Contract. Contract Administration utilizes the Cooperative Purchase Programs (COOP) 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 District in an expedited fashion. Vendor contracts awarded through approved federal, state or cooperative purchasing agreements are a statutorily approved alternative to competitively procured vendor contracts.

The Job Order Contracts Method can be used to procure maintenance, repair, alteration, renovation, remediation, or minor construction of a facility if the governing body of a governmental entity shall approve each job, task, or purchase order that exceeds \$500,000. As such, this purchase is recommended in accordance with the Texas Government Code 2269 Contracting and Delivery Procedures for Construction Projects, Subchapter I Job Order Contracts Method.

Scope includes abatement, structural and pavement demolition. Project also caps utilities and removes subsurface drilled piers to prepare the site for future redevelopment.

IMPLICATIONS

Financial: \$723,642 contract with \$1,188,153 Total Project cost (including soft costs); Institutional Funds

Strategic Plan: Goal II – Principle-Centered Leadership; Goal III Performance Excellence

Lisa L. Mazure, MSA, CPA.
Assoc Vice Chancellor for Finance and
Fiscal Services

Gregory L. McClure
Assoc. Vice Chancellor for Facilities Operations
and Construction Management

Dr. Thomas S. Cleary
Interim Vice Chancellor for Finance & Admin.

Dr. Mike Flores
Chancellor



ALAMO
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Discussion and Possible Action to Approve a Cooperative Purchase Award of Construction Services for Alamo Colleges District – San Antonio College Security Infrastructure Project

Presented to the Board Acting as Committee of the Whole on February 17, 2026, and now presented to the Board for approval on February 24, 2026.

MINUTE ORDER

"The Board of Trustees hereby approves the award of cooperative purchase job order contract providing for the purchase of security infrastructure upgrades for Alamo Colleges District subject to subsequent execution of agreements in form and terms acceptable to District Counsel, as requested by the Vice Chancellor for Finance and Administration.

1. SAC Security Infrastructure Project

- Approve \$ 2,227,004 contract award with contractor Walker Engineering plus additional 10% owner's contingency held outside the contract
- Award through TIPS Job Order Contract Cooperative Purchase Agreement"

PURPOSE

To award a cooperative job order contract to upgrade security infrastructure at San Antonio College as part of a district-wide security upgrade initiative previously approved by the Board of Trustees.

BACKGROUND

The contract will be awarded via the TIPS Job Order Contract Cooperative Purchase Agreement. Contract Administration utilizes the Cooperative Purchase Programs (COOP) 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 District in an expedited fashion. Vendor contracts awarded through approved federal, state or cooperative purchasing agreements are a statutorily approved alternative to competitively procured vendor contracts.

The Job Order Contracts Method can be used to procure maintenance, repair, alteration, renovation, remediation, or minor construction of a facility if the governing body of a governmental entity shall approve each job, task, or purchase order that exceeds \$500,000. As such, this purchase is recommended in accordance with the Texas Government Code 2269 Contracting and Delivery Procedures for Construction Projects, Subchapter I Job Order Contracts Method.

IMPLICATIONS

Financial: \$2,227,004 contract with \$2,641,482 Total Project Cost (including soft costs); PM Institutional Funds

Strategic Plan: Goal II – Principle-Centered Leadership; Goal III Performance Excellence

Lisa Mazure

Lisa L. Mazure, MSA, CPA.
Assoc Vice Chancellor for Finance and
Fiscal Services

Louisa Martin

Louisa Martin
Security Infrastructure Project Director

Thomas Cleary

Dr. Thomas S. Cleary
Interim Vice Chancellor for Finance & Admin.

Dr. Mike Flores
Chancellor



ALAMO
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Discussion and Possible Action on Approval to Amend the Guaranteed Maximum Price (GMP) for Construction Manager at Risk Contracts for Alamo Colleges District, St. Philip's College - Maintenance Tax Note 2022-Funded Projects.

Presented to the Board Acting as Committee of the Whole on February 17, 2026 and now presented to the Board for approval on February 24, 2026.

MINUTE ORDER

"The Board of Trustees hereby approves the following increases to the Guaranteed Maximum Price (GMP) for Maintenance Tax Note-funded Construction Manager at Risk contracts, subject to subsequent execution of an agreement in form acceptable to District counsel, as requested by the Associate Vice Chancellor for Facilities Operations and Construction Management.

- **St. Philip's College Contract Package 2 Comprehensive Renovations - GMP Amendment for contract awarded to Turner Construction, increase of \$145,691, amending the GMP from \$12,534,940 to \$12,680,631.**
- **St. Philip's College Contract Package 3 Major HVAC Renovations – GMP Amendment for contract awarded to Turner Construction, increase of \$849,624, amending the GMP from \$20,746,038 to \$21,595,662."**

PURPOSE

To increase the GMPs for St. Philip's College Package 2 Comprehensive Renovations and Package 3 Major HVAC Renovations.

BACKGROUND

September 27, 2022 Board Actions

- Approved project list for Maintenance Tax Note Funding
- Approved project list for Preventive Maintenance Funding
- Approved demolition budget for select buildings replaced by recent /ongoing new construction

April 18, 2023 Board Actions

- Approved the pool of qualified construction managers

The MTN22 Program includes 65 separately named projects, District-wide – grouped into 25 contract packages to simplify contracting activities.

The scope of the work for these projects primarily includes repair and replacement of various facility systems which are past or at the end of useful life, primarily focusing on mechanical/HVAC systems and building automation controls. Projects also include some general renovation, water distribution, natural gas service, electrical distribution, lighting, and fire and life safety systems. These projects extend the useful life of the buildings, address lab exhaust fan power upgrades, ADA compliance, fire safety code compliance, temp heating/cooling to maintain facility occupancy, and improve indoor air quality.





IMPLICATIONS

Financial: Primarily Maintenance Tax Note CY2022 Bond funds

Objective: I. Student Success and III. Performance Excellence

Employee Services: None

ATTACHMENTS: Presentation

Lisa L. Mazure, MSA, CPA
Associate Vice Chancellor Finance &
Fiscal Services

Gregory L. McClure
Vice Chancellor for Facilities
Operations & Construction Management

Dr. Tom Cleary
Interim Vice Chancellor for
Finance & Administration

Dr. Mike Flores
Chancellor

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

Recommended for approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on February 24, 2026

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.

BACKGROUND

Policy B.5.3 regarding Board Policies requires Policies be reviewed within a five-year period. Policy owner review plan responsibilities are to determine whether the policy is still relevant, accurate and lawful. Considerations should be whether: any pertinent law has changed since the last Board action; any new technology has made the policy or any portion thereof obsolete; or any new risks or priorities now exist that need to be addressed in the policy. The District Ethics, Compliance, and Policy Office may modify the review plan or initiate outside-cycle policy review at any time to address business needs, as applicable. Non-substantive edits or clarifications may also be made.

For policies which are reviewed in compliance with this review requirement but for which no substantive changes are recommended to the Board of Trustees, a notation will be made in its section review date, for example, “Reviewed 3-23-12.” While not required in Board Policy, a consent report has been developed summarizing policies reviewed with no substantive changes.

IMPLICATIONS

Financial: N/A
Strategic Objective: Goal III Performance Excellence
Human Resources: N/A

ATTACHMENT

Report of Policies Reviewed with No Substantive Changes for February 2026.

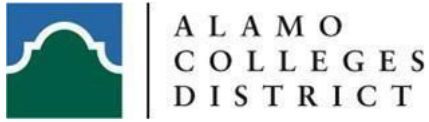
Dr. Daphene Carson 2/9/26

Dr. Daphene Carson Date
Director of Ethics, Compliance & Policy

Linda Boyer-Owens

Linda Boyer-Owens Date
Vice Chancellor Talent, Organization & Policy

Dr. Mike Flores Date
Chancellor



Board Policies Reviewed with No Substantive Change
February 24, 2026

Policy No.	Policy Title	Responsible Department	Review Date
<u>Policy Section B: Board Governance</u>			
Policy B.05.03	Board Policies	Legal Services	2/24/2026
<u>Policy Section D: Personnel</u>			
Policy D.03.03	Employee Complaints	Talent, Organization & Strategic Innovation	2/24/2026

B.05.03 (Policy) Board Policies

Responsible Department: Legal Services

Board Adoption: 8-18-09

Amended: 7-24-12, 12-16-14, 1-20-16, 12-13-16, 4-29-19, 1-25-22, 9-27-22, 2-24-26

POLICIES AND POLICY MANUAL

Within the context of current law, the College District shall be guided by Board-adopted written policies ("policies"). These policies shall be included in the official policy manual maintained by the District Ethics, Compliance, and Policy Office, and shall also be made available in the online version of the policy manual on the College District website for access by employees, students, and the public.

In this policy the term "policy manual" ~~includes both the official policy manual and means~~ the online version of the manual at the Board of Trustees alamo.edu policy and procedure webpage, at: <https://www.alamo.edu/about-us/leadership/board-of-trustees/board-policies/>. ~~If discrepancies occur between the online version and the official policy manual, the official policy manual shall control.~~ The Director of Ethics, Compliance, and Policy shall be responsible for the accuracy and integrity of the policy manual, and shall maintain a historical record of the policy manual.

References to the Texas Association of School Boards Community Colleges Policy Reference Manual are included in the policy manual as a general guide. The documents contained in the TASB Manual are not adopted by the Board, and they remain subject to interpretation by the Board and College District legal counsel, including interpretation about whether they are applicable to the College District.

HARMONY WITH LAW

No policy, or any portion thereof, shall be operative if it is found to be in conflict with applicable law.

SEVERABILITY

If any portion of a policy or its application to any person or circumstance is found to be invalid, that invalidity shall not affect other provisions or applications of policy that can be given effect without the invalid provision or application.

POLICY DEVELOPMENT

Proposed new policies and policy amendments and deletions may be initiated by the Chancellor or the Board, but generally shall be recommended for the Board's consideration by the Chancellor.

ADOPTION, AMENDMENT AND DELETION

The Board shall have the sole right to adopt, amend, interpret and delete/retire policies. Proposed policies, amendments, and deletions shall be submitted to the Policy and Long-Range Planning Committee for review prior to being submitted to the Board for action, except in case of emergency, as determined by the Board.

Proposed new policies and revisions to existing policies shall be developed and submitted by the Chancellor as he/she deems warranted by developments or as requested by the Board. The Chancellor will consider legal and additional college, administration, faculty, and staff input as the

B.05.03 (Policy) Board Policies

Responsible Department: Legal Services

Board Adoption: 8-18-09

Amended: 7-24-12, 12-16-14, 1-20-16, 12-13-16, 4-29-19, 1-25-22, 9-27-22, 2-24-26

Chancellor may deem appropriate under the circumstances, including a standard procedure and process which the Chancellor will establish, publish and adapt to solicit stakeholder advisory input through stakeholder representative members of the eCollege dDistrict's standing Policy and Procedure Advisory Committee.

New policies and policy revisions become effective upon Board action or at a future date designated by the Board. Policy changes shall be incorporated into the policy manual as of their effective date.

Board-adopted or amended policies supersede all previous versions, and all other previously adopted policies or other documents addressing the same issues have no force or effect to the extent that they conflict with the newly adopted or amended policy.

NON-SUBSTANTIVE CHANGES

Title changes, minor procedural or organizational changes, and other non-substantive changes of policies may be made by the Ethics, Compliance, and Policy Office without additional Board approvals, provided neither the meaning nor intent of the policy is altered. The changes shall be incorporated into the policy manual and reported to the Board.

PROCEDURES AND OTHER GUIDELINES

The Chancellor or designee is authorized to develop and/or approve procedures and other guidelines to carry out policies. No procedure or other guideline or practice, or any portion thereof, shall be operative if it is found to be in conflict with current policy or applicable law.

FORCE AND EFFECT

Board policies are not contractual in nature and do not, absent express statement of intention to do otherwise, confer any liberty or property right to any individual or group of individuals. The Board, as the governing body of the College District, has sole authority to establish policies, and full authority to revise procedures, notwithstanding any consultative process which the Chancellor may establish. Policies and procedures may, at the sole and absolute discretion of the Board, be from time to time changed, in whole or in part. Moreover, the Board may in its absolute discretion, and at any time, and from time to time, waive application of any or part of any policy.

REVIEW EXISTING POLICY AND PROCEDURES

~~In an effort to improve and standardize our policy review process, t~~The Alamo Colleges conducts is implementing a policy review cycle that provides accounts for a 100% policy review of all policies and procedures on a within a five-year period cycle and more often when internal or external circumstances require.

The Director of ~~Ethics, Compliance, &~~ Policy will ~~design a viable~~ provide an annual review ~~plan process that schedule for all policies and procedures due for five-year review accounts for an annual review of 1/5 of the District policies (and procedures) and~~ will publish this plan the schedule with which ~~the~~ Vice Chancellors and other policy owners must comply.

B.05.03 (Policy) Board Policies

Responsible Department: Legal Services

Board Adoption: 8-18-09

Amended: 7-24-12, 12-16-14, 1-20-16, 12-13-16, 4-29-19, 1-25-22, 9-27-22, 2-24-26

Policy and procedure owner review ~~plan~~ responsibilities are to determine whether the policy is still relevant, accurate and lawful. Considerations should be whether: any pertinent law has changed since the last Board action; any new program, strategy or technology has made the policy or any portion thereof obsolete; or any new performance expectations, risks or priorities now exist that need to be addressed in the policy. The Chancellor, Senior Leadership Team~~LT~~ and policy/procedure owners are responsible to District Ethics, Compliance, and Policy Office may modify the review plan or initiate additional/earlier reviews outside the 5-year cycle ~~policy review at any time~~ to address regulatory changes and new business needs, ~~as applicable~~.

For policies which are reviewed in compliance with this review requirement but for which no changes are recommended to the Board of Trustees or Chancellor, a notation will be made in its section review date, for example, "Reviewed 3-23-12."

District procedures shall be reviewed and documented in the same manner and on the same schedule in conjunction with the review of the policy which authorizes the District procedure.

*Legal Reference – TASB Community College Policy Reference Manual
BE(LEGAL) - Policy and Bylaw Development*

B.05.03 (Policy) Board Policies

Responsible Department: Legal Services

Board Adoption: 8-18-09

Amended: 7-24-12, 12-16-14, 1-20-16, 12-13-16, 4-29-19, 1-25-22, 9-27-22, 2-24-26

POLICIES AND POLICY MANUAL

Within the context of current law, the College District shall be guided by Board-adopted written policies ("policies"). These policies shall be included in the official policy manual maintained by the District Ethics, Compliance, and Policy Office, and shall also be made available in the online version of the policy manual on the College District website for access by employees, students, and the public.

In this policy the term "policy manual" means the online version of the manual at the Board of Trustees [alamo.edu policy and procedure webpage](https://www.alamo.edu/about-us/leadership/board-of-trustees/board-policies/), at: <https://www.alamo.edu/about-us/leadership/board-of-trustees/board-policies/>. The Director of Ethics, Compliance, and Policy shall be responsible for the accuracy and integrity of the policy manual and shall maintain a historical record of the policy manual.

References to the Texas Association of School Boards Community Colleges Policy Reference Manual are included in the policy manual as a general guide. The documents contained in the TASB Manual are not adopted by the Board, and they remain subject to interpretation by the Board and College District legal counsel, including interpretation about whether they are applicable to the College District.

HARMONY WITH LAW

No policy, or any portion thereof, shall be operative if it is found to be in conflict with applicable law.

SEVERABILITY

If any portion of a policy or its application to any person or circumstance is found to be invalid, that invalidity shall not affect other provisions or applications of policy that can be given effect without the invalid provision or application.

POLICY DEVELOPMENT

Proposed new policies and policy amendments and deletions may be initiated by the Chancellor or the Board but generally shall be recommended for the Board's consideration by the Chancellor.

ADOPTION, AMENDMENT AND DELETION

The Board shall have the sole right to adopt, amend, interpret and delete/retire policies. Proposed policies, amendments, and deletions shall be submitted to the Policy and Long-Range Planning Committee for review prior to being submitted to the Board for action, except in case of emergency, as determined by the Board.

Proposed new policies and revisions to existing policies shall be developed and submitted by the Chancellor as he/she deems warranted by developments or as requested by the Board. The Chancellor will consider legal and additional college, administration, faculty, and staff input as the Chancellor may deem appropriate under the circumstances, including a standard procedure and

B.05.03 (Policy) Board Policies

Responsible Department: Legal Services

Board Adoption: 8-18-09

Amended: 7-24-12, 12-16-14, 1-20-16, 12-13-16, 4-29-19, 1-25-22, 9-27-22, 2-24-26

process which the Chancellor will establish, publish and adapt to solicit stakeholder advisory input through stakeholder representative members of the College District's standing Policy and Procedure Advisory Committee.

New policies and policy revisions become effective upon Board action or at a future date designated by the Board. Policy changes shall be incorporated into the policy manual as of their effective date.

Board-adopted or amended policies supersede all previous versions, and all other previously adopted policies or other documents addressing the same issues have no force or effect to the extent that they conflict with the newly adopted or amended policy.

NON-SUBSTANTIVE CHANGES

Title changes, minor procedural or organizational changes, and other non-substantive changes of policies may be made by the Ethics, Compliance, and Policy Office without additional Board approvals, provided neither the meaning nor intent of the policy is altered. The changes shall be incorporated into the policy manual and reported to the Board.

PROCEDURES AND OTHER GUIDELINES

The Chancellor or designee is authorized to develop and/or approve procedures and other guidelines to carry out policies. No procedure or other guideline or practice, or any portion thereof, shall be operative if it is found to be in conflict with current policy or applicable law.

FORCE AND EFFECT

Board policies are not contractual in nature and do not, absent express statement of intention to do otherwise, confer any liberty or property right to any individual or group of individuals. The Board, as the governing body of the College District, has sole authority to establish policies, and full authority to revise procedures, notwithstanding any consultative process which the Chancellor may establish. Policies and procedures may, at the sole and absolute discretion of the Board, be from time to time changed, in whole or in part. Moreover, the Board may in its absolute discretion, and at any time, and from time to time, waive application of any or part of any policy.

REVIEW EXISTING POLICY AND PROCEDURES

The Alamo Colleges conducts a policy review cycle that provides for a 100% review of all policies and procedures on a five-year cycle and more often when internal or external circumstances require.

The Director of Ethics, Compliance & Policy will provide an annual review schedule for all policies and procedures due for five-year review and will publish the schedule with which Vice Chancellors and other policy owners must comply.

Policy and procedure owner review responsibilities are to determine whether the policy is still relevant, accurate and lawful. Considerations should be whether: any pertinent law has changed

B.05.03 (Policy) Board Policies

Responsible Department: Legal Services

Board Adoption: 8-18-09

Amended: 7-24-12, 12-16-14, 1-20-16, 12-13-16, 4-29-19, 1-25-22, 9-27-22, 2-24-26

since the last Board action; any new program, strategy or technology has made the policy or any portion thereof obsolete; or any new performance expectations, risks or priorities now exist that need to be addressed in the policy. The Chancellor, Senior Leadership Team and policy/procedure owners are responsible to initiate additional/earlier reviews outside the 5-year cycle to address regulatory changes and new business needs.

For policies which are reviewed in compliance with this review requirement but for which no changes are recommended to the Board of Trustees or Chancellor, a notation will be made in its section review date, for example, “Reviewed 3-23-12.”

District procedures shall be reviewed and documented in the same manner and on the same schedule in conjunction with the review of the policy which authorizes the District procedure.

Legal Reference – TASB Community College Policy Reference Manual
BE(LEGAL) - Policy and Bylaw Development

D.03.03 (Policy) Employee Complaints

Responsible Department: Talent, Organization & Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 1-13-10, 9-27-22, [2-24-26](#)

The College District encourages fair, efficient, and equitable solutions for problems arising out of the employment relationship. The College District encourages informal resolution of employee concerns and complaints whenever possible. In the event an employee's complaint is not resolved informally, the employee may initiate the formal process described in [D.3.3.1](#). The [Vice Chancellor for Talent, Organization & Policy Strategic Innovation Department](#) shall maintain a formal grievance procedure, which includes a mediation option, to resolve employment disputes. The grievance procedure is available to all ~~benefited~~, full-time, regular-status College District employees [who have successfully completed entry probation](#).

This Policy and Procedure [D.3.3.1](#), outlining the grievance procedure [and the grievance form](#), shall be made available [on the public College District Policy and Procedure web page in the Talent, Organization & Strategic Innovation Department, in each College President's office,](#) and on the College District [internal](#) SharePoint site for employees.

Retaliation Prohibited

The College District shall not tolerate any form of retaliation against a person for bringing a concern or complaint or for cooperating with or participating in the grievance process.

Procedure [D.3.3.1](#) Employee Complaints

Legal Reference - TACC Policy Reference Manual

DGBA(LEGAL) - Personnel-Management Relations: Employee Grievances

D.03.03 (Policy) Employee Complaints

Responsible Department: Talent, Organization & Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 1-13-10, 9-27-22, 2-24-26

The College District encourages fair, efficient, and equitable solutions for problems arising out of the employment relationship. The College District encourages informal resolution of employee concerns and complaints whenever possible. In the event an employee's complaint is not resolved informally, the employee may initiate the formal process described in [D.3.3.1](#). The Vice Chancellor for Talent, Organization & Policy shall maintain a formal grievance procedure, which includes a mediation option, to resolve employment disputes. The grievance procedure is available to all, full-time, regular-status College District employees who have successfully completed entry probation.

This Policy and Procedure [D.3.3.1](#), outlining the grievance procedure and the grievance form, shall be made available on the public College District Policy and Procedure web page and on the College District internal SharePoint site for employees.

Retaliation Prohibited

The College District shall not tolerate any form of retaliation against a person for bringing a concern or complaint or for cooperating with or participating in the grievance process.

Procedure [D.3.3.1](#) Employee Complaints

Legal Reference - TACC Policy Reference Manual

DGBA(LEGAL) - Personnel-Management Relations: Employee Grievances