ALAMO COLLEGES DISTRICT

REGULAR BOARD MEETNG OF THE BOARD OF TRUSTEES

TUESDAY, JULY 27, 2021
6:00 PM

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

NOTICE IS HEREBY GIVEN THAT THE REGULAR BOARD MEETING OF THE BOARD OF TRUSTEES OF THE ALAMO COMMUNITY COLLEGE DISTRICT WILL BE HELD AT THE PHYSICAL LOCATION REFERENCED ABOVE ON TUESDAY, JULY 27, 2021. FEWER THAN A QUORUM OF TRUSTEES MAY ATTEND REMOTELY BY VIDEOCONFERENCE AS AUTHORIZED BY TEXAS GOVERNMENT CODE SECTION 551.127. THE REGULAR BOARD MEETING OF THE BOARD WILL CONVENE IN OPEN SESSION AT 6:00 PM.

This Regular Board Meeting of the Board of Trustees, being held for the reasons listed below, is authorized in accordance with the Texas Government Code, §§ 551.001 - 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of the Chancellor. Executive Session, if required, is authorized by Chapter 551 and will be conducted prior to the conclusion of the meeting. If it is decided during the course of the meeting that discussion of any item listed on the agenda should be held in Executive Session, the Board will convene in Executive Session in accordance with Tex. Govt. Code §§ 551.071 - 551.087. In order to vote on items discussed in Executive Session, the Board of Trustees must take action in the open portion of the meeting on items discussed in the Executive Session. The Board will consider, discuss, and take appropriate action regarding the following items:

AGENDA

1. **CALL TO ORDER**
2. **CERTIFICATION AND POSTING**
3. **ROLL CALL**
4. **PLEDGE OF ALLEGIANCE**
5. **INVOCATION**
   Rebecca Alejos-Sharadin, Staff Senate Secretary
6. **MEMORIALS**
   Presenter: Dr. Adelina Silva
7. **RECOGNITIONS**
   A. Alamo Colleges District Employee of the Month (June): Timothy Pair, San Antonio College
      Presenter: Dr. Roberto Vela
   B. Alamo Colleges District Employee of the Month (July): Leroy Ibarra, Palo Alto College
      Presenter: Dr. Robert Garza

8. **CITIZENS TO BE HEARD**
    A. Registration (Between 5:00 pm - 5:55 pm)
9. **CHANCELLOR'S REPORT**
    A. Northeast Lakeview College Performance Update
    Presenter: Dr. Veronica Garcia
    B. Four Disciplines of Execution (4DX) Report & Wildly Important Goal Presentation: Northeast Lakeview College Student Life
    Presenter: Dr. Veronica Garcia and John Jacobs
    C. Program Highlights: Northeast Lakeview College Texas NRCS Project Green
    Presenter: Dr. Veronica Garcia, Robert Vaughn, Ana Sigarrillo-Camacho and Lucia Sigarrillo-Camacho
    D. Council of Chairs Report: Connecting the Dots
    Presenter: Kathy Mayer
    E. Quarterly Media Report
    Presenter: Kristi Wyatt and Mario Muniz
10. **STUDENT SUCCESS COMMITTEE,** *Clint Kingsbery, Chair*
    A. Report and Possible Discussion on Current and Future Student Success Considerations
11. **LEGISLATIVE COMMITTEE**, *Joe Alderete, Jr., Chair*
    A. Legislative Report
    Presenter: Priscilla Camacho
    B. Discussion and Possible Action on Adoption of a Resolution of Support for DREAMers at the Alamo Colleges District
    Presenter: Priscilla Camacho
    C. Report and Possible Discussion on Current and Future Legislative Considerations
12. **WORKFORCE DEVELOPMENT COMMITTEE**, *Gloria Ray, Chair*
    A. Discussion and Possible Action on Amending a Contracts with Various Providers Providing for Purchase of Employment Placement Services for Students
    Presenter: Mr. Gary O'Bar and Linda Boyer-Owens
    B. Report and Possible Discussion on Current and Future Workforce Development Considerations
13. **POLICY AND LONG-RANGE PLANNING COMMITTEE,** *Dr. Lorraine Pulido, Chair*
    A. Discussion and Possible Action on Revision of C.1.9 (Policy) Appropriate Use of Information Technology Resources
    Presenter: Dr. Tom Cleary
    B. Discussion and Possible Action on Approval and Revision of Policies H1.1 and H.1.2
    Presenter: Linda Boyer-Owens
    C. Discussion and Possible Action on Revision of Policy B.11.1 - Student Trustee
    Presenter: Sandra Torres
    D. Discussion and Possible Action on Amending Policy B.5.3 to Add the Biennial Texas Association of School Boards/Texas Association of Community College Attorneys Post-Legislative Seminar to the List of Conferences Pre-Approved for Trustee Attendance
    Presenter: Ross Laughead
    E. Report and Possible Discussion on Current and Future Policy and Long-Range Planning Considerations
14. **AUDIT, BUDGET AND FINANCE COMMITTEE**, *Roberto Zarate, Chair*
    A. Discussion and Possible Action to Authorize Former Student Trustee to attend the 2021 ACCT Leadership Congress
    Presenter: Sandra Torres
    B. Discussion and Possible Action on FY22 Smart Talent Compensation Adjustments
    Presenter: Linda Boyer-Owens
    C. Discussion and Possible Action on FY 2022 Supplemental Employer Contribution for ORP Participants

Presenter: Linda Boyer-Owens

D. Discussion and Possible Action on Adoption of Employee Holiday for Juneteenth Day
Presenter: Linda Boyer-Owens

E. Discussion and Possible Action on Approval of FY22 Operating Budget

F. Discussion and Possible Action on Amending a Contract with Helbling & Associates, Inc. Providing for the Purchase of Executive Recruitment Services
Presenter: Mr. Gary O'Bar and Linda Boyer-Owens

G. Discussion and Possible Action on the Purchase of Group Life, Accidental Death & Dismemberment, Short-Term and Long-Term Disability Insurance
Presenter: Mr. Gary O'Bar and Linda Boyer-Owens

H. Discussion and Possible Action on the Purchase of Campus Dining Services
Presenter: Mr. Gary O'Bar

I. Discussion and Possible Action on Ratifying an Amendment to the Memorandum of Understanding with Communities in Schools of San Antonio, a non-profit Corporation, CIS-SA Providing for the Purchase of Student Retention and Recruitment Services for Palo Alto College
Presenter: Mr. Gary O'Bar and Dr. Robert Garza

J. Discussion and Possible Action on the District Internal Audit Department's Proposed Fiscal Year 2022 Budget and Staffing
Presenter: Frank Cortez

K. Report and Possible Discussion on Current and Future Audit, Budget and Finance Considerations

15. **BUILDING, GROUNDS AND SITES SELECTION COMMITTEE**, *Anna U. Bustamante, Chair*

A. Overview of Construction Minute Order Actions
Presenter: Lacy Hampton

B. Discussion and Possible Action on Amending the Guaranteed Maximum Price for the Alamo Colleges District - San Antonio College (SAC) Physical Plant, Capital Improvement Project (CIP), Construction Manager-at-Risk Contract with J.T. Vaughn Construction, LLC. (CSP 18C-005)
Presenter: Lacy Hampton

C. Discussion and Possible Action on Amending the Guaranteed Maximum Price for the Alamo Colleges District - San Antonio College (SAC) Parking Garage/Added Scope San Pedro Improvements, Capital Improvement Project (CIP), Construction Manager-at-Risk Contract with J.T. Vaughn Construction, LLC. (CSP 18C-0052)
Presenter: Lacy Hampton

D. Discussion and Possible Action on Amending the Guaranteed Maximum Price for Alamo Colleges District - St. Philip's College (SPC) Clarence Windzell Norris Building Capital Improvement Project (CIP), Construction Manager-at-Risk Contract with Skanska USA Building, Inc. (CSP 18C-005)
Presenter: Lacy Hampton

E. Discussion and Possible Action on Amending the Guaranteed Maximum Price for Alamo Colleges District - Northeast Lakeview College (NLC) Science and Technology Building (STEM) Capital Improvement Project (CIP), Construction Manager-at-Risk Contract with Turner Construction Company (CSP 18C-005)
Presenter: Lacy Hampton

F. Report and Possible Discussion on Current and Future Building, Grounds and Sites Selection Considerations

16. **LEGAL AFFAIRS COMMITTEE,** *Leslie Sachanowicz, Chair*

A. Report and Possible Discussion on Current and Future Legal Affairs Considerations

17. **PERSONNEL**

A. Discussion and Possible Action on Appointment of Administrators

Presenter: Linda Boyer-Owens

B. Discussion and Possible Action on Appointment of Full-Time Faculty
Presenter: Linda Boyer-Owens

C. Discussion and Possible Action on Renewal of Certain Administrative Contracts Including but not Limited to Presidents and Vice Chancellors
Presenter: Linda Boyer-Owens

D. Discussion and Possible Action on the Employment Contract of the District Director of Internal Audit

18. **CONSENT AGENDA**

A. Discussion and Possible Acton on Consent Agenda Items
   1) Approval of Board Meeting Minutes
      a. Discussion and Possible Action on Approval of Minutes of the Regular Board Meeting on on May 18, 2021
      b. Discussion and Possible Action on Approval of Minutes of the Meeting of the Board of Trustees - Meeting as a Committee of the Whole on May 11, 2021
      c. Discussion and Possible Action on Approval of Minutes of the Special Board Meeting on May 3, 2021

B. Consent Agenda Items: Fiscal Affairs Reports
   1) Discussion and Possible Action on Monthly Contracts Report
   2) Discussion and Possible Action on Monthly Grants and Contracts Report
   3) Discussion and Possible Action on Approval of Construction Reports
   4) Capital Improvement Program (CIP) Executive Summary
   5) Discussion and Possible Action on Approval of Financial Reports
   6) Discussion and Possible Action on Approval of Monthly Report on Cooperative Purchases in Excess of $100,000
   7) Discussion and Possible Action on Approval of Investment Report Through May 31, 2021

C. Internal Audit Department Monthly Activity Report

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

E. Department of Public Safety Monthly Clery Act Activity Report

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

19. **EXECUTIVE SESSION**

A. The Board may go into Executive Session to deliberate on any item referenced in this agenda above or hereinbelow based on the following potential exceptions under the Act.

B. Pursuant to §551.071, Texas Government. Code, the Board may consult with its attorney(s) to seek their advice on any matter(s) in which the duty of the attorney(s) to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter, including without limitation, compensation adjustments and redistricting.

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

D. Pursuant to § 551.071, Texas Government Code, the Board may consult with its attorneys about pending EEOC charges and complaints, including, without limitation, periodic report.

E. Pursuant to §551.072, Texas Government Code, the Board may deliberate the purchase, exchange, lease or value of real property.

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

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

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

20. **RECONVENE OPEN MEETING**
    A. Discussion and Possible Action on Items Discussed in Executive Session.
    B. Discussion and Possible Action on Reaffirmation of Consent to a Potential Sale by Tobin Lofts, LLC and ACCD Public Facilities Corporation of the Tobin Lofts Project, Findings Relating to District Use of the Project and Approval of the Execution of a Parking Agreement Between the District and a Purchaser.
21. **SETTING OF NEXT MEETING DATE**
    A. Regular Meeting of the Alamo Colleges Board of Trustees is scheduled for August 17, 2021
22. **ADJOURNMENT**

POSTED AT THE
ALAMO COMMUNITY COLLEGE DISTRICT
2222 N. Alamo St.; San Antonio, TX 78215 at
POSTED AT 5:30 PM ON THIS 22ND OF JULY 2021

This meeting site is wheelchair accessible. The accessible entrance is located at the side entrance of Multipurpose Conference Center/Board (Building D). Accessible parking spaces are located in front of Welcome Center (Building C), located in the parking lost 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 calling Sandra Torres, Board Liaison at storres304@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

Employee Memorials

Regular Meeting of the Board of Trustees
July 27, 2021

Linda Boyer-Owens, SPHR, SHRM-SCP
Associate Vice Chancellor, Human Resources & Organizational Development

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Employee Memorials

Jacob C Fuentes
College Services Coordinator, San Antonio College
Employed, 08/17/1998 – 05/14/2021
Demise, May 14, 2021

Ellen Shull
English Professor, Palo Alto College
Employed, 08/21/1989 – 05/31/2019
Demise, June 6, 2021

Ray Hernandez
Coordinator Student Success, San Antonio College
Employed, 10/24/2005 – 06/08/2021
Demise, June 9, 2021

Thank you.

ALAMO
COLLEGES
DISTRICT

Employee of the Month: Timothy Pair

- Tim is a retired Navy veteran and has been in higher education for more than seven years. At SAC, he is a certified advisor in the Victory Center in support of 1,800 students, including active duty, veterans and their families.
- Tim is a member of NACADA, the Global Community of Academic Advising and TEXXAN, the Academic Advising Organization of Texas. He is an avid volunteer for campus events, the San Antonio Food Bank and Indian Springs Elementary School and Smithson Valley High School, where his children attend.

ASPEN PRIZE FOR COMMUNITY COLLEGE EXCELLENCE WINNER 2021

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

ALAMO COLLEGES DISTRICT

ALAMO COLLEGES EMPLOYEE OF THE MONTH

June 2021

Timothy Pair
Certified Advisor
San Antonio College

Tim is a 29 year active duty Navy Veteran and has been working in higher education for more than seven years, the last 21 months at San Antonio College. At SAC, he is a Certified Advisor in the Victory Center in support of 1800 veteran students to include active duty, veterans and their families. He is responsible for students with a focus in the Health and Biosciences Institute.

Tim is a member of NACADA, the Global Community of Academic Advising and TEXXAN, the Academic Advising Organization of Texas. He often volunteers for Campus events, the San Antonio Food Bank and he is an active supporter of Indian Springs Elementary and Smithson Valley High school where his children attend.

Tim is committed to San Antonio College and the Alamo Colleges Vision to be the best in the nation in Student Success, Performance Excellence and to sustain the recognition of the nation's number one and "Best" Community College. His favorite value is "Respect for All", a value he deems essential for team and student success. He makes it a priority to be readily available for all students and colleagues when needed.

He loves the outdoors and spending time with family. Tim is a graduate of Chapman University in Orange, California and holds a Master's Degree in Educational Leadership and Administration. He is married to Valerie Juarez-Pair and has two sons, Russell and Bentley.

Please help me in congratulating **Timothy Pair**
for his selection as the **June 2021** Alamo Colleges
Employee of the Month by the Alamo Colleges Executive Staff Senate

District Wide Employee of the Month:

Leroy Ibarra

Digital Communications Coordinator
Marketing & Strategic Communications

- Part of the PAC family for 15 years.
- Lead graphic designer
- Maintains the PAC website
- Favorite Alamo value is "Respect for All"
- Passionate about communicating ideas that inspire, inform, and captivate our students.

ALAMO COLLEGES DISTRICT

ALAMO COLLEGES EMPLOYEE OF THE MONTH
LEROY IBARRA, PALO ALTO COLELGE
July 2021

Leroy Ibarra has been part of the Palo Alto College family for 15 years. He started his journey with the College as a part-time Multimedia Specialist in the Instructional Innovation Center, where he assisted students in creating e-portfolios and maintained the website. Currently, he is the lead graphic designer and maintains the PAC website as a Digital Communications Coordinator for Marketing & Strategic Communications (MarComm). Leroy's creativity is evident in all he produces, including billboards, campaign design, campus signage, the College's Fiesta medal, and event branding, among numerous other projects.

His favorite PAC value is "Respect for All," an important strategic objective. As part of the MarComm team, Leroy is passionate about communicating ideas that inspire, inform, and captivate our students. He has always had an interest in the visual arts. While at PAC, he has been able to combine art and technology to communicate ideas through images and the layout of websites and printed collateral. His greatest accomplishment working at Palo Alto College has been assisting in award-winning projects with the MarComm team.

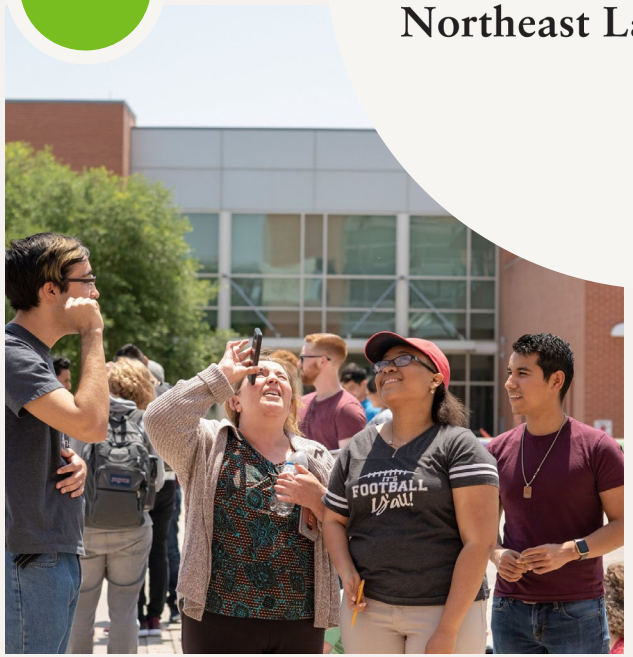
Please help me in congratulating **Leroy Ibarra**
for being selected as **July 2021** Alamo Colleges
Employee of the Month by the Alamo Colleges Executive Staff Senate

ALAMO COLLEGES DISTRICT

Northeast Lakeview College

Dr. Veronica Garcia

Performance Update
2020 Academic Year



Student Profile Fall 2020

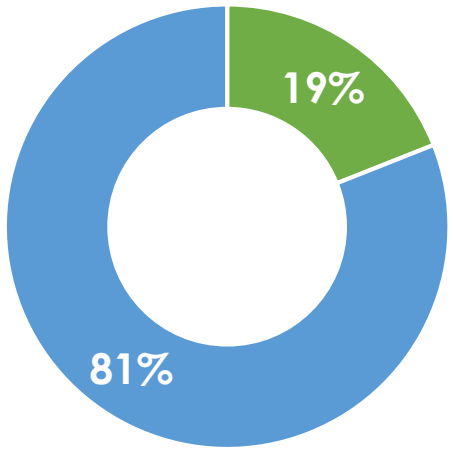
Enrollment Status
19% (1,289) Full-Time
81% (5,368) Part-Time

Gender
59% (3,953) Female
41% (2,704) Male

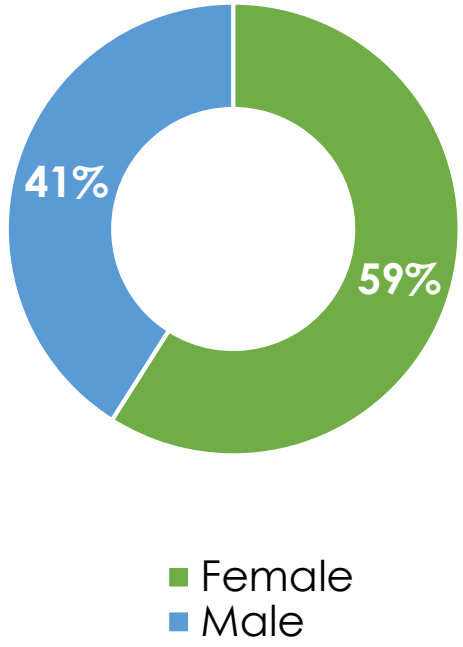
Ethnicity
53% (3,509) Hispanic
13% (842) African-American
28% (1,894) White
3% (199) Asian
3% (213) Other

- 15% (997) Dual Credit Students
- 17% (1,158) FTIC Freshman Fall 2020
  - 51% (594) FTIC tested into Developmental Education Post Refresher

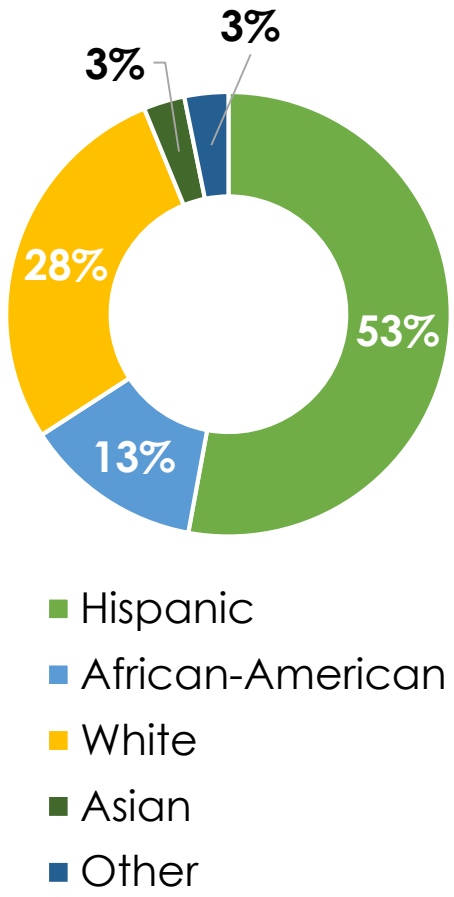
Enrollment Status



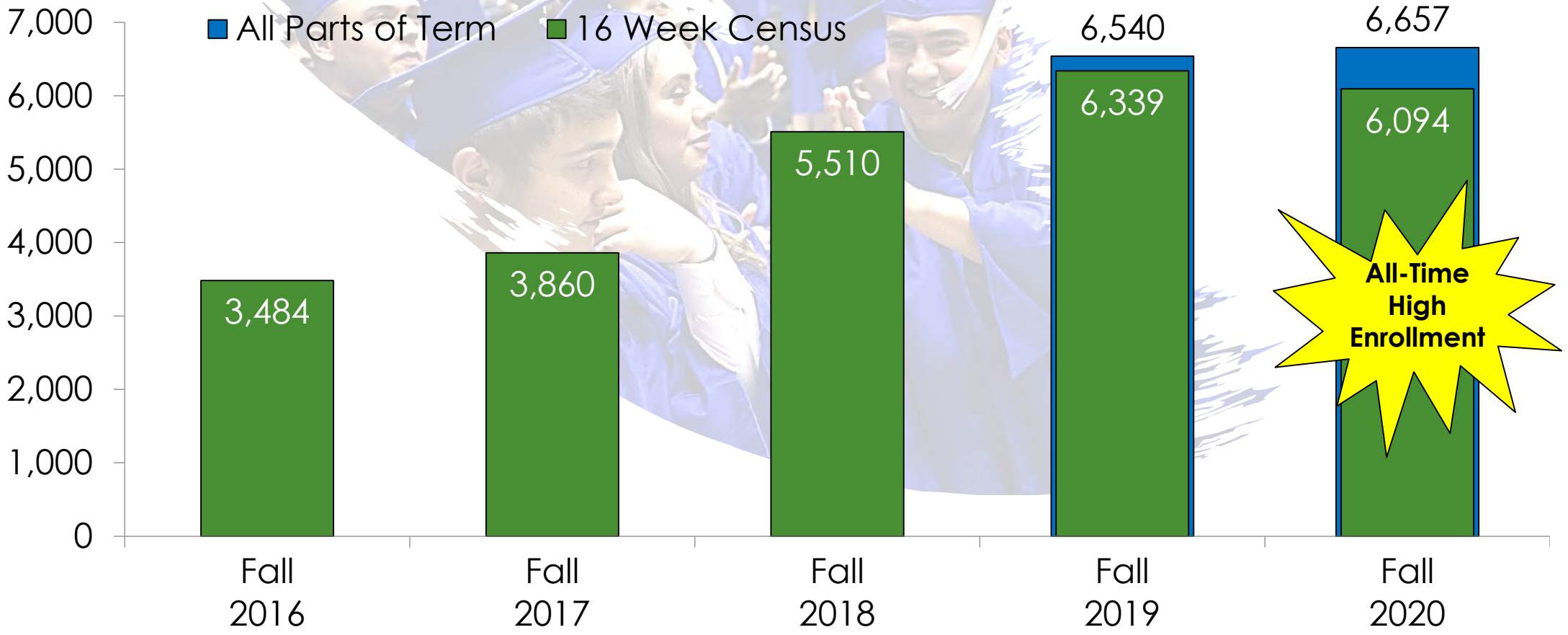
Gender



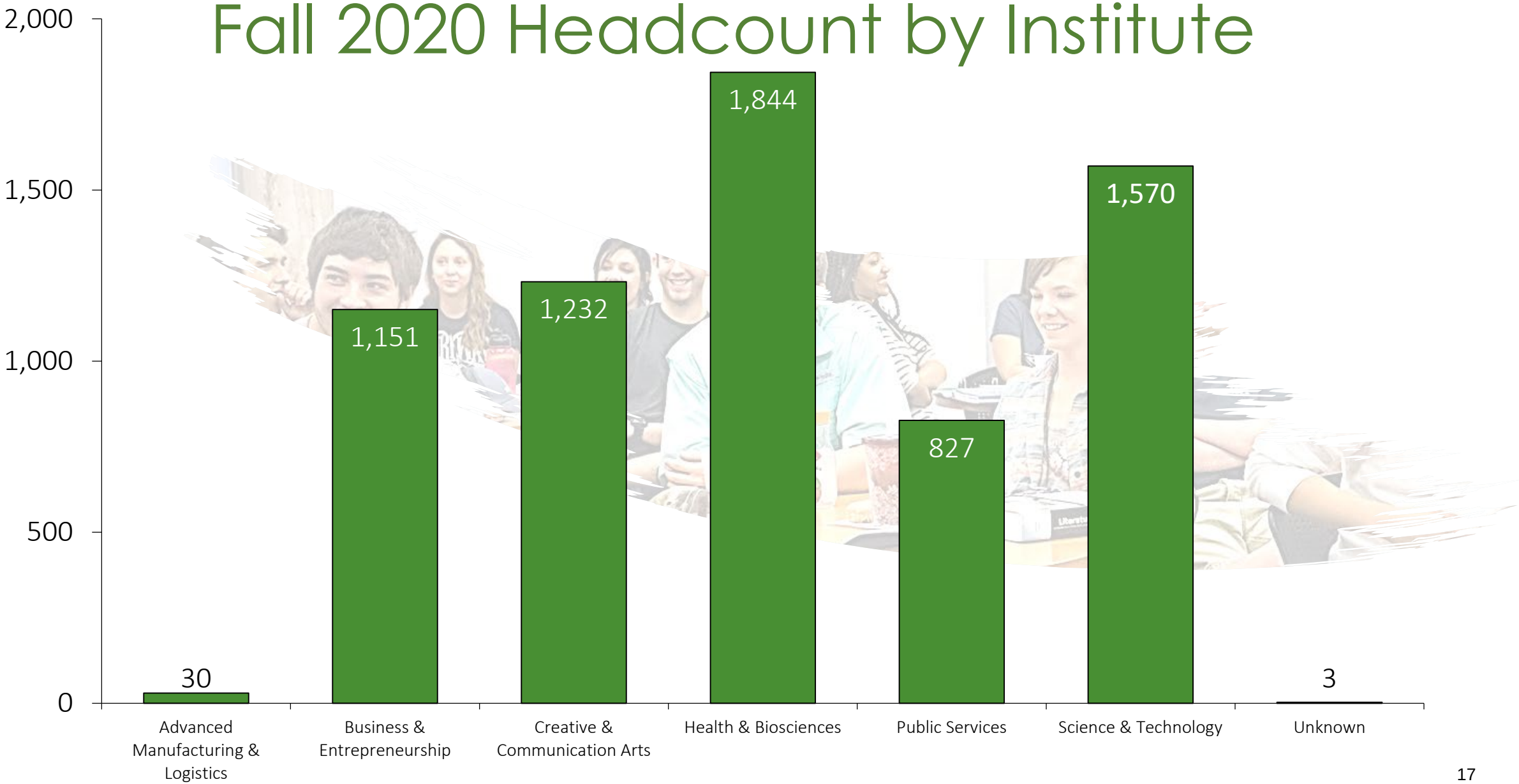
Ethnicity



Fall Headcount Enrollment

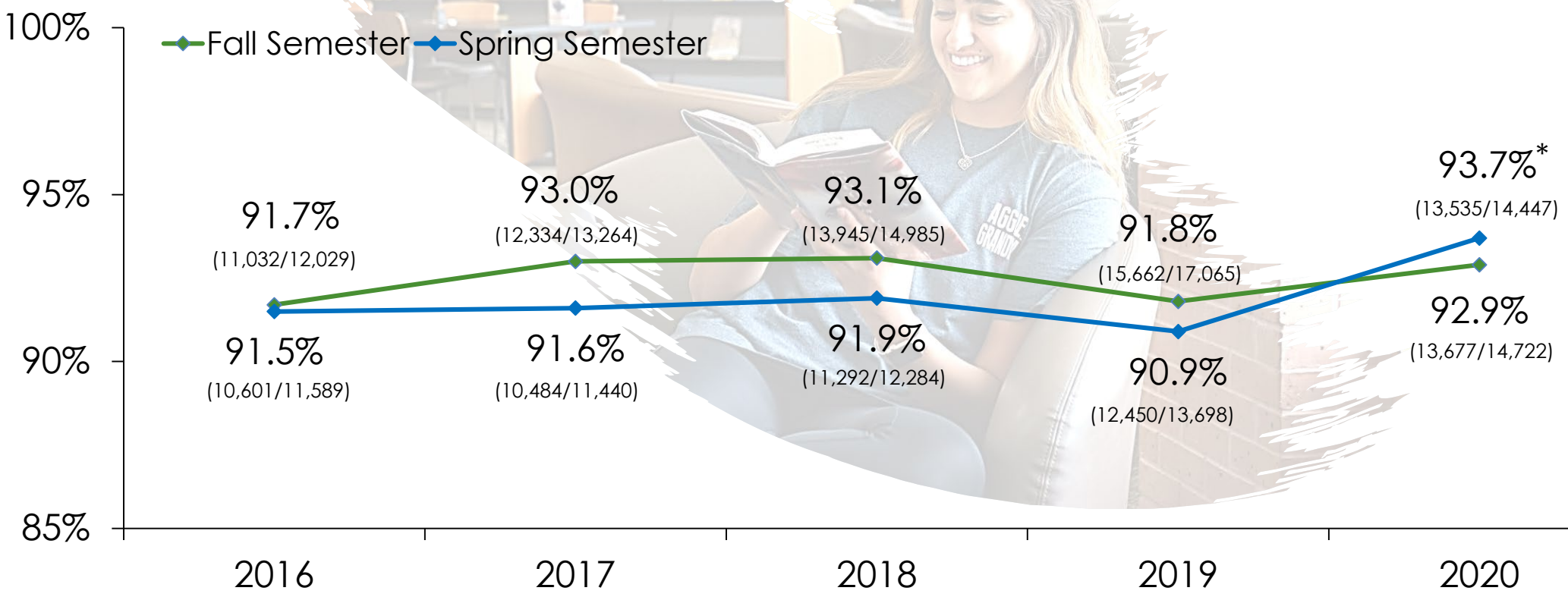


Fall 2020 Headcount by Institute



Leading Indicators

Course Completion Rates

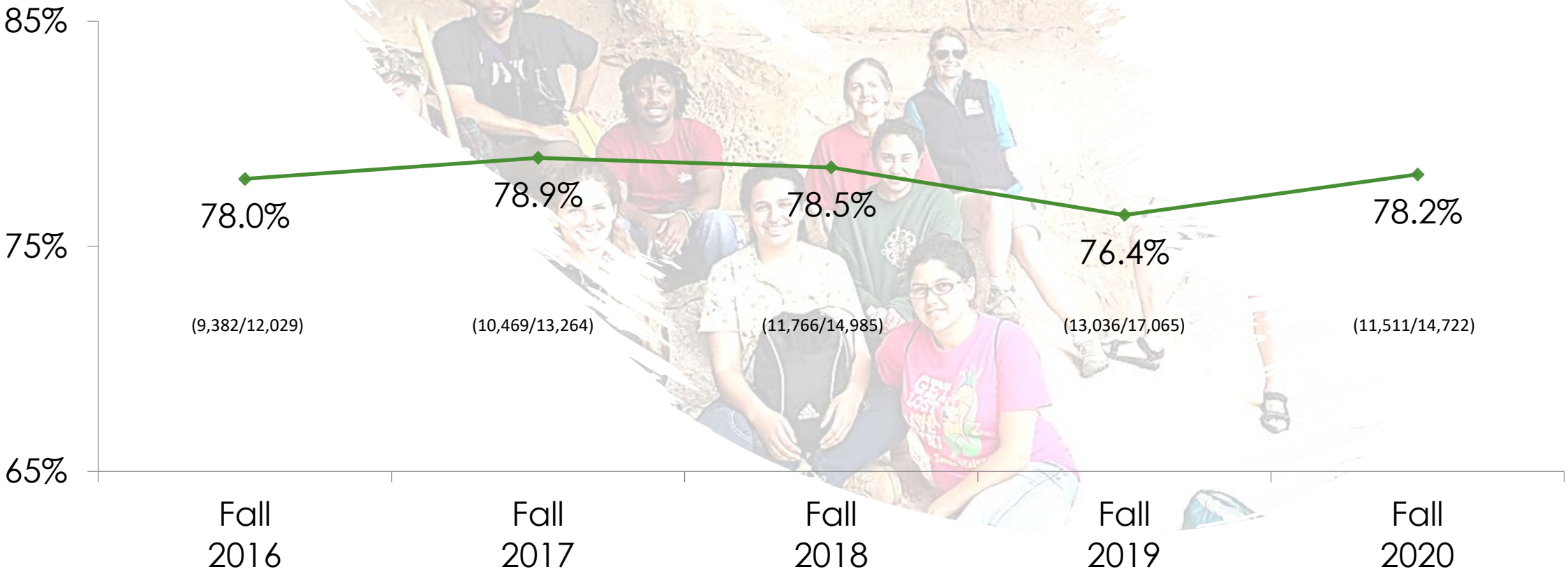


* Preliminary

Course Completion Rates by Equity Subgroup

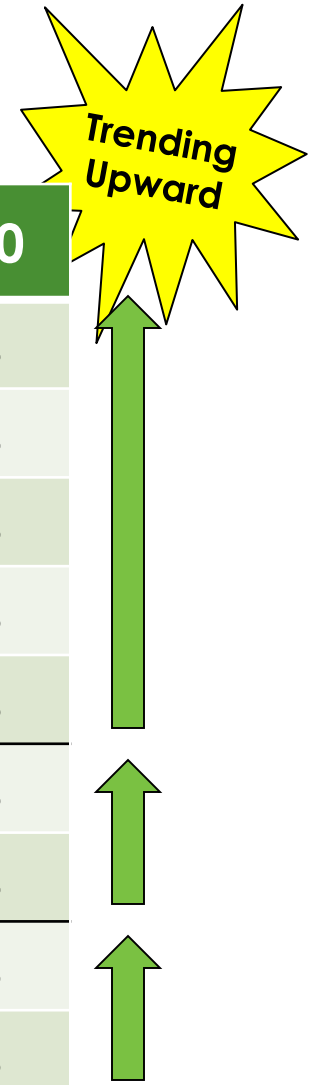
Demographic	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
Asian	95.69%	93.93%	92.20%	92.81%	94.81%
Black AFR Amer	90.26%	92.09%	93.44%	90.73%	92.80%
Hispanic	91.33%	92.89%	93.19%	91.44%	92.75%
White	92.25%	92.94%	92.64%	92.61%	92.93%
Other	91.99%	95.17%	93.92%	91.65%	93.33%
Female	92.47%	93.29%	93.70%	92.36%	93.19%
Male	90.79%	92.63%	92.26%	91.08%	92.50%
Non-Vet	91.57%	92.86%	93.11%	91.61%	92.72%
Vet	93.04%	94.14%	92.58%	92.89%	94.73%
Overall	**91.71%**	**92.99%**	**93.06%**	**91.78%**	**92.90%**

Productive Grade Rates – Fall Terms

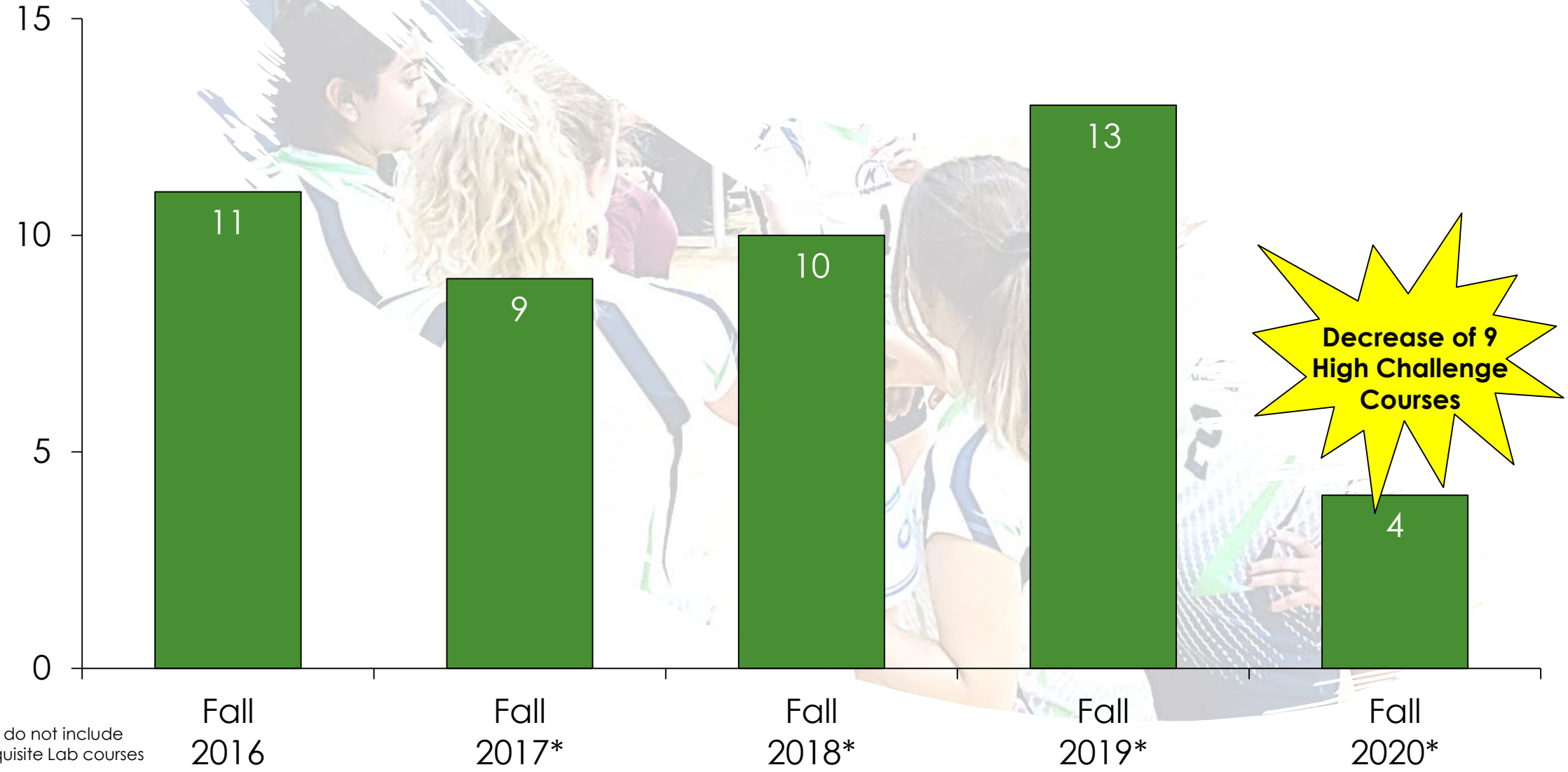


Productive Grade Rates by Equity Subgroup

Demographic	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
Asian	89.34%	85.75%	81.74%	84.14%	86.91%
Black AFR Amer	72.13%	76.04%	74.03%	68.75%	70.08%
Hispanic	76.08%	77.68%	77.73%	75.36%	77.86%
White	81.25%	80.66%	80.93%	80.32%	80.95%
Other	79.01%	81.21%	78.36%	74.77%	77.26%
Female	79.69%	81.21%	80.93%	79.31%	79.65%
Male	75.94%	76.24%	75.53%	72.88%	76.10%
Non-Vet	77.97%	79.07%	79.02%	76.62%	78.24%
Vet	78.19%	77.63%	74.04%	74.87%	77.66%
Overall	**77.99%**	**78.93%**	**78.52%**	**76.39%**	**78.19%**



Number of High-Challenge Courses



* Terms do not include Corequisite Lab courses

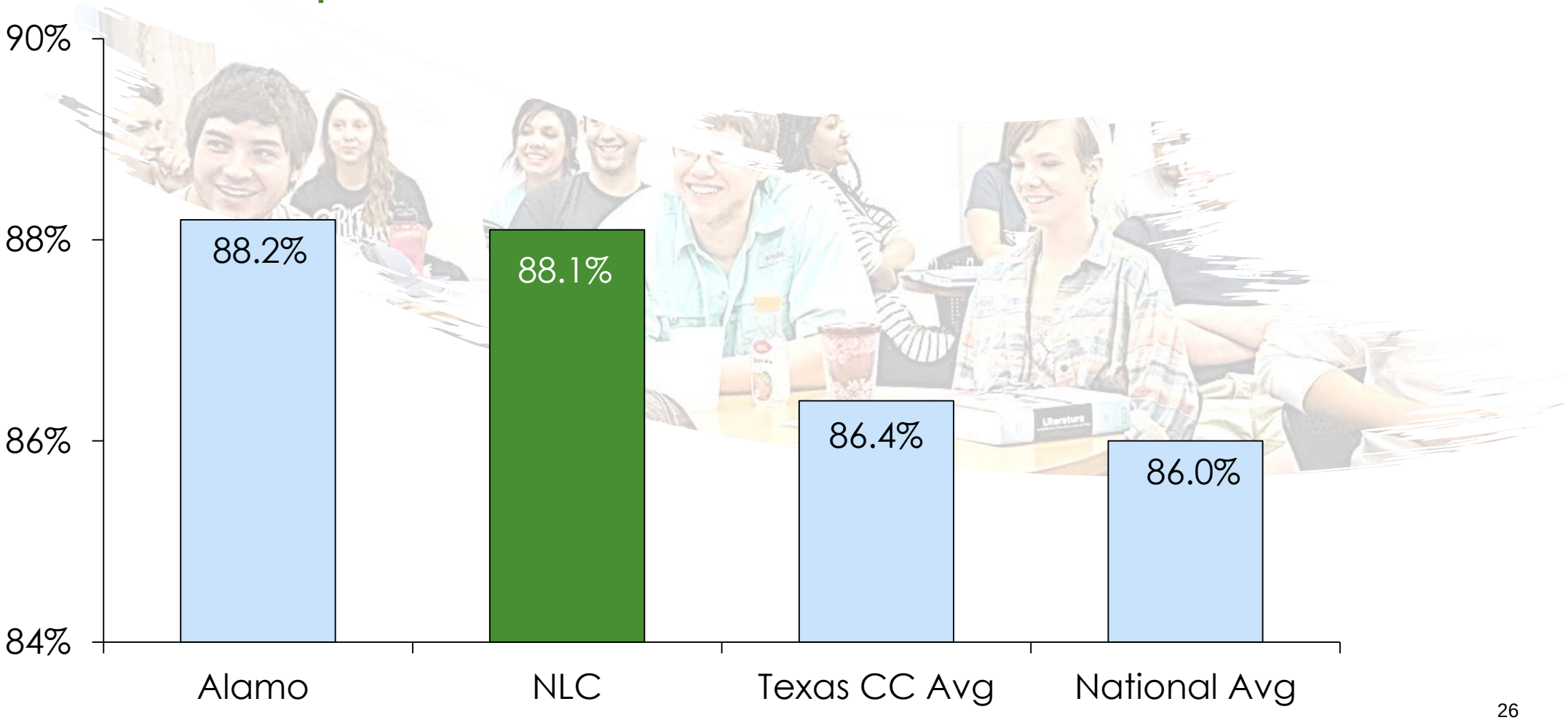
High-Challenge Courses

- CHEM 1405
- ECON 2302
- MATH 1414, 2412

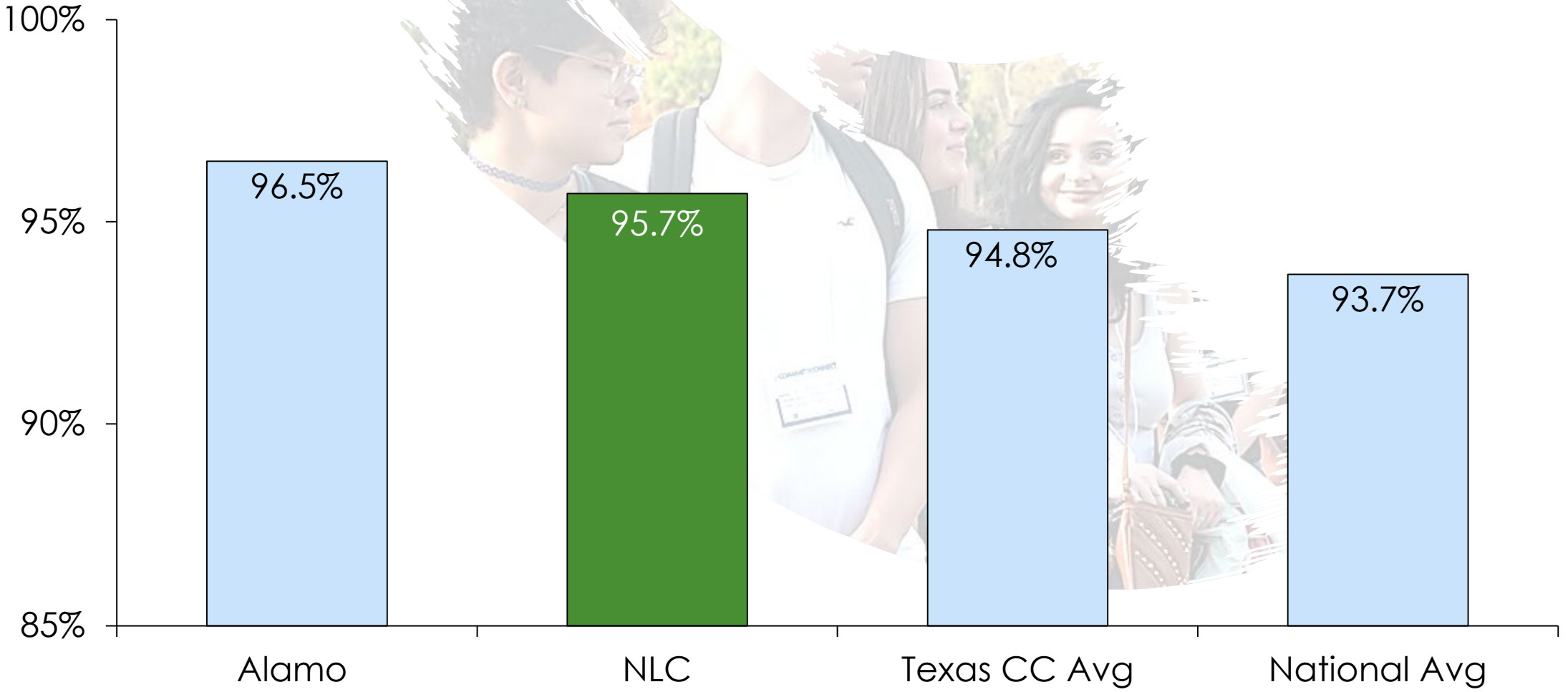
CCSSE Results | Student Engagement

Student Engagement Domain	2011	2013	2015	2017	2019	
Active & Collaborative Learning	47.6	48.0	49.9	52.2	**54.2**	↑
Student Effort	45.9	46.0	45.0	47.9	**50.2**	↑
Academic Challenge	46.5	45.3	44.8	50.2	**51.9**	↑
Student/Faculty Interaction	46.1	47.3	47.5	48.0	**50.7**	↑
Support for Learners	47.2	46.0	48.6	49.7	**50.6**	↑

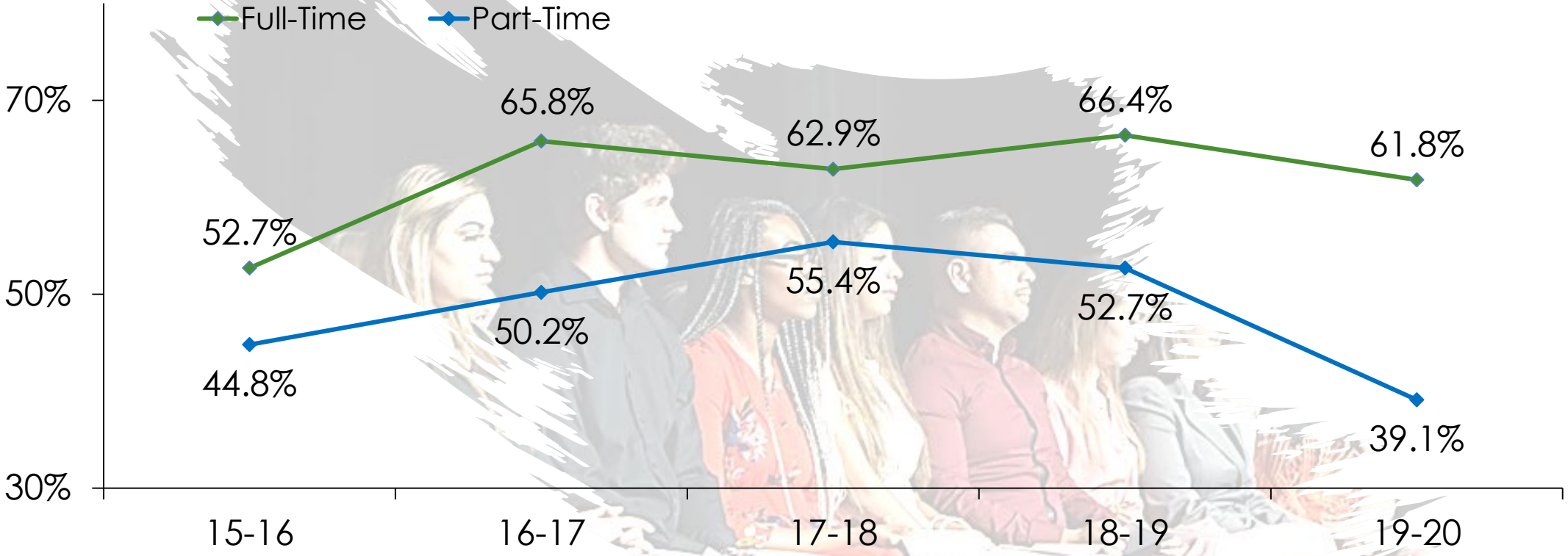
Percentage of Students Rating their Entire Educational Experience as "Good or Excellent"



Would you Recommend this College to a Friend or Family Member?

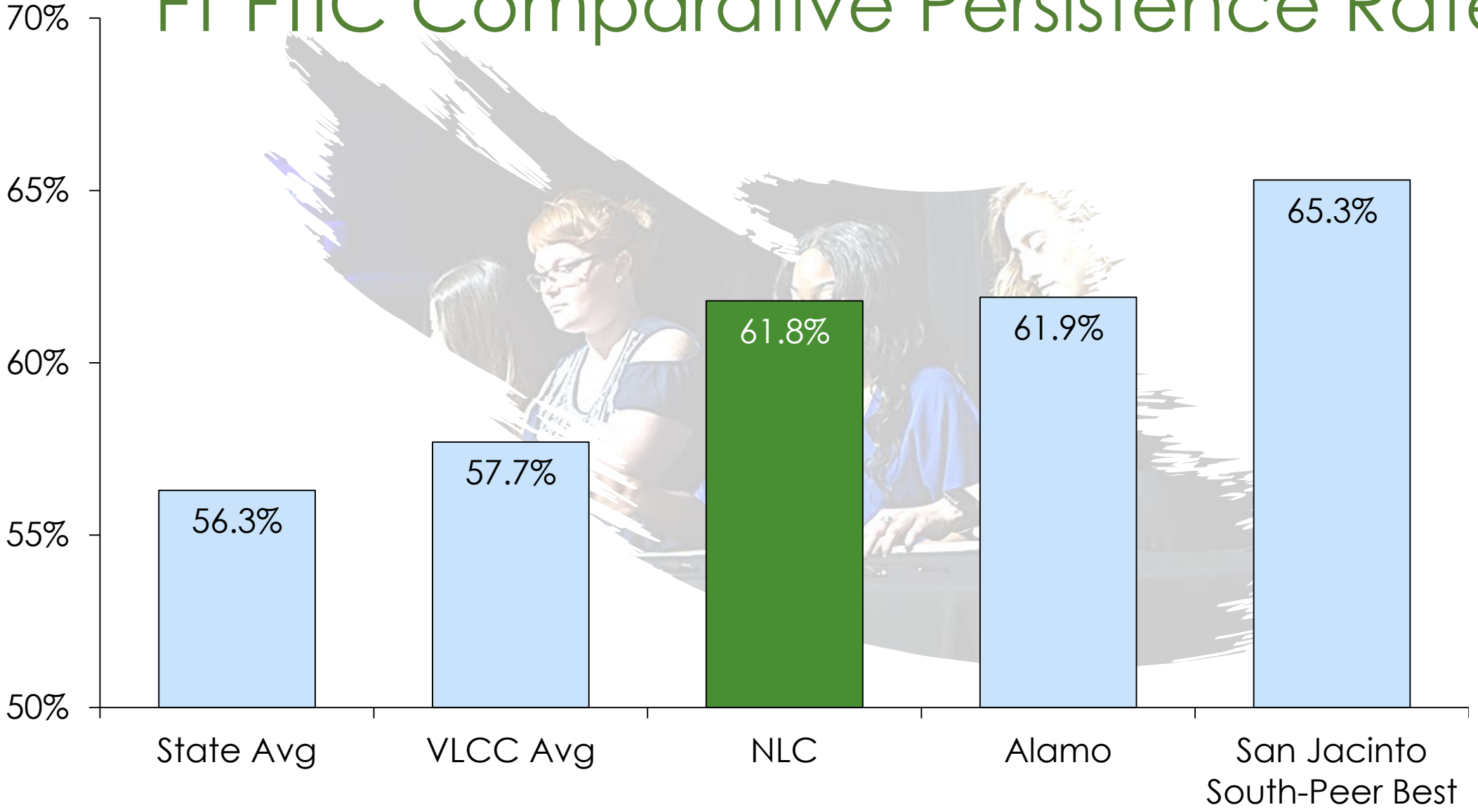


Fall-to-Fall FTIC Persistence Rates



	15-16		16-17		17-18		18-19		19-20	
	FTIC	Persisted	FTIC	Persisted	FTIC	Persisted	FTIC	Persisted	FTIC	Persisted
FT	150	79	199	131	248	156	553	367	801	495
PT	777	348	590	296	762	422	647	341	552	216

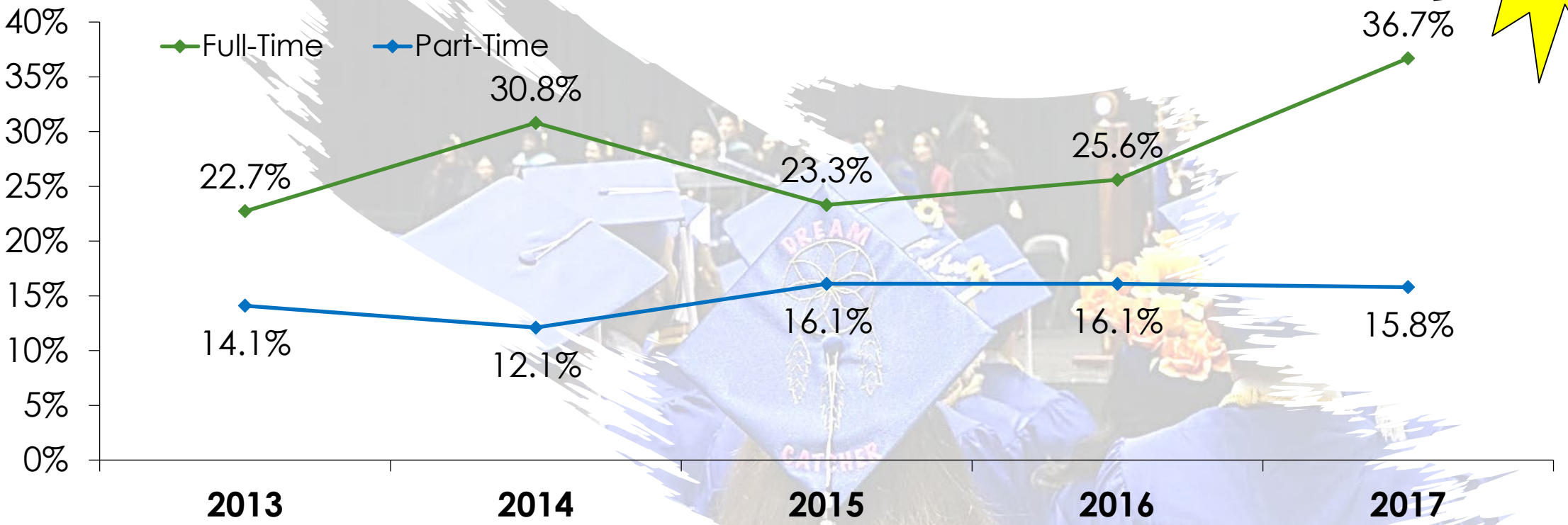
FT FTIC Comparative Persistence Rates



Lagging Indicators

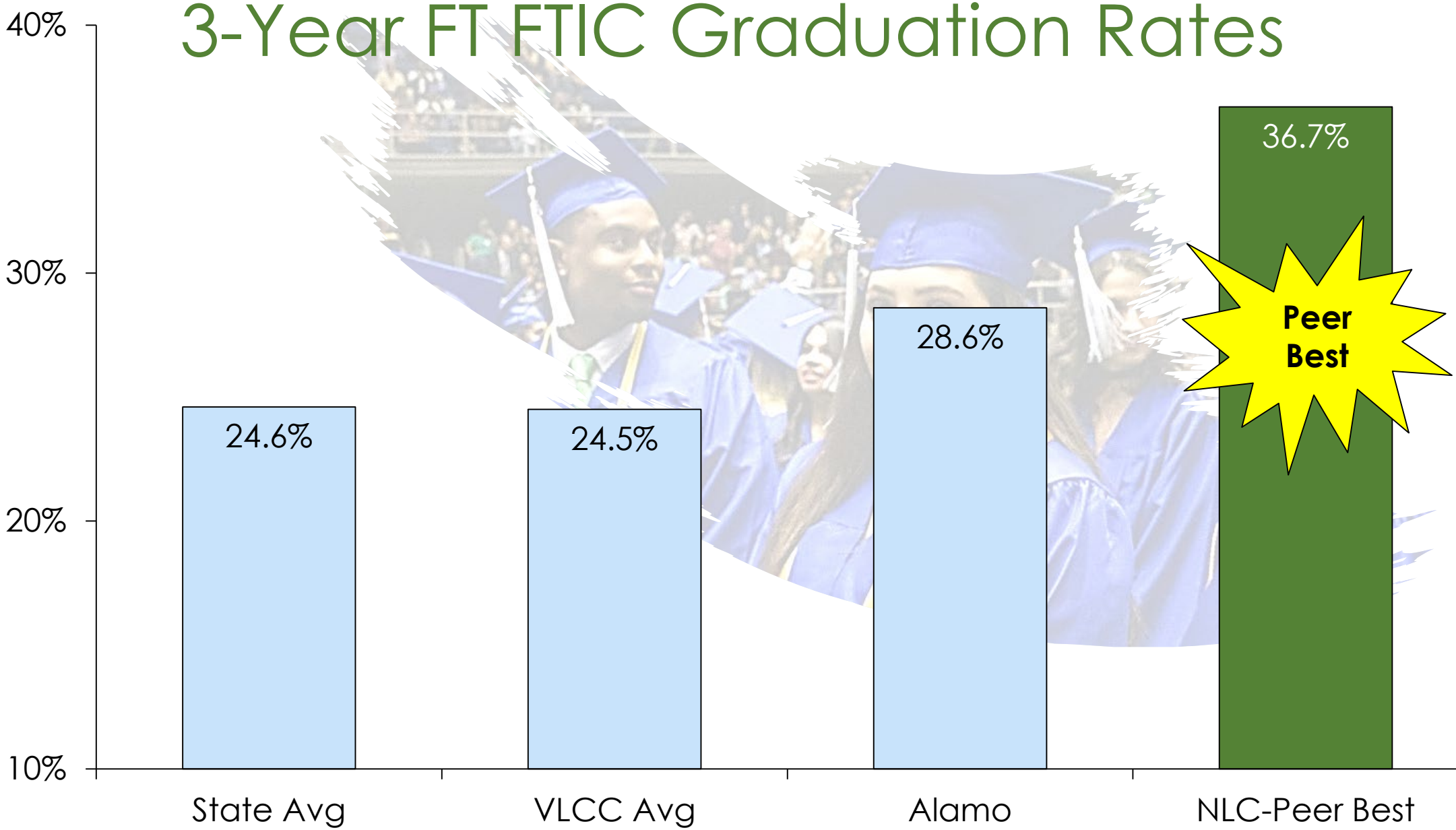
3-Year FTIC Graduation Rates

11.1% Increase

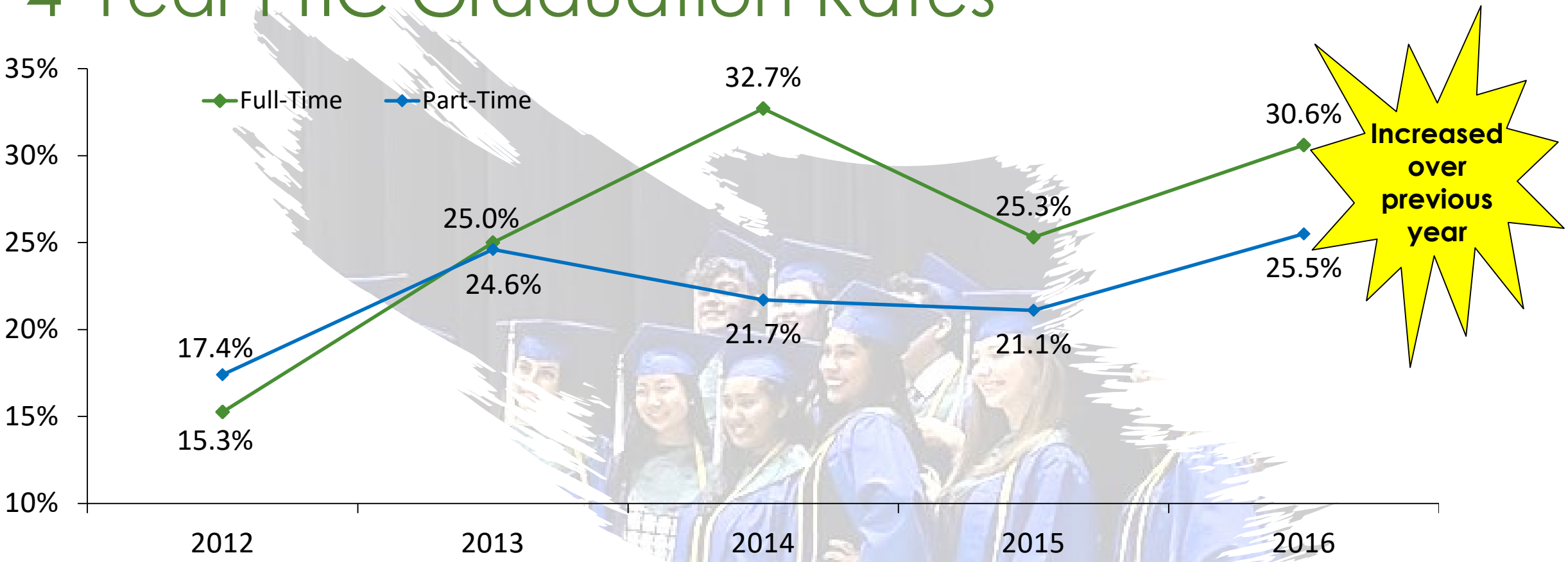


	2013		2014		2015		2016		2017	
	FTIC	Grads	FTIC	Grads	FTIC	Grads	FTIC	Grads	FTIC	Grads
FT	44	10	104	32	150	35	199	51	248	91
PT	488	69	669	81	778	125	591	95	764	121

3-Year FT FTIC Graduation Rates

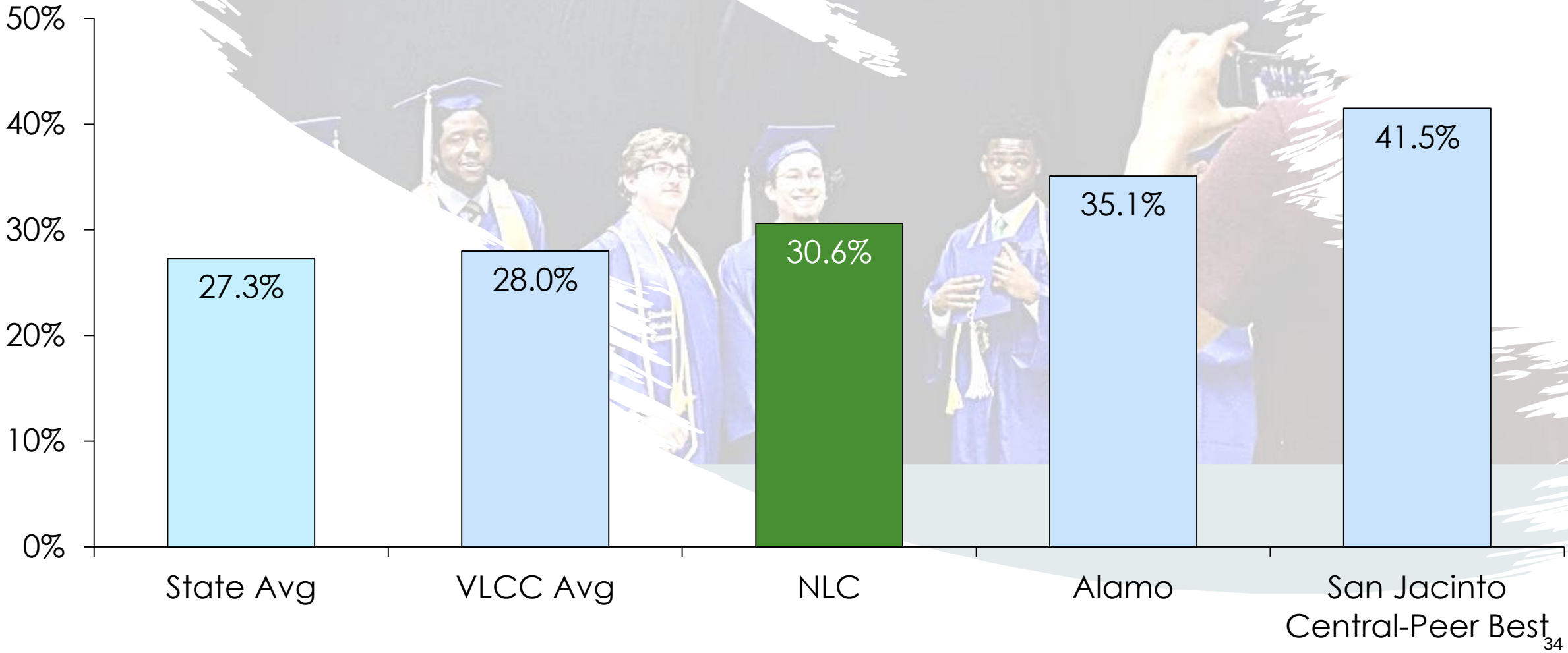


4-Year FTIC Graduation Rates

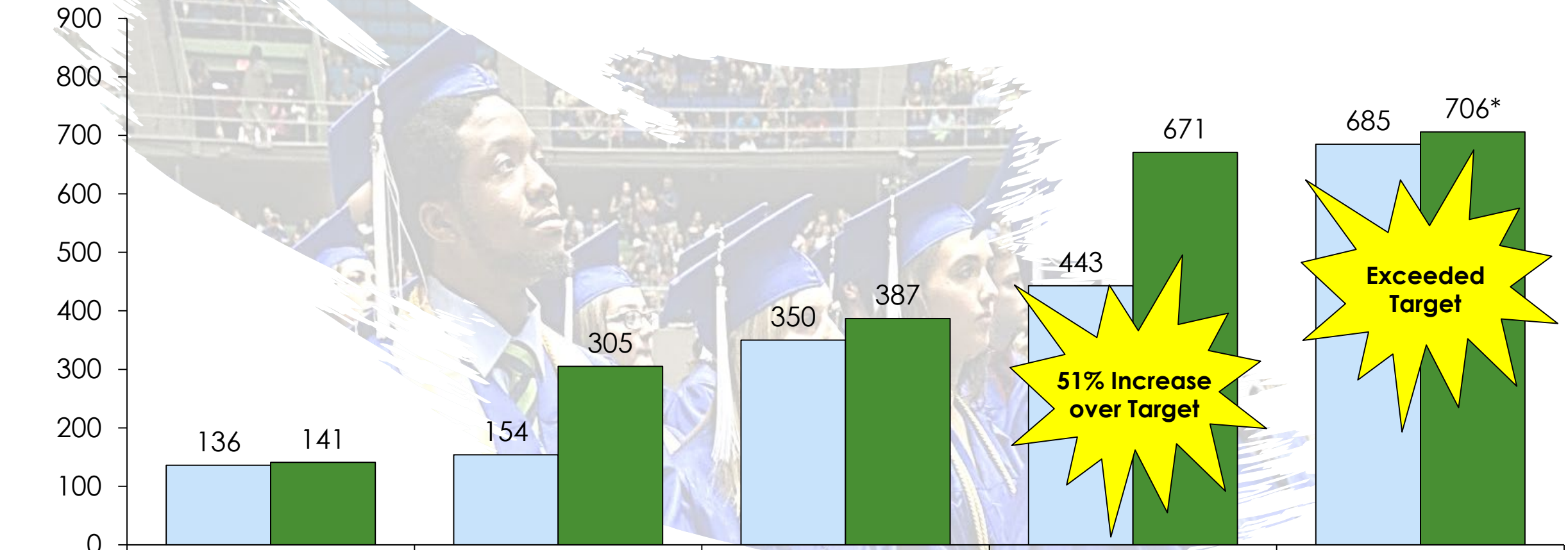


	2012		2013		2014		2015		2016	
	FTIC	Grads	FTIC	Grads	FTIC	Grads	FTIC	Grads	FTIC	Grads
FT	59	9	44	11	104	34	150	38	199	61
PT	259	45	488	120	669	145	778	164	591	151

4-Year FT FTIC Graduation Rates



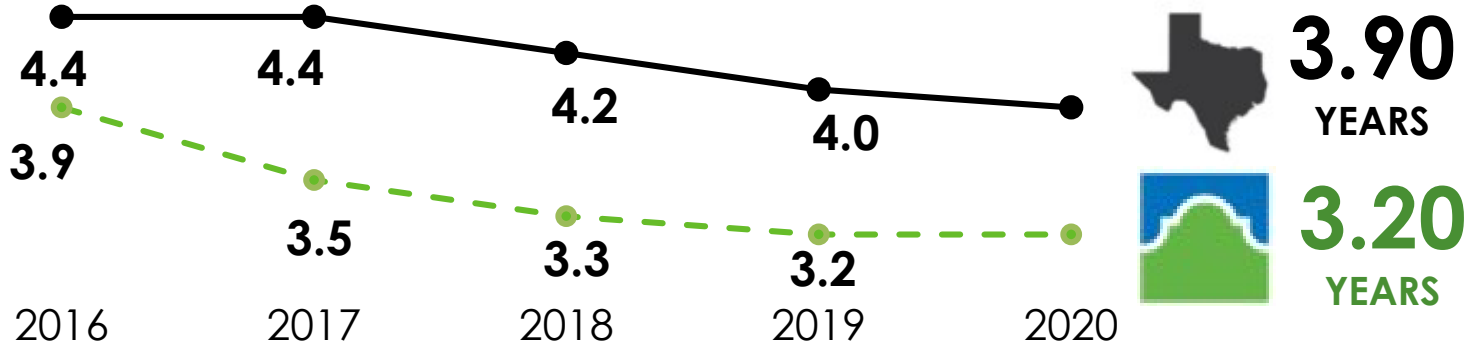
Degrees and Certificates Awarded



	2017	2018	2019	2020	2021
Target	136	154	350	443	685
Actual	141	305	387	671	706*

* 706 confirmed (fall and spring) | pending (summer)

Average Time to Associate Degree



3.90 YEARS

3.20 YEARS

Average SCH to Associate Degree

	2016	2017	2018	2018	2020
	90	90	86	84	81
	81	80	77	76	73
Native Students	65.2	63.1	64.3	64.1	63.3

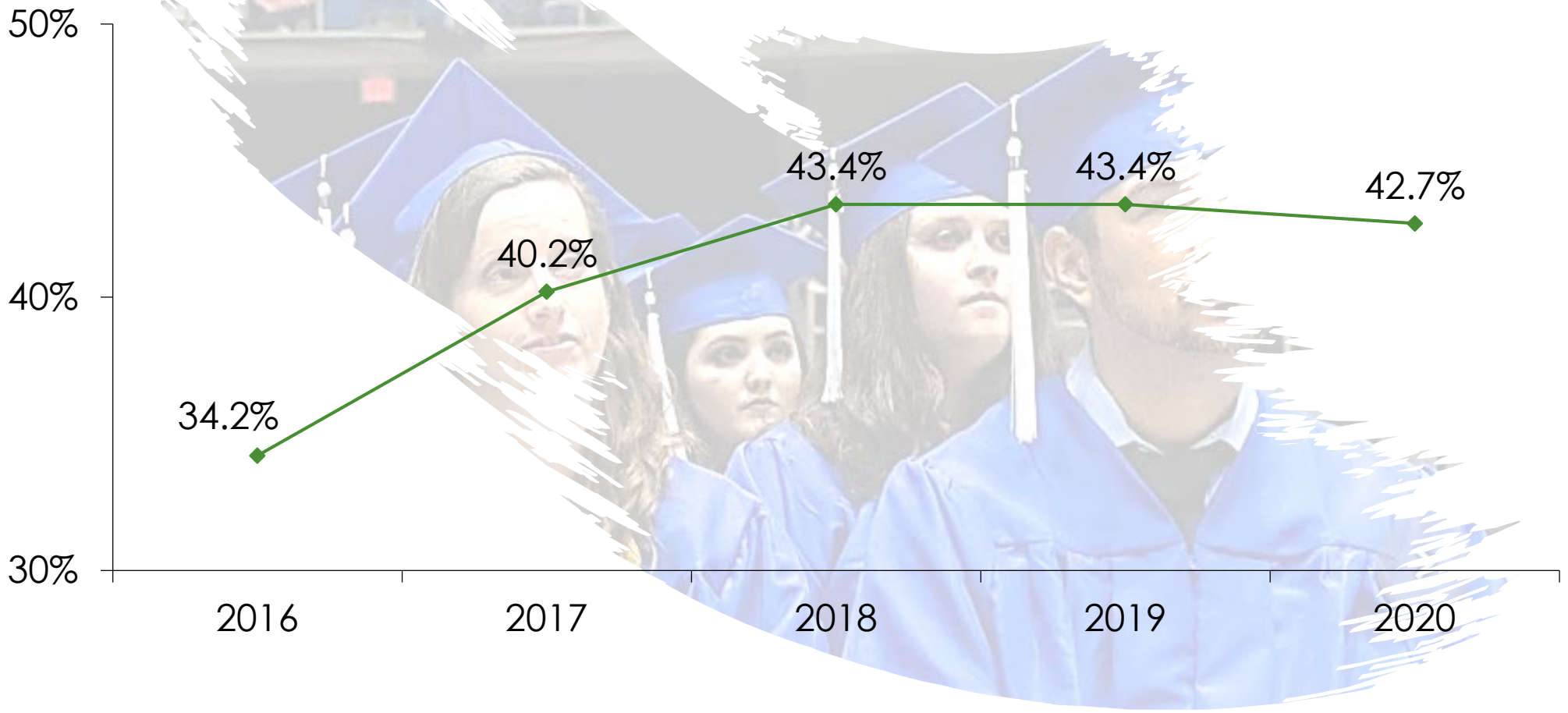
2020

63.3

Hours average **SCH** to **Associate** Degree

Northeast Lakeview College Native Students

6-Year FTIC Transfer Rates (NSC Data)



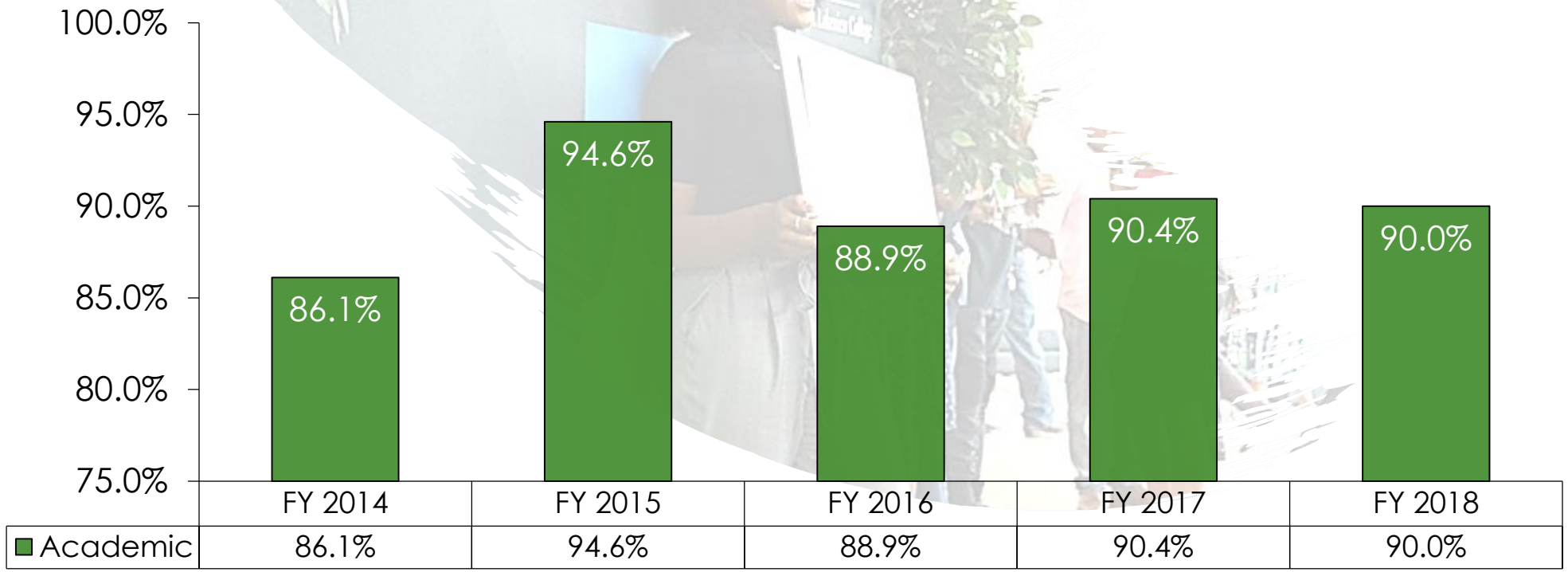
Where NLC Students Transfer (AY '20)

1. UTSA The University of Texas at San Antonio™ — 372 Students
2. Texas State University — 219 Students
3. Texas A&M University San Antonio — 104 Students
4. Texas A&M University — 94 Students
5. Baptist Health System School of Health Professions — When Caring is Your Calling — 44 Students

Success at Transfer Institutions
F15 Transfers Graduating F16-F19

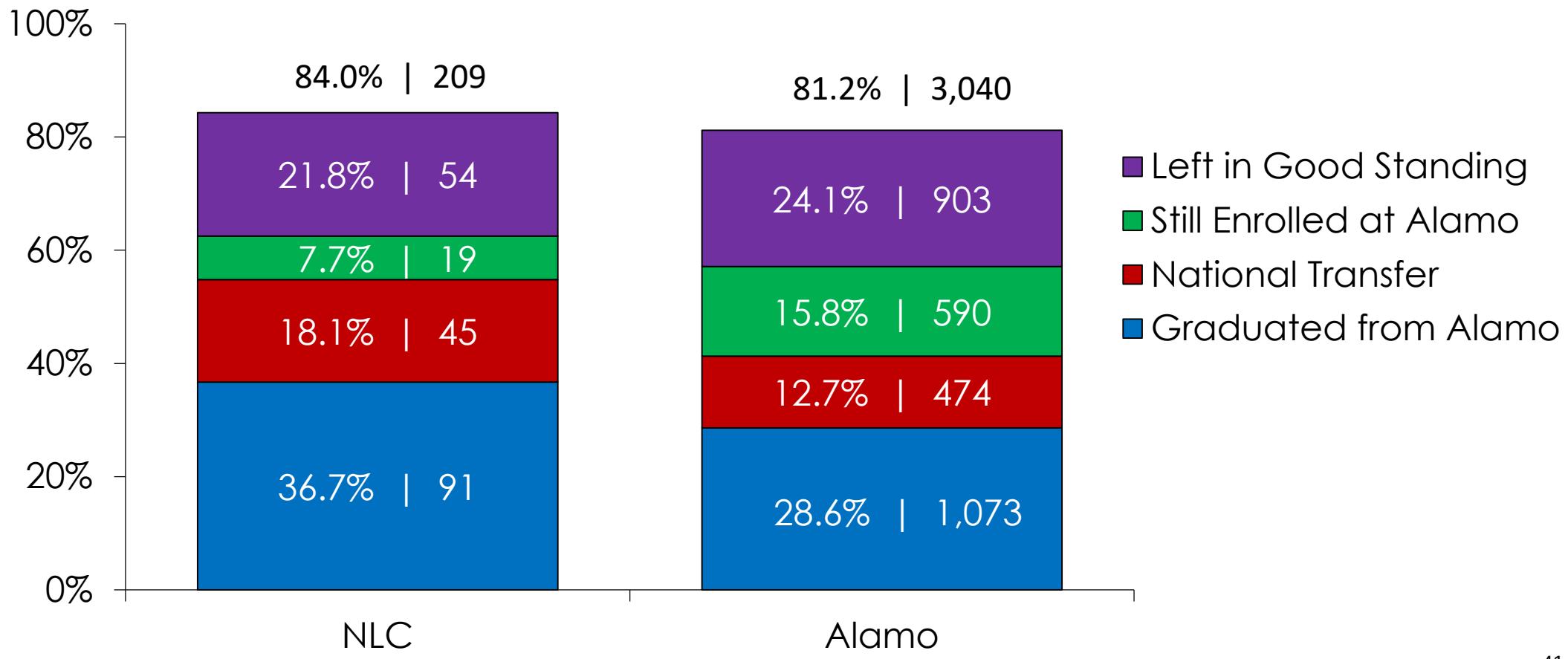
Institution	% Graduating
Alamo	67.6%
NLC	**64.3%**
State Avg.	63.8%
Peer Group Avg.	62.1%

Students Employed and/or Enrolled Within 6 Months of Graduation

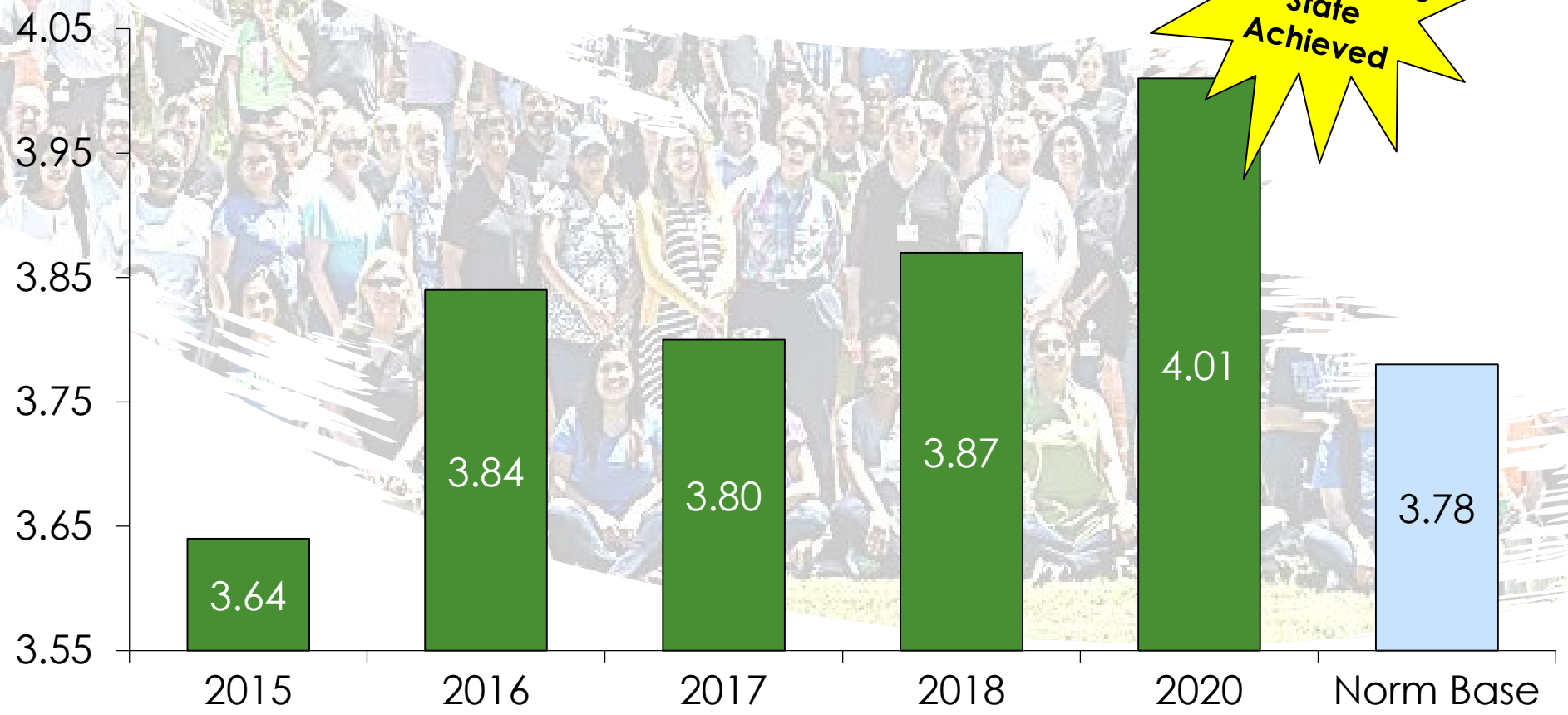


	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Academic	86.1%	94.6%	88.9%	90.4%	90.0%

Fall FT 2017 FTIC 3-Year Tracking



PACE Results – Northeast Lakeview College



PACE Four Climate Factors
Northeast Lakeview College

Factor	2016	2017	2018	2020	
Institutional Structure	3.57	3.55	3.61	3.79	↑
Supervisory Relationship	3.87	3.84	3.84	4.06	↑
Teamwork	3.94	3.88	4.06	4.12	↑
Student Focus	4.12	4.04	4.12	4.20	↑

2020 Highlights

NLC Gains HSI Designation

HSI
HISPANIC SERVING INSTITUTION

Designation advantages:

- Recruitment
- Grant opportunities
- Federal Work Study Program
  25% match waived

Cybersecurity Program Recognition

- NLC Cybersecurity Program named one of 20 best in the U.S. for 2021
- Northeast Lakeview College and Palo Alto College were the only Texas schools to make the list

NightHax Cybersecurity Student Organization

- Took 2nd place in their first national security competition
- Beat 380 universities/colleges teams in their bracket

Named
2021 Most Promising Places to work in Community College for the third consecutive year by the National Institute for Staff and Organizational Development (NISOD)

Live Oak Economic Development Corporation

Awarded
2021 Best Educational Facility

2021 Priorities

Veterans Assistance Center

Increases in Veteran students* served:

- 2019-2020 = **1,773**
- 2018-2019 = 1,353
- 2017-2018 = 103

$7.9 million **awarded** for a stand alone Veterans Assistance Center
Funding appropriated as part of the 87th Texas Legislative Session

* Duplicated students from semester to semester

Science, Technology, Engineering & Math Building

Opening Fall 2022

Student Success Priorities

Enrollment and Contact Hours

- Increase number of students employed on campus
- Increase high school penetration enrollment
- Increase average credit hour

Course Completion, Productive Grade Rate, & High Challenge Courses

- Expand supplemental instruction
- Increase male student PGR
- Leverage Early Alert system

Cohort Persistence

- Increase FAFSA completion/literacy
- Target student stop-outs

Questions?

ALAMO COLLEGES DISTRICT
Northeast Lakeview College

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

The 10 Most Admired Universities & Colleges to Watch 2018

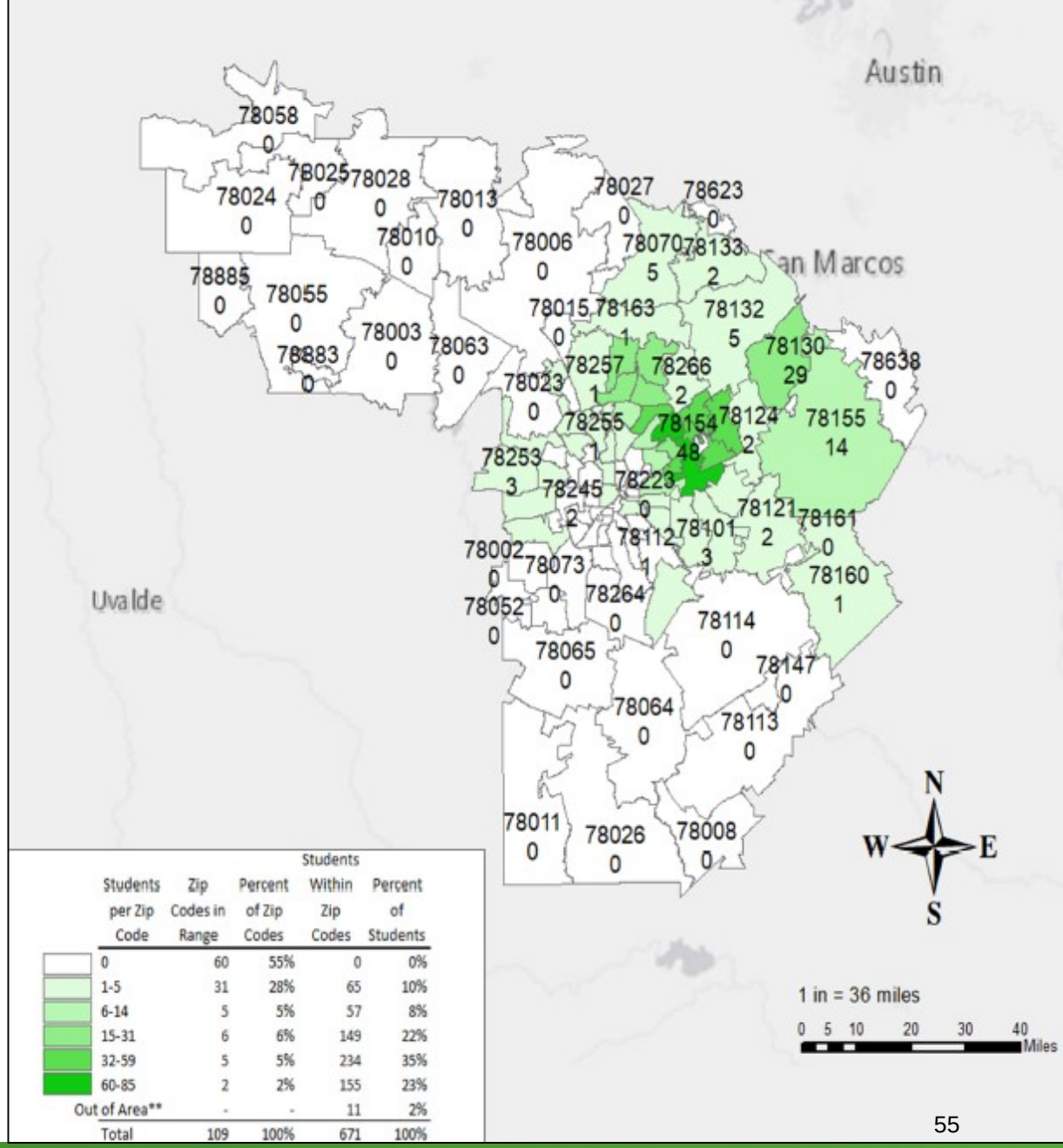
Achieving the Dream LEADER COLLEGE OF DISTINCTION

Appendices

Enrollment by Student Type (All Parts of Term)

Student Type	Fall 2019	Fall 2020	% change
FTIC	1,386	1,158	-16.5%
Transfer	491	282	-42.6%
Dual Credit	968	997	+3.0%
Continuing	3,695	4,220	+14.2%
Total	**6,540**	**6,657**	**+1.8%**

Fall 2020 Headcount by Zip Code

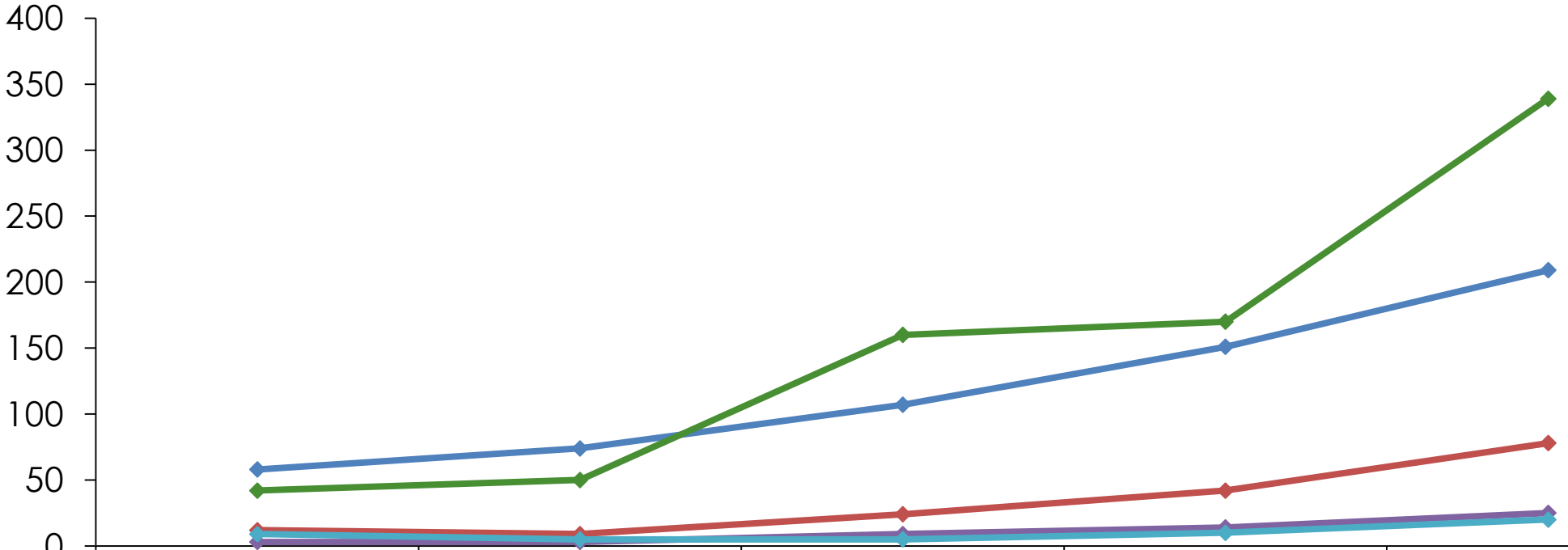


Students per Zip Code	Zip Codes in Range	Percent of Zip Codes	Students Within Zip Codes	Percent of Students
0	60	55%	0	0%
1-5	31	28%	65	10%
6-14	5	5%	57	8%
15-31	6	6%	149	22%
32-59	5	5%	234	35%
60-85	2	2%	155	23%
Out of Area**	-	-	11	2%
Total	109	100%	671	100%

Fall to Fall Persistence Rates by Equity Subgroup

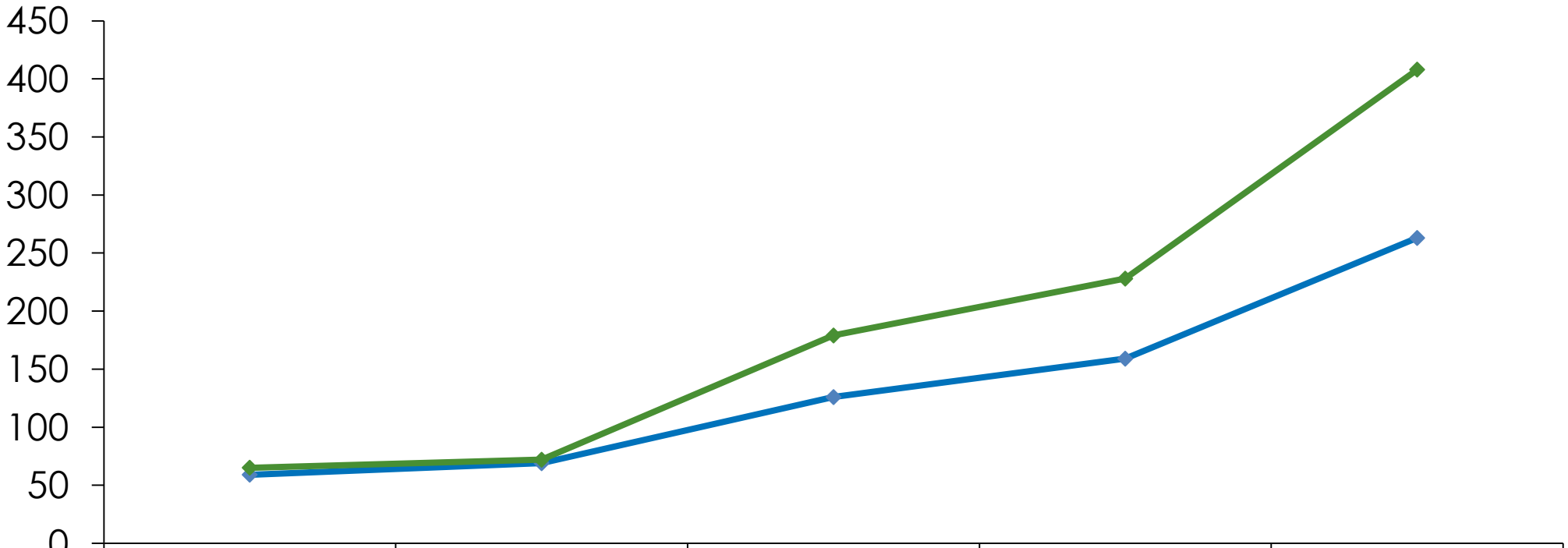
Demographic	Fall 2015 to Fall 2016			Fall 2016 to Fall 2017			Fall 2017 to Fall 2018			Fall 2018 to Fall 2019			Fall 2019 to Fall 2020		
	FT	PT	Ttl	FT	PT	Ttl	FT	PT	Ttl	FT	PT	Ttl	FT	PT	Ttl
Male	47.8%	43.1%	43.8%	67.4%	45.2%	50.8%	62.4%	55.3%	57.0%	68.7%	50.2%	58.3%	58.8%	36.7%	50.0%
Female	56.6%	46.3%	48.1%	63.6%	54.4%	56.7%	63.1%	55.4%	57.3%	64.1%	55.2%	59.4%	65.1%	41.2%	55.1%
Vet	N/A	40.7%	40.7%	66.7%	55.3%	57.4%	62.5%	57.1%	58.0%	72.1%	55.3%	61.3%	56.9%	35.2%	49.7%
Non-Vet	52.7%	44.9%	46.2%	65.3%	49.8%	53.8%	62.8%	55.3%	57.1%	65.6%	52.4%	58.6%	62.9%	39.6%	53.1%
Pell	56.5%	48.1%	49.3%	70.3%	56.0%	59.5%	54.9%	54.7%	54.7%	66.2%	50.0%	57.3%	59.7%	35.9%	49.6%
Non-Pell	51.0%	43.2%	44.5%	63.0%	47.2%	51.2%	67.3%	55.8%	58.7%	66.1%	54.4%	59.8%	63.3%	40.9%	54.3%
African-American	44.4%	32.1%	33.3%	55.6%	40.0%	43.8%	55.0%	42.0%	44.6%	66.1%	50.0%	55.9%	66.3%	29.9%	50.6%
Asian	33.3%	50.0%	46.7%	50.0%	63.2%	60.0%	62.5%	86.4%	80.0%	58.8%	50.0%	54.3%	81.5%	0.0%	61.1%
Hispanic	54.4%	48.5%	49.4%	70.8%	50.0%	54.7%	64.4%	55.7%	57.7%	66.7%	56.0%	60.9%	61.6%	37.0%	51.7%
White	55.4%	43.4%	45.8%	61.5%	53.1%	55.7%	65.6%	54.6%	57.6%	67.4%	49.7%	58.8%	59.1%	46.9%	54.0%
Other	0.0%	29.4%	26.3%	100.0%	33.3%	40.0%	25.0%	86.7%	65.2%	40.0%	42.1%	41.4%	61.8%	48.0%	55.9%
Overall	**52.7%**	**44.8%**	**46.1%**	**65.8%**	**50.2%**	**54.0%**	**62.9%**	**55.4%**	**57.2%**	**66.4%**	**52.7%**	**58.9%**	**61.8%**	**39.1%**	**52.7%**

Degrees & Certificates Awarded by Ethnicity



	2016	2017	2018	2019	2020
White	58	74	107	151	209
African American	12	9	24	42	78
Hispanic	42	50	160	170	339
Asian	3	3	9	14	25
Other	9	5	5	10	20

Degrees & Certificates Awarded by Gender



	2016	2017	2018	2019	2020
Male	59	69	126	159	263
Female	65	72	179	228	408

3-Year Graduation Rates by Equity Subgroup

Demographic	Fall 2013 Cohort			Fall 2014 Cohort			Fall 2015 Cohort			Fall 2016 Cohort			Fall 2017 Cohort		
	FT	PT	Ttl	FT	PT	Ttl	FT	PT	Ttl	FT	PT	Ttl	FT	PT	Ttl
Male	23.5%	12.5%	13.3%	17.1%	10.4%	11.3%	14.9%	14.6%	14.7%	22.8%	9.2%	12.6%	29.9%	10.1%	14.8%
Female	22.2%	15.4%	16.0%	41.3%	13.3%	17.2%	28.9%	17.4%	19.3%	28.0%	21.9%	23.5%	42.0%	21.2%	26.4%
Vet	N/A	12.5%	12.5%	100.0%	11.1%	20.0%	N/A	48.1%	48.1%	22.2%	7.9%	10.6%	25.0%	14.3%	16.0%
Non-Vet	22.7%	14.2%	14.9%	30.4%	12.1%	14.6%	22.7%	14.9%	16.2%	25.8%	16.6%	19.0%	36.7%	15.9%	21.1%
Pell	50.0%	13.0%	16.6%	18.8%	16.2%	16.5%	28.3%	19.8%	21.1%	21.9%	19.0%	19.7%	28.3%	13.7%	17.1%
Non-Pell	3.8%	14.7%	13.9%	37.5%	9.9%	13.8%	20.2%	14.2%	15.2%	27.4%	14.6%	17.9%	41.0%	17.2%	23.2%
African-American	20.0%	2.7%	4.8%	44.4%	3.8%	8.0%	22.2%	9.0%	10.3%	11.1%	9.1%	9.6%	35.0%	11.1%	15.8%
Asian	N/A	0.0%	0.0%	0.0%	36.4%	30.8%	33.3%	16.7%	20.0%	33.3%	36.8%	36.0%	50.0%	9.1%	20.0%
Hispanic	33.3%	16.1%	17.5%	30.6%	10.5%	13.0%	25.0%	14.5%	16.0%	25.0%	16.6%	18.5%	37.8%	14.5%	19.9%
White	11.1%	13.6%	13.4%	33.3%	16.1%	18.7%	20.0%	19.8%	19.8%	28.2%	15.3%	19.3%	35.5%	19.4%	23.7%
Other	N/A	25.0%	25.0%	20.0%	17.6%	18.2%	0.0%	27.8%	25.0%	100.0%	11.1%	20.0%	12.5%	26.7%	21.7%
Overall	**22.7%**	**14.1%**	**14.8%**	**30.8%**	**12.1%**	**14.7%**	**23.3%**	**16.1%**	**17.1%**	**25.6%**	**16.1%**	**18.5%**	**36.7%**	**15.8%**	**20.8%**

Graduates as a % of FTE Enrollment

Institution	Percentage
South Texas College	42.2%
San Jacinto CCD	40.4%
Alamo	37.4%
El Paso CCD	35.3%
Dallas County CCD	30.8%
Tarrant County CCD	28.5%
Lone Star College System	28.2%
Collin County CCD	27.7%
Austin Community College	26.7%
Houston Community College	22.4%
NLC	**20.7%**

High-Challenge Courses

High Challenge Course Fall 2019	Fall 2019 Enrollment	Fall 2019 PGR Success Rates	Fall 2020 Enrollment	Fall 2020 PGR Success Rates	High Challenge Course Fall 2020
BIOL 2401	253	64.43%	250	74.80%	10.37% Improvement
CHEM 1405	170	57.06%	145	59.31%	**CHEM 1405**
CHEM 1411	69	55.07%	70	62.86%	
ECON 2302	109	60.55%	80	61.25%	**ECON 2302**
ENGL 1302	420	69.29%	409	71.88%	2.21% Improvement
GEOL 1301	153	42.48%	97	46.39%	
MATH 0320	127	61.42%	67	70.15%	Average 8.9% Improvement
MATH 0410	312	61.22%	139	73.38%	
MATH 1314	811	63.50%	593	73.02%	
MATH 1324	217	64.52%	166	72.89%	
MATH 1414	250	53.29%	177	62.09%	**MATH 1414**
MATH 1442	122	59.02%	*Not offered*		
MATH 2412	117	58.50%	153	62.09%	**MATH 2412**

*Note: For the improvement indicators, the Fall 2020 preliminary PGR shows an increase beyond 70%. Those highlighted in blue fell below the 100 course enrollment criteria.

Thank you

ALAMO COLLEGES DISTRICT
Northeast Lakeview College

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

10 MOST ADMIRED UNIVERSITIES & COLLEGES TO WATCH 2018

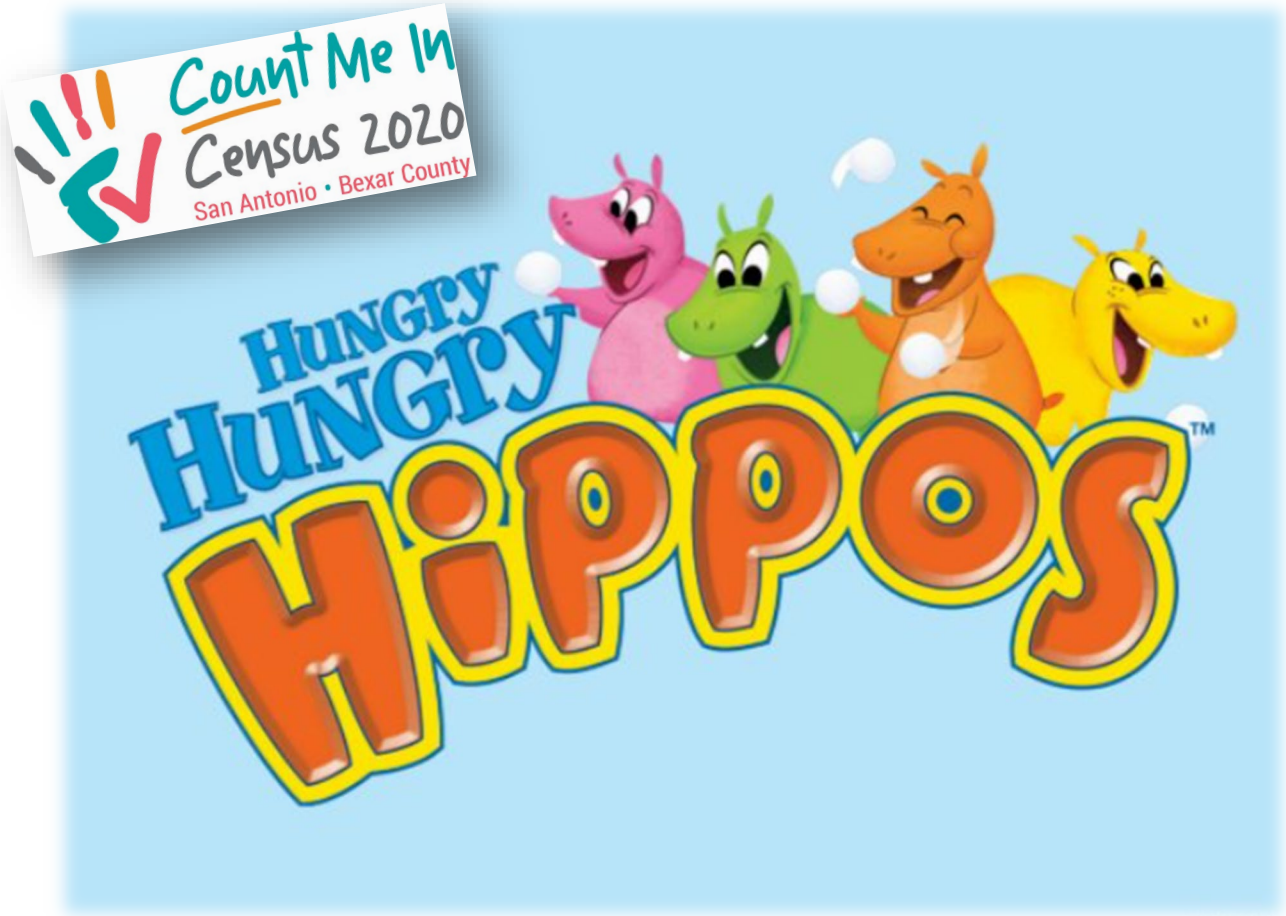
Achieving the Dream LEADER COLLEGE OF DISTINCTION

ALAMO COLLEGES DISTRICT
Northeast Lakeview College

4DX Highlights – The Office of Student Life

John Jacobs, Director of Student Success

Wildly Important Goal Theme



What is the Census?

- United States Census Bureau conducts a count of all the nation's residents every 10 yrs.
- Census 2020 ran August 2019– July 2020
- Census data impacts essential public services provided by states and local governments like healthcare, public safety, **education** and transportation.
- The Census determines our representation in Congress and is used in redistricting at the state and local level.

Census Efforts at NLC

- Summer 2019 - "Complete Count Census" San Antonio Census Higher Education Taskforce was formed representing all 2-year and 4-year institutions in the greater San Antonio area and led by Dr. Adena Loston.
- Fall 2019 - NLC Student Townhall hosted highlighting the 2020 Census
  - NLC Student Life was charged to support efforts to bring Census awareness to students, employees, and our surrounding communities and how to be counted.
- January 2020 – Student Life WIG was created to align efforts.
- Jan – July 2020 - WIG deployed, and 2020 Census reported monthly city and county completion numbers.

Wildly Important Goal

Wildly Important Goal

The Office of Student Life will increase dissemination of content from 0 - 64 using 4 communication platforms from January 20, 2020, to May 8, 2020, to provide information about the 2020 Census events at Northeast Lakeview College (NLC).

Lead Measure

Each team member will communicate 1 notice (Facebook, face-to-face, Instagram, AlamoEXPERIENCE) for a total of 4 each week, about the 2020 Census and/or events associated.

Strategies

Each staff was designated a communication platform to distribute information* about census.

John Jacobs

Crystal Willis-Cortinas

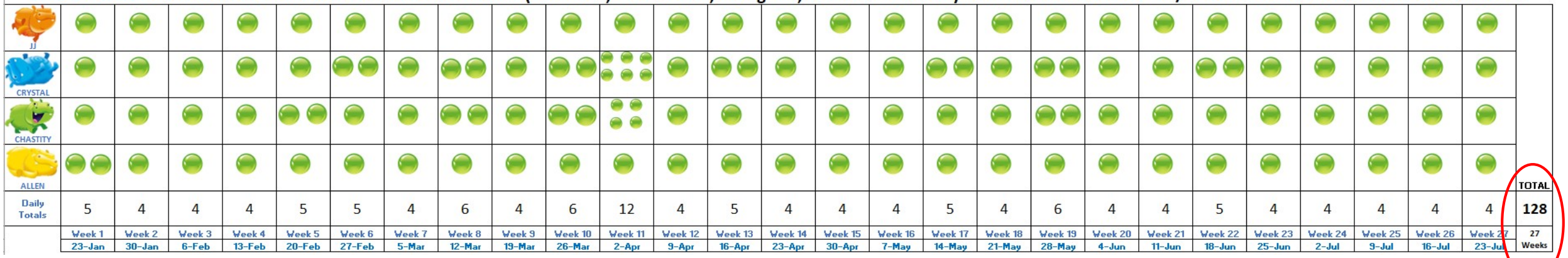
Chastity Richmond

Allen Anguiano

Information* was obtained from the Decennial Partnership Branch of the Dallas Regional Census Center to include memes, gifs, data charts, and Youtube videos.

Results

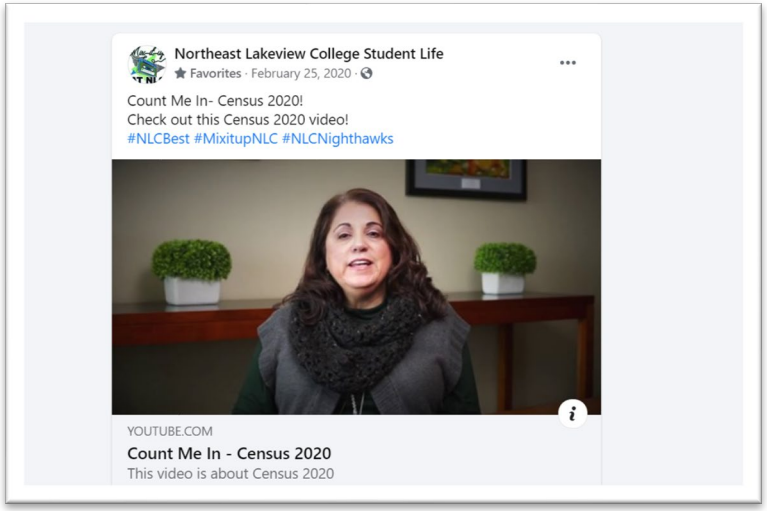
Lead Measure: Each team member will communicate 1 notice (Facebook, face-to-face, Instagram, AlamoEXPERIENCE) about the 2020 Census and/or event associated with census each week.

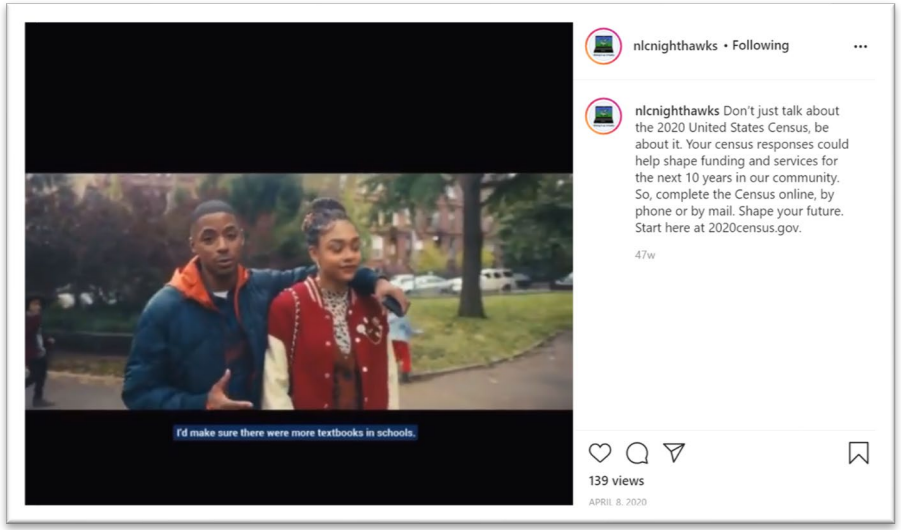


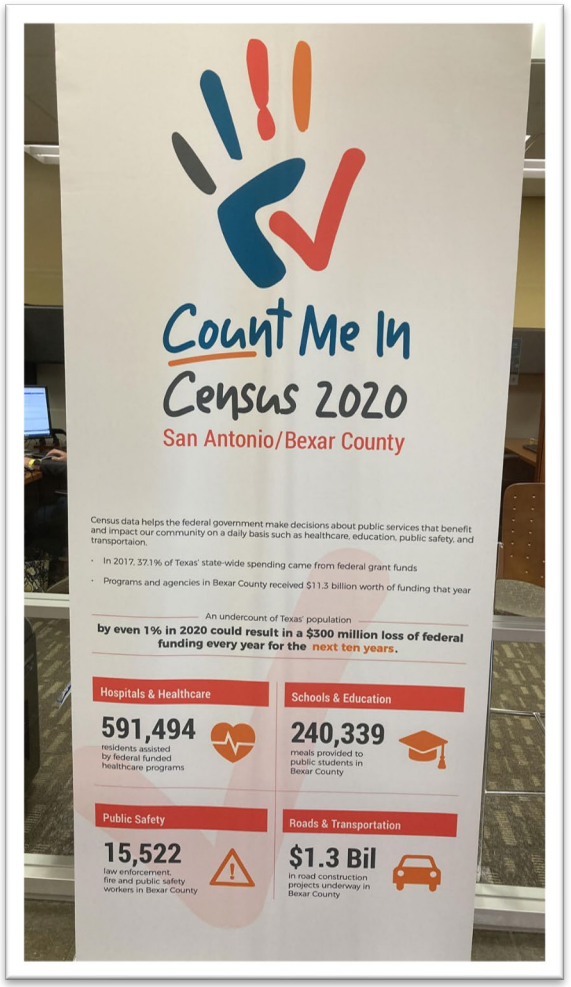
	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16	Week 17	Week 18	Week 19	Week 20	Week 21	Week 22	Week 23	Week 24	Week 25	Week 26	Week 27	
	23-Jan	30-Jan	6-Feb	13-Feb	20-Feb	27-Feb	5-Mar	12-Mar	19-Mar	26-Mar	2-Apr	9-Apr	16-Apr	23-Apr	30-Apr	7-May	14-May	21-May	28-May	4-Jun	11-Jun	18-Jun	25-Jun	2-Jul	9-Jul	16-Jul	23-Jul	27 Weeks
Daily Totals	5	4	4	4	5	5	4	6	4	6	12	4	5	4	4	4	5	4	6	4	4	5	4	4	4	4	4	**128**

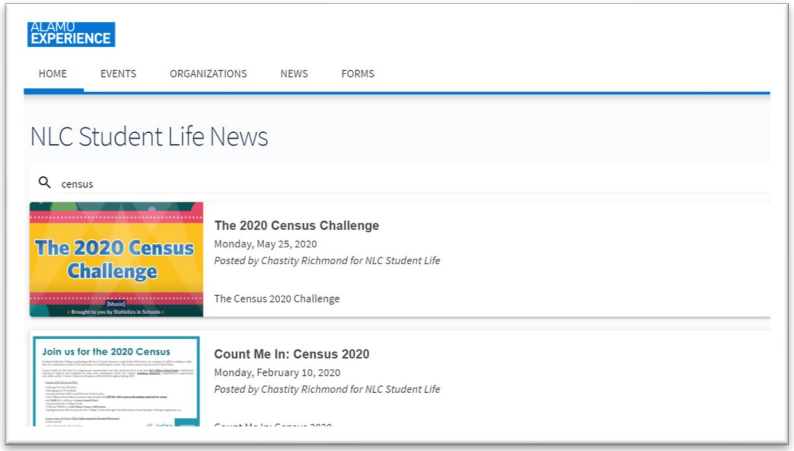
Goal: 64 (exceeded by 14 at 16th week).
Actual: 128

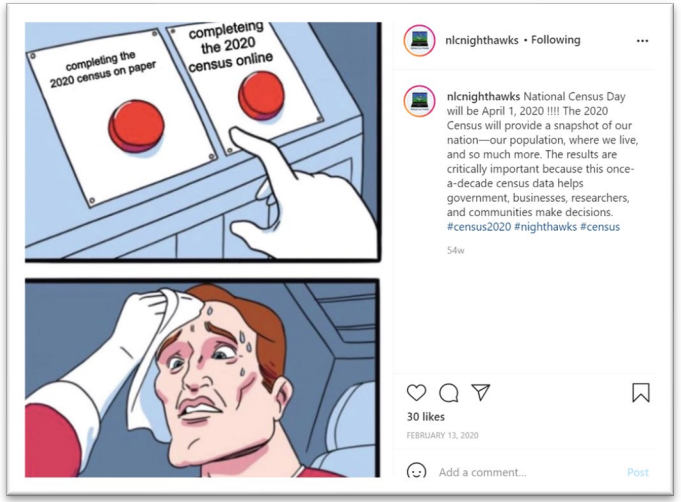
Digital and On campus Campaigns











Student Life Pivot, Lessons Learned, and Next Steps

1. Pivoting
    A. Face 2 Face to Virtual Awareness
    B. Celebrations were canceled and replaced with Social Media Takeover
2. Lessons Learned
    A. College Initiatives should include an online or hybrid option.
    B. Gifs and Videos are effective
    C. Tracking was limited on NLC Census Completion
3. Outcome
    A. Adopted new social media practices and platform followers increased.
    B. ***Two additional US House of Representative state seats were added***
4. Next Step
    A. New WIG: Increase Experiential Learning events for AlamoINSTITUTES, Student Life, Clubs and Organization events paid by the Student Activity Fee by 10% (from 12 to 13) and number of participants by 10% (from 599 to 650) by May 14, 2021.

Thank you

ALAMO COLLEGES DISTRICT
Northeast Lakeview College

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

The 10 Most Admired Universities & Colleges to Watch 2018

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Appendix

Census Bureau Releases 2020 Demographic Analysis Estimates
https://www.census.gov/newsroom/press-releases/2020/2020-demographic-analysis-estimates.html

ALAMO COLLEGES DISTRICT
Northeast Lakeview College

Texas NRCS Project GREEN

(Growing Roots for Education, Environment and Nutrition)

Robert Vaughn - Garden club advisor

Ana Sigarrillo-Camacho - former club Vice President

Lucia Sigarrillo-Camacho - former club President

The 10 Most Admired Universities & Colleges to Watch 2018

ALAMO COLLEGES DISTRICT

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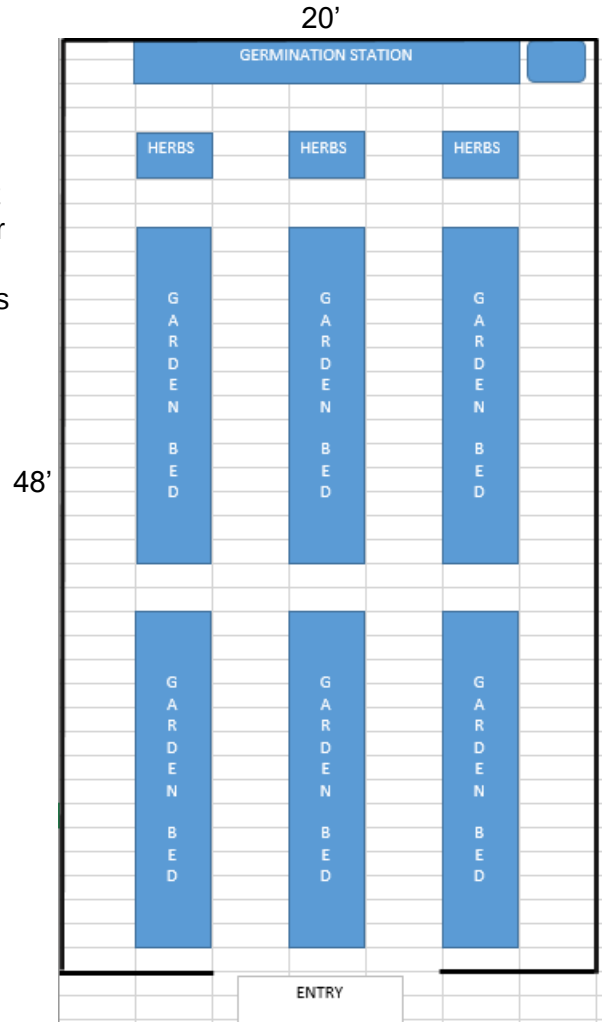
USDA GRANT – HIGH TUNNEL & GARDENS

Texas NRCS Project GREEN (Growing Roots for Education, Environment and Nutrition)

DID YOU KNOW

On average a tomato plant will produce 20 pounds per plant ; cucumbers 5 – 10; 20 - 25plants per bed = lots of vegetables



DELIVERABLES

- **April 30, 2021** - 50 hours completed building the raised beds for the NEST Community Garden.
- **May 30, 2021** - 100 students receive instruction in biology, botany, entomology or other gardening related concepts
- **August 30, 2021** - 50 hours completed building a high tunnel at NLC
- **September 30, 2021** - at least 600 pounds of produce donated to the Nighthawk's NEST Student Advocacy Center Food Pantry at Northeast Lakeview College.

TANGIBLE / DIRECT BENEFITS

- Nighthawks Nest Advocacy Center
- Over 600 pounds of produce annually
- Community donations (i.e culinary center SPC, underserved communities, farmers markets, etc,
- **STUDENT CENTERED RESOLUTIONS**

SUSTAINABILITY / INDIRECT BENEFITS

- Sustainability focused – pathways to ensure longevity
- Experiential Learning– from seed to table
- Academic Education – mathematics, science, biology
- Social Responsibility ; social interactions ; collaboration
- Volunteerism within / outside of NLC
- Student Impact
- Community Partners – Gardopia coalition; Eco-Centro

GARDOPIA GARDENS

Alamo Colleges District GARDENS

Eastside Community Garden – SPC

Community Garden – PAC

Eco Centro - SAC

PROJECT GREEN – NLC (sample)

Students serving students

WHY ARE WE SO CONFIDENT??

Vegetable Garden June 10th, 2021

Literacy Garden

What's next?

What's next next??

THANK YOU.

ALAMO COLLEGES DISTRICT
Northeast Lakeview College

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The 10 Most Admired Universities & Colleges to Watch 2018

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Appendix

NLC GARDEN CLUB GARDENS

1. Vegetable garden — Fall 2017
2. Botanical Garden — Fall 2017
3. Literacy Garden — Summer 2021
4. USDA grant garden — Fall 2021

when	what
early feb 2020	internal discussion with need to know parties
March	application started
May 29th	grant application submited
October '20	notified of grant award -$10,500
May '21	garden materials ; soil, additives implements delivered to campus
June	High tunnel purchasing requisition submitted

Phased garden bed build

phase	project	who
1	audit materials	club / student & community volunteers
	USDA tag	club
2	pre cut wood / drill holes	Rob
3	stake bed locations	club / student & community volunteers
	build beds	club / student & community volunteers
	place beds	club / student & community volunteers
4	fill beds w soil / soil enrichers	club / student & community volunteers
	plant	club / student & community volunteers

https://growingspaces.com/gardening-grants/

https://www.publicgardens.org/public-garden-funding-resources

Connecting the Dots

(When You Can't See the Forest for the Trees: Finding the Maps and the Markers)

Kathy Mayer

Chair of Chairs, District Council of Chairs

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Remote Refocus 2020

- **Board Charge #15: Improve Collaboration and Teamwork**
- **United Faculty Senates: new focus in 2020-21 of building relationships and understanding fundamental cares**
- **District Council of Chairs continuing the momentum of this valuable practice for 2021-22 and applying to our Council**
- **Tools for a successful journey: Clarity, Continuity, and Community**

Clarity

See the Forest AND the Trees

- ❑ THECB
- ❑ Who We Are : Board Charges, Strategic Plan Big Ideas, the Alamo Way, etc.
- ❑ Board meetings and other opportunities
- ❑ Constant and meaningful stakeholder feedback throughout the year, including students and faculty focus groups, surveys, etc.
- ❑ Staying informed: transparency is key, but we all have a responsibility

Continuity

The Maps and Markers

- Shadowing of leadership positions, especially in shorter-term shared governance positions
- Building on previously established foundations, not re-creating the wheel
- Understanding where we came from, where we are, and where we are going
- Information is plentiful but various access points and information overload may skew the directional map

Community

Relationships Connect the Dots

- ❑ Backgrounds and personal histories color our perspectives
- ❑ We discover hidden commonalities when sharing our stories
- ❑ We discover untapped strengths when hearing the experiences of others
- ❑ Our perspectives shift when we learn about the struggles and perspectives of others
- ❑ Community includes ALL of us: anyone we encounter in our day to day lives
- ❑ We care about the outcomes when we care about each other

Clarity, Continuity, and Community Can Merge Perspectives to Create a Shared and Unique View for the Journey

Thank you.

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Media Update

Kristi Wyatt

Associate Vice Chancellor of
Communications & Engagement

Mario Muñiz

Director of Strategic Communications

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Achieving the Dream LEADER COLLEGE OF DISTINCTION

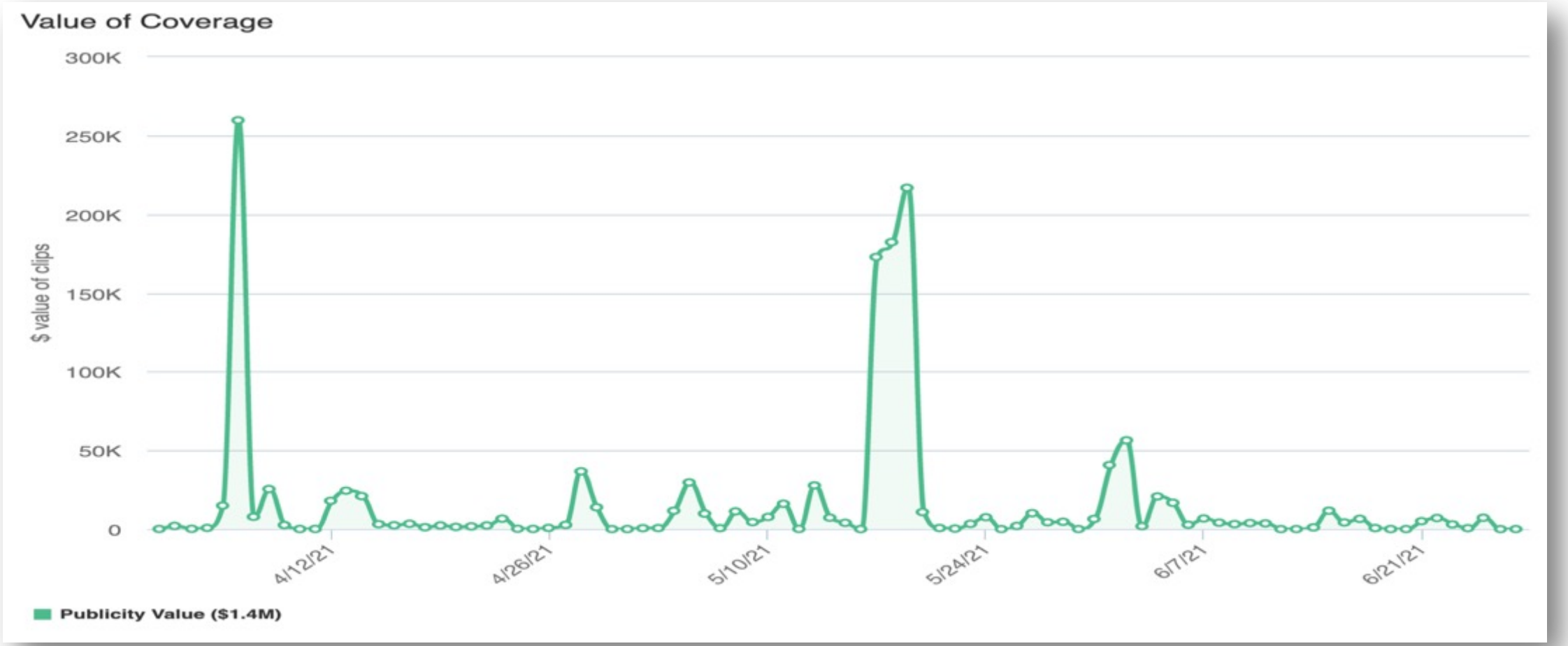
Quarterly Success Highlights

- ☑ Community Connection
- ☑ Discovery
- ☑ Celebrating Achievements

Earned Media

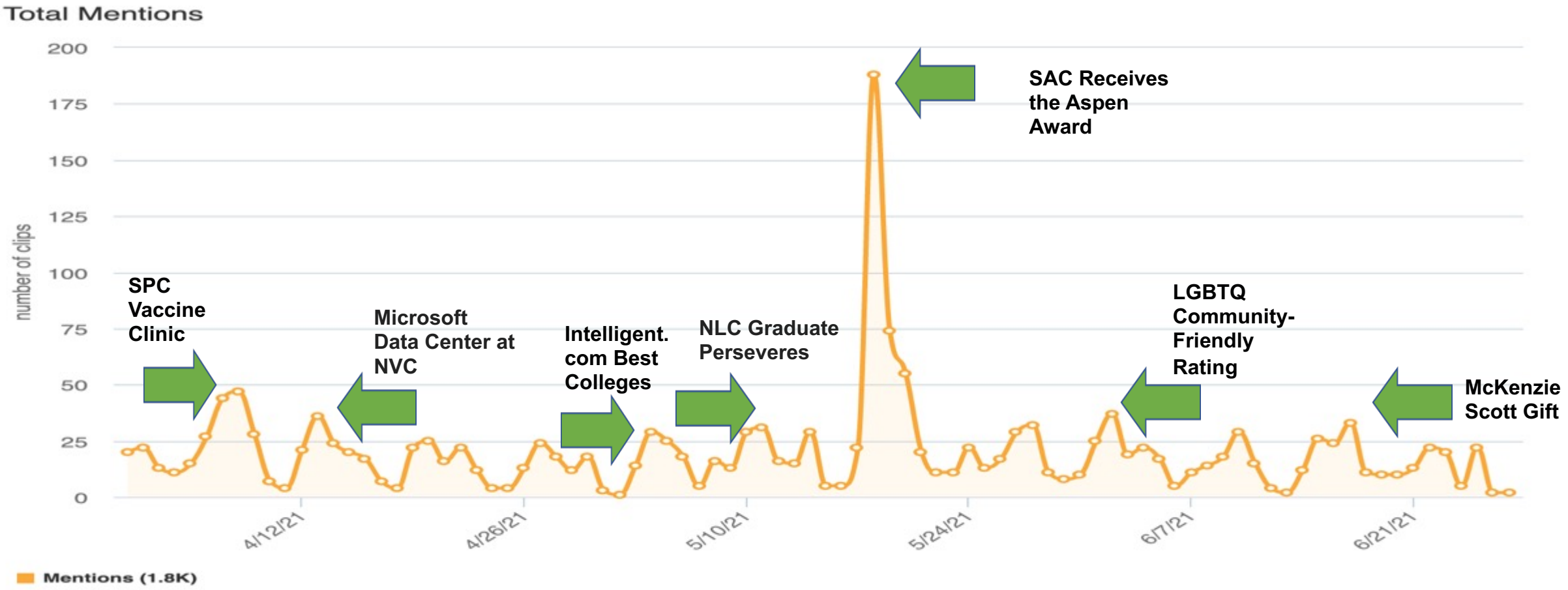
- **Total Publicity Value Doubled Over Previous Quarter**
- **Total Media Mentions Up Second Consecutive Quarter**
- Other Coverage Highlights

Total Publicity Value $1,400,000



April 1, 2021 – June 30, 2021

Earned Media Total Mentions 1.8k

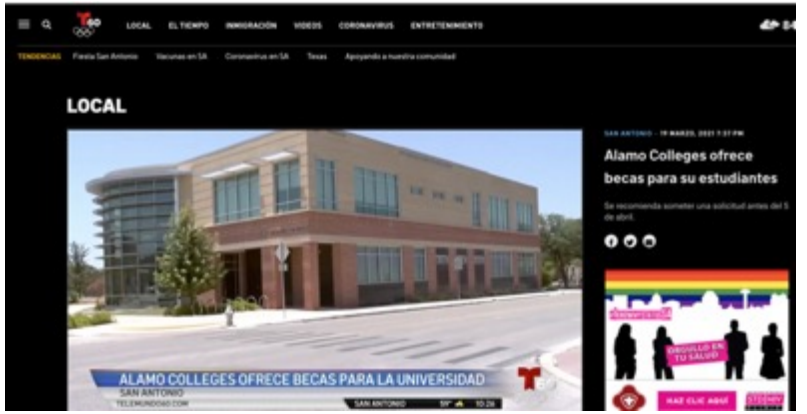


Spanish Media Coverage

We continue to pursue in-language media coverage and partnerships

Leveraging existing media buys to amplify messaging in-language

We are augmenting our media monitoring tool to improve tracking



Traditional Media Coverage Focused on Partnerships, Awards, and Grants

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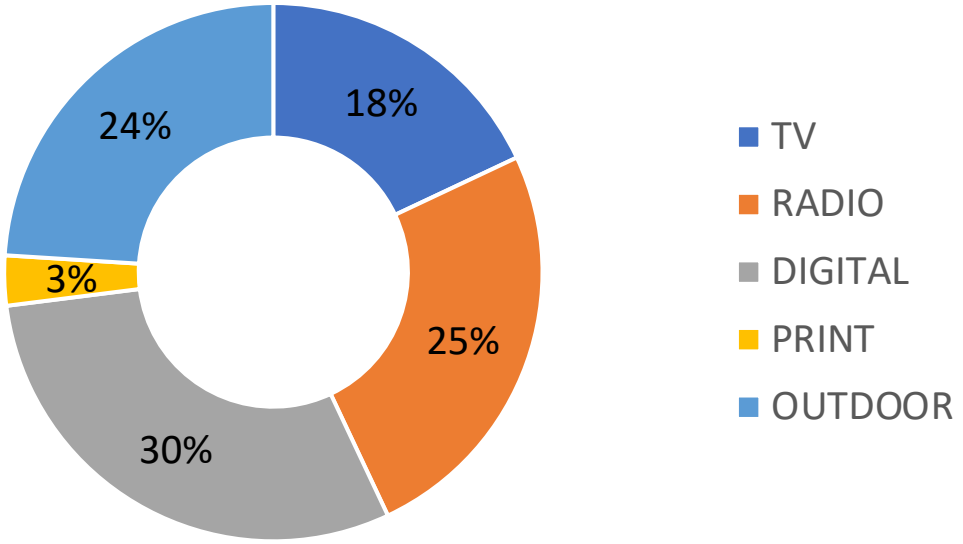
Paid Media

- 2021 Summer & Fall Enrollment Overview
- Grassroots Initiatives

2021 Summer & Fall Enrollment Overview

Impressions Planned

13 Million+



Outdoor

Impressions Planned
12 Million+

- **Primary Audience**: Prospective Students
- **Secondary Audience:** General Community

Television

- Spanish Language (KWEX & KVDA)
- Cable TV (Spectrum Citywide)
- Select Broadcast TV through Olympics Sponsorship

2021 SUMMER & FALL ENROLLMENT

- **Primary Audience**: Prospective Students
- **Secondary Audience:** General Community

Impressions Planned

500,000+

Broadcast Radio

- Spanish Language Audio - (KROM-FM, KSAH-FM, KXTN-FM, KZEP-FM)
- General Market Audio - (KCYY-FM/KKYX-AM, KISS-FM, KJXK-FM, KONO-F/A)
- Total Traffic Network Audio

- **Primary Audience**: Prospective Students
- **Secondary Audience:** General Community

Impressions Planned

3 Million+

Digital

- Search Engine Marketing (Google)
- OTT/CTV
- Hulu
- Digital Display
- Streaming Audio (Spotify, Pandora, iHeart)
- Podcasts
- The African American Network

Impressions Planned
5 Million+

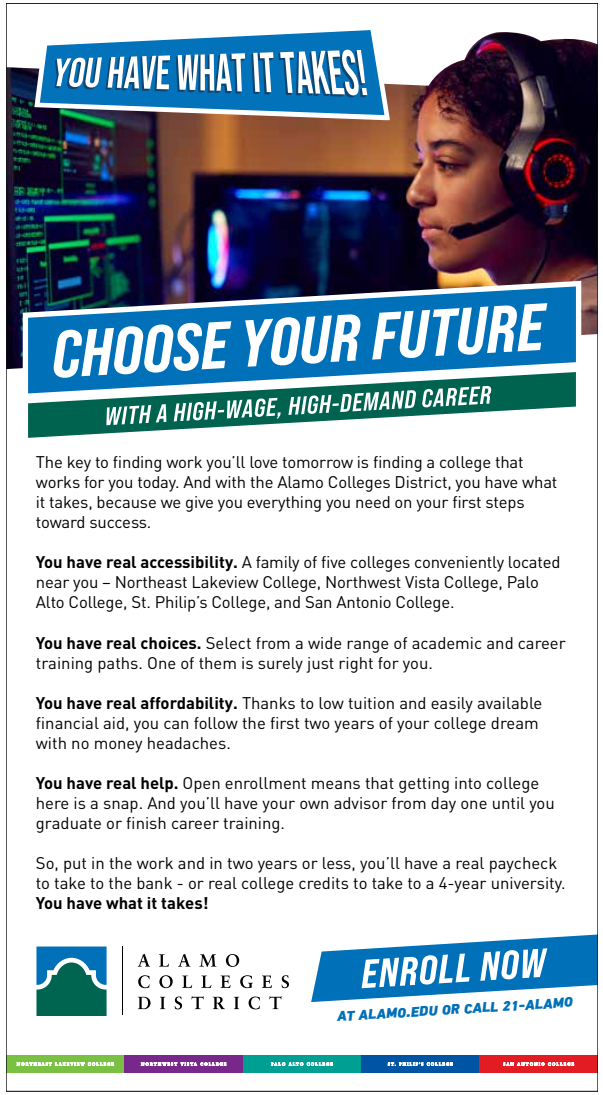
- **Primary Audience**: Prospective Students
- **Secondary Audience:** General Community

Print

- La Prensa Texas
- Local Community News
- The Observer
- Northside Herald
- The Southside Reporter
- San Antonio Current

Impressions Planned

1.6M+



2021 Multicultural Media Partners

Impressions Planned

1 Million+

LA PRENSA TEXAS
SAN ANTONIO'S HISPANIC FAMILY OWNED NEWSPAPER

THE SAN ANTONIO OBSERVER

KRAV FM.com

TAAN TV

2021

Grassroots Initiatives

- Community Connections
- Experiential Advertising
- Guerilla Marketing

Grassroots Initiatives

- Exploratory Days
- Back-to-School Expo
- Roving Digital Billboard
- Street Projections
- Fiesta River Parade
- Transit
- Neighborhood Poster Boards
- Mobile-Go Rebrand

FIESTA SAN ANTONIO

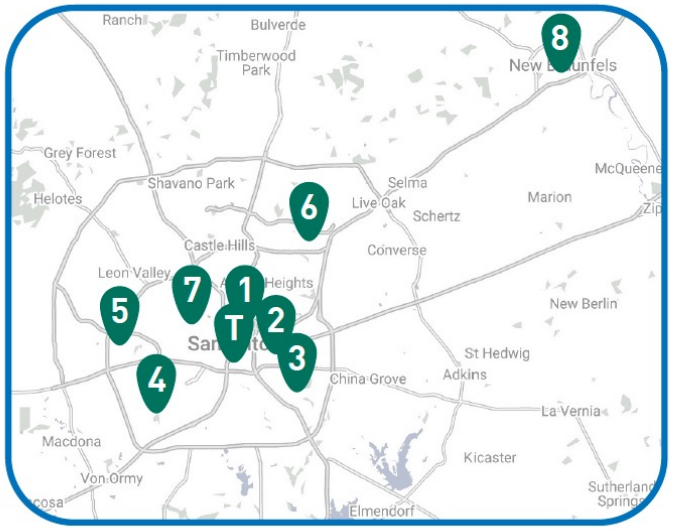
Flight Dates

June 2021 – August 2021

Exploratory Days

1. **Saturday, July 17 | 10 a.m. - 2 p.m.**
   Hemisfair Park
2. **Sunday, July 18 | 11 a.m. – 3 p.m.**
   Pittman Sullivan Park
T. **Tuesday, July 20 | 6:30 - 9 p.m.**
   Movies by Moonlight at Travis Park
   Stick around and enjoy Raya and the Last Dragon. Movie begins at dusk.
3. **Saturday, July 24 | 10 a.m. - 2 p.m.**
   South Side Lions Park
4. **Sunday, July 25 | 11 a.m. - 3 p.m.**
   Pearsall Park
T. **Tuesday, July 27 | 6:30 - 9 p.m**
   Movies by Moonlight at Travis Park
   Stick around and enjoy Moana (singalong). Movie begins at dusk.
5. **Saturday, July 31 | 10 a.m. - 2 p.m.**
   Tom Slick Park
6. **Sunday, Aug. 1 | 11 a.m. - 3 p.m.**
   Lady Bird Johnson Park
7. **Saturday, Aug. 7 | 11 a.m. - 3 p.m.**
   Rosedale Park
8. **Sunday, Aug. 8 | 11 a.m. - 3 p.m.**
   Landa Park (New Braunfels)

EXPLORATORY DAYS EVENTS



Owned Media

- ★ Social Media Activity: **240% Increase**
- The Seat at the Table
- Marketing Research
- What's Ahead

Organic Social Media Activity

Social media impressions	3,304,342	+ 239.7%
Total Engagement	55,829	+17%
Total Messages Received	1,402	+19.3%

Seat at the Table

Marketing Research Projects

- Universal Access Focus Groups – December 2020, February 2021
- AlamoEXPERIENCE Focus Group – January 2021
- Banner 9 Registration Communication Focus Group – January 2021
- Economic & Workforce Development – April 2021
- Year-long Registration Focus Group – May 2021
- +One Campaign Student Surveys – June 2021
- Early Alert Faculty Focus Groups – scheduled for July 2021
- HSP Branding Focus Groups – scheduled for July 2021

What's Ahead in the Next Update?

- Continued Focus on Measuring Advertising Effectiveness
- Ongoing COVID-19 Communications
- Partnering on Convocation Planning
- 4Dx WIG – Develop and Execute +One Campaign

Thank you.

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Achieving the Dream LEADER COLLEGE OF DISTINCTION

Legislative Report –

Board of Trustees Meeting

Priscilla Camacho, Director, Government & Community Relations

July 27, 2021

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Achieving the Dream LEADER COLLEGE

87th Texas Legislative Session Recap

May 31, 2021 - Last Day of Session

6,927 bills filed*

1,073 bills passed*

21 bill vetoed by the Governor

853 bills monitored by the ACD team

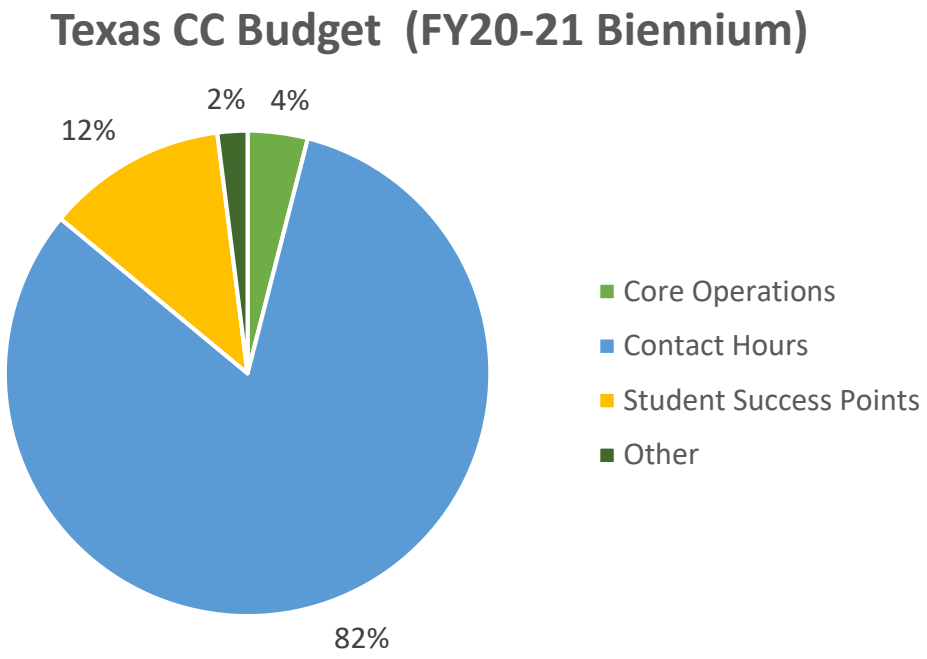
Key Priority Areas for the 87th Legislative Session

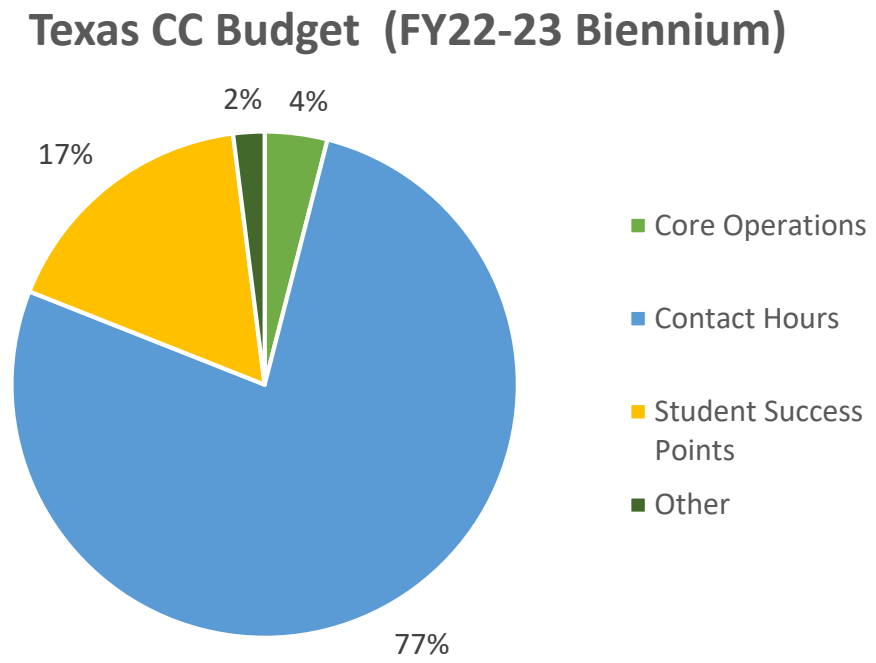
- **Investing in Texas' economic recovery** by prioritizing community college funding including funds for diverse student populations
- **Expanding Texas' workforce programs** by growing micro-credentials and investing in the Skill Development Fund
- **Strengthening college and career pathways for students** through enhance transfer and applicability processes and increased opportunities to offer baccalaureate programs
- **Increasing access for students** by closing the digital divide and expanding the Texas Education Opportunity Grant program

Overview of the Texas Budget for FY22-23

Article	FY 2020-2021 (in millions)	FY 2022-2023 (in millions)	% change	Total % of Budget
1- General Government	$3,977.4	$4,064.3	2.2%	3.5%
2- Health & Human Services	$33,639.6	$34,291.4	2.0%	29.5%
3- Education	$60,402.8	$62,745.1	3.9%	53.9%
Public Education	$44,561.5	$46,551.3	4.5%	
Higher Education	**$15,841.3**	**$16,193.8**	**2.2%**	
4- Judiciary	$553.8	$551.6	(0.4%)	.5%
5- Public Safety/Criminal Justice	$11,869.5	$12,055.0	1.6%	10.31%
6- Natural Resources	$933.1	$1,002.1	7.4%	.9%
7- Business & Economic Development	$520.9	$490.1	(5.9%)	.4%
8- Regulatory	$367.8	$301.7	(18.0%)	.3%
9- General Provisions		$456.8		.4%
10- Legislature	$408.1	$410.2	0.5%	.4%
TOTAL General Revenue Funds	$110,269.6	**$116,368.2**	**5.5%**	**100.0%**

Overview of the budget for Texas Community Colleges





Community colleges receive state funding for instructional support through a formula consisting of:

- **Core Operations** Funding,
- **Contact Hour** Funding, and
- **Student Success Points** (outcomes-based funding)

The state also provides support for group health insurance and retirement benefits.

Student Success Point Shift for Texas Community Colleges

	Historical	Adopted (SB1)
SCH Completion		
15 SCH Completed	1 point	1 point
30 SCH Completed	1 point	**1.5 points**
Transfer		
Transfer	2 points	**3 points**
Co-enrolled Transfer	2 points	**3 points**
Degrees/Certificates		
Critical Degrees	2.25 points	**3.25 points**
All other Degrees	2 points	**1.2 points**

- **Two issues considered by Budget writers this session:**
  - Whether to shift the weights within the Student Success Points system
  - Whether to use updated base year contact hours
- Legislators shifted Student Success points to focus on **transfer** and **critical degree** completion
- Legislators utilized updated base year contact hours BUT also removed $86.5M from the Contact Hour portion of the budget to Student Success Points

What is the state appropriation for the Alamo Colleges District?

	86th Legislature (FY'20-'21)	87th Legislature (FY'22-'23)	Difference %
Core Operations	$1,360,812	$1,360,812	0%
Student Success Points	$18,320,218	$24,115,318	31.6%
Contact Hours	$105,867,918	$102,400,624	-3.3%
TOTAL Instructional Funds	**$125,548,948**	**$127,876,754**	1.9%
Veterans Assistance Center	$8,116,800	$7,710,960	-5%
TOTAL State Appropriations (Biennium)	**$133,665,748**	**$135,587,714**	1.4%

TOTAL FY'22 State Appropriation = $67,793,857, plus State Paid Benefits $20,966,235

- **Core operations** funding remained flat for Alamo and all Texas CCs
- **Student Success Points** will see an increase of 31.6% as compared to last biennium
- **Contact Hour** funding will slightly dip by 3.3% due to enrollment declines in Fall '20 and Spring '21 semesters
- **Veterans Assistance Centers** funding was reduced by 5% at request of the Legislative Budget Board – this was an across the board cut to all CCs nonformula funding requests

Strengthening College & Career Pathways

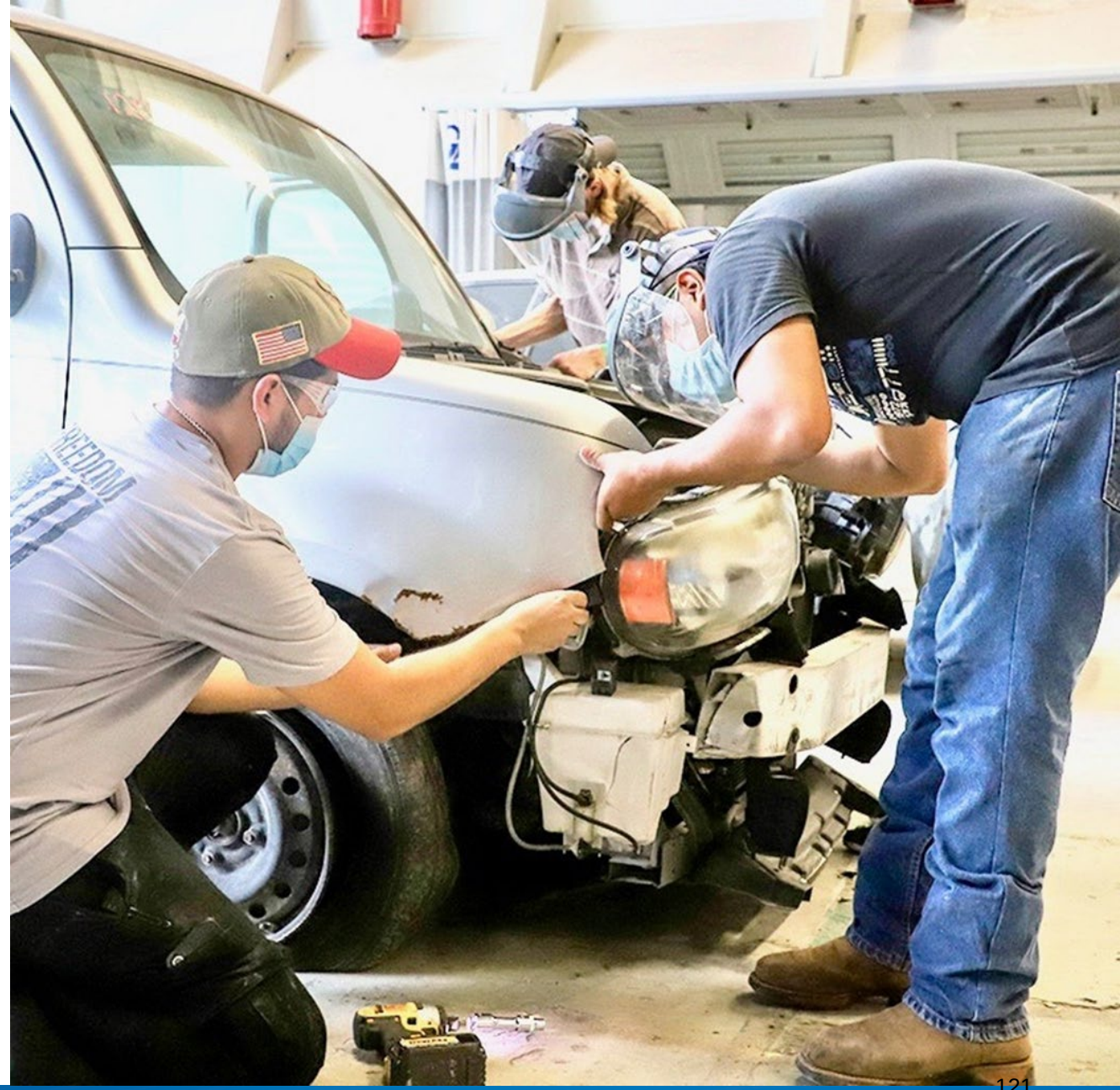
- **House Bill 3348 (Pacheco/Creighton)**: Prior to the legislative session, community colleges were limited to offering a maximum of three baccalaureate programs at any time.
  - Now allows all community colleges the ability to provide up to **five baccalaureate programs**.

- **House Bill 3938 (K. Bell/Powell):** Establishes the industry-based certification advisory council to advise on certifications provided in the K-12 system and which should be recognized under the accountability system.

Expanding Texas's Workforce Programs

- **Senate Bill 1102 (Creighton/Parker)**: Creates the Texas Reskilling & Upskilling Through Education (TRUE) program which will provide training in existing, redesigned, or new accelerated training programs; assist in the development of new or redesign of existing programs; and build institutional capacity for training programs.

- **Senate Bill 1856 (Powell/Klick)**: Codifies that services provided by a student seeking a licensed vocational nurse (LVN) license be defined as "essential services" during a declared disaster.



Increase Access for Students

- **House Bill 5 (Ashby/Nichols)**: Creates the Broadband Development Office (BDO) within the Texas Comptroller's Office. The BDO will be required to establish a program to award grants, low interest loans, and other financial incentives for the purpose of expanding access to and adoption of broadband service.

- **Senate Bill 1230 (Taylor/Pacheco)**: Creates the Commission on Community College Finance which will make recommendations on how state investments in community colleges should work. These recommendations will be required to account for equity in student outcomes, with a particular focus on students who are underrepresented in higher education.

Other notable legislation

- **House Bill 1027 (Parker/Creighton):** Provides framework for disclosures required regarding instructional materials for students.

- **House Bill 33 (Dominguez/Zaffirini):** Requires the Texas Workforce Commission to review programs offered at career schools and colleges and align the skills obtained through military experience, education, and training frequently align.

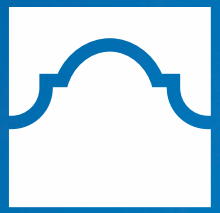
- **Senate Bill 959 (Zaffirini/Romero):** Requires the Texas Higher Education Coordinating Board to review the inclusion of non-credit , workforce, and continuing education programs in the Student Success Point Formula.

- **House Bill 1859 (Burrows/ Bettencourt):** Defines designated infrastructure, refunding bonds, and self-supporting debt. Requires that debt that is payable from property taxes in installments over a period of more than a year, not budgeted for payment from maintenance and operations funds, and secured by a pledge of property taxes, be approved through an election.

1st Special Session Update

- Governor Abbott Called the 1st Special Session for **July 8, 2021**
- Can't last more than 30 days
- **11 items on the special session** call including:
  - Bail Reform
  - Election Integrity
  - Border Security
  - Social Media Censorship
  - Article X Funding
  - Family Violence Prevention
  - Youth Sports
  - Abortion-Inducing Drugs
  - Thirteenth Check for Retired Teachers
  - Critical Race Theory
  - Appropriations (property tax relief, foster-care system, cybersecurity)

Thank you.



ALAMO
COLLEGES
DISTRICT

Discussion and Possible Action on Adoption of a Resolution of Support for DREAMers at the Alamo Colleges District

Presented to the Board for approval on July 27, 2021.

MINUTE ORDER
"The Board of Trustees hereby adopts the attached Resolution of Support for DREAMers at the Alamo Colleges District."

PURPOSE
The purpose of this minute order is to demonstrate our consistent support for our DREAMer students, faculty and staff.

BACKGROUND
The Board of Trustees for the Alamo Community College District has issued resolutions in support of DREAMers (persons who have lived in the US without official authorization since coming to the country as children) in March 2017 and September 2019, and has included policy priorities in support of DREAMers in its Federal Legislative Agenda in 2019, 2020, and 2021. On July 16, 2021, the U.S. District Court for the Southern District of Texas issued an ordering ending the ability for the federal government to process new applications for the Deferred Action for Childhood Arrival (DACA) program. The U.S. Congress to date has not passed legislation providing a pathway to citizenship for DREAMers.

IMPLICATIONS

Financial:	None
Employee Services:	None
Strategic Plan:	Student Success and Performance Excellence
ATTACHMENTS:	Resolution

Kristi Wyatt Date	**Dr. Mike Flores** Date
Associate Vice Chancellor of Communications & Engagement	Chancellor

RESOLUTION
of
Support for DREAMers at the Alamo Colleges District

Whereas, the Alamo Colleges District mission is, "Empowering our diverse communities for success;" and

Whereas, DREAMers of the Alamo Colleges District are integral members of our diverse community; and

Whereas, DREAMers have a retention rate of 89%; and

Whereas, DREAMers have a completion rate of 93%; and

Whereas, state and federal legislation detrimental to DREAMers would prevent this group of students from achieving their educational goals; and

Whereas, there are more than 213,000 DREAMers in the state of Texas, the second highest population nationwide behind California; and

Whereas, DREAMers also matriculate in our Texas institutions of higher education at a high rate—66,000 total in Texas; and

Whereas, Texas DREAMers provide an estimated $6 billion in GDP to the Texas economy; and

Whereas, curtailing the educational opportunities of DREAMers will hinder our state's higher education goals under the 60x30TX Plan; and

Whereas, the aspirations of the DREAMers are in alignment with the Alamo Colleges District values of Student First, Respect for All and Community Engaged; and

Whereas, support for legislation that enables our Alamo Colleges District DREAMers students to achieve their academic goals and find a pathway to citizenship will economically benefit our community.

Be it now therefore resolved that the Alamo Colleges District shall support any state or federal legislation that will enable the educational success of our undocumented student DREAMers.

PASSED, ADOPTED AND APPROVED on this 27th day of August, 2021.

ALAMO COMMUNITY COLLEGE DISTRICT

_____
Dr. Gene Sprague, Chairperson, Board of Trustees

ATTEST: _____
Clint Kingsbery, Secretary, Board of Trustees

Overview for Contract Amendment - Purchase of Employment Placement Services for Students

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

Associate Vice Chancellor for Human Resources &

Organizational Development

Gary O'Bar, C.P.M.

Director, Purchasing & Contract Administration

ALAMO COLLEGES DISTRICT

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Achieving the Dream LEADER COLLEGE OF DISTINCTION

Purpose

Student Work-Based Earn and Learn Support

- The ACD HR Recruiting Team will leverage its placement skills and expertise to launch a large-scale effort to increase by 900 the number of ACD students placed in work-based learning opportunities in FY22.
- This effort will increase the number of student earn and learn opportunities beyond existing work study, ACD employment, and community-based internship opportunities for our students.
- The providers are recommended as a strategic implementation partner to assist HR in a rapid scale-up of placement opportunity sourcing and student placement matching. Placements will be made into positions that compliment the student's career plans and field of study/Institute for a work-based learning experience.
- The providers will serve as the temporary employer for each student (temporary worker) and provide payroll services as they currently provide to temporary agency personnel.
- This partnership will help ACD strengthen skillsets and capacity to continue to expand the number of student students benefitting from work-based learning opportunities over the longer term.

Recommended Amendment to Purchasing Contract

Background:

- July 2019, the Board of Trustees awarded contracts as part of a pool of suppliers providing for the purchase of Temporary Employment Services on an as-needed basis for an estimated annual combined amount of $1.2M.

- Since purchasing services under this contract new requirements have been identified to include job placement services for students to fulfill the employment needs in many areas including: Clerical, Administrative, Early Childhood Education, Information Technology, Laborer, and Professional.

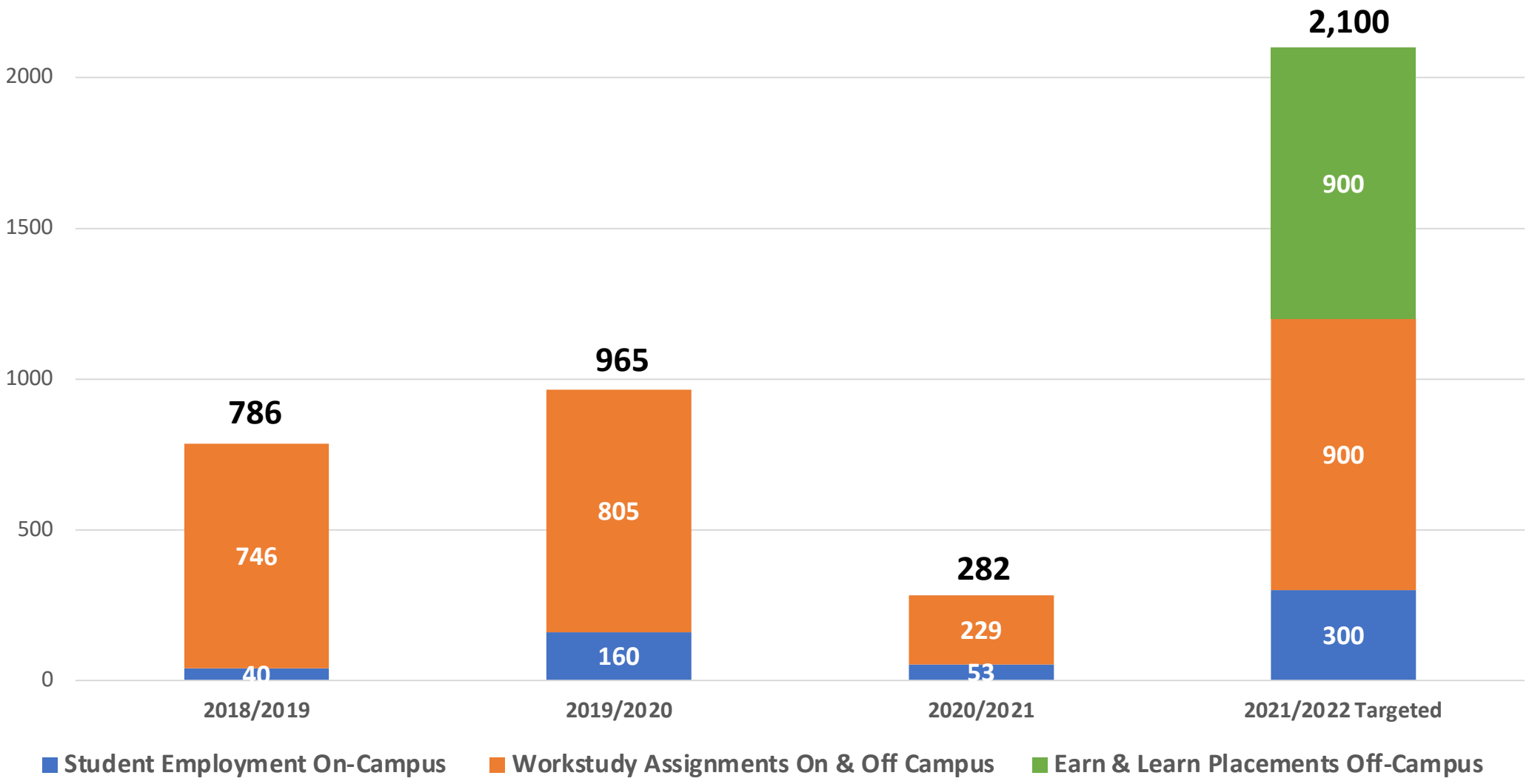
- The recommendation was updated from one provider (Manpower US, Inc.) to include a pool of providers in order to give ACD more flexibility.

Recommended Amendment:

- Authorize amending the contracts with Manpower US, Inc., Labor on Demand, Inc. DBA LOD Resource Group, Howroyd-Wright Employment Agency DBA Apple One, Renhill Staffing Services of Texas, Inc., and 22nd Century Technologies providing for the purchase of Employment Placement Services for Students for an estimated $2,041,875 for a one-year period. Funding is provided from Higher Education Emergency Relief Funds (HEERF) Grants.

- The contracts have an initial term that ends August 31, 2021 and they have three, one-year options for renewal upon mutual consent of the Contractors and the Alamo Colleges District.

Student Work-Based Learning



Thank you.

ALAMO COLLEGES DISTRICT

Discussion and Possible Action on Amending Contracts with Various Providers Providing for Purchase of Employment Placement Services for Students

Presented to the Board Acting as Committee of the Whole on July 20, 2021 and now presented to Board for approval on July 27, 2021.

MINUTE ORDER

"The Board of Trustees hereby approves amending the contracts with various providers including Manpower US, Inc., Labor on Demand, Inc. DBA LOD Resource Group, Howroyd-Wright Employment Agency DBA Apple One, Renhill Staffing Services of Texas, Inc., and 22nd Century Technologies providing for the purchase of Employment Placement Services for Students for an estimated $2,041,875 for a one-year period as requested by the office of the Vice Chancellor for Finance & Administration."

PURPOSE

This contract action seeks authorization to amend the contracts awarded providing for a new scope of work; and an increase to the amount of services that can be purchased. Since purchasing services from these providers, a new scope work has been identified requiring the increased authorization. Approval of this action enables negotiated changes to the contract that will result in continued service delivery to meet current and future student demands; avoidance of startup costs/delays; and stability to the program's service delivery.

The scope of work requires the Contractor to provide job placement services at an hourly rate set by the Alamo Colleges District, whom will pay the Contractor the amount providing for the student and the amount, as a percentage mark-up fee, to provide the services. Students will be provided job placement assistance to fulfill the employment needs in many areas including: Clerical, Administrative, Early Childhood Education, Information Technology, Laborer, and Professional.

BACKGROUND

In July 2019, the Board of Trustees awarded a contract to the providers listed as part of a pool of suppliers providing for the purchase of Temporary Employment Services on an as-needed basis for an estimated annual combined amount of $1.2M. The estimated amount shown is inclusive of the contractor fees awarded in the contract, and represents the Alamo Colleges District's best estimates for a one-year period. The amount paid will be based on the number of students participating and substantially based on the scope of work and the contract fees. The contracts have an initial term ends August 31, 2021 and they have three, one-year options for renewal upon mutual consent of the Contractors and the Alamo Colleges District. The contracts awarded to Labor on Demand, Inc. DBA LOD Resources Group and Renhill Staffing Services of Texas, Inc., will contribute to the Alamo Colleges District, Small, Minority, Woman, and Veteran Owned Business Enterprise (SMWVBE) program Aspirational Goals.

IMPLICATIONS

Financial: Estimated at $2,041,875 for a one-year period. Funding is provided from Higher Education Emergency Relief Funds (HEERF) Grants.
Strategic Plan: Goal I – Student Success; Goal III Performance Excellence
Employee Services: None
Attachments: Price Tabulation

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

Linda Boyer-Owens
Associate Vice Chancellor for Human Resources & Organizational Development

Dr. Diane Snyder
Digitally signed by Dr. Diane Snyder
Date: 2021.07.21 17:41:03 -05'00'

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

Dr. Mike Flores
Chancellor

ALAMO COLLEGES DISTRICT

Price Tabulation

Amending Contracts Providing for
Purchase of Employment Placement Services for Students

Item	Description	Price
1	Percentage Mark Up Fee Range	27% - 40%
2	Estimated Amount Mark Up Fee	$2,041,875

Proposed Amendments for Policy C.1.9 Appropriate Use of Information Technology Resources

Dr. Tom Cleary

Vice Chancellor for Planning, Performance, and Information Systems

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Recommended Edits

1. Inclusion of Texas Administrative Code 202.70 to provide measures that protect digital assets

2. State user responsibility to safeguard ACD data

3. Confirm access to and releasing of data/information

4. Include required security awareness training

5. Procedure C.1.9.1 will be updated with corresponding edits

ALAMO COLLEGES DISTRICT
Malcolm Baldrige National Quality Award 2018 Award Recipient
Achieving the Dream LEADER COLLEGE OF DISTINCTION

Thank you.

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Discussion and Possible Action on Approval of Revision of C.1.9 (Policy) Appropriate Use of Information Technology Resources

Presented to the Board Acting as Committee of the Whole on July 20, 2021 and now presented to Board for approval on July 27, 2021.

MINUTE ORDER

"The Board hereby approves the revisions to Alamo Colleges Policy C.1.9 Appropriate Use of Information Technology Resources"

PURPOSE

This policy is being amended to refine safety protocol for Alamo Colleges District digital assets.

BACKGROUND

With enhanced virtual learning, teaching, and working, the Alamo Colleges District updated the existing C.1.9 (Policy) Appropriate Use of Information Technology Resources to standardize procedures for official ACD communications ensuring record confidentiality and security.

IMPLICATIONS

Financial: None
Strategic Plan: Goal I Student Success; Goal II: Principle-Centered Leadership; Goal III Performance Excellence
Employee Services: None
ATTACHMENTS: 1 – Proposed redlined Policy C.1.9

_____

Dr. Mike Flores
Chancellor

C.1.9 (Policy) Appropriate Use of Information Technology Resources
Responsible Department: Vice Chancellor for Planning, Performance and Information Systems
Board Adoption: 8-18-09
Last Amended: ~~12-15-15~~7-27-2021

Alamo College District (ACD) information technology resources include but are not limited to computer hardware ~~and~~, software and data including peripheral equipment such as mobile devices, scanners and printers, networking resources, electronic communications such as email, voice mail, text message and chat, internet, intranet, ~~College District~~ACD and college websites, and all related data and information. These resources are intended for ~~College District~~ACD business only and are ~~College District~~ACD property. They are not to be used for employee personal gain or private use (such as non-~~College District~~ACD volunteer work), or to advocate for any non-~~College District~~ACD related business or purpose. ACD is bound by Texas Administrative Code (TAC) 202.70 to provide measures that protect digital assets against all unauthorized access, disclosure, modification or destruction and to assure availability, integrity, utility, authenticity and confidentiality (including privacy).

Scope

This policy and Procedure C.1.9.1 apply to all information technology resource users, including but not limited to administrators, faculty, students, staff, Board members, agents, volunteers, vendors, and the community, both on campus and at remote sites. All information technology resource users shall comply with this policy and Procedure C.1.9.1.

Nondiscrimination

The use of information technology resources shall not be denied or abridged because of race, color, religion, gender, national origin, age, genetic information, sexual orientation, disability or veteran status.

User Responsibilities

Access to information technology resources owned or operated by ACD ~~the College District~~ is a privilege granted to authorized users ("users"). Users are responsible for:

1. ~~1.~~ Reviewing, understanding, and complying with all ~~College District~~ACD policies, standards, procedures, rules and all laws related to access, use, and security of ~~College District~~ACD information technology resources;
2. ~~2.~~ Safeguarding data as an enterprise asset, assuring access to those entitled by the role they play in administering operational duties;
3. Assure controlled release of information for business reasons only;
4. Adhering to all hardware and software license agreements that are in force on any College District system, network, or server;
5. Complete all required security awareness training;

6. ~~3.~~ Asking systems administrators or data owners for clarification of access and acceptable use issues not specifically addressed in ~~College District~~ACD policies, rules or procedures; and
7. ~~4.~~ Reporting possible violations to the appropriate entities.

Appropriate Use

ACD ~~College District~~ information and technology resources are to be used for official ~~College District~~ACD purposes only, including use by students directly related to completion of ~~College District~~ACD class assignments or other educational pursuits required by the ~~College District~~ACD, and use by employees directly related to instruction, research, and other ~~College District~~ACD business in the course and scope of their assigned ~~College District~~ACD duties.

Users shall comply with all ~~College District~~ACD policies, procedures, and rules, and with software licensing agreements, contracts, and city, state, and federal laws.

The ~~College District~~ACD designates email as its official method of communicating to all students and employees by way of their provided @alamo.edu email address and students by way of their provided @student.alamo.edu email address. Official communications are intended only to meet the academic and administrative needs of the ~~College District~~ACD.

Inappropriate Use

Users shall not engage in any of the activities prohibited by this policy or procedure.

Users shall not use ~~College District~~ACD information technology resources for conducting non-~~College District~~ACD activities or to access or attempt to access information not necessary for the user's official ~~College District~~ACD assigned duties or ~~College District~~ACD assigned course work, and they shall not allow unauthorized parties to use these resources.

Users shall not download or install unauthorized software or other applications or conduct unauthorized removal or modification of data, applications or equipment, and shall not intentionally damage, destroy or threaten to destroy information technology resources.

Users shall not access or attempt to access another employee's or student's email without authorization, and shall not access, attempt to access, store, send or forward pornographic material or material that is ~~-~~threatening, abusive, or obscene or creates an environment

that detracts from the recipient's ability to effectively complete his or her job or course assignments, ~~-~~regardless of intent.

Users shall not send or forward charitable, commercial, political, or other advertisements, or material soliciting funds or services, selling tickets or distributing petitions or literature for any purpose other than official ~~College District~~ACD business.

Users will not share ACD data and/or information without appropriate authorization of applicable data owners that administer their functional domain.

Procedure C.1.9.1 Appropriate Use of Information Technology Resources

Legal Reference - TACC Policy Reference Manual
CS(LEGAL) - Information Security
DBD(LEGAL) - Employment Requirements and Restrictions: Conflict of Interest

Recommended Amendments of the Civil Rights Policy and Procedures for Students and Employees

H.1.1 (Policy) Equal Education and Employment Opportunities

H.1.2 (Policy) Civil Rights Discrimination, Harassment, and Retaliation

Linda Boyer-Owens
Associate Vice Chancellor of Human Resources and Organizational Development
Alamo College District Title IX/VII/IV/ADA/504 Coordinator

Roxella Cavazos
Associate General Counsel

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Civil Rights Policy Updates: H.1.1 and H.1.2

- Alamo Colleges Civil Rights Policies apply to all statutes, including Title IX, and all students and employees
- New DOE regulations amend Title IX regulations for students. Ongoing civil rights and Title IX changes are expected.
- New Title IX regulations apply only to the sexual harassment, sexual assault, domestic violence, dating violence and stalking of students.
- The new Title IX regulations do not apply to other forms of sex discrimination, including gender discrimination that arises in other settings.
- The new Title IX regulations have specific requirements for investigation and hearing of a complaint, including requiring live hearings
- Proposed Amended Policy and Procedure is divided into:
    - Process A - mandatory steps and processes required by the new Title IX regulations for student complaints
    - Process B - retains the steps and processes stated in the current Civil Rights Procedure for all other claims by students and employees

Thank you.

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Discussion and Possible Action on Approval and Revision of Policies H.1.1 and H.1.2

Presented for recommended approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on July 27, 2021.

MINUTE ORDER:
The Board of Trustees hereby approves the attached policy revisions H.1.1. Civil Rights: Equal Education and Employment Opportunities and, Policy H.1.2 Civil Rights Discrimination, Harassment.

PURPOSE:
Review and update Policies H.1.1 and H.1.2 for key changes (Attachment 3) and approval.

BACKGROUND:
Updates to Policies H.1.1 and H.1.2, are recommended to ensure ongoing alignment with current Department of Education Title IX regulations and compliant internal practices.

The recommended updates particularly codify new DOE processing, hearing and appeal requirements for student Title IX complaints of sexual harassment, sexual assault, domestic violence, dating violence and stalking. A new "Process A" is established to address these complaints. The existing process for all other civil rights complaints remains unchanged as set forth in "Process B". Associated Procedures, H.1.2.1, H.1.2.2 and H.1.2.3 have been updated and are presented to the Board for information only.

With these updates the 5-year review cycle for all of the College District's Civil Rights policies and procedures is complete. Ongoing change of the Title IX policy and procedure provisions is expected as the DOE completes a formal review now underway.

IMPLICATIONS:

Financial:	None
Strategic Objective:	Goal I. Student Success and Goal III. Performance Excellence
Human Resources:	Build and foster an environment for learning and work that is safe and respectful in keeping with the Alamo Colleges Mission and Values and civil rights laws.

ATTACHMENTS:

ATTACHMENT 1.	Key Changes to H.1.1 and H.1.2
ATTACHMENT 2.	Proposed Policy H.1.1 Redlined Version
ATTACHMENT 3.	Proposed Policy H.1.1 Clean Version
ATTACHMENT 4.	Updated Attachment to H.1.1 Redlined Version
ATTACHMENT 5.	Updated Attachment to H.1.1 Clean Version
ATTACHMENT 6.	Proposed Policy H.1.2 Redlined Version
ATTACHMENT 7.	Proposed Policy H.1.2 Clean Version
ATTACHMENT 8.	Updated Procedure H.1.2.1 Redlined Version
ATTACHMENT 9.	Updated Procedure H.1.2.1 Clean Version
ATTACHMENT 10.	Updated Procedure H.1.2.2 Redlined Version
ATTACHMENT 11.	Updated Procedure H.1.2.2 Clean Version
ATTACHMENT 12.	Updated Procedure H.1.2.3 Redlined Version
ATTACHMENT 13.	Updated Procedure H.1.2.3 Clean Version

Linda Boyer-Owens Date
Associate Vice Chancellor of Human Resources & Organizational Development

Dr. Diane E. Snyder Date
Vice Chancellor for Finance & Administration

Dr. Mike Flores Date
Chancellor

ALAMO COLLEGES DISTRICT

ATTACHMENT 2.

H.1.1 (Policy) Civil Rights: Equal Education and Employment Opportunities
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 2-23-16, 7-27-21

This policy applies to employees, students, the workplace and learning environment, and all educational programs and activities. The College District prohibits discrimination, harassment and retaliation against any employee, student, or applicant for employment or admission to the educational programs or activities on the basis of protected criteria, including but not limited to, race, color, national origin, ancestry, sex, gender, pregnancy, sexual orientation, transgender status, gender identity, gender expression, religion, creed, citizenship status, physical or mental disability, age, marital status, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), genetic information, domestic violence victim status, and any other protected category under applicable local, state or federal law.

Any member of the campus community, guest or visitor who acts to deny, deprive or limit the educational or employment opportunities of or access to or participation in educational programs or activities, benefits, services, or facilities of any employee or student on the basis of actual or perceived membership in the protected classes listed above is in violation of this College District policy prohibiting discrimination, harassment, and retaliation. When brought to the attention of the College District, any such discrimination, harassment, or retaliation will be investigated and appropriately remedied by the College District according to the civil rights procedures based on this policy. The College District designates the following employee as the lead person to coordinate efforts to comply with responsibilities under Title IX/VII/IV/ADA/504 and other civil rights statutes:

Alamo Colleges District Title IX/ VII/IV/ADA/504 Coordinator

Name:	Linda Boyer-Owens
Position:	Associate Vice Chancellor Human Resources and Organizational Development
Address:	Alamo Colleges District
	2222 N. Alamo Street, Room 230A-West Wing
San Antonio,	TX 78215
Telephone:	(210) 485-0230
Email:	lboyer-owens@alamo.edu

Attachment A. identifies the Title IX Coordinator Organization, including the Title IX Coordinators designated at each College.

~~Alamo Colleges adheres to all federal and state civil rights laws banning discrimination, harassment, and retaliation in public institutions of higher education and the workplace. Alamo Colleges will not discriminate, harass, or retaliate against any employee, applicant for employment, student or applicant for admission on the basis of race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence~~

~~victim status, any other protected category under applicable local, state or federal law, or personswho have opposed discrimination or participated in any complaint process on campus or before agovernment agency.~~

~~We are further committed to hire the best-qualified person to fill each available position and reward each employee based on his or her job performance. We will ensure that all personnel and academic actions will be administered without regard to race, color, sex, pregnancy, religion,creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, any other protected category under applicable local, state or federal law, or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency.~~

~~The Title IX/VII/ADA/504 team is charged with fulfilling this commitment. If we can be of assistance, please do not hesitate to contact us.~~

~~Title IX – AlamoCARES~~
~~Alamo Colleges Resource Guide for Students on Sexual Misconduct~~

~~Equal Education and Employment Opportunities~~
~~No person shall, on the basis of race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, any other protected category under applicable local, state or federal law, or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency, be excluded from participation in, denied the benefits of, or subjected to discrimination in employment or under any program or activity sponsored or conducted by the College District.~~

~~Title VII, IX and ADA/Section 504 Coordinator~~
~~The College District designates the following position to coordinate its efforts to comply with Title VII, Title IX of the Education Amendments of 1972, and Title II of the Americans wit~~

~~Disabilities Act of 1990, which incorporates and expands upon the requirements of Section 504of the Rehabilitation Act of 1973, as amended:~~

~~Name: Linda Boyer-Owens~~
~~Position: Associate Vice Chancellor for Human Resources and Organizational~~

ATTACHMENT 2.

H.1.1 (Policy) Civil Rights: Equal Education and Employment Opportunities
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 2-23-16, 7-27-21

DevelopmentOffice Address: 201 W. Sheridan Building A, San Antonio, Texas 78204
Office Telephone: (210) 485-
0200

Complaints

Students, employees and others who feel that they may have been discriminated or retaliated against, harassed, or who feel that the College District has not adequately fulfilled its civil rights obligations under the provisions of Title VII Title IX, Section 504, or the ADA should address their concerns to the Coordinator or file a complaint pursuant to the College District's Policy on Civil Rights Discrimination, Harassment and Retaliation, (H.1.2), Civil Rights Complaint Procedure (H.1.2.1) and Civil Rights Appeal Procedure (H.1.2.2).

Investigation

The Title IX/VII/ADA/504 Coordinator or designated Deputy Coordinator will assign trained College District officials to conduct prompt, fair and impartial processes to investigate and resolve complaints. The investigation and Civil Rights Harassment Complaint Process for resolving complaints shall ensure the complainant and accused are afforded an equitable process conducted in accordance with the College District's established process; the right to an advocate of their choice who may be present during any disciplinary proceeding; and, a final decision or change to the final result in writing.

Deputy Coordinators

Deputy Coordinators are designated and trained to assist students, faculty and staff in the complaint process and work in concert with the Title IX/VII/ADA/504 Coordinator to facilitate prompt and effective intake, investigation, complaint hearings, and resolution of civil rights complaints. Coordinators facilitate communication, training and awareness among students, faculty and staff of the College District's commitment to providing a learning and work environment that is free of discrimination and sexual harassment. The current Deputy Coordinators are named in Attachment A: Title IX/VII/ADA/504 Coordinator Organization.

Investigators and Advocates

The Title IX/VII/ADA/504 Coordinator will establish a pool of qualified employees who are trained annually to investigate complaints of civil rights discrimination, harassment, retaliation and sexual violence. Investigators will provide timely investigation results to support the complaint resolution process. Investigators are also trained and may be asked to serve as advocate for the complainant or accused party to a complaint. The pool of qualifieInvestigators will include faculty, staff and administrator

Primary Prevention and Awareness

ATTACHMENT 2.

H.1.1 (Policy) Civil Rights: Equal Education and Employment Opportunities
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 2-23-16, 7-27-21

~~The Title IX/VII/ADA/504 Coordinator and Deputy Coordinators will conduct ongoing prevention and awareness raising training, programs and campaigns for students, faculty, staff and administrators to foster an environment that is free from discrimination, harassment retaliation and violence in accordance with the College District policies and procedures established for this purpose. Training for students, faculty, staff and administrators will include:~~
~~Alamo College's prohibition on sexual assault, dating violence, domestic violence, and stalking;~~
~~The definition of sexual assault, dating violence, domestic violence, stalking, and othersexual misconduct;~~
~~The definition of consent;~~
~~"Safe and positive" options for bystander intervention;~~
~~Recognition of signs of abusive behavior and how to avoid potential attacks.~~

~~Annual Affirmation~~
~~The Chancellor will issue an annual affirmation of the College District's prohibition of Civil Rights Discrimination, Harassment, Retaliation, and all forms of Sexual Violence and Sexual Misconduct (including dating, domestic and stalking) on behalf of the Alamo Colleges community~~

Attachment A: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator Organization.

Legal Reference – ~~TACC Policy Reference Manual 2020~~ TASB Community College Policy Reference Manual
FA(LEGAL)-Equal Educational Opportunity
DAA(LEGAL)-Equal Employment Opportunity

ATTACHMENT 3.

H.1.1 (Policy) Civil Rights: Equal Education and Employment Opportunities
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 2-23-16, 7-27-21

This policy applies to employees, students, the workplace and learning environment, and all educational programs and activities. The College District prohibits discrimination, harassment and retaliation against any employee, student, or applicant for employment or admission to the educational programs or activities on the basis of protected criteria, including but not limited to, race, color, national origin, ancestry, sex, gender, pregnancy, sexual orientation, transgender status, gender identity, gender expression, religion, creed, citizenship status, physical or mental disability, age, marital status, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), genetic information, domestic violence victim status, and any other protected category under applicable local, state or federal law.

Any member of the campus community, guest or visitor who acts to deny, deprive or limit the educational or employment opportunities of or access to or participation in educational programs or activities, benefits, services, or facilities of any employee or student on the basis of actual or perceived membership in the protected classes listed above is in violation of this College District policy prohibiting discrimination, harassment, and retaliation. When brought to the attention of the College District, any such discrimination, harassment, or retaliation will be investigated and appropriately remedied by the College District according to the civil rights procedures based on this policy. The College District designates the following employee as the lead person to coordinate efforts to comply with responsibilities under Title IX/VII/IV/ADA/504 and other civil rights statutes:

Alamo Colleges District Title IX/ VII/IV/ADA/504 Coordinator

Name:	Linda Boyer-Owens
Position:	Associate Vice Chancellor Human Resources and Organizational Development
Address:	Alamo Colleges District
	2222 N. Alamo Street, Room 230A-West Wing
San Antonio,	TX 78215
Telephone:	(210) 485-0230
Email:	lboyer-owens@alamo.edu

Attachment A. identifies the Title IX Coordinator Organization, including the Title IX Coordinators designated at each College.

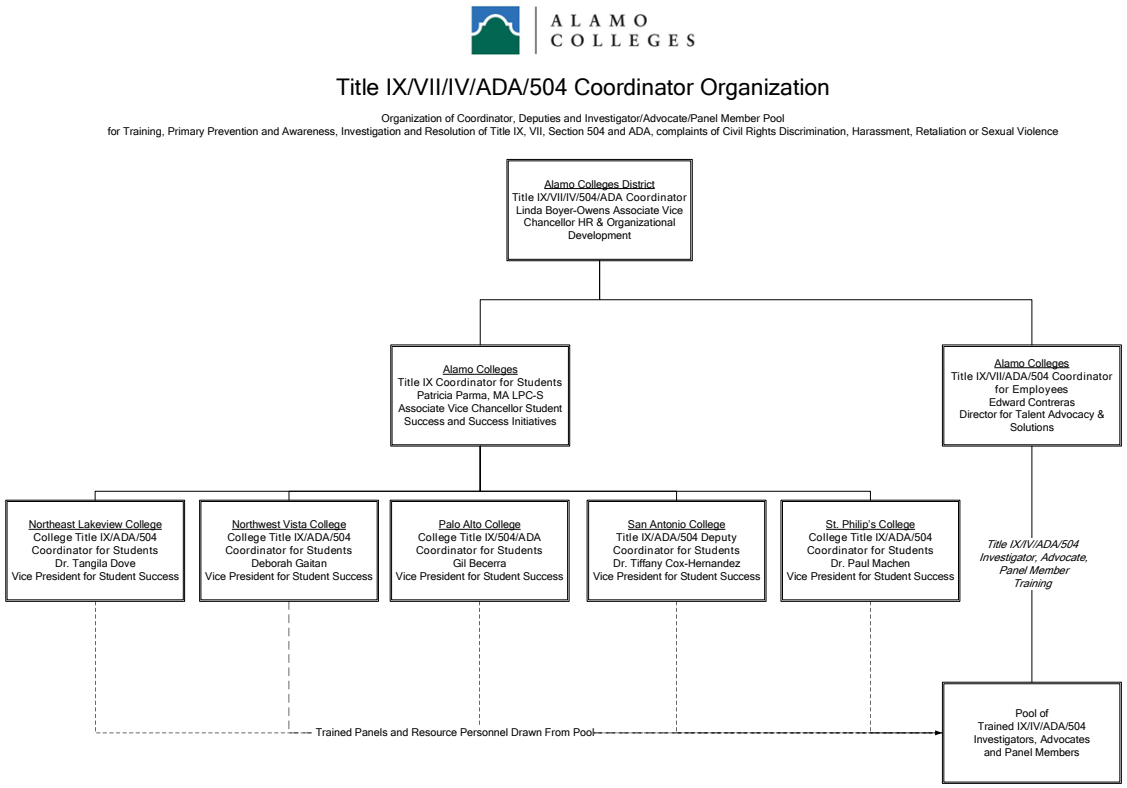
Attachment A: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator Organization.

Legal Reference – TASB Community College Policy Reference Manual
FA(LEGAL)-Equal Educational Opportunity
DAA(LEGAL)-Equal Employment Opportunity

ATTACHMENT 4.

H.1.1 (Attachment A.) Title IX/VII/504 Coordinator Organization
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.1 Civil Rights: Equal Education and Employment
OpportunitiesBoard Adoption: 10-28-14
Last Board Action: 2-23-16, 7-27-21

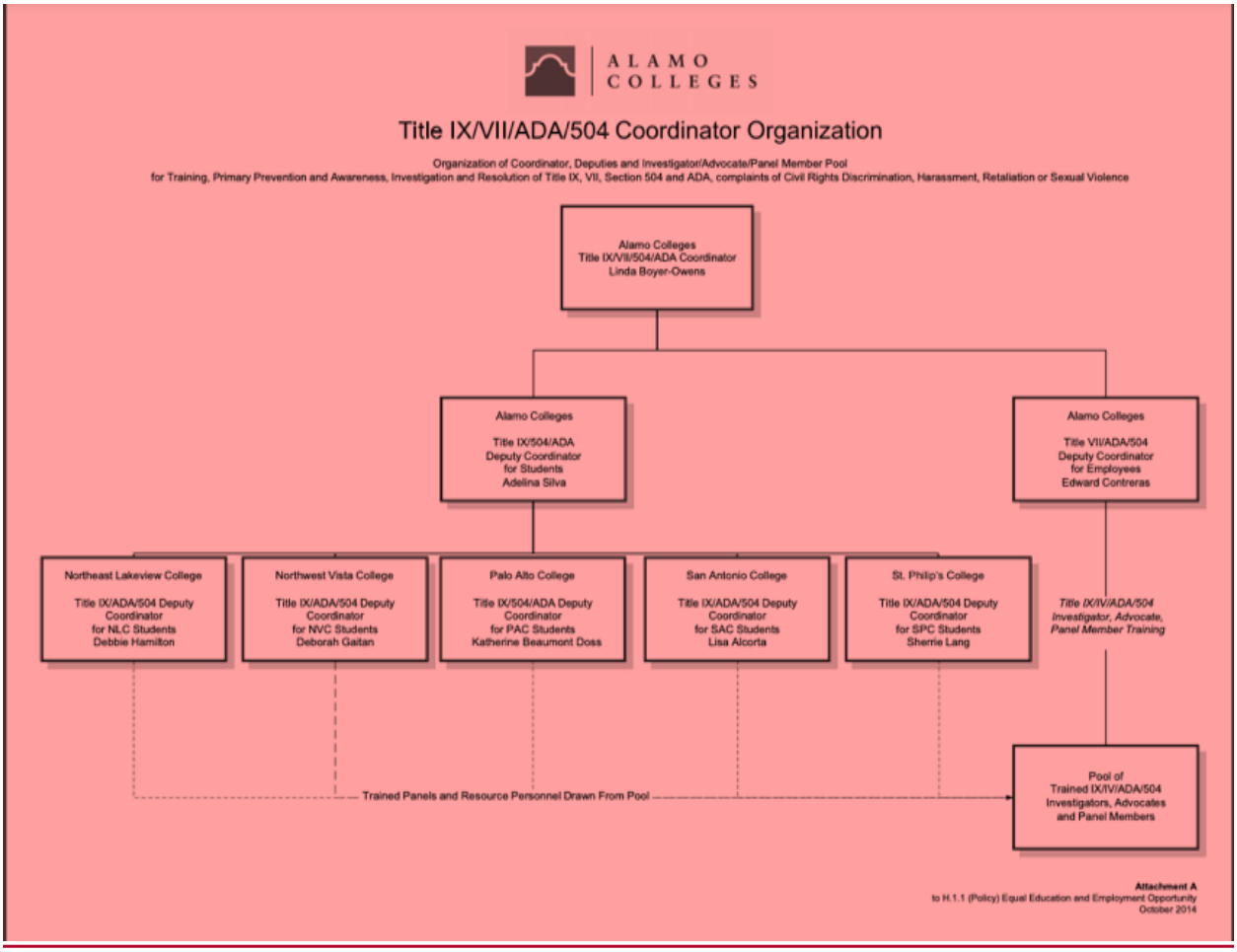
Coordinator Organization Chart UPDATE- July 27, 2021



ATTACHMENT 4.

H.1.1 (Attachment A.) Title IX/VII/504 Coordinator Organization
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.1 Civil Rights: Equal Education and Employment
OpportunitiesBoard Adoption: 10-28-14
Last Board Action: 2-23-16, 7-27-21

RETIRED Coordinator Organization Chart - July 27,2021



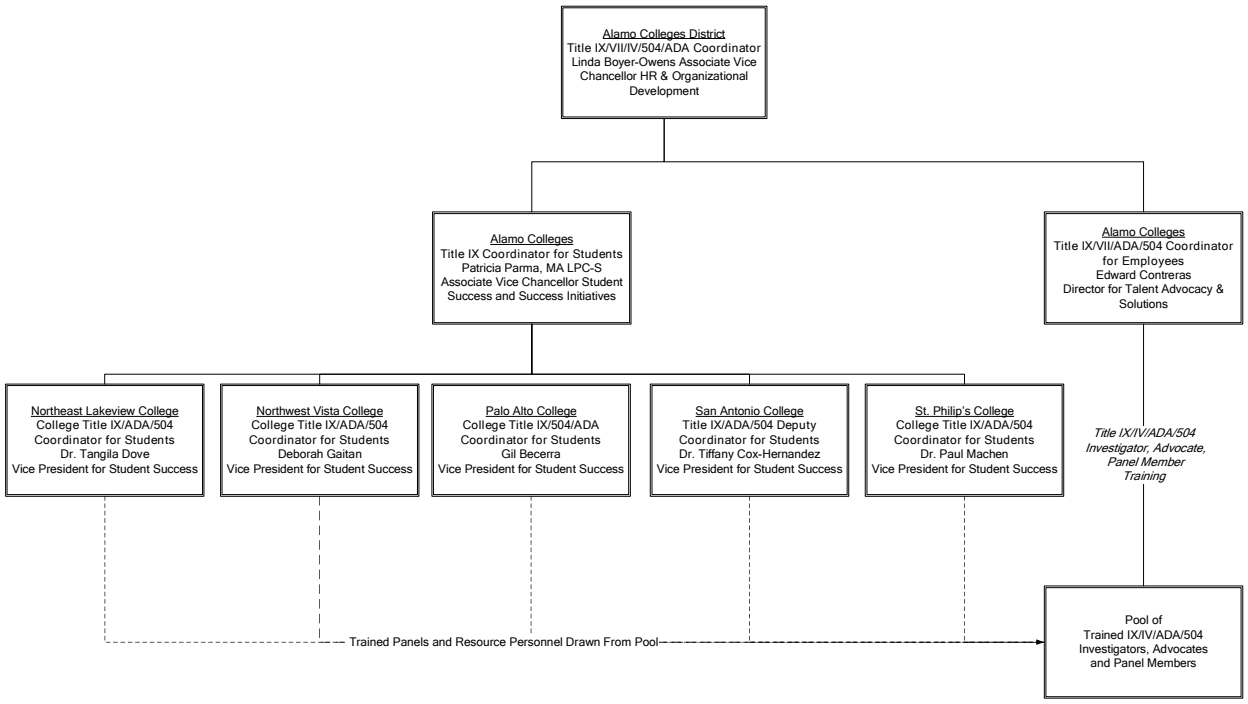
ATTACHMENT 5.

H.1.1 (Attachment A.) Title IX/VII/504 Coordinator Organization
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.1 Civil Rights: Equal Education and Employment OpportunitiesBoard Adoption: 10-28-14
Last Board Action: 2-23-16, 7-27-21

ALAMO COLLEGES

Title IX/VII/IV/ADA/504 Coordinator Organization

Organization of Coordinator, Deputies and Investigator/Advocate/Panel Member Pool
for Training, Primary Prevention and Awareness, Investigation and Resolution of Title IX, VII, Section 504 and ADA, complaints of Civil Rights Discrimination, Harassment, Retaliation or Sexual Violence



~~Atta~~

ATTACHMENT 6.

H.1.2 (Policy) Civil Rights Discrimination, Harassment, and Retaliation
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 8-10-16
Last Amended: 1-17-17, 11-15-18, 7-27-21

~~ATT~~

It is the policy of the Alamo Colleges District to provide an educational, employment and business environment free of discrimination, harassment, and retaliation based on protected criteria. Students and employees are responsible for maintaining an educational environment free of discrimination, harassment, retaliation and complying with all policies. Alamo Colleges District is committed to promoting the goals of fairness and equity in all aspects of its operations and educational programs and activities. The policies addressed in this document are subject to resolution using the Civil Rights Complaint and Resolution Procedure H.1.2.1, regardless of the status of the parties involved, whether members of the campus community, students, student organizations, faculty, administrators or staff. Alamo Colleges District reserves the right to act immediately under the following circumstances:

a) Any incidents occurring on premises owned or controlled by the College District or off-campus when the off-campus conduct could have an on-campus impact or impact on the mission or interest of Alamo Colleges District. A substantial College interest is defined to include any action that constitutes a criminal offense as defined by federal or Texas law. This includes, but is not limited to, single or repeat violations of any local, state or federal law committed in the municipality where the College is located;

b) Any situation where it appears that the accused individual may present a danger or threat to the health or safety of him/herself or others at Alamo Colleges District;

c) Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder;

d) Any situation that is detrimental to the educational interests or goals of the College; and/or;~~.~~

e) Any online postings or other electronic communication, including cyber-bullying, cyber-stalking, cyber-harassment, etc. occurring completely outside of the College's control (e.g., not on Alamo Colleges District networks, websites or between Alamo Colleges District email accounts) when those online behaviors can be shown to cause a substantial on- campus disruption or misrepresent that the communication was authorized by Alamo Colleges District.

Alamo Colleges District Title IX/VII/ IV/ADA/504 Coordinator

The Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator oversees implementation of Alamo Colleges District Affirmative Action and Equal Opportunity plan, disability compliance, and the Alamo Colleges District policy on discrimination, harassment, and retaliation. Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, the Americans With Disabilities Act, and Section 504 of the Rehabilitation Act of 1973, all as amended, are federal civil rights law that prohibit discrimination, harassment, and retaliation on the basis of a protected class. Sex and gender discrimination and sexual harassment are expressly prohibited.

Reports of discrimination, harassment and/or retaliation should be made to a ~~the Title IX/VII/ADA/504~~IX/VII/IV/ADA/504 Coordinator promptly, but in no event more than 90 days after the event constituting the discrimination, harassment, or retaliation. Investigation by Alamo

ATTACHMENT 6.

H.1.2 (Policy) Civil Rights Discrimination, Harassment, and Retaliation
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 8-10-16
Last Amended: 1-17-17, 11-15-18, 7-27-21

does not revive any limitations period that apply to a complaint by law. Reporting is addressed more specifically in H.1.2.1 Civil Rights Complaint and Resolution Procedure. Inquiries about this policy and procedure may be made internally by employees and students to:

Alamo Colleges District Title IX/VII/ IV/ADA/504 Coordinator
Name: Linda Boyer-Owens
Position: Associate Vice Chancellor Human Resources & Organizational Development
Address: 2222 N. Alamo Street, Room 230A-West Wing ~~201 W. Sheridan~~,
San Antonio, Texas 78204-1429
Telephone: (210) 485-0230
Email: lboyer-owens@alamo.edu

Inquiries may be made externally to:

Office for Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1100
Customer Service Hotline #: (800) 421-3481
Facsimile: (202) 453-6012
TDD#: (877) 521-2172
Email: OCR@ed.gov
Web: http://www.ed.gov/ocr

1. College District Policy on Nondiscrimination

Alamo Colleges District adheres to all federal and state civil rights laws banning discrimination, harassment, and retaliation in public institutions of higher education and the workplace. Alamo Colleges District will not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, any other protected category under applicable local, state or federal law, or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency. Students and employees are required to comply with this policy. Retaliation in any form for having brought a complaint or report of discrimination or harassment based on any protected criteria, including sex and gender, is expressly prohibited.

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ATTACHMENT 6.

H.1.2 (Policy) Civil Rights Discrimination, Harassment, and Retaliation
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
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This policy covers nondiscrimination in employment and in access to educational opportunities. Therefore, any member of the campus community, guest or visitor who acts to deny, deprive or limit the educational, employment, and/or social access, benefits and/or opportunities of any members of the campus community on the basis of their actual or perceived membership in the protected classes listed above is in violation of the College District policy on nondiscrimination. When brought to the attention of the College District, any such discrimination, harassment, or retaliation will be investigated and appropriately remedied by the College District according to the procedures in the Civil Rights Complaint and Resolution Procedure. Complaints or reports of discrimination, harassment, and retaliation should be addressed to:

Alamo Colleges District Title IX/ VII/IV/ADA/504 Coordinator
Name: Linda Boyer-Owens
Position: Associate Vice Chancellor Human Resources & Organizational Development
Address: 2222 N. Alamo Street, Room 230A-West Wing ~~201 W. Sheridan~~,
San Antonio, Texas 78204-1429
Telephone: (210) 485-0230
Email: lboyer-owens@alamo.edu

2. College District Policy on Disability Discrimination and Accommodations

Alamo Colleges District is committed to full compliance with the Americans With Disabilities Act of 1990 (ADA) and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws pertaining to individuals with disabilities. Under the ADA and its amendments, a person has a disability if he or she has a physical or mental impairment that substantially limits a major life activity, such as hearing, seeing, speaking, breathing, performing manual tasks, walking, or caring for oneself.

The Alamo Colleges District Title IX/VII//ADA/504 Coordinator is responsible for coordinating efforts to comply with this disability laws, including investigation of any employee or student complaintalleging noncompliance, denial of a reasonable accommodation, or excluding or denying individuals with disabilities from an equal opportunity to educational programs, benefits and services. Complaints or reports should be addressed to:

Alamo Colleges District Title IX/ VII/IV/ADA/504 Coordinator
Name: Linda Boyer-Owens
Position: Associate Vice Chancellor Human Resources & Organizational Development
Address: 2222 N. Alamo Street, Room 230A-West Wing ~~201 W. Sheridan~~,
San Antonio, Texas 78204-1429
Telephone: (210) 485-0230
Email: lboyer-owens@alamo.edu

a. Students with Disabilities

Alamo Colleges District is committed to providing students with disabilities with

reasonable accommodations and support needed to ensure equal access to the academic programsand activities of the Colleges.

All accommodations are made on a case-by-case basis. A student may request an accommodation or disability services by first contacting the Office of Disability Support Services (DSS) located at the college the student attends or will be attending. DSS coordinates services for students with disabilities. DSS reviews documentation provided by the student and, in consultation with the student, determines which accommodations and services are appropriate to the student's particular needs and academic programs. DSS then issues a Letter of Accommodation for each of the student's instructors to give notice of the accommodation or service to be provided.

b. Employees with Disabilities

Pursuant to the ADA and Section 504, Alamo Colleges District will provide reasonable accommodation(s) to all qualified employees with known disabilities to enable them to perform the essential functions of the job, unless the requested reasonable accommodation would result in undue hardship to Alamo Colleges District Employees requesting accommodation may be required to provide medical certification from the employee's health care provider that includes: (1) identification of the health care provider; (2) the health care provider's diagnosis of the disabling condition; (3) specific limitations and/or suggested restrictions and their relation to the disability; and
(4) suggested accommodations. Requests for accommodations should be submitted on the forms provided by Human Resources. Human Resources will engage in an interactive process with the employee to determine the reasonable accommodation(s).

3. College District Policy on Discriminatory Harassment

Students, staff, administrators, and faculty are entitled to a respectful working and educational environment, and Alamo Colleges District is committed to providing a work and educational environment free of harassment based on protected class. The sections below describe the specific forms of legally prohibited harassment that are also prohibited under Alamo Colleges District's policy. Retaliation for having made a complaint about discrimination or harassment or participating in an investigation is strictly prohibited.

a. Discriminatory and Bias-Related Harassment

Harassment constitutes a form of discrimination that is prohibited by law. Harassment is unwelcome conduct that is based on race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, any other protected category under applicable local, state or federal law, or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency. Harassment as to employees becomes unlawful where (1)

enduring the offensive conduct becomes a condition of continued employment, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Harassment as to students becomes unlawful where the conduct is unwelcomed and so severe, pervasive, and objectively offensive that it interferes with the access or participation in the educational process and programs at Alamo Colleges District.

A hostile environment may be created by oral, written, graphic, or physical conduct that is ~~sufficiently~~ severe, ~~persistent~~ or pervasive so as to interfere with, limit or deny the ability of an individual ~~to participate in or benefit from educational programs or activities or~~ employment access, benefits or opportunities or that is severe, pervasive and objectively offensive so as to interfere with students' access to or participation in an educational program or activity. Merely offensive speech of a generic nature and not on the basis of a protected status does not rise to the level of unlawful harassment.

Alamo Colleges District prohibits and will not tolerate discriminatory harassment against any employee, student, visitor or guest on the basis of race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, or any other protected category under applicable local, state, or federal law or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency.

b. Sexual Harassment

Federal and Texas law regard sexual harassment as a form of sex~~/gender~~ discrimination and, therefore, as an unlawful discriminatory practice. Sexual harassment consists of:

> Unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual~~/gender~~ nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, educational environment, or academic status, (2) submission to or rejection of such conduct by an individual is used as the basis of employment, educational, or academic decisions affecting such individual, or (3) such conduct is sufficiently severe or, pervasive ~~or persistent~~ that it has the effect of unreasonably interfering with an individual's work environment or severe, pervasive and objectively offensive that it has the effect of interfering with the educational environment or access to educational programs and activities. ~~, educational environment, or academic performance by creating an intimidating, hostile, or offensive working, educational, [residential] and/or social environment.~~
>
> ~~(1)~~ Consensual Relationships – Employees, Officials

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The College District seeks to maintain a professional educational and work environment. Romantic or sexual relationships between individuals in unequal positions are inherently problematic and potentially inconsistent with the College District's mission. Employees in positions of authority must be sensitive to the potential for sexual harassment as well as conflicts of interest in personal relationships with their subordinates or with their students.

The very existence of such a relationship exposes the College District to potential claims under Title VII and other laws. Romantic or sexual relationships between trustees and students or between employees in positions of authority and their professional responsibilities, and may be cause for disciplinary action up to and including termination of employment.

When disparities in authority are present between two individuals involved in a romantic or sexual relationship, what may appear to be a consensual relationship to one of the parties may not in fact be consensual. Examples of such relationships that might be deemed to be sexual harassment include, but are not limited to:

- The subordinate party or student feels unwanted pressure to become involved and/or to continue the relationship.
- The subordinate party or student feels compelled to change behavior and/or job duties because of the relationship.
- The relationship has the purpose or effect of creating a work or academic environment in which others are negatively affected by the existence of the relationship.

Romantic or sexual relationships between trustees and students and between employees and their subordinates or students over whom they exercise authority are prohibited whether or not they result in sexual harassment. Such relationships can create problems of actual or perceived conflicts of interest, exploitation, Favoritism, bias, and low morale, and these relationships undermine the integrity of the educational, supervisory and evaluation processes.

A prohibited romantic or sexual relationship shall be deemed to exist when the relationship is between:

- A trustee and a student (including work-study students);
- An employee and a student (including work-study students) when the employee is a student's instructor, advisor, counselor, tutor, or is otherwise supervisory to or in the direct chain of supervision over the student; or
- Employees when one employee is in the direct line of authority of the other.

In the event of a factual dispute about whether a relationship between an employee and a student may impact the student, the matter will be resolved through the Civil Rights Complaint and Resolution process.

(2) Consensual Relationships - Between Students

Consensual Relationships that conform to the policies of the College District, Student Code of Conduct and the specific provisions of this policy regarding consent are permitted. Consent is defined in section c.5 of this policy.

c. Sexual Misconduct

Sexual misconduct is a broad term used to encompass unwelcome conduct of a sexual nature that is prohibited by Title IX and Alamo Colleges District sexual harassment, sex/gender discrimination, sexual assault, rape, stalking, and relationship violence (including domestic and dating violence). It is a violation of this policy and the law, including Title IX, to commit these acts or to attempt to commit them, Sexual Misconduct can occur in any sex or gender configuration (i.e., between the opposite sex or same sex) regardless of sex, gender, transgender status, sexual orientation, gender identity or gender expression. Sexual Misconduct on the part of employees and students is strictly prohibited by Alamo Colleges District.

Texas law defines various violent and/or non-consensual sexual acts as crimes for whicha person may be prosecuted. Additionally, Alamo Colleges District has defined categories of sexual misconduct, as stated below, for which action under this policy may be imposed. Generally speaking, Alamo Colleges District considers Non-Consensual Sexual Intercourse violations to be the most serious, and therefore typically imposes the most severe sanctions/disciplinary actions, including suspension or expulsion for students and termination for employees. However, Alamo Colleges District reserves the right to impose any level of sanction/discipline, up to and including suspension or expulsion/termination for any act of sexual misconduct or other gender-based offenses based on the facts and circumstances of the particular complaint. Acts of sexual misconduct may be committed by any person upon any other person, regardless of the sex, gender, transgender status, sexual orientation and/or gender identity or gender expression of those involved. Acts of sexual misconduct which constitute violations of the law and Alamo Colleges District policy include the following:

(1) Sexual Harassment (as defined above)

(2) Non-Consensual Sexual Intercourse

Defined as:

- any sexual penetration or intercourse (anal, oral or vaginal),
- however slight,

- with any object or part of the body,
- by a person upon another person,
- that is without consent and/or by force.

Sexual penetration includes vaginal or anal penetration by a penis, tongue, finger or object, or oral copulation by mouth to genital contact or genital to mouth contact. Non-Consensual Sexual Intercourse has been commonly referred to as "rape." Non-Consensual Intercourse is a crime and punishable under the Texas Penal Code § 22.011(a) as "Sexual Assault" and § 22.021 as "Aggravated Sexual Assault."

(3) Sexual Violence/Non-Consensual Sexual Contact

Sexual violence refers to physical acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the student's age or useof drugs or alcohol, or because of an intellectual or other disability prevents the student from having the capacity to give consent).

Sexual Violence is defined as:

- any intentional sexual touching,
- however slight,
- with any object or part of the body,
- by a person upon another person,
- that is without consent and/or by force.
- Or other intentional bodily contact of a sexual nature.

Sexual touching includes any bodily contact with the breasts, groin, genitals, mouth or other bodily orifice of another individual, or any other bodily contact ina sexual manner. Sexual violence is a form of sexual harassment, and sexual harassment is prohibited by Title IX, Title VII, and state law.

(4) Sexual Exploitation

Sexual Exploitation refers to a situation in which a person takes non-consensual or abusive sexual advantage of another, and the conduct does not fall within the definitions of Sexual Harassment, Non-Consensual Sexual Intercourse or Non-Consensual Sexual Contact. Examples of sexual exploitation include, but are not limited to:

- Sexual voyeurism (such as watching a person undressing, using the bathroom or engaged in sexual acts without the knowledge or consent of the person observed).
- Taking pictures or video or audio recording another in a sexual act, or in

any other private activity without the consent of all involved in the activity, or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity, or disseminating sexual pictures without the photographed person's consent). Improper photography or visual recording and the promoting of improper photography, as defined by the Texas Penal Code § 21.15, are punishable crimes.

- Prostitution.
- Sexual Exploitation also includes engaging in sexual intercourse with another person while knowingly infected with human immunodeficiency virus (HIV) or other sexually transmitted disease (STD) and without informing the other person of the infection, and further includes administering alcohol or drugs (such as "date rape" drugs) to another person without his or her knowledge or consent.

(5) Consent

Consent is knowing, voluntary and clear permission by word or action, to engage in mutually agreed upon sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct.

A person cannot consent if he or she is unable to understand what is happening or is disoriented, helpless, asleep, or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy.

It is not an excuse that the individual respondent of sexual misconduct was intoxicated and, therefore, did not realize the incapacity of the other. Incapacitation is defined as a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the "who, what, when, where, why or how" of their sexual interaction). This policy also covers a person whose incapacity results from mental disability, involuntary physical restraint, and/or from the taking of incapacitating drugs.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous dating relationship is not sufficient to constitute consent. The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred and any similar previous patterns that may be evidenced. Silence or the absence of

resistance alone is not consent. A person can withdraw consent at any time during sexual activity by expressing in words or actions that he or she no longer wants the act to continue, and, if that happens, the other person must stop immediately.

For purposes of the Texas Penal Code § 22.011(b), a sexual assault is without consent for a number of reasons, including the following:

(a) the actor compels the other person to submit or participate by the use of physical force;

(b) the actor compels the other person to submit or participate by threatening to use force or violence against the other person and the other person believes the actor has the present ability to execute the threat;

(c) the other person has not consented and the actor knows the other person is unconscious or physically unable to resist;

(d) the actor knows that as a result of mental disease or defect the other person is at the time of the sexual assault incapable either of appraising the nature of the act orof resisting it;

(e) the other person has not consented and the actor knows the other person isunaware that the sexual assault is occurring;

(f) the actor has intentionally impaired the other person's power to appraise orcontrol the other person's conduct by administering any substance without the other person's knowledge;

(g) the actor compels the other person to submit or participate by threatening to use force or violence against any person, and the other person believes the actor has the ability to execute the threat; and

(h) the actor is a public servant who coerces the other person to submit or participate. In Texas, a minor (meaning a person under the age of 18 years) cannot consent to sexual activity. This means that sexual contact by an adult with a person younger than 18 years old is a crime as well as a violation of this policy, even if the minor wanted to engage in the act.

4. Alamo Colleges District Policy on Other Civil Rights Offenses

The following conduct is prohibited by College District Policy:

(a) Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person on the basis of their actual or perceived membership in a protected class;

(b) Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another on the basis of actual or perceived membership in a protected class;

(c) Hazing, defined as acts likely to cause physical or psychological harm or social

ostracism to any person within the University/College community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity (as defined further in the Student Code of Conduct the basis of actual or perceived membership in a protected class; Hazing is also illegal under Texas law and prohibited by College District policy.

(d) Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally on the basis of actual or perceived membership in a protected class or other

class, including sex/gender and sexual orientation. Cyberbullying is bullying that takes place using electronic technology. Bullying sometimes overlaps discriminatory harassment under Title VII and Title IX. Bullying is prohibited by this policy and other laws which prohibit harassment on the basis of protected criteria. Bullying not on the bases of a protected class is also prohibited the Texas Education Code and District Policy.

(e) Violence between those in an intimate relationship to each other on the basis of actual or perceived membership in a protected class (this includes romantic relationships, domestic and/or relationship violence);

(f) Dating Violence, as defined by § 71.0021 in the Texas Family Code, means an act, other than a defensive measure to protect oneself, by an actor that:

(i) is committed against a victim: (a) with whom the actor has or has had a dating relationship; or (b) because of the victim's marriage to or dating relationship with an individual with whom the actor is or has been in a dating relations or marriage; and

(ii) is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim in fear of imminent physical harm, bodily injury, assault, or sexual assault.

(iii) "Dating relationship" under the Texas Family Code means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on consideration of (1) the length of the relationship; (2) the nature of the relationship; and (3) the frequency and type of interaction between the persons involved in the relationship.

(iv) Dating Violence constitutes "Family Violence" under Texas law.

(g) Domestic Violence is referred to as "Family Violence" in Texas. The Texas Family Code at § 71.004 defines "Family violence" as:(1) an act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault, or sexual

assault, but does not include defensive measures to protect oneself; (2) abuse, asthat term is defined by sections 261(1), (C), (E), and (G), by a member of a family or household toward a child or the family or household; or (3) dating violence, as that term is defined by Section 71.0021 of the Texas Family Code.

(h) Stalking involves an intentional course of repeated conduct or behavior over a period of time, directed at a specific person, or member of the specific person's family or household or an individual with whom the specific person has a dating relationship which abused, tormented, embarrassed or offended. Stalking and cyberstalking are behaviors prohibited by Texas law and the College District.

(i) Hate Crimes are defined by the Texas Government Code as crimes that are motivated by prejudice, hatred, or advocacy of violence and defined by the Federal Hate Crime Act as crimes that manifest evidence of bias or prejudice against a group identified by race, color, disability, religion, national origin, ancestry, age, gender, or sexual orientation. Hate crimes include offenses such as murder, assault, kidnapping, arson, criminal mischief, and graffiti. Hate crimes are prohibited by Texas and federal law and this policy.

(j) Violation of any other College District rules, when the violation is motivated by the actual or perceived membership of the victim in a protected class, may be pursued using this policy and process.

6. College District Policy on Retaliation

Retaliation is defined as any adverse action taken against a person participating in a protected activity because of their participation in that protected activity. Retaliation against an individual for alleging harassment, supporting a complainant or for assisting in providing information relevant to a claim of harassment is a serious violation of College District policy and will be treated as another possible instance of harassment or discrimination. Acts of alleged retaliation should be reported immediately to the Title IX/VII/IV/ADA/504 Coordinator or designated Deputy Coordinator identified in Attachment A to this Policy and will be promptly investigated. Alamo Colleges District is prepared to take appropriate steps to protect individuals who fear that they may be subjected to retaliation.

7. Statement of Complainant's Rights, Whether Employee or Student

A complainant is the person who makes a complaint of civil rights discrimination, harassment or retaliation under this policy.

(a) A complainant has the right to file a criminal complaint.
(b) A complainant has the option to, or not to, notify and seek assistance from law enforcement and/or Alamo Colleges District authorities.
(c) A complainant and the College District have the right to seek restraining, judicial no-contact and protective orders, internal no contact orders, and criminal trespass warnings

to ensure personal safety and maintain a safe campus and work environment.

(d) A complainant has the right to have a prompt, fair, and impartial Civil Rights Complaint and Resolution Procedure that ensures a fair, prompt, and equitable process for both parties.

(e) A complainant has the right to present his or her case, including the right to an adequate, reliable, and impartial investigation of complaints, the right to an equal opportunity to present witnesses and other evidence, and the right to the same appeal procedure for complainant and respondent.

(f) A complainant has the right to be treated with respect by College officials.

(g) A complainant has the right to take advantage of Alamo Colleges District support resources (such as College Counseling, College Health Services for students, or EAP services for employees).

(h) A complainant has the right for the complaint to be decided using a preponderance of the evidence standard (i.e., more likely than not the harassment other conduct occurred).

(i) A complainant has the right to have an adviser, attorney, or other advocate of the complainant's choice and at the complainant's cost present during the Civil Rights Appeal Procedure.

(j) A complainant has the right to refuse to have an allegation resolved through conflict resolution procedures.

(k) A complainant has the right to be considered for amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.

(l) A complainant has the right to be free from retaliation for engaging in protected activity.

(m) A complainant has the right to have complaints heard in substantial accordance with the Civil Rights Complaint and Resolution Procedure and procedures and to participate in the process whether the injured party or the College District is the complainant.

(n) A complainant has the right to be informed in writing of the outcome/resolution of the complaint, sanctions where permissible, and the rationale for the outcome where permissible. A complainant has the right to challenge any finding, decision, determination, sanction, or action taken and the right for Student Code of Conduct procedures to be followed where applicable.

8. Statement of Respondent's Rights, Whether an Employee or Student:

A Respondent is the person against whom a complaint is lodged or made under this policy.

(a) A respondent has the right have a prompt, fair, and impartial Civil Rights Complaint and Resolution Procedure that ensures an equitable process to both parties.

(b) A respondent has the right to be advised of the complaint against him or her and to the same due process rights as the complainant.

(c) A respondent has the right to an adequate, reliable, and impartial investigation of complaints, the right to an equal opportunity to present witnesses and other evidence, and the right to the same appeal procedure as the complainant.

(d) (d) A respondent has the same right as a complainant to present his or her case, to present witnesses and other evidence, and to challenge the complaint made against respondent.

(e) A respondent has the right for the complaint to be decided using a preponderance of the evidence standard (i.e., more likely than not the harassment other conduct occurred).

(f) A respondent has the right to have an adviser, attorney, or other advocate of the respondent's choice and at the respondent's cost present during the Civil Rights Appeal Procedure.

(g) A respondent has the right to be considered for amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.

(h) A respondent has the right to have complaints heard in substantial accordance with the Civil Rights Complaint and Resolution Procedure and to participate in the process whether the injured party or the College District is the complainant. A respondent has the right to be treated with respect by College officials.

(i) A respondent has the right to take advantage of campus support resources (such as Counseling, College Health Services for students, or EAP services for employees).

(j) A respondent has the right to refuse to have an allegation resolved through conflict resolution procedures.

(k) A respondent has the right to have complaints heard in substantial accordance with the Civil Rights Complaint Resolution Procedure and to participate in the process whether the injured party or the College District is the complainant.

(l) A respondent has the right to be informed in writing of the outcome/resolution of the complaint, any sanctions imposed against the respondent, and the rationale for the outcome.

(m) A respondent has the right to challenge any finding, decision, determination, sanction, or action taken against respondent and the right for Student Code of Conduct procedures to be followed where applicable.

9. Recognizing the Signs of Abusive Behavior and How to Avoid Potential Attacks

Alamo Colleges District is committed to a safe and supportive learning and working environment for all students, staff, faculty, and visitors. We are dedicated to creating an environment that fosters safety for all by preventing and responding to incidents that are disruptive, threatening, abusive or violent.

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The entire college community has a role in changing knowledge and attitudes and shares responsibility for recognizing and ending abusive behavior and its devastating impact. In order to accomplish this, the Alamo Colleges District adopted strategies to respond to violence and seeks to develop comprehensive, collaborative approaches to ultimately prevent the behaviors from happening. These strategies, administered by the Alamo Colleges District in partnership with community medical, mental health and social services, include:

- Identify and/or provide early options for individuals experiencing abuse or violence prior to the need for crisis intervention services.
- Identify and/or institute incentives, core competencies, and resources for health, mental health, and social service professionals to promote and sustain the prevention, identification, and intervention of abusive or violent behavior.
- Establish criteria and guidelines to ensure that all victims have access to comprehensive, culturally sensitive and victim centered services, including health care and social services.
- Identify and support effective recommendations for appropriate identification, intervention, and consequences for those who commit abusive or violent acts.

a. Recognizing Abusive Behavior

Abusive behavior can manifest in many forms and often escalates from threats and verbal abuse to violence. While physical injury is the most obvious danger, the emotional and psychological consequences of abuse are also severe. The abuse can include belittling or controlling behaviors that lead to feelings of self-loathing, helplessness, and desperation. The most telling sign of an unhealthy and abusive relationship is fear of the person committing the acts. To recognize the telltale signs and symptoms of emotional abuse and violent behaviors, the situation should be assessed for the following:

b. General warning signs of abuse

Persons who are being abused may:

- Seem afraid or anxious to please their partner;
- Go along with everything their partner says and does;
- Check in often with their partner to report where they are and what they're doing;
- Receive frequent, harassing phone calls from their partner;
- Talk about their partner's temper, jealousy, or possessiveness.

c. Warning signs of physical violence

Persons who are being physically abused may:

- Have frequent injuries, with the excuse of "accidents;"
- Frequently miss work, school, or social occasions, without explanation;
- Dress in clothing designed to hide bruises or scars (e.g. wearing long sleeves in the summer or sunglasses indoors).

d. Warning signs of isolation

Persons who are being isolated by their abuser may:

- Be restricted from seeing family and friends;
- Rarely go out in public without their partner;
- Have limited access to money, credit cards, or the car.

e. Psychological warning signs of abuse

Persons who are being abused may:

- Have very low self-esteem, even if they used to be confident;
- Show major personality changes (e.g. an outgoing person becomes withdrawn);
- Be depressed, anxious, or suicidal.

The Alamo Colleges District counselors are available for consultation, resources and referrals to medical and social services. Students and situations of concern may be reported to any college official named specifically or anonymously through the Strategies of Behavioral Intervention (SOBI) process or to the Ethics hotline at **1-844-302-0425.**

10. Safe and Positive Options for Bystanders

A bystander is someone who sees a situation but may or may not know what to do, may think others will act or may be afraid to do something. Intervening in abusive or potentially violent behavior first requires an ability to identify the warning signs and then consider whether the situation demands action. Before getting involved, the priority is to evaluate safe and positive ways to act to prevent or intervene. *If the situation is already violent or is escalating quickly, do not directly intervene. Call the police.*

Bystander intervention is a nonviolent one. Trying to "rescue" a victim or fight off an abuser can endanger the intervener as well as the victim. If choosing to get involved, evaluate the best way to intervene:

- **Distract –** use an *indirect and non-confrontational way to intervene with a goal to prevent a situation from escalating*
- **Delegate -** ask someone who knows the victim or abuser to intervene or alert someone in authority
- **Direct -** subtly make your presence known, *keeping an eye on the situation* while

communicating your concern through body language.

Annual bystander training on how to safely intervene in instances where there is risk of an incident or when one may be occurring is provided to students, faculty and staff. Contact the Title IX Coordinator for training opportunities.

11. Civil Rights Harassment/Discrimination and Sexual Violence Primary Prevention and Awareness

The Alamo Colleges District Board of Trustees recognizes that prevention is a primary tool to help eliminate complaints of civil rights based harassment, discrimination; and retaliation conditions. Therefore, the Chancellor or designee shall take all necessary steps to prevent and eliminate sexual harassment including, but not limited to:

(a) Publishing this policy and the related policy for all present and future employees and students;

(b) Conducting prevention and awareness campaigns for faculty, staff, administrators and students;

(c) Creating an information brochure;

(d) Providing notice of the non-discrimination policy;

(e) Providing clear grievance procedures;

(f) Identifying the contact information for the Title IX Officer;

(g) Demonstrating a prompt and effective response protocol;

(h) Seeing that mandatory annual in-house training workshops on civil rights and sexual harassment, discrimination, and sexual violence are established and performed;

(i) Publishing harassment prevention and response materials, where appropriate;

(j) Supplementing, where appropriate, employee and student handbooks to include the College District policy and procedure on civil rights and sexual harassment, discrimination, and sexual violence.

(k) Annually affirming the Alamo Colleges District commitment to a safe campus and workplace environment that is free of sexual and civil rights harassment, discrimination and sexualviolence.

~~Atta~~

ATTACHMENT 6.

H.1.2 (Policy) Civil Rights Discrimination, Harassment, and Retaliation
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 8-10-16
Last Amended: 1-17-17, 11-15-18, 7-27-21

~~ATT~~

Attachment A

Title IX/VII/IV/ADA/504 Coordinator Contact List

A complaint of certain or potential discrimination, harassment or retaliation may be made to any of the following Coordinators or Deputies, or with Alamo Colleges District Police Department (ACPD) or filed online at www.alamo.edu/TitleIXCoordinator/

Alamo Colleges District District Title IX/VII/IV/ADA/504 Coordinator
Linda Boyer-Owens
Associate Vice Chancellor for Human Resources
& Organizational Development
Alamo Colleges District
2222 N. Alamo Street, 230A-West Wing
San Antonio, TX 78215
210-485-0230
lboyer-owens@alamo.edu

Title IX/VII/IV/ADA/504 Coordinator for Employees
Edward Contreras
Director of Talent, Advocacy and Solutions-Human Resources
Alamo Colleges District
2222 N. Alamo Street, 230A-West Wing
San Antonio, TX 78215
210-485-0216
econtreras@alamo.edu

Title IX Coordinator for Students
Patricia B. Parma
Associate Vice Chancellor for Student Success and Success Initiatives
Office of the Vice Chancellor for Student Success
Alamo Colleges District
2222 N. Alamo Street, Room E331
San Antonio, TX 78215
210-485-0452
pparma@alamo.edu

College Title IX Coordinator-Northeast Lakeview College
Dr. Tangila Dove
Interim Vice President for Student Success
Northeast Lakeview College
1201 Kitty Hawk Road
Universal City, TX 78148
210-486-5421

~~Atta~~

ATTACHMENT 6.

H.1.2 (Policy) Civil Rights Discrimination, Harassment, and Retaliation
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 8-10-16
Last Amended: 1-17-17, 11-15-18, 7-27-21

~~ATT~~
twatts@alamo.edu

College Title IX Coordinator-Northwest Vista College
Debi Gaitan
Vice President for Student Success
Northwest Vista College
3535 N. Ellison Drive
San Antonio, TX 78251
210-486-4454
dgaitan@alamo.edu

College Title IX Coordinator-Palo Alto College
Gilbert Becerra Jr.
Vice President for Student Success
Palo Alto College
1400 W. Villaret Blvd.
San Antonio, TX 78224
210-486-3930
gbecerra8@alamo.edu

College Title IX Coordinator-St. Philip's College
Dr. Paul Machen
Vice President for Student Success
St. Philip's College
1801 Martin Luther Drive
San Antonio, TX 78203
210-486-2252
pmachen@alamo.edu

College Title IX Coordinator-San Antonio College
Dr. Tiffany Hernandez-Cox
Vice President for Student Success
San Antonio College
1819 N. Main Avenue
San Antonio, TX 78212
210-486-1410
tcox29@alamo.edu

Title IX Lead at District Student Success
Benjamin Romo
Student Compliance Coordinator
Office of the Vice Chancellor for Student Success
Alamo Colleges District
2222 N. Alamo Street, Room E331
San Antonio, TX 78215

ATTACHMENT 6.

H.1.2 (Policy) Civil Rights Discrimination, Harassment, and Retaliation
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 8-10-16
Last Amended: 1-17-17, 11-15-18, 7-27-21

~~ATT~~
210-485-0873
bromo19@alamo.edu

Title IX Lead at Northeast Lakeview College
Tracy Floyd
Director of Student Success
Northeast Lakeview College
1201 Kitty Hawk Road
Student Commons Bldg., Room 210
Universal City, TX 78148
210-486-5610
tfloyd@alamo.edu

Title IX Lead at Northwest Vista College
Jennifer Comedy-Holmes
Dean of Student Success
Northwest Vista College
3535 N. Ellison Drive
Cypress Campus Center, Room 204F
San Antonio, TX 78251
210-486-4857
jcomedy-holmes@alamo.edu

Title IX Lead at Palo Alto College
Tyler Alyse Archer
Director of Student Conduct/Title IX
Palo Alto College
1400 W. Villaret Blvd.
Student Center, Room 101A
San Antonio, TX 78224
210-486-3755
tarcher1@alamo.edu

Title IX Lead at St. Philip's College
John Martin
Director of Student Conduct/Title IX
St. Philip's College
1801 Martin Luther Drive
Sutton Learning, Room 102Q
San Antonio, TX 78203
210-486-2746
jmartin139@alamo.edu

Title IX Lead at San Antonio College
Camille Cartwright

~~Atta~~

ATTACHMENT 6.

H.1.2 (Policy) Civil Rights Discrimination, Harassment, and Retaliation
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 8-10-16
Last Amended: 1-17-17, 11-15-18, 7-27-21

~~ATT~~
Director of Student Conduct/Title IX
San Antonio College
1819 N. Main Avenue
Nursing Allied Health Bldg., Room 110
San Antonio, TX 78212
210-486-1207
ccartwright3@alamo.edu

~~Role~~	~~Name~~	~~Telephone~~	~~Email~~
~~Title IX/VII/ADA/504~~ IX/VII/IV/ADA/ 504 ~~Coordinator for Alamo Colleges~~Alamo Colleges District	~~Linda Boyer-Owens~~	~~(210)485-0230~~	~~lboyer-owens@alamo.edu~~
~~Title IX/ADA/504 Deputy Coordinator for Students~~	~~Adelina Silva~~	~~(210)485-0150~~	~~asilva@alamo.edu~~
~~Title VII/ADA/504 Deputy Coordinator for Employees~~	~~Edward Contreras~~	~~(210)485-0216~~	~~econtreras@alamo.edu~~
~~Title IX/ADA/504 Deputy Coordinator for NLC Students~~	~~Debbie Hamilton~~	~~(210)486-5421~~	~~dhamilton@alamo.edu~~
~~Title IX/ADA/504 Deputy Coordinator for NVC Students~~	~~Deborah Gaitan~~	~~(210)486-4454~~	~~dgaitan@alamo.edu~~
~~Title IX/ADA/504 Deputy Coordinator for PAC Students~~	~~Gilbert Becerra~~	~~(210)486-3930~~	~~gbecerra8@alamo.edu~~
~~Title IX/ADA/504 Deputy Coordinator for SAC Students~~	~~Lisa Alcorta~~	~~(210)486-0950~~	~~lalcorta3@alamo.edu~~
~~Title IX/ADA/504 Deputy Coordinator for SPC Students~~	~~Mordecai I Brownlee~~	~~(210)486-2710~~	~~mbrownlee3@alamo.edu~~

ATTACHMENT 6.

H.1.2 (Policy) Civil Rights Discrimination, Harassment, and Retaliation
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 8-10-16
Last Amended: 1-17-17, 11-15-18, 7-27-21

It is the policy of the Alamo Colleges District to provide an educational, employment and business environment free of discrimination, harassment, and retaliation based on protected criteria. Students and employees are responsible for maintaining an educational environment free of discrimination, harassment, retaliation and complying with all policies. Alamo Colleges District is committed to promoting the goals of fairness and equity in all aspects of its operations and educational programs and activities. The policies addressed in this document are subject to resolution using the Civil Rights Complaint and Resolution Procedure H.1.2.1, regardless of the status of the parties involved, whether members of the campus community, students, student organizations, faculty, administrators or staff. Alamo Colleges District reserves the right to act immediately under the following circumstances:

a) Any incidents occurring on premises owned or controlled by the College District or off-campus when the off-campus conduct could have an on-campus impact or impact on the mission or interest of Alamo Colleges District. A substantial College interest is defined to include any action that constitutes a criminal offense as defined by federal or Texas law. This includes, but is not limited to, single or repeat violations of any local, state or federal law committed in the municipality where the College is located;

b) Any situation where it appears that the accused individual may present a danger or threat to the health or safety of him/herself or others at Alamo Colleges District;

c) Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder;

d) Any situation that is detrimental to the educational interests or goals of the College; and/or;

e) Any online postings or other electronic communication, including cyber-bullying, cyber-stalking, cyber-harassment, etc. occurring completely outside of the College's control (e.g., not on Alamo Colleges District networks, websites or between Alamo Colleges District email accounts) when those online behaviors can be shown to cause a substantial on- campus disruption or misrepresent that the communication was authorized by Alamo Colleges District.

Alamo Colleges District Title IX/VII/ IV/ADA/504 Coordinator

The Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator oversees implementation of Alamo Colleges District Affirmative Action and Equal Opportunity plan, disability compliance, and the Alamo Colleges District policy on discrimination, harassment, and retaliation. Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, the Americans With Disabilities Act, and Section 504 of the Rehabilitation Act of 1973, all as amended, are federal civil rights law that prohibit discrimination, harassment, and retaliation on the basis of a protected class. Sex and gender discrimination and sexual harassment are expressly prohibited.

Reports of discrimination, harassment and/or retaliation should be made to a IX/VII/IV/ADA/504 Coordinator promptly, but in no event more than 90 days after the event constituting the discrimination, harassment, or retaliation. Investigation by Alamo Colleges District

does not revive any limitations period that apply to a complaint by law. Reporting is addressed more specifically in H.1.2.1 Civil Rights Complaint and Resolution Procedure. Inquiries about this policy and procedure may be made internally by employees and students to:

Alamo Colleges District Title IX/VII/ IV/ADA/504 Coordinator
Name: Linda Boyer-Owens
Position: Associate Vice Chancellor Human Resources & Organizational Development
Address: 2222 N. Alamo Street, Room 230A-West Wing ,
San Antonio, Texas 78204-1429
Telephone: (210) 485-0230
Email: lboyer-owens@alamo.edu

Inquiries may be made externally to:

Office for Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1100
Customer Service Hotline #: (800) 421-3481
Facsimile: (202) 453-6012
TDD#: (877) 521-2172
Email: OCR@ed.gov
Web: http://www.ed.gov/ocr

1. College District Policy on Nondiscrimination

Alamo Colleges District adheres to all federal and state civil rights laws banning discrimination, harassment, and retaliation in public institutions of higher education and the workplace. Alamo Colleges District will not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, any other protected category under applicable local, state or federal law, or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency. Students and employees are required to comply with this policy. Retaliation in any form for having brought a complaint or report of discrimination or harassment based on any protected criteria, including sex and gender, is expressly prohibited.

This policy covers nondiscrimination in employment and in access to educational opportunities. Therefore, any member of the campus community, guest or visitor who acts to deny, deprive or limit the educational, employment, and/or social access, benefits and/or opportunities of any

members of the campus community on the basis of their actual or perceived membership in the protected classes listed above is in violation of the College District policy on nondiscrimination. When brought to the attention of the College District, any such discrimination, harassment, or retaliation will be investigated and appropriately remedied by the College District according to the procedures in the Civil Rights Complaint and Resolution Procedure. Complaints or reports of discrimination, harassment, and retaliation should be addressed to:

Alamo Colleges District Title IX/ VII/IV/ADA/504 Coordinator
Name: Linda Boyer-Owens
Position: Associate Vice Chancellor Human Resources & Organizational Development
Address: 2222 N. Alamo Street, Room 230A-West Wing ,
San Antonio, Texas 78204-1429
Telephone: (210) 485-0230
Email: lboyer-owens@alamo.edu

2. College District Policy on Disability Discrimination and Accommodations

Alamo Colleges District is committed to full compliance with the Americans With Disabilities Act of 1990 (ADA) and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws pertaining to individuals with disabilities. Under the ADA and its amendments, a person has a disability if he or she has a physical or mental impairment that substantially limits a major life activity, such as hearing, seeing, speaking, breathing, performing manual tasks, walking, or caring for oneself.

The Alamo Colleges District Title IX/VII//ADA/504 Coordinator is responsible for coordinating efforts to comply with this disability laws, including investigation of any employee or student complaintalleging noncompliance, denial of a reasonable accommodation, or excluding or denying individuals with disabilities from an equal opportunity to educational programs, benefits and services. Complaints or reports should be addressed to:

Alamo Colleges District Title IX/ VII/IV/ADA/504 Coordinator
Name: Linda Boyer-Owens
Position: Associate Vice Chancellor Human Resources & Organizational Development
Address: 2222 N. Alamo Street, Room 230A-West Wing ,
San Antonio, Texas 78204-1429
Telephone: (210) 485-0230
Email: lboyer-owens@alamo.edu

a. Students with Disabilities

Alamo Colleges District is committed to providing students with disabilities with reasonable accommodations and support needed to ensure equal access to the academic programsand activities of the Colleges.

All accommodations are made on a case-by-case basis. A student may request an

accommodation or disability services by first contacting the Office of Disability Support Services (DSS) located at the college the student attends or will be attending. DSS coordinates services for students with disabilities. DSS reviews documentation provided by the student and, in consultation with the student, determines which accommodations and services are appropriate to the student's particular needs and academic programs. DSS then issues a Letter of Accommodation for each of the student's instructors to give notice of the accommodation or service to be provided.

b. Employees with Disabilities

Pursuant to the ADA and Section 504, Alamo Colleges District will provide reasonable accommodation(s) to all qualified employees with known disabilities to enable them to perform the essential functions of the job, unless the requested reasonable accommodation would result in undue hardship to Alamo Colleges District Employees requesting accommodation may be required to provide medical certification from the employee's health care provider that includes: (1) identification of the health care provider; (2) the health care provider's diagnosis of the disabling condition; (3) specific limitations and/or suggested restrictions and their relation to the disability; and
(4) suggested accommodations. Requests for accommodations should be submitted on the forms provided by Human Resources. Human Resources will engage in an interactive process with the employee to determine the reasonable accommodation(s).

c. College District Policy on Discriminatory Harassment

Students, staff, administrators, and faculty are entitled to a respectful working and educational environment, and Alamo Colleges District is committed to providing a work and educational environment free of harassment based on protected class. The sections below describe the specific forms of legally prohibited harassment that are also prohibited under Alamo Colleges District's policy. Retaliation for having made a complaint about discrimination or harassment or participating in an investigation is strictly prohibited.

a. Discriminatory and Bias-Related Harassment

Harassment constitutes a form of discrimination that is prohibited by law. Harassment is unwelcome conduct that is based on race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, any other protected category under applicable local, state or federal law, or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency. Harassment as to employees becomes unlawful where (1) enduring the offensive conduct becomes a condition of continued employment, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Harassment as to students becomes

unlawful where the conduct is unwelcomed and so severe, pervasive, and objectively offensive that it interferes with the access or participation in the educational process and programs at Alamo Colleges District.

A hostile environment may be created by oral, written, graphic, or physical conduct that is severe, or pervasive so as to interfere with, limit or deny the ability of an individual employment access, benefits or opportunities or that is severe, pervasive and objectively offensive so as to interfere with students' access to or participation in an educational program or activity. Merely offensive speech of a generic nature and not on the basis of a protected status does not rise to the level of unlawful harassment.

Alamo Colleges District prohibits and will not tolerate discriminatory harassment against any employee, student, visitor or guest on the basis of race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, or any other protected category under applicable local, state, or federal law or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency.

b. Sexual Harassment

Federal and Texas law regard sexual harassment as a form of sex discrimination and, therefore, as an unlawful discriminatory practice. Sexual harassment consists of:

> Unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, educational environment, or academic status, (2) submission to or rejection of such conduct by an individual is used as the basis of employment, educational, or academic decisions affecting such individual, or (3) such conduct is sufficiently severe or, pervasive that it has the effect of unreasonably interfering with an individual's work environment or severe, pervasive and objectively offensive that it has the effect of interfering with the educational environment or access to educational programs and activities. Consensual Relationships – Employees, Officials
>
> The College District seeks to maintain a professional educational and work environment. Romantic or sexual relationships between individuals in unequal positions are inherently problematic and potentially inconsistent with the College District's mission. Employees in positions of authority must be sensitive to the potential for sexual harassment as well as conflicts of interest in personal relationships with their subordinates or with their students.

The very existence of such a relationship exposes the College District to potential claims under Title VII and other laws. Romantic or sexual relationships between trustees and students or between employees in positions of authority and their professional responsibilities, and may be cause for disciplinary action up to and including termination of employment.

When disparities in authority are present between two individuals involved in a romantic or sexual relationship, what may appear to be a consensual relationship to one of the parties may not in fact be consensual. Examples of such relationships that might be deemed to be sexual harassment include, but are not limited to:

1. The subordinate party or student feels unwanted pressure to become involved and/or to continue the relationship.
2. The subordinate party or student feels compelled to change behavior and/or job duties because of the relationship.
3. The relationship has the purpose or effect of creating a work or academic environment in which others are negatively affected by the existence of the relationship.

Romantic or sexual relationships between trustees and students and between employees and their subordinates or students over whom they exercise authority are prohibited whether or not they result in sexual harassment. Such relationships can create problems of actual or perceived conflicts of interest, exploitation, Favoritism, bias, and low morale, and these relationships undermine the integrity of the educational, supervisory and evaluation processes.

A prohibited romantic or sexual relationship shall be deemed to exist when the relationship is between:

4. A trustee and a student (including work-study students);
5. An employee and a student (including work-study students) when the employee is a student's instructor, advisor, counselor, tutor, or is otherwise supervisory to or in the direct chain of supervision over the student; or
6. Employees when one employee is in the direct line of authority of the other.

In the event of a factual dispute about whether a relationship between an employee and a student may impact the student, the matter will be resolved through the Civil Rights Complaint and Resolution process.

ii. Consensual Relationships - Between Students

Consensual Relationships that conform to the policies of the College District, Student Code of Conduct and the specific provisions of this policy regarding

consent are permitted. Consent is defined in section c.5 of this policy.

c. Sexual Misconduct

Sexual misconduct is a broad term used to encompass unwelcome conduct of a sexual nature that is prohibited by Title IX and Alamo Colleges District sexual harassment, sex/gender discrimination, sexual assault, rape, stalking, and relationship violence (including domestic and dating violence). It is a violation of this policy and the law, including Title IX, to commit these acts or to attempt to commit them, Sexual Misconduct can occur in any sex or gender configuration (i.e., between the opposite sex or same sex) regardless of sex, gender, transgender status, sexual orientation, gender identity or gender expression. Sexual Misconduct on the part of employees and students is strictly prohibited by Alamo Colleges District.

Texas law defines various violent and/or non-consensual sexual acts as crimes for whicha person may be prosecuted. Additionally, Alamo Colleges District has defined categories of sexual misconduct, as stated below, for which action under this policy may be imposed. Generally speaking, Alamo Colleges District considers Non-Consensual Sexual Intercourse violations to be the most serious, and therefore typically imposes the most severe sanctions/disciplinary actions, including suspension or expulsion for students and termination for employees. However, Alamo Colleges District reserves the right to impose any level of sanction/discipline, up to and including suspension or expulsion/termination for any act of sexual misconduct or other gender-based offenses based on the facts and circumstances of the particular complaint. Acts of sexual misconduct may be committed by any person upon any other person, regardless of the sex, gender, transgender status, sexual orientation and/or gender identity or gender expression of those involved. Acts of sexual misconduct which constitute violations of the law and Alamo Colleges District policy include the following:

(1) Sexual Harassment (as defined above)

(2) Non-Consensual Sexual Intercourse

Defined as:

- any sexual penetration or intercourse (anal, oral or vaginal),
- however slight,
- with any object or part of the body,
- by a person upon another person,
- that is without consent and/or by force.

Sexual penetration includes vaginal or anal penetration by a penis, tongue, finger or object, or oral copulation by mouth to genital contact or genital to mouth contact. Non-Consensual Sexual Intercourse has been commonly referred to as “rape.” Non-

Consensual Intercourse is a crime and punishable under the Texas Penal Code § 22.011(a) as "Sexual Assault" and § 22.021 as "Aggravated Sexual Assault."

(3) Sexual Violence/Non-Consensual Sexual Contact

Sexual violence refers to physical acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the student's age or useof drugs or alcohol, or because of an intellectual or other disability prevents the student from having the capacity to give consent).

Sexual Violence is defined as:

- any intentional sexual touching,
- however slight,
- with any object or part of the body,
- by a person upon another person,
- that is without consent and/or by force.
- Or other intentional bodily contact of a sexual nature.

Sexual touching includes any bodily contact with the breasts, groin, genitals, mouth or other bodily orifice of another individual, or any other bodily contact ina sexual manner. Sexual violence is a form of sexual harassment, and sexual harassment is prohibited by Title IX, Title VII, and state law.

(4) Sexual Exploitation

Sexual Exploitation refers to a situation in which a person takes non-consensual or abusive sexual advantage of another, and the conduct does not fall within the definitions of Sexual Harassment, Non-Consensual Sexual Intercourse or Non-Consensual Sexual Contact. Examples of sexual exploitation include, but are not limited to:

- Sexual voyeurism (such as watching a person undressing, using the bathroom or engaged in sexual acts without the knowledge or consent of the person observed).
- Taking pictures or video or audio recording another in a sexual act, or in any other private activity without the consent of all involved in the activity, or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity, or disseminating sexual pictures without the photographed person's consent). Improper photography or visual recording and the promoting of improper photography, as defined by the Texas Penal Code § 21.15, are punishable crimes.
- Prostitution.

- Sexual Exploitation also includes engaging in sexual intercourse with another person while knowingly infected with human immunodeficiency virus (HIV) or other sexually transmitted disease (STD) and without informing the other person of the infection, and further includes administering alcohol or drugs (such as "date rape" drugs) to another person without his or her knowledge or consent.

(5) Consent

Consent is knowing, voluntary and clear permission by word or action, to engage in mutually agreed upon sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct.

A person cannot consent if he or she is unable to understand what is happening or is disoriented, helpless, asleep, or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy.

It is not an excuse that the individual respondent of sexual misconduct was intoxicated and, therefore, did not realize the incapacity of the other. Incapacitation is defined as a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the "who, what, when, where, why or how" of their sexual interaction). This policy also covers a person whose incapacity results from mental disability, involuntary physical restraint, and/or from the taking of incapacitating drugs.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous dating relationship is not sufficient to constitute consent. The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred and any similar previous patterns that may be evidenced. Silence or the absence of resistance alone is not consent. A person can withdraw consent at any time during sexual activity by expressing in words or actions that he or she no longer wants the act to continue, and, if that happens, the other person must stop immediately.

For purposes of the Texas Penal Code § 22.011(b), a sexual assault is without consent for a number of reasons, including the following:

(a) the actor compels the other person to submit or participate by the use of physical force;

(b) the actor compels the other person to submit or participate by threatening to use

force or violence against the other person and the other person believes the actor has the present ability to execute the threat;

(c) the other person has not consented and the actor knows the other person is unconscious or physically unable to resist;

(d) the actor knows that as a result of mental disease or defect the other person is at the time of the sexual assault incapable either of appraising the nature of the act orof resisting it;

(e) the other person has not consented and the actor knows the other person isunaware that the sexual assault is occurring;

(f) the actor has intentionally impaired the other person's power to appraise orcontrol the other person's conduct by administering any substance without the other person's knowledge;

(g) the actor compels the other person to submit or participate by threatening to use force or violence against any person, and the other person believes the actor has the ability to execute the threat; and

(h) the actor is a public servant who coerces the other person to submit or participate. In Texas, a minor (meaning a person under the age of 18 years) cannot consent to sexual activity. This means that sexual contact by an adult with a person younger than 18 years old is a crime as well as a violation of this policy, even if the minor wanted to engage in the act.

d. Alamo Colleges District Policy on Other Civil Rights Offenses

The following conduct is prohibited by College District Policy:

(a) Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person on the basis of their actual or perceived membership in a protected class;

(b) Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another on the basis of actual or perceived membership in a protected class;

(c) Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the University/College community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity (as defined further in the Student Code of Conduct the basis of actual or perceived membership in a protected class; Hazing is also illegal under Texas law and prohibited by College District policy.

(d) Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally on the basis of actual or perceived membership in a protected class or other

class, including sex/gender and sexual orientation. Cyberbullying is bullying that takes place using electronic technology. Bullying sometimes overlaps discriminatory harassment under Title VII and Title IX. Bullying is prohibited by this policy and other laws which prohibit harassment on the basis of protected criteria. Bullying not on the bases of a protected class is also prohibited the Texas Education Code and District Policy.

(e) Violence between those in an intimate relationship to each other on the basis of actual or perceived membership in a protected class (this includes romantic relationships, domestic and/or relationship violence);

(f) Dating Violence, as defined by § 71.0021 in the Texas Family Code, means an act, other than a defensive measure to protect oneself, by an actor that:

(i) is committed against a victim: (a) with whom the actor has or has had a dating relationship; or (b) because of the victim's marriage to or dating relationship with an individual with whom the actor is or has been in a dating relations or marriage; and

(ii) is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim in fear of imminent physical harm, bodily injury, assault, or sexual assault.

(iii) "Dating relationship" under the Texas Family Code means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on consideration of (1) the length of the relationship; (2) the nature of the relationship; and (3) the frequency and type of interaction between the persons involved in the relationship.

(iv) Dating Violence constitutes "Family Violence" under Texas law.

(g) Domestic Violence is referred to as "Family Violence" in Texas. The Texas Family Code at § 71.004 defines "Family violence" as:(1) an act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault, or sexual assault, but does not include defensive measures to protect oneself; (2) abuse, asthat term is defined by sections 261(1), (C), (E), and (G), by a member of a family or household toward a child or the family or household; or (3) dating violence, as that term is defined by Section 71.0021 of the Texas Family Code.

(h) Stalking involves an intentional course of repeated conduct or behavior over a period of time, directed at a specific person, or member of the specific person's family or household or an individual with whom the specific person has a dating relationship which abused, tormented, embarrassed or offended. Stalking and cyberstalking are behaviors prohibited by Texas law and the College District.

(i) Hate Crimes are defined by the Texas Government Code as crimes that are motivated

by prejudice, hatred, or advocacy of violence and defined by the Federal Hate Crime Act as crimes that manifest evidence of bias or prejudice against a group identified by race, color, disability, religion, national origin, ancestry, age, gender, or sexual orientation. Hate crimes include offenses such as murder, assault, kidnapping, arson, criminal mischief, and graffiti. Hate crimes are prohibited by Texas and federal law and this policy.

(j) Violation of any other College District rules, when the violation is motivated by the actual or perceived membership of the victim in a protected class, may be pursued using this policy and process.

6. College District Policy on Retaliation

Retaliation is defined as any adverse action taken against a person participating in a protected activity because of their participation in that protected activity. Retaliation against an individual for alleging harassment, supporting a complainant or for assisting in providing information relevant to a claim of harassment is a serious violation of College District policy and will be treated as another possible instance of harassment or discrimination. Acts of alleged retaliation should be reported immediately to the Title IX/VII/IV/ADA/504 Coordinator or designated Deputy Coordinator identified in Attachment A to this Policy and will be promptly investigated. Alamo Colleges District is prepared to take appropriate steps to protect individuals who fear that they may be subjected to retaliation.

7. Statement of Complainant's Rights, Whether Employee or Student

A complainant is the person who makes a complaint of civil rights discrimination, harassment or retaliation under this policy.

(a) A complainant has the right to file a criminal complaint.
(b) A complainant has the option to, or not to, notify and seek assistance from law enforcement and/or Alamo Colleges District authorities.
(c) A complainant and the College District have the right to seek restraining, judicial no-contact and protective orders, internal no contact orders, and criminal trespass warnings to ensure personal safety and maintain a safe campus and work environment.
(d) A complainant has the right to have a prompt, fair, and impartial Civil Rights Complaint and Resolution Procedure that ensures a fair, prompt, and equitable process for both parties.
(e) A complainant has the right to present his or her case, including the right to an adequate, reliable, and impartial investigation of complaints, the right to an equal opportunity to present witnesses and other evidence, and the right to the same appeal procedure for complainant and respondent.
(f) A complainant has the right to be treated with respect by College officials.
(g) A complainant has the right to take advantage of Alamo Colleges District support resources (such as College Counseling, College Health Services for students, or EAP

services for employees).

(h) A complainant has the right for the complaint to be decided using a preponderance of the evidence standard (i.e., more likely than not the harassment other conduct occurred).

(i) A complainant has the right to have an adviser, attorney, or other advocate of the complainant's choice and at the complainant's cost present during the Civil Rights Appeal Procedure.

(j) A complainant has the right to refuse to have an allegation resolved through conflict resolution procedures.

(k) A complainant has the right to be considered for amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.

(l) A complainant has the right to be free from retaliation for engaging in protected activity.

(m) A complainant has the right to have complaints heard in substantial accordance with the Civil Rights Complaint and Resolution Procedure and procedures and to participate in the process whether the injured party or the College District is the complainant.

(n) A complainant has the right to be informed in writing of the outcome/resolution of the complaint, sanctions where permissible, and the rationale for the outcome where permissible. A complainant has the right to challenge any finding, decision, determination, sanction, or action taken and the right for Student Code of Conduct procedures to be followed where applicable.

8. Statement of Respondent's Rights, Whether an Employee or Student:

A Respondent is the person against whom a complaint is lodged or made under this policy.

(a) A respondent has the right have a prompt, fair, and impartial Civil Rights Complaint and Resolution Procedure that ensures an equitable process to both parties.

(b) A respondent has the right to be advised of the complaint against him or her and to the same due process rights as the complainant.

(c) A respondent has the right to an adequate, reliable, and impartial investigation of complaints, the right to an equal opportunity to present witnesses and other evidence, and the right to the same appeal procedure as the complainant.

(d) (d) A respondent has the same right as a complainant to present his or her case, to present witnesses and other evidence, and to challenge the complaint made against respondent.

(e) A respondent has the right for the complaint to be decided using a preponderance of the evidence standard (i.e., more likely than not the harassment other conduct occurred).

(f) A respondent has the right to have an adviser, attorney, or other advocate of the respondent's choice and at the respondent's cost present during the Civil Rights Appeal

Procedure.

(g) A respondent has the right to be considered for amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.

(h) A respondent has the right to have complaints heard in substantial accordance with the Civil Rights Complaint and Resolution Procedure and to participate in the process whether the injured party or the College District is the complainant. A respondent has the right to be treated with respect by College officials.

(i) A respondent has the right to take advantage of campus support resources (such as Counseling, College Health Services for students, or EAP services for employees).

(j) A respondent has the right to refuse to have an allegation resolved through conflict resolution procedures.

(k) A respondent has the right to have complaints heard in substantial accordance with the Civil Rights Complaint Resolution Procedure and to participate in the process whether the injured party or the College District is the complainant.

(l) A respondent has the right to be informed in writing of the outcome/resolution of the complaint, any sanctions imposed against the respondent, and the rationale for the outcome.

(m) A respondent has the right to challenge any finding, decision, determination, sanction, or action taken against respondent and the right for Student Code of Conduct procedures to be followed where applicable.

9. Recognizing the Signs of Abusive Behavior and How to Avoid Potential Attacks

Alamo Colleges District is committed to a safe and supportive learning and working environment for all students, staff, faculty, and visitors. We are dedicated to creating an environment that fosters safety for all by preventing and responding to incidents that are disruptive, threatening, abusive or violent.

The entire college community has a role in changing knowledge and attitudes and shares responsibility for recognizing and ending abusive behavior and its devastating impact. In order to accomplish this, the Alamo Colleges District adopted strategies to respond to violence and seeks to develop comprehensive, collaborative approaches to ultimately prevent the behaviors from happening. These strategies, administered by the Alamo Colleges District in partnership with community medical, mental health and social services, include:

- Identify and/or provide early options for individuals experiencing abuse or violence prior to the need for crisis intervention services.
- Identify and/or institute incentives, core competencies, and resources for health, mental

health, and social service professionals to promote and sustain the prevention, identification, and intervention of abusive or violent behavior.

• Establish criteria and guidelines to ensure that all victims have access to comprehensive, culturally sensitive and victim centered services, including health care and social services.

• Identify and support effective recommendations for appropriate identification, intervention, and consequences for those who commit abusive or violent acts.

a. Recognizing Abusive Behavior

Abusive behavior can manifest in many forms and often escalates from threats and verbal abuse to violence. While physical injury is the most obvious danger, the emotional and psychological consequences of abuse are also severe. The abuse can include belittling or controlling behaviors that lead to feelings of self-loathing, helplessness, and desperation. The most telling sign of an unhealthy and abusive relationship is fear of the person committing the acts. To recognize the telltale signs and symptoms of emotional abuse and violent behaviors, the situation should be assessed for the following:

b. General warning signs of abuse

Persons who are being abused may:

- Seem afraid or anxious to please their partner;
- Go along with everything their partner says and does;
- Check in often with their partner to report where they are and what they're doing;
- Receive frequent, harassing phone calls from their partner;
- Talk about their partner's temper, jealousy, or possessiveness.

c. Warning signs of physical violence

Persons who are being physically abused may:

- Have frequent injuries, with the excuse of "accidents;"
- Frequently miss work, school, or social occasions, without explanation;
- Dress in clothing designed to hide bruises or scars (e.g. wearing long sleeves in the summer or sunglasses indoors).

d. Warning signs of isolation

Persons who are being isolated by their abuser may:

- Be restricted from seeing family and friends;
- Rarely go out in public without their partner;
- Have limited access to money, credit cards, or the car.

e. Psychological warning signs of abuse

Persons who are being abused may:

- Have very low self-esteem, even if they used to be confident;
- Show major personality changes (e.g. an outgoing person becomes withdrawn);
- Be depressed, anxious, or suicidal.

The Alamo Colleges District counselors are available for consultation, resources and referrals to medical and social services. Students and situations of concern may be reported to any college official named specifically or anonymously through the Strategies of Behavioral Intervention (SOBI) process or to the Ethics hotline at **1-844-302-0425.**

10. Safe and Positive Options for Bystanders

A bystander is someone who sees a situation but may or may not know what to do, may think others will act or may be afraid to do something. Intervening in abusive or potentially violent behavior first requires an ability to identify the warning signs and then consider whether the situation demands action. Before getting involved, the priority is to evaluate safe and positive ways to act to prevent or intervene. *If the situation is already violent or is escalating quickly, do not directly intervene. Call the police.*

Bystander intervention is a nonviolent one. Trying to "rescue" a victim or fight off an abuser can endanger the intervener as well as the victim. If choosing to get involved, evaluate the best way to intervene:

- **Distract –** use an *indirect and non-confrontational way to intervene with a goal to prevent a situation from escalating*
- **Delegate -** ask someone who knows the victim or abuser to intervene or alert someone in authority
- **Direct -** subtly make your presence known, *keeping an eye on the situation* while communicating your concern through body language.

Annual bystander training on how to safely intervene in instances where there is risk of an incident or when one may be occurring is provided to students, faculty and staff. Contact the Title IX Coordinator for training opportunities.

11. <u>Civil Rights Harassment/Discrimination and Sexual Violence Primary Prevention and Awareness</u>

The Alamo Colleges District Board of Trustees recognizes that prevention is a primary tool to help eliminate complaints of civil rights based harassment, discrimination; and retaliation conditions. Therefore, the Chancellor or designee shall take all necessary steps to prevent and eliminate sexual harassment including, but not limited to:

(a) Publishing this policy and the related policy for all present and future employees and students;

(b) Conducting prevention and awareness campaigns for faculty, staff, administrators and students;

(c) Creating an information brochure;

(d) Providing notice of the non-discrimination policy;

(e) Providing clear grievance procedures;

(f) Identifying the contact information for the Title IX Officer;

(g) Demonstrating a prompt and effective response protocol;

(h) Seeing that mandatory annual in-house training workshops on civil rights and sexual harassment, discrimination, and sexual violence are established and performed;

(i) Publishing harassment prevention and response materials, where appropriate;

(j) Supplementing, where appropriate, employee and student handbooks to include the College District policy and procedure on civil rights and sexual harassment, discrimination, and sexual violence.

(k) Annually affirming the Alamo Colleges District commitment to a safe campus and workplace environment that is free of sexual and civil rights harassment, discrimination and sexualviolence.

ATTACHMENT 6.

H.1.2 (Policy) Civil Rights Discrimination, Harassment, and Retaliation
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 8-10-16
Last Amended: 1-17-17, 11-15-18, 7-27-21

Attachment A

Title IX/VII/IV/ADA/504 Coordinator Contact List

A complaint of certain or potential discrimination, harassment or retaliation may be made to any of the following Coordinators or Deputies, or with Alamo Colleges District Police Department (ACPD) or filed online at www.alamo.edu/TitleIXCoordinator/

Alamo Colleges District District Title IX/VII/IV/ADA/504 Coordinator
Linda Boyer-Owens
Associate Vice Chancellor for Human Resources
& Organizational Development
Alamo Colleges District
2222 N. Alamo Street, 230A-West Wing
San Antonio, TX 78215
210-485-0230
lboyer-owens@alamo.edu

Title IX/VII/IV/ADA/504 Coordinator for Employees
Edward Contreras
Director of Talent, Advocacy and Solutions-Human Resources
Alamo Colleges District
2222 N. Alamo Street, 230A-West Wing
San Antonio, TX 78215
210-485-0216
econtreras@alamo.edu

Title IX Coordinator for Students
Patricia B. Parma
Associate Vice Chancellor for Student Success and Success Initiatives
Office of the Vice Chancellor for Student Success
Alamo Colleges District
2222 N. Alamo Street, Room E331
San Antonio, TX 78215
210-485-0452
pparma@alamo.edu

College Title IX Coordinator-Northeast Lakeview College
Dr. Tangila Dove
Interim Vice President for Student Success
Northeast Lakeview College
1201 Kitty Hawk Road
Universal City, TX 78148
210-486-5421

H.1.2 (Policy) Civil Rights Discrimination, Harassment, and Retaliation
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 8-10-16
Last Amended: 1-17-17, 11-15-18, 7-27-21

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twatts@alamo.edu

College Title IX Coordinator-Northwest Vista College
Debi Gaitan
Vice President for Student Success
Northwest Vista College
3535 N. Ellison Drive
San Antonio, TX 78251
210-486-4454
dgaitan@alamo.edu

College Title IX Coordinator-Palo Alto College
Gilbert Becerra Jr.
Vice President for Student Success
Palo Alto College
1400 W. Villaret Blvd.
San Antonio, TX 78224
210-486-3930
gbecerra8@alamo.edu

College Title IX Coordinator-St. Philip's College
Dr. Paul Machen
Vice President for Student Success
St. Philip's College
1801 Martin Luther Drive
San Antonio, TX 78203
210-486-2252
pmachen@alamo.edu

College Title IX Coordinator-San Antonio College
Dr. Tiffany Hernandez-Cox
Vice President for Student Success
San Antonio College
1819 N. Main Avenue
San Antonio, TX 78212
210-486-1410
tcox29@alamo.edu

Title IX Lead at District Student Success
Benjamin Romo
Student Compliance Coordinator
Office of the Vice Chancellor for Student Success
Alamo Colleges District
2222 N. Alamo Street, Room E331
San Antonio, TX 78215
210-485-0873

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bromo19@alamo.edu

Title IX Lead at Northeast Lakeview College
Tracy Floyd
Director of Student Success
Northeast Lakeview College
1201 Kitty Hawk Road
Student Commons Bldg., Room 210
Universal City, TX 78148
210-486-5610
tfloyd@alamo.edu

Title IX Lead at Northwest Vista College
Jennifer Comedy-Holmes
Dean of Student Success
Northwest Vista College
3535 N. Ellison Drive
Cypress Campus Center, Room 204F
San Antonio, TX 78251
210-486-4857
jcomedy-holmes@alamo.edu

Title IX Lead at Palo Alto College
Tyler Alyse Archer
Director of Student Conduct/Title IX
Palo Alto College
1400 W. Villaret Blvd.
Student Center, Room 101A
San Antonio, TX 78224
210-486-3755
tarcher1@alamo.edu

Title IX Lead at St. Philip's College
John Martin
Director of Student Conduct/Title IX
St. Philip's College
1801 Martin Luther Drive
Sutton Learning, Room 102Q
San Antonio, TX 78203
210-486-2746
jmartin139@alamo.edu

Title IX Lead at San Antonio College
Camille Cartwright
Director of Student Conduct/Title IX
San Antonio College

ATTACHMENT 6.

H.1.2 (Policy) Civil Rights Discrimination, Harassment, and Retaliation
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 10-28-14
Last Board Action: 8-10-16
Last Amended: 1-17-17, 11-15-18, 7-27-21

1819 N. Main Avenue
Nursing Allied Health Bldg., Room 110
San Antonio, TX 78212
210-486-1207
ccartwright3@alamo.edu

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
Responsible Department: Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 - Civil Rights Discrimination, Harassment and Retaliation
Approved: 10-28-14
Last Amended: 1-17-17, 7-26-21

The Alamo Community College District (the "College District" or "Alamo Colleges") prohibits discrimination and harassment based on protected criteria and retaliation for opposing discrimination or harassment or participating in a complaint proceeding on campus or a governmental agency. This procedure is established to ensure an environment that affords equal educational and employment opportunities to all students and employees, including faculty and administrators, in the working and academic environments at the Alamo Colleges. This procedure seeks to resolve complaints promptly and effectively with respect for all parties.

This procedure provides two processes (grievance procedures) for the College District and Colleges to receive, investigate, evaluate, and resolve reports or complaints of discrimination, harassment, and retaliation which are prohibited by civil rights statutes listed below.

Process A applies only to student complaints of sexual harassment, sexual assault, dating violence, domestic violence, and stalking, as defined, and referenced by 2020 amendments to Title 34, Code of Federal Regulations, Part 106, the implementing regulations for Title IX of the Educational Amendments of 1972, 20 U.S.C. §1681 *et seq*. ("Title IX"). Those new Title IX regulations are 34 CFR §§106.8, 106.30, 106.44, and 106.45.

Process B applies to all other civil rights complaints which are not addressed by Process A, i.e., do not meet the definitions of sexual harassment, sexual assault, dating violence, domestic violence, and stalking against a student and jurisdictional requirements of §§106.30, 106.44, and 106.45 of the Title IX regulations and complaints which arise under other civil rights statutes. *(See 34 CFR §106.8(c))*. Complaints of student gender discrimination and retaliation under Title IX fall under Process B.

Title IX/VII/ADA/504 Coordinators and Leads

The College District has designated responsibility to Coordinators and Leads to conduct the Civil Rights processes for students and employees who receive, investigate, evaluate, and resolve reports or complaints of discrimination, harassment, and retaliation which are prohibited by civil rights statutes, including Title IX. These designees are the same for Process A and Process B. Their names and contact information are listed in Appendix A to this procedure.

Inquiries about the application of Title IX and its regulations to the College District may be referred to the District Title IX/VII/ADA/504 Coordinator, Assistant Secretary of the Department of Education, or both. *34 CFR §106.8(b)(1)*. The contact information is as follows:

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
Responsible Department: Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 - Civil Rights Discrimination, Harassment and Retaliation
Approved: 10-28-14
Last Amended: 1-17-17, 7-26-21

Alamo Colleges District Title IX/Title VII/Title IV/ADA/504 Coordinator
Linda Boyer-Owens
Associate Vice Chancellor for Human Resources & Organizational Development
Alamo Community College District
2222 N. Alamo, 230A-West Wing
San Antonio, TX 78215
210-485-0230
lboyer-owens@alamo.edu

Assistant Secretary of the Department of Education
U.S. Department of Education
Office of Civil Rights
400 Maryland Avenue SW
Washington, D.C. 20202-1100
Customer Service Hotline # (800) 421-3481
TDD# (877) 521-2172
Email: OCR@ed.gov
Web: http://www.ed.gov/ocr

I. Reporting Discrimination, Harassment, and Retaliation: Employees and Students.

A. General Reporting. Any person may report discrimination or harassment based on any protected criteria (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute discrimination or harassment, including sexual harassment) by mail, telephone, or electronic mail; using a College District or College electronic portal; using the contact information listed for a Title IX Coordinator; or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report, including the electronic portal for Title IX complaints. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, by mail to the office address listed for Title IX Coordinators in Appendix A, or through the District or College electronic portal. S*ee34 CFR §106.8(a).*

B. Reporting by Formal Complaint. A signed formal complaint, instead of a general report, may be filed with any Title IX Coordinator in person, by mail, by electronic mail using the contact information listed in Appendix A, or through the designated District or College electronic portal. *34 CFR §106.30(a).*

C. Reporting Deadline. A report or formal complaint alleging discrimination, harassment, or retaliation must be submitted or filed within thirty (30) calendar days from the date of the last act of alleged act of discrimination, harassment, or retaliation.

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
Responsible Department: Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 - Civil Rights Discrimination, Harassment and Retaliation
Approved: 10-28-14
Last Amended: 1-17-17, 7-26-21

D. College to Handle Report. A report or formal complaint of discrimination, harassment, or retaliation by a student against a student will be assigned to the College Title IX Coordinator and Title IX Lead at the college where the alleged discrimination, harassment, or retaliation occurred. If the alleged discrimination, harassment, or retaliation is reported to a different college or the District, it will be transferred the report or complaint to the college where the discrimination, harassment, or retaliation occurred and document the transfer of the report or complaint.

E. District to Handle Report. A report or formal complaint of discrimination, harassment, or retaliation by or against an employee will be assigned to the District Title IX/VII/ADA/504 Coordinator for Employees.

A report or formal complaint of discrimination, harassment, or retaliation involving a student or a student against an employee will be assigned to the District Title IX Coordinator for Employees who will work in collaboration with the College Title IX Coordinator and Title IX Lead at the college the student attends. Any student sanctions to be imposed against a student as a result of a responsibility finding will be assigned to the College Title IX Coordinator and will be processed under the Student Code of Conduct. Any discipline of an employee based on a finding of responsibility against the employee will be handled by the District Title IX Coordinator for Employees and processed under the employee procedures for progressive discipline or termination of employment. A work study student will be considered a student for purposes of Title IX and not an employee so that a complaint by or against a work study student will be processed by a College.

G. Delay of Sanctions/Discipline. Any sanctions against a student or discipline against an employee based on a finding of responsibility for discrimination, harassment, or retaliation will not be imposed until after the appeal time has expired or a decision on appeal is rendered, whichever occurs later.

II. PROCESS A:
Applicable Only to Complaints of Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence and Stalking Under Title IX

Process A applies *only* to complaints of sexual harassment. For purposes of Title IX, sexual harassment is conduct on the basis of sex and includes sexual assault, dating violence, domestic violence and stalking. *34 CFR §106.30(a)(3).* After a report or complaint of sexual harassment is received and determined to meet the criteria of Title IX, the following Process A will apply.

A. Process A: Definitions.

1. *"Actual knowledge"* means notice of sexual harassment or allegations of sexual harassment to a Title IX Coordinator or any official who has authority to institute corrective measures on behalf of the College District or Colleges. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. The standard of actual knowledge is not met when the only official of the College District is the respondent. The mere ability or

obligation to report sexual harassment or to inform a student about how to report sexual harassment or having been trained to do so does not qualify an individual as one who has authority to institute corrective measures on behalf of the College District or Colleges. *Notice"* for purposes of *"actual knowledge"* includes but is not limited to a report of sexual harassment to a Title IX Coordinator as described in *34 CFR §106.8(a). 34 CFR §106.30(a).*

2. *"College District"* means the Alamo Community College District (ACCD) and its five independently accredited colleges: Northeast Lakeview College, Northwest Vista College, Palo Alto College, St. Philip's College, and San Antonio College. "Alamo Colleges District" and "Alamo Colleges" are synonymous for the College District.

3. *"Complainant"* means an individual who is alleged to be the victim of conduct that could constitute sexual harassment. Where a Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a complainant or otherwise a party to the complaint. *34 CFR §106.30(a).* A third person who reports sexual harassment does not become a party (complainant) to a formal complaint. Parents and guardians may report sexual harassment but do not become parties to a formal complaint even if they signed a complaint.

4. *"Dating violence"* under Title IX has the meaning assigned in the Violence Against Women Act ("VAWA"), 34 U.S.C. § 12291(a). *34 CFR §106.30(a)(3).* Under VAWA, "dating violence" means violence committed by a person:

(a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and
(b) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship. *34 U.S.C. § 12291(a)(10).*

5. *"Domestic violence"* under Title IX has the meaning assigned in VAWA. *34 CFR §106.30(a)(3).* Under VAWA, "domestic violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, or a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. *34 U.S.C. § 12291(a)(8).*

6. *"Education program or activity"* includes locations, events, or circumstances over which the College District exercises substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student

organization that is officially recognized by the College District or one of the colleges. *34 CFR §106.44(a).*

7. *"Formal complaint"* means a document filed and signed by a complainant or signed by a Title IX Coordinator, alleging sexual harassment against a respondent, and requesting that the College District investigate the allegation of sexual harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the College District or one of its colleges. *34 CFR §106.30(a).*

As used above, *"document filed by a complainant"* means a written document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the recipient) that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. *34 CFR §106.30(a).* Parents and guardians of minor students retain their legal rights to act on behalf of the minor as complainant or respondent in Title IX matters, including filing a formal complaint for the minor student child.
34 CFR §106.6(g).

8. *"Grievance process"* and *"complaint process"* are synonymous terms for purposes of this procedure. The Title IX regulations state, "a recipient must adopt and publish *grievance* procedures that provide for the prompt and equitable resolution of student and employee *complaints* alleging any action that would be prohibited by this part and a *grievance* process that complies with §106.45 for formal *complaints* as defined in §106.30." *34 CFR §106.8(c).*

9. *"Recipient"* in this procedure means the College District and/or one or more Colleges, all of which receive federal financial assistance. *34 CFR §106.2(a)(i).*

10. *"Respondent"* means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment. *34 CFR §106.30(a).*

11. *"Sex discrimination."* A recipient's treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute gender discrimination under Title IX. *34 CFR §106.45(a).* A complaint of gender discrimination would be processed under Process B.

12. "*Sexual Assault"* under Title IX has the meaning assigned in the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the "Clery Act"), 20 U.S.C. 1092(f)(6)(A)(v). *34 CFR §106.30(a)(3).* Under the Clery Act, "sexual assault" is an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

13. *"Sexual harassment"* under Title IX means conduct on the basis of sex that satisfies one or more of the following:

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
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(a) An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct; *34 CFR §106.30(a)(1).*
(b) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education programs or activities. *34 CFR §106.30(a)(2);*
(c) "Sexual assault" as defined in the Clery Act. *34 CFR §106.30(a)(3).*
(d) "Dating violence" as defined in VAWA. *34 CFR §106.30(a)(3);*
(e) "Domestic violence" as defined in VAWA). *34 CFR §106.30(a)(3);* or
(f) "Stalking" as defined in VAWA. *34 CFR §106.30(a)(3).*

14. *"Stalking"* under Title IX has the meaning assigned in VAWA. *34 CFR §106.30(a)(3).* Under VAWA, "stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for his or her safety or the safety of others; or (b) suffer substantial emotional distress. *34 U.S.C. § 12291(a)(30).*

15. *"Student"* means a person who has applied for admission or gained admission. *34 CFR §106.2(r).* A work study student will be considered a student for purposes of Title IX and not an employee so that a complaint by or against a work study student will be processed by a College.

16. *"Supportive measures"* means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the College District's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational environment, or deter sexual harassment. *34 CFR §106.30(a).*

"Supportive measures" may include but are not limited to services offered in the community, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security, and monitoring of certain areas of the campus, and other similar measures. The Title IX Coordinator handling a complaint or report may fashion other supportive measures which are appropriate to the situation. A Title IX Coordinator will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the College District or Colleges to provide the supportive measures. The applicable Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures for a student or employee. *34 CFR §106.30(a).*

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
Responsible Department: Title IX/VII/IV/ADA/504 Coordinator
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B. Process A: Grievance Process – Overview of Title IX Concepts.

1. Title IX Coverage. This Process A grievance procedure applies only to sexual harassment occurring against a person in the United States. *34 CFR §106.8(d)*. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the College District or one of the colleges. *34 CFR §106.30(a).*

2. Presumption of Non-Responsibility. All Title IX Coordinators, Title IX Leads, investigators, decisionmakers, and any person who facilitates an informal resolution process must operate at all times with the presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process. *34 CFR §106.45(b)(1)(iv).*

3. Gag Order Prohibited. Neither the College District, Colleges, Title IX Coordinators nor any investigator may restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. *34 CFR §106.45(b)(5)(iii).*

4. Standard of Evidence Declared. The standard of evidence to be used to determine responsibility for all formal complaints of sexual harassment is the preponderance of the evidence standard. The preponderance of the evidence standard applies to all other formal complaints against students and employees, including faculty. 3*4 CFR §106.45(b)(1)(vii).*

5. Objective Evaluation of Evidence Required. This procedure requires an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence— and that credibility determinations may not be based on a person's status as a complainant, respondent, or witness. *34 CFR §106.45(b)(1)(ii).*

6. Impartiality Required. Every individual designated as a Title IX Coordinator, Title IX Lead, investigator, decisionmaker, or any person designated by the College District or a College to facilitate an informal resolution process is required to not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. *34 CFR §106.45(b)(1)(iii).* None of the foregoing persons may serve in more than one capacity during the grievance process.

7. Duration of Grievance Process. The Title IX regulations require the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited by Title IX. 3*4 CFR §106.8(c).* To comply with this requirement, the grievance process in this procedure should be concluded within ninety (90) calendar days from the date of receipt of a report or formal

complaint to the date on which an appeal is decided or the date on which the time to appeal expires if no appeal is filed, subject to any extensions of time. *34 CFR §106.45(b)(1)(v).* The 90-calendar day time period excludes holidays and days on which the College District and Colleges are closed for operations, such as the holiday and spring breaks and closures for weather or other emergencies.

8. Extensions of Time. The 90-calendar day time period for the grievance process may be extended by temporary delays or extensions of time granted. Any party (complainant or respondent), the College District, a College, investigator or decision-maker may request in writing for good cause at any time during the grievance process an extension of time to accomplish a duty or requirement in this procedure. Good cause may include considerations, such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. *34 CFR §106.45(b)(1)(v).* Requests for extension of time should be submitted in writing to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint with copies served on the complainant and respondent and their advisors, if any. Extensions of time should be judiciously requested to avoid dismissal because the complainant or respondent is no longer a student.

9. Required Training #1. The District Title IX Coordinator, District Title IX Coordinator for Employees, and District Title IX Coordinator for Students will ensure that the College Deputy Title IX Coordinators, Title IX Leads, investigators, decision-makers, and any person who facilitates an informal resolution process receive training on the definition of sexual harassment stated in Section I(A)(13) above, the scope of the education program or activity, how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. *34 CFR §106.45(b)(1)(iii).*

10. Required Training #2. The District Title IX Coordinator, District Title IX Coordinator for Employees, and District Title IX Coordinator for Students will ensure that decision-makers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. *34 CFR §106.45(b)(1)(iii).*

11. Required Training #3. The District Title IX Coordinator, District Title IX Coordinator for Employees, and District Title IX Coordinator for Students will ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence as required by 34 CFR § 106.45(b)(5)(vii) and discussed in Section II(E)(7) below. Any materials used to train Title IX Coordinators, Title IX Leads, investigators, decision-makers, and any person who facilitates an informal resolution process must not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints of sexual harassment. *34 CFR §106.45(b)(1)(iii).*

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12. Equitable Treatment Before Sanctions. Complainants and respondents will be treated equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent and by following Process A which complies with the new federal regulations before the imposition of any disciplinary sanctions or other actions that are not supportive measures. Remedies must be designed to restore or preserve equal access to the College District's education program or activity. Such remedies may include the individualized services defined as ''supportive measures." *34 CFR §106.45(b)(1)(i).*

13. Available Sanctions and Remedies. The possible disciplinary sanctions and remedies that a College may implement against a student following any determination of responsibility are listed in the Student Code of Conduct, which is incorporated herein by reference, and as may be determined appropriate for the circumstances, including but not limited to placing a student in online classes, allowing a student to withdraw without penalty and take the class in a following semester, and allowing a student to retake exams or complete assignments by the end of the semester. The possible disciplinary sanctions and remedies that the District may implement against an employee following any determination of responsibility are listed in the Progressive Discipline and Termination Procedures in Section D of Board Policies, available on the College District website and incorporated herein by reference. *34 CFR §106.45(b)(1)(vi).*

14. Notice of Meetings Required. At all times during the Process A grievance process, the District Title IX Coordinator for Employees or College Title IX Coordinator and Title IX Lead handling the formal complaint will provide to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings with sufficient time for the party to prepare to participate. *34 CFR § 106.45(b)(5)(v).*

15. Equal Right to an Advisor. The parties will have equal opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding. The College District has the right to exercise reasonable restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties. *34 CFR § 106.45(b)(5)*(iv).

C. Process A: Response to Report or Complaint of Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence and Stalking.

1. Duty to Not Be Deliberately Indifferent. If the College District or a college has actual knowledge of sexual harassment in an education program or activity against a person in the United States, it must respond promptly in a manner that is not deliberately indifferent to a report or formal complaint. A recipient is deliberately indifferent only if its response to sexual harassment is clearly

unreasonable in light of the known circumstances. *34 CFR § 106.44(a).* The duty to not be deliberately indifferent is not satisfied if it is based on the recipient's restriction of rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment. *34 CFR § 106.44(a).*

2. Supportive Measures Required. If the College District or a College has actual knowledge of sexual harassment in an education program or activity against a person in the United States, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report will treat a complainant and respondent equitably to offer supportive measures and will follow the grievance process discussed below *before* the imposition of any disciplinary sanctions or other actions that are not supportive measures against a respondent. *34 CFR §106.44(a).* The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report also will respond to the report to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures, and explain to the complainant the process for filing a formal complaint. *34 CFR §106.44(a).* Supportive measures must be provided even if the reporting began with the filing of a formal complaint. A range of supportive measures available to complainants and respondents is listed in Section II(A)(16) above. 3*4 CFR §106.45(b)(1)(ix).*

3. Student Emergency Removal. A College may remove a student-respondent from the education program or activity only on emergency basis and provided that the College undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justify removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act. *34 CFR §106.44(c).* Emergency removal is the exception and not the rule. An individualized safety and risk analysis must be documented by the College Title IX Coordinator and Title IX Lead.

4. Employee Administrative Leave. A non-student employee-respondent may be placed on administrative leave during the pendency of the grievance process provided no rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act are modified. *34 CFR §106.44(d).*

5. Evaluating Report for Title IX Coverage. After supportive measures are provided, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report must determine:

(a) Whether the report is submitted timely within thirty (30) calendar days of the date on which the last alleged act of sexual harassment occurred;
(b) Whether the report complains of sexual harassment in an education program or activity;
(c) Whether the reporter is participating in or attempting to participate in the education program or activity of the College District or a College; and
(d) Whether the report or allegations are against a person in the United States. *34 CFR § 106.45(b)(3)(i).*

If the report does not meet the factors above, it cannot be accepted as a Title IX complaint for purposes of Process A and must be dismissed and closed after any supportive measures are implemented. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report will notify the reporter about the dismissal and process the report under Process B.

6. Report to Formal Complaint. If the report of sexual harassment was not initiated with the filing of a formal complaint and is accepted because it satisfies the factors above, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report will ask the complainant to proceed with filing a signed formal complaint. *34 CFR §106.30(a).* A complainant's wishes to not file a written complaint must be respected, unless the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report determine that the signing of a formal complaint by a Title IX Coordinator is clearly reasonable in light of the known circumstances. If the complainant does not wish to file a formal complaint and a Title IX Coordinator does not sign a formal complaint, then the grievance process will not proceed, no investigation will occur, and the case will be closed. Where a Title IX Coordinator signs a formal complaint, the investigation will commence. In such situation, the Title IX Coordinator is not a complainant or a party during the grievance process and will comply with the requirements for Title IX personnel to be free from conflicts and bias. *34 CFR §106.30(a).*

7. Consolidation of Formal Complaints. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. References to the singular "party," "complainant," or "respondent" include the plural, as applicable. *34 CFR § 106.45(b)(4).*

8. Complaint Dismissal Before Investigation. If the reporting occurred with the filing of a formal complaint and the conduct alleged in the formal complaint would not constitute sexual harassment even if proved, did not occur in the College District's education program or activity, or did not occur against a person in the United States, then the formal complaint with regard to that conduct must be dismissed. Such a dismissal does not preclude processing under Process B or action under another provision of the Student Code of Conduct. *34 CFR §106.45(b)(3)(i).* Dismissal for

purposes of Title IX also applies if the formal complaint was not submitted timely within 30 calendar days of the date of the last act of harassment. Upon dismissing a formal complaint, the Title IX Coordinator handling the complaint will promptly send written notice of the dismissal and reason(s) for the dismissal simultaneously to the parties. *34 CFR §106.45(b)(3)(iii).*

9. Complaint Dismissal During Grievance Process. The College District or a College may dismiss a formal complaint or any allegations therein, if at any time during the investigation or hearing: (a) a complainant notifies the District Title IX for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint in writing that the complainant would like to withdraw the formal complaint or any allegations therein; (b) the respondent is no longer enrolled or employed by the College District; or (c) specific circumstances prevent the College District or College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein. *34 CFR §106.45(b)(3)(ii).* Upon a dismissal of a formal complaint, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint must promptly send written notice of the dismissal and reason(s) the dismissal simultaneously to the parties. *34 CFR §106.45(b)(3)(iii).*

D. Process A: Grievance Process - Notice of Allegations to Satisfy Due Process.

1. Notice Required. Within five (5) calendar days of receiving a formal complaint, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will provide a written notice to the known parties with the following information:

(a) Notice that a formal complaint has been filed by a named complainant against a named respondent, and the complaint will be investigated under Process A of the grievance procedure at H.1.1.1 on Civil Rights Discrimination, Harassment, and Retaliation.
(b) Notice of the allegations constituting sexual harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview of the complainant or respondent. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment and the date and location of the alleged incidents, if known. Notice of the allegations includes notice of the allegations to be investigated. *34 CFR §106.45(b)(2)(i)(B).*
(c) A statement that the respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process. *34 CFR §106.45(b)(2)(i)(B).*
(d) Notice that the parties will be contacted by an investigator and interviewed. Notice that the respondent will be notified that he/she will have an opportunity to respond to the formal complaint and allegations and present his/her side of the story.

(e) Notice that each party may have an advisor of choice during the grievance proceeding, including investigation, who may be, but is not required to be, an attorney, and may inspect and review any evidence obtained as a part of the investigation. *34 CFR §106.45(b)(2)(i)(B).* A request that each party inform the Title IX Coordinator handling the complaint of the name and contact information, including email address, for an advisor selected.

(f) Notice of the College District's grievance and informal resolution processes. *34 CFR §106.45(b)(2)(i)(A).* This requirement may be satisfied by providing a copy of this procedure and the procedure for appeals. Informal resolution is available at any time prior to the live hearing, provided the complaint does not include allegations that an employee sexually harassed a student.

(g) Notice that after the investigation, a live hearing to present oral and documentary evidence will be conducted. *34 CFR §106.45 (b)(6)(i).*

(h) Notice that this procedure, the Student Code of Conduct, and Progressive Discipline Procedure for employees prohibit knowingly making false statements or knowingly submitting false information during the grievance process. *34 CFR §106.45(b)(2)(i)(B).*

(i) Notice that threatening, intimidating, coercing or retaliating against a party, witness or any person participating in the grievance process is prohibited. *34 CFR §106.71.*

(j) Notice that sanctions under the Student Code of Conduct or discipline under the Progressive Discipline Procedure for employees may be imposed if either party is found responsible.

(k) Notice that other communications will be sent to advise of the opportunity to review evidence before the hearing, date of the hearing, and other matters related to the hearing.

2. Notice of Additional Allegations. If in the course of an investigation, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint investigate allegations about the complainant or respondent that are not included in the notice discussed in the above paragraph, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will provide notice of the additional allegations to the parties whose identities are known. *34 CFR §106.45(b)(2)(ii).*

E. Process A: Grievance Process - Investigation of a Formal Complaint.

1. Investigation Delayed. If the sexual harassment is also reported to campus police or other police department, the investigation under this procedure may be delayed for a reasonable time period not to exceed thirty (30) calendar days for the police department to complete its investigation. However, supportive measures and notice of allegations must be provided. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report or complaint is responsible for following up with the police department on conclusion for their investigation and the complainant to confirm the intent to proceed with the investigation and process under this procedure.

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
Responsible Department: Title IX/VII/IV/ADA/504 Coordinator
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2. Investigator Appointment. The College District bears the burden of proof and burden of gathering evidence sufficient to reach a determination regarding responsibility. *34 CFR §106.45(b)(5)(i).* To meet these burdens, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will appoint an investigator to investigate a formal complaint of sexual harassment. This appointment will occur within ten (10) calendar days of receiving a formal complaint that does not involve conduct reported to campus police or other police department, or within ten (10) days after the expiration of the reasonable time period for a police department to investigate a formal complaint. The investigator must not have any conflict of interest or bias and must have received the training specified in Section II(B)(9-11) above before commencing any investigation. The appointment shall be documented in a letter to the investigator that:

(a) Identifies the parties and generally states the allegations;
(b) Informs that the respondent is presumed not responsible for the alleged conduct throughout the investigative and hearing process. *34 CFR §106.45(b)(1)(iv);*
(c) States the definition of sexual harassment that must be followed under Title IX. *34 CFR §106.30(a)(1-3);*
(d) Provides a copy of this procedure, the written complaint of sexual harassment, and any other information obtained prior to investigation and requests that the documents provided be reviewed before the start of the investigation;
(e) Informs that the investigator is required to interview the complainant and respondent separately;
(f) Informs that to satisfy due process, the investigator will discuss *all* allegations with the respondent and ask the respondent to present his/her side of the story;
(g) Informs that witness names and contact information must be collected from the complainant and respondent and the witnesses of each party must be interviewed;
(h) Informs that throughout the investigation, the parties must be provided an equal opportunity for the parties to name and present witnesses, including fact and expert witnesses, and offer other inculpatory and exculpatory evidence. *34 CFR §106.45(b)(5)(ii);*
(i) Informs that the College District and investigator are required to not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. *34 CFR §106.45(b)(5)(iii);*
(j) Informs that the investigator is required to provide the parties an equal opportunity to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney and not limit the choice or presence of an advisor for either the complainant or respondent in any meeting or grievance proceeding. *34 CFR §106.45(b)(5)(iv);*

(k) Informs that the College District may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties. *34 CFR §106.45(b)(5)(iv).* In this regard, a complainant or respondent must be allowed by an advisor to speak, answer questions, discuss the complaint, and offer evidence during the investigation process. In other words, a complainant or respondent must speak for himself/herself; and

(l) Informs that the investigator is required to treat the parties with respect and dignity; gather any documentary evidence; take notes and document the witness statements, evidence and interviews; communicate with the parties through email and not texts; comply with all requirements stated in this procedure; and preserve the documentation obtained throughout the investigation.

3. Commencement of Investigation. Upon receipt of the appointment and complaint, the investigator will prepare for the investigation by among other things, reviewing the documents provided by the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint and determining other information needed and questions to ask. Within ten (10) calendar days of receiving the complaint and any other information, the investigator will commence the investigation process by interviewing the complainant and respondent separately and following the directions provided in the letter of appointment and other requirements in this procedure. The investigator will provide written notice of the date, time and place of interview with sufficient time for a party to prepare for the interview. *34 CFR §106.45(b)(5)(v).* The investigation should be completed within thirty (30) calendar days from receipt of the appointment.

4. Consents Required for Provider Records. The District Title IX Coordinator for Employees, College Deputy Title IX Coordinators, Title IX Leads, investigators and those participating in the live hearing may not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the College District or College obtains a voluntary written consent to do so for use in the grievance process. If the complainant or respondent is a minor, the consent must be obtained from a parent or guardian. *34 CFR §106.45(b)(5)(i).* A consent form to allow the privileged records to be used in the grievance process must be completed and signed and executed by a party or parent or guardian if the party is a minor and be accompanied by a written consent. Written consent must be provided thorough the execution of the College District's consent form under the Family Educational Rights and Privacy Act ("FERPA").

5. Right to Inspect Investigation Evidence. After the investigation is concluded, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will provide the parties and advisors in writing an equal opportunity to inspect

and review all evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including a copy of the formal complaint and the evidence upon which the College District or College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. *34 CFR §106.45(b)(5)(vi).* The parties and advisors shall have ten (10) calendar days to inspect and review the evidence obtained from the investigation.

6. Equal Access to Evidence. After the parties review and inspect the evidence obtained as part of the investigation and prior to completion of the investigative report, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will have five (5) calendar days to send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy. The parties will have ten (10) calendar days to submit a written response, which the investigator will consider prior to completion of the investigative report. *34 CFR §106.45(b)(5)(vi).*

7. Investigative Report. After receiving the parties' responses to the investigation evidence, the investigator will have fifteen (15) calendar days to prepare a written investigative report that fairly summarizes the relevant evidence and send it to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint. The investigator will document the evidence in the report without reaching a conclusion or determination. A form for the report will be provided to the investigator. Within five (5) business days of receiving the investigator's report, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. *34 CFR §106.45(b)(5)(vii).* The written response is due within ten (10) calendar days. Any timely written response will be part of the record to be considered by the decision-maker.

8. Selection of Decision-maker. Within ten (10) calendar days from the date the investigation report is sent to the parties, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will select and appoint in consultation with the District Title IX Coordinator and District Title IX Coordinator for Students, a decision-maker to hear the evidence at and conduct a live hearing. The decision-maker is required to not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent and to have had the training specified in Section II(B)(9-11) above, including how to serve impartially and determine issues of relevance. *34 CFR §106.45(b)(1)(iii).* None of the Title IX Coordinators or Title IX Leads listed on Appendix A may serve as decision-makers.

9. Notices of Decision-maker Appointment. Within five (5) calendar days of selecting a decision-maker, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will notify the parties and advisors in writing

of the appointment of the decision-maker in writing and notify the decision-maker of the appointment. The decision-maker must be provided a copy of the complaint, the evidence gathered in the investigation, all responses to the evidence, the investigation report, this procedure, and all notices sent to the parties and investigator. Also, within five (5) calendar days of selecting a decision-maker, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will select a date for the live hearing that is at least fifteen (15) calendar days prior to the hearing or other time of determination regarding responsibility.

F. Process A: Grievance Process - Live Hearings

1. Live Hearing Required. The College District is required to conduct a live hearing of evidence to determine any responsibility (*i.e.*, hear the merits of the complaint or allegations). *34 CFR §106.45(b)(6)(i).* The live hearing will be recorded in real-time by audio, audiovisual recording, or stenographer and make the recording available to the parties for inspection and review. *34 CFR §106.45(b)(6)(i).*

2. Notice of Hearing. Within five (5) calendar days from selecting a live hearing date, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will issue a letter to the parties with the following information:

(a) Notice that a live hearing will be conducted to hear evidence of the allegations of sexual harassment and determine any responsibility; *34 CFR §106.45(b)(6)(i).*
(b) Notice of the date, time, and place of the live hearing with sufficient time for the parties to prepare to participate; *34 CFR §106.45(b)(5)(v).*
(c) Notice that each party must be accompanied by an advisor at the live hearing; *34 CFR §106.45(b)(6)(i).*
(d) A request that the name and contact information of each party's advisor be disclosed immediately if it has not been disclosed already or notification that a party does not have an advisor;
(e) Notice that if a party does not have an advisor designated to be present at the live hearing, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will provide without fee or charge to that party, an advisor of the College District's or College's choice, who may be, but is not required to be, an attorney, to conduct cross examination on behalf of that party; *34 CFR §106.45(b)(5)(iv).*
(f) A request that each party disclose the names of his/her witnesses any disability accommodations that any party or witness would need for the live hearing; and
(g) Other information about the conduct of the live hearing, such as the right of an advisor to ask a party and witnesses all relevant questions and follow-up questions, including those challenging credibility. *34 CFR §106.45(b)(6)(i).*

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
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2. Location of Hearing. Live hearings may be conducted with all parties physically present in the same geographic location or, at the College District's or College's discretion or at the request of either party, any or all parties, witnesses, and other participants may appear at the live hearing in separate rooms with technology enabling participants simultaneously to see and hear each other answering questions. *34 CFR §106.45(b)(6)(i).* The parties may agree to exclude a non-party, non-advisor witness from a live hearing when not being cross examined.

3. Availability of Evidence. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination. *34 CFR §106.45(b)(5)(vi).*

4. Cross Examination Generally. At the hearing, the parties and witnesses may be cross-examined (may be asked questions) by an advisor. Only relevant cross examination or other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the decision-maker must first determine whether the question is relevant and explain any decision to exclude a question is not relevant. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. *34 CFR § 106.45(b)(6)(i).*

5. Cross Examination by Advisors. The decision-maker will permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the discretion of the College District to otherwise restrict the extent to which advisors may participate in other parts of the grievance process. *34 CFR §106.45(b)(6)(i).* In this regard, a complainant or respondent must be allowed by an advisor to speak, answer questions, discuss the complaint, and offer evidence during the investigation process. In other words, a complainant or respondent must speak for himself/herself.

6. Absence of Party or Witness. A party is required to submit to cross examination. The advisor may not testify on behalf of the party. If a party or witness does not submit to cross examination at the live hearing because he/she is absent, the decision-maker must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the decision-maker cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross examination or other questions. *34 CFR §106.45(b)(6)(i).*

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7. Objective Evaluation of Evidence Required. This grievance process requires an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence— and provides that credibility determinations may not be based on a person's status as a complainant, respondent, or witness. *34 CFR §106.45(b)(1)(ii).*

G. Process A: Grievance Process - Informal Resolution Before Hearing Determination.

1. Offer. At any time prior to reaching a determination regarding responsibility and provided that no allegations that an employee sexually harassed a student are involved, the District Title IX Coordinator for Employees or College Deputy IX Coordinator and Title IX Lead handling the complaint may offer an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that a formal complaint was filed and the responsible Title IX Coordinator:

(a) Provides to the parties a written notice disclosing: The allegations of sexual harassment; the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared; *34 CFR §106.45(b)(9)(i).*
(b) Obtains the parties' voluntary written consent and agreement to participate in the informal resolution process. *34 CFR §106.45(b)(9)(ii).* Mutual consent and agreement are required.
(c) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student. *34 CFR §106.45(b)(9)(iii).*
(d) Obtains the parties' agreement in writing to the resolution achieved and the case will be closed.

2. Prohibitions to Informal Resolution. A College may not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of formal complaints of sexual harassment. Similarly, a College may not require the parties to participate in an informal resolution process and may not offer an informal resolution process unless a formal complaint is filed. *34 CFR §106.45(b)(9).* The informal resolution process is not available to resolve allegations that an employee sexually harassed a student. *34 CFR §106.45(b)(9)(iii).*

H. Process A: Grievance Process - Determination Regarding Responsibility.

ATTACHMENT 8.

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1. Written Determination Required. The decision-maker, who cannot be the same person as the District Title IX Coordinator for Employees, College Deputy Title IX Coordinator, Title IX Lead, or the investigator, must issue a written determination regarding responsibility based on the preponderance of evidence standard. *34 CFR §106.45(b)(7)(i).* The decision-maker is required to objectively evaluate all evidence and apply the preponderance of the evidence standard. *34 CFR §106.45(b)(1)(ii) and (vii); 34 CFR §106.45(b)(7)(i).* Any finding of unwelcomed conduct in a determination must have met the standard that "unwelcome conduct determined by a reasonable person to be so *severe, pervasive, and objectively offensive* that it effectively denies a person equal access to the College District's or College's education program or activity." *34 CFR §106.30(a)(2).*

2. Determination Requirements. The written determination must be issued by the decision-maker regarding responsibility within fifteen (15) calendar days from the day the live hearing concluded. *34 CFR §106.45(b)(7).* The determination must be signed and dated and required to include the following:

(a) The allegations in the complaint potentially constituting sexual harassment. *34 CFR §106.45(b)(7)(ii)(A);*
(b) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held. *34 CFR §106.45(b)(7)(ii)(B);*
(c) A statement of the parties and other persons present at the live hearing and the persons who were cross-examined;
(d) The allegations found to be substantiated or unsubstantiated as sexual harassment based on a preponderance of the evidence;
(e) Findings of fact which support the determination. *34 CFR §106.45(b)(7)(ii)(C);*
(f) A statement and rationale for why each allegation was found to be substantiated or unsubstantiated. *34 CFR §106.45(b)(7)(ii)(E);*
(g) A finding of responsibility, if any, or a statement that the respondent is not found responsible;
(h) Any disciplinary sanctions or discipline recommended to be imposed on the student-respondent or employee-respondent;
(i) Conclusions regarding the application of the Student Code of Conduct or employee personnel policies or procedures to the findings of facts. *34 CFR §106.45(b)(7)(ii)(D);*
(j) Any recommendation of remedies designed to restore or preserve equal access to the College's education program or activity. *34 CFR §106.45(b)(7)(ii)(E);* and
(k) The procedures, deadlines, and permissible bases for the complainant and respondent to appeal. 34 *CFR §106.45(b)(7)(ii)(F).*

3. Distribution of Determination. The decision-maker must send the written determination to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling

the complaint who will provide it to the parties simultaneously within five (5) calendar days of receiving the determination.

4. Remedies. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint are responsible for effective implementation of any remedies recommended by the decision-maker. *34 CFR §106.45(b)(7)(iv).*

5. Time to Appeal. An appeal must be submitted to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint within ten (10) calendar days from the date the determination was issued by the decision-maker after the conclusion of a live hearing. The determination regarding responsibility becomes final on the 11th day after the date of the determination decision if no appeal is filed or on the date of the appeal decision if an appeal was filed. *34 CFR §106.45(b)(7)(iii).* The process for appealing a determination is further discussed in the Civil Rights Complaints Appeals Procedure at H.1.1.2.

6. After Appeal Time Expires. After the appeal time has expired, whether or not an appeal was filed and determined, the District Title IX Coordinator for Employees handling the complaint will determine any discipline of the employee-respondent, and the College Deputy Title IX Coordinator handling the complaint will determine disciplinary sanctions against a student-respondent. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will send notification to the parties of the discipline or sanctions being imposed, with a copy to the Student Conduct Officer at the College if the respondent was a student or to Records in Human Resources if the respondent was an employee.

I. Process A: Grievance Process - Recordkeeping.

1. Preservation of Records of Actions Taken. For each response to a general report or formal complaint, the College District and College will create and maintain for a period of seven (7) years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the report or complaint will document the basis for its conclusion that its response was not deliberately indifferent, and document that measures have been taken designed to restore or preserve equal access to the recipient's education program or activity. If a complainant is not provided with supportive measures, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the report or complaint will document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the College District or College in the future from providing additional explanations or detailing additional measures taken. *34 CFR §106.45(b)(10)(ii).*

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2. Preservation of Formal Complaint Records. The College District and Colleges will maintain for a period of seven (7) years records of the following: *34 CFR §106.45(b)(10)(i).*

(a) Each sexual harassment investigation, including investigator notes, statements from witnesses, the determination regarding responsibility, the audio or audiovisual recording or transcript required by this procedure, the documents containing the disciplinary sanctions or discipline imposed on the respondent, the documents providing supportive measures, the investigation report, all notices to the parties and advisors, and the remedies provided to the complainant designed to restore or preserve equal access to the College District's education program or activity; *34 CFR §106.45(b)(10)(i)(A).*
(b) Any appeal and the result therefrom; *34 CFR §106.45(b)(10)(i)(B).*
(c) Any informal resolution and the result therefrom; *34 CFR §106.45(b)(10)(i)(C).*
(d) All materials used to train Title IX Coordinators, Title IX Leads, investigators, decision-makers, and any person who facilitates an informal resolution process. The College will make these training materials publicly available on its website, or if the College does not maintain a website, the College must make these materials available upon request for inspection by members of the public. *34 CFR §106.45(b)(109)(i)(D).*
(e) The determination, all written communications between the District Title IX Coordinator, College Deputy Title IX Coordinator, Title IX Leads, and the parties, and all documents and responses submitted by the parties. *34 CFR §106.45(b)(10)(i)(A).*
(f) The reports and formal complaints of sexual harassment submitted.

3. Responsible Departments. The office of the District Title IX Coordinator for Employees at Human Resources is responsible for records retention pertaining to reports and complaints involving employees. The College Deputy Title IX Coordinator, Office of the Vice President for Student Success, and College Title IX and Student Conduct offices at each college, are responsible for records retention at the College Level and the documentation pertaining to reports and complaints involving students.

J. Process A: Effect of Other Laws.

1. Constitutional Protections. This Process A procedure:

(a) Does not restrict any rights that would otherwise be protected from government action by the First Amendment of the U.S. Constitution. *34 CFR §106.6(d)(1);*
(b) Does not deprive a person of any rights that would otherwise be protected from government action under the Due Process Clauses of the Fifth and Fourteenth Amendments of the U.S. Constitution. *34 CFR §106.6(d)(2);* or
(c) Does not restrict any other rights guaranteed against government action by the U.S. Constitution. *34 CFR §106.6(d)(3).*

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2. Effect of Other Laws.

(a) The obligations imposed by 34 CFR Part 106 are independent of, and do not alter, obligations not to discriminate on the basis of sex imposed by Executive Order 11246, as amended; sections 704 and 855 of the Public Health Service Act (42 U.S.C. 292d and 298b-2); Title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e *et seq.*); the Equal Pay Act (29 U.S.C. 206 and 206(d)); and any other Act of Congress or Federal regulation. *34 CFR §106.6(a).*

(b) The obligation to comply with 34 CFR Part 106 is not obviated or alleviated by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, the FERPA regulations at 34 CFR Part 99, or Section 444 of the General Education Provisions Act (GEPA). *34 CFR §106.6(e).*

(c) Nothing in 34 CFR Part 106 may be read in derogation of any individual's rights under Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e *et seq.* or any regulations promulgated thereunder. *34 CFR §106.6(f).*

(d) Subject to FERPA requirements, nothing in the Title IX regulations or this procedure may be read in derogation of any legal right of a parent or guardian under state or federal law to act on behalf of a "complainant," "respondent," "party," or other individual, including but not limited to filing a formal complaint. *34 CFR §106.6(g).*

(e) **Preemptive Effect.** To the extent of a conflict between State or local law and Title IX as implemented by §§ 106.30, 106.44, and 106.45, the obligation to comply with §§ 106.30, 106.44, and 106.45 is not obviated or alleviated by any State or local law. *34 CFR §106.6(h).*

(f) Texas Education Code, Chapter 51, Sub-chapters E-2 and E-3, and the associated regulations at 19 Texas Administrative Code, Chapter 3, Sub-chapter A address the reporting and processing requirements for complaints of sexual harassment, sexual assault, dating violence, and stalking. (Domestic violence is not covered by the foregoing Texas statutes).

III. PROCESS B:
Applicable to All Civil Rights Complaints of Discrimination, Harassment, And Retaliation, Except Complaints of Sexual Harassment Under Title IX

As stated above, this civil rights procedure provides two processes (grievance procedures) for the College District and Colleges to receive, investigate, evaluate, and resolve reports or complaints of discrimination, harassment, and retaliation which are prohibited by civil rights statutes listed below.

Process A applies *only* to complaints of sexual harassment, sexual assault, dating violence, domestic violence and stalking, as required by 2020 amendments to Title 34, Code of Federal Regulations, Part 106, the implementing regulations for Title IX. ("Title IX"). Those amendments are 34 CFR §§106.8, 106.30, 106.44, and 106.45.

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Process B applies to all other complaints which do not meet the definitions of sexual harassment, sexual assault, dating violence, domestic violence, and stalking and jurisdictional requirements of §§106.30, 106.44, and 106.45 of the Title IX regulations as well as complaints of gender discrimination under Title IX, complaints which arise under other civil rights statutes, and complaints of retaliation. *(See 34 CFR §106.8(c))*. Complaints may be filed as to the following statutes as provided in Section I above on Reporting Complaints of Discrimination, Harassment and Retaliation.

A. Civil Rights Statutes Which Apply to Employees Only.

1. Title VII - Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq*., as amended, and its federal regulations at 29 CFR §1606.2 *et seq*., prohibit discrimination and harassment against employees based on race, color, national origin, creed, and sex. "National origin" includes ethnicity or ancestry. "Creed" refers to religion.

2. ADA - Title I of the Americans With Disabilities Act of 1990, 42 U.S.C. §12101 *et seq*., as amended, and its federal regulations prohibit discrimination and harassment against employees on the basis of mental or physical disabilities. An employee who requires an accommodation of one or more disabilities covered by the ADA bears the responsibility to initiate a written request for an ADA accommodation with Human Resources. The form request and procedures are available in the employee electronic portal to Human Resources. The employee will be required to provide medical certification from the employee's medical provider that includes: (a) identification of the health provider; (b) the medical provider's diagnosis of the disabling condition; (c) identification of specific limitations and/or suggested restrictions and their relation to the disability; and (d) suggested accommodations. Human Resources will engage in an interactive process with the employee to determine the reasonable accommodation(s).

3. ADEA – The Age Discrimination in Employment Act of 1967, 29 U.S.C. §621 *et seq*., and its federal regulations at 29 CFR part 1625, prohibit discrimination and harassment against employees 40 years and older and permits the use of certain age-related distinctions and factors.

B. Civil Rights Statutes Which Apply to Students Only.

1. Section 504 – Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794, and its federal regulations, prohibit discrimination against, and exclusion from participation or denial of benefits in an educational program or activity benefits, of a qualified individual with a disability solely by reason of the disability.

2. ADA – Title II of the Americans With Disabilities Act, 42 U.S.C. §12132 *et seq*., and its regulations at 28 CFR part 35, prohibit discrimination against, and exclusion from participation in an educational or denial of benefits of the services, programs, or activities of a public entity solely by reason of the disability. Students must self-identify the need for academic accommodations based

on disabilities and request accommodations from the Disability Support Services (DSS) office at the college where classes are being taken. An Initial Request for Disability Services form must be completed. Students will be required to provide medical certification to support the disabilities claimed. DSS will determine the reasonable academic accommodations and issue a Letter of Accommodation ("LOA) for the particular course and semester. Students are required to renew requests for accommodations every semester at every Alamo College they are attending. Complaints of denial of accommodations at a particular college will be processed through the DSS office and offices of the Dean of Student Success and Vice President of Student Success.

3. Title VI – Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§2000d-2000d-7 *et seq*., and its regulations at 34 CFR part 100, prohibit discrimination against, and the denial of benefits or exclusion from participation on the basis of race, color and national origin in educational programs and activities that receive federal financial assistance.

4. Title IV – Title IV of the Civil Rights Act of 1964, 42 U.S.C. §2000c *et seq*., prohibits discrimination on the basis of religion in public primary and secondary schools and higher education.

5. ADEA – The Age Discrimination Act of 1975, 29 U.S.C.§6101 *et seq*., and its regulations at 29 CFR §1626, prohibit discrimination on the basis of age in programs and activities receiving federal financial assistance. The act applies to persons of all ages and permits the use of certain age-related distinctions and factors.

C. Civil Rights Statutes Which Apply to Employees and Students.

1. Title IX - Title IX of the Educational Amendments of 1972, 20 U.S.C. §1681 *et seq*., and its federal regulations at 34 CFR §§106.1-106.82 covers sex discrimination in educational programs and activities which receive federal financial assistance. Sex discrimination includes gender discrimination, pregnancy discrimination, sexual orientation and transgender discrimination, sexual harassment, sexual assault, dating violence, domestic violence, and stalking. However, complaints of sexual harassment, sexual assault, dating violence, domestic violence, and stalking will be processed under Process A as required by the Title IX regulations. For Title IX to apply to an employee, the employee must be participating, or attempting to participate in an education program or activity. Otherwise, a complaint of sex discrimination will be processed under Title VII.

2. Texas Civil Rights Law. Texas Education Code, Chapter 51, Sub-chapters E-2 and E-3, and the associated regulations at 19 Texas Administrative Code, Chapter 3, Sub-chapter A address the reporting and requirements for processing complaints of sexual harassment, sexual assault, dating violence, and stalking. The procedure required under Texas law is stated in Board Procedure H.2.1.1.

D. Process B: Retaliation.

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1. Retaliation Prohibited. No institution of higher education or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, Title VII, or any other statute protecting employees or students, their regulations if any, this procedure and its underlying policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under Title IX, Title VII, any other statute protecting employees or students, or this procedure. *(See 34 CFR §106.71(a)).*

2. Interference with Rights Per Title IX. Intimidation, threats, coercion, or discrimination, including charges against an individual for Student Code of Conduct or employee procedure violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sex discrimination or sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or the regulations constitute retaliation and may be addressed through the Student Code of Conduct or Progressive Discipline procedure for employees, whichever is applicable. *34 CFR §106.71(a).*

3. Conduct Not Retaliation. The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under Title IX. *34 CFR §106.71(b)(1).* Charging an individual with a Student Code of Conduct or employee procedure violation for making a materially false statement in bad faith in the course of a grievance proceeding under this part does not constitute retaliation prohibited by Title IX, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith. *(See 34 CFR §106.71(b)(2).*

4. Retaliation Complaints. Complaints alleging retaliation for having exercised rights under Title IX or any other statute will be processed under this Process B. *(See 34 CFR§ 106.71(a)).*

E. Process B: Other Behaviors Prohibited as to Employees and Students.

1. Harassment. Harassment of an employee or student whether or not based on a protected status is inconsistent with the values of the College District for civility and respect for all and is prohibited by the College District. Harassment is unwelcomed conduct that becomes unlawful as to employees where (a) enduring the offensive conduct becomes a condition of continued employment, or (b) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. As stated in Process A, sexual harassment under Title IX means conduct on the basis of sex where (a) an employee conditions the provision of an aid, benefit, or service on the student's participation in unwelcome sexual conduct; or (b) the unwelcome conduct as determined by a reasonable person is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education programs or activities. Harassment as to students that does not meet the definition of sexual harassment under

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Title IX becomes unlawful where it interferes with the access or participation in the educational process and programs at the Alamo Colleges.

2. Hostile Environment. A hostile environment may be created by oral, written, graphic, or physical conduct that is sufficiently severe, persistent, or pervasive so as to interfere with, limit or deny the ability of an individual to participate in or benefit from educational programs or activities or employment access, benefits or opportunities. Merely offensive speech of a generic nature and not on the basis of a protected status does not rise to the level of unlawful harassment.

3. Other Behaviors Prohibited by College District Policy.

a. Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person on the basis of their actual or perceived membership in a protected class;

b. Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another on the basis of actual or perceived membership in a protected class;

c. Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the College District community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity as defined further in the Student Code of Conduct or the basis of actual or perceived membership in a protected class. Hazing also is illegal under the Texas Penal Code and Texas Education Code.

d. Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control, or diminish another person, physically or mentally on the basis of actual or perceived membership in a protected class or other class, including sex/gender and sexual orientation. Cyberbullying is bullying that takes place using electronic technology. Bullying sometimes overlaps discriminatory harassment under Title VII and Title IX. Bullying is prohibited by this policy and other laws which prohibit harassment on the basis of protected criteria. Bullying not on the bases of a protected class is also prohibited the Texas Education Code and District Policy.

e. Hate Crimes are defined by the Texas Government Code as crimes that are motivated by prejudice, hatred, or advocacy of violence and defined by the Federal Hate Crime Act as crimes that manifest evidence of bias or prejudice against a group identified by race, color, disability, religion, national origin, ancestry, age, gender, or sexual orientation. Hate crimes include offenses such as murder, assault, kidnapping, arson, criminal mischief, and graffiti. Hate crimes are prohibited by Texas and federal law and this policy.

F. Process B: Reporting Discrimination, Harassment, and Retaliation.

ATTACHMENT 8.

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1. Reporting Complaints. Section I above on reporting discrimination, harassment and retaliation applies to Process B. Complainants have the right, and can expect, to have complaints taken seriously by the College when formally reported, and to have those incidents investigated and properly resolved through these procedures. Reports and oral complaints must be reduced to writing for an investigation to be conducted by an investigative panel.

2. Immediate Action. Before a report or oral complaint is required to be reduced to writing, the College District reserves the right to act immediately under the following circumstances:

a. The District Title IX/VII/ADA/504 Coordinator will immediately notify the Alamo Colleges Police Department ("ACPD") of any immediate or potential threat to individual, campus, or workplace safety.
b. Any incidents occurring on premises owned or controlled by the College District or off-campus when the off-campus conduct could have an on-campus impact or impact on the mission or interest of Alamo Colleges. A substantial College interest is defined to include any action that constitutes a criminal offense as defined by federal or Texas law. This includes, but is not limited to, single or repeat violations of any local, state or federal law committed in the municipality where the College is located;
c. Any situation where it appears that the accused individual may present a danger or threat to the health or safety of him/herself or others at Alamo Colleges;
d. Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder;
e. Any situation that is detrimental to the educational mission, interests or goals of the College District or Colleges; and/or
f. Any online postings or other electronic communication, including cyber-bullying, cyber-stalking, cyber-harassment, etc. occurring completely outside of the College's control (e.g., not on Alamo Colleges networks, websites or between Alamo Colleges email accounts) when those online behaviors can be shown to cause a substantial on-campus disruption or misrepresent that the communication was authorized by Alamo Colleges.

3. Other Action. The following will apply after any immediate action is considered.

a. As to all discrimination, harassment, and retaliation complaints and reports, the complainant or reporter is encouraged to provide a written complaint and contact information to enable the College District to proceed with an investigation of the charges and take any remedial action as soon as necessary or possible.
b. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint will assist the complainant in preparing a formal written complaint, which shall include the date, time, place, and a specific description of the alleged conduct that constitutes the alleged discrimination, harassment, retaliation.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
Responsible Department: Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 - Civil Rights Discrimination, Harassment and Retaliation
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c. Complainants have the right and can expect to have complaints taken seriously by the College when formally reported, and to have those incidents investigated and properly resolved through the applicable civil rights procedures.
d. All initial contacts will be treated with the maximum possible confidentiality, but due process requires disclosure of the allegations and complainant to the respondent. Confidentiality cannot be guaranteed if the complaint becomes the subject of an administrative, arbitral, or court proceeding, including a subpoena.
e. Victims of sexual assault, domestic violence, and stalking should be aware that the ACPD must issue timely warnings when reported incidents pose a substantial threat of bodily harm or danger to members of the campus community. The College District will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the potential danger.
f. Victims of sexual assault shall not be identified by name in the annual required by the Clery Act.

G. Process B: Summary of Process and Steps.

The complaint and resolution process is designed to receive, investigate, evaluate and resolve a complaint or report of civil rights discrimination, harassment or retaliation within thirty (30) calendar days and will be conducted with that end in mind. A Procedure Diagram outlining the process steps and roles is attached to this procedure (see Attachment A). The primary steps in Process B are summarized as follows:

a. Victim or witness reports or notifies the District Title IX/VII/IV/ADA/504 Coordinator, College Deputy Title IX Coordinator, or the Alamo Colleges Police Department ("ACPD") of a violation or potential violation. In the event of a sexual assault or violence, the reporter should not hesitate to contact the ACPD immediately. ACPD will immediately notify the District Title IX/IV/ADA/504 Coordinator.
b. District Title IX/VII/ADA/504 Coordinator helps reporter prepare a formal complaint.
c. District Title IX/VII/ADA/504 Coordinator notifies ACPD if the matter is also a potential police matter.
d. District Title IX/VII/ADA/504 Coordinator establishes any interim remedies required to protect victim and campus and/or workplace safety (such as suspension of employee or student).

e. District Title IX/VII/ADA/504 Coordinator designates the District Title IX Coordinator for Employees or a College Deputy Title IX Coordinator at the college where the alleged discrimination, harassment or retaliation occurred to process the complaint for resolution under Process B.
f. The District Title IX Coordinator for Employees or College Title Deputy Coordinator

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provides concurrent official notice of the complaint and allegations to the complainant and respondent and appoints an Investigative Panel to investigate the written complaint allegations.

g. The Investigative Panel launches an investigation to include interviewing the complainant, respondent, and witnesses and collecting evidence.
h. The Investigative Panel concludes the investigation and prepares a Preliminary Investigative Report based on a preponderance of the evidence that is provided to the parties for review and responding within five (5) calendar days to provide any additional information for consideration by the Investigative Panel.
i. The Investigative Panel considers and may investigate any additional information provided in a response to the Preliminary Investigative Report.
j. The Investigative Panel Chair prepares and issues a Final Report of Investigative Findings to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint based on a preponderance of the evidence.
k. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint renders an appropriate Resolution of the complaint based on the Investigation Panel's Final Report of Investigative Findings and the preponderance of all evidence collected by the Panel.
l. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint provides a written Resolution concurrently to the complainant and respondent and recommends any employee discipline and/or student sanctions to the responsible administrator for evaluation and action.
m. The responsible Administrator approves or disapproves the recommended discipline and/or sanctions in whole or in part for implementation by the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint after the appeal time expires.
n. Complainant and Respondent each have the opportunity to accept the Resolution or submit an Appeal to the District Title IX/VII/ADA/504 Coordinator.
o. Appeals are processed in accordance with Civil Rights Complaints Appeal Procedure at (H.1.1.2).

H. Process B: Interim Remedial Action

1. Possible Remedies. If, in the judgment of the District Title IX/VII/ADA/504 Coordinator, the safety or well-being of any member(s) of the campus community may be jeopardized by the presence on campus of the accused individual or the ongoing activity of a student organization whose behavior is in question, the District Title IX/VII/ADA/504 Coordinator (or designee) may provide interim remedies intended to address the short-term effects of harassment, discrimination and/or retaliation, i.e., to redress harm to the alleged victim and the community and to prevent further violations. These remedies may include referral to counseling and health services or to the Employee Assistance Program, education to the community, altering work arrangements for employees,

providing campus escorts, implementing contact limitations between the parties, offering adjustments to academic deadlines, course schedules, etc.

2. Suspension. Alamo Colleges may interim suspend a student, employee, or organization pending the completion of investigation and procedures. In all cases in which an interim suspension is imposed, the student, employee or student organization will be given the opportunity to meet with the District Title IX/VII/ADA/504 Coordinator, District Title IX Coordinator for Employees, or designated College Deputy Title IX Coordinator prior to such suspension being imposed or as soon thereafter as reasonably possible to show cause why the suspension should not be implemented. Depending on whether the offending party is an employee or student, the District Title IX VII/ADA/504 Coordinator or an appropriate administrator at the college where the student is enrolled has sole discretion to implement or stay an interim suspension under this policy, and to determine its conditions and duration. Violation of an interim suspension under this policy will be grounds for expulsion or termination. During an interim suspension, an employee or student will be denied access to Alamo Colleges facilities and events. As to a student, this restriction may include classes and/or all other College/College District activities or privileges for which the student might otherwise be eligible. In addition, alternative coursework options may be pursued to ensure as minimal an impact as possible on the accused student.

3. Other Remedies. Victims and the College District have the right to seek restraining, judicial no-contact and/or protective orders, and internal no-contact and criminal trespass warnings to maintain individual and campus safety.

I. Statement of Complainant's Rights, Whether Employee or Student.

A complainant is the person who makes a complaint of civil rights discrimination, harassment or retaliation under this procedure and its policy.

a. A complainant has the right to file a criminal complaint.
b. A complainant has the option to, or not to, notify and seek assistance from law enforcement and/or Alamo Colleges' authorities.
c. A complainant and the College District have the right to seek restraining, judicial no-contact and protective orders, internal no contact orders, and criminal trespass warnings to ensure personal safety and maintain a safe campus and work environment.
d. A complainant has the right to have a prompt, fair, and impartial Civil Rights Complaint and Resolution Procedure that ensures a fair, prompt, and equitable process for both parties.
e. A complainant has the right to present his or her case, including the right to an adequate, reliable, and impartial investigation of complaints, the right to an equal opportunity to present witnesses and other evidence, and the right to the same appeal procedure for complainant and respondent.

f. A complainant has the right to be treated with respect by College officials.
g. A complainant has the right to take advantage of Alamo Colleges support resources (such as College Counseling, College Health Services for students, or EAP services for employees).
h. A complainant has the right for the complaint to be decided using a preponderance of the evidence standard (i.e., more likely than not the harassment other conduct occurred).
i. A complainant has the right to have an adviser, attorney, or other advocate of the complainant's choice and at the complainant's cost present during the Civil Rights Appeal Procedure.
j. A complainant has the right to refuse to have an allegation resolved through conflict resolution procedures.
k. A complainant has the right to be considered for amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.
l. A complainant has the right to be free from retaliation for engaging in protected activity.
m. A complainant has the right to have complaints heard in substantial accordance with the Civil Rights Complaint and Resolution Procedure and procedures and to participate in the process whether the injured party or the College District is the complainant.
n. A complainant has the right to be informed in writing of the outcome/resolution of the complaint, sanctions where permissible, and the rationale for the outcome where permissible. A complainant has the right to challenge any finding, decision, determination, sanction, or action taken and the right for Student Code of Conduct procedures to be followed where applicable.

J. Statement of Respondent's Rights, Whether Employee or Student.

A respondent is the person against whom a complaint is lodged or made under this policy.

a. A respondent has the right have a prompt, fair, and impartial Civil Rights Complaint and Resolution Procedure that ensures an equitable process to both parties.
b. A respondent has the right to be advised of the complaint against him or her and to the same due process rights as the complainant.
c. A respondent has the right to an adequate, reliable, and impartial investigation of complaints, the right to an equal opportunity to present witnesses and other evidence, and the right to the same appeal procedure as the complainant.
d. A respondent has the same right as a complainant to present his or her case, to present witnesses and other evidence, and to challenge the complaint made against respondent.
e. A respondent has the right for the complaint to be decided using a preponderance of the evidence standard (i.e., more likely than not the harassment other conduct occurred).
f. A respondent has the right to have an adviser, attorney, or other advocate of the respondent's choice and at the respondent's cost present during the Civil Rights Appeal Procedure.

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g. A respondent has the right to be considered for amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.
h. A respondent has the right to have complaints heard in substantial accordance with the Civil Rights Complaint and Resolution Procedure and to participate in the process whether the injured party or the College District is the complainant. A respondent has the right to be treated with respect by College officials.
i. A respondent has the right to take advantage of campus support resources (such as Counseling, College Health Services for students, or EAP services for employees).
j. A respondent has the right to refuse to have an allegation resolved through conflict resolution procedures.
k. A respondent has the right to have complaints heard in substantial accordance with the Civil Rights Complaint Resolution Procedure and to participate in the process whether the injured party or the College District is the complainant.
l. A respondent has the right to be informed in writing of the outcome/resolution of the complaint, any sanctions imposed against the respondent, and the rationale for the outcome.
m. A respondent has the right to challenge any finding, decision, determination, sanction, or action taken against respondent and the right for Student Code of Conduct procedures to be followed where applicable.

K. Process B: Title IX Coordinator's Investigation Obligations.

The District Title IX/VII/ADA/504 Coordinator shall coordinate a prompt investigation of all complaints and allegations of discrimination, harassment, and retaliation based on protected class. Upon receipt of a civil rights-based complaint, the District Title IX/VII/ADA/504 Coordinator shall:

a. Immediately designate a Deputy Coordinator to conduct the complaint resolution process and issue the final resolution of the case. If the complaint is against an employee, the District Title IX Coordinator for Employees will be designated. If the complaint is against a student, a College Deputy Title IX Coordinator be designated.
b. Immediately appoint two members to the investigative panel from the available trained panel members. If either party to the complaint is a faculty member, the investigative panel shall include at least one faculty member. If either party to the complaint is a staff member, the investigative panel shall include at least one staff member;
c. Within five (5) College District business days, notify the accused (respondent) and complainant of the complaint and investigation by hand delivering the notice to the respondent (accused) with a copy of the notice to the complainant. The District Title IX/VII/ADA/504 Coordinator or designee may extend the time allotted for delivering the notice to the accused in writing before the expiration of the original deadline under extraordinary circumstances. A break between semesters may constitute an extraordinary circumstance.

d. During this time period (between filing of the complaint and notification of the respondent (accused), the deputy coordinator and investigative panel shall be appointed, briefed and begin the investigation.

L. Process B: Investigation

1. Interviews. An Investigative Panel shall have the authority to interview witnesses and gather documentation. Interviews will be the primary method of collecting information as part of the fact-finding investigation. Attorneys, representatives, advisors, and advocates are not allowed at internal interviews. Witnesses and the respondent are expected to be cooperative and truthful.

2. Confidentiality Under Process B. At all times, except as provided by Title IX, the investigative panel shall take steps to ensure privacy and confidentiality for witnesses, complainant and the respondent (accused) during the investigation, including without limitation, requiring all parties to agree, in writing, that information disclosed during the investigation shall not be disclosed to others unless required by law, court order, subpoena, or to defend the College District in legal or administrative proceedings, including appeals of the decision on the complaint. A violation of privacy or confidentiality shall be grounds for disciplinary action up to and including termination. The rights of a complainant and respondent, as stated in the College District's Policy on Civil Rights Discrimination, Harassment, and Retaliation shall be observed. Under Process A for complaints of sexual harassment, neither the College District, Colleges, Title IX Coordinators nor any investigator may restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. *34 CFR §106.45(b)(5)(iii).*

3. Confidentiality Under Title IX. Except as otherwise provided by the Title IX regulations and this procedure, the College District and Colleges will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of the new Title IX regulations at 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. *34 CFR§ 106.71(a).*

4. Investigation Time Period. In most cases, the investigative process will take approximately 60 business days, but the investigation of more complex cases may take longer. The investigation shall be conducted as expeditiously as possible and, where necessary, the administration shall provide panel members with substitutes for pre-assigned responsibilities. A break between semesters may constitute an extraordinary circumstance that justifies an extension of the 60-day period for investigation and resolution, however the summer term will not be considered an appropriate period to forgo the investigation and resolution.

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5. Time Period for Criminal Investigation. In the event of a criminal investigation of sexual misconduct charges, including sexual assault, or an investigation in which a College District police officer is accused of sexual misconduct, sexual harassment, sexual violence, or other form of civil rights harassment or discrimination, the time lines in this procedure may be extended by three (3) to ten (10) days to enable the law enforcement to gather evidence and conduct preliminary investigation. The internal Civil Rights Complaint Resolution process cannot be delayed beyond ten (10) days.

6. Consequence of False Information. Because the investigative panel has a serious responsibility to ascertain the facts, the whole College District has an interest in the accuracy and reliability of the information the investigative panel receives. For that reason, if any witness or alleged violator of this policy is later found to have knowingly provided false information to the investigative panel, the College District reserves the right not to indemnify or defend any employee who knowingly provides false information to the investigative panel in violation of this procedure and the right to take appropriate disciplinary action.

M. Process B: Investigative Panel Findings

1. Final Report Required. Once all the facts and evidence are gathered from all parties and witnesses; and the investigative panel concludes that the fact finding is complete, the investigative panel will issue a Final Report of Investigative Findings.

2. Preliminary Report. Before issuing a Final Report of Investigative Findings to the Title IX/VII/ADA/504 Coordinator or designee, the investigative panel will provide their conclusions concurrently to the complainant and accused parties and the administrator(s) in a Preliminary Report of Findings. The complainant and accused will be given an opportunity to comment and respond to the information presented and provide any additional information that may not have been reviewed by the investigative panel but should be considered prior to a decision and final report being issued regarding the complaint. Any additional information must be provided to the investigative panel within (5) business days.

3. Consideration of Additional Information. Final Report Within the next five (5) business days, the investigative panel will consider any additional information provided and render a Final Report of Investigatory Findings to the District Title IX/VII/ADA/504 Coordinator. The Final Report of Investigatory Findings will include the factual findings and the panel's conclusion whether the preponderance of the evidence obtained in the investigation establishes a violation of College District policy. The final report shall be dated and signed by all members of the investigative panel.

N. Process B: Resolution of Complaint

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
Responsible Department: Title IX/VII/IV/ADA/504 Coordinator
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1. Decision-maker. The District Title IX/VII/ADA/504 Coordinator or designated Deputy Coordinator assigned to conduct the complaint resolution process will determine the appropriate resolution of the complaint based on the factual evidence provided in the Final Report of Investigative Findings and the preponderance of evidence presented in the report.

2. Notice of Resolution. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint will provide a formal written Notice of Complaint Resolution to the complainant and respondent and administrator(s) concurrently in writing, within five (5) business days from receiving the report from the investigative panel. The notice of resolution will identify any findings of policy violation by any party and indicate which Alamo Colleges Administrator is responsible for determining the appropriate disciplinary action or sanctions to be taken. The Complaint Resolution Notice will include information about the timeline for initiating sanctions and/or disciplinary actions as well as the Civil Rights Appeal Process that is available to the complainant and accused.

O. Disciplinary Actions or Sanctions

1. Referral to Administrator. When the Complaint Resolution refers employee discipline and/or student sanction considerations to an Administrator(s), the Administrator or designee will have ten (10) business days to render a determination of action to be taken. Student Sanctions may be referred by the Administrator to the Student Conduct Officer, Dean or other Student Success leader for action. Employee Discipline may be referred to the employee's supervisor and Human Resources for determination and action.

2. Employee Discipline. Complaints against an employee may result in disciplinary action up to and including discharge in accordance with Alamo Colleges Policy (9.1, Progressive Discipline and 10.2, Separation from Employment) and associated Procedures.

3. Student Sanctions. Complaints against students may result in sanctions up to and including Expulsion in accordance with Alamo Colleges Student Code of Conduct (Policy F.4.2 and associated Procedure F.4.2.1).

4. Policy Violations. In the event of policy violations, a number of factors will be considered in determining appropriate discipline or remedial action, including the nature of the violation, the severity and pervasiveness of the conduct. Nothing in this procedure limits or delays the College District's right to take appropriate disciplinary actions, up to and including termination, when an employees' behavior warrants the action, and nothing in this procedure shall prevent the College District from taking appropriate action against a person who knowingly makes a false accusation.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
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5. Notice of Discipline or Sanctions. Once the appropriate disciplinary action or sanctions have been determined, the complainant and accused respondent will be notified concurrently- in writing of the decision by the District Title IX/VII/ADA/504 Coordinator or designated deputy.

P. Process B: Appeals

Both the complainant (complaining party) and the respondent (the accused party) may opt to accept the decision and determination of the action or sanctions imposed or submit an appeal to proceed before an Appeal Hearing Panel within ten (10) business days of the date of the letter communicating the decision of the investigative panel and the determination of disciplinary action or sanctions. The appeal procedure is stated in procedure H.1.1.2 Civil Rights Appeal Procedure.

Legal References:
TASB Community College Policy Manual Reference
34 CFR Part 106;
DIAA(LEGAL) Freedom from Discrimination, Harassment and Retaliation-Sex and Sexual Violence-Employees
FFDA(LEGAL) Freedom from Discrimination, Harassment and Retaliation-Sex and Sexual Violence-Students

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
Responsible Department: Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 - Civil Rights Discrimination, Harassment and Retaliation
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APPENDIX A

Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
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Title IX/VII/ADA/504 Coordinator for Employees
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District Title IX Coordinator for Students
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College Title IX Coordinator-Northwest Vista College

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College Title IX Coordinator-San Antonio College
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ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
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~~The Alamo Community College District (the "College District" or "Alamo Colleges") prohibits discrimination and harassment based on protected criteria and retaliation for opposing discrimination or harassment or participating in a complaint proceeding on campus or a governmental agency. This procedure is established to ensure an environment that affords equal educational and employment opportunities to all students and employees, including faculty and administrators, in the working and academic environments at the Alamo Colleges. This procedure seeks to resolve complaints promptly and effectively with respect for all parties.~~

~~This procedure provides two processes (grievance procedures) for the College District and Colleges to receive, investigate, evaluate, and resolve reports or complaints of discrimination, harassment, and retaliation which are prohibited by civil rights statutes listed below.~~

~~**Process A** applies only to student complaints of sexual harassment, sexual assault, dating violence, domestic violence and stalking, as defined and referenced by 2020 amendments to Title 34, Code of Federal Regulations, Part 106, the implementing regulations for Title IX of the Educational Amendments of 1972, 20 U.S.C. §1681 *et seq*. ("Title IX"). Those new Title IX regulations are 34 CFR §§106.8, 106.30, 106.44, and 106.45.~~

~~**Process B** applies to all other civil rights complaints which are not addressed by Process A, i.e.; do not meet the definitions of sexual harassment, sexual assault, dating violence, domestic violence, and stalking against a student and jurisdictional requirements of §§106.30, 106.44, and 106.45 of the Title IX regulations and complaints which arise under other civil rights statutes. *(See 34 CFR §106.8(c))*. Complaints of student gender discrimination and retaliation under Title IX fall under Process B.~~

~~Title IX/VII/ADA/504 Coordinators and Leads~~

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
Responsible Department: Title IX/VII/IV/ADA/504 Coordinator
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~~The .College District has designated responsibility to Coordinators and Leads to conduct the Civil Rights processes for students and employees who receive, investigate, evaluate, and resolve reports or complaints of discrimination, harassment, and retaliation which are prohibited by civil rights statutes, including Title IX. These designees are the same for Process A and Process B. Their names and contact information are listed in Appendix A to this procedure.~~

~~Inquiries about the application of Title IX and its regulations to the College District may be referred to the District Title IX/VII/ADA/504 Coordinator, Assistant Secretary of the Department of Education, or both. *34 CFR §106.8(b)(1)*. The contact information is as follows:~~

~~Alamo Colleges **District Title IX/Title VII/Title IV/ADA/504 Coordinator**~~
~~Linda Boyer-Owens~~
~~Associate Vice Chancellor for Human Resources & Organizational Development~~
~~Alamo Community College District~~
~~2222 N. Alamo, 230A-West Wing~~
~~San Antonio, TX 78215~~
~~210-485-0230~~
~~lboyer-owens@alamo.edu~~

~~**Assistant Secretary of the Department of Education**~~
~~U.S. Department of Education~~
~~Office of Civil Rights~~
~~400 Maryland Avenue SW~~
~~Washington, D.C. 20202-1100~~
~~Customer Service Hotline # (800) 421-3481~~
~~TDD# (877) 521-2172~~
~~Email: OCR@ed.gov~~
~~Web: http://www.ed.gov/ocr~~

~~I. Reporting Discrimination, Harassment, and Retaliation: Employees and Students.~~

~~**A. General Reporting.** Any person may report discrimination or harassment based on any protected criteria (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute discrimination or harassment, including sexual harassment) by mail, telephone, or electronic mail; using a College District or College electronic portal; using the contact information listed for a Title IX Coordinator; or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report, including the electronic portal for Title IX complaints. Such a report may be made at any time (including during non-business hours) by using the telephone~~

~~number or electronic mail address, by mail to the office address listed for Title IX Coordinators in Appendix A, or through the District or College electronic portal. S*ee34 CFR §106.8(a)*.~~

~~**B. Reporting By Formal Complaint.** A signed formal complaint, instead of a general report, may be filed with any Title IX Coordinator in person, by mail, by electronic mail using the contact information listed in Appendix A, or through the designated District or College electronic portal. *34 CFR §106.30(a).*~~

~~**C. Reporting Deadline.** A report or formal complaint alleging discrimination, harassment, or retaliation must be submitted or filed within thirty (30) calendar days from the date of the last act of alleged act of discrimination, harassment, or retaliation.~~

~~**D. College to Handle Report.** A report or formal complaint of discrimination, harassment or retaliation by a student against a student will be assigned to the College Title IX Coordinator and Title IX Lead at the college where the alleged discrimination, harassment, or retaliation occurred. If the alleged discrimination, harassment, or retaliation is reported to a different college or the District, it will be transferred the report or complaint to the college where the discrimination, harassment, or retaliation occurred and document the transfer of the report or complaint.~~

~~**E. District to Handle Report.** A report or formal complaint of discrimination, harassment, or retaliation by or against an employee will be assigned to the District Title IX/VII/ADA/504 Coordinator for Employees.~~

~~A report or formal complaint of discrimination, harassment, or retaliation involving a student or a student against an employee will be assigned to the District Title IX Coordinator for Employees who will work in collaboration with the College Title IX Coordinator and Title IX Lead at the college the student attends. Any student sanctions to be imposed against a student as a result of a responsibility finding will be assigned to the College Title IX Coordinator and will be processed under the Student Code of Conduct. Any discipline of an employee based on a finding of responsibility against the employee will be handled by the District Title IX Coordinator for Employees and processed under the employee procedures for progressive discipline or termination of employment. A work study student will be considered a student for purposes of Title IX and not an employee so that a complaint by or against a work study student will be processed by a College.~~

~~**G. Delay of Sanctions/Discipline.** Any sanctions against a student or discipline against an employee based on a finding of responsibility for discrimination, harassment, or retaliation will not be imposed until after the appeal time has expired or a decision on appeal is rendered, whichever occurs later.~~

~~II. PROCESS A:~~
~~Applicable Only to Complaints of Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence and Stalking Under Title IX~~

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
Responsible Department: Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 - Civil Rights Discrimination, Harassment and Retaliation
Approved: 10-28-14
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~~**Process A** applies *only* to complaints of sexual harassment. For purposes of Title IX, sexual harassment is conduct on the basis of sex and includes sexual assault, dating violence, domestic violence and stalking. *34 CFR §106.30(a)(3).* After a report or complaint of sexual harassment is received and determined to meet the criteria of Title IX, the following Process A will apply.~~

~~**A. Process A: Definitions.**~~

~~1. *"Actual knowledge"* means notice of sexual harassment or allegations of sexual harassment to a Title IX Coordinator or any official who has authority to institute corrective measures on behalf of the College District or Colleges. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. The standard of actual knowledge is not met when the only official of the College District is the respondent. The mere ability or obligation to report sexual harassment or to inform a student about how to report sexual harassment, or having been trained to do so does not qualify an individual as one who has authority to institute corrective measures on behalf of the College District or Colleges. *Notice"* for purposes of *"actual knowledge"* includes but is not limited to a report of sexual harassment to a Title IX Coordinator as described in *34 CFR §106.8(a). 34 CFR §106.30(a).*~~

~~2. *"College District"* means the Alamo Community College District (ACCD) and its five independently accredited colleges: Northeast Lakeview College, Northwest Vista College, Palo Alto College, St. Philip's College, and San Antonio College. "Alamo Colleges District" and "Alamo Colleges" are synonymous for the College District.~~

~~3. *"Complainant"* means an individual who is alleged to be the victim of conduct that could constitute sexual harassment. Where a Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a complainant or otherwise a party to the complaint. *34 CFR §106.30(a).* A third person who reports sexual harassment does not become a party (complainant) to a formal complaint. Parents and guardians may report sexual harassment but do not become parties to a formal complaint even if they signed a complaint.~~

~~4. *"Dating violence"* under Title IX has the meaning assigned in the Violence Against Women Act ("VAWA"), 34 U.S.C. § 12291(a). *34 CFR §106.30(a)(3).* Under VAWA, "dating violence" means violence committed by a person:~~

~~(a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and~~
~~(b) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship. *34 U.S.C. § 12291(a)(10).*~~

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5. *"Domestic violence"* under Title IX has the meaning assigned in VAWA. *34 CFR §106.30(a)(3).* Under VAWA, "domestic violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, or a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. *34 U.S.C. § 12291(a)(8).*

6. *"Education program or activity"* includes locations, events, or circumstances over which the College District exercises substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the College District or one of the colleges. *34 CFR §106.44(a).*

7. *"Formal complaint"* means a document filed and signed by a complainant or signed by a Title IX Coordinator, alleging sexual harassment against a respondent and requesting that the College District investigate the allegation of sexual harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the College District or one of its colleges. *34 CFR §106.30(a).*

As used above, *"document filed by a complainant"* means a written document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the recipient) that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. *34 CFR §106.30(a).* Parents and guardians of minor students retain their legal rights to act on behalf of the minor as complainant or respondent in Title IX matters, including filing a formal complaint for the minor student child.
34 CFR §106.6(g).

8. *"Grievance process"* and *"complaint process"* are synonymous terms for purposes of this procedure. The Title IX regulations state, "a recipient must adopt and publish *grievance* procedures that provide for the prompt and equitable resolution of student and employee *complaints* alleging any action that would be prohibited by this part and a *grievance* process that complies with §106.45 for formal *complaints* as defined in §106.30." *34 CFR §106.8(c).*

9. *"Recipient"* in this procedure means the College District and/or one or more Colleges, all of which receive federal financial assistance. *34 CFR §106.2(a)(i).*

10. *"Respondent"* means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment. *34 CFR §106.30(a).*

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
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11. *"Sex discrimination."* A recipient's treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute gender discrimination under Title IX. *34 CFR §106.45(a).* A complaint of gender discrimination would be processed under Process B.

12. *"Sexual Assault"* under Title IX has the meaning assigned in the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the "Clery Act"), 20 U.S.C. 1092(f)(6)(A)(v). *34 CFR §106.30(a)(3).* Under the Clery Act, "sexual assault" is an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

13. *"Sexual harassment"* under Title IX means conduct on the basis of sex that satisfies one or more of the following:

(a) An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct; *34 CFR §106.30(a)(1).*
(b) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education programs or activities. *34 CFR §106.30(a)(2);*
(c) "Sexual assault" as defined in the Clery Act. *34 CFR §106.30(a)(3).*
(d) "Dating violence" as defined in VAWA. *34 CFR §106.30(a)(3);*
(e) "Domestic violence" as defined in VAWA). *34 CFR §106.30(a)(3);* or
(f) "Stalking" as defined in VAWA. *34 CFR §106.30(a)(3).*

14. *"Stalking"* under Title IX has the meaning assigned in VAWA. *34 CFR §106.30(a)(3).* Under VAWA, "stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for his or her safety or the safety of others; or (b) suffer substantial emotional distress. *34 U.S.C. § 12291(a)(30).*

15. *"Student"* means a person who has applied for admission or gained admission. *34 CFR §106.2(r).* A work study student will be considered a student for purposes of Title IX and not an employee so that a complaint by or against a work study student will be processed by a College.

16. *"Supportive measures"* means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the College District's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational environment, or deter sexual harassment. *34 CFR §106.30(a).*

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~~*"Supportive measures"* may include but are not limited to services offered in the community, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The Title IX Coordinator handling a complaint or report may fashion other supportive measures which are appropriate to the situation. A Title IX Coordinator will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the College District or Colleges to provide the supportive measures. The applicable Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures for a student or employee. *34 CFR §106.30(a).*~~

~~**B. Process A: Grievance Process – Overview of Title IX Concepts.**~~

~~**1. Title IX Coverage.** This Process A grievance procedure applies only to sexual harassment occurring against a person in the United States. *34 CFR §106.8(d)*. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the College District or one of the colleges. *34 CFR §106.30(a).*~~

~~**2. Presumption of Non-Responsibility.** All Title IX Coordinators, Title IX Leads, investigators, decisionmakers, and any person who facilitates an informal resolution process must operate at all times with the presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process. *34 CFR §106.45(b)(1)(iv).*~~

~~**3. Gag Order Prohibited.** Neither the College District, Colleges, Title IX Coordinators nor any investigator may restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. *34 CFR §106.45(b)(5)(iii).*~~

~~**4. Standard of Evidence Declared.** The standard of evidence to be used to determine responsibility for all formal complaints of sexual harassment is the preponderance of the evidence standard. The preponderance of the evidence standard applies to all other formal complaints against students and employees, including faculty. *34 CFR §106.45(b)(1)(vii).*~~

~~**5. Objective Evaluation of Evidence Required.** This procedure requires an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and that credibility determinations may not be based on a person's status as a complainant, respondent, or witness. *34 CFR §106.45(b)(1)(ii).*~~

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6. Impartiality Required. Every individual designated as a Title IX Coordinator, Title IX Lead, investigator, decisionmaker, or any person designated by the College District or a College to facilitate an informal resolution process is required to not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. *34 CFR §106.45(b)(1)(iii).* None of the foregoing persons may serve in more than one capacity during the grievance process.

7. Duration of Grievance Process. The Title IX regulations require the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited by Title IX. 3*4 CFR §106.8(c).* To comply with this requirement, the grievance process in this procedure should be concluded within ninety (90) calendar days from the date of receipt of a report or formal complaint to the date on which an appeal is decided or the date on which the time to appeal expires if no appeal is filed, subject to any extensions of time. 3*4 CFR §106.45(b)(1)(v).* The 90-calendar day time period excludes holidays and days on which the College District and Colleges are closed for operations, such as the holiday and spring breaks and closures for weather or other emergencies.

8. Extensions of Time. The 90-calendar day time period for the grievance process may be extended by temporary delays or extensions of time granted. Any party (complainant or respondent), the College District, a College, investigator or decision-maker may request in writing for good cause at any time during the grievance process an extension of time to accomplish a duty or requirement in this procedure. Good cause may include considerations, such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. *34 CFR §106.45(b)(1)(v).* Requests for extension of time should be submitted in writing to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint with copies served on the complainant and respondent and their advisors, if any. Extensions of time should be judiciously requested to avoid dismissal because the complainant or respondent is no longer a student.

9. Required Training #1. The District Title IX Coordinator, District Title IX Coordinator for Employees, and District Title IX Coordinator for Students will ensure that the College Deputy Title IX Coordinators, Title IX Leads, investigators, decision-makers, and any person who facilitates an informal resolution process receive training on the definition of sexual harassment stated in Section I(A)(13) above, the scope of the education program or activity, how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. *34 CFR §106.45(b)(1)(iii).*

10. Required Training #2. The District Title IX Coordinator, District Title IX Coordinator for Employees, and District Title IX Coordinator for Students will ensure that decision-makers receive training on any technology to be used at a live hearing and on issues of relevance of questions and

evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. *34 CFR §106.45(b)(1)(iii).*

11. Required Training #3. The District Title IX Coordinator, District Title IX Coordinator for Employees, and District Title IX Coordinator for Students will ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence as required by 34 CFR § 106.45(b)(5)(vii) and discussed in Section II(E)(7) below. Any materials used to train Title IX Coordinators, Title IX Leads, investigators, decision-makers, and any person who facilitates an informal resolution process must not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints of sexual harassment. *34 CFR §106.45(b)(1)(iii).*

12. Equitable Treatment Before Sanctions. Complainants and respondents will be treated equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent and by following Process A which complies with the new federal regulations before the imposition of any disciplinary sanctions or other actions that are not supportive measures. Remedies must be designed to restore or preserve equal access to the College District's education program or activity. Such remedies may include the individualized services defined as ''supportive measures." *34 CFR §106.45(b)(1)(i).*

13. Available Sanctions and Remedies. The possible disciplinary sanctions and remedies that a College may implement against a student following any determination of responsibility are listed in the Student Code of Conduct, which is incorporated herein by reference, and as may be determined appropriate for the circumstances, including but not limited to placing a student in online classes, allowing a student to withdraw without penalty and take the class in a following semester, and allowing a student to retake exams or complete assignments by the end of the semester. The possible disciplinary sanctions and remedies that the District may implement against an employee following any determination of responsibility are listed in the Progressive Discipline and Termination Procedures in Section D of Board Policies, available on the College District website and incorporated herein by reference. *34 CFR §106.45(b)(1)(vi).*

14. Notice of Meetings Required. At all times during the Process A grievance process, the District Title IX Coordinator for Employees or College Title IX Coordinator and Title IX Lead handling the formal complaint will provide to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings with sufficient time for the party to prepare to participate. *34 CFR § 106.45(b)(5)(v).*

15. Equal Right to an Advisor. The parties will have equal opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and

not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding. The College District has the right to exercise reasonable restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties. *34 CFR § 106.45(b)(5)*(iv).

C. Process A: Response to Report or Complaint of Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence and Stalking.

1. Duty to Not Be Deliberately Indifferent. If the College District or a college has actual knowledge of sexual harassment in an education program or activity against a person in the United States, it must respond promptly in a manner that is not deliberately indifferent to a report or formal complaint. A recipient is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances. *34 CFR § 106.44(a).* The duty to not be deliberately indifferent is not satisfied if it is based on the recipient's restriction of rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment. *34 CFR § 106.44(a).*

2. Supportive Measures Required. If the College District or a College has actual knowledge of sexual harassment in an education program or activity against a person in the United States, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report will treat a complainant and respondent equitably to offer supportive measures and will follow the grievance process discussed below *before* the imposition of any disciplinary sanctions or other actions that are not supportive measures against a respondent. *34 CFR §106.44(a).* The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report also will respond to the report to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures, and explain to the complainant the process for filing a formal complaint. *34 CFR §106.44(a).* Supportive measures must be provided even if the reporting began with the filing of a formal complaint. A range of supportive measures available to complainants and respondents is listed in Section II(A)(16) above. *34 CFR §106.45(b)(1)(ix).*

3. Student Emergency Removal. A College may remove a student respondent from the education program or activity only on emergency basis and provided that the College undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justify removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act. *34 CFR §106.44(c).* Emergency removal is the exception and not

the rule. An individualized safety and risk analysis must be documented by the College Title IX Coordinator and Title IX Lead.

4. Employee Administrative Leave. A non-student employee-respondent may be placed on administrative leave during the pendency of the grievance process provided no rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act are modified. *34 CFR §106.44(d).*

5. Evaluating Report for Title IX Coverage. After supportive measures are provided, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report must determine:

(a) Whether the report is submitted timely within thirty (30) calendar days of the date on which the last alleged act of sexual harassment occurred;
(b) Whether the report complains of sexual harassment in an education program or activity;
(c) Whether the reporter is participating in or attempting to participate in the education program or activity of the College District or a College; and
(d) Whether the report or allegations are against a person in the United States. *34 CFR § 106.45(b)(3)(i).*

If the report does not meet the factors above, it cannot be accepted as a Title IX complaint for purposes of Process A and must be dismissed and closed after any supportive measures are implemented. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report will notify the reporter about the dismissal and process the report under Process B.

6. Report to Formal Complaint. If the report of sexual harassment was not initiated with the filing of a formal complaint and is accepted because it satisfies the factors above, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report will ask the complainant to proceed with filing a signed formal complaint. *34 CFR §106.30(a).* A complainant's wishes to not file a written complaint must be respected, unless the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report determine that the signing of a formal complaint by a Title IX Coordinator is clearly reasonable in light of the known circumstances. If the complainant does not wish to file a formal complaint and a Title IX Coordinator does not sign a formal complaint, then the grievance process will not proceed, no investigation will occur, and the case will be closed. Where a Title IX Coordinator signs a formal complaint, the investigation will commence. In such situation, the Title IX Coordinator is not a complainant or a party during the grievance process and will comply with the requirements for Title IX personnel to be free from conflicts and bias. *34 CFR §106.30(a).*

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~~**7. Consolidation of Formal Complaints.** The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. References to the singular "party," "complainant," or "respondent" include the plural, as applicable. *34 CFR § 106.45(b)(4).*~~

~~**8. Complaint Dismissal Before Investigation.** If the reporting occurred with the filing of a formal complaint and the conduct alleged in the formal complaint would not constitute sexual harassment even if proved, did not occur in the College District's education program or activity, or did not occur against a person in the United States, then the formal complaint with regard to that conduct must be dismissed. Such a dismissal does not preclude processing under Process B or action under another provision of the Student Code of Conduct. *34 CFR §106.45(b)(3)(i).* Dismissal for purposes of Title IX also applies if the formal complaint was not submitted timely within 30 calendar days of the date of the last act of harassment. Upon dismissing a formal complaint, the Title IX Coordinator handling the complaint will promptly send written notice of the dismissal and reason(s) for the dismissal simultaneously to the parties. *34 CFR §106.45(b)(3)(iii).*~~

~~**9. Complaint Dismissal During Grievance Process.** The College District or a College may dismiss a formal complaint or any allegations therein, if at any time during the investigation or hearing: (a) a complainant notifies the District Title IX for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint in writing that the complainant would like to withdraw the formal complaint or any allegations therein; (b) the respondent is no longer enrolled or employed by the College District; or (c) specific circumstances prevent the College District or College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein. *34 CFR §106.45(b)(3)(ii).* Upon a dismissal of a formal complaint, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint must promptly send written notice of the dismissal and reason(s) the dismissal simultaneously to the parties. *34 CFR §106.45(b)(3)(iii).*~~

~~**D. Process A: Grievance Process - Notice of Allegations to Satisfy Due Process.**~~

~~**1. Notice Required.** Within five (5) calendar days of receiving a formal complaint, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will provide a written notice to the known parties with the following information:~~

~~(a) Notice that a formal complaint has been filed by a named complainant against a named respondent, and the complaint will be investigated under Process A of the grievance procedure at H.1.1.1 on Civil Rights Discrimination, Harassment, and Retaliation.~~

(b) Notice of the allegations constituting sexual harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview of the complainant or respondent. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment and the date and location of the alleged incidents, if known. Notice of the allegations includes notice of the allegations to be investigated. *34 CFR §106.45(b)(2)(i)(B).*

(c) A statement that the respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process. *34 CFR §106.45(b)(2)(i)(B).*

(d) Notice that the parties will be contacted by an investigator and interviewed. Notice that the respondent will be notified that he/she will have an opportunity to respond to the formal complaint and allegations and present his/her side of the story.

(e) Notice that each party may have an advisor of choice during the grievance proceeding, including investigation, who may be, but is not required to be, an attorney, and may inspect and review any evidence obtained as a part of the investigation. *34 CFR §106.45(b)(2)(i)(B).* A request that each party inform the Title IX Coordinator handling the complaint of the name and contact information, including email address, for an advisor selected.

(f) Notice of the College District's grievance and informal resolution processes. *34 CFR §106.45(b)(2)(i)(A).*This requirement may be satisfied by providing a copy of this procedure and the procedure for appeals. Informal resolution is available at any time prior to the live hearing, provided the complaint does not include allegations that an employee sexually harassed a student.

(g) Notice that after the investigation, a live hearing to present oral and documentary evidence will be conducted. *34 CFR §106.45 (b)(6)(i).*

(h) Notice that this procedure, the Student Code of Conduct, and Progressive Discipline Procedure for employees prohibit knowingly making false statements or knowingly submitting false information during the grievance process. *34 CFR §106.45(b)(2)(i)(B).*

(i) Notice that threatening, intimidating, coercing or retaliating against a party, witness or any person participating in the grievance process is prohibited. *34 CFR §106.71.*

(j) Notice that sanctions under the Student Code of Conduct or discipline under the Progressive Discipline Procedure for employees may be imposed if either party is found responsible.

(k) Notice that other communications will be sent to advise of the opportunity to review evidence before the hearing, date of the hearing, and other matters related to the hearing.

2. Notice of Additional Allegations. If in the course of an investigation, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint investigate allegations about the complainant or respondent that are not included in the notice discussed in the above paragraph, the District Title IX Coordinator for Employees or College

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~~Deputy Title IX Coordinator and Title IX Lead handling the complaint will provide notice of the additional allegations to the parties whose identities are known. *34 CFR §106.45(b)(2)(ii).*~~

~~**E. Process A: Grievance Process - Investigation of a Formal Complaint.**~~

~~**1. Investigation Delayed.** If the sexual harassment is also reported to campus police or other police department, the investigation under this procedure may be delayed for a reasonable time period not to exceed thirty (30) calendar days for the police department to complete its investigation. However, supportive measures and notice of allegations must be provided. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report or complaint is responsible for following up with the police department on conclusion for their investigation and the complainant to confirm the intent to proceed with the investigation and process under this procedure.~~

~~**2. Investigator Appointment.** The College District bears the burden of proof and burden of gathering evidence sufficient to reach a determination regarding responsibility. *34 CFR §106.45(b)(5)(i).* To meet these burdens, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will appoint an investigator to investigate a formal complaint of sexual harassment. This appointment will occur within ten (10) calendar days of receiving a formal complaint that does not involve conduct reported to campus police or other police department, or within ten (10) days after the expiration of the reasonable time period for a police department to investigate a formal complaint. The investigator must not have any conflict of interest or bias and must have received the training specified in Section II(B)(9-11) above before commencing any investigation. The appointment shall be documented in a letter to the investigator that:~~

- ~~(a) Identifies the parties and generally states the allegations;~~
- ~~(b) Informs that the respondent is presumed not responsible for the alleged conduct throughout the investigative and hearing process. *34 CFR §106.45(b)(1)(iv);*~~
- ~~(c) States the definition of sexual harassment that must be followed under Title IX. *34 CFR §106.30(a)(1-3);*~~
- ~~(d) Provides a copy of this procedure, the written complaint of sexual harassment, and any other information obtained prior to investigation and requests that the documents provided be reviewed before the start of the investigation;~~
- ~~(e) Informs that the investigator is required to interview the complainant and respondent separately;~~
- ~~(f) Informs that to satisfy due process, the investigator will discuss *all* allegations with the respondent and ask the respondent to present his/her side of the story;~~
- ~~(g) Informs that witness names and contact information must be collected from the complainant and respondent and the witnesses of each party must be interviewed;~~

(h) Informs that throughout the investigation, the parties must be provided an equal opportunity for the parties to name and present witnesses, including fact and expert witnesses, and offer other inculpatory and exculpatory evidence. *34 CFR §106.45(b)(5)(ii);*

(i) Informs that the College District and investigator are required to not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. *34 CFR §106.45(b)(5)(iii);*

(j) Informs that the investigator is required to provide the parties an equal opportunity to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney and not limit the choice or presence of an advisor for either the complainant or respondent in any meeting or grievance proceeding. *34 CFR §106.45(b)(5)(iv);*

(k) Informs that the College District may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties. *34 CFR §106.45(b)(5)(iv).* In this regard, a complainant or respondent must be allowed by an advisor to speak, answer questions, discuss the complaint, and offer evidence during the investigation process. In other words, a complainant or respondent must speak for himself/herself; and

(l) Informs that the investigator is required to treat the parties with respect and dignity; gather any documentary evidence; take notes and document the witness statements, evidence and interviews; communicate with the parties through email and not texts; comply with all requirements stated in this procedure; and preserve the documentation obtained throughout the investigation.

3. Commencement of Investigation. Upon receipt of the appointment and complaint, the investigator will prepare for the investigation by among other things, reviewing the documents provided by the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint and determining other information needed and questions to ask. Within ten (10) calendar days of receiving the complaint and any other information, the investigator will commence the investigation process by interviewing the complainant and respondent separately and following the directions provided in the letter of appointment and other requirements in this procedure. The investigator will provide written notice of the date, time and place of interview with sufficient time for a party to prepare for the interview. *34 CFR §106.45(b)(5)(v).* The investigation should be completed within thirty (30) calendar days from receipt of the appointment.

4. Consents Required for Provider Records. The District Title IX Coordinator for Employees, College Deputy Title IX Coordinators, Title IX Leads, investigators and those participating in the live hearing may not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized

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professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the College District or College obtains a voluntary written consent to do so for use in the grievance process. If the complainant or respondent is a minor, the consent must be obtained from a parent or guardian. *34 CFR §106.45(b)(5)(i).* A consent form to allow the privileged records to be used in the grievance process must be completed and signed and executed by a party or parent or guardian if the party is a minor and be accompanied by a written consent. Written consent must be provided thorough the execution of the College District's consent form under the Family Educational Rights and Privacy Act ("FERPA").

5. Right to Inspect Investigation Evidence. After the investigation is concluded, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will provide the parties and advisors in writing an equal opportunity to inspect and review all evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including a copy of the formal complaint and the evidence upon which the College District or College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. *34 CFR §106.45(b)(5)(vi).* The parties and advisors shall have ten (10) calendar days to inspect and review the evidence obtained from the investigation.

6. Equal Access to Evidence. After the parties review and inspect the evidence obtained as part of the investigation and prior to completion of the investigative report, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will have five (5) calendar days to send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy. The parties will have ten (10) calendar days to submit a written response, which the investigator will consider prior to completion of the investigative report. *34 CFR §106.45(b)(5)(vi).*

7. Investigative Report. After receiving the parties' responses to the investigation evidence, the investigator will have fifteen (15) calendar days to prepare a written investigative report that fairly summarizes the relevant evidence and send it to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint. The investigator will document the evidence in the report without reaching a conclusion or determination. A form for the report will be provided to the investigator. Within five (5) business days of receiving the investigator's report, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. *34 CFR §106.45(b)(5)(vii).* The written response is due within ten (10) calendar days. Any timely written response will be part of the record to be considered by the decision-maker.

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8. Selection of Decision-maker. Within ten (10) calendar days from the date the investigation report is sent to the parties, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will select and appoint in consultation with the District Title IX Coordinator and District Title IX Coordinator for Students, a decision-maker to hear the evidence at and conduct a live hearing. The decision-maker is required to not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent and to have had the training specified in Section II(B)(9-11) above, including how to serve impartially and determine issues of relevance. *34 CFR §106.45(b)(1)(iii).* None of the Title IX Coordinators or Title IX Leads listed on Appendix A may serve as decision-makers.

9. Notices of Decision-maker Appointment. Within five (5) calendar days of selecting a decision-maker, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will notify the parties and advisors in writing of the appointment of the decision-maker in writing and notify the decision-maker of the appointment. The decision-maker must be provided a copy of the complaint, the evidence gathered in the investigation, all responses to the evidence, the investigation report, this procedure, and all notices sent to the parties and investigator. Also, within five (5) calendar days of selecting a decision-maker, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will select a date for the live hearing that is at least fifteen (15) calendar days prior to the hearing or other time of determination regarding responsibility.

F. Process A: Grievance Process - Live Hearings

1. Live Hearing Required. The College District is required to conduct a live hearing of evidence to determine any responsibility (*i.e.*, hear the merits of the complaint or allegations). *34 CFR §106.45(b)(6)(i).* The live hearing will be recorded in real-time by audio, audiovisual recording, or stenographer and make the recording available to the parties for inspection and review. *34 CFR §106.45(b)(6)(i).*

2. Notice of Hearing. Within five (5) calendar days from selecting a live hearing date, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will issue a letter to the parties with the following information:

(a) Notice that a live hearing will be conducted to hear evidence of the allegations of sexual harassment and determine any responsibility; *34 CFR §106.45(b)(6)(i).*
(b) Notice of the date, time, and place of the live hearing with sufficient time for the parties to prepare to participate; *34 CFR §106.45(b)(5)(v).*
(c) Notice that each party must be accompanied by an advisor at the live hearing; *34 CFR §106.45(b)(6)(i).*

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(d) A request that the name and contact information of each party's advisor be disclosed immediately if it has not been disclosed already or notification that a party does not have an advisor;

(e) Notice that if a party does not have an advisor designated to be present at the live hearing, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will provide without fee or charge to that party, an advisor of the College District's or College's choice, who may be, but is not required to be, an attorney, to conduct cross examination on behalf of that party; *34 CFR §106.45(b)(5)(iv).*

(f) A request that each party disclose the names of his/her witnesses any disability accommodations that any party or witness would need for the live hearing; and

(g) Other information about the conduct of the live hearing, such as the right of an advisor to ask a party and witnesses all relevant questions and follow-up questions, including those challenging credibility. *34 CFR §106.45(b)(6)(i).*

2. Location of Hearing. Live hearings may be conducted with all parties physically present in the same geographic location or, at the College District's or College's discretion or at the request of either party, any or all parties, witnesses, and other participants may appear at the live hearing in separate rooms with technology enabling participants simultaneously to see and hear each other answering questions. *34 CFR §106.45(b)(6)(i).* The parties may agree to exclude a non-party, non-advisor witness from a live hearing when not being cross examined.

3. Availability of Evidence. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination. *34 CFR §106.45(b)(5)(vi).*

4. Cross Examination Generally. At the hearing, the parties and witnesses may be cross-examined (may be asked questions) by an advisor. Only relevant cross examination or other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the decision-maker must first determine whether the question is relevant and explain any decision to exclude a question is not relevant. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. *34 CFR § 106.45(b)(6)(i).*

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5. Cross Examination by Advisors. The decision-maker will permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the discretion of the College District to otherwise restrict the extent to which advisors may participate in other parts of the grievance process. *34 CFR §106.45(b)(6)(i).* In this regard, a complainant or respondent must be allowed by an advisor to speak, answer questions, discuss the complaint, and offer evidence during the investigation process. In other words, a complainant or respondent must speak for himself/herself.

6. Absence of Party or Witness. A party is required to submit to cross examination. The advisor may not testify on behalf of the party. If a party or witness does not submit to cross examination at the live hearing because he/she is absent, the decision-maker must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the decision-maker cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross examination or other questions. *34 CFR §106.45(b)(6)(i).*

7. Objective Evaluation of Evidence Required. This grievance process requires an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provides that credibility determinations may not be based on a person's status as a complainant, respondent, or witness. *34 CFR §106.45(b)(1)(ii).*

G. Process A: Grievance Process - Informal Resolution Before Hearing Determination.

1. Offer. At any time prior to reaching a determination regarding responsibility and provided that no allegations that an employee sexually harassed a student are involved, the District Title IX Coordinator for Employees or College Deputy IX Coordinator and Title IX Lead handling the complaint may offer an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that a formal complaint was filed and the responsible Title IX Coordinator:

(a) Provides to the parties a written notice disclosing: The allegations of sexual harassment; the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared; *34 CFR §106.45(b)(9)(i).*

(b) Obtains the parties' voluntary written consent and agreement to participate in the informal resolution process. *34 CFR §106.45(b)(9)(ii).* Mutual consent and agreement are required.
(c) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student. *34 CFR §106.45(b)(9)(iii).*
(d) Obtains the parties' agreement in writing to the resolution achieved and the case will be closed.

2. Prohibitions to Informal Resolution. A College may not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of formal complaints of sexual harassment. Similarly, a College may not require the parties to participate in an informal resolution process and may not offer an informal resolution process unless a formal complaint is filed. *34 CFR §106.45(b)(9).* The informal resolution process is not available to resolve allegations that an employee sexually harassed a student. *34 CFR §106.45(b)(9)(iii).*

H. Process A: Grievance Process - Determination Regarding Responsibility.

1. Written Determination Required. The decision-maker, who cannot be the same person as the District Title IX Coordinator for Employees, College Deputy Title IX Coordinator, Title IX Lead, or the investigator, must issue a written determination regarding responsibility based on the preponderance of evidence standard. *34 CFR §106.45(b)(7)(i).* The decision-maker is required to objectively evaluate all evidence and apply the preponderance of the evidence standard. *34 CFR §106.45(b)(1)(ii) and (vii); 34 CFR §106.45(b)(7)(i).* Any finding of unwelcomed conduct in a determination must have met the standard that "unwelcome conduct determined by a reasonable person to be so *severe, pervasive, and objectively offensive* that it effectively denies a person equal access to the College District's or College's education program or activity." *34 CFR §106.30(a)(2).*

2. Determination Requirements. The written determination must be issued by the decision-maker regarding responsibility within fifteen (15) calendar days from the day the live hearing concluded. *34 CFR §106.45(b)(7).* The determination must be signed and dated and required to include the following:

(a) The allegations in the complaint potentially constituting sexual harassment. *34 CFR §106.45(b)(7)(ii)(A);*
(b) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held. *34 CFR §106.45(b)(7)(ii)(B);*
(c) A statement of the parties and other persons present at the live hearing and the persons who were cross-examined;

(d) The allegations found to be substantiated or unsubstantiated as sexual harassment based on a preponderance of the evidence;
(e) Findings of fact which support the determination. *34 CFR §106.45(b)(7)(ii)(C);*
(f) A statement and rationale for why each allegation was found to be substantiated or unsubstantiated. *34 CFR §106.45(b)(7)(ii)(E);*
(g) A finding of responsibility, if any, or a statement that the respondent is not found responsible;
(h) Any disciplinary sanctions or discipline recommended to be imposed on the student-respondent or employee-respondent;
(i) Conclusions regarding the application of the Student Code of Conduct or employee personnel policies or procedures to the findings of facts. *34 CFR §106.45(b)(7)(ii)(D);*
(j) Any recommendation of remedies designed to restore or preserve equal access to the College's education program or activity. *34 CFR §106.45(b)(7)(ii)(E);* and
(k) The procedures, deadlines, and permissible bases for the complainant and respondent to appeal. 34 *CFR §106.45(b)(7)(ii)(F).*

3. Distribution of Determination. The decision-maker must send the written determination to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint who will provide it to the parties simultaneously within five (5) calendar days of receiving the determination.

4. Remedies. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint are responsible for effective implementation of any remedies recommended by the decision-maker. *34 CFR §106.45(b)(7)(iv).*

5. Time to Appeal. An appeal must be submitted to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint within ten (10) calendar days from the date the determination was issued by the decision-maker after the conclusion of a live hearing. The determination regarding responsibility becomes final on the 11th day after the date of the determination decision if no appeal is filed or on the date of the appeal decision if an appeal was filed. *34 CFR §106.45(b)(7)(iii).* The process for appealing a determination is further discussed in the Civil Rights Complaints Appeals Procedure at H.1.1.2.

6. After Appeal Time Expires. After the appeal time has expired, whether or not an appeal was filed and determined, the District Title IX Coordinator for Employees handling the complaint will determine any discipline of the employee-respondent, and the College Deputy Title IX Coordinator handling the complaint will determine disciplinary sanctions against a student-respondent. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will send notification to the parties of the discipline or sanctions being imposed, with a copy to the Student Conduct Officer at the College if the respondent was a student or to Records in Human Resources if the respondent was an employee.

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~~**I. Process A: Grievance Process - Recordkeeping.**~~

~~**1. Preservation of Records of Actions Taken.** For each response to a general report or formal complaint, the College District and College will create and maintain for a period of seven (7) years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the report or complaint will document the basis for its conclusion that its response was not deliberately indifferent, and document that measures have been taken designed to restore or preserve equal access to the recipient's education program or activity. If a complainant is not provided with supportive measures, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the report or complaint will document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the College District or College in the future from providing additional explanations or detailing additional measures taken. *34 CFR §106.45(b)(10)(ii).*~~

~~**2. Preservation of Formal Complaint Records.** The College District and Colleges will maintain for a period of seven (7) years records of the following: *34 CFR §106.45(b)(10)(i).*~~

~~(a) Each sexual harassment investigation, including investigator notes, statements from witnesses, the determination regarding responsibility, the audio or audiovisual recording or transcript required by this procedure, the documents containing the disciplinary sanctions or discipline imposed on the respondent, the documents providing supportive measures, the investigation report, all notices to the parties and advisors, and the remedies provided to the complainant designed to restore or preserve equal access to the College District's education program or activity; *34 CFR §106.45(b)(10)(i)(A).*~~
~~(b) Any appeal and the result therefrom; *34 CFR §106.45(b)(10)(i)(B).*~~
~~(c) Any informal resolution and the result therefrom; *34 CFR §106.45(b)(10)(i)(C).*~~
~~(d) All materials used to train Title IX Coordinators, Title IX Leads, investigators, decision-makers, and any person who facilitates an informal resolution process. The College will make these training materials publicly available on its website, or if the College does not maintain a website, the College must make these materials available upon request for inspection by members of the public. *34 CFR §106.45(b)(109)(i)(D).*~~
~~(e) The determination, all written communications between the District Title IX Coordinator, College Deputy Title IX Coordinator, Title IX Leads, and the parties, and all documents and responses submitted by the parties. *34 CFR §106.45(b)(10)(i)(A).*~~
~~(f) The reports and formal complaints of sexual harassment submitted.~~

~~**3. Responsible Departments.** The office of the District Title IX Coordinator for Employees at Human Resources is responsible for records retention pertaining to reports and complaints involving employees. The College Deputy Title IX Coordinator, Office of the Vice President for~~

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~~Student Success, and College Title IX and Student Conduct offices at each college, are responsible for records retention at the College Level and the documentation pertaining to reports and complaints involving students.~~

~~**J. Process A: Effect of Other Laws.**~~

~~**1. Constitutional Protections.** This Process A procedure:~~

~~(a) Does not restrict any rights that would otherwise be protected from government action by the First Amendment of the U.S. Constitution. *34 CFR §106.6(d)(1);*~~
~~(b) Does not deprive a person of any rights that would otherwise be protected from government action under the Due Process Clauses of the Fifth and Fourteenth Amendments of the U.S. Constitution. *34 CFR §106.6(d)(2);* or~~
~~(c) Does not restrict any other rights guaranteed against government action by the U.S. Constitution. *34 CFR §106.6(d)(3).*~~

~~**2. Effect of Other Laws.**~~

~~(a) The obligations imposed by 34 CFR Part 106 are independent of, and do not alter, obligations not to discriminate on the basis of sex imposed by Executive Order 11246, as amended; sections 704 and 855 of the Public Health Service Act (42 U.S.C. 292d and 298b-2); Title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e *et seq.*); the Equal Pay Act (29 U.S.C. 206 and 206(d)); and any other Act of Congress or Federal regulation. *34 CFR §106.6(a).*~~
~~(b) The obligation to comply with 34 CFR Part 106 is not obviated or alleviated by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, the FERPA regulations at 34 CFR Part 99, or Section 444 of the General Education Provisions Act (GEPA). *34 CFR §106.6(e).*~~
~~(c) Nothing in 34 CFR Part 106 may be read in derogation of any individual's rights under Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e *et seq.* or any regulations promulgated thereunder. *34 CFR §106.6(f).*~~
~~(d) Subject to FERPA requirements, nothing in the Title IX regulations or this procedure may be read in derogation of any legal right of a parent or guardian under state or federal law to act on behalf of a "complainant," "respondent," "party," or other individual, including but not limited to filing a formal complaint. *34 CFR §106.6(g).*~~
~~(e) **Preemptive Effect.** To the extent of a conflict between State or local law and Title IX as implemented by §§ 106.30, 106.44, and 106.45, the obligation to comply with §§ 106.30, 106.44, and 106.45 is not obviated or alleviated by any State or local law. *34 CFR §106.6(h).*~~
~~(f) Texas Education Code, Chapter 51, Sub-chapters E-2 and E-3, and the associated regulations at 19 Texas Administrative Code, Chapter 3, Sub-chapter A address the~~

reporting and processing requirements for complaints of sexual harassment, sexual assault, dating violence, and stalking. (Domestic violence is not covered by the foregoing Texas statutes).

III. PROCESS B:
Applicable to All Civil Rights Complaints of Discrimination, Harassment, And Retaliation, Except Complaints of Sexual Harassment Under Title IX

As stated above, this civil rights procedure provides two processes (grievance procedures) for the College District and Colleges to receive, investigate, evaluate, and resolve reports or complaints of discrimination, harassment, and retaliation which are prohibited by civil rights statutes listed below.

Process A applies *only* to complaints of sexual harassment, sexual assault, dating violence, domestic violence and stalking, as required by 2020 amendments to Title 34, Code of Federal Regulations, Part 106, the implementing regulations for Title IX. ("Title IX"). Those amendments are 34 CFR §§106.8, 106.30, 106.44, and 106.45.

Process B applies to all other complaints which do not meet the definitions of sexual harassment, sexual assault, dating violence, domestic violence, and stalking and jurisdictional requirements of §§106.30, 106.44, and 106.45 of the Title IX regulations as well as complaints of gender discrimination under Title IX, complaints which arise under other civil rights statutes, and complaints of retaliation. *(See 34 CFR §106.8(c))*. Complaints may be filed as to the following statutes as provided in Section I above on Reporting Complaints of Discrimination, Harassment and Retaliation.

A. Civil Rights Statutes Which Apply to Employees Only.

1. Title VII - Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq*., as amended, and its federal regulations at 29 CFR §1606.2 *et seq*., prohibit discrimination and harassment against employees based on race, color, national origin, creed, and sex. "National origin" includes ethnicity or ancestry. "Creed" refers to religion.

2. ADA - Title I of the Americans With Disabilities Act of 1990, 42 U.S.C. §12101 *et seq*., as amended, and its federal regulations prohibit discrimination and harassment against employees on the basis of mental or physical disabilities. An employee who requires an accommodation of one or more disabilities covered by the ADA bears the responsibility to initiate a written request for an ADA accommodation with Human Resources. The form request and procedures are available in the employee electronic portal to Human Resources. The employee will be required to provide medical certification from the employee's medical provider that includes: (a) identification of the health provider; (b) the medical provider's diagnosis of the disabling condition; (c) identification of specific limitations and/or suggested restrictions and their relation to the disability; and (d) suggested accommodations. Human Resources will engage in an interactive process with the employee to determine the reasonable accommodation(s).

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~~**3. ADEA** – The Age Discrimination in Employment Act of 1967, 29 U.S.C. §621 *et seq*., and its federal regulations at 29 CFR part 1625, prohibit discrimination and harassment against employees 40 years and older and permits the use of certain age-related distinctions and factors.~~

~~**B. Civil Rights Statutes Which Apply to Students Only.**~~

~~**1. Section 504** – Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794, and its federal regulations, prohibit discrimination against, and exclusion from participation or denial of benefits in an educational program or activity benefits, of a qualified individual with a disability solely by reason of the disability.~~

~~**2. ADA** – Title II of the Americans With Disabilities Act, 42 U.S.C. §12132 *et seq*., and its regulations at 28 CFR part 35, prohibit discrimination against, and exclusion from participation in an educational or denial of benefits of the services, programs, or activities of a public entity solely by reason of the disability. Students must self-identify the need for academic accommodations based on disabilities and request accommodations from the Disability Support Services (DSS) office at the college where classes are being taken. An Initial Request for Disability Services form must be completed. Students will be required to provide medical certification to support the disabilities claimed. DSS will determine the reasonable academic accommodations and issue a Letter of Accommodation ("LOA) for the particular course and semester. Students are required to renew requests for accommodations every semester at every Alamo College they are attending. Complaints of denial of accommodations at a particular college will be processed through the DSS office and offices of the Dean of Student Success and Vice President of Student Success.~~

~~**3. Title VI** – Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§2000d-2000d-7 *et seq*., and its regulations at 34 CFR part 100, prohibit discrimination against, and the denial of benefits or exclusion from participation on the basis of race, color and national origin in educational programs and activities that receive federal financial assistance.~~

~~**4. Title IV** – Title IV of the Civil Rights Act of 1964, 42 U.S.C. §2000c *et seq*., prohibits discrimination on the basis of religion in public primary and secondary schools and higher education.~~

~~**5. ADEA** – The Age Discrimination Act of 1975, 29 U.S.C.§6101 *et seq*., and its regulations at 29 CFR §1626, prohibit discrimination on the basis of age in programs and activities receiving federal financial assistance. The act applies to persons of all ages and permits the use of certain age-related distinctions and factors.~~

~~**C. Civil Rights Statutes Which Apply to Employees and Students.**~~

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
Responsible Department: Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 - Civil Rights Discrimination, Harassment and Retaliation
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1. Title IX - Title IX of the Educational Amendments of 1972, 20 U.S.C. §1681 *et seq*., and its federal regulations at 34 CFR §§106.1-106.82 covers sex discrimination in educational programs and activities which receive federal financial assistance. Sex discrimination includes gender discrimination, pregnancy discrimination, sexual orientation and transgender discrimination, sexual harassment, sexual assault, dating violence, domestic violence, and stalking. However, complaints of sexual harassment, sexual assault, dating violence, domestic violence, and stalking will be processed under Process A as required by the Title IX regulations. For Title IX to apply to an employee, the employee must be participating, or attempting to participate in an education program or activity. Otherwise, a complaint of sex discrimination will be processed under Title VII.

2. Texas Civil Rights Law. Texas Education Code, Chapter 51, Sub-chapters E-2 and E-3, and the associated regulations at 19 Texas Administrative Code, Chapter 3, Sub-chapter A address the reporting and requirements for processing complaints of sexual harassment, sexual assault, dating violence, and stalking. The procedure required under Texas law is stated in Board Procedure H.2.1.1.

D. Process B: Retaliation.

1. Retaliation Prohibited. No institution of higher education or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, Title VII, or any other statute protecting employees or students, their regulations if any, this procedure and its underlying policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under Title IX, Title VII, any other statute protecting employees or students, or this procedure. *(See 34 CFR §106.71(a)).*

2. Interference with Rights Per Title IX. Intimidation, threats, coercion, or discrimination, including charges against an individual for Student Code of Conduct or employee procedure violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sex discrimination or sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or the regulations constitute retaliation and may be addressed through the Student Code of Conduct or Progressive Discipline procedure for employees, whichever is applicable. *34 CFR §106.71(a).*

3. Conduct Not Retaliation. The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under Title IX. *34 CFR §106.71(b)(1).* Charging an individual with a Student Code of Conduct or employee procedure violation for making a materially false statement in bad faith in the course of a grievance proceeding under this part does not constitute retaliation prohibited by Title IX, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith. *(See 34 CFR §106.71(b)(2).*

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4. Retaliation Complaints. Complaints alleging retaliation for having exercised rights under Title IX or any other statute will be processed under this Process B. *(See 34 CFR§ 106.71(a)).*

E. Process B: Other Behaviors Prohibited as to Employees and Students.

1. Harassment. Harassment of an employee or student whether or not based on a protected status is inconsistent with the values of the College District for civility and respect for all and is prohibited by the College District. Harassment is unwelcomed conduct that becomes unlawful as to employees where (a) enduring the offensive conduct becomes a condition of continued employment, or (b) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. As stated in Process A, sexual harassment under Title IX means conduct on the basis of sex where (a) an employee conditions the provision of an aid, benefit, or service on the student's participation in unwelcome sexual conduct; or (b) the unwelcome conduct as determined by a reasonable person is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education programs or activities. Harassment as to students that does not meet the definition of sexual harassment under Title IX becomes unlawful where it interferes with the access or participation in the educational process and programs at the Alamo Colleges.

2. Hostile Environment. A hostile environment may be created by oral, written, graphic, or physical conduct that is sufficiently severe, persistent or pervasive so as to interfere with, limit or deny the ability of an individual to participate in or benefit from educational programs or activities or employment access, benefits or opportunities. Merely offensive speech of a generic nature and not on the basis of a protected status does not rise to the level of unlawful harassment.

3. Other Behaviors Prohibited by College District Policy.

a. Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person on the basis of their actual or perceived membership in a protected class;

b. Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another on the basis of actual or perceived membership in a protected class;

c. Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the College District community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity as defined further in the Student Code of Conduct or the basis of actual or perceived membership in a protected class. Hazing also is illegal under the Texas Penal Code and Texas Education Code.

d. Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally on the basis of actual or perceived membership in a protected class or other class, including sex/gender and sexual orientation. Cyberbullying is bullying that takes place using electronic technology. Bullying sometimes overlaps discriminatory harassment under Title VII and Title IX. Bullying is prohibited by this policy and other laws which prohibit harassment on the basis of protected criteria. Bullying not on the bases of a protected class is also prohibited the Texas Education Code and District Policy.

e. Hate Crimes are defined by the Texas Government Code as crimes that are motivated by prejudice, hatred, or advocacy of violence and defined by the Federal Hate Crime Act as crimes that manifest evidence of bias or prejudice against a group identified by race, color, disability, religion, national origin, ancestry, age, gender, or sexual orientation. Hate crimes include offenses such as murder, assault, kidnapping, arson, criminal mischief, and graffiti. Hate crimes are prohibited by Texas and federal law and this policy.

F. Process B: Reporting Discrimination, Harassment, and Retaliation.

1. Reporting Complaints. Section I above on reporting discrimination, harassment and retaliation applies to Process B. Complainants have the right, and can expect, to have complaints taken seriously by the College when formally reported, and to have those incidents investigated and properly resolved through these procedures. Reports and oral complaints must be reduced to writing for an investigation to be conducted by an investigative panel.

2. Immediate Action. Before a report or oral complaint is required to be reduced to writing, the College District reserves the right to act immediately under the following circumstances:

a. The District Title IX/VII/ADA/504 Coordinator will immediately notify the Alamo Colleges Police Department ("ACPD") of any immediate or potential threat to individual, campus or workplace safety.
b. Any incidents occurring on premises owned or controlled by the College District or off-campus when the off-campus conduct could have an on-campus impact or impact on the mission or interest of Alamo Colleges. A substantial College interest is defined to include any action that constitutes a criminal offense as defined by federal or Texas law. This includes, but is not limited to, single or repeat violations of any local, state or federal law committed in the municipality where the College is located;
c. Any situation where it appears that the accused individual may present a danger or threat to the health or safety of him/herself or others at Alamo Colleges;
d. Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder;

e. Any situation that is detrimental to the educational mission, interests or goals of the College District or Colleges; and/or
f. Any online postings or other electronic communication, including cyber-bullying, cyber-stalking, cyber-harassment, etc. occurring completely outside of the College's control (e.g., not on Alamo Colleges networks, websites or between Alamo Colleges email accounts) when those online behaviors can be shown to cause a substantial on-campus disruption or misrepresent that the communication was authorized by Alamo Colleges.

3. Other Action. The following will apply after any immediate action is considered.

a. As to all discrimination, harassment, and retaliation complaints and reports, the complainant or reporter is encouraged to provide a written complaint and contact information to enable the College District to proceed with an investigation of the charges and take any remedial action as soon as necessary or possible.
b. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint will assist the complainant in preparing a formal written complaint, which shall include the date, time, place, and a specific description of the alleged conduct that constitutes the alleged discrimination, harassment, retaliation.
c. Complainants have the right and can expect to have complaints taken seriously by the College when formally reported, and to have those incidents investigated and properly resolved through the applicable civil rights procedures.
d. All initial contacts will be treated with the maximum possible confidentiality but due process requires disclosure of the allegations and complainant to the respondent. Confidentiality cannot be guaranteed if the complaint becomes the subject of an administrative, arbitral, or court proceeding, including a subpoena.
e. Victims of sexual assault, domestic violence, and stalking should be aware that the ACPD must issue timely warnings when reported incidents pose a substantial threat of bodily harm or danger to members of the campus community. The College District will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the potential danger.
f. Victims of sexual assault shall not be identified by name in the annual required by the Clery Act.

G. Process B: Summary of Process and Steps.

The complaint and resolution process is designed to receive, investigate, evaluate and resolve a complaint or report of civil rights discrimination, harassment or retaliation within thirty (30) calendar days and will be conducted with that end in mind. A Procedure Diagram outlining the process steps and roles is attached to this procedure (see Attachment A). The primary steps in Process B are summarized as follows:

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a. Victim or witness reports or notifies the District Title IX/VII/IV/ADA/504 Coordinator, College Deputy Title IX Coordinator, or the Alamo Colleges Police Department ("ACPD") of a violation or potential violation. In the event of a sexual assault or violence, the reporter should not hesitate to contact the ACPD immediately. ACPD will immediately notify the District Title IX/IV/ADA/504 Coordinator.
b. District Title IX/VII/ADA/504 Coordinator helps reporter prepare a formal complaint.
c. District Title IX/VII/ADA/504 Coordinator notifies ACPD if the matter is also a potential police matter.
d. District Title IX/VII/ADA/504 Coordinator establishes any interim remedies required to protect victim and campus and/or workplace safety (such as suspension of employee or student).

e. District Title IX/VII/ADA/504 Coordinator designates the District Title IX Coordinator for Employees or a College Deputy Title IX Coordinator at the college where the alleged discrimination, harassment or retaliation occurred to process the complaint for resolution under Process B.
f. The District Title IX Coordinator for Employees or College Title Deputy Coordinator provides concurrent official notice of the complaint and allegations to the complainant and respondent and appoints an Investigative Panel to investigate the written complaint allegations.
g. The Investigative Panel launches an investigation to include interviewing the complainant, respondent, and witnesses and collecting evidence.
h. The Investigative Panel concludes the investigation and prepares a Preliminary Investigative Report based on a preponderance of the evidence that is provided to the parties for review and responding within five (5) calendar days to provide any additional information for consideration by the Investigative Panel.
i. The Investigative Panel considers and may investigate any additional information provided in a response to the Preliminary Investigative Report.
j. The Investigative Panel Chair prepares and issues a Final Report of Investigative Findings to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint based on a preponderance of the evidence.
k. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint renders an appropriate Resolution of the complaint based on the Investigation Panel's Final Report of Investigative Findings and the preponderance of all evidence collected by the Panel.
l. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint provides a written Resolution concurrently to the complainant and respondent and recommends any employee discipline and/or student sanctions to the responsible administrator for evaluation and action.
m. The responsible Administrator approves or disapproves the recommended discipline

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and/or sanctions in whole or in part for implementation by the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint after the appeal time expires.

n. Complainant and Respondent each have the opportunity to accept the Resolution or submit an Appeal to the District Title IX/VII/ADA/504 Coordinator.

o. Appeals are processed in accordance with Civil Rights Complaints Appeal Procedure at (H.1.1.2).

H. Process B: Interim Remedial Action

1. Possible Remedies. If, in the judgment of the District Title IX/VII/ADA/504 Coordinator, the safety or well-being of any member(s) of the campus community may be jeopardized by the presence on campus of the accused individual or the ongoing activity of a student organization whose behavior is in question, the District Title IX/VII/ADA/504 Coordinator (or designee) may provide interim remedies intended to address the short-term effects of harassment, discrimination and/or retaliation, i.e., to redress harm to the alleged victim and the community and to prevent further violations. These remedies may include referral to counseling and health services or to the Employee Assistance Program, education to the community, altering work arrangements for employees, providing campus escorts, implementing contact limitations between the parties, offering adjustments to academic deadlines, course schedules, etc.

2. Suspension. Alamo Colleges may interim suspend a student, employee, or organization pending the completion of investigation and procedures. In all cases in which an interim suspension is imposed, the student, employee or student organization will be given the opportunity to meet with the District Title IX/VII/ADA/504 Coordinator, District Title IX Coordinator for Employees, or designated College Deputy Title IX Coordinator prior to such suspension being imposed or as soon thereafter as reasonably possible to show cause why the suspension should not be implemented. Depending on whether the offending party is an employee or student, the District Title IX VII/ADA/504 Coordinator or an appropriate administrator at the college where the student is enrolled has sole discretion to implement or stay an interim suspension under this policy, and to determine its conditions and duration. Violation of an interim suspension under this policy will be grounds for expulsion or termination. During an interim suspension, an employee or student will be denied access to Alamo Colleges facilities and events. As to a student, this restriction may include classes and/or all other College/College District activities or privileges for which the student might otherwise be eligible. In addition, alternative coursework options may be pursued to ensure as minimal an impact as possible on the accused student.

3. Other Remedies. Victims and the College District have the right to seek restraining, judicial no-contact and/or protective orders, and internal no-contact and criminal trespass warnings to maintain individual and campus safety.

ATTACHMENT 8.

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~~**I. Statement of Complainant's Rights, Whether Employee or Student.**~~

~~A complainant is the person who makes a complaint of civil rights discrimination, harassment or retaliation under this procedure and its policy.~~

~~a. A complainant has the right to file a criminal complaint.~~
~~b. A complainant has the option to, or not to, notify and seek assistance from law enforcement and/or Alamo Colleges' authorities.~~
~~c. A complainant and the College District have the right to seek restraining, judicial no-contact and protective orders, internal no contact orders, and criminal trespass warnings to ensure personal safety and maintain a safe campus and work environment.~~
~~d. A complainant has the right to have a prompt, fair, and impartial Civil Rights Complaint and Resolution Procedure that ensures a fair, prompt, and equitable process for both parties.~~
~~e. A complainant has the right to present his or her case, including the right to an adequate, reliable, and impartial investigation of complaints, the right to an equal opportunity to present witnesses and other evidence, and the right to the same appeal procedure for complainant and respondent.~~
~~f. A complainant has the right to be treated with respect by College officials.~~
~~g. A complainant has the right to take advantage of Alamo Colleges support resources (such as College Counseling, College Health Services for students, or EAP services for employees).~~
~~h. A complainant has the right for the complaint to be decided using a preponderance of the evidence standard (i.e., more likely than not the harassment other conduct occurred).~~
~~i. A complainant has the right to have an adviser, attorney, or other advocate of the complainant's choice and at the complainant's cost present during the Civil Rights Appeal Procedure.~~
~~j. A complainant has the right to refuse to have an allegation resolved through conflict resolution procedures.~~
~~k. A complainant has the right to be considered for amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.~~
~~l. A complainant has the right to be free from retaliation for engaging in protected activity.~~
~~m. A complainant has the right to have complaints heard in substantial accordance with the Civil Rights Complaint and Resolution Procedure and procedures and to participate in the process whether the injured party or the College District is the complainant.~~
~~n. A complainant has the right to be informed in writing of the outcome/resolution of the complaint, sanctions where permissible, and the rationale for the outcome where permissible. A complainant has the right to challenge any finding, decision, determination, sanction, or action taken and the right for Student Code of Conduct procedures to be followed where applicable.~~

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~~**J. Statement of Respondent's Rights, Whether Employee or Student.**~~

~~A respondent is the person against whom a complaint is lodged or made under this policy.~~

~~a. A respondent has the right have a prompt, fair, and impartial Civil Rights Complaint and Resolution Procedure that ensures an equitable process to both parties.~~
~~b. A respondent has the right to be advised of the complaint against him or her and to the same due process rights as the complainant.~~
~~c. A respondent has the right to an adequate, reliable, and impartial investigation of complaints, the right to an equal opportunity to present witnesses and other evidence, and the right to the same appeal procedure as the complainant.~~
~~d. A respondent has the same right as a complainant to present his or her case, to present witnesses and other evidence, and to challenge the complaint made against respondent.~~
~~e. A respondent has the right for the complaint to be decided using a preponderance of the evidence standard (i.e., more likely than not the harassment other conduct occurred).~~
~~f. A respondent has the right to have an adviser, attorney, or other advocate of the respondent's choice and at the respondent's cost present during the Civil Rights Appeal Procedure.~~
~~g. A respondent has the right to be considered for amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.~~
~~h. A respondent has the right to have complaints heard in substantial accordance with the Civil Rights Complaint and Resolution Procedure and to participate in the process whether the injured party or the College District is the complainant. A respondent has the right to be treated with respect by College officials.~~
~~i. A respondent has the right to take advantage of campus support resources (such as Counseling, College Health Services for students, or EAP services for employees).~~
~~j. A respondent has the right to refuse to have an allegation resolved through conflict resolution procedures.~~
~~k. A respondent has the right to have complaints heard in substantial accordance with the Civil Rights Complaint Resolution Procedure and to participate in the process whether the injured party or the College District is the complainant.~~
~~l. A respondent has the right to be informed in writing of the outcome/resolution of the complaint, any sanctions imposed against the respondent, and the rationale for the outcome.~~
~~m. A respondent has the right to challenge any finding, decision, determination, sanction, or action taken against respondent and the right for Student Code of Conduct procedures to be followed where applicable.~~

~~**K. Process B: Title IX Coordinator's Investigation Obligations.**~~

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~~The District Title IX/VII/ADA/504 Coordinator shall coordinate a prompt investigation of all complaints and allegations of discrimination, harassment, and retaliation based on protected class. Upon receipt of a civil rights-based complaint, the District Title IX/VII/ADA/504 Coordinator shall:~~

~~a. Immediately designate a Deputy Coordinator to conduct the complaint resolution process and issue the final resolution of the case. If the complaint is against an employee the District Title IX Coordinator for Employees will be designated. If the complaint is against a student, a College Deputy Title IX Coordinator be designated.~~
~~b. Immediately appoint two members to the investigative panel from the available trained panel members. If either party to the complaint is a faculty member, the investigative panel shall include at least one faculty member. If either party to the complaint is a staff member, the investigative panel shall include at least one staff member;~~
~~c. Within five (5) College District business days, notify the accused (respondent) and complainant of the complaint and investigation by hand delivering the notice to the respondent (accused) with a copy of the notice to the complainant. The District Title IX/VII/ADA/504 Coordinator or designee may extend the time allotted for delivering the notice to the accused in writing before the expiration of the original deadline under extraordinary circumstances. A break between semesters may constitute an extraordinary circumstance.~~
~~d. During this time period (between filing of the complaint and notification of the respondent (accused), the deputy coordinator and investigative panel shall be appointed, briefed and begin the investigation.~~

~~**L. Process B: Investigation**~~

~~**1. Interviews.** An Investigative Panel shall have the authority to interview witnesses and gather documentation. Interviews will be the primary method of collecting information as part of the fact-finding investigation. Attorneys, representatives, advisors, and advocates are not allowed at internal interviews. Witnesses and the respondent are expected to be cooperative and truthful.~~

~~**2. Confidentiality Under Process B.** At all times, except as provided by Title IX, the investigative panel shall take steps to ensure privacy and confidentiality for witnesses, complainant and the respondent (accused) during the investigation, including without limitation, requiring all parties to agree, in writing, that information disclosed during the investigation shall not be disclosed to others unless required by law, court order, subpoena, or to defend the College District in legal or administrative proceedings, including appeals of the decision on the complaint. A violation of privacy or confidentiality shall be grounds for disciplinary action up to and including termination. The rights of a complainant and respondent, as stated in the College District's Policy on Civil Rights Discrimination, Harassment, and Retaliation shall be observed. Under Process A for complaints of sexual harassment, neither the College District, Colleges, Title IX Coordinators nor any investigator~~

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may restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. *34 CFR §106.45(b)(5)(iii).*

3. Confidentiality Under Title IX. Except as otherwise provided by the Title IX regulations and this procedure, the College District and Colleges will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of the new Title IX regulations at 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. *34 CFR§ 106.71(a).*

4. Investigation Time Period. In most cases, the investigative process will take approximately 60 business days, but the investigation of more complex cases may take longer. The investigation shall be conducted as expeditiously as possible and, where necessary, the administration shall provide panel members with substitutes for pre-assigned responsibilities. A break between semesters may constitute an extraordinary circumstance that justifies an extension of the 60-day period for investigation and resolution, however the summer term will not be considered an appropriate period to forgo the investigation and resolution.

5. Time Period for Criminal Investigation. In the event of a criminal investigation of sexual misconduct charges, including sexual assault, or an investigation in which a College District police officer is accused of sexual misconduct, sexual harassment, sexual violence, or other form of civil rights harassment or discrimination, the time lines in this procedure may be extended by three (3) to ten (10) days to enable the law enforcement to gather evidence and conduct preliminary investigation. The internal Civil Rights Complaint Resolution process cannot be delayed beyond ten (10) days.

6. Consequence of False Information. Because the investigative panel has a serious responsibility to ascertain the facts, the whole College District has an interest in the accuracy and reliability of the information the investigative panel receives. For that reason, if any witness or alleged violator of this policy is later found to have knowingly provided false information to the investigative panel, the College District reserves the right not to indemnify or defend any employee who knowingly provides false information to the investigative panel in violation of this procedure and the right to take appropriate disciplinary action.

M. Process B: Investigative Panel Findings

1. Final Report Required. Once all the facts and evidence are gathered from all parties and witnesses; and, the investigative panel concludes that the fact finding is complete, the investigative panel will issue a Final Report of Investigative Findings.

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~~**2. Preliminary Report.** Before issuing a Final Report of Investigative Findings to the Title IX/VII/ADA/504 Coordinator or designee, the investigative panel will provide their conclusions concurrently to the complainant and accused parties and the administrator(s) in a Preliminary Report of Findings. The complainant and accused will be given an opportunity to comment and respond to the information presented and provide any additional information that may not have been reviewed by the investigative panel but should be considered prior to a decision and final report being issued regarding the complaint. Any additional information must be provided to the investigative panel within (5) business days.~~

~~**3. Consideration of Additional Information.** Final Report Within the next five (5) business days, the investigative panel will consider any additional information provided and render a Final Report of Investigatory Findings to the District Title IX/VII/ADA/504 Coordinator. The Final Report of Investigatory Findings will include the factual findings and the panel's conclusion whether the preponderance of the evidence obtained in the investigation establishes a violation of College District policy. The final report shall be dated and signed by all members of the investigative panel.~~

~~**N. Process B: Resolution of Complaint**~~

~~**1. Decision-maker.** The District Title IX/VII/ADA/504 Coordinator or designated Deputy Coordinator assigned to conduct the complaint resolution process will determine the appropriate resolution of the complaint based on the factual evidence provided in the Final Report of Investigative Findings and the preponderance of evidence presented in the report.~~

~~**2. Notice of Resolution.** The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint will provide a formal written Notice of Complaint Resolution to the complainant and respondent and administrator(s) concurrently in writing, within five (5) business days from receiving the report from the investigative panel. The notice of resolution will identify any findings of policy violation by any party and indicate which Alamo Colleges Administrator is responsible for determining the appropriate disciplinary action or sanctions to be taken. The Complaint Resolution Notice will include information about the timeline for initiating sanctions and/or disciplinary actions as well as the Civil Rights Appeal Process that is available to the complainant and accused.~~

~~**O. Disciplinary Actions or Sanctions**~~

~~**1. Referral to Administrator.** When the Complaint Resolution refers employee discipline and/or student sanction considerations to an Administrator(s), the Administrator or designee will have ten (10) business days to render a determination of action to be taken. Student Sanctions may be referred by the Administrator to the Student Conduct Officer, Dean or other Student Success~~

~~leader for action. Employee Discipline may be referred to the employee's supervisor and Human Resources for determination and action.~~

~~**2. Employee Discipline.** Complaints against an employee may result in disciplinary action up to and including discharge in accordance with Alamo Colleges Policy (9.1, Progressive Discipline and 10.2, Separation from Employment) and associated Procedures.~~

~~**3. Student Sanctions.** Complaints against students may result in sanctions up to and including Expulsion in accordance with Alamo Colleges Student Code of Conduct (Policy F.4.2 and associated Procedure F.4.2.1).~~

~~**4. Policy Violations.** In the event of policy violations, a number of factors will be considered in determining appropriate discipline or remedial action, including the nature of the violation, the severity and pervasiveness of the conduct. Nothing in this procedure limits or delays the College District's right to take appropriate disciplinary actions, up to and including termination, when an employees' behavior warrants the action, and nothing in this procedure shall prevent the College District from taking appropriate action against a person who knowingly makes a false accusation.~~

~~**5. Notice of Discipline or Sanctions.** Once the appropriate disciplinary action or sanctions have been determined, the complainant and accused respondent will be notified concurrently- in writing of the decision by the District Title IX/VII/ADA/504 Coordinator or designated deputy.~~

~~**P. Process B: Appeals**~~

~~Both the complainant (complaining party) and the respondent (the accused party) may opt to accept the decision and determination of the action or sanctions imposed or submit an appeal to proceed before an Appeal Hearing Panel within ten (10) business days of the date of the letter communicating the decision of the investigative panel and the determination of disciplinary action or sanctions. The appeal procedure is stated in procedure H.1.1.2 Civil Rights Appeal Procedure.~~

~~*Legal References:*~~
~~*TASB Community College Policy Manual Reference*~~

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~~*34 CFR Part 106;*~~
~~DIAA(LEGAL) Freedom from Discrimination, Harassment and Retaliation-Sex and Sexual Violence-Employees~~
~~FFDA(LEGAL) Freedom from Discrimination, Harassment and Retaliation-Sex and Sexual Violence-Students~~

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H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
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Based on Board Policy: H.1.2 - Civil Rights Discrimination, Harassment and Retaliation
Approved: 10-28-14
Last Amended: 1-17-17, 7-26-21

~~APPENDIX A~~

~~**District Title IX Coordinator**~~
~~Linda Boyer-Owens~~
~~Associate Vice Chancellor for Human Resources~~
~~& Organizational Development~~
~~Alamo Colleges District~~
~~2222 N. Alamo Street, 230A-West Wing~~
~~San Antonio, TX 78215~~
~~210-485-0230~~
~~lboyer-owens@alamo.edu~~

~~**District Title IX Coordinator for Employees**~~
~~Edward Contreras~~
~~Director of Talent, Advocacy and Solutions-Human Resources~~
~~Alamo Colleges District~~
~~2222 N. Alamo Street, 230A-West Wing~~
~~San Antonio, TX 78215~~
~~210-485-0216~~
~~econtreras@alamo.edu~~

~~**District Title IX Coordinator for Students**~~
~~Patricia B. Parma~~
~~Associate Vice Chancellor for Student Success and Success Initiatives~~
~~Office of the Vice Chancellor for Student Success~~
~~Alamo Colleges District~~
~~2222 N. Alamo Street, Room E331~~
~~San Antonio, TX 78215~~
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~~pparma@alamo.edu~~

~~**College Title IX Coordinator-Northeast Lakeview College**~~
~~Dr. Tangila Dove~~
~~Interim Vice President for Student Success~~
~~Northeast Lakeview College~~
~~1201 Kitty Hawk Road~~
~~Universal City, TX 78148~~
~~210-486-5421~~
~~twatts@alamo.edu~~

~~**College Title IX Coordinator-Northwest Vista College**~~

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~~Debi Gaitan~~
~~Vice President for Student Success~~
~~Northwest Vista College~~
~~3535 N. Ellison Drive~~
~~San Antonio, TX 78251~~
~~210-486-4454~~
~~dgaitan@alamo.edu~~

~~College Title IX Coordinator-Palo Alto College~~
~~Gilbert Becerra Jr.~~
~~Vice President for Student Success~~
~~Palo Alto College~~
~~1400 W. Villaret Blvd.~~
~~San Antonio, TX 78224~~
~~210-486-3930~~
~~gbecerra8@alamo.edu~~

~~College Title IX Coordinator-St. Philip's College~~
~~Dr. Mordecai Brownlee~~
~~Vice President for Student Success~~
~~St. Philip's College~~
~~1801 Martin Luther Drive~~
~~San Antonio, TX 78203~~
~~210-486-2252~~
~~mbrownlee3@alamo.edu~~

~~College Title IX Coordinator-San Antonio College~~
~~Dr. Lisa Alcorta~~
~~Vice President for Student Success~~
~~San Antonio College~~
~~1819 N. Main Avenue~~
~~San Antonio, TX 78212~~
~~210-486-1410~~
~~lalcorta3@alamo.edu~~

~~Title IX Lead at District Student Success~~
~~Benjamin Romo~~
~~Student Compliance Coordinator~~
~~Office of the Vice Chancellor for Student Success~~
~~Alamo Colleges District~~
~~2222 N. Alamo Street, Room E331~~

~~San Antonio, TX 78215~~
~~210-485-0873~~
~~bromo19@alamo.edu~~

~~**Title IX Lead at Northeast Lakeview College**~~
~~Tracy Floyd~~
~~Director of Student Success~~
~~Northeast Lakeview College~~
~~1201 Kitty Hawk Road~~
~~Student Commons Bldg., Room 210~~
~~Universal City, TX 78148~~
~~210-486-5610~~
~~tfloyd@alamo.edu~~

~~**Title IX Lead at Northwest Vista College**~~
~~Jennifer Comedy-Holmes~~
~~Dean of Student Success~~
~~Northwest Vista College~~
~~3535 N. Ellison Drive~~
~~Cypress Campus Center, Room 204F~~
~~San Antonio, TX 78251~~
~~210-486-4857~~
~~jcomedy-holmes@alamo.edu~~

~~**Title IX Lead at Palo Alto College**~~
~~Tyler Alyse Archer~~
~~Director of Student Conduct/Title IX~~
~~Palo Alto College~~
~~1400 W. Villaret Blvd.~~
~~Student Center, Room 101A~~
~~San Antonio, TX 78224~~
~~210-486-3755~~
~~tarcher1@alamo.edu~~

~~**Title IX Lead at St. Philip's College**~~
~~John Martin~~
~~Director of Student Conduct/Title IX~~
~~St. Philip's College~~
~~1801 Martin Luther Drive~~
~~Sutton Learning, Room 102Q~~
~~San Antonio, TX 78203~~

ATTACHMENT 8.

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210-486-2746
jmartin139@alamo.edu

Title IX Lead at San Antonio College
Camille Cartwright
Director of Student Conduct/Title IX
San Antonio College
1819 N. Main Avenue
Nursing Allied Health Bldg., Room 110
San Antonio, TX 78212
210-486-1207
ccartwright3@alamo.edu

Alamo Colleges seeks to maintain a healthy academic and working environment that is free from Civil Rights Discrimination, Harassment and Retaliation. This procedure is established to ensure an environment that affords equal educational and employment opportunity to all students, faculty, staff, administrators and other members of the Alamo Colleges community.

The College District takes all reports and complaints of Civil Rights Discrimination, Harassment and Retaliation seriously. Every report will be fully and fairly investigated. Prompt remedial action will be taken whenever Discrimination, Harassment or Retaliation is found. This procedure is established to ensure complaints are promptly and effectively resolved with respect for all parties.

Complaint and Resolution Process

The complaint and resolution process is designed to receive, investigate, evaluate and resolve a complaint or report of civil rights discrimination, harassment or retaliation within sixty (60) days and will be conducted with that end in mind. A Procedure Diagram outlining the process steps and roles is attached to this procedure (see Attachment A). The primary steps in the process are:

1. Victim or witness notifies the Title IX/VII/ADA/504 Coordinator, Deputy Coordinator, Administrator or ACPD (Alamo Colleges Police Department) of a violation or potential violation.
2. Title IX/VII/ADA/504 Coordinator helps reporter prepare a formal complaint or report.
3. Title IX/VII/ADA/504 Coordinator notifies ACPD if the matter is also a potential

police matter.

4. Title IX/VII/ADA/504 Coordinator establishes any interim remedies required to protect campus and/or workplace safety (such as suspension of employee or student).
5. Title IX/VII/ADA/504 Coordinator designates a trained Deputy Coordinator and trained Investigative Panel to conduct complaint resolution.
6. Deputy Coordinator provides concurrent official notice of the complaint to the complaining and accused parties and the senior College or DSO administrator(s) for the parties.
7. Investigative Panel launches an investigation to include interviewing witnesses and collecting evidence.
8. Investigative Panel concludes the investigation.
9. Investigative Panel provides concurrent preliminary findings to all parties with a five (5) day opportunity for complainant and accused to provide any additional information for consideration by the Panel.
10. Investigative Panel considers and may investigate any additional information provided.
11. Investigative Panel Chair prepares and issues a Final Report of Investigative Findings to the Deputy Coordinator.
12. Deputy Coordinator renders an appropriate Resolution of the complaint based on the Investigation Panel's Final Report of Investigative Findings and the preponderance of all evidence collected by the Panel.
13. Deputy Coordinator provides a written Resolution concurrently to the complainant, accused and senior College or DSO administrator(s).
14. Deputy Coordinator refers any recommendations for employee discipline and/or student sanctions to the responsible administrator for evaluation and action.
15. The responsible Administrator implements appropriate Discipline or Sanctions, separate and apart from the Complaint Resolution Procedure but within, or as close to, the sixty (60) day Resolution Period as possible.
16. Complainant and Accused each have the opportunity to accept the Resolution or submit an Appeal to the Title IX/VII/ADA/504 Coordinator.

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~~17. Appeals are processed in accordance with Civil Rights Appeal Procedure (H.1.2.2).~~

~~Providing Notification / Filing a Complaint~~

~~Any employee, student, or other member of the Alamo Colleges community, guest or visitor who believes the policy on Equal Education and Employment Opportunities or thepolicy on Civil Rights Discrimination, Harassment or Retaliation has been violatedshould notify the Alamo Colleges Title IX/VII/ADA/504 Coordinator, a designated Deputy Coordinator, the Alamo Colleges Police Department or an Alamo CollegesAdministrator. The Title IX/VII/ADA/504 Coordinator is:Title IX/VII/ADA/504 Coordinator Linda Boyer-Owens~~

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H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
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~~201 W. Sheridan, San Antonio Texas(210)485-0230~~
~~lboyer-owens@alamo.edu~~
~~Several alternate resources are available to facilitate notification:~~
~~• Attachment A. of this Procedure contains the names and contact information of the Title IX/VII/ADA/504 Coordinator and all Deputy Coordinators. Notification can be made to any individual named in Attachment A.~~
~~• A police report may be filed with the ACPD. In the event of a sexual assault or violence, the reporter should not hesitate to contact the ACPD immediately.ACPD will immediately notify the Title IX//ADA/504 Coordinator.~~
~~• Notice can be provided to an Administrator (such as the Dean of Student Success)who will, in turn, immediately notify the Title IX Coordinator.~~
~~• Notice can be provided by filing an online report to the Title IX/VII/ADA/504 Coordinator at www.alamo.edu/TitleIXCoordinator.~~
~~As with all discrimination, harassment, and retaliation complaints and reports, the complainant or reporter is encouraged to provide contact information to enable the College District to proceed with an investigation of the charges and take any remedial action.~~
~~Notification Processing~~
~~Any individual receiving a notification, complaint or report of alleged discrimination, harassment, retaliation, or sexual violence shall notify the Title IX/VII/ADA/504 Coordinator within 24 hours. The reporter or Title IX/VII/ADA/504 Coordinator will immediately notify the Alamo Colleges Police Department of any immediate or potential threat to individual, campus or workplace safety.~~
~~The Title IX/VII/ADA/504 Coordinator or a designated Deputy Coordinator or a representative of the Human Resources department will assist the complainant in preparing a formal written complaint, which shall include the date, time, place, and a specific description of the alleged conduct that constitutes the alleged discrimination, harassment, retaliation or sexual violence.~~
~~Complainants have the right, and can expect, to have complaints taken seriously by the College when formally reported, and to have those incidents investigated and properly resolved through these procedures.~~

ATTACHMENT 8.

H.1.2.1 (Procedure) Civil Rights Complaint and Resolution Procedure
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~~**Confidentiality**~~
~~**All initial contacts will be treated with the maximum possible confidentiality, but specific information on any complaints received by any party must be reported to the Title IX VII/ADA/504 Coordinator.**~~
~~**Victims of sexual misconduct or other crimes should be aware that the ACPD must issue timely warnings when reported incidents pose a substantial threat of bodily harm or danger to members of the campus community. The College District will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the potential danger. Alamo Colleges is prepared to take appropriate steps to protect individuals who fear that they may be subjected to physical or other retaliation.**~~
~~**To the extent possible, complaints will be treated as confidential. Limited disclosure maybe necessary as required by law, or to complete a thorough investigation.**~~
~~**Confidentialitycannot be guaranteed if the complaint becomes the subject of an administrative, arbitral, or court proceeding or subpoena.**~~
~~**In all cases, the College District will give consideration to the complainant with respectto how the complaint is pursued, but reserves the right to investigate and pursue a resolution even when an alleged victim chooses not to initiate or participate in a formal complaint.**~~
~~**Victims of sexual assault shall not be identified by name in the College District Clery Report.**~~
~~**Duty to Investigate and Correct Violations**~~
~~**Alamo Colleges will act on any formal or informal complaint or notice of violation of thepolicy on Civil Rights Discrimination Harassment and Retaliation that is received by the Title IX/VII/ADA/504 Coordinator, Deputy Coordinator, Alamo Colleges ACPD or Alamo Colleges Administrator.**~~
~~**Because the law makes the College District responsible to investigate and, if appropriate,take corrective action as soon as management and supervisors become aware of an allegation of sexual or other civil rights based harassment, discrimination, or retaliation, any student, employee, and "Responsible Employee" including a supervisor, who becomes aware that a student or employee is being sexually harassed, harassed or discriminated against on the basis of any protected criteria, or retaliated against by a College District employee or student or third party shall promptly report the alleged**~~

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~~violation as required in this procedure.~~
~~"Responsible Employee" is defined by the U.S. Department of Education, Office of Civil Rights as any employee with the authority to take action, an employee with reporting obligations, or any employee that a student would reasonably believe has the authority to report or take action. Victims have the option to, or not to, notify and seek assistance from ACPD or other law enforcement or authorities of the Alamo Colleges.~~
~~Freedom from Retaliation~~
~~Retaliation is defined as any materially adverse action taken against a person for who has filed or reported a complaint of discrimination, harassment, or retaliation with Alamo Colleges or an administrative agency; who has participated or testified in an investigationor proceeding; or who has reported a discriminatory practice in violation of a federal or statute prohibiting such conduct. Retaliation against an individual for alleging discrimination or harassment, supporting a complainant, assisting in providing information relevant to a claim of harassment, or engaging in conduct protected by law is a serious violation of College District policy and may be treated as another possible instance of harassment or discrimination. Acts of alleged retaliation should be reported immediately to the Title IX/VII/ADA/504 Coordinator and will be promptly investigated.~~
~~In the event retaliation is determined, appropriate disciplinary action or sanctions shall beinitiated. The College District reserves the right to decline to indemnify or defend any employee who engages in retaliation in violation of this procedure.~~
~~Interim Remedial Action~~
~~If, in the judgment of the Title IX/VII/ADA/504 Coordinator, the safety or well-being of any member(s) of the campus community may be jeopardized by the presence on campusof the accused individual or the ongoing activity of a student organization whose behavior is in question, the Title IX/VII/ADA/504 Coordinator (or designee) may provide interim remedies intended to address the short-term effects of harassment, discrimination and/or retaliation, i.e., to redress harm to the alleged victim and thecommunity and to prevent further violations. These remedies may include referral to counseling and health services or to the Employee Assistance Program, education to the community, altering work arrangements for employees, providing campus escorts, implementing contact limitations between the parties, offering adjustments to academic deadlines, course schedules, etc.~~
~~Alamo Colleges may interim suspend a student, employee, or organization pending the completion of investigation and procedures. In all cases in which an interim suspension~~

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is imposed, the student, employee or student organization will be given the opportunityto meet with the Title IX/VII/ADA/504 Coordinator or designated Deputy Coordinator prior to such suspension being imposed or as soon thereafter as reasonably possible to show cause why the suspension should not be implemented. Depending on whether the offending party is an employee or student, the Title IX VII/ADA/504 Coordinator or an appropriate administrator at the college where the student is enrolled has sole discretionto implement or stay an interim suspension under this policy, and to determine its conditions and duration. Violation of an interim suspension under this policy will be grounds for expulsion or termination. During an interim suspension, an employee or student will be denied access to Alamo Colleges facilities and events. As to a student, this restriction may include classes and/or all other College/College District activities or privileges for which the student might otherwise be eligible. In addition, alternative coursework options may be pursued to ensure as minimal an impact as possible on the accused student. Victims and the College District have the right to seek restraining, judicial no-contact and/or protective orders, and internal no-contact and criminal trespass warnings to maintain individual and campus safety.

Coordinator's Obligations

The Title IX/VII/ADA/504 Coordinator shall coordinate a prompt investigation of all complaints and allegations of discrimination, harassment, and retaliation based on protected class, including the reporting of sexual assaults and sexual misconduct. Upon receipt of a civil rights-based complaint, the Title IX/VII/ADA/504 Coordinator shall:

1. **Immediately designate a Deputy Coordinator to conduct the complaint resolution process and issue the final resolution of the case. If the complaint is against an employee the Deputy Coordinator for Title VII/ADA/504 will be designated. If the complaint is against a student, a Deputy Coordinator for Title IX/ADA/504 will be designated.**
2. **Immediately appoint two members to the investigative panel from the available trained panel members. If either party to the complaint is a faculty member, the investigative panel shall include at least one faculty member. If either party to the complaint is a staff member, the investigative panel shall include at least one staff member;**
3. **Within five (5) College District business days, notify the accused (respondent) and complainant of the complaint and investigation by hand delivering the notice to the**

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~~respondent (accused) with a copy of the notice to the complainant. The Title IX/VII/ADA/504 Coordinator or designee may extend the time allotted for delivering the notice to the accused in writing before the expiration of the original deadline under extraordinary circumstances. A break between semesters may constitute an extraordinary circumstance.~~

4. ~~During this time period (between filing of the complaint and notification of the respondent (accused), the deputy coordinator and investigative panel shall be appointed, briefed and begin the investigation.~~

~~Investigation~~

~~An Investigative Panel shall have the authority to interview witnesses and gather documentation. Interviews will be the primary method of collecting information as part of the fact-finding investigation. Attorneys, representatives, and advocates are not allowed at internal interviews. Witnesses and the respondent are expected to be cooperative and truthful.~~

~~At all times, the investigative panel shall take steps to ensure privacy and confidentiality for witnesses, complainant and the respondent (accused) during the investigation, including without limitation, requiring all parties to agree, in writing, that information disclosed during the investigation shall not be disclosed to others unless required by law, court order, subpoena, or to defend the College District in legal or administrative proceedings, including appeals of the decision on the complaint. A violation of privacy orconfidentiality shall be grounds for disciplinary action up to and including termination. The rights of a complainant and respondent, as stated in the College District's Policy on Civil Rights Discrimination, Harassment, and Retaliation shall be observed.~~

~~In most cases, the investigative process will take approximately 60 business days, but the investigation of more complex cases may take longer. The investigation shall be conducted as expeditiously as possible and, where necessary, the administration shall provide panel members with substitutes for pre-assigned responsibilities. A break between semesters may constitute an extraordinary circumstance that justifies an extension of the 60 day period for investigation and resolution, however the summer termwill not be considered an appropriate period to forgo the investigation and resolution.~~

~~In the event of a criminal investigation of sexual misconduct charges, including sexual harassment and sexual assault, or an investigation in which a College District police officer is accused of sexual misconduct, sexual harassment, sexual violence, or otherform of civil rights harassment or discrimination, the time lines in this procedure may be~~

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~~extended by three (3) to ten (10) days to enable the law enforcement to gather evidence and conduct preliminary investigation. The internal Civil Rights Complaint Resolution process cannot be delayed beyond ten (10) days.~~
~~Because the investigative panel has a serious responsibility to ascertain the facts, the whole College District has an interest in the accuracy and reliability of the information the investigative panel receives. For that reason, if any witness or alleged violator of this policy is later found to have knowingly provided false information to the investigative panel, the College District reserves the right not to indemnify or defend any employee who knowingly provides false information to the investigative panel in violation of this procedure and the right to take appropriate disciplinary action.~~
~~Investigative Panel Findings~~
~~Once all the facts and evidence are gathered from all parties and witnesses; and, the investigative panel concludes that the fact finding is complete; the investigative panel will issue a Final Report of Investigative Findings.~~
~~Before issuing a Final Report of Investigative Findings to the Title IX/VII/ADA/504 Coordinator or designee, the investigative panel will provide their conclusions concurrently to the complainant and accused parties and the administrator(s) in a Preliminary Report of Findings. The complainant and accused will be given an opportunity to comment and respond to the information presented and provide any additional information that may not have been reviewed by the investigative panel but should be considered prior to a decision and final report being issued regarding the complaint. Any additional information must be provided to the investigative panel within~~
~~(5) business days.~~
~~Within the next five (5) business days, the investigative panel will consider any additional information provided and render a Final Report of Investigatory Findings to the Title IX/VII/ADA/504 Coordinator. The Final Report of Investigatory Findings will include the factual findings and the panel's conclusion whether the preponderance of the evidence obtained in the investigation establishes a violation of College District policy. The final report shall be dated and signed by all members of the investigative panel.~~
~~Resolution of Complaint~~
~~The Title IX/Title VII/ ADA/504 Coordinator or designated Deputy Coordinator assignedto conduct the complaint resolution process will determine the appropriate resolution of the complaint based on the factual evidence provided in the Final Report of Investigative Findings and the preponderance of evidence presented in the report.~~

ATTACHMENT 8.

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~~The Title IX/Title VII/ ADA/504 Coordinator or designated Deputy Coordinator assignedto conduct the complaint resolution process will provide a formal written Notice of Complaint Resolution to the complainant and respondent and administrator(s) concurrently in writing, within five (5) business days from receiving the report from the investigative panel. The notice of resolution will identify any findings of policy violationby any party and indicate which Alamo Colleges Administrator is responsible for determining the appropriate disciplinary action or sanctions to be taken.~~

~~The Complaint Resolution Notice will include information about the timeline for initiating sanctions and/or disciplinary actions as well as the Civil Rights Appeal Process that is available to the complainant and accused.~~

~~Disciplinary Actions or Sanctions~~

~~When the Complaint Resolution refers employee discipline and/or student sanction considerations to an Administrator(s). The Administrator or designee will have ten (10) business days to render a determination of action to be taken. Student Sanctions may be referred by the Administrator to the Student Conduct Officer, Dean or other Student Success leader for action. Employee Discipline may be referred to the employee's supervisor and Human Resources for determination and action.~~

~~Complaints against an employee may result in disciplinary action up to and including discharge in accordance with Alamo Colleges Policy (9.1, Progressive Discipline and 10.2, Separation from Employment) and associated Procedures.~~

~~Complaints against students may result in sanctions up to and including Expulsion in accordance with Alamo Colleges Student Code of Conduct (Policy F.4.2 and associated Procedure F.4.2.1).~~

~~In the event of policy violations, a number of factors will be considered in determining appropriate discipline or remedial action, including the nature of the violation, the severity and pervasiveness of the conduct.~~

~~Nothing in this procedure limits or delays the College District's right to take appropriate disciplinary actions, up to and including termination, when an employees' behaviorwarrants the action, and nothing in this procedure shall prevent the College District from taking appropriate action against a person who knowingly makes a false accusation.~~

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~~**Once the appropriate disciplinary action or sanctions have been determined, the complainant and accused respondent will be notified concurrently- in writing of the decision by the Title IX/VII/ADA/504 Coordinator or designated deputy.**~~

~~**Appeals**~~

~~**Both the complainant (complaining party) and the respondent (the accused party) may optto accept the decision and determination of the action or sanctions imposed or submit an appeal to proceed before an Appeal Hearing Panel within ten (10) business days of the date of the letter communicating the decision of the investigative panel and the determination of disciplinary action or sanctions. The appeal procedure is stated inprocedure H.1.2.2 Civil Rights Appeal Procedure.**~~

ATTACHMENT 8.

H.1.2.1- (Procedure) Civil Rights Complaints and Resolution Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
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~~Attachment A~~

~~Title IX/VII/ADA/504 Coordinator Contact List~~
~~A complaint of certain or potential discrimination, harassment or retaliation may be madeto any of the following Coordinators or Deputies, or with Alamo Colleges Police Department (ACPD) or filed online at www.alamo.edu/TitleIXCoordinator/~~

~~Role~~	~~Name~~	~~Telephone~~	~~Email~~
~~Title IX/VII/ADA/504 Coordinator forAlamo Colleges~~	~~Linda Boyer-Owens~~	~~(210)485-0230~~	~~lboyer-owens@alamo.edu~~
~~Title IX/ADA/504 Deputy Coordinator for Students~~	~~Adelina Silva~~	~~(210)485-0150~~	~~asilva@alamo.edu~~
~~Title VII/ADA/504 Deputy Coordinator for Employees~~	~~Edward Contreras~~	~~(210)485-0216~~	~~econtreras@alamo.edu~~
~~Title IX/ADA/504 Deputy Coordinator for NLC Students~~	~~Debbie Hamilton~~	~~(210)486-5421~~	~~dhamilton@alamo.edu~~
~~Title IX/ADA/504 Deputy Coordinator for NVC~~	~~Deborah Gaitan~~	~~(210)486-4454~~	~~dgaitan@alamo.edu~~

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~~Students~~			
~~Title IX/ADA/504 Deputy Coordinator for PAC Students~~	~~Gilbert Becerra~~	~~(210)486-3936~~	~~gbecerra8@alamo.edu~~
~~Title IX/ADA/504 Deputy Coordinator for SAC Students~~	~~Lisa Alcorta~~	~~(210)486-0950~~	~~lalcorta3@alamo.edu~~
~~Title IX/ADA/504 Deputy Coordinator for SPC Students~~	~~Mordecai I Brownlee~~	~~(210)486-2710~~	~~mbrownlee3@alamo.edu~~

ATTACHMENT 9.

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Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
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The Alamo Community College District (the "College District" or "Alamo Colleges") prohibits discrimination and harassment based on protected criteria and retaliation for opposing discrimination or harassment or participating in a complaint proceeding on campus or a governmental agency. This procedure is established to ensure an environment that affords equal educational and employment opportunities to all students and employees, including faculty and administrators, in the working and academic environments at the Alamo Colleges. This procedure seeks to resolve complaints promptly and effectively with respect for all parties.

This procedure provides two processes (grievance procedures) for the College District and Colleges to receive, investigate, evaluate, and resolve reports or complaints of discrimination, harassment, and retaliation which are prohibited by civil rights statutes listed below.

Process A applies only to student complaints of sexual harassment, sexual assault, dating violence, domestic violence, and stalking, as defined, and referenced by 2020 amendments to Title 34, Code of Federal Regulations, Part 106, the implementing regulations for Title IX of the Educational Amendments of 1972, 20 U.S.C. §1681 *et seq*. ("Title IX"). Those new Title IX regulations are 34 CFR §§106.8, 106.30, 106.44, and 106.45.

Process B applies to all other civil rights complaints which are not addressed by Process A, i.e., do not meet the definitions of sexual harassment, sexual assault, dating violence, domestic violence, and stalking against a student and jurisdictional requirements of §§106.30, 106.44, and 106.45 of the Title IX regulations and complaints which arise under other civil rights statutes. *(See 34 CFR §106.8(c))*. Complaints of student gender discrimination and retaliation under Title IX fall under Process B.

Title IX/VII/ADA/504 Coordinators and Leads

The College District has designated responsibility to Coordinators and Leads to conduct the Civil Rights processes for students and employees who receive, investigate, evaluate, and resolve reports or complaints of discrimination, harassment, and retaliation which are prohibited by civil rights statutes, including Title IX. These designees are the same for Process A and Process B. Their names and contact information are listed in Appendix A to this procedure.

Inquiries about the application of Title IX and its regulations to the College District may be referred to the District Title IX/VII/ADA/504 Coordinator, Assistant Secretary of the Department of Education, or both. *34 CFR §106.8(b)(1)*. The contact information is as follows:

ATTACHMENT 9.

H.1.2.1 (Procedure) Civil Rights Complaints and Resolution Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Approved: 10-28-14:
Last Amended: 1-17-17, 7-27-21

Alamo Colleges District Title IX/Title VII/Title IV/ADA/504 Coordinator
Linda Boyer-Owens
Associate Vice Chancellor for Human Resources & Organizational Development
Alamo Community College District
2222 N. Alamo, 230A-West Wing
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Assistant Secretary of the Department of Education
U.S. Department of Education
Office of Civil Rights
400 Maryland Avenue SW
Washington, D.C. 20202-1100
Customer Service Hotline # (800) 421-3481
TDD# (877) 521-2172
Email: OCR@ed.gov
Web: http://www.ed.gov/ocr

I. Reporting Discrimination, Harassment, and Retaliation: Employees and Students.

A. General Reporting. Any person may report discrimination or harassment based on any protected criteria (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute discrimination or harassment, including sexual harassment) by mail, telephone, or electronic mail; using a College District or College electronic portal; using the contact information listed for a Title IX Coordinator; or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report, including the electronic portal for Title IX complaints. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, by mail to the office address listed for Title IX Coordinators in Appendix A, or through the District or College electronic portal. S*ee34 CFR §106.8(a).*

B. Reporting by Formal Complaint. A signed formal complaint, instead of a general report, may be filed with any Title IX Coordinator in person, by mail, by electronic mail using the contact information listed in Appendix A, or through the designated District or College electronic portal. *34 CFR §106.30(a).*

H.1.2.1 (Procedure) Civil Rights Complaints and Resolution Procedure
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C. Reporting Deadline. A report or formal complaint alleging discrimination, harassment, or retaliation must be submitted or filed within thirty (30) calendar days from the date of the last act of alleged act of discrimination, harassment, or retaliation.

D. College to Handle Report. A report or formal complaint of discrimination, harassment, or retaliation by a student against a student will be assigned to the College Title IX Coordinator and Title IX Lead at the college where the alleged discrimination, harassment, or retaliation occurred. If the alleged discrimination, harassment, or retaliation is reported to a different college or the District, it will be transferred the report or complaint to the college where the discrimination, harassment, or retaliation occurred and document the transfer of the report or complaint.

E. District to Handle Report. A report or formal complaint of discrimination, harassment, or retaliation by or against an employee will be assigned to the District Title IX/VII/ADA/504 Coordinator for Employees.

A report or formal complaint of discrimination, harassment, or retaliation involving a student or a student against an employee will be assigned to the District Title IX Coordinator for Employees who will work in collaboration with the College Title IX Coordinator and Title IX Lead at the college the student attends. Any student sanctions to be imposed against a student as a result of a responsibility finding will be assigned to the College Title IX Coordinator and will be processed under the Student Code of Conduct. Any discipline of an employee based on a finding of responsibility against the employee will be handled by the District Title IX Coordinator for Employees and processed under the employee procedures for progressive discipline or termination of employment. A work study student will be considered a student for purposes of Title IX and not an employee so that a complaint by or against a work study student will be processed by a College.

G. Delay of Sanctions/Discipline. Any sanctions against a student or discipline against an employee based on a finding of responsibility for discrimination, harassment, or retaliation will not be imposed until after the appeal time has expired or a decision on appeal is rendered, whichever occurs later.

II. PROCESS A:
Applicable Only to Complaints of Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence and Stalking Under Title IX

Process A applies *only* to complaints of sexual harassment. For purposes of Title IX, sexual harassment is conduct on the basis of sex and includes sexual assault, dating violence, domestic violence and stalking. *34 CFR §106.30(a)(3).* After a report or complaint of sexual harassment is received and determined to meet the criteria of Title IX, the following Process A will apply.

ATTACHMENT 9.

H.1.2.1 (Procedure) Civil Rights Complaints and Resolution Procedure
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A. Process A: Definitions.

1. *"Actual knowledge"* means notice of sexual harassment or allegations of sexual harassment to a Title IX Coordinator or any official who has authority to institute corrective measures on behalf of the College District or Colleges. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. The standard of actual knowledge is not met when the only official of the College District is the respondent. The mere ability or obligation to report sexual harassment or to inform a student about how to report sexual harassment or having been trained to do so does not qualify an individual as one who has authority to institute corrective measures on behalf of the College District or Colleges. *Notice"* for purposes of *"actual knowledge"* includes but is not limited to a report of sexual harassment to a Title IX Coordinator as described in *34 CFR §106.8(a)*. *34 CFR §106.30(a).*

2. *"College District"* means the Alamo Community College District (ACCD) and its five independently accredited colleges: Northeast Lakeview College, Northwest Vista College, Palo Alto College, St. Philip's College, and San Antonio College. "Alamo Colleges District" and "Alamo Colleges" are synonymous for the College District.

3. *"Complainant"* means an individual who is alleged to be the victim of conduct that could constitute sexual harassment. Where a Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a complainant or otherwise a party to the complaint. *34 CFR §106.30(a)*. A third person who reports sexual harassment does not become a party (complainant) to a formal complaint. Parents and guardians may report sexual harassment but do not become parties to a formal complaint even if they signed a complaint.

4. *"Dating violence"* under Title IX has the meaning assigned in the Violence Against Women Act ("VAWA"), 34 U.S.C. § 12291(a). *34 CFR §106.30(a)(3)*. Under VAWA, "dating violence" means violence committed by a person:

(a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and
(b) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship. *34 U.S.C. § 12291(a)(10).*

5. *"Domestic violence"* under Title IX has the meaning assigned in VAWA. *34 CFR §106.30(a)(3)*. Under VAWA, "domestic violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or has cohabitated

with the victim as a spouse or intimate partner, or a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. *34 U.S.C. § 12291(a)(8).*

6. *"Education program or activity"* includes locations, events, or circumstances over which the College District exercises substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the College District or one of the colleges. *34 CFR §106.44(a).*

7. *"Formal complaint"* means a document filed and signed by a complainant or signed by a Title IX Coordinator, alleging sexual harassment against a respondent, and requesting that the College District investigate the allegation of sexual harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the College District or one of its colleges. *34 CFR §106.30(a).*

As used above, *"document filed by a complainant"* means a written document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the recipient) that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. *34 CFR §106.30(a).* Parents and guardians of minor students retain their legal rights to act on behalf of the minor as complainant or respondent in Title IX matters, including filing a formal complaint for the minor student child. *34 CFR §106.6(g).*

8. *"Grievance process"* and *"complaint process"* are synonymous terms for purposes of this procedure. The Title IX regulations state, "a recipient must adopt and publish *grievance* procedures that provide for the prompt and equitable resolution of student and employee *complaints* alleging any action that would be prohibited by this part and a *grievance* process that complies with §106.45 for formal *complaints* as defined in §106.30." *34 CFR §106.8(c).*

9. *"Recipient"* in this procedure means the College District and/or one or more Colleges, all of which receive federal financial assistance. *34 CFR §106.2(a)(i).*

10. *"Respondent"* means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment. *34 CFR §106.30(a).*

11. *"Sex discrimination."* A recipient's treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute gender discrimination under

Title IX. *34 CFR §106.45(a).* A complaint of gender discrimination would be processed under Process B.

12. "*Sexual Assault"* under Title IX has the meaning assigned in the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the "Clery Act"), 20 U.S.C. 1092(f)(6)(A)(v). *34 CFR §106.30(a)(3).* Under the Clery Act, "sexual assault" is an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

13. *"Sexual harassment"* under Title IX means conduct on the basis of sex that satisfies one or more of the following:

(a) An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct; *34 CFR §106.30(a)(1).*
(b) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education programs or activities. *34 CFR §106.30(a)(2);*
(c) "Sexual assault" as defined in the Clery Act. *34 CFR §106.30(a)(3).*
(d) "Dating violence" as defined in VAWA. *34 CFR §106.30(a)(3)*;
(e) "Domestic violence" as defined in VAWA). *34 CFR §106.30(a)(3);* or
(f) "Stalking" as defined in VAWA. *34 CFR §106.30(a)(3).*

14. *"Stalking"* under Title IX has the meaning assigned in VAWA. *34 CFR §106.30(a)(3).* Under VAWA, "stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for his or her safety or the safety of others; or (b) suffer substantial emotional distress. *34 U.S.C. § 12291(a)(30).*

15. *"Student"* means a person who has applied for admission or gained admission. *34 CFR §106.2(r).* A work study student will be considered a student for purposes of Title IX and not an employee so that a complaint by or against a work study student will be processed by a College.

16. *"Supportive measures"* means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the College District's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational environment, or deter sexual harassment. *34 CFR §106.30(a).*

H.1.2.1 (Procedure) Civil Rights Complaints and Resolution Procedure
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"Supportive measures" may include but are not limited to services offered in the community, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security, and monitoring of certain areas of the campus, and other similar measures. The Title IX Coordinator handling a complaint or report may fashion other supportive measures which are appropriate to the situation. A Title IX Coordinator will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the College District or Colleges to provide the supportive measures. The applicable Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures for a student or employee. *34 CFR §106.30(a).*

B. Process A: Grievance Process – Overview of Title IX Concepts.

1. Title IX Coverage. This Process A grievance procedure applies only to sexual harassment occurring against a person in the United States. *34 CFR §106.8(d)*. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the College District or one of the colleges. *34 CFR §106.30(a).*

2. Presumption of Non-Responsibility. All Title IX Coordinators, Title IX Leads, investigators, decisionmakers, and any person who facilitates an informal resolution process must operate at all times with the presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process. *34 CFR §106.45(b)(1)(iv).*

3. Gag Order Prohibited. Neither the College District, Colleges, Title IX Coordinators nor any investigator may restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. *34 CFR §106.45(b)(5)(iii).*

4. Standard of Evidence Declared. The standard of evidence to be used to determine responsibility for all formal complaints of sexual harassment is the preponderance of the evidence standard. The preponderance of the evidence standard applies to all other formal complaints against students and employees, including faculty. 3*4 CFR §106.45(b)(1)(vii).*

5. Objective Evaluation of Evidence Required. This procedure requires an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence— and that credibility determinations may not be based on a person's status as a complainant, respondent, or witness. *34 CFR §106.45(b)(1)(ii).*

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6. Impartiality Required. Every individual designated as a Title IX Coordinator, Title IX Lead, investigator, decisionmaker, or any person designated by the College District or a College to facilitate an informal resolution process is required to not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. *34 CFR §106.45(b)(1)(iii)*. None of the foregoing persons may serve in more than one capacity during the grievance process.

7. Duration of Grievance Process. The Title IX regulations require the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited by Title IX. 3*4 CFR §106.8(c)*. To comply with this requirement, the grievance process in this procedure should be concluded within ninety (90) calendar days from the date of receipt of a report or formal complaint to the date on which an appeal is decided or the date on which the time to appeal expires if no appeal is filed, subject to any extensions of time. 3*4 CFR §106.45(b)(1)(v)*. The 90-calendar day time period excludes holidays and days on which the College District and Colleges are closed for operations, such as the holiday and spring breaks and closures for weather or other emergencies.

8. Extensions of Time. The 90-calendar day time period for the grievance process may be extended by temporary delays or extensions of time granted. Any party (complainant or respondent), the College District, a College, investigator or decision-maker may request in writing for good cause at any time during the grievance process an extension of time to accomplish a duty or requirement in this procedure. Good cause may include considerations, such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. *34 CFR §106.45(b)(1)(v)*. Requests for extension of time should be submitted in writing to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint with copies served on the complainant and respondent and their advisors, if any. Extensions of time should be judiciously requested to avoid dismissal because the complainant or respondent is no longer a student.

9. Required Training #1. The District Title IX Coordinator, District Title IX Coordinator for Employees, and District Title IX Coordinator for Students will ensure that the College Deputy Title IX Coordinators, Title IX Leads, investigators, decision-makers, and any person who facilitates an informal resolution process receive training on the definition of sexual harassment stated in Section I(A)(13) above, the scope of the education program or activity, how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. *34 CFR §106.45(b)(1)(iii)*.

10. Required Training #2. The District Title IX Coordinator, District Title IX Coordinator for Employees, and District Title IX Coordinator for Students will ensure that decision-makers

receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. *34 CFR §106.45(b)(1)(iii).*

11. Required Training #3. The District Title IX Coordinator, District Title IX Coordinator for Employees, and District Title IX Coordinator for Students will ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence as required by 34 CFR § 106.45(b)(5)(vii) and discussed in Section II(E)(7) below. Any materials used to train Title IX Coordinators, Title IX Leads, investigators, decision-makers, and any person who facilitates an informal resolution process must not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints of sexual harassment. 3*4 CFR §106.45(b)(1)(iii).*

12. Equitable Treatment Before Sanctions. Complainants and respondents will be treated equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent and by following Process A which complies with the new federal regulations before the imposition of any disciplinary sanctions or other actions that are not supportive measures. Remedies must be designed to restore or preserve equal access to the College District's education program or activity. Such remedies may include the individualized services defined as ''supportive measures." *34 CFR §106.45(b)(1)(i).*

13. Available Sanctions and Remedies. The possible disciplinary sanctions and remedies that a College may implement against a student following any determination of responsibility are listed in the Student Code of Conduct, which is incorporated herein by reference, and as may be determined appropriate for the circumstances, including but not limited to placing a student in online classes, allowing a student to withdraw without penalty and take the class in a following semester, and allowing a student to retake exams or complete assignments by the end of the semester. The possible disciplinary sanctions and remedies that the District may implement against an employee following any determination of responsibility are listed in the Progressive Discipline and Termination Procedures in Section D of Board Policies, available on the College District website and incorporated herein by reference. *34 CFR §106.45(b)(1)(vi).*

14. Notice of Meetings Required. At all times during the Process A grievance process, the District Title IX Coordinator for Employees or College Title IX Coordinator and Title IX Lead handling the formal complaint will provide to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings with sufficient time for the party to prepare to participate. *34 CFR § 106.45(b)(5)(v).*

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15. Equal Right to an Advisor. The parties will have equal opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding. The College District has the right to exercise reasonable restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties. *34 CFR § 106.45(b)(5)*(iv).

C. Process A: Response to Report or Complaint of Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence and Stalking.

1. Duty to Not Be Deliberately Indifferent. If the College District or a college has actual knowledge of sexual harassment in an education program or activity against a person in the United States, it must respond promptly in a manner that is not deliberately indifferent to a report or formal complaint. A recipient is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances. *34 CFR § 106.44(a)*. The duty to not be deliberately indifferent is not satisfied if it is based on the recipient's restriction of rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment. *34 CFR § 106.44(a)*.

2. Supportive Measures Required. If the College District or a College has actual knowledge of sexual harassment in an education program or activity against a person in the United States, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report will treat a complainant and respondent equitably to offer supportive measures and will follow the grievance process discussed below *before* the imposition of any disciplinary sanctions or other actions that are not supportive measures against a respondent. *34 CFR §106.44(a)*. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report also will respond to the report to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures, and explain to the complainant the process for filing a formal complaint. *34 CFR §106.44(a)*. Supportive measures must be provided even if the reporting began with the filing of a formal complaint. A range of supportive measures available to complainants and respondents is listed in Section II(A)(16) above. 3*4 CFR §106.45(b)(1)(ix)*.

3. Student Emergency Removal. A College may remove a student-respondent from the education program or activity only on emergency basis and provided that the College undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justify removal, and provides the respondent with notice and an opportunity to challenge the

decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act. *34 CFR §106.44(c).* Emergency removal is the exception and not the rule. An individualized safety and risk analysis must be documented by the College Title IX Coordinator and Title IX Lead.

4. Employee Administrative Leave. A non-student employee-respondent may be placed on administrative leave during the pendency of the grievance process provided no rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act are modified. *34 CFR §106.44(d).*

5. Evaluating Report for Title IX Coverage. After supportive measures are provided, **t**he District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report must determine:

(a) Whether the report is submitted timely within thirty (30) calendar days of the date on which the last alleged act of sexual harassment occurred;
(b) Whether the report complains of sexual harassment in an education program or activity;
(c) Whether the reporter is participating in or attempting to participate in the education program or activity of the College District or a College; and
(d) Whether the report or allegations are against a person in the United States. *34 CFR § 106.45(b)(3)(i).*

If the report does not meet the factors above, it cannot be accepted as a Title IX complaint for purposes of Process A and must be dismissed and closed after any supportive measures are implemented. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report will notify the reporter about the dismissal and process the report under Process B.

6. Report to Formal Complaint. If the report of sexual harassment was not initiated with the filing of a formal complaint and is accepted because it satisfies the factors above, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report will ask the complainant to proceed with filing a signed formal complaint. *34 CFR §106.30(a).* A complainant's wishes to not file a written complaint must be respected, unless the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report determine that the signing of a formal complaint by a Title IX Coordinator is clearly reasonable in light of the known circumstances. If the complainant does not wish to file a formal complaint and a Title IX Coordinator does not sign a formal complaint, then the grievance process will not proceed, no investigation will occur, and the case will be closed. Where a Title IX Coordinator signs a formal complaint, the investigation will commence. In such

situation, the Title IX Coordinator is not a complainant or a party during the grievance process and will comply with the requirements for Title IX personnel to be free from conflicts and bias. *34 CFR §106.30(a).*

7. Consolidation of Formal Complaints. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. References to the singular "party," "complainant," or "respondent" include the plural, as applicable. *34 CFR § 106.45(b)(4).*

8. Complaint Dismissal Before Investigation. If the reporting occurred with the filing of a formal complaint and the conduct alleged in the formal complaint would not constitute sexual harassment even if proved, did not occur in the College District's education program or activity, or did not occur against a person in the United States, then the formal complaint with regard to that conduct must be dismissed. Such a dismissal does not preclude processing under Process B or action under another provision of the Student Code of Conduct. *34 CFR §106.45(b)(3)(i).* Dismissal for purposes of Title IX also applies if the formal complaint was not submitted timely within 30 calendar days of the date of the last act of harassment. Upon dismissing a formal complaint, the Title IX Coordinator handling the complaint will promptly send written notice of the dismissal and reason(s) for the dismissal simultaneously to the parties. *34 CFR §106.45(b)(3)(iii).*

9. Complaint Dismissal During Grievance Process. The College District or a College may dismiss a formal complaint or any allegations therein, if at any time during the investigation or hearing: (a) a complainant notifies the District Title IX for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint in writing that the complainant would like to withdraw the formal complaint or any allegations therein; (b) the respondent is no longer enrolled or employed by the College District; or (c) specific circumstances prevent the College District or College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein. *34 CFR §106.45(b)(3)(ii).* Upon a dismissal of a formal complaint, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint must promptly send written notice of the dismissal and reason(s) the dismissal simultaneously to the parties. *34 CFR §106.45(b)(3)(iii).*

D. Process A: Grievance Process - Notice of Allegations to Satisfy Due Process.

1. Notice Required. Within five (5) calendar days of receiving a formal complaint, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX

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Lead handling the complaint will provide a written notice to the known parties with the following information:

(a) Notice that a formal complaint has been filed by a named complainant against a named respondent, and the complaint will be investigated under Process A of the grievance procedure at H.1.1.1 on Civil Rights Discrimination, Harassment, and Retaliation.
(b) Notice of the allegations constituting sexual harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview of the complainant or respondent. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment and the date and location of the alleged incidents, if known. Notice of the allegations includes notice of the allegations to be investigated. *34 CFR §106.45(b)(2)(i)(B).*
(c) A statement that the respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process. *34 CFR §106.45(b)(2)(i)(B).*
(d) Notice that the parties will be contacted by an investigator and interviewed. Notice that the respondent will be notified that he/she will have an opportunity to respond to the formal complaint and allegations and present his/her side of the story.
(e) Notice that each party may have an advisor of choice during the grievance proceeding, including investigation, who may be, but is not required to be, an attorney, and may inspect and review any evidence obtained as a part of the investigation. *34 CFR §106.45(b)(2)(i)(B).* A request that each party inform the Title IX Coordinator handling the complaint of the name and contact information, including email address, for an advisor selected.
(f) Notice of the College District's grievance and informal resolution processes. *34 CFR §106.45(b)(2)(i)(A).* This requirement may be satisfied by providing a copy of this procedure and the procedure for appeals. Informal resolution is available at any time prior to the live hearing, provided the complaint does not include allegations that an employee sexually harassed a student.
(g) Notice that after the investigation, a live hearing to present oral and documentary evidence will be conducted. *34 CFR §106.45 (b)(6)(i).*
(h) Notice that this procedure, the Student Code of Conduct, and Progressive Discipline Procedure for employees prohibit knowingly making false statements or knowingly submitting false information during the grievance process. *34 CFR §106.45(b)(2)(i)(B).*
(i) Notice that threatening, intimidating, coercing or retaliating against a party, witness or any person participating in the grievance process is prohibited. *34 CFR §106.71.*

(j) Notice that sanctions under the Student Code of Conduct or discipline under the Progressive Discipline Procedure for employees may be imposed if either party is found responsible.
(k) Notice that other communications will be sent to advise of the opportunity to review evidence before the hearing, date of the hearing, and other matters related to the hearing.

2. Notice of Additional Allegations. If in the course of an investigation, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint investigate allegations about the complainant or respondent that are not included in the notice discussed in the above paragraph, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will provide notice of the additional allegations to the parties whose identities are known. *34 CFR §106.45(b)(2)(ii).*

E. Process A: Grievance Process - Investigation of a Formal Complaint.

1. Investigation Delayed. If the sexual harassment is also reported to campus police or other police department, the investigation under this procedure may be delayed for a reasonable time period not to exceed thirty (30) calendar days for the police department to complete its investigation. However, supportive measures and notice of allegations must be provided. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the report or complaint is responsible for following up with the police department on conclusion for their investigation and the complainant to confirm the intent to proceed with the investigation and process under this procedure.

2. Investigator Appointment. The College District bears the burden of proof and burden of gathering evidence sufficient to reach a determination regarding responsibility. *34 CFR §106.45(b)(5)(i).* To meet these burdens, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will appoint an investigator to investigate a formal complaint of sexual harassment. This appointment will occur within ten (10) calendar days of receiving a formal complaint that does not involve conduct reported to campus police or other police department, or within ten (10) days after the expiration of the reasonable time period for a police department to investigate a formal complaint. The investigator must not have any conflict of interest or bias and must have received the training specified in Section II(B)(9-11) above before commencing any investigation. The appointment shall be documented in a letter to the investigator that:

(a) Identifies the parties and generally states the allegations;
(b) Informs that the respondent is presumed not responsible for the alleged conduct throughout the investigative and hearing process. *34 CFR §106.45(b)(1)(iv);*

(c) States the definition of sexual harassment that must be followed under Title IX. *34 CFR §106.30(a)(1-3);*
(d) Provides a copy of this procedure, the written complaint of sexual harassment, and any other information obtained prior to investigation and requests that the documents provided be reviewed before the start of the investigation;
(e) Informs that the investigator is required to interview the complainant and respondent separately;
(f) Informs that to satisfy due process, the investigator will discuss *all* allegations with the respondent and ask the respondent to present his/her side of the story;
(g) Informs that witness names and contact information must be collected from the complainant and respondent and the witnesses of each party must be interviewed;
(h) Informs that throughout the investigation, the parties must be provided an equal opportunity for the parties to name and present witnesses, including fact and expert witnesses, and offer other inculpatory and exculpatory evidence. *34 CFR §106.45(b)(5)(ii);*
(i) Informs that the College District and investigator are required to not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. *34 CFR §106.45(b)(5)(iii);*
(j) Informs that the investigator is required to provide the parties an equal opportunity to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney and not limit the choice or presence of an advisor for either the complainant or respondent in any meeting or grievance proceeding. *34 CFR §106.45(b)(5)(iv);*
(k) Informs that the College District may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties. *34 CFR §106.45(b)(5)(iv).* In this regard, a complainant or respondent must be allowed by an advisor to speak, answer questions, discuss the complaint, and offer evidence during the investigation process. In other words, a complainant or respondent must speak for himself/herself; and
(l) Informs that the investigator is required to treat the parties with respect and dignity; gather any documentary evidence; take notes and document the witness statements, evidence and interviews; communicate with the parties through email and not texts; comply with all requirements stated in this procedure; and preserve the documentation obtained throughout the investigation.

3. Commencement of Investigation. Upon receipt of the appointment and complaint, the investigator will prepare for the investigation by among other things, reviewing the documents provided by the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint and determining other information needed

and questions to ask. Within ten (10) calendar days of receiving the complaint and any other information, the investigator will commence the investigation process by interviewing the complainant and respondent separately and following the directions provided in the letter of appointment and other requirements in this procedure. The investigator will provide written notice of the date, time and place of interview with sufficient time for a party to prepare for the interview. *34 CFR §106.45(b)(5)(v).* The investigation should be completed within thirty (30) calendar days from receipt of the appointment.

4. Consents Required for Provider Records. The District Title IX Coordinator for Employees, College Deputy Title IX Coordinators, Title IX Leads, investigators and those participating in the live hearing may not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the College District or College obtains a voluntary written consent to do so for use in the grievance process. If the complainant or respondent is a minor, the consent must be obtained from a parent or guardian. *34 CFR §106.45(b)(5)(i).* A consent form to allow the privileged records to be used in the grievance process must be completed and signed and executed by a party or parent or guardian if the party is a minor and be accompanied by a written consent. Written consent must be provided thorough the execution of the College District's consent form under the Family Educational Rights and Privacy Act ("FERPA").

5. Right to Inspect Investigation Evidence. After the investigation is concluded, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will provide the parties and advisors in writing an equal opportunity to inspect and review all evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including a copy of the formal complaint and the evidence upon which the College District or College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. *34 CFR §106.45(b)(5)(vi).* The parties and advisors shall have ten (10) calendar days to inspect and review the evidence obtained from the investigation.

6. Equal Access to Evidence. After the parties review and inspect the evidence obtained as part of the investigation and prior to completion of the investigative report, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will have five (5) calendar days to send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy. The parties will have ten (10) calendar days to submit a written response, which the investigator will consider prior to completion of the investigative report. *34 CFR §106.45(b)(5)(vi).*

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7. Investigative Report. After receiving the parties' responses to the investigation evidence, the investigator will have fifteen (15) calendar days to prepare a written investigative report that fairly summarizes the relevant evidence and send it to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint. The investigator will document the evidence in the report without reaching a conclusion or determination. A form for the report will be provided to the investigator. Within five (5) business days of receiving the investigator's report, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. *34 CFR §106.45(b)(5)(vii).* The written response is due within ten (10) calendar days. Any timely written response will be part of the record to be considered by the decision-maker.

8. Selection of Decision-maker. Within ten (10) calendar days from the date the investigation report is sent to the parties, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will select and appoint in consultation with the District Title IX Coordinator and District Title IX Coordinator for Students, a decision-maker to hear the evidence at and conduct a live hearing. The decision-maker is required to not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent and to have had the training specified in Section II(B)(9-11) above, including how to serve impartially and determine issues of relevance. *34 CFR §106.45(b)(1)(iii).* None of the Title IX Coordinators or Title IX Leads listed on Appendix A may serve as decision-makers.

9. Notices of Decision-maker Appointment. Within five (5) calendar days of selecting a decision-maker, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will notify the parties and advisors in writing of the appointment of the decision-maker in writing and notify the decision-maker of the appointment. The decision-maker must be provided a copy of the complaint, the evidence gathered in the investigation, all responses to the evidence, the investigation report, this procedure, and all notices sent to the parties and investigator. Also, within five (5) calendar days of selecting a decision-maker, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will select a date for the live hearing that is at least fifteen (15) calendar days prior to the hearing or other time of determination regarding responsibility.

ATTACHMENT 9.

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F. Process A: Grievance Process - Live Hearings

1. Live Hearing Required. The College District is required to conduct a live hearing of evidence to determine any responsibility (*i.e.*, hear the merits of the complaint or allegations). *34 CFR §106.45(b)(6)(i)*. The live hearing will be recorded in real-time by audio, audiovisual recording, or stenographer and make the recording available to the parties for inspection and review. *34 CFR §106.45(b)(6)(i)*.

2. Notice of Hearing. Within five (5) calendar days from selecting a live hearing date, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will issue a letter to the parties with the following information:

(a) Notice that a live hearing will be conducted to hear evidence of the allegations of sexual harassment and determine any responsibility; *34 CFR §106.45(b)(6)(i)*.
(b) Notice of the date, time, and place of the live hearing with sufficient time for the parties to prepare to participate; *34 CFR §106.45(b)(5)(v)*.
(c) Notice that each party must be accompanied by an advisor at the live hearing; *34 CFR §106.45(b)(6)(i)*.
(d) A request that the name and contact information of each party's advisor be disclosed immediately if it has not been disclosed already or notification that a party does not have an advisor;
(e) Notice that if a party does not have an advisor designated to be present at the live hearing, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will provide without fee or charge to that party, an advisor of the College District's or College's choice, who may be, but is not required to be, an attorney, to conduct cross examination on behalf of that party; *34 CFR §106.45(b)(5)(iv)*.
(f) A request that each party disclose the names of his/her witnesses any disability accommodations that any party or witness would need for the live hearing; and
(g) Other information about the conduct of the live hearing, such as the right of an advisor to ask a party and witnesses all relevant questions and follow-up questions, including those challenging credibility. *34 CFR §106.45(b)(6)(i)*.

2. Location of Hearing. Live hearings may be conducted with all parties physically present in the same geographic location or, at the College District's or College's discretion or at the request of either party, any or all parties, witnesses, and other participants may appear at the live hearing in separate rooms with technology enabling participants simultaneously to see and hear each other answering questions. *34 CFR §106.45(b)(6)(i)*. The parties may agree to exclude a non-party, non-advisor witness from a live hearing when not being cross examined.

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3. Availability of Evidence. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination. *34 CFR §106.45(b)(5)(vi).*

4. Cross Examination Generally. At the hearing, the parties and witnesses may be cross-examined (may be asked questions) by an advisor. Only relevant cross examination or other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the decision-maker must first determine whether the question is relevant and explain any decision to exclude a question is not relevant. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. *34 CFR § 106.45(b)(6)(i).*

5. Cross Examination by Advisors. The decision-maker will permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the discretion of the College District to otherwise restrict the extent to which advisors may participate in other parts of the grievance process. *34 CFR §106.45(b)(6)(i).* In this regard, a complainant or respondent must be allowed by an advisor to speak, answer questions, discuss the complaint, and offer evidence during the investigation process. In other words, a complainant or respondent must speak for himself/herself.

6. Absence of Party or Witness. A party is required to submit to cross examination. The advisor may not testify on behalf of the party. If a party or witness does not submit to cross examination at the live hearing because he/she is absent, the decision-maker must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the decision-maker cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross examination or other questions. *34 CFR §106.45(b)(6)(i).*

7. Objective Evaluation of Evidence Required. This grievance process requires an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence— and provides that credibility determinations may not be based on a person's status as a complainant, respondent, or witness. *34 CFR §106.45(b)(1)(ii).*

ATTACHMENT 9.

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G. Process A: Grievance Process - Informal Resolution Before Hearing Determination.

1. Offer. At any time prior to reaching a determination regarding responsibility and provided that no allegations that an employee sexually harassed a student are involved, the District Title IX Coordinator for Employees or College Deputy IX Coordinator and Title IX Lead handling the complaint may offer an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that a formal complaint was filed and the responsible Title IX Coordinator:

(a) Provides to the parties a written notice disclosing: The allegations of sexual harassment; the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared; *34 CFR §106.45(b)(9)(i)*.
(b) Obtains the parties' voluntary written consent and agreement to participate in the informal resolution process. *34 CFR §106.45(b)(9)(ii)*. Mutual consent and agreement are required.
(c) Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student. *34 CFR §106.45(b)(9)(iii)*.
(d) Obtains the parties' agreement in writing to the resolution achieved and the case will be closed.

2. Prohibitions to Informal Resolution. A College may not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of formal complaints of sexual harassment. Similarly, a College may not require the parties to participate in an informal resolution process and may not offer an informal resolution process unless a formal complaint is filed. *34 CFR §106.45(b)(9)*. The informal resolution process is not available to resolve allegations that an employee sexually harassed a student. *34 CFR §106.45(b)(9)(iii)*.

H. Process A: Grievance Process - Determination Regarding Responsibility.

1. Written Determination Required. The decision-maker, who cannot be the same person as the District Title IX Coordinator for Employees, College Deputy Title IX Coordinator, Title IX Lead, or the investigator, must issue a written determination regarding responsibility based on the preponderance of evidence standard. *34 CFR §106.45(b)(7)(i)*. The decision-maker is required to objectively evaluate all evidence and apply the preponderance of the evidence standard. *34 CFR*

§106.45(b)(1)(ii) and (vii); 34 CFR §106.45(b)(7)(i). Any finding of unwelcomed conduct in a determination must have met the standard that "unwelcome conduct determined by a reasonable person to be so *severe, pervasive, and objectively offensive* that it effectively denies a person equal access to the College District's or College's education program or activity." *34 CFR §106.30(a)(2).*

2. Determination Requirements. The written determination must be issued by the decision-maker regarding responsibility within fifteen (15) calendar days from the day the live hearing concluded. *34 CFR §106.45(b)(7).* The determination must be signed and dated and required to include the following:

(a) The allegations in the complaint potentially constituting sexual harassment. *34 CFR §106.45(b)(7)(ii)(A);*
(b) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held. *34 CFR §106.45(b)(7)(ii)(B);*
(c) A statement of the parties and other persons present at the live hearing and the persons who were cross-examined;
(d) The allegations found to be substantiated or unsubstantiated as sexual harassment based on a preponderance of the evidence;
(e) Findings of fact which support the determination. *34 CFR §106.45(b)(7)(ii)(C);*
(f) A statement and rationale for why each allegation was found to be substantiated or unsubstantiated. *34 CFR §106.45(b)(7)(ii)(E);*
(g) A finding of responsibility, if any, or a statement that the respondent is not found responsible;
(h) Any disciplinary sanctions or discipline recommended to be imposed on the student-respondent or employee-respondent;
(i) Conclusions regarding the application of the Student Code of Conduct or employee personnel policies or procedures to the findings of facts. *34 CFR §106.45(b)(7)(ii)(D);*
(j) Any recommendation of remedies designed to restore or preserve equal access to the College's education program or activity. *34 CFR §106.45(b)(7)(ii)(E);* and
(k) The procedures, deadlines, and permissible bases for the complainant and respondent to appeal. 34 *CFR §106.45(b)(7)(ii)(F).*

3. Distribution of Determination. The decision-maker must send the written determination to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint who will provide it to the parties simultaneously within five (5) calendar days of receiving the determination.

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4. Remedies. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint are responsible for effective implementation of any remedies recommended by the decision-maker. *34 CFR §106.45(b)(7)(iv).*

5. Time to Appeal. An appeal must be submitted to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint within ten (10) calendar days from the date the determination was issued by the decision-maker after the conclusion of a live hearing. The determination regarding responsibility becomes final on the 11th day after the date of the determination decision if no appeal is filed or on the date of the appeal decision if an appeal was filed. *34 CFR §106.45(b)(7)(iii).* The process for appealing a determination is further discussed in the Civil Rights Complaints Appeals Procedure at H.1.1.2.

6. After Appeal Time Expires. After the appeal time has expired, whether or not an appeal was filed and determined, the District Title IX Coordinator for Employees handling the complaint will determine any discipline of the employee-respondent, and the College Deputy Title IX Coordinator handling the complaint will determine disciplinary sanctions against a student-respondent. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator and Title IX Lead handling the complaint will send notification to the parties of the discipline or sanctions being imposed, with a copy to the Student Conduct Officer at the College if the respondent was a student or to Records in Human Resources if the respondent was an employee.

I. Process A: Grievance Process - Recordkeeping.

1. Preservation of Records of Actions Taken. For each response to a general report or formal complaint, the College District and College will create and maintain for a period of seven (7) years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the report or complaint will document the basis for its conclusion that its response was not deliberately indifferent, and document that measures have been taken designed to restore or preserve equal access to the recipient's education program or activity. If a complainant is not provided with supportive measures, the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the report or complaint will document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the College District or College in the future from providing additional explanations or detailing additional measures taken. *34 CFR §106.45(b)(10)(ii).*

2. Preservation of Formal Complaint Records. The College District and Colleges will maintain for a period of seven (7) years records of the following: *34 CFR §106.45(b)(10)(i).*

(a) Each sexual harassment investigation, including investigator notes, statements from witnesses, the determination regarding responsibility, the audio or audiovisual recording or transcript required by this procedure, the documents containing the disciplinary sanctions or discipline imposed on the respondent, the documents providing supportive measures, the investigation report, all notices to the parties and advisors, and the remedies provided to the complainant designed to restore or preserve equal access to the College District's education program or activity; *34 CFR §106.45(b)(10)(i)(A).*
(b) Any appeal and the result therefrom; *34 CFR §106.45(b)(10)(i)(B).*
(c) Any informal resolution and the result therefrom; *34 CFR §106.45(b)(10)(i)(C).*
(d) All materials used to train Title IX Coordinators, Title IX Leads, investigators, decision-makers, and any person who facilitates an informal resolution process. The College will make these training materials publicly available on its website, or if the College does not maintain a website, the College must make these materials available upon request for inspection by members of the public. *34 CFR §106.45(b)(109)(i)(D).*
(e) The determination, all written communications between the District Title IX Coordinator, College Deputy Title IX Coordinator, Title IX Leads, and the parties, and all documents and responses submitted by the parties. *34 CFR §106.45(b)(10)(i)(A).*
(f) The reports and formal complaints of sexual harassment submitted.

3. Responsible Departments. The office of the District Title IX Coordinator for Employees at Human Resources is responsible for records retention pertaining to reports and complaints involving employees. The College Deputy Title IX Coordinator, Office of the Vice President for Student Success, and College Title IX and Student Conduct offices at each college, are responsible for records retention at the College Level and the documentation pertaining to reports and complaints involving students.

J. Process A: Effect of Other Laws.

1. Constitutional Protections. This Process A procedure:

(a) Does not restrict any rights that would otherwise be protected from government action by the First Amendment of the U.S. Constitution. *34 CFR §106.6(d)(1);*
(b) Does not deprive a person of any rights that would otherwise be protected from government action under the Due Process Clauses of the Fifth and Fourteenth Amendments of the U.S. Constitution. *34 CFR §106.6(d)(2);* or
(c) Does not restrict any other rights guaranteed against government action by the U.S. Constitution. *34 CFR §106.6(d)(3).*

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2. Effect of Other Laws.

(a) The obligations imposed by 34 CFR Part 106 are independent of, and do not alter, obligations not to discriminate on the basis of sex imposed by Executive Order 11246, as amended; sections 704 and 855 of the Public Health Service Act (42 U.S.C. 292d and 298b-2); Title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e *et seq.*); the Equal Pay Act (29 U.S.C. 206 and 206(d)); and any other Act of Congress or Federal regulation. *34 CFR §106.6(a).*

(b) The obligation to comply with 34 CFR Part 106 is not obviated or alleviated by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, the FERPA regulations at 34 CFR Part 99, or Section 444 of the General Education Provisions Act (GEPA). *34 CFR §106.6(e).*

(c) Nothing in 34 CFR Part 106 may be read in derogation of any individual's rights under Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e *et seq.* or any regulations promulgated thereunder. *34 CFR §106.6(f).*

(d) Subject to FERPA requirements, nothing in the Title IX regulations or this procedure may be read in derogation of any legal right of a parent or guardian under state or federal law to act on behalf of a "complainant," "respondent," "party," or other individual, including but not limited to filing a formal complaint. *34 CFR §106.6(g).*

(e) **Preemptive Effect.** To the extent of a conflict between State or local law and Title IX as implemented by §§ 106.30, 106.44, and 106.45, the obligation to comply with §§ 106.30, 106.44, and 106.45 is not obviated or alleviated by any State or local law. *34 CFR §106.6(h).*

(f) Texas Education Code, Chapter 51, Sub-chapters E-2 and E-3, and the associated regulations at 19 Texas Administrative Code, Chapter 3, Sub-chapter A address the reporting and processing requirements for complaints of sexual harassment, sexual assault, dating violence, and stalking. (Domestic violence is not covered by the foregoing Texas statutes).

III. PROCESS B:
Applicable to All Civil Rights Complaints of Discrimination, Harassment, And Retaliation, Except Complaints of Sexual Harassment Under Title IX

As stated above, this civil rights procedure provides two processes (grievance procedures) for the College District and Colleges to receive, investigate, evaluate, and resolve reports or complaints of discrimination, harassment, and retaliation which are prohibited by civil rights statutes listed below.

Process A applies *only* to complaints of sexual harassment, sexual assault, dating violence, domestic violence and stalking, as required by 2020 amendments to Title 34, Code of Federal

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Regulations, Part 106, the implementing regulations for Title IX. ("Title IX"). Those amendments are 34 CFR §§106.8, 106.30, 106.44, and 106.45.

Process B applies to all other complaints which do not meet the definitions of sexual harassment, sexual assault, dating violence, domestic violence, and stalking and jurisdictional requirements of §§106.30, 106.44, and 106.45 of the Title IX regulations as well as complaints of gender discrimination under Title IX, complaints which arise under other civil rights statutes, and complaints of retaliation. *(See 34 CFR §106.8(c))*. Complaints may be filed as to the following statutes as provided in Section I above on Reporting Complaints of Discrimination, Harassment and Retaliation.

A. Civil Rights Statutes Which Apply to Employees Only.

1. Title VII - Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq*., as amended, and its federal regulations at 29 CFR §1606.2 *et seq*., prohibit discrimination and harassment against employees based on race, color, national origin, creed, and sex. "National origin" includes ethnicity or ancestry. "Creed" refers to religion.

2. ADA - Title I of the Americans With Disabilities Act of 1990, 42 U.S.C. §12101 *et seq*., as amended, and its federal regulations prohibit discrimination and harassment against employees on the basis of mental or physical disabilities. An employee who requires an accommodation of one or more disabilities covered by the ADA bears the responsibility to initiate a written request for an ADA accommodation with Human Resources. The form request and procedures are available in the employee electronic portal to Human Resources. The employee will be required to provide medical certification from the employee's medical provider that includes: (a) identification of the health provider; (b) the medical provider's diagnosis of the disabling condition; (c) identification of specific limitations and/or suggested restrictions and their relation to the disability; and (d) suggested accommodations. Human Resources will engage in an interactive process with the employee to determine the reasonable accommodation(s).

3. ADEA – The Age Discrimination in Employment Act of 1967, 29 U.S.C. §621 *et seq*., and its federal regulations at 29 CFR part 1625, prohibit discrimination and harassment against employees 40 years and older and permits the use of certain age-related distinctions and factors.

B. Civil Rights Statutes Which Apply to Students Only.

1. Section 504 – Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794, and its federal regulations, prohibit discrimination against, and exclusion from participation or denial of benefits in an educational program or activity benefits, of a qualified individual with a disability solely by reason of the disability.

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2. ADA – Title II of the Americans With Disabilities Act, 42 U.S.C. §12132 *et seq*., and its regulations at 28 CFR part 35, prohibit discrimination against, and exclusion from participation in an educational or denial of benefits of the services, programs, or activities of a public entity solely by reason of the disability. Students must self-identify the need for academic accommodations based on disabilities and request accommodations from the Disability Support Services (DSS) office at the college where classes are being taken. An Initial Request for Disability Services form must be completed. Students will be required to provide medical certification to support the disabilities claimed. DSS will determine the reasonable academic accommodations and issue a Letter of Accommodation ("LOA) for the particular course and semester. Students are required to renew requests for accommodations every semester at every Alamo College they are attending. Complaints of denial of accommodations at a particular college will be processed through the DSS office and offices of the Dean of Student Success and Vice President of Student Success.

3. Title VI – Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§2000d-2000d-7 *et seq*., and its regulations at 34 CFR part 100, prohibit discrimination against, and the denial of benefits or exclusion from participation on the basis of race, color and national origin in educational programs and activities that receive federal financial assistance.

4. Title IV – Title IV of the Civil Rights Act of 1964, 42 U.S.C. §2000c *et seq*., prohibits discrimination on the basis of religion in public primary and secondary schools and higher education.

5. ADEA – The Age Discrimination Act of 1975, 29 U.S.C.§6101 *et seq*., and its regulations at 29 CFR §1626, prohibit discrimination on the basis of age in programs and activities receiving federal financial assistance. The act applies to persons of all ages and permits the use of certain age-related distinctions and factors.

C. Civil Rights Statutes Which Apply to Employees and Students.

1. Title IX - Title IX of the Educational Amendments of 1972, 20 U.S.C. §1681 *et seq*., and its federal regulations at 34 CFR §§106.1-106.82 covers sex discrimination in educational programs and activities which receive federal financial assistance. Sex discrimination includes gender discrimination, pregnancy discrimination, sexual orientation and transgender discrimination, sexual harassment, sexual assault, dating violence, domestic violence, and stalking. However, complaints of sexual harassment, sexual assault, dating violence, domestic violence, and stalking will be processed under Process A as required by the Title IX regulations. For Title IX to apply to an employee, the employee must be participating, or attempting to participate in an education program or activity. Otherwise, a complaint of sex discrimination will be processed under Title VII.

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2. Texas Civil Rights Law. Texas Education Code, Chapter 51, Sub-chapters E-2 and E-3, and the associated regulations at 19 Texas Administrative Code, Chapter 3, Sub-chapter A address the reporting and requirements for processing complaints of sexual harassment, sexual assault, dating violence, and stalking. The procedure required under Texas law is stated in Board Procedure H.2.1.1.

D. Process B: Retaliation.

1. Retaliation Prohibited. No institution of higher education or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, Title VII, or any other statute protecting employees or students, their regulations if any, this procedure and its underlying policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under Title IX, Title VII, any other statute protecting employees or students, or this procedure. *(See 34 CFR §106.71(a)).*

2. Interference with Rights Per Title IX. Intimidation, threats, coercion, or discrimination, including charges against an individual for Student Code of Conduct or employee procedure violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sex discrimination or sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or the regulations constitute retaliation and may be addressed through the Student Code of Conduct or Progressive Discipline procedure for employees, whichever is applicable. *34 CFR §106.71(a).*

3. Conduct Not Retaliation. The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under Title IX. *34 CFR §106.71(b)(1).* Charging an individual with a Student Code of Conduct or employee procedure violation for making a materially false statement in bad faith in the course of a grievance proceeding under this part does not constitute retaliation prohibited by Title IX, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith. *(See 34 CFR §106.71(b)(2).*

4. Retaliation Complaints. Complaints alleging retaliation for having exercised rights under Title IX or any other statute will be processed under this Process B. *(See 34 CFR§ 106.71(a)).*

E. Process B: Other Behaviors Prohibited as to Employees and Students.

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1. Harassment. Harassment of an employee or student whether or not based on a protected status is inconsistent with the values of the College District for civility and respect for all and is prohibited by the College District. Harassment is unwelcomed conduct that becomes unlawful as to employees where (a) enduring the offensive conduct becomes a condition of continued employment, or (b) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. As stated in Process A, sexual harassment under Title IX means conduct on the basis of sex where (a) an employee conditions the provision of an aid, benefit, or service on the student's participation in unwelcome sexual conduct; or (b) the unwelcome conduct as determined by a reasonable person is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education programs or activities. Harassment as to students that does not meet the definition of sexual harassment under Title IX becomes unlawful where it interferes with the access or participation in the educational process and programs at the Alamo Colleges.

2. Hostile Environment. A hostile environment may be created by oral, written, graphic, or physical conduct that is sufficiently severe, persistent, or pervasive so as to interfere with, limit or deny the ability of an individual to participate in or benefit from educational programs or activities or employment access, benefits or opportunities. Merely offensive speech of a generic nature and not on the basis of a protected status does not rise to the level of unlawful harassment.

3. Other Behaviors Prohibited by College District Policy.

a. Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person on the basis of their actual or perceived membership in a protected class;

b. Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another on the basis of actual or perceived membership in a protected class;

c. Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the College District community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity as defined further in the Student Code of Conduct or the basis of actual or perceived membership in a protected class. Hazing also is illegal under the Texas Penal Code and Texas Education Code.

d. Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control, or diminish another person, physically or mentally on the basis of actual or perceived membership in a protected class or other class, including sex/gender and sexual orientation. Cyberbullying is bullying that takes place using electronic technology. Bullying sometimes overlaps discriminatory harassment under Title VII and Title IX. Bullying is prohibited by this policy and

other laws which prohibit harassment on the basis of protected criteria. Bullying not on the bases of a protected class is also prohibited the Texas Education Code and District Policy.

e. Hate Crimes are defined by the Texas Government Code as crimes that are motivated by prejudice, hatred, or advocacy of violence and defined by the Federal Hate Crime Act as crimes that manifest evidence of bias or prejudice against a group identified by race, color, disability, religion, national origin, ancestry, age, gender, or sexual orientation. Hate crimes include offenses such as murder, assault, kidnapping, arson, criminal mischief, and graffiti. Hate crimes are prohibited by Texas and federal law and this policy.

F. Process B: Reporting Discrimination, Harassment, and Retaliation.

1. Reporting Complaints. Section I above on reporting discrimination, harassment and retaliation applies to Process B. Complainants have the right, and can expect, to have complaints taken seriously by the College when formally reported, and to have those incidents investigated and properly resolved through these procedures. Reports and oral complaints must be reduced to writing for an investigation to be conducted by an investigative panel.

2. Immediate Action. Before a report or oral complaint is required to be reduced to writing, the College District reserves the right to act immediately under the following circumstances:

a. The District Title IX/VII/ADA/504 Coordinator will immediately notify the Alamo Colleges Police Department ("ACPD") of any immediate or potential threat to individual, campus, or workplace safety.
b. Any incidents occurring on premises owned or controlled by the College District or off-campus when the off-campus conduct could have an on-campus impact or impact on the mission or interest of Alamo Colleges. A substantial College interest is defined to include any action that constitutes a criminal offense as defined by federal or Texas law. This includes, but is not limited to, single or repeat violations of any local, state or federal law committed in the municipality where the College is located;
c. Any situation where it appears that the accused individual may present a danger or threat to the health or safety of him/herself or others at Alamo Colleges;
d. Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder;
e. Any situation that is detrimental to the educational mission, interests or goals of the College District or Colleges; and/or
f. Any online postings or other electronic communication, including cyber-bullying, cyber-stalking, cyber-harassment, etc. occurring completely outside of the College's control (e.g., not on Alamo Colleges networks, websites or between Alamo Colleges

email accounts) when those online behaviors can be shown to cause a substantial on-campus disruption or misrepresent that the communication was authorized by Alamo Colleges.

3. **Other Action.** The following will apply after any immediate action is considered.

   a. As to all discrimination, harassment, and retaliation complaints and reports, the complainant or reporter is encouraged to provide a written complaint and contact information to enable the College District to proceed with an investigation of the charges and take any remedial action as soon as necessary or possible.
   b. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint will assist the complainant in preparing a formal written complaint, which shall include the date, time, place, and a specific description of the alleged conduct that constitutes the alleged discrimination, harassment, retaliation.
   c. Complainants have the right and can expect to have complaints taken seriously by the College when formally reported, and to have those incidents investigated and properly resolved through the applicable civil rights procedures.
   d. All initial contacts will be treated with the maximum possible confidentiality, but due process requires disclosure of the allegations and complainant to the respondent. Confidentiality cannot be guaranteed if the complaint becomes the subject of an administrative, arbitral, or court proceeding, including a subpoena.
   e. Victims of sexual assault, domestic violence, and stalking should be aware that the ACPD must issue timely warnings when reported incidents pose a substantial threat of bodily harm or danger to members of the campus community. The College District will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the potential danger.
   f. Victims of sexual assault shall not be identified by name in the annual required by the Clery Act.

G. Process B: Summary of Process and Steps.

The complaint and resolution process is designed to receive, investigate, evaluate and resolve a complaint or report of civil rights discrimination, harassment or retaliation within thirty (30) calendar days and will be conducted with that end in mind. A Procedure Diagram outlining the process steps and roles is attached to this procedure (see Attachment A). The primary steps in Process B are summarized as follows:

a. Victim or witness reports or notifies the District Title IX/VII/IV/ADA/504

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Coordinator, College Deputy Title IX Coordinator, or the Alamo Colleges Police Department ("ACPD") of a violation or potential violation. In the event of a sexual assault or violence, the reporter should not hesitate to contact the ACPD immediately. ACPD will immediately notify the District Title IX/IV/ADA/504 Coordinator.

b. District Title IX/VII/ADA/504 Coordinator helps reporter prepare a formal complaint.
c. District Title IX/VII/ADA/504 Coordinator notifies ACPD if the matter is also a potential police matter.
d. District Title IX/VII/ADA/504 Coordinator establishes any interim remedies required to protect victim and campus and/or workplace safety (such as suspension of employee or student).

e. District Title IX/VII/ADA/504 Coordinator designates the District Title IX Coordinator for Employees or a College Deputy Title IX Coordinator at the college where the alleged discrimination, harassment or retaliation occurred to process the complaint for resolution under Process B.
f. The District Title IX Coordinator for Employees or College Title Deputy Coordinator provides concurrent official notice of the complaint and allegations to the complainant and respondent and appoints an Investigative Panel to investigate the written complaint allegations.
g. The Investigative Panel launches an investigation to include interviewing the complainant, respondent, and witnesses and collecting evidence.
h. The Investigative Panel concludes the investigation and prepares a Preliminary Investigative Report based on a preponderance of the evidence that is provided to the parties for review and responding within five (5) calendar days to provide any additional information for consideration by the Investigative Panel.
i. The Investigative Panel considers and may investigate any additional information provided in a response to the Preliminary Investigative Report.
j. The Investigative Panel Chair prepares and issues a Final Report of Investigative Findings to the District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint based on a preponderance of the evidence.
k. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint renders an appropriate Resolution of the complaint based on the Investigation Panel's Final Report of Investigative Findings and the preponderance of all evidence collected by the Panel.
l. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint provides a written Resolution concurrently to the complainant and respondent and recommends any employee discipline and/or student sanctions to the responsible administrator for evaluation and action.
m. The responsible Administrator approves or disapproves the recommended discipline and/or sanctions in whole or in part for implementation by the District Title IX

Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint after the appeal time expires.

n. Complainant and Respondent each have the opportunity to accept the Resolution or submit an Appeal to the District Title IX/VII/ADA/504 Coordinator.
o. Appeals are processed in accordance with Civil Rights Complaints Appeal Procedure at (H.1.1.2).

H. Process B: Interim Remedial Action

1. Possible Remedies. If, in the judgment of the District Title IX/VII/ADA/504 Coordinator, the safety or well-being of any member(s) of the campus community may be jeopardized by the presence on campus of the accused individual or the ongoing activity of a student organization whose behavior is in question, the District Title IX/VII/ADA/504 Coordinator (or designee) may provide interim remedies intended to address the short-term effects of harassment, discrimination and/or retaliation, i.e., to redress harm to the alleged victim and the community and to prevent further violations. These remedies may include referral to counseling and health services or to the Employee Assistance Program, education to the community, altering work arrangements for employees, providing campus escorts, implementing contact limitations between the parties, offering adjustments to academic deadlines, course schedules, etc.

2. Suspension. Alamo Colleges may interim suspend a student, employee, or organization pending the completion of investigation and procedures. In all cases in which an interim suspension is imposed, the student, employee or student organization will be given the opportunity to meet with the District Title IX/VII/ADA/504 Coordinator, District Title IX Coordinator for Employees, or designated College Deputy Title IX Coordinator prior to such suspension being imposed or as soon thereafter as reasonably possible to show cause why the suspension should not be implemented. Depending on whether the offending party is an employee or student, the District Title IX VII/ADA/504 Coordinator or an appropriate administrator at the college where the student is enrolled has sole discretion to implement or stay an interim suspension under this policy, and to determine its conditions and duration. Violation of an interim suspension under this policy will be grounds for expulsion or termination. During an interim suspension, an employee or student will be denied access to Alamo Colleges facilities and events. As to a student, this restriction may include classes and/or all other College/College District activities or privileges for which the student might otherwise be eligible. In addition, alternative coursework options may be pursued to ensure as minimal an impact as possible on the accused student.

3. Other Remedies. Victims and the College District have the right to seek restraining, judicial no-contact and/or protective orders, and internal no-contact and criminal trespass warnings to maintain individual and campus safety.

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I. Statement of Complainant's Rights, Whether Employee or Student.

A complainant is the person who makes a complaint of civil rights discrimination, harassment or retaliation under this procedure and its policy.

a. A complainant has the right to file a criminal complaint.
b. A complainant has the option to, or not to, notify and seek assistance from law enforcement and/or Alamo Colleges' authorities.
c. A complainant and the College District have the right to seek restraining, judicial no-contact and protective orders, internal no contact orders, and criminal trespass warnings to ensure personal safety and maintain a safe campus and work environment.
d. A complainant has the right to have a prompt, fair, and impartial Civil Rights Complaint and Resolution Procedure that ensures a fair, prompt, and equitable process for both parties.
e. A complainant has the right to present his or her case, including the right to an adequate, reliable, and impartial investigation of complaints, the right to an equal opportunity to present witnesses and other evidence, and the right to the same appeal procedure for complainant and respondent.
f. A complainant has the right to be treated with respect by College officials.
g. A complainant has the right to take advantage of Alamo Colleges support resources (such as College Counseling, College Health Services for students, or EAP services for employees).
h. A complainant has the right for the complaint to be decided using a preponderance of the evidence standard (i.e., more likely than not the harassment other conduct occurred).
i. A complainant has the right to have an adviser, attorney, or other advocate of the complainant's choice and at the complainant's cost present during the Civil Rights Appeal Procedure.
j. A complainant has the right to refuse to have an allegation resolved through conflict resolution procedures.
k. A complainant has the right to be considered for amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.
l. A complainant has the right to be free from retaliation for engaging in protected activity.
m. A complainant has the right to have complaints heard in substantial accordance with the Civil Rights Complaint and Resolution Procedure and procedures and to participate in the process whether the injured party or the College District is the complainant.
n. A complainant has the right to be informed in writing of the outcome/resolution of the complaint, sanctions where permissible, and the rationale for the outcome where permissible. A complainant has the right to challenge any finding, decision,

determination, sanction, or action taken and the right for Student Code of Conduct procedures to be followed where applicable.

J. Statement of Respondent's Rights, Whether Employee or Student.

A respondent is the person against whom a complaint is lodged or made under this policy.

a. A respondent has the right have a prompt, fair, and impartial Civil Rights Complaint and Resolution Procedure that ensures an equitable process to both parties.
b. A respondent has the right to be advised of the complaint against him or her and to the same due process rights as the complainant.
c. A respondent has the right to an adequate, reliable, and impartial investigation of complaints, the right to an equal opportunity to present witnesses and other evidence, and the right to the same appeal procedure as the complainant.
d. A respondent has the same right as a complainant to present his or her case, to present witnesses and other evidence, and to challenge the complaint made against respondent.
e. A respondent has the right for the complaint to be decided using a preponderance of the evidence standard (i.e., more likely than not the harassment other conduct occurred).
f. A respondent has the right to have an adviser, attorney, or other advocate of the respondent's choice and at the respondent's cost present during the Civil Rights Appeal Procedure.
g. A respondent has the right to be considered for amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.
h. A respondent has the right to have complaints heard in substantial accordance with the Civil Rights Complaint and Resolution Procedure and to participate in the process whether the injured party or the College District is the complainant. A respondent has the right to be treated with respect by College officials.
i. A respondent has the right to take advantage of campus support resources (such as Counseling, College Health Services for students, or EAP services for employees).
j. A respondent has the right to refuse to have an allegation resolved through conflict resolution procedures.
k. A respondent has the right to have complaints heard in substantial accordance with the Civil Rights Complaint Resolution Procedure and to participate in the process whether the injured party or the College District is the complainant.
l. A respondent has the right to be informed in writing of the outcome/resolution of the complaint, any sanctions imposed against the respondent, and the rationale for the outcome.

m. A respondent has the right to challenge any finding, decision, determination, sanction, or action taken against respondent and the right for Student Code of Conduct procedures to be followed where applicable.

K. Process B: Title IX Coordinator's Investigation Obligations.

The District Title IX/VII/ADA/504 Coordinator shall coordinate a prompt investigation of all complaints and allegations of discrimination, harassment, and retaliation based on protected class. Upon receipt of a civil rights-based complaint, the District Title IX/VII/ADA/504 Coordinator shall:

a. Immediately designate a Deputy Coordinator to conduct the complaint resolution process and issue the final resolution of the case. If the complaint is against an employee, the District Title IX Coordinator for Employees will be designated. If the complaint is against a student, a College Deputy Title IX Coordinator be designated.
b. Immediately appoint two members to the investigative panel from the available trained panel members. If either party to the complaint is a faculty member, the investigative panel shall include at least one faculty member. If either party to the complaint is a staff member, the investigative panel shall include at least one staff member;
c. Within five (5) College District business days, notify the accused (respondent) and complainant of the complaint and investigation by hand delivering the notice to the respondent (accused) with a copy of the notice to the complainant. The District Title IX/VII/ADA/504 Coordinator or designee may extend the time allotted for delivering the notice to the accused in writing before the expiration of the original deadline under extraordinary circumstances. A break between semesters may constitute an extraordinary circumstance.
d. During this time period (between filing of the complaint and notification of the respondent (accused), the deputy coordinator and investigative panel shall be appointed, briefed and begin the investigation.

L. Process B: Investigation

1. Interviews. An Investigative Panel shall have the authority to interview witnesses and gather documentation. Interviews will be the primary method of collecting information as part of the fact-finding investigation. Attorneys, representatives, advisors, and advocates are not allowed at internal interviews. Witnesses and the respondent are expected to be cooperative and truthful.

2. Confidentiality Under Process B. At all times, except as provided by Title IX, the investigative panel shall take steps to ensure privacy and confidentiality for witnesses, complainant and the respondent (accused) during the investigation, including without limitation, requiring all

parties to agree, in writing, that information disclosed during the investigation shall not be disclosed to others unless required by law, court order, subpoena, or to defend the College District in legal or administrative proceedings, including appeals of the decision on the complaint. A violation of privacy or confidentiality shall be grounds for disciplinary action up to and including termination. The rights of a complainant and respondent, as stated in the College District's Policy on Civil Rights Discrimination, Harassment, and Retaliation shall be observed. Under Process A for complaints of sexual harassment, neither the College District, Colleges, Title IX Coordinators nor any investigator may restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence. *34 CFR §106.45(b)(5)(iii).*

3. Confidentiality Under Title IX. Except as otherwise provided by the Title IX regulations and this procedure, the College District and Colleges will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of the new Title IX regulations at 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. *34 CFR§ 106.71(a).*

4. Investigation Time Period. In most cases, the investigative process will take approximately 60 business days, but the investigation of more complex cases may take longer. The investigation shall be conducted as expeditiously as possible and, where necessary, the administration shall provide panel members with substitutes for pre-assigned responsibilities. A break between semesters may constitute an extraordinary circumstance that justifies an extension of the 60-day period for investigation and resolution, however the summer term will not be considered an appropriate period to forgo the investigation and resolution.

5. Time Period for Criminal Investigation. In the event of a criminal investigation of sexual misconduct charges, including sexual assault, or an investigation in which a College District police officer is accused of sexual misconduct, sexual harassment, sexual violence, or other form of civil rights harassment or discrimination, the time lines in this procedure may be extended by three (3) to ten (10) days to enable the law enforcement to gather evidence and conduct preliminary investigation. The internal Civil Rights Complaint Resolution process cannot be delayed beyond ten (10) days.

6. Consequence of False Information. Because the investigative panel has a serious responsibility to ascertain the facts, the whole College District has an interest in the accuracy and reliability of the information the investigative panel receives. For that reason, if any witness or alleged violator of this policy is later found to have knowingly provided false information to the

investigative panel, the College District reserves the right not to indemnify or defend any employee who knowingly provides false information to the investigative panel in violation of this procedure and the right to take appropriate disciplinary action.

M. Process B: Investigative Panel Findings

1. Final Report Required. Once all the facts and evidence are gathered from all parties and witnesses; and the investigative panel concludes that the fact finding is complete, the investigative panel will issue a Final Report of Investigative Findings.

2. Preliminary Report. Before issuing a Final Report of Investigative Findings to the Title IX/VII/ADA/504 Coordinator or designee, the investigative panel will provide their conclusions concurrently to the complainant and accused parties and the administrator(s) in a Preliminary Report of Findings. The complainant and accused will be given an opportunity to comment and respond to the information presented and provide any additional information that may not have been reviewed by the investigative panel but should be considered prior to a decision and final report being issued regarding the complaint. Any additional information must be provided to the investigative panel within (5) business days.

3. Consideration of Additional Information. Final Report Within the next five (5) business days, the investigative panel will consider any additional information provided and render a Final Report of Investigatory Findings to the District Title IX/VII/ADA/504 Coordinator. The Final Report of Investigatory Findings will include the factual findings and the panel's conclusion whether the preponderance of the evidence obtained in the investigation establishes a violation of College District policy. The final report shall be dated and signed by all members of the investigative panel.

N. Process B: Resolution of Complaint

1. Decision-maker. The District Title IX/VII/ADA/504 Coordinator or designated Deputy Coordinator assigned to conduct the complaint resolution process will determine the appropriate resolution of the complaint based on the factual evidence provided in the Final Report of Investigative Findings and the preponderance of evidence presented in the report.

2. Notice of Resolution. The District Title IX Coordinator for Employees or College Deputy Title IX Coordinator handling the complaint will provide a formal written Notice of Complaint Resolution to the complainant and respondent and administrator(s) concurrently in writing, within five (5) business days from receiving the report from the investigative panel. The notice of resolution will identify any findings of policy violation by any party and indicate which Alamo Colleges Administrator is responsible for determining the appropriate disciplinary action or

sanctions to be taken. The Complaint Resolution Notice will include information about the timeline for initiating sanctions and/or disciplinary actions as well as the Civil Rights Appeal Process that is available to the complainant and accused.

O. Disciplinary Actions or Sanctions

1. Referral to Administrator. When the Complaint Resolution refers employee discipline and/or student sanction considerations to an Administrator(s), the Administrator or designee will have ten (10) business days to render a determination of action to be taken. Student Sanctions may be referred by the Administrator to the Student Conduct Officer, Dean or other Student Success leader for action. Employee Discipline may be referred to the employee's supervisor and Human Resources for determination and action.

2. Employee Discipline. Complaints against an employee may result in disciplinary action up to and including discharge in accordance with Alamo Colleges Policy (9.1, Progressive Discipline and 10.2, Separation from Employment) and associated Procedures.

3. Student Sanctions. Complaints against students may result in sanctions up to and including Expulsion in accordance with Alamo Colleges Student Code of Conduct (Policy F.4.2 and associated Procedure F.4.2.1).

4. Policy Violations. In the event of policy violations, a number of factors will be considered in determining appropriate discipline or remedial action, including the nature of the violation, the severity and pervasiveness of the conduct. Nothing in this procedure limits or delays the College District's right to take appropriate disciplinary actions, up to and including termination, when an employees' behavior warrants the action, and nothing in this procedure shall prevent the College District from taking appropriate action against a person who knowingly makes a false accusation.

5. Notice of Discipline or Sanctions. Once the appropriate disciplinary action or sanctions have been determined, the complainant and accused respondent will be notified concurrently- in writing of the decision by the District Title IX/VII/ADA/504 Coordinator or designated deputy.

P. Process B: Appeals

Both the complainant (complaining party) and the respondent (the accused party) may opt to accept the decision and determination of the action or sanctions imposed or submit an appeal to proceed before an Appeal Hearing Panel within ten (10) business days of the date of the letter communicating the decision of the investigative panel and the determination of disciplinary action or sanctions. The appeal procedure is stated in procedure H.1.1.2 Civil Rights Appeal Procedure.

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Legal References:
TASB Community College Policy Manual Reference
34 CFR Part 106;
DIAA(LEGAL) Freedom from Discrimination, Harassment and Retaliation-Sex and Sexual Violence-Employees
FFDA(LEGAL) Freedom from Discrimination, Harassment and Retaliation-Sex and Sexual Violence-Students

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APPENDIX A

Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
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ATTACHMENT 9.

H.1.2.1 (Procedure) Civil Rights Complaints and Resolution Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Approved: 10-28-14:
Last Amended: 1-17-17, 7-27-21

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ATTACHMENT 9.

H.1.2.1 (Procedure) Civil Rights Complaints and Resolution Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Approved: 10-28-14:
Last Amended: 1-17-17, 7-27-21

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ATTACHMENT 9.

H.1.2.1 (Procedure) Civil Rights Complaints and Resolution Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Approved: 10-28-14:
Last Amended: 1-17-17, 7-27-21

Title IX Lead at St. Philip's College
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ATTACHMENT 10.

H.1.2.2 (Procedure) Civil Rights Complaints Appeal Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Board adoption: 10-28-14
Last Board Action 2-23-16 7-27-21

Purpose. This procedure provides the mechanism for either party to a complaint for discrimination, harassment and retaliation under Process A and Process B to challenge the determination of responsibility, notice of resolution, or decision rendered during the complaint process and any discipline or sanctions imposed as a result of the decision.

I. Process A Appeal Procedure

Process A applies only to complaints of sexual harassment, sexual assault, dating violence, domestic violence and stalking under Title IX of the Educational Amendments of 1972, 20 U.S.C. §1681 *et seq*. ("Title IX") and its regulations at 34 CFR §§106.8, 106.30, 106.44, and 106.45.

A. Appeal of Live Hearing Determination or Discipline/Sanctions.

1. Appeal Permissible. A complainant or respondent may appeal the written determination of responsibility or non-responsibility issued after the live hearing, or the sanctions or discipline recommended to be imposed, or both. A party may also appeal a dismissal of a formal complaint or the dismissal of any allegations in a formal complaint. 3*4 CFR §106.45(b)(1)(viii).*

2. Notice of Appeal. A notice of appeal must be timely submitted in writing or electronically to the Alamo Colleges District Title IX Coordinator or the District Title IX Coordinator for Employees, or the District Title IX Coordinator for Students or the College Title IX Coordinator , stating the specific ground(s) of appeal and explaining, whichever is applicable, why the determination or responsibility finding is erroneous and should be overturned, why the sanctions or discipline are erroneous, excessive, or otherwise not merited or appropriate given the allegations and responsibility finding, or why the dismissal of a formal complaint or allegations in a formal complaint is erroneous and should be reinstated and investigated. *34 CFR §106.45(b)(8)(i).*

3. Time for Appeal. A notice of appeal must be timely submitted in writing or electronically to the Alamo Colleges District Title IX Coordinator or the District Title IX Coordinator for Employees, or the District Title IX Coordinator for Employees, or the College Title IX Coordinator within ten (10) calendar days from the date of the written determination issued by the decision-maker after the conclusion of a live hearing. If sanctions or discipline were imposed and are being appealed, the notice of appeal must be submitted within ten (10) calendar days from the date of the notification that sanctions, or discipline are being imposed. *34 CFR §106.45(b)(8)(i).* If a party is appealing the dismissal of a formal complaint or any allegations in a formal complaint, a notice of appeal must be submitted within ten (10) calendar days from the date of the notification of the dismissal before an investigation is commenced.

ATTACHMENT 10.

H.1.2.2 (Procedure) Civil Rights Complaints Appeal Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Board adoption: 10-28-14
Last Board Action 2-23-16 7-27-21

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4. Grounds for Appeal After Determination. A notice of appeal of the finding of responsibility or non-responsibility from either party and/or the sanctions or discipline recommended or imposed must state that the appeal is based on one or more of the following grounds:

(a) A procedural irregularity occurred that affected the outcome of the matter. The procedural irregularity cannot be that the grievance process or any step therein was not completed within the specified days unless the delay was unreasonable and prejudicial. *34 CFR §106.45(b)(8)(i)(A);*

(b) New evidence that was not reasonably available at the time of the live hearing or the determination regarding responsibility or dismissal was made and that affected the outcome of the matter. The new evidence must be stated. *34 CFR §106.45(b)(8)(i)(B);*

(c) The assigned Title IX Coordinator, Title IX Lead, investigator, and/or decision-maker for the case had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter. *34 CFR §106.45(b)(8)(i)(C);*

(d) One or more allegations found to be substantiated or unsubstantiated is not supported by the preponderance of the evidence and affected the outcome of the matter. *34 CFR §106.45(b)(8)(ii);*

(e) The sanctions or discipline recommended or imposed are erroneous, excessive, or otherwise not merited or appropriate given the allegations and responsibility finding.

5. Receipt of Appeal. Upon receipt of a notice of appeal after a determination has been issued, the assigned Title IX Coordinator will acknowledge in writing receipt of an appeal, notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties, including informing the parties of the equal right to submit a written statement in support of, or challenging the outcome at the live hearing. *34 CFR §106.45(b)(8)(iii)(A and D).* The assigned Title IX Coordinator handling the complaint will provide a copy of the notice of appeal with the stated grounds for appeal and any documents submitted with the appeal to the other party within five (5) calendar days of the date the appeal was submitted. The appealing party also will be provided ten (10) calendar days to submit one or more statements and argument to support the grounds of the appeal and explaining and supporting the reversal of the determination and the specific evidence that would render a different result.

6. Response to Appeal. Upon receipt of the appealing party's submission support the reversal of the determination, the assigned Title IX Coordinator handling the complaint will send the appealing party's submission to the non-appealing party and provide the non-appealing party ten (10) calendar days to submit a response to the appealing party's notice of appeal and statements and other information submitted and a written statement in support of the outcome and determination.

ATTACHMENT 10.

H.1.2.2 (Procedure) Civil Rights Complaints Appeal Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Board adoption: 10-28-14
Last Board Action 2-23-16 7-27-21

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7. Appointment of Decision-maker on Appeal. Within ten (10) calendar days of receiving the notice of appeal, the assigned Title IX Coordinator appoint a decision-maker who does not have a conflict of interest or bias to decide the appeal. The decision-maker for the appeal cannot be the same person as the decision-maker who presided over the live hearing and reached the determination regarding responsibility or dismissal, or any of the Title IX Coordinators and Title IX Leads consulted on the complaint, or the investigator of the complaint. *34 CFR §106.45(b)(8)(iii)(B).* The appointment of the decision-maker on appeal must be documented, and the appointment communication must inform the decision-maker on appeal of the requirement to serve impartially and avoid prejudgment of the facts at issue. *34 CFR §106.45(b)(8)(iii)(C).*

8. Record to Decision-maker an Appeal. Within fifteen (15) calendar days of receiving the notice of appeal, the District Title IX Coordinator handling the complaint will:

(a) Provide the decision-maker on appeal with the record and recording of the live hearing, documentary evidence introduced at the live hearing, the determination, which is the subject of the appeal, notice of appeal, all documents submitted by the appealing party, and any response from the other party and request that the decision-maker on appeal review all materials provided. The materials provided must be documented.

(b) Inform the decision-maker on appeal in writing that: (1) he/she must render a written determination of the appeal, addressing the specific grounds on which the appeal is based and the reasons and rationale for the determination; (2) the determination of the hearing decision-maker may be affirmed, over-turned, or modified as appropriate; (3) the determination on appeal must state the appeal is final and not subject to further appeal.

(c) Inform the decision-maker on appeal in writing that the written decision is due within fifteen (15) business days from date he/she receives all materials from the assigned Title IX Coordinator handling the complaint and must be sent dated and signed to the appropriate Title IX Coordinator.

9. Determination to Parties. Within two (2) business days of receiving the determination on appeal, the assigned D Title IX Coordinator handling the complaint will provide the written decision simultaneously to both parties and their advisors. *34 CFR §106.45(b)(8)(iii).*

10. Finality. The determination regarding responsibility becomes final on the date the parties are provided with the written determination of the result of the appeal, if an appeal is filed, or if no appeal was filed, on the date on which the appeal would no longer be considered timely. *34 CFR §106.45(b)(7)(iii).*

ATTACHMENT 10.

H.1.2.2 (Procedure) Civil Rights Complaints Appeal Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Board adoption: 10-28-14
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II. Process B Appeal Procedure

Process B applies to complaints which do not meet the definitions of sexual harassment, sexual assault, dating violence, domestic violence, and stalking and jurisdictional requirements of §§106.30, 106.44, and 106.45 of the Title IX regulations, complaints of gender discrimination and retaliation under Title IX, and complaints which arise under other civil rights statutes identified in H.1.1.1 (Procedure) Civil Rights Complaints and Resolution Procedure.

Process B is not intended for appeals of student sanctions or employee discipline issued subsequent to a Civil Rights Complaint Resolution decision. See Appealing Student Sanctions or Employee Disciplinary Action below.

1. Grounds for Appeal. Any party (complainant or respondent/accused) may appeal, but appeals are limited to the following grounds:

- A procedural error or omission occurred that significantly impacted the outcome of the original civil rights complaint resolution process (e.g., substantiated bias, material deviation from established procedures, etc.).
- To consider new evidence, unknown or unavailable during the original civil rights complaint resolution process that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included in the written notice of appeal.

2. Notice and Time for Appeal. An appeal of a Civil Rights Complaint Notice of Resolution (decision) that was issued under Procedure H.1.2.1 must be submitted in writing to the Title IX/VII/ADA/504 Coordinator within five (5) business days of the delivery of the written Complaint Notice of Resolution (Decision) or within five (5) business days of the issuance of employee discipline or student sanctions, whichever is later. An Appeal form is posted at www.alamo.edu/TitleIXCoordinator/. The form may be submitted online through the website or to:

Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Name: Linda Boyer-Owens
Position: Associate Vice Chancellor Human Resources & Organizational Development
Address: 2222 N. Alamo, San Antonio, Texas 78215
Telephone: (210) 485-0230
Email: lboyer-owens@alamo.edu

3. Civil Rights Appeal Hearing Panel. A three-member Civil Rights Appeal Hearing Panel (none of whom were involved in the complaint resolution process previously) will be designated by the

ATTACHMENT 10.

H.1.2.2 (Procedure) Civil Rights Complaints Appeal Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
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Alamo Colleges district Title IX/VII/IV/ADA/504 Coordinator from the pool of trained Title IX/VII/ADA/504 Investigators. One of the Panel Members will be designated as the Panel Chair.

If a student appeals any sanctions imposed as a result of the civil rights complaint resolution process, the appeal process in the Student Code of Conduct will be followed.

4. Civil Rights Appeal Process. A Civil Rights Appeal Procedure Diagram is attached to this procedure (see Attachment A.) The primary steps in the process are:

a. Complainant or Respondent (accused) in a Civil Rights Complaint Resolution decision submits a timely written appeal of the decision to the Alamo Colleges District Title IX/Title VII/IV/ADA/504 Coordinator (see Filing an Appeal, above).

b. The Title IX/VII/IV/ADA/504 Coordinator appoints a trained Hearing Panel and Hearing Panel Chair. A Title IX Coordinator (College or Student) or the Title IX/VII/ADA/504 for Employees will be designated to coordinate the Appeal Process. If the appeal is by a student regarding sanctions, the Title IX/VII/ADA/504 Coordinator refers the appeal to the proper college administrator for processing hearing under the Student Code of Conduct.

c. The assigned Coordinator will issue a written acknowledgment of the Appeal and Notice of Hearing to all parties to the original Civil Rights Complaint Resolution decision at least five (5) business days before the hearing but not later than three (3) weeks following receipt of the written appeal. The written notification shall state the findings if the Investigative Panel. The notice of hearing shall state the time, date, and location of the hearing. If any party does not appear at the scheduled hearing, the hearing will be conducted in the party's absence. The Notice of Hearing shall provide the deadlines for submission of Witness Lists and exhibits to the assigned Coordinator for compelling, substantiated reasons, the Appeal Hearing Panel may re-schedule the hearing. The Notice of Hearing shall also notify the appealing party of the following:

(1) The appeal hearing is a confidential, internal administrative proceeding.

(2) Parties to the appeal hearing may appear by themselves or with an adviser. The name of any advisor must be provided to the assigned Coordinator at least 48 hours prior to the scheduled commencement of the hearing.

(3) Both parties may call (present) witnesses at the hearing. Both parties must notify the assigned Coordinator in writing of the identity of any persons who will be called as witnesses at least 48 hours prior to the scheduled commencement of the hearing. The parties are responsible for getting their witnesses to appear at the hearing.

(4) Each party may present their case, offer evidence, examine witnesses, and argue on their own behalf at the hearing.

(5) All parties may question all witnesses.

(6) The Appeal Hearing Panel may pose questions to the parties and the witnesses.

(7) All parties to the Appeal will submit Witness Lists and exhibits to the Deputy Coordinator at least two (2) business days prior to the scheduled Appeal Hearing.

ATTACHMENT 10.

H.1.2.2 (Procedure) Civil Rights Complaints Appeal Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Board adoption: 10-28-14
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The Deputy Coordinator will immediately provide copies of all witness lists and all exhibits to all parties.

d. The Appeal Hearing will be conducted before the Hearing Panel. All evidence and witnesses will be presented.
e. The Appeal Hearing Panel Chair will lead the Panel in deliberation continuously during normal business hours until a decision is reached on the appeal.
f. The Hearing Panel Chair will issue a written decision to the assigned Coordinator. The decision may include a finding to overturn a sanction or employee discipline that the appeal decision renders inappropriate. The decision may also include a recommendation for further discipline or sanction considerations by the Administrator to support the appeal decision.
g. The assigned Coordinator will provide a written Appeal Determination to all parties and Administrator(s) for the student and/or employee parties. The decision is final, and no further appeals are permitted.
h. The responsible Administrator(s) will take action to promptly amend prior disciplinary actions or sanctions as necessary to reflect the results of the Appeal Determination.

5. Decisions on Appeal. The Civil Rights Appeal Hearing Panel will review the appeal request(s). The original finding and sanction/responsive actions will stand if the appeal is not timely or is not based on the grounds listed above, and such a decision is final. The original finding and sanction are presumed to have been decided reasonably and appropriately.

- Appeals decisions by the Civil Rights Appeal Hearing Panel are to be deferential to the original decision, making changes to the finding only where there is clear error and to the sanction/responsive action only if there is a significant compelling justification to do so;
- Appeals are not intended to be full re-hearings of the complaint. In most cases, appeals are confined to a review of the written documentation or record of the original hearing, and pertinent documentation regarding the grounds for appeal. Appeals granted based on new evidence should normally be remanded to the original hearing panel for reconsideration.
- Sanctions and disciplinary action imposed are implemented immediately and remain in place during an appeal unless the assigned Coordinator or designee stays their implementation in extraordinary circumstances, pending the outcome of the appeal;
- Once an appeal is decided, the outcome is final: further appeals are not permitted.

6. Sanction and Progressive Discipline Actions Resulting from or Amended by an Appeal. The responsible Administrator notified of the Appeal Determination or designee, will complete the process to issue appropriate Student Sanctions or Employee Discipline appropriate to the Appeal Determination or, if necessary, modify or remove the Sanctions or Discipline issued in response to the original Complaint Determination.

ATTACHMENT 10.

H.1.2.2 (Procedure) Civil Rights Complaints Appeal Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Board adoption: 10-28-14
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All respondents are expected to comply with conduct sanctions/responsive/corrective actions within the time frame specified by the assigned Coordinator. Failure to comply with conduct sanctions/responsive/corrective actions by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions/responsive/corrective actions and/or suspension, expulsion and/or termination from the Alamo Colleges and may be noted on a student's official transcript. A suspension will only be lifted when compliance is achieved to the satisfaction of the assigned Coordinator.

7. Appealing Student Sanctions and Employee Disciplinary Actions. This procedure is not intended for appeals of a student sanctions or employee discipline issued subsequent to a Civil Rights Complaint Resolution decision.

- Student Sanctions issued by College Administration in response original Civil Rights Complaint Resolution decision are issued under the Student Code of Conduct. Any appeal of student sanctions must be made and processed under the provisions of F.4.2.2 (Procedure) Non-Academic Misconduct Disciplinary Process, not under this Civil Rights Appeal Procedure.
- Progressive Discipline issued by Administration to employees in response a Civil Rights Complaint Resolution decision are issued under the applicable Progressive Discipline Policy. Any appeal of employee progressive discipline must be made and processed under the provisions of the D.3.3.1 (Procedure) Employee Complaints, not this Appeal Process for Civil Rights Complaint Determinations.

ATTACHMENT 11.

H.1.2.2 (Procedure) Civil Rights Complaints Appeal Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Board adoption: 10-28-14
Last Board Action 2-23-16 7-27-21

Purpose. This procedure provides the mechanism for either party to a complaint for discrimination, harassment and retaliation under Process A and Process B to challenge the determination of responsibility, notice of resolution, or decision rendered during the complaint process and any discipline or sanctions imposed as a result of the decision.

I. Process A Appeal Procedure

Process A applies only to complaints of sexual harassment, sexual assault, dating violence, domestic violence and stalking under Title IX of the Educational Amendments of 1972, 20 U.S.C. §1681 *et seq*. ("Title IX") and its regulations at 34 CFR §§106.8, 106.30, 106.44, and 106.45.

A. Appeal of Live Hearing Determination or Discipline/Sanctions.

1. Appeal Permissible. A complainant or respondent may appeal the written determination of responsibility or non-responsibility issued after the live hearing, or the sanctions or discipline recommended to be imposed, or both. A party may also appeal a dismissal of a formal complaint or the dismissal of any allegations in a formal complaint. 3*4 CFR §106.45(b)(1)(viii).*

2. Notice of Appeal. A notice of appeal must be timely submitted in writing or electronically to the Alamo Colleges District Title IX Coordinator or the District Title IX Coordinator for Employees, or the District Title IX Coordinator for Students or the College Title IX Coordinator , stating the specific ground(s) of appeal and explaining, whichever is applicable, why the determination or responsibility finding is erroneous and should be overturned, why the sanctions or discipline are erroneous, excessive, or otherwise not merited or appropriate given the allegations and responsibility finding, or why the dismissal of a formal complaint or allegations in a formal complaint is erroneous and should be reinstated and investigated. *34 CFR §106.45(b)(8)(i).*

3. Time for Appeal. A notice of appeal must be timely submitted in writing or electronically to the Alamo Colleges District Title IX Coordinator or the District Title IX Coordinator for Employees, or the District Title IX Coordinator for Employees, or the College Title IX Coordinator within ten (10) calendar days from the date of the written determination issued by the decision-maker after the conclusion of a live hearing. If sanctions or discipline were imposed and are being appealed, the notice of appeal must be submitted within ten (10) calendar days from the date of the notification that sanctions, or discipline are being imposed. *34 CFR §106.45(b)(8)(i).* If a party is appealing the dismissal of a formal complaint or any allegations in a formal complaint, a notice of appeal must be submitted within ten (10) calendar days from the date of the notification of the dismissal before an investigation is commenced.

4. Grounds for Appeal After Determination. A notice of appeal of the finding of responsibility or non-responsibility from either party and/or the sanctions or discipline

recommended or imposed must state that the appeal is based on one or more of the following grounds:

(a) A procedural irregularity occurred that affected the outcome of the matter. The procedural irregularity cannot be that the grievance process or any step therein was not completed within the specified days unless the delay was unreasonable and prejudicial. *34 CFR §106.45(b)(8)(i)(A);*
(b) New evidence that was not reasonably available at the time of the live hearing or the determination regarding responsibility or dismissal was made and that affected the outcome of the matter. The new evidence must be stated. *34 CFR §106.45(b)(8)(i)(B);*
(c) The assigned Title IX Coordinator, Title IX Lead, investigator, and/or decision-maker for the case had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter. *34 CFR §106.45(b)(8)(i)(C);*
(d) One or more allegations found to be substantiated or unsubstantiated is not supported by the preponderance of the evidence and affected the outcome of the matter. *34 CFR §106.45(b)(8)(ii);*
(e) The sanctions or discipline recommended or imposed are erroneous, excessive, or otherwise not merited or appropriate given the allegations and responsibility finding.

5. Receipt of Appeal. Upon receipt of a notice of appeal after a determination has been issued, the assigned Title IX Coordinator will acknowledge in writing receipt of an appeal, notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties, including informing the parties of the equal right to submit a written statement in support of, or challenging the outcome at the live hearing. *34 CFR §106.45(b)(8)(iii)(A and D).* The assigned Title IX Coordinator handling the complaint will provide a copy of the notice of appeal with the stated grounds for appeal and any documents submitted with the appeal to the other party within five (5) calendar days of the date the appeal was submitted. The appealing party also will be provided ten (10) calendar days to submit one or more statements and argument to support the grounds of the appeal and explaining and supporting the reversal of the determination and the specific evidence that would render a different result.

6. Response to Appeal. Upon receipt of the appealing party's submission support the reversal of the determination, the assigned Title IX Coordinator handling the complaint will send the appealing party's submission to the non-appealing party and provide the non-appealing party ten (10) calendar days to submit a response to the appealing party's notice of appeal and statements and other information submitted and a written statement in support of the outcome and determination.

7. Appointment of Decision-maker on Appeal. Within ten (10) calendar days of receiving the notice of appeal, the assigned Title IX Coordinator appoint a decision-maker who does not

have a conflict of interest or bias to decide the appeal. The decision-maker for the appeal cannot be the same person as the decision-maker who presided over the live hearing and reached the determination regarding responsibility or dismissal, or any of the Title IX Coordinators and Title IX Leads consulted on the complaint, or the investigator of the complaint. *34 CFR §106.45(b)(8)(iii)(B).* The appointment of the decision-maker on appeal must be documented, and the appointment communication must inform the decision-maker on appeal of the requirement to serve impartially and avoid prejudgment of the facts at issue. *34 CFR §106.45(b)(8)(iii)(C).*

8. Record to Decision-maker an Appeal. Within fifteen (15) calendar days of receiving the notice of appeal, the District Title IX Coordinator handling the complaint will:

(a) Provide the decision-maker on appeal with the record and recording of the live hearing, documentary evidence introduced at the live hearing, the determination, which is the subject of the appeal, notice of appeal, all documents submitted by the appealing party, and any response from the other party and request that the decision-maker on appeal review all materials provided. The materials provided must be documented.
(b) Inform the decision-maker on appeal in writing that: (1) he/she must render a written determination of the appeal, addressing the specific grounds on which the appeal is based and the reasons and rationale for the determination; (2) the determination of the hearing decision-maker may be affirmed, over-turned, or modified as appropriate; (3) the determination on appeal must state the appeal is final and not subject to further appeal.
(c) Inform the decision-maker on appeal in writing that the written decision is due within fifteen (15) business days from date he/she receives all materials from the assigned Title IX Coordinator handling the complaint and must be sent dated and signed to the appropriate Title IX Coordinator.

9. Determination to Parties. Within two (2) business days of receiving the determination on appeal, the assigned D Title IX Coordinator handling the complaint will provide the written decision simultaneously to both parties and their advisors. *34 CFR §106.45(b)(8)(iii).*

10. Finality. The determination regarding responsibility becomes final on the date the parties are provided with the written determination of the result of the appeal, if an appeal is filed, or if no appeal was filed, on the date on which the appeal would no longer be considered timely. *34 CFR §106.45(b)(7)(iii).*

II. Process B Appeal Procedure

Process B applies to complaints which do not meet the definitions of sexual harassment, sexual assault, dating violence, domestic violence, and stalking and jurisdictional requirements of

ATTACHMENT 11.

H.1.2.2 (Procedure) Civil Rights Complaints Appeal Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Board adoption: 10-28-14
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§§106.30, 106.44, and 106.45 of the Title IX regulations, complaints of gender discrimination and retaliation under Title IX, and complaints which arise under other civil rights statutes identified in H.1.1.1 (Procedure) Civil Rights Complaints and Resolution Procedure.

Process B is not intended for appeals of student sanctions or employee discipline issued subsequent to a Civil Rights Complaint Resolution decision. See Appealing Student Sanctions or Employee Disciplinary Action below.

1. Grounds for Appeal. Any party (complainant or respondent/accused) may appeal, but appeals are limited to the following grounds:

- A procedural error or omission occurred that significantly impacted the outcome of the original civil rights complaint resolution process (e.g., substantiated bias, material deviation from established procedures, etc.).
- To consider new evidence, unknown or unavailable during the original civil rights complaint resolution process that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included in the written notice of appeal.

2. Notice and Time for Appeal. An appeal of a Civil Rights Complaint Notice of Resolution (decision) that was issued under Procedure H.1.2.1 must be submitted in writing to the Title IX/VII/ADA/504 Coordinator within five (5) business days of the delivery of the written Complaint Notice of Resolution (Decision) or within five (5) business days of the issuance of employee discipline or student sanctions, whichever is later. An Appeal form is posted at www.alamo.edu/TitleIXCoordinator/. The form may be submitted online through the website or to:

Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator

Name:	Linda Boyer-Owens
Position:	Associate Vice Chancellor Human Resources & Organizational Development
Address:	2222 N. Alamo, San Antonio, Texas 78215
Telephone:	(210) 485-0230
Email:	lboyer-owens@alamo.edu

3. Civil Rights Appeal Hearing Panel. A three-member Civil Rights Appeal Hearing Panel (none of whom were involved in the complaint resolution process previously) will be designated by the Alamo Colleges district Title IX/VII/IV/ADA/504 Coordinator from the pool of trained Title IX/VII/ADA/504 Investigators. One of the Panel Members will be designated as the Panel Chair.

If a student appeals any sanctions imposed as a result of the civil rights complaint resolution process, the appeal process in the Student Code of Conduct will be followed.

ATTACHMENT 11.

H.1.2.2 (Procedure) Civil Rights Complaints Appeal Procedure
Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Based on Board Policy: H.1.2 Civil Rights Discrimination, Harassment and Retaliation
Board adoption: 10-28-14
Last Board Action 2-23-16 7-27-21

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4. Civil Rights Appeal Process. A Civil Rights Appeal Procedure Diagram is attached to this procedure (see Attachment A.) The primary steps in the process are:

a. Complainant or Respondent (accused) in a Civil Rights Complaint Resolution decision submits a timely written appeal of the decision to the Alamo Colleges District Title IX/Title VII/IV/ADA/504 Coordinator (see Filing an Appeal, above).

b. The Title IX/VII/IV/ADA/504 Coordinator appoints a trained Hearing Panel and Hearing Panel Chair. A Title IX Coordinator (College or Student) or the Title IX/VII/ADA/504 for Employees will be designated to coordinate the Appeal Process. If the appeal is by a student regarding sanctions, the Title IX/VII/ADA/504 Coordinator refers the appeal to the proper college administrator for processing hearing under the Student Code of Conduct.

c. The assigned Coordinator will issue a written acknowledgment of the Appeal and Notice of Hearing to all parties to the original Civil Rights Complaint Resolution decision at least five (5) business days before the hearing but not later than three (3) weeks following receipt of the written appeal. The written notification shall state the findings if the Investigative Panel. The notice of hearing shall state the time, date, and location of the hearing. If any party does not appear at the scheduled hearing, the hearing will be conducted in the party's absence. The Notice of Hearing shall provide the deadlines for submission of Witness Lists and exhibits to the assigned Coordinator for compelling, substantiated reasons, the Appeal Hearing Panel may re-schedule the hearing. The Notice of Hearing shall also notify the appealing party of the following:
   (1) The appeal hearing is a confidential, internal administrative proceeding.
   (2) Parties to the appeal hearing may appear by themselves or with an adviser. The name of any advisor must be provided to the assigned Coordinator at least 48 hours prior to the scheduled commencement of the hearing.
   (3) Both parties may call (present) witnesses at the hearing. Both parties must notify the assigned Coordinator in writing of the identity of any persons who will be called as witnesses at least 48 hours prior to the scheduled commencement of the hearing. The parties are responsible for getting their witnesses to appear at the hearing.
   (4) Each party may present their case, offer evidence, examine witnesses, and argue on their own behalf at the hearing.
   (5) All parties may question all witnesses.
   (6) The Appeal Hearing Panel may pose questions to the parties and the witnesses.
   (7) All parties to the Appeal will submit Witness Lists and exhibits to the Deputy Coordinator at least two (2) business days prior to the scheduled Appeal Hearing. The Deputy Coordinator will immediately provide copies of all witness lists and all exhibits to all parties.

d. The Appeal Hearing will be conducted before the Hearing Panel. All evidence and witnesses will be presented.

e. The Appeal Hearing Panel Chair will lead the Panel in deliberation continuously during normal business hours until a decision is reached on the appeal.

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Last Board Action 2-23-16 7-27-21

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f. The Hearing Panel Chair will issue a written decision to the assigned Coordinator. The decision may include a finding to overturn a sanction or employee discipline that the appeal decision renders inappropriate. The decision may also include a recommendation for further discipline or sanction considerations by the Administrator to support the appeal decision.
g. The assigned Coordinator will provide a written Appeal Determination to all parties and Administrator(s) for the student and/or employee parties. The decision is final, and no further appeals are permitted.
h. The responsible Administrator(s) will take action to promptly amend prior disciplinary actions or sanctions as necessary to reflect the results of the Appeal Determination.

5. Decisions on Appeal. The Civil Rights Appeal Hearing Panel will review the appeal request(s). The original finding and sanction/responsive actions will stand if the appeal is not timely or is not based on the grounds listed above, and such a decision is final. The original finding and sanction are presumed to have been decided reasonably and appropriately.

- Appeals decisions by the Civil Rights Appeal Hearing Panel are to be deferential to the original decision, making changes to the finding only where there is clear error and to the sanction/responsive action only if there is a significant compelling justification to do so;
- Appeals are not intended to be full re-hearings of the complaint. In most cases, appeals are confined to a review of the written documentation or record of the original hearing, and pertinent documentation regarding the grounds for appeal. Appeals granted based on new evidence should normally be remanded to the original hearing panel for reconsideration.
- Sanctions and disciplinary action imposed are implemented immediately and remain in place during an appeal unless the assigned Coordinator or designee stays their implementation in extraordinary circumstances, pending the outcome of the appeal;
- Once an appeal is decided, the outcome is final: further appeals are not permitted.

6. Sanction and Progressive Discipline Actions Resulting from or Amended by an Appeal. The responsible Administrator notified of the Appeal Determination or designee, will complete the process to issue appropriate Student Sanctions or Employee Discipline appropriate to the Appeal Determination or, if necessary, modify or remove the Sanctions or Discipline issued in response to the original Complaint Determination.

All respondents are expected to comply with conduct sanctions/responsive/corrective actions within the time frame specified by the assigned Coordinator. Failure to comply with conduct sanctions/responsive/corrective actions by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions/responsive/corrective actions and/or suspension, expulsion and/or termination from the Alamo Colleges and may be noted on a student's official transcript. A suspension will only be lifted when compliance is achieved to the satisfaction of the assigned Coordinator.

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H.1.2.2 (Procedure) Civil Rights Complaints Appeal Procedure
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Last Board Action 2-23-16 7-27-21

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7. Appealing Student Sanctions and Employee Disciplinary Actions. This procedure is not intended for appeals of a student sanctions or employee discipline issued subsequent to a Civil Rights Complaint Resolution decision.

- Student Sanctions issued by College Administration in response original Civil Rights Complaint Resolution decision are issued under the Student Code of Conduct. Any appeal of student sanctions must be made and processed under the provisions of F.4.2.2 (Procedure) Non-Academic Misconduct Disciplinary Process, not under this Civil Rights Appeal Procedure.
- Progressive Discipline issued by Administration to employees in response a Civil Rights Complaint Resolution decision are issued under the applicable Progressive Discipline Policy. Any appeal of employee progressive discipline must be made and processed under the provisions of the D.3.3.1 (Procedure) Employee Complaints, not this Appeal Process for Civil Rights Complaint Determinations.

ATTACHMENT 12.

H.1.2.3 (Procedure) Bully Free Workplace and Campuses

Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 4-26-16
Last Board Action: 4-26-16, 7-27-21

This procedure applies to all students and all employees, including supervisors, managers, administrators, faculty as well as contractors and employees of contractors. It defines bullying and provides examples of behavior that would be a violation of the "Respect for All" values ~~stated in~~stated in Alamo Colleges District Policy A.1.3 (College District Vision, Mission, Values and Goals) and the Alamo Colleges District Civil Rights Policy H.1.2 Civil Rights Discrimination, Harassment and Retaliation. Procedures H.1.2.1, Civil Rights Complaint and Resolution, and H.1.2.2, Civil R~~i~~ights Complaint Appeal, define the processes for reporting, investigating, and administering discipline or sanctions for instances of bullying.

Objective

Alamo Colleges District strives to create a workplace that is optimal for learning and work. The purpose of this procedure is to communicate to all students and all employees, including supervisors, managers, administrators, faculty, contractors, and employees of contractors, that the Alamo Colleges District will not in any instance tolerate bullying behavior or lack respect or disrespect. Any employee found in violation of this policy will be disciplined, up to and including termination, expulsion or, in the case of contracts, cancellation of contract. Any student who is found in violation will be processed through the student code of conduct and may be subject to sanctions up to and including suspension, academic expulsion, and expulsion from presence at any of the Alamo Colleges.

Definition

Alamo Colleges District defines bullying as repeated and/or severe aggressive behavior, either direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work or on campus and/or in the course of employment, education or student activities which is likely to intimidate or, hurt, ~~control~~control, or diminish another person whether or not on the basis of protected criteria. Behavior demonstrating or communicating a lack of respect or disrespect may or may not be bullying, but nonetheless such behavior violates Alamo College's Code of Ethics, which clearly states that all employees will be treated with dignity and respect, and Policy A.1.3, stating the College District's shared value of "Respect for All." Bullying is a violation of the Texas Education Code and Alamo Colleges Policy whether or not the victim is a member of a protected class. This procedure and policy ~~extends~~extend to cyberbullying which is bullying that takes place using electronic technology. This policy and procedure ~~extends~~extend to conduct and behavior that is not otherwise protected by law.

Examples

The effect of the behavior of bullying on the individual is important. Alamo Colleges District ~~considersthe~~considers ~~t~~the following types of behavior examples of bullying:

- **Verbal bullying:** Slandering, ~~ridiculing~~ridiculing, or maligning a person or his or her family; persistent name calling that is hurtful, threatening, ~~insulting~~insulting, or humiliating; using aperson as butt of jokes; abusive and offensive remarks.
- **Physical bullying:** Pushing, shoving, kicking, poking, tripping, assault or threat of

H.1.2.3 (Procedure) Bully Free Workplace and Campuses

Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 4-26-16
Last Board Action: 4-26-16, 7-27-21

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physical assault, damage to a person's work area or property

- **Gesture bullying:** Nonverbal threatening gestures; glances that can convey threatening messages.
- **Exclusion:** Socially or physically excluding or disregarding a person in work or school-related activities.

In addition, the following examples may constitute or contribute to evidence of bullying in the workplace:

- Persistent singling out of one person.
- Shouting or raising voice at an individual in public or in private.
- Using verbal or obscene gestures.
- Not allowing the person to speak or express himself or herself (i.e., ignoring or interrupting).
- Personal insults and use of offensive nicknames.
- Public humiliation in any form.
- Constant criticism on matters unrelated or minimally related to the person's job or school performance or description.
- Ignoring or interrupting an individual at meetings, in class or at school or work activities.
- Public reprimands.
- Repeatedly accusing someone of errors that cannot be documented.
- Deliberately interfering with mail and other communications.
- Spreading rumors and gossip regarding individuals.
- Encouraging others to disregard a supervisor's instructions.
- Manipulating the ability of someone to do his or her work (e.g., overloading, under-loading, withholding information, assigning meaningless tasks, setting deadlines that cannot be met, giving deliberately ambiguous instructions).
- Inflicting menial tasks not in keeping with the normal responsibilities of the job.
- Taking credit for another person's ideas.
- Refusing reasonable requests for leave in the absence of work-related reasons not to grant leave.
- Deliberately excluding an individual or isolating him or her from work-related activities, such as meetings.
- Unwanted physical contact, physical abuse or threats of abuse to an individual or an individual's property (defacing or marking up property).
- Retaliating against or threatening to retaliate against an individual who has reported bullying or attempted to intervene to stop bullying.

ATTACHMENT 13.

H.1.2.3 (Procedure) Bully Free Workplace and Campuses

Responsible Department: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator
Board Adoption: 4-26-16
Last Board Action: 4-26-16, 7-27-21

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Definition

Alamo Colleges District defines bullying as repeated and/or severe aggressive behavior, either direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work or on campus and/or in the course of employment, education or student activities which is likely to intimidate or, hurt, control, or diminish another person whether or not on the basis of protected criteria. Behavior demonstrating or communicating a lack of respect or disrespect may or may not be bullying, but nonetheless such behavior violates Alamo College's Code of Ethics, which clearly states that all employees willbe treated with dignity and respect, and Policy A.1.3, stating the College District's shared value of "Respect for All." Bullying is a violation of the Texas Education Code and Alamo Colleges Policy whether or not the victim is a member of a protected class. This procedure and policy extend to cyberbullying which is bullying that takes place using electronic technology. This policy and procedure extend to conduct and behavior that is not otherwise protected by law.

Examples

The effect of the behavior of bullying on the individual is important. Alamo Colleges District considers thefollowing types of behavior examples of bullying:

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Board Adoption: 4-26-16
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- Retaliating against or threatening to retaliate against an individual who has reported bullying or attempted to intervene to stop bullying.

Overview of Proposed Amendments for Policy B.11.1

Sandra Torres
Board Liaison

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

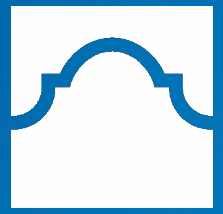
Recommended Edits

- Allow board chair to invite alternate student trustee to attend official District business, including in-state and out-of-state travel for pre-approved conferences

ABF Agenda Item 9.C – Student Trustee to attend the 2021 ACCT Leadership Congress

- Proposing former student trustee to travel to ACCT Leadership Congress in October 2021 due to 2020 travel limitations

Thank you.



ALAMO COLLEGES DISTRICT

Discussion and Possible Action on Revision of Policy B.11.1 Student Trustee

Presented for recommended approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on July 27, 2021.

MINUTE ORDER
"The Board of Trustees hereby approves revisions to Policy B.11.1."

PURPOSE
At the approval of the Board Chair, the alternate Student Trustee may attend conferences pre-approved for Trustee attendance and be reimbursed for expenses associated with the approved conferences pursuant to Board Policy.

BACKGROUND

The alternate Student Trustee shadows the primary Student Trustee and attend Board Meetings and other appropriate events should the Student Trustee be absent, or replace the Student Trustee if she/he leaves prior to the completion of the term (the alternate will not receive funding for shadowing activities). At the approval of the Board Chair, the alternate Student Trustee may attend conferences pre-approved for Trustee attendance and be reimbursed for expenses associated with the approved conferences pursuant to Board Policy.

IMPLICATIONS
Financial:

Strategic Plan: Goal II – Success/Completion, Goal IV – Performance Excellence, Goal V –Organizational Communication

Human Resources: None

ATTACHMENTS: 1 - Proposed Policy B.11.1

_____	_____
Dr. Gene Sprague	Dr. Mike Flores
Board Chairman	Chancellor

B.11.1 (Policy) Student Trustee
Responsible Department: Board of Trustees, Office of the Chancellor
Board Adoption: 2-18-14
Last Board Action: 8-21-18

Purpose

In order to fully implement the Alamo Way policy of Principle Centered Leadership by providing students with leadership experiences and to ensure students participate in District governance, the Board welcomes the inclusion of a Student Trustee on the Board of Trustees. The mission of a Student Trustee is to serve as a non-voting student liaison to the Board of Trustees and Chancellor. The Student Trustee represents students' interests at District meetings and Board Committee meetings. The Board encourages each College to promote candidates who are deeply committed to the mission, vision and values of the Alamo Colleges, not an individual college, with a goal of ensuring that student interests are effectively represented. The Student Trustee is an example of the Alamo Colleges dedication to building student leaders and its ability to work alongside those leaders to further student success.

Duties and Responsibilities

The Student Trustee shall be seated and recognized as the Student Trustee member of the Board at Board meetings, excluding any non-public executive session. The student member is entitled to participate in discussion of issues and receive all materials presented to members of the Board (except for executive session materials). The Student Trustee is a non-voting member and may not move or second a measure. The responsibilities of the Student Trustee are to:

1. Take all required Trustee training and participate in Board meetings, events and conferences.
2. Study documents presented to the Board of Trustees for board committee meetings and regular board meetings, excluding any non-public executive session materials.
3. Propose any items to be placed on the Board agenda to the Chancellor.
4. Review the upcoming Board of Trustees' agenda with the Student District Council.
5. Keep members of the Student District Council informed about issues brought before the Board of Trustees and seek student input on these issues.
6. Serve on a Board Committee should the Student Trustee be appointed by the Chair.

The Student Trustee will be held to the same standards of performance and behavior/accountability of an elected Trustee in recognition of the trust and importance of the office.

Transportation allowance/reimbursement for travel necessary to attend Board meetings and to attend to other official District business as authorized by the Board shall be provided for the Student Trustee at the same rate as that established for other Trustees. The Student Trustee may, upon prior approval by the Board Chair, attend conferences pre-approved for Trustee attendance

and be reimbursed for expenses associated with the approved conferences pursuant to Board Policy.

Term and Selection Process

The student will be selected by the Board in March and serve a one-year term as a non-voting member of the Board from May 1 through April 30.

1. By February 1, each Student Government Association (SGA) will invite applications, through a broad-based information campaign directed at the student bodies of their respective colleges, based on a common criteria and form. A student candidate applicant must:

    a. Be currently enrolled in one of the Alamo Colleges and maintain enrollment in at least six credit hours during the election period and throughout the Student Trustee's term of office (Summer enrollment is optional);

    b. Be working toward an Alamo Colleges District credential and not be eligible to or actually graduate/complete until their term on the board will end;

    c. Not hold an earned post-secondary degree;

    d. Have and maintain a minimum cumulative grade point average of 2.5;

    e. Demonstrate service commitment at their college and/or in the community;

    f. Submit a personal essay concerning the Student Trustee's reasons for wishing to serve; and

    g. Commit to taking Principle-Centered Leadership training within 60 days of being seated as Student Trustee.

2. A student can apply for selection as a Student Trustee candidate at only one campus.

3. A student is not required to give up any student employment with the Alamo Colleges in order to be seated as a Student Trustee.

4. Each Student Government Association ("SGA") will, through application screening and interviews, select a candidate who meets these criteria (one per college). These student candidates will be submitted to the Board, which will interview the candidates, consult with the administration and select one primary Student Trustee and one alternate. If for any reason the SGA of an individual College is not staffed or functioning sufficiently to perform these duties, then the College President may designate another appropriate campus organization to do so.

5. The alternate Student Trustee will "shadow" the primary Student Trustee and attend Board Meetings and other appropriate events should the Student Trustee be absent, or replace the Student Trustee if she/he leaves prior to the completion of the term (the alternate will not receive funding for shadowing activities). At the approval of the Board Chair, the alternate Student Trustee may attend conferences pre-approved for Trustee attendance and be reimbursed for expenses associated with the approved conferences pursuant to Board Policy.

6. The Student Trustee serves at the will of the Board and may be recalled for failure to maintain qualifying requirements, nonperformance of duties, violation of the Student Code of Conduct, ethical lapse or failure to maintain satisfactory academic progress by a simple majority vote of the Board of Trustees or for any reason by a two-thirds supermajority vote of the Board.

7. A Student Trustee who is recalled may not run for a second term.

8. A student may serve only one term as Student Trustee.

9. A student may not serve as a Student Trustee during any period of service with any student media or other media outlets.

Scholarship

The Student Trustee, in recognition of his/her service on the Board of Trustees, shall receive a $300 scholarship at the beginning of the Fall and Spring semester of his/her service, for a total of $600 in recognition that the time spent as a Trustee may reduce earning opportunities necessary to remain in college.

Timeline

The timeline for year one will begin when the policy is approved by the Board; the schedule for successive years will be as follows:

February – SGA application review/interview process; student candidates to be submitted to the Board (one candidate per college) by February 28

March – Board of Trustees application review/interview process

April – Student Trustee selected by the Board at its Regular meetings or at a Special Meeting, in either case voting after Executive Session.

April – Student Trustees (Trustee and alternate) sworn in at Regular Board meeting after election

May 1 – Student Trustee begins term (May 1 – April 30)
December – January – SGA's at each College invite applications for Student Trustee

B.11.1 (Policy) Student Trustee
Responsible Department: Board of Trustees, Office of the Chancellor
Board Adoption: 2-18-14
Last Board Action: 8-21-18

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May 1 – Student Trustee begins term (May 1 – April 30)
December – January – SGA's at each College invite applications for Student Trustee

Discussion and Possible Action on Amending Policy B.3.5 to Add the Biennial Texas Association of School Boards/Texas Association of Community College Attorneys Post-Legislative Seminar to the List of Conferences Pre-Approved for Trustee Attendance

Presented to the Board for approval on July 27, 2021.

MINUTE ORDER
"The Board of Trustees hereby approves the attached revised Policy B.3.5."

PURPOSE
To add the biennial Texas Association of School Boards/Texas Association of Community College Attorneys Post-Legislative Seminar to the list of conferences pre-approved for Trustee attendance.

BACKGROUND
State law forbids compensating Trustees but permits payment of Trustee expenses related to their service to the College District. The Board's commitment to data-informed decision-making and awareness of emerging best practices guides its authorization of Trustees' attendance at conferences, seminars and similar functions relevant to their duties. The Board has established a list of pre-approved conferences, seminars and similar functions with Policy B.3.5 to enable Trustees to make attendance choices without need for specific advance Board minute order approval for attendance of specific Trustees at specific events each year. This minute order provides for the addition to the list of conferences pre-approved for Trustee attendance the biennial Texas Association of School Boards/Texas Association of Community College Attorneys Post-Legislative Seminar. This seminar is held in Austin and normally requires at most one night of lodging, recently none. It is being held virtually in 2021. It offers an excellent and timely overview of new legislation affecting Texas community college districts, facilitating timely compliance.

IMPLICATIONS:

Financial:	Insignificant
Strategic Objectives:	III – Performance Excellence
Human Resources:	None

ATTACHMENTS:
1. Policy B.3.5 (Redlined)
2. Policy B.3.5 (Clean)

Dr. Diane Snyder Digitally signed by Dr. Diane Snyder
Date: 2021.07.27 13:06:48 -05'00'

Dr. Diane Snyder, Ph.D., CPA Date
Vice Chancellor for Finance & Administration

Dr. Mike Flores Date
Chancellor

ALAMO COLLEGES DISTRICT

B.3.5 (Policy) Board Members: Conventions, Conferences, Workshops and Events
Responsible Department: Office of the Chancellor, Vice Chancellor for Finance and Administration
Board Adoption: 8-18-09
Last Board Action: 7-27-21

Specific Trips Authorized

A Trustee has authority by virtue of this policy, and without further Board approval, to attend the following annual conferences:

1. Association of Community College Trustees (ACCT)
2. National Legislative Seminar of the ACCT
3. Regional Conference of the ACCT
4. American Association of Community Colleges (AACC)
5. Texas Association of Community College Trustees and Administrators (TACCTA)
6. Association of Governing Boards (AGB)
7. Texas Higher Education Coordinating Board Conference
8. Texas Association of Community College Attorneys (TACCA)
9. Community College Association of Texas Trustees (CCATT)
10. Texas Association of Community Colleges (TACC)
11. National Association of Latino Elected Officials (NALEO)
12. Community College FUTURES Assembly
13. Baldrige Performance Excellence-Quest for Excellence
14. San Antonio Chamber of Commerce SA to DC
15. Texas Association of School Boards (TASB) / Texas Association of Community College Attorneys (TACCA) Biennial legislative update

If a Trustee wishes to attend an event not included in the approved list, the Trustee may request authorization from the Board. If a trip has not been authorized by this policy, the Trustee must submit a request to the Board for approval pursuant to this policy. If Board approval is not received prior to the commencement of a trip, the Trustee may take the trip and seek reimbursement from the Board. Without prior authorization, the College District is under no obligation to pay for the trip or its expenses.

Allowable Travel Expenses

The following expenses are illustrative but not inclusive of all allowable expenses during an authorized trip by a Trustee. Receipts are required for expenses unless specified otherwise.

Prepaid Expenses

In order to find the most favorable rates, a Trustee may make trip arrangements using his/her College District travel card, or make reservations and request reimbursement. In the alternative, the Chancellor or designee may make trip arrangements for Trustees, and

at the request of the Trustee, shall prepay expenses for airline tickets, hotel charges for the basic single-room rate, and registration and conference fees for events included in the approved list or pre-authorized by the Board. If these items are not prepaid, the Trustee may request reimbursement pursuant to this policy.

Meals

Actual expenses of meals may be charged to the Trustee's procurement card or reimbursed, but the total cost of meals for the travel shall not exceed an allowance of $80 per day over the travel period. The maximum for the travel period is calculated as $80 per day multiplied by the number of days. Tips to servers are not included in the cost of meals, but should not exceed 25%. Itemized receipts are required.

If a Trustee pays for a meal of another Trustee, that amount will be reimbursed to the payer. The Trustee must list the name and the amount spent on the other Trustee. This amount will not be counted as part of the payer's travel allowance but will be counted as part of the other Trustee's travel allowance.

If a Trustee pays for the meal of a non-Trustee, the Trustee must list the name and the amount spent on the non-Trustee, and must identify the business purpose of the meal. This amount will not be counted as part of the Trustee's travel allowance.

College District employees dinning with Trustees while out of town, can opt to submit for an increased meal allowance of $80 for that day.

Lodging

An itemized hotel statement must be submitted when requesting reimbursement for lodging expenses that were not prepaid. Lodging expenses must not exceed the prevailing single room rate. The maximum duration for lodging is one night prior to the beginning of a meeting and one night subsequent to the ending of a meeting. If a Trustee exceeds the maximum duration for lodging and requests reimbursement, the Trustee may submit the request for approval pursuant to this policy. A Trustee may not be reimbursed for lodging when the Trustee is absent from the location of the meeting for any reason not connected with the duties of the Trustee.

Transportation

Mode of Transportation: A Trustee shall utilize the most economical mode of transportation that is readily available and provides reasonable, comparable transit time.

Mileage: Mileage expense shall be reimbursed at the prevailing approved rate for employees when traveling by personal vehicle.

Airfare: When airfare is not prepaid, actual expense shall be reimbursed for air travel at the prevailing coach rate unless first class is the only flight available to conduct Trustee duties, in which case a statement from the Trustee validating the necessity is required. Trustees will be reimbursed for the first two pieces of checked baggage if the airline charges a separate checked baggage fee. If a Trustee deviates from a direct route of travel by air for personal reasons, the expenses for that portion of the trip will not be

reimbursable. Because of the savings available for early purchase, Trustees are asked to schedule their travel at the earliest convenient date.

Car Rental: Actual expense shall be reimbursed for car rentals including fuel and toll charges. Receipts are not required for tolls. Sales tax is reimbursable; however, liability insurance, personal accident insurance, safe trip insurance, and personal effects insurance are not reimbursable. If a Trustee rents a car and combines personal travel with Trustee duties, the cost of the rental car is prorated on a daily basis.

Other Modes of Transportation: Actual expense shall be reimbursed for railroad travel, and at the destination, actual expense shall be reimbursed for travel by taxi, limousine, car services, such as Uber and Lyft, shuttles and public transportation.

Parking: Actual expense shall be reimbursed for parking expenses.

Other Allowable Expenses

Actual expense shall be reimbursed for telephone calls and FAX services, internet service, and other hotel business office expenses for the conduct of official Trustee business.

Tips for service (receipts are not required) and expenses for transportation of College District equipment and materials are also reimbursable.

Fee for Transportation Security Administration (TSA) Pre-Check membership for air travel is also reimbursable.

Unallowable Expenses

The following list of unallowable expenses is illustrative but not inclusive of all unallowable expenses during an authorized trip by a Trustee:

1. Gasoline, toll fees, or repair costs for personally owned vehicles.
2. Passports or passport photos required for foreign travel.
3. Inoculations required for foreign travel.
4. Personal expense items such as cleaning or laundry.
5. Alcoholic beverages.
6. Personal entertainment.

Reporting Expenses

In order to document all travel expenses, the following must be submitted to the Chancellor within 60 days of the last day of a meeting or conference:

1. A completed Travel and Expense Statement showing all travel expenses incurred on behalf of the Trustee, whether or not the Trustee attended the meeting or conference. Unused airline tickets must be attached to the Travel and Expense Statement with a reason as to why the ticket was not used.

2. All required receipts.
3. One of the following trip authorizations:
   a. Authorized annual conference, (included in the approved list)
   b. Authorization by Board Minute Order.

Seeking Approval for Unauthorized Trips and Expenses

A Trustee who requests authorization for a trip or reimbursement for travel expense, or both that has not been authorized by this policy or by the Board, shall submit the request for approval to the Audit, Budget and Finance Committee of the Board. The Audit, Budget and Finance Committee shall make a recommendation to the Board. The Board's decision is final. If the Board approves the request, the Chancellor or designee shall reimburse the Trustee to the extent approved by the Board.

A Trustee shall reimburse the College District for all unauthorized travel expenses which the College District incurred on the Trustee's behalf within 30 days after disapproval pursuant to this policy.

Legal Reference - TACC Policy Reference Manual
BBG(LEGAL) - Board Members: Compensation and Expenses

B.3.5 (Policy) Board Members: Conventions, Conferences, Workshops and Events
Responsible Department: Office of the Chancellor, Vice Chancellor for Finance and Administration
Board Adoption: 8-18-09
Last Board Action: 7~~12~~-27~~10~~-2~~19~~

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2. All required receipts.
3. One of the following trip authorizations:
   a. Authorized annual conference, (included in the approved list)
   b. Authorization by Board Minute Order.

Seeking Approval for Unauthorized Trips and Expenses

A Trustee who requests authorization for a trip or reimbursement for travel expense, or both that has not been authorized by this policy or by the Board, shall submit the request for approval to the Audit, Budget and Finance Committee of the Board. The Audit, Budget and Finance Committee shall make a recommendation to the Board. The Board's decision is final. If the Board approves the request, the Chancellor or designee shall reimburse the Trustee to the extent approved by the Board.

A Trustee shall reimburse the College District for all unauthorized travel expenses which the College District incurred on the Trustee's behalf within 30 days after disapproval pursuant to this policy.

Legal Reference - TACC Policy Reference Manual
BBG(LEGAL) - Board Members: Compensation and Expenses

Discussion and Possible Action to Authorize Former Student Trustee to attend the 2021 ACCT Leadership Congress

Presented to the Board Acting as Committee of the Whole on July 20, 2021 and now presented to the Board for approval on July 27, 2021

MINUTE ORDER

"The Board of Trustees hereby approves travel expenses for the former Student Trustee to attend the 2021 ACCT Leadership Congress on October 12-17, 2021 in San Diego, California.

PURPOSE

Board policy B.3.5 (Board Members: Conventions, Conferences, Workshops) states that if a Trustee wishes to attend an event not included in the approved list, the Trustee may request authorization from the Board. If a trip has not been authorized by this policy, the Trustee must submit a request to the Board for approval pursuant to this policy. Former 2020-2021 Student Trustee did not have the opportunity to participate in conference due to the pandemic. This conference will allow him the opportunity to attend leadership governance sessions along with the current Primary and Alternate Student Trustees.

BACKGROUND

The ACCT Leadership Congress is the premier annual conference for community college leaders and the only national conference dedicated to community college trustees. Each year, approximately 2,000 community and technical college trustees, CEOs and other executives, and federal higher education policy influencers gather to share information about governance best practices, community college advocacy, advancing student success and more.

Dr. Gene Sprague, Board Chair	Dr. Mike Flores, Chancellor

Discussion and Possible Action on FY22 Smart Talent Compensation Adjustments

Linda Boyer-Owens

Associate Vice Chancellor of Human Resources and Organizational Development

Alamo College District Title IX/VII/IV/ADA/504 Coordinator

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

FY22 Recommended Compensation Adjustments

Market Adjustments

- for all employees of 3%* on 9/1/2021

High-Wage/High-Demand Nursing Faculty Stipends

- continue in FY22 as approved in 2/2021

High-Wage/High-Demand IT and Advanced Manufacturing Faculty Stipends

- Increase Stipends 1/1/2022

Student Success Job Family Offer Equity

- Apply on 9/1/2021

Talent Excellence Compensation

- One-time non-recurring payment

** more than 3% if needed to bring to new range minimum*

Talent Excellence Compensation Recommendation

- Recognize, retain and encourage all employees to collaborate, innovate and excel as they have demonstrated throughout the pandemic.
- Continuity of employee talent expertise as we return to campus has never been more essential for student success. Extra efforts will be required by all for a successful return to campus.
- One-time, non-recurring, net payments of $1000 for full-time employees and $500 for part-time employees
- Payment in October 2021 to employees who have worked during the period 3/1/2020 and 8/31/2021, and are actively employed on the date of payment.

Fiscal Notes

FY21 Accrual of one-time Talent Excellence Award: $5,400,000

FY22 Compensation Adjustments: $11,986,058

- including 3/2021 Nursing Stipend increase

Annualized Cost: $12,781,712

- FY22 market adj. with benefits – $9,429,544 (eff. 9/1/2021)
- FY22 faculty stipends with benefits – $1,256,514 (eff. 1/1/2022*)
- FY22 Student Success Offer Equity with benefits – $1,300,000 (eff. 9/1/2021)

** Nursing stipends continue as approved 2/2021*

Thank you.

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Discussion and Possible Action on FY22 Smart Talent Compensation Adjustments

Presented to the Alamo Colleges District Board of Trustees for approval at the Special Board Meeting on July 17, 2021; presented to the Board Acting as Committee of the Whole on July 20, 2021 and now presented to Board for approval on July 27, 2021.

MINUTE ORDER
"The Alamo Colleges District Board of Trustees hereby approves compensation adjustments effective September 1, 2021, and January 1, 2022, as noted for full-time regular faculty, adjunct faculty, CE Instructors, full-time and part-time/temporary staff, work study students and administrators."

PURPOSE
Compensation adjustments are recommended as we enter FY22 to recruit and retain the excellent talent our Alamo Colleges District student success mission requires. Careful market analyses show compensation adjustments are needed, across the board, to secure a competitive position to recruit and retain essential talent. A further set of faculty stipend adjustments are required to recruit and retain high-wage/high-demand faculty for our Nursing, Healthcare, IT and Advanced Manufacturing programs. Finally, a wage increase for work study students and other students employed by the College District is recommended to keep pace with the local market, thereby ensuring students can afford to participate in work-based learning opportunities provided by the College District.

TALENT EXCELLENCE COMPENSATION
Recognition of employee contributions has never been more essential for the College District to continue to meet unprecedented challenges with the collaborative, can-do spirit of our workforce, and new challenges connected with pandemic recovery and return to campus continue to arise. The Board of Trustees and administration recommend a one-time, non-recurring award, of $1,000 to full-time employees, and of $500 to part-time staff and part-time adjunct/CE faculty employees, who, on the basis of payroll records, performed work during the period between March 1, 2020 and August 31, 2021, and who are employed as of September 30, 2021, to compensate their extra efforts managing a return to on-site work, and to incentivize retention.

A total cost of $5.4M is projected for this one-time, non-recurring Talent Excellence award to the extraordinary faculty, staff and administrators who have demonstrated their commitment to excellence in such challenging times, and who each, in their own way, are so essential to the ongoing success of our students. It is recommended that award amounts be grossed-up for taxes and paid in a separate check in October to all employees who meet the eligibility criteria and are employed on the date of actual payout.

MARKET ADJUSTMENTS
The defined market position for faculty is 3rd among the eight largest Texas Community College districts based on the results of the annual TCCTA survey of Texas colleges. The defined market position for staff, administrators and IT technical talent is 100% comp-a-ratio in ranges developed independently through Hay/Korn Ferry analysis of the Higher Ed and General Industry markets to produce a competitive pay position comparable to faculty "3ness" in a blended market of Higher Ed and General Industry benchmark jobs for each ACD salary grade. The college district remains committed to achieving the market position targets for faculty and non-faculty within the limits of available funding.

A FY22 market adjustment of 3% is recommended, effective September 1, 2021, for all employees. This market adjustment is tempered by limits of available funding. While not sufficient to achieve the College District's targeted market positions, it does represent significant progress while remaining within the limits of the FY22 budget.

Compensation for existing faculty will be increased 3% on September 1, 2021, and the hiring rate table will by increased but will continue to lag 1.75% behind the rates paid to existing faculty to avoid compression.

Compensation for non-faculty will also increase 3% on September 1, 2021. The S-Scale and T-Scale Ranges will increase 10% and 9% respectively. Compensation adjustments will be limited to 3% unless an additional amount is required to bring an employee's rate up to the new range minimum. As in prior years, the adjustment amount may not increase an employee's compensation above the new range maximum. If an employee's rate that exceeds the range awarded a one-time 1% adjustment will be awarded instead of a recurring base rate increase.

The following expenses by employee classification are projected:

Employee Classification	% Increase	Average Increase	Head Count	FY22 Cost
Full-time Regular Faculty	3%	$1,902	812	$1,544,311
Adjunct Faculty	3%	$331	2,250	$743,969
CE Instructors	3%	$29	862	$24,955
Full-Time Regular Staff* **	3%+	$2,056	1,735	$4,517,181
Part-Time/Temporary Staff	3%+	$968	558	$651,458
IT Sr. Professional/Manager	3%+	$4,766	70	$392,969
Work study & student workers	3%	$1.25/hour	Target 1,800	State/Federal Funded
Administrators	3%+	$6,852	77	$359,752
Total Increase				**$8,234,595**
Total Benefit Cost Increase* **				**$1,194,949**
Grand Total				**$9,429,544**

** Adjusting more than 3%, if required to bring wage/salary up to new range minimum*
*** 1% one-time temporary adjustment in FY22.*
**** (15.805% FT, 8.305% PT Benefit exp.)*

HW/HD (HIGH-WAGE/HIGH-DEMAND) FACULTY STIPENDS

The College District currently provides additional compensation in the form of annual stipends to HW/HD faculty. The additional compensation is required to compete in the job markets for qualified Nursing, IT, Advanced Manufacturing, and Healthcare faculty. The stipends address the significant compensation gap that exists between teaching and the HW/HD profession in which those faculty are qualified to work.

In February 2021 the Board of Trustees approved an off-cycle stipend increase for nursing faculty to support the timely recruitment and retention of nursing faculty for the new SAC BSN program. The Board requested that these Nursing Stipend be brought back for review during the FY22 budget cycle and in relation to the need for stipend adjustments for other high-wage/high-demand disciplines.

The nursing stipend increase has helped stabilize recruiting and retention in the discipline but the compensation gap for IT, Advanced Manufacturing, and other Healthcare faculty continues to grow, jeopardizing our ability to operate those programs. Faculty turnover in the programs and the time to fill vacant positions continues to increase.

To ensure faculty for the HW/HD programs, continuation of the nursing stipends is recommended. The following stipend increases for other HW/HD disciplines are also recommended to become effective January 1, 2022 based on current market data for instructors and individuals employed in other HW/HD professions.

HW/HD Faculty	FTEs	Current Annual Stipend	Proposed Annual Stipend	Annualized Cost	FY22 Cost
Nursing – BSN*	7	$6k to 10k on 3/1/2021*	$10,000	$28,000	$28,000
Nursing – MSN*	8	$9k to 15k* on 3/1/2021*	$15,000	$228,000	$228,000
Nursing – PhD*	13	$9k to 20k on 3/1/2021*	$20,000	$143,000	$143,000
IT**	59.6	$5,000	$15,000	$595,704	$297,852
Manufacturing**	79.9	$5,000	$10,000	$399,495	$199,747
Healthcare (non-Nursing)**	83.6	$5,000	$10,000	$417,992	$208,996
Total Increase				**$1,812,191**	**$1,105,595**
Total Benefit Cost Increase				**$239,977**	**$150,919**
Grand Total				**$2,052,168**	**$1,256,514**

** Already in effect. Approved by the Board in February 2021, to be effective March 1, 2021.*
*** Effective 1/1/2022 with special tuition funding*
**** (15.805% FT, 8.305% PT Benefit exp.)*

The HW/HD faculty at Alamo Colleges sustain and grow programs that are critical to student success, economic mobility and the economic development of our community. Annual stipend amounts are provided to full-time faculty and, on a prorated basis, to adjunct and CE faculty. Stipends are extended in the samemanner to other high-wage high-demand programs. Full time faculty teaching in the summer in a high-wage high-demand are compensated at 130% of the high-wage high-demand adjunct faculty rate, which is an enhancement of current practice.

STUDENT SUCCESS OFFER EQUITY

In May 2020 a standardized Offer Equity Formula was implemented for the determination of pay offers for staff hires and promotions. Longstanding staff and HR concerns about the fairness of salary offers for new hires was the genesis for this effort to establish more, consistent, objective and equitable compensation offers. The United Staff Senate was engaged to work with HR developed a standardized Formula for offer calculation that uniformly recognizes each candidate's education and experience beyond the minimum requirements for the position. The calculation also had to factor in the pay of existing staff to avoid new hire offers that exceed the pay of similarly situated staff already onboard. The Formula that was ultimately recommended is now applied objectively and consistently by the HR Recruiting Team for each staff hire and promotion.

The Offer Equity Formula has proven trustworthy over the first year because it replicates the education and experience factors used successfully for many years to produce consistent faculty job offers. The Formula has eliminated salary negotiation and inconsistent consideration of other factors that can introduce unintentional implicit bias into the offer process.

This first-year experience clears a path for the 2nd phase of Offer Equity, which is recommended to begin on September 1, 2021, for the 650 employees of the ACD Student Success job family. OE Phase 2 is designed to apply the very same Offer Equity Formula to existing Student Success employee pay, with increases as required to align the pay across the job family through application of the Offer Equity Formula. In FY23, the Formula will be recommended to be applied to the Academic and IT Job Families and, finally, to the remaining College Services/DSO/Administrative Support Job Families.

The cost to apply the Offer Equity Formula to the Student Success Job Family on September 1, 2021 has been calculated at $1,300,000. Application of the Formula will enhance the College District's ability to retain and recruit staff performing Advising, Enrollment and the other functions of the job family that are so essential for student success.

IMPLICATIONS

Financial: **FY21 Accrual of 1-time Talent Excellence Award ($5,400,000)**
FY22 total cost: $11,986,058 including 3/2021 Nursing Stipend increase
Annualized cost: $12,781,712

- FY22 market adj. with benefits – $9,429,544 (eff. 9/1/2021)
- FY22 faculty stipends with benefits – $1,256,514 (eff. 1/1/2022)
- FY22 Student Success Offer Equity with benefits – $1,300,000 (eff. 9/1/2021)

Strategic Plan: III. Performance Excellence

Human Resources: Build talent and engage employees with a focus on learning, collaboration, and performance

ATTACHMENTS: none

Linda Boyer-Owens Digitally signed by Linda Boyer-Owens Date: 2021.07.20 13:34:34 -05'00'

Linda Boyer-Owens Date
Associate Vice Chancellor for Human Resources & Organizational Development

Dr. Diane Snyder Digitally signed by Dr. Diane Snyder Date: 2021.07.20 10:02:36 -05'00'

Diane E. Snyder, CPA, Ph.D. Date
Vice Chancellor for Finance and Administration

Dr. Mike Flores Date
Chancellor

ALAMO COLLEGES DISTRICT

Discussion and Possible Action on FY22 Supplemental Employer Contribution for ORP Participants

Linda Boyer-Owens

Associate Vice Chancellor of Human Resources and Organizational Development

Alamo College District Title IX/VII/IV/ADA/504 Coordinator

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

FY22 Recommended Supplemental ORP Contribution

The Texas Legislature has established FY22 required employer contributions

- 7.75% for TRS retirement plan participants, and
- 6.6% for ORP retirement plan participants

ACD has the option to supplement its ORP contribution

- to equalize the contribution rate for employees in the TRS and ORP plans.

298 employees currently participate in ORP

FY22 Cost to equalize by increasing ORP contributions by 1.15% is $309,385

Thank you.

ALAMO COLLEGES DISTRICT

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2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Discussion and Possible Action on FY22 Supplemental Employer Contribution for ORP Participants

Presented to the Alamo Colleges District Board of Trustees for approval at the Special Board Meeting on July 17, 2021; presented to the Board Acting as Committee of the Whole on July 20, 2021 and now presented to Board for approval on July 27, 2021.

MINUTE ORDER
"The Alamo Colleges District Board of Trustees hereby approves a supplemental employer contribution of 1.15% for all eligible ORP participants."

PURPOSE
The Texas Legislature has established FY22 required employer contributions of 7.75% for TRS retirement plan participants and 6.6% for ORP retirement plan participants. Employers may opt to make additional local supplemental contributions in FY22 of up to 1.9% for ORP participants. The purpose of this minute order is to equalize the employer contribution rate to both retirement plans by making a supplemental contribution of 1.15% for each ORP participant.
The projected cost to equalize the contribution rate to both plans to is $309,385 for 298 employees currently participating in ORP.

BACKGROUND
In FY 2012 the Alamo Colleges District Board of Trustees began funding ORP and TRS at the same rate regardless of plan for all employees. Historically, the ORP local supplement had been funded at the maximum allowable rate for grandfathered ORP participants regardless of funding requirements for the TRS plan. ORP non-grandfathered participants received no additional contributions resulting in a lesser contribution than all others.
Each fiscal year, the governing board of an institution of higher education may make a supplemental contribution to ORP using any local funds or other sources of funds. A supplemental contribution from the institution may be any amount that is equal to or less than the difference between the amount the state is required to contribute to the benefit of each participant and the maximum supplemental contribution amount. The rate may change yearly and institutions may, instead of funding all participants the same supplemental rate, have two (2) supplemental rates based upon the following criteria:

- Grandfathered participants whose first date of participation in ORP is prior to September 1, 1995, may have one rate of supplemental contribution regardless of any break in service; and
- Non-grandfathered participants whose first date of participation in ORP is on or after September 1, 1995, shall have another rate which will be the same supplemental rate as other participants in this group.

The Teacher Retirement System (TRS) is a traditional defined benefit state retirement program. In 1967, when the Optional Retirement Program (ORP) was created, TRS required 20 years of creditable service to qualify for a service retirement. Because higher education faculty, and administrators have careers which normally involve interstate mobility, it was determined that a more "portable" retirement program option would substantially improve Texas public higher education's ability to compete for quality employees at the national level.

ORP requires contributions from the employee just like employees who are participants in the TRS plan. An employee may not participate in both TRS and ORP; they must select one plan, if eligible, upon initial hire. Both the employee and the state/employer make contributions to TRS

and ORP based on percentages of the employee's salary. The percentages are established by the Texas Legislature.

IMPLICATIONS

Financial:	$309,385
Strategic Plan:	Goal III. Performance Excellence
Human Resources:	Build talent and engage employees with a focus on collaboration, application of knowledge and skills, and high performance teams

ATTACHMENTS Attachment A. Retirement Plan Contribution Cost Projections

Linda Boyer-Owens
Digitally signed by Linda Boyer-Owens
Date: 2021.07.20 11:31:40 -05'00'

Linda Boyer-Owens Date
Associate Vice Chancellor for Human Resources & Organizational Development

Dr. Diane Snyder
Digitally signed by Dr. Diane Snyder
Date: 2021.07.20 10:36:21 -05'00'

Dr. Diane E. Snyder Date
Vice Chancellor for Finance and Administration

Dr. Mike Flores Date
Chancellor

Attachment A.

ALAMO COLLEGES DISTRICT

Retirement Plan Contribution Cost Projections

Retirement Plan	Employee Count	6.6% State/ER Annualized	Optional Expense of 1.15%	7.5% State/ER Annualized for FY21	7.75% State/ER Annualized for FY22	Increased Expense for FY22
TRS	2886			$11,504,194	$11,887,668	$383,473
ORP	298	$1,775,602	$309,385	$2,017,730	$2,084,987	$309,385
Total				**$ 13,521,924**	**$13,972,655**	**$692,858**
[1] 50% to be funded by ACD:		$887,801	$309,385		**$6,841,824**	

[1] 50% of eligible expenses to include full Supplemental ORP amount of 1.15% and 100% of facility employees. Grant employees are funded by the grant.

Source: Payroll Register 1/1/2021 - 5/31/2021, annualized.

*Current FY21 projected contribution made by Alamo Colleges District and the State of Texas for TRS at 7.5% rate and ORP at 6.6% rate. State funds 50% of the employer contribution for eligible employees, which excludes facilities and grant employees.

Discussion and Possible Action on Adoption of Employee Holiday for Juneteenth

Presented to the Alamo Colleges District Board of Trustees for approval at the Special Board Meeting on July 17, 2021; presented to the Board Acting as Committee of the Whole on July 20, 2021 and now presented to Board for approval on July 27, 2021.

MINUTE ORDER

"In accordance with our commitment to equity and diversity, and our mission of "empowering our diverse communities for success," the Alamo Colleges District Board of Trustees hereby adopts Juneteenth as an official Alamo Colleges District holiday."

PURPOSE

Juneteenth commemorates the ending of slavery in the United States. On June 19, 1865, Union Soldiers landed in Galveston, Texas, and shared the news that slavery had ended – more than two years after the signing of the Emancipation Proclamation. Adoption of Juneteenth as an official Alamo Colleges Holiday allows our institution and our employees to commemorate and celebrate the end of slavery in the United States fully and forever.

The annual remembrances of this day are befitting and important for all members of a College District family that values equity and diversity and proudly includes St. Philip's College, a Historically Black College.

BACKGROUND

On June 18, 2021 the President issued a Proclamation to establish Juneteenth as the nation's newest national holiday.

IMPLICATIONS

Financial:	None
Strategic Plan:	III. Performance Excellence
Human Resources:	Build talent and engage employees with a focus on learning, collaboration, equity, diversity and performance

ATTACHMENTS: A Proclamation on Juneteenth Day of Observation, 2021

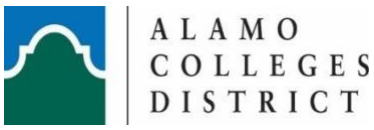
Linda Boyer-Owens Digitally signed by Linda Boyer-Owens Date: 2021.07.20 13:53:55 -05'00'

Linda Boyer-Owens Date
Associate Vice Chancellor for Human Resources & Organizational Development

Dr. Diane Snyder Digitally signed by Dr. Diane Snyder Date: 2021.07.20 15:05:24 -05'00'

Diane E. Snyder, CPA, Ph.D. Date
Vice Chancellor for Finance and Administration

Dr. Mike Flores Date
Chancellor


ALAMO
COLLEGES
DISTRICT

THE WHITE HOUSE

A Proclamation on Juneteenth Day of Observance, 2021

JUNE 18, 2021

On June 19, 1865 — nearly nine decades after our Nation's founding, and more than 2 years after President Lincoln signed the Emancipation Proclamation — enslaved Americans in Galveston, Texas, finally received word that they were free from bondage. As those who were formerly enslaved were recognized for the first time as citizens, Black Americans came to commemorate Juneteenth with celebrations across the country, building new lives and a new tradition that we honor today. In its celebration of freedom, Juneteenth is a day that should be recognized by all Americans. And that is why I am proud to have consecrated Juneteenth as our newest national holiday.

Juneteenth is a day of profound weight and power.

A day in which we remember the moral stain and terrible toll of slavery on our country –- what I've long called America's original sin. A long legacy of systemic racism, inequality, and inhumanity.

But it is a day that also reminds us of our incredible capacity to heal, hope, and emerge from our darkest moments with purpose and resolve.

As I said on the 100th Anniversary of the Tulsa Race Massacre, great nations don't ignore the most painful chapters of their past. Great nations confront them. We come to terms with them.

On Juneteenth, we recommit ourselves to the work of equity, equality, and justice. And, we celebrate the centuries of struggle, courage, and hope that have brought us to this time of progress and possibility. That work has been led throughout our history by abolitionists and educators, civil rights advocates and lawyers, courageous activists and trade unionists, public officials, and everyday Americans who have helped make real the ideals of our founding documents for all.

There is still more work to do. As we emerge from the long, dark winter of the COVID-19 pandemic, for example, racial equity remains at the heart of our efforts to vaccinate the Nation and beat the virus. We must recognize that Black Americans, among other people of color, have shouldered a disproportionate burden of loss — while also carrying us through disproportionately as essential workers and health care providers on the front lines of the crisis.

Psalm 30 proclaims that "weeping may endure for a night, but joy cometh in the morning." Juneteenth marks both the long, hard night of slavery and discrimination, and the promise of a brighter morning to come. My Administration is committed to building an economy — and a Nation — that brings everyone along, and finally delivers our Nation's founding promise to Black Americans. Together, we will lay the roots of real and lasting justice, so that we can become the extraordinary country that was promised to all Americans.

Juneteenth not only commemorates the past. It calls us to action today.

NOW, THEREFORE, I, JOSEPH R. BIDEN JR., President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim June 19, 2021, as Juneteenth Day of Observance. I call upon the people of the United States to acknowledge and celebrate the end of the Civil War and the emancipation of Black Americans, and commit together to eradicate systemic racism that still undermines our founding ideals and collective prosperity.

IN WITNESS WHEREOF, I have hereunto set my hand this eighteenth day of June, in the year of our Lord two thousand twenty-one, and of the Independence of the United States of America the two hundred and forty-fifth.

JOSEPH R. BIDEN JR.

Discussion and Possible Action on Fiscal Year 2021-2022 Operating Budget

Presented to the Board for approval on July 17, 2021

MINUTE ORDER

"The Alamo Colleges District Board of Trustees hereby approves a Fiscal Year 2021-2022 Educational and General (E&G) Operating Expense Budget of $384,952,213; Auxiliary Enterprise Budget of $2,047,781; Mandatory Transfers for Texas Public Education Grants and Revenue Bond Debt Service of $16,123,567; Natatorium Major Repair Fund Addition of $51,000; Non-mandatory Transfers for San Antonio River Authority and State Energy Conservation Office of $1,257,453; and Capital Expense Budget of $5,300,000 for Total Operating Expense Budget of $409,732,014 based on revenues of $402,623,108 and operating fund balance commitment of $7,108,905 of prior year savings."

PURPOSE

Approval of the Fiscal Year 2021-2022 Operating Expense Budget so that Colleges and Departments can begin ramping up operations for the fall 2021 semester. In August 2021, we will submit for approval the Total Budget including: a) Operating Tax Revenue updates upon receipt of the tax rolls, b) Restricted and Plant fund budgets and c) fund balance transfer updates as required.

BACKGROUND

The 2021-22 fiscal year budget reflects a balanced budget in these unprecedented times with an emphasis on two key focal points: ***our students***, by sustaining excellent instructional services and a full suite of wrap-around support services, and ***our employees***, by maintaining competitive compensation and fringe benefits and other services aimed at retaining and supporting our talented workforce.

Key Assumptions for the FY22 budget include:

- Revenues
  - Projected 3.8% growth in student enrollment with no change in Tuition rates.
  - Increase of $16.8 million in ad valorem tax revenue - 5% taxable assessed valuation growth (TAV) in Bexar County, and a 98% collection rate. Provides sustainable funding for student success strategies and Facilities Maintenance and Operations with no tax rate increase.
  - Increase of $1.5 million in state appropriated funding as fiscal year 2022 - first year of the bi-annual funding of the 87th Texas Legislature
- Expenses
  - Provide all essential personnel and services required to serve our students
  - Student-focused: Instruction and student support services, including advocacy centers at each college, enrollment coaches, certified advisors, and the accessibility to healthcare centers via on-campus and tele-medicine services
    - $2.0 million in the Student Success fund – Expanded tutoring for Math/English/Science/Accounting, Macro-credentialing, digital badges & course peer review challenge, Healthcare Clinics, AlamoEXPERIENCE year 2 (50% funding), San Antonio Food Bank navigators and pop-up markets support, programming to support our equity mindedness strategies, participatory budgeting
  - Employee-focused: Retain and recruit our talented workforce by providing competitive market adjustments to compensation and a full suite of fringe benefits, along with training and development opportunities
  - Facilities Maintenance and Operations increase of $3.4M to operate the new CIP buildings supported 100% by ad valorem tax revenues without raising the tax rate.
  - Increased investments in Preventative Maintenance by $0.5M for our aging facilities with a total allocation of $19.5M in FY22. College Capital funds for furniture, fixtures and equipment replacement remain the same with a total allocation of $5.3M

IMPLICATIONS

Financial: Fiscal Year 2021-22 Educational and General (E&G) Operating Expense Budget of $384,952,213, Auxiliary Enterprises of $2,047,781, Mandatory Transfers of $16,123,567, Natatorium Major Repair Fund Addition of $51,000, Non-mandatory transfers of $1,257,453 and Capital Expense Budget of $5,300,000 based on revenues of $402,623,108 and operating fund balance commitment of $7,108,905 (from prior year budget savings).

Strategic Plan: Objective I, II and III: Student Success, Leadership, and Performance Excellence

Human Resources: N/A

ATTACHMENTS: Attachment I – FY22 Budget Overview

Shayne West Digitally signed by Shayne West Date: 2021.07.15 12:18:47 -05'00'

Shayne A. West Date
Interim Associate Vice Chancellor for Finance & Fiscal Services

Diane E. Snyder, CPA, Ph.D. Date
Vice Chancellor for Finance and Administration

Dr. Mike Flores Date
Chancellor

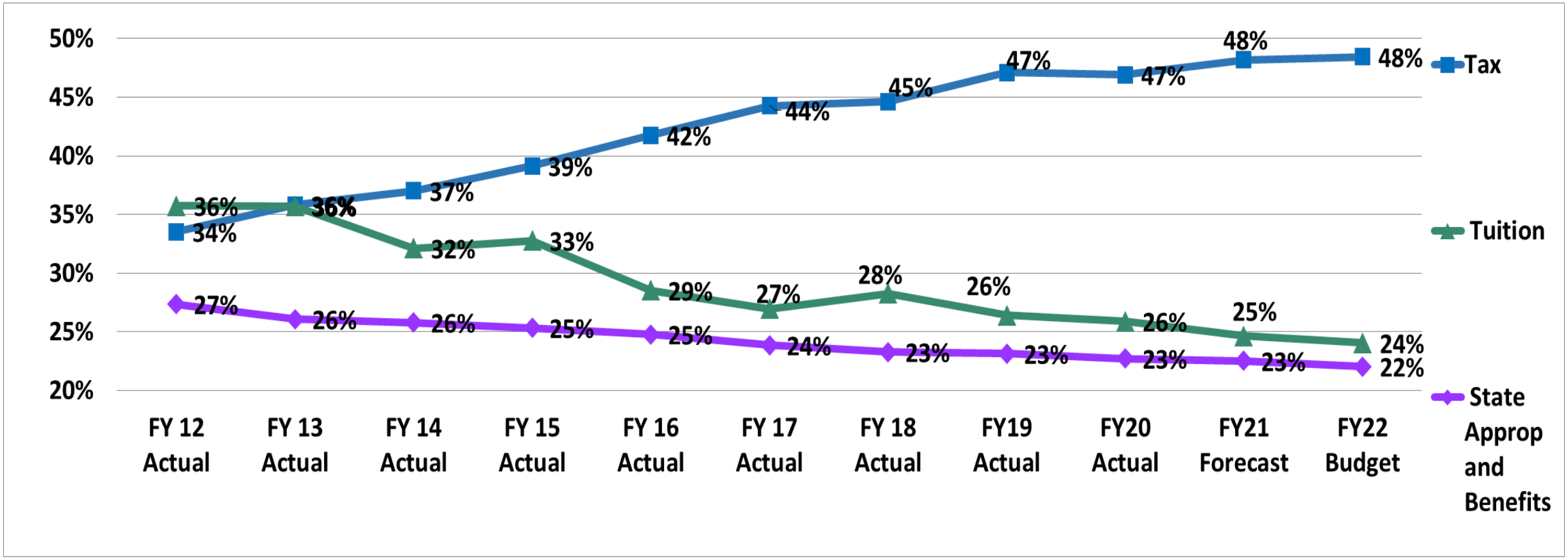
FY22 Revenue

Alamo Colleges District Revenues

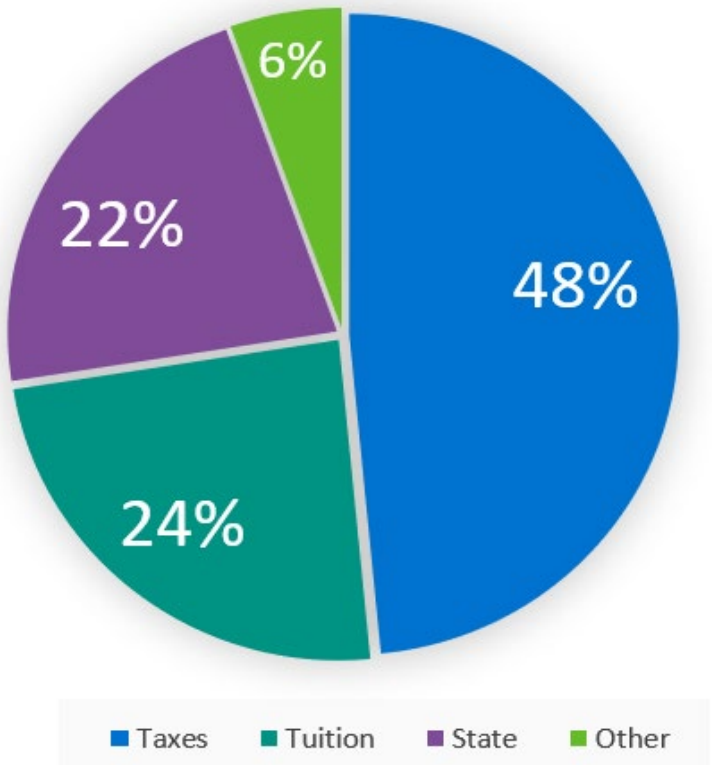
General Operating (UNRESTRICTED)

- Maintenance & Operation (M&O) Property Tax
- Tuition & Fees
- State Funding
- All Other

ACD Revenues 10 Year Historical Trend



ACD Revenue – What Does It Resource?



Ad Valorem Tax $195.0 (48.5%)

Capital, Preventive Maintenance, Facilities, Institutional Support, General Institutional, Fringe Benefits

Tuition $96.8M (24.1%)

Instruction, Student Services

State Appropriations $88.6M (22%)

Instruction, Academic Success, Student Services, Fringe Benefits, Veteran's Assistance Centers

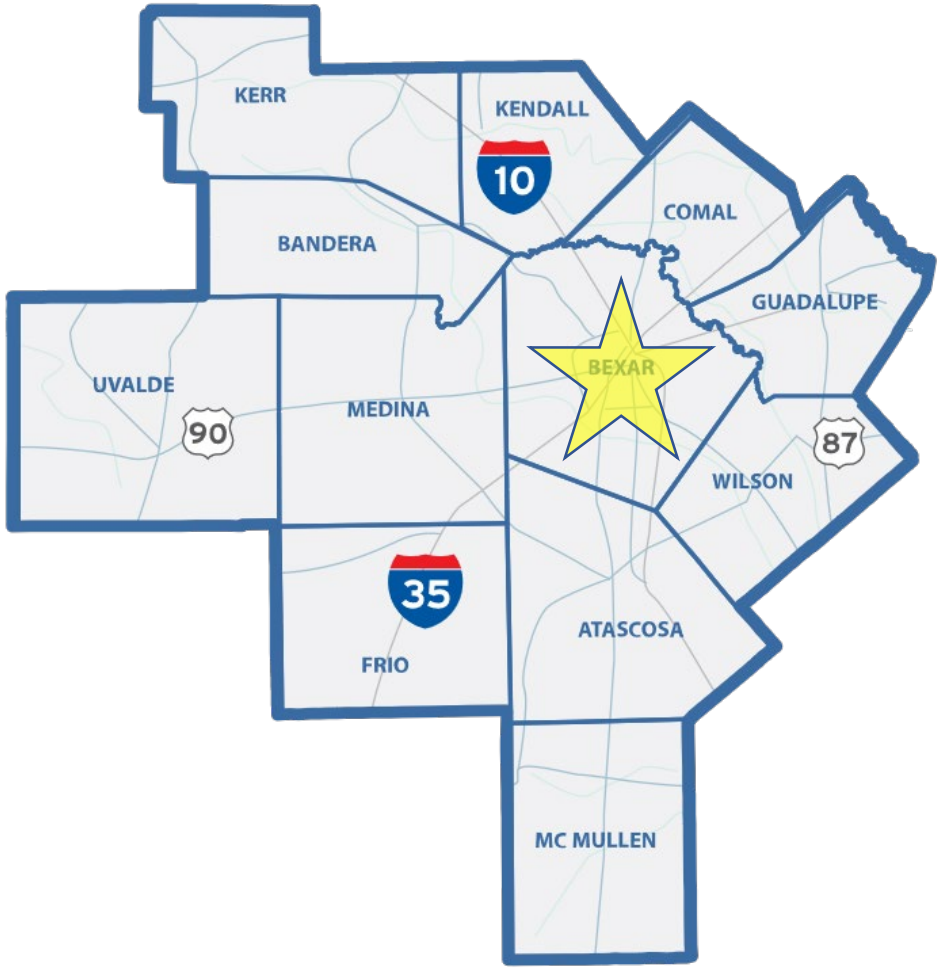
Other Formula, Investment Income, Non-formula, CE $22M (5.5%)

General Institutional, Non-Formula, Continuing Education (CE)

M&O Property Tax Revenue

M&O Tax Revenue – NO RATE INCREASE

- Bexar County Taxable Assessed Valuation (TAV) = $186.5B (2021 Prelim.)
- ACD Tax Rate = 14.9 cents per $100 of valuation
  - M&O $0.10776 per $100 of valuation
  - Debt $0.04139 per $100 of valuation
- How much of my property tax goes to ACD?
  - Median Home Value of $268,500
  - $268,500 / 100 x .14915 = $400
- For fiscal year 2022 budget, **M&O $195M**, or 48.5% of total revenue
  - 5% TAV growth, 98% Collection Rate

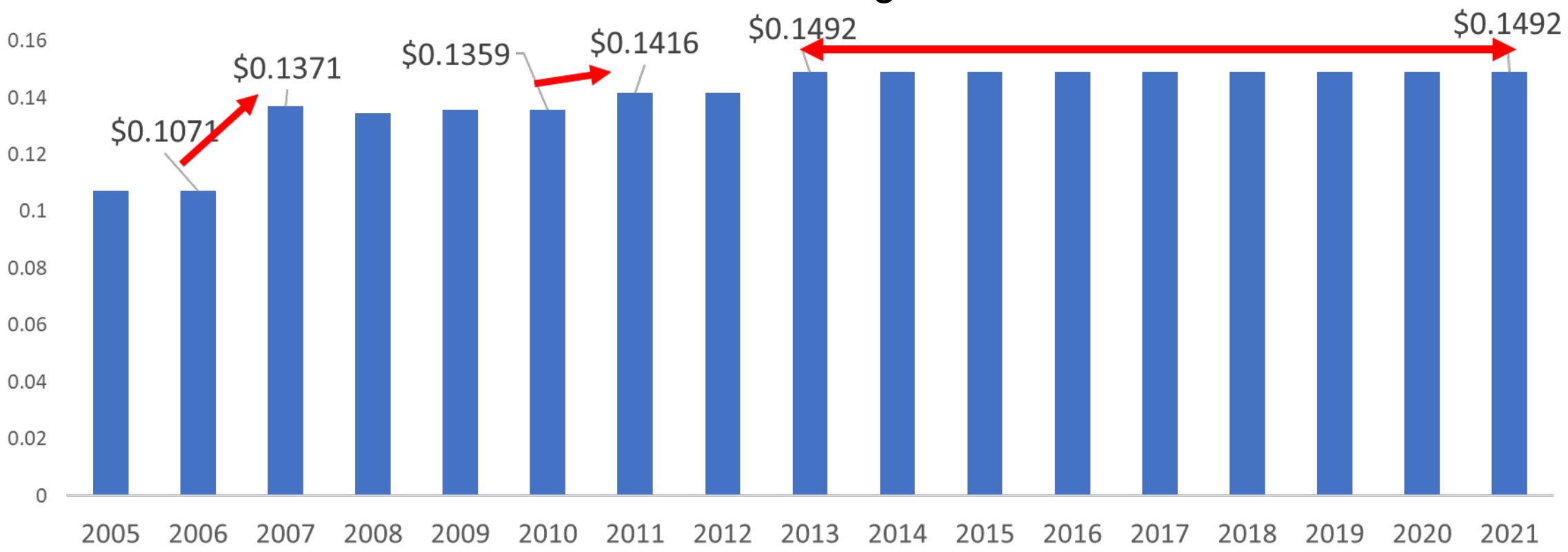


Manage Debt to Maintain a Stable Tax Rate

2007: 3 cent tax hike for $450M 2006/7 CIP

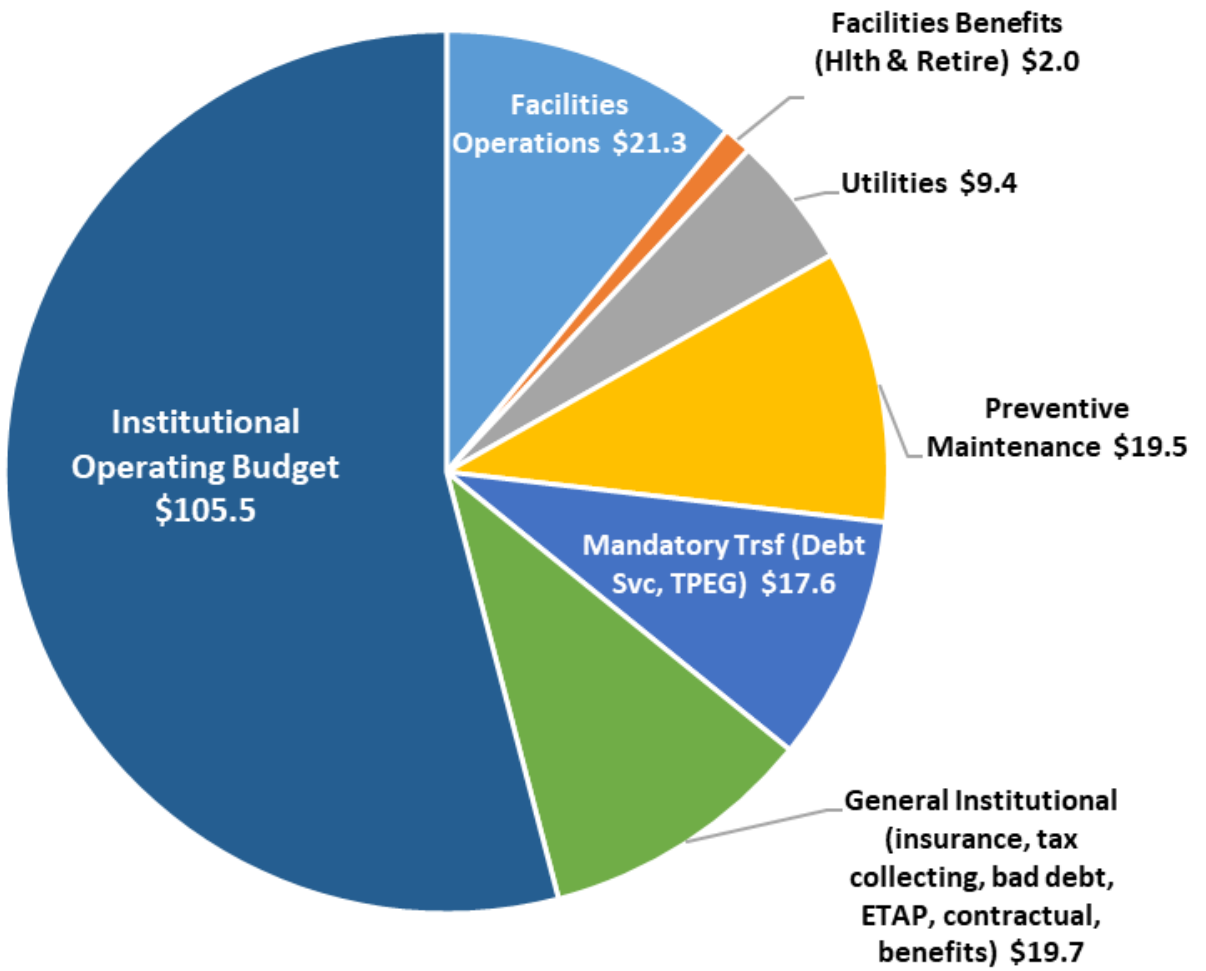
2011: half cent M&O tax hike to cover operating cost of CIP buildings

2017-2022: no tax hike for $500M CIP and MTN



CIP= Capital Improvement Plan MTN = Maintenance Tax Notes

FY22 - What Does M&O Taxes Fund? (In $Millions)



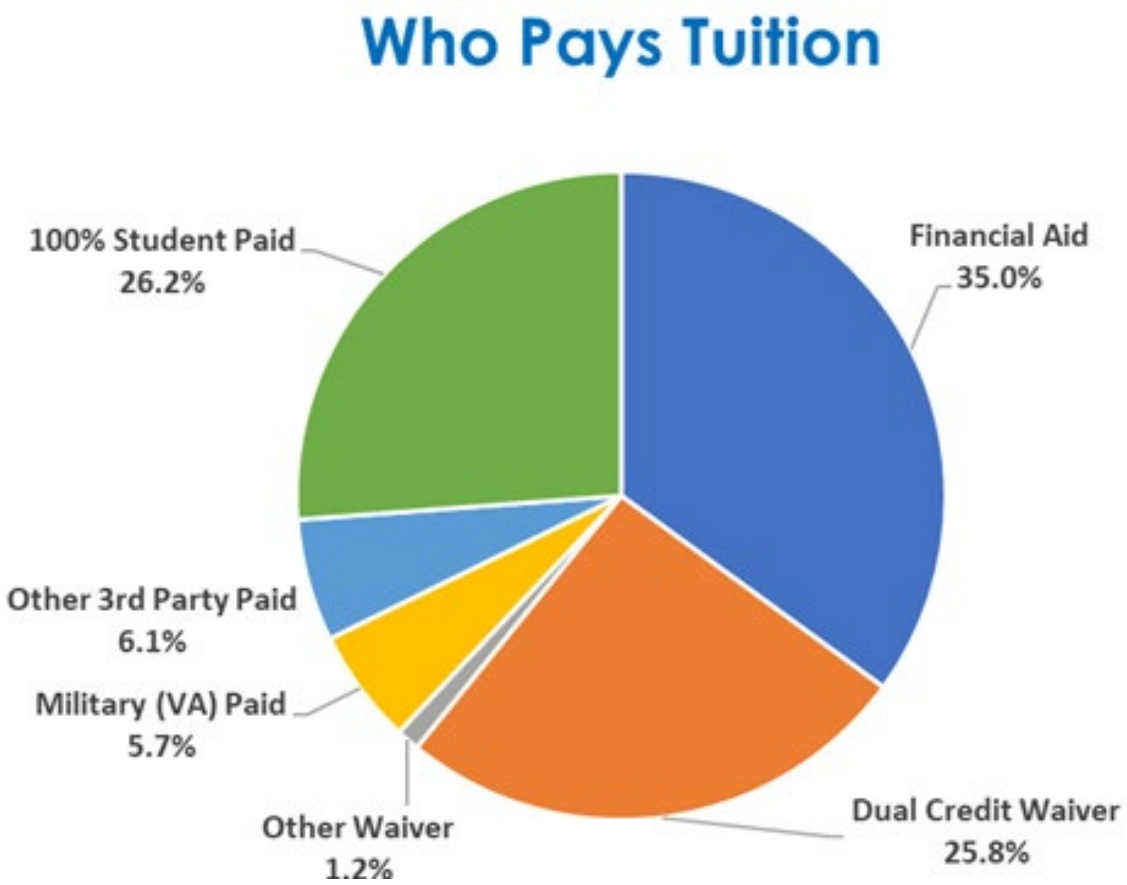
TPEG = Texas Public Educational Grant
ETAP = Employee Tuition Assistance Program

Tuition & Fee Revenue

Tuition & Fee Revenue – NO RATE INCREASE

- 1.1M Semester Credit Hours generates **$96.8M** in net revenue

- Enrollment Mix
  - 84% In-district
  - 14% Out-of-district
  - 2% Non-Texas Resident & International



State Revenue

State Appropriations

- Each biennium, the Legislature must pass one bill – the General Appropriations Act
- Article III (Education) provides funding for all 50 Community College Districts (also Public Ed & 4-Yr's)
- What does the State fund?
  - Instruction – Contact Hours & Student Success Points
  - Core Operations
  - Benefits – 50% of Group Health & Retirement
- For fiscal year 2022 budget, **$88.6M**, or 22% of total revenue

What Is The State Appropriation For The ACD?

	86th Legislature (FY'20-'21)	87th Legislature (FY'22-'23)	Difference %
Core Operations	$1,360,812	$1,360,812	0%
Student Success Points	$18,320,218	$24,115,318	31.6%
Contact Hours	$105,867,918	$102,400,624	-3.3%
TOTAL Instructional Funds	**$125,548,948**	**$127,876,754**	1.9%
Veterans Assistance Center	$8,116,800	$7,710,960	-5%
TOTAL State Appropriations (Biennium)	**$133,665,748**	**$135,587,714**	1.4%

TOTAL FY'22 State Appropriation = $67,793,857, plus State-Paid Benefits of $20,966,235

- **Core operations** funding remained flat for Alamo and all Texas CCs
- **Student Success Points** will see an increase of 31.6% as compared to last biennium
- **Contact Hour** funding will slightly dip by 3.3% due to enrollment declines in Fall '20 and Spring '21 semesters
- **Veterans Assistance Centers** funding was reduced by 5% at request of the Legislative Budget Board – this was an across the board cut to all CCs nonformula funding requests

FY22 Operating Budget: Revenue & Expense

FY22 Revenue Summary

M&O Property Tax	$195,031,684
Net Tuition & Fees	$96,821,730
State Funding	$88,760,092
All Other Revenues	$22,009,602
FY22 Proposed Revenue	**$402,623,108**
Fund Balance Transfer	$7,108,905
FY22 Proposed Resources	**$409,732,014**

Tax Revenue (***NO*** Change to Tax Rates)

- 5% Taxable Assessed Valuation growth
- 98% collection rate

Tuition Revenue (***NO*** Change to Tuition Rates)

- Based on SCH projections and Board-approved Tuition rates
- True-up to FY21 actuals including Lost Revenue covered by HEERF
- FY21 = $88.2 + $7.8m = $96.1M

State Revenue

- 1% overall increase

- Fund Balance Transfer – putting prior year savings into production ($7.1M of $17M)

FY22 Expense Summary

FY21 Approved Expense	**$387,763,142**
	Change from Prior Year
Operating Budgets	$3,629,946
Preventive Maint. & Facilities	$3,869,878
Fringe Benefits	$2,566,633
General Institutional	-$1,057,227
Student Success Fund (***FY21 $2M, no char***	$0
Talent Strategies	$11,986,058
Technology & Other Investments	$973,584
FY22 Proposed Expense	**$409,732,014**

1. College & DSO Operating budgets reflect a $3.6M / 1.7% increase versus prior year
2. Funding provides full support for our students (Instruction and a full suite of Student Services) and our talent
3. Facilities increases provide the level of service needed for our students & employees upon return-to-campus and sustains new buildings (CIP) coming on-line
4. $11.9M talent strategy to retain & recruit talent in a tight market
5. Investments in Community Connections and Cyber Security & Technology
6. Student Success Fund remains at $2M

Student Success Fund - $2M

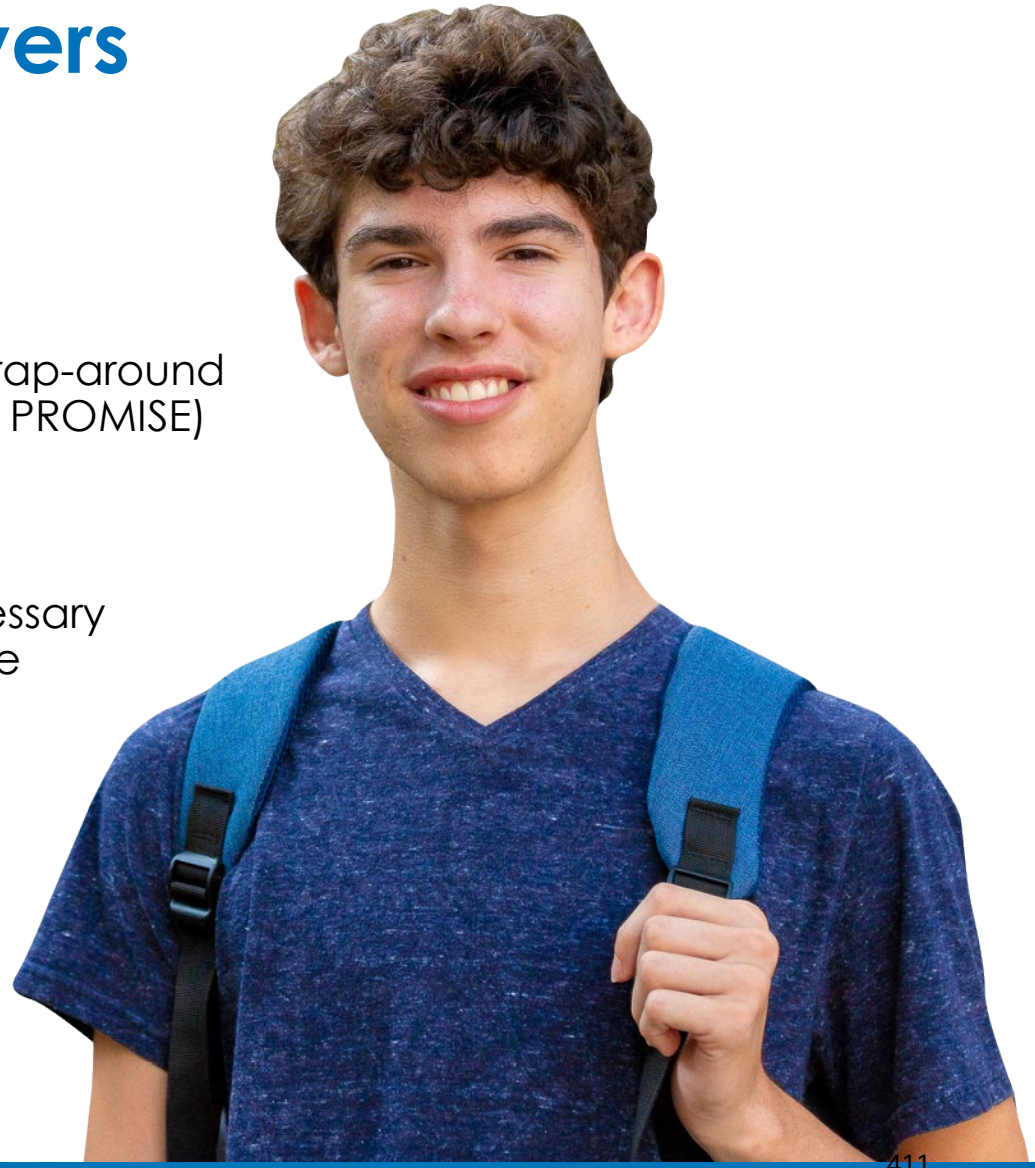
FY22 Budgeted Investments	
Expanded Tutoring for Math/English/Science/Accounting	$300,000
Micro-credentialing, Digital Badges & Course Peer Review Challenge	$585,000
Student Advocacy: Healthcare Clinics	$500,000
AlamoEXPERIENCE team leads (year 2, 50% funding)	$250,000
Student Advocacy: San Antonio Food Bank	$210,000
Participatory Budget	$125,000
Diversity, Equity & Inclusion training	$30,000
TOTAL	**$2,000,000**

ALAMO COLLEGES DISTRICT
Malcolm Baldrige National Quality Award 2018 Award Recipient
Achieving the Dream LEADER COLLEGE OF DISTINCTION

State Of The ACD: What FY22 Delivers

The Fiscal Year 2022 budget delivers:

1. Support for our 71k students
   - 5% growth in contact hours
   - Return-to campus Instructional delivery and a full-suite of wrap-around services (Advocacy Centers, Advisors, Enrollment Coaches, PROMISE)
2. Support for our 5k+ employees (full-time & part-time)
   - Return-to campus
   - Comprehensive market adjustments to compensation necessary to retain and attract talent (last market adjustment effective Jan. 1, 2020)
3. Looking forward
   - Lay the foundation for long-term growth and achieving our 'Moon Shot'
   - Healthy fund balance, with a projected $15M - $19M increase in available funds



Request For Approval Of The Minute Order For The FY22 Operating Budget

REVENUE	$402,623,108
FUND BALANCE TRANSFER *	$7,108,905
OPERATING EXPENSES	-$409,732,014
BALANCED BUDGET	**$0**

* Fund balance transfer utilizing $7.1M of the current year $19.5M favorable increase to fund balance.

July 17, 2021 Minute Order Actions

- 6.E. Discussion and Possible Action on FY22 Smart Talent Compensation Adjustments

- 6.F. Discussion and Possible Action on FY 2022 Supplemental Employer Contribution for ORP Participants

- 6.G. Discussion and Possible Action on Approval of FY22 Operating Budget

- 6.H. Discussion and Possible Action on the District Internal Audit Department's Proposed Fiscal Year 2022 Budget and Staffing – Frank Cortez

Next Steps

- **August –** Minute Order approval for FY22 Preliminary All Funds Budget (Unrestricted & Restricted budgets, including briefing on HEERF)
- **September –** Minute Order approval setting Tax Rate for FY 2021-2022
- **October –** Minute Order approval for Spring 2022 Tuition & Fee Schedule

Appendix

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

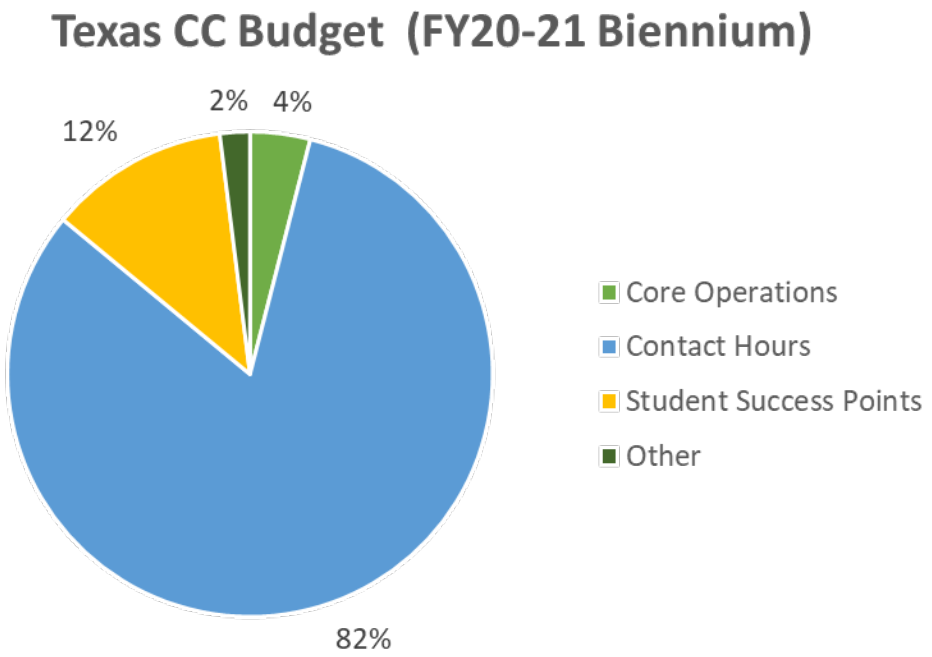
FY22 Revenue Details – *Reference Information*

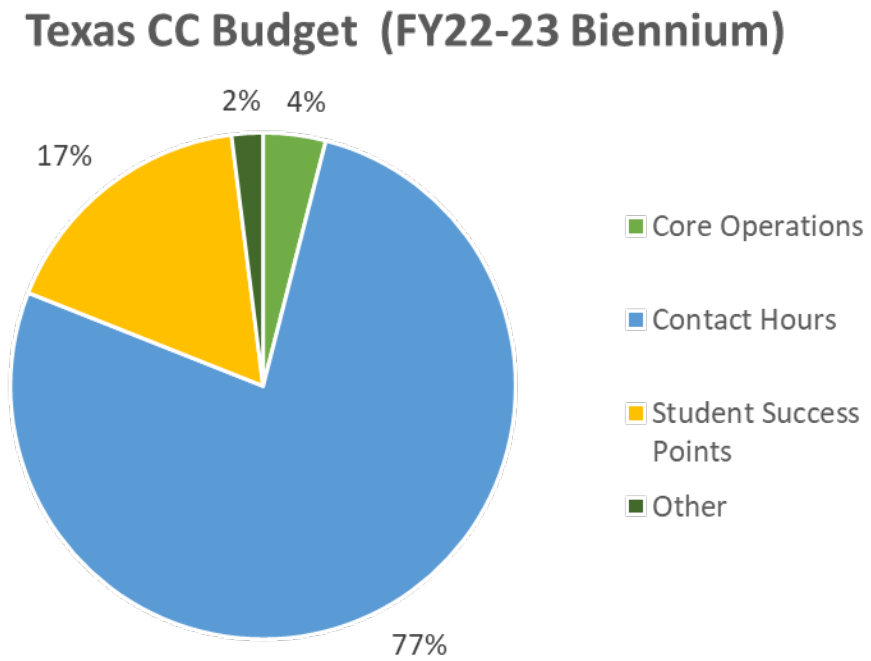
REVENUE CATEGORY	FY21 Approved	FY22 Proposed	$ Δ
M&O Property Tax	**$178,255,051**	**$195,031,684**	**$16,776,633**
Gross Tuition	$132,198,195	$130,631,441	-$1,566,754
Exemptions & Waivers	-$30,168,563	-$30,808,363	-$639,800
Summer Momentum Prgm	-$3,001,348	-$3,001,348	$0
TOTAL NET TUITION	**$99,028,284**	**$96,821,730**	**-$2,206,554**
State Appropriations	$62,774,478	$63,938,377	$1,163,899
Nonformula Item - Vet Ctrs	$4,058,400	$3,855,480	-$202,920
State Paid Benefits	$20,443,541	$20,966,235	$522,694
TOTAL STATE FUNDS	**$87,276,419**	**$88,760,092**	**$1,483,673**
All Other Formula Revenue	**$4,483,000**	**$3,770,000**	**-$713,000**
TOTAL NON-FORMULA & CE	**$18,720,388**	**$18,239,602**	**-$480,786**
Fund Balance Transfer	**$0**	**$7,108,905**	**$7,108,905**
TOTAL REVENUE	**$387,763,142**	**$409,732,014**	**$21,968,871**

FY22 Expense Details – *Reference Information*

	FY21 Approved	FY22 Balanced to Revenue	$ Δ vs. FY21
Colleges			
Formula	$153,746,130	$156,038,225	$2,292,095
Capital	$4,730,920	$5,300,000	$569,080
Non-Formula	$10,261,563	$9,539,764	-$721,799
TOTAL COLLEGE	**$168,738,613**	**$170,877,989**	**$2,139,376**
DSO			
Formula	$72,837,027	$74,344,238	$1,507,211
Non-formula/CE	$3,385,211	$3,368,570	-$16,641
TOTAL DSO	**$76,222,238**	**$77,712,808**	**$1,490,570**
Institution-wide Costs			
Fringe Benefits	$59,904,378	$62,471,011	$2,566,633
General Institutional	$33,440,358	$32,383,131	-$1,057,227
Facilities/Utilities	$24,338,495	$27,708,373	$3,369,878
Preventive Maintenance	$19,000,000	$19,500,000	$500,000
TOTAL INSTITUTION-WIDE COSTS	**$136,683,231**	**$142,062,515**	**$5,379,284**
Strategic Initiatives/Investments			
Student Success Fund	$2,000,000	$2,000,000	$0
Talent Strategies	$0	$11,986,058	$11,986,058
Other Investments	$4,119,060	$5,092,644	$973,584
TOTAL INITIATIVES/INVESTMENTS	**$6,119,060**	**$19,078,702**	**$12,959,642**
GRAND TOTAL EXPENSE	**$387,763,142**	**$409,732,014**	**$21,968,872**

Overview Of The Budget For Texas Community Colleges





Community colleges receive state funding for instructional support through a formula consisting of:

- **Core Operations** Funding,
- **Contact Hour** Funding, and
- **Student Success Points** (outcomes-based funding)

The state also provides support for group health insurance and retirement benefits.

Student Success Point Shift For Texas Community Colleges

	Historical	Adopted (SB1)
SCH Completion		
15 SCH Completed	1 point	1 point
30 SCH Completed	1 point	**1.5 points**
Transfer		
Transfer	2 points	**3 points**
Co-enrolled Transfer	2 points	**3 points**
Degrees/Certificates		
Critical Degrees	2.25 points	**3.25 points**
All other Degrees	2 points	**1.2 points**

- **Two issues considered by Budget writers this session:**
  - Whether to shift the weights within the Student Success Points system
  - Whether to use updated base year contact hours
- Legislators shifted Student Success points to focus on **transfer** and **critical degree** completion
- Legislators utilized updated base year contact hours BUT also removed $86.5M from the Contact Hour portion of the budget to Student Success Points

FY21 Recap

FY21 Recap

FY21 Budget

- Sustained operations during pandemic
- Conservative revenue estimates

FY21 Forecast

- Enrollment remained steady, but contact hours were down, as students took fewer classes
- M&O Tax Revenue – favorable collections produced $8.5M > budget; covered tuition underrun
- Lived within our means, managing expense budget
- RESULT: projected $17M increase to fund balance for future investments and growth.

FY21 Recap

$ in M	FY21 Budget	FY21 Baseline	One-time Adjustments: HEERF	HEERF (summer '21)	M&O	Excellence Award	FY21 Forecast
Revenue	$387.8	$371.3	7.8	2.8	8.5		$390.4
Expense	-$387.8	-$368.1				-5.4	-$373.5
	$0.0	**$3.2**	**$7.8**	**$2.8**	**$8.5**	**-$5.4**	**$16.9**

Projected $17M Increase In Fund Balance

ALAMO COLLEGES DISTRICT
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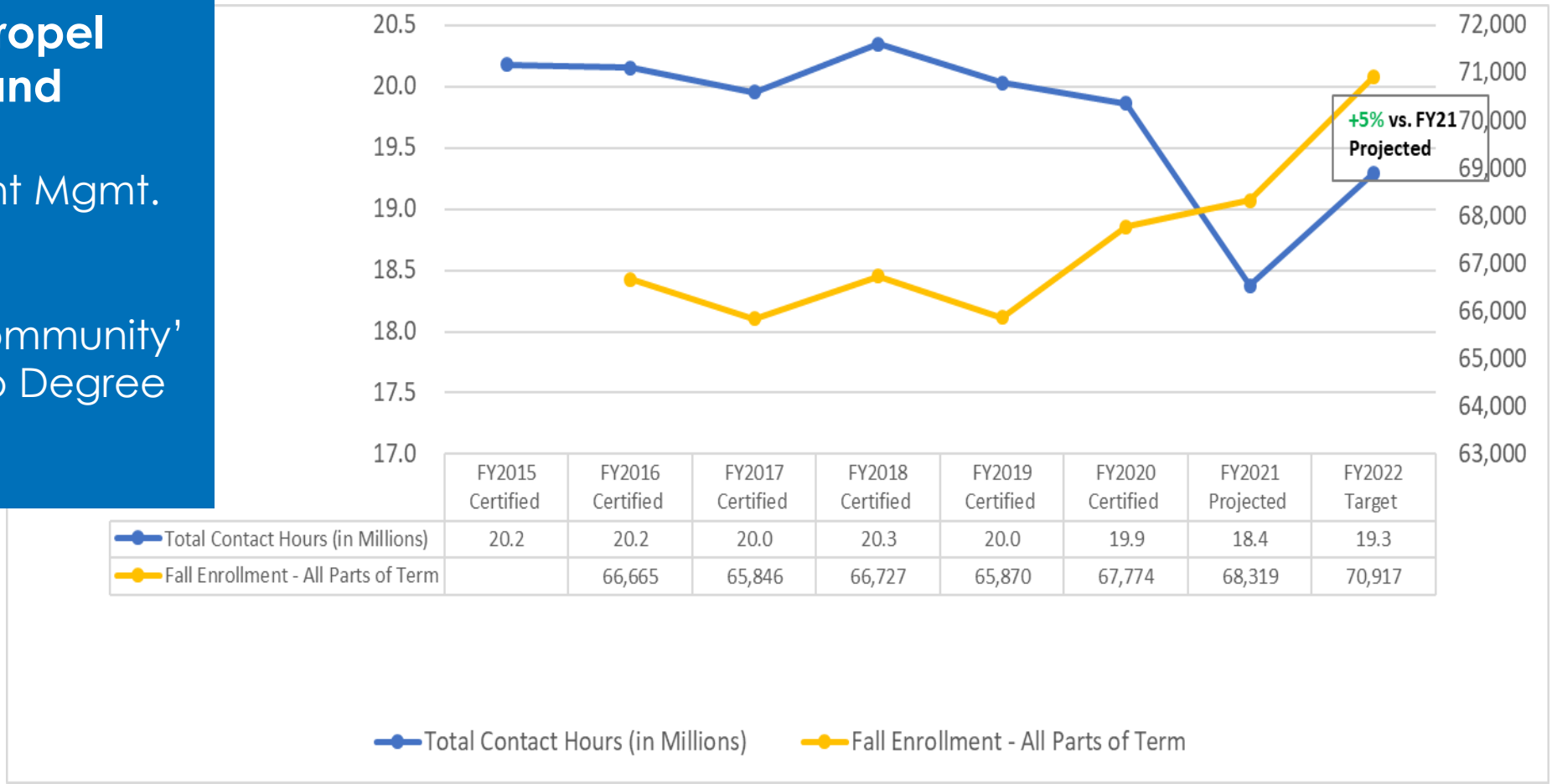
Enrollment

Fall Enrollment & Contact Hour Trends

ACD Strategies to propel enrollment growth and rebound:

- Strategic Enrollment Mgmt.
- Advising
- PROMISE
- 'Connecting to Community'
- Micro-credential to Degree pathway



	FY2015 Certified	FY2016 Certified	FY2017 Certified	FY2018 Certified	FY2019 Certified	FY2020 Certified	FY2021 Projected	FY2022 Target
Total Contact Hours (in Millions)	20.2	20.2	20.0	20.3	20.0	19.9	18.4	19.3
Fall Enrollment - All Parts of Term		66,665	65,846	66,727	65,870	67,774	68,319	70,917

Fall Enrollment per THECB

Restated Enrollment (headcount) changed in Fall'19 to include "All Parts of Term"

Enrollment Trends – All Parts Of Term

Fall 2021 (FY22) projects 3.8% Growth in Headcount

FITC* includes AlamoPROMISE phase 1
*FTIC = First Time in College

	Fall '20 Actual	Fall '21 Target	Growth	% Growth
Adults/Returning	43,910	45,602	1,692	3.9%
High School Programs	14,083	14,607	524	3.7%
FTIC	10,326	10,708	382	3.7%
TOTAL HEADCOUNT	**68,319**	**70,917**	**2,598**	**3.8%**

Thank you.

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2018 Award Recipient

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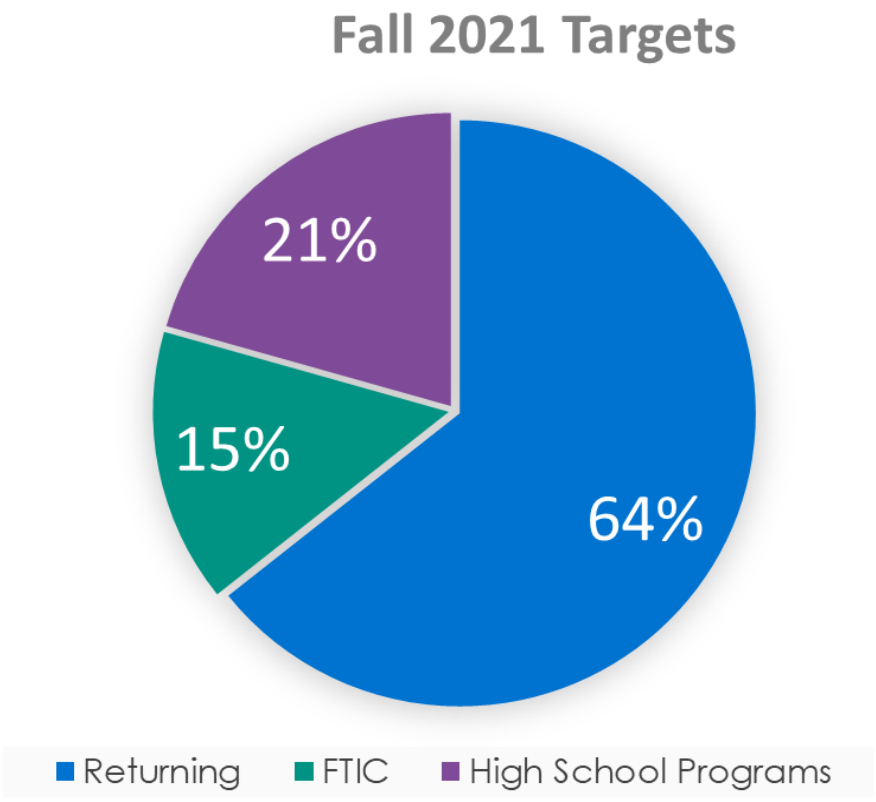
Fall Enrollment



Returning Students (64%)

*45,602 Students
* SMP Summer Momentum Program, expanded thru 2022 w/ free 3 to 9 hrs
*Federal & State Financial Aid

FTIC (First Time in College, 15%)

*10,708 Students
* SMP Summer Momentum Program, expanded thru 2022 with free 3 to 9 hours
*Federal & State Financial Aid
*AlamoPROMISE Program

High School Students (21%)

*14,607 Students
*Tuition and Fees waived
*No Financial Aid

Overview for Contract Amendment - Purchase of Executive Recruitment Services

Linda Boyer-Owens, MA, SPHR, SCRM-SCP

Associate Vice Chancellor for Human Resources &

Organizational Development

Gary O'Bar, C.P.M.

Director, Purchasing & Contract Administration

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Recommended Amendment to Purchasing Contract

Background:

- In November 2020, a contract was awarded to Helbling & Associates, Inc. for Executive Recruitment Services for Associate Vice chancellor for Facilities and Construction Management in the amount of $56,308 as a result of a Competitive Sealed Proposals (CSP).

- Since purchasing services from Helbling & Associates, Inc. a new scope work requirement has been identified for the position of District Associate Vice Chancellor for Finance & Fiscal Services.

Recommended Amendment:

- This recommendation seeks to amend the contract with Helbling & Associates, Inc. for an increased authorization amount of $56,308, for a new estimated annual purchase amount of $112,616; funding is provided from DIS New Hire Funds

- The contract terminates August 31, 2021 and has a one-year option to renew.

Thank you.

ALAMO COLLEGES DISTRICT

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2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Discussion and Possible Action on Amending a Contract with Helbling & Associates, Inc. providing for the Purchase of Executive Recruitment Services

Presented to the Board Acting as Committee of the Whole on July 20, 2021 and now presented to Board for approval on July 27, 2021.

MINUTE ORDER

The Board of Trustees hereby approves amending a contract with Helbling & Associates, Inc. providing for the Purchase of Executive Recruitment Services for an increased authorization of $56,308 for a new amended estimated annual purchase amount of $112,616 as requested by the Associate Vice Chancellor for Human Resources & Organizational Development."

PURPOSE

This contract action provides for the recruitment, screening and hiring of highly qualified applicants to fill the vacant positions, including the Alamo Colleges District Associate Vice Chancellor for Finance and Fiscal Services. The Contractor will present applications to the designated Alamo Colleges District hiring official(s) for initial review and recommendation of candidates to be interviewed. The scope of work requires the Contractor to provide the following services:

- Conduct search services for the Alamo Colleges District to fill the District Associate Vice Chancellor for Finance and Fiscal Services position.
- Using guidelines and requirements for the vacant position as established by the Alamo Colleges District, provide services on marketing and targeting strategies to advertise, recruit and attract a diverse group of highly qualified applicants.
- Assist hiring officials and screening committees with developing a comprehensive model or profile of qualities and qualifications, as a premise for comparative consideration.
- Use mail, telephone, internet, and/or networking to conduct a recruitment campaign to develop a pool of qualified applicants, which is representative of the diverse community the Alamo Colleges District serves.
- Receive, review and provide a complete application package on interested and qualified prospects that meet the Alamo Colleges District commitment to Equal Employment Opportunity Commission (EEOC) and affirmative action.
- Evaluate the applicant pool and screen to a group of 5-10 well qualified applicants, who meet the published requirements and submit those applicant packages to the screening committee through the hiring officials, until the position for the Alamo Colleges District Associate Vice Chancellor for Finance and Fiscal Services is filled.
- Assist the screening committee members and hiring officials in developing appropriate questions to conduct effective interviews, as needed.
- Use appropriate methods to conduct social media search in determining finalists' eligibility for public service.
- Offeror agrees to negotiate for reduced fee for additional search if a successful candidate terminates employment.

BACKGROUND

In November 2020, a contract was awarded to Helbling & Associates, Inc. for Executive Recruitment Services for Associate Vice chancellor for Facilities and Construction Management in the amount of $56,308, as a result of a Competitive Sealed Proposals (CSP). Since purchasing services from Helbling & Associates, Inc. new scope of work requirements have been identified requiring the increased authorization. The contract terminates August 31, 2021 and has a one-year option to renew.

IMPLICATIONS
Financial: Estimated Amount of $112,616
Funding Source: 119001 - 893202 - 71151 - 5010 DIS New Hire
Strategic Plan: Goal I – Student Success; Goal III Performance Excellence
Employee Services: None
ATTACHMENTS: Price Tabulation

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

Linda Boyer-Owens
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Date: 2021.07.14 10:45:16 -05'00'

Linda Boyer-Owens
Associate Vice Chancellor for Human Resources & Organizational Development

Dr. Diane Snyder
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Date: 2021.07.14 10:50:52 -05'00'

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

Dr. Mike Flores
Chancellor

PRICE TABULATION

PURCHASE OF EXECUTIVE RECRUITMENT SERVICES

Item	Description	Price
1	Recruitment Services: Percentage rate based on the first-year salary	30%

Overview for Purchase of Group Life, Accidental Death & Dismemberment, Short-Term and Long-Term Disability Insurance

Linda Boyer-Owens, MA, SPHR, SCRM-SCP

Associate Vice Chancellor for Human Resources &

Organizational Development

Gary O'Bar, C.P.M.

Director, Purchasing & Contract Administration

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Purpose

- This contract action provides for the purchase of Group Life, Accidental Death & Dismemberment, Short-Term and Long-Term Disability Insurance Coverage, and Short-Term Disability Administrative Services for approximately 2,678 fulltime Employees and 1,295 Retirees.

- The scope of work includes providing the policies, certificates, booklets and claim forms, informational brochures, and any other forms necessary for proper administration of the plan(s).

- The contractor will also provide a toll-free number for claims service, with customer service and claims staff appropriately trained on the Alamo Colleges plan(s); and provide online claim status and reporting for employees and Alamo Colleges District.

ALAMO COLLEGES DISTRICT
Malcolm Baldrige National Quality Award 2018 Award Recipient
Achieving the Dream LEADER COLLEGE OF DISTINCTION

Background

- July 2015, the Board of Trustees awarded a contract providing for the purchase of Group Life, Accidental Death & Dismemberment, Long-Term Disability Insurance Coverage, and Short-Term Disability Administrative Services to the Prudential Insurance Company of America for $584,044 annually.

- The contract is scheduled to terminate August 2021.

- In April 2021, Competitive Sealed Proposal (CSP) was advertised over 33 days, and notices were sent to approximately one-hundred fifty potential Offerors.

- The eleven proposals received were evaluated by representatives from Human Resources and Organizational Development

Recommended Contract Award

- The recommended proposal includes rate reductions for Basic Life Insurance, Retirees Accidental Death and Dismemberment Insurance Coverage, and the Short or Long Term Disability Insurance Coverage that will result in a annual cost reduction of approximately $251,000.

- The recommended contract award is being made on a best value basis.

- This recommendation seeks to award a contract to The Prudential Insurance Company of America for the purchase of Group Life, Accidental Death & Dismemberment, Short-Term and Long-Term Disability Insurance for approximately $333,068 annually; funding is provided from the DSO Operating funds.

- The contract begins September 1, 2021 and terminates August 31, 2023, and automatically renews for three one-year periods unless terminated in accordance with the contract.

Thank you.

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Discussion and Possible Action on the Purchase of Group Life, Accidental Death & Dismemberment, Short-Term and Long-Term Disability Insurance

Presented to the Board Acting as Committee of the Whole on July 20, 2021 and now presented to Board for approval on July 27, 2021.

MINUTE ORDER
"The Board of Trustees hereby awards a contract to The Prudential Insurance Company of America providing for the purchase of Group Life, Accidental Death & Dismemberment, Short-Term and Long-Term Disability Insurance for approximately $333,068 annually as requested by the office of the Vice Chancellor for Finance & Administration."

PURPOSE
This contract action provides for the purchase of Group Life, Accidental Death & Dismemberment, Short-Term and Long-Term Disability Insurance Coverage, and Short-Term Disability Administrative Services for approximately 2,678 fulltime ACD Employees and approximately 1,295 Retirees. The amount paid for coverage is related to the total current life insurance annual volume for active employees, currently at $154,200,000; and $3,237,500 for retirees; and the total current monthly salary basis for disability is $12,805,244. The scope of work includes providing the policies, certificates, booklets and claim forms, informational brochures, and any other forms necessary for proper administration of the plan(s). Alamo Colleges will work with the contractor on the format and content of the materials to be distributed to Alamo Colleges` employees. Additionally, the contractor will provide a toll-free number for claims service, with customer service and claims staff appropriately trained on the Alamo Colleges plan(s); and provides online claim status and reporting for employees and Alamo Colleges.

BACKGROUND
In July 2015, the Board of Trustees awarded a contract providing for the purchase of Group Life, Accidental Death & Dismemberment, Long Disability Insurance Coverage, and Short-Term Disability Administrative Services that is scheduled to terminate August 31, 2021.

In April 2021, a notice soliciting Competitive Sealed Proposals (CSP) was advertised in the San Antonio Express News and La Prensa de San Antonio twice over a thirty-three (33) day period. Additionally, Purchasing and Contract Administration sent notices to approximately one-hundred fifty potential Offerors. The eleven proposals received were evaluated by representatives from Human Resources and Organizational Development considering the CSP specifications and requirements. As a result of this effort, the proposal submitted by The Prudential Insurance Company of America is recommended for award on a best value basis. The contract will begin September 1, 2021 and terminate August 31, 2023, and automatically renew for three one-year periods unless terminated in accordance with the contract.

IMPLICATIONS
Financial: $333,068 annually; Funding is not encumbered with this action and will provided at the time of purchase.
Strategic Objective: Goal I – Student Success; Goal III – Performance Excellence
Employee Services: None
ATTACHMENTS: Price Tabulation; Evaluation Criteria

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

Linda Boyer-Owens
Associate Vice Chancellor for Human Resources & Organizational Development

Dr. Diane Snyder
Digitally signed by Dr. Diane Snyder
Date: 2021.07.06 10:49:14 -05'00'

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

Dr. Mike Flores
Chancellor

Price Tabulation

Purchase of Group Life, Accidental Death & Dismemberment, Short and Long-Term Disability Insurance

Item No.	Description	Blue Cross and Blue Shield of Texas (BCBSTX)	Hartford Life and Accident Insurance Company	Lincoln Financial Group proposal #1 - on behalf of Valley Risk Consulting	Lincoln Financial Group proposal #2	Metropolitan Life Insurance Company
1	Group Life Insurance Coverage – price per $1000 of employees annual salary. Estimated Annually	No Bid	$0.175 $26,985	$0.233 $35,929	$0.197 $30,377	$0.182 $28,064
2	Basic Life Insurance coverage for Retirees ($2,500 in coverage) price per $1000 of retiree benefit. Estimated Annually	No Bid	$0.175 $6,799	$0.233 $9,052	$0.197 $7,653	$0.197 $7,653
3	Accidental Death and Dismemberment Insurance Coverage – price per $1000 of employees annual salary. Estimated Annually	No Bid	$0.012 $1,850	$0.015 $2,313	$0.010 $1,542	$0.012 $1,850
4	Long Term Disability Insurance Coverage - price per $100 of employees monthly salary up-to $13,000/month. Estimated annually	$0.154 $237,468	$0.135 $208,170	$0.170 $262,140	$0.150 $231,300	$0.124 $191,208

ALAMO COLLEGES DISTRICT

Item No.	Description	Blue Cross and Blue Shield of Texas (BCBSTX)	Hartford Life and Accident Insurance Company	Lincoln Financial Group proposal #1 - on behalf of Valley Risk Consulting	Lincoln Financial Group proposal #2	Metropolitan Life Insurance Company
5	Short Term Disability Coverage – price per $100 of employees monthly salary up-to $13,000/month. Estimated Annually	No Bid	$1.50 per employee $48,204	$1.50 per employee $48,204	$1.050 per employee $33,743	$1.50 per employee $48,204
Estimated Annual Premium		NOT RANKED	$292,008	$357,638	$304,615	$276,979
Price Ranking		NOT RANKED	3	7	4	2
Technical Ranking		NOT RANKED	3	7	7	4
Overall Ranking		NOT RANKED[1]	3	8	6	2

Item No.	Description	Mutual of Omaha – on behalf of Valley Risk Consulting	Ochs, Inc., Dba. Securian Financial	Symetra Life Insurance Company	The Prudential Insurance Company of America	United Healthcare Insurance Company
1	Group Life Insurance Coverage – price per $1000 of employees annual salary. Estimated Annually	No Bid	$0.186 $28,681	$0.213 $32,845	$0.197 $30,377	$0.285 $43,947
2	Basic Life Insurance coverage for Retirees ($2,500 in coverage) price per $1000 of retiree benefit. Estimated Annually	No Bid	$5.58 per Retiree $7,226	$0.123 $8,275	$0.197 $7,653	$8.55 per Retiree $11,072
3	Accidental Death and Dismemberment Insurance Coverage – price per $1000 of employees annual salary. Estimated Annually	No Bid	$0.012 $1,850	$0.012 $1,850	$0.012 $1,850	$0.012 $1,850

ALAMO COLLEGES DISTRICT

Item No.	Description	Mutual of Omaha – on behalf of Valley Risk Consulting	Ochs, Inc., Dba. Securian Financial	Symetra Life Insurance Company	The Prudential Insurance Company of America	United Healthcare Insurance Company
4	Long Term Disability Insurance Coverage - price per $100 of employees monthly salary up-to $13,000/month.	$0.120	$0.120 for 3-year rate $0.145 for 5-year rate	$0.150	$0.162	$0.166
	Estimated Annually	$185,040	Estimated based on 3-year rate $185,040	$231,300	$249,804	$225,972
5	Short Term Disability Coverage – price per $100 of employees monthly salary up-to $13,000/month.	$0.125 per employee	$1.35 per employee for 3-year rate $1.50 per employee for 5-year rate	$1.50 per employee	$1.35 per employee	$1.50 per employee
	Estimated Annually	$40,170	Estimated based on 3-year rate $43,384	$48,204	$43,384	$48,204
Estimated Annual Premium		NOT RANKED	$266,181	$322,474	$333,068	$361,045
Price Ranking		NOT RANKED	1	5	6	8
Technical Ranking		NOT RANKED	5	6	1	2
Overall Ranking		NOT RANKED[1]	4	7	1	5

Notes:
1. The proposals submitted by Blue Cross and Blue Shield of Texas, Mutual of Omaha, did not propose pricing on all items, and were not ranked.
2. The CSP pricing (not shown here) for Long-Term and Short-Term Disability Insurance Coverage per $100 of employee's monthly salary up-to $10,000/month will not be purchased.

Evaluation Criteria

Purchase Group Life, Accidental Death & Dismemberment, Short and Long-Term Disability Insurance

Criteria	Points
Price	40
Quality of Vendor's Goods and Services	30
Extent to Which the Goods or Services Meet the District's Needs	30

Overview for Purchase of Campus Dining Services

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

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Background

Current Contract:

- July 2015 - the Board of Trustees awarded a contract providing for the purchase of Campus Dining Services and it is scheduled to terminate August 31, 2021

- March 2020 - the services were suspended in response to COVID-19

Benefits to Students

- ✓ Various services - cafeteria style, grab and go café, or food truck services
- ✓ Breakfast, lunch, and dinner options
- ✓ Healthy menu items available
- ✓ Items priced affordable for students, faculty, and staff
- ✓ Employment opportunities to work onsite at the college
- ✓ $7,500 annual student scholarships

Heartland Food Group

Proposal Standard Menu

Entrée's		**Breakfast**	
Chicken Tenders (4)	**$4.00**	**Pancakes (3)**	**$2.95**
Fried Chicken Wings (4)	**$4.00**	**Biscuit & Gravy**	**$1.95**
Chicken Fajitas (2)	**$4.00**	**Breakfast Taco**	**$1.50**
Beef Fajitas (2)	**$4.00**	**Hearty Meal**	**$4.00**
Taco (2)	**$3.00**		
Hamburger	**$3.50**		
Hot Dog	**$2.50**		
Pizza	**$2.50**		
Sub-Sandwiches	**$2.95**	**Specialty Coffee Same**	
Ham & Cheese		**Starbuck Menu**	
Roast Beef	**$2.95**		
Turkey	**$2.95**		
Philly Cheese Steak	**$3.95**		
Salad Salad Bar	**$4.25**	**Smoothies**	**$3.00**
Toss Salad	**$2.50**		
Taco Salad	**$3.50**		
Fruit Salad	**$2.75**		
Sides		**Fresh Fruits**	
Fries	**$2.00**		**$1.00**
Baked Beans	**$1.50**		
Pinto Beans	**$1.50**		
Mac & Cheese	**$1.50**		
Mash Potatoes	**$1.50**		
Green Beans	**$1.50**		
Rice Pilaf/Spanish	**$1.50**		
Mexican Corn	**$1.50**		
Baked Potatoes	**$1.50**		

Drinks		
Soda	**$2.00**	
Bottled Water	**$1.50**	
Coffee	**$2.00**	**(not specialty coffee)**
Tea	**$2.00**	

Various Services

Locations and Services

College	Services
St. Philip's College and the Southwest Campus	Cyber Café in SWC Industrial Technology Center (ITC) Building 1 Cyber Café in MLK Turbon Student Center (TSC) Food Truck
Palo Alto College	Cafeteria in Student Center (SC) Cyber Café in Ozuna Learning & Academic Center (OZU) Food Truck
San Antonio College	Cafeteria in Loftin Student Center (LSC) Cyber Café in Moody Learning Center (MLC) Kiosk in Oppenheimer Academic Center (OC) Food Truck
Northwest Vista College	Cyber Café in Redbud Learning Center (RLC) Food Truck
Northeast Lakeview College	Cyber Café in Library (NLIB) Food Truck

Competitive Sealed Proposals (CSP)

- A notice soliciting competitive sealed proposals (CSP) was advertised in the San Antonio Express News and La Prensa de San Antonio twice over a sixty (60) day period. Additionally, Purchasing and Contract Administration sent notices to one-hundred forty-four potential Offerors.

- The two proposals submitted were evaluated by representatives from various college and district offices considering the CSP specifications and requirements.

- As a result of this effort, the proposal submitted by East Pointe Holdings, Inc. DBA Heartland Food Group is recommended for award on a best value basis.

Recommended Contract Award

- This contract action provides for the purchase of Campus Dining Services including cafeteria style, grab and go café, and food truck type services. A variety of services are proposed considering our college requirements and facility availability.

- The contract awarded to East Pointe Holdings, Inc. DBA Heartland Food Group will contribute to the Alamo Colleges District, Small, Minority, Women, and Veteran-Owned Business Enterprise (SMWVBE) Program Aspirational Goals.

- Alamo Colleges District estimated annual receipts of $287,500 ($135,000 for facilities rental, $115,000 from estimated sales commission to cover ACD's indirect costs, $30,000 from sale of equipment, and $7,500 for student scholarships).

- This recommendation seeks to award a contract award to Eastpointe Holdings, Inc. DBA Heartland Food Group for an estimated annual receipts of $287,500.

- The contract will begin upon award and terminate August 31, 2022 has five, one-year options for renewal upon mutual consent of the contractor and the Alamo Colleges District.

Thank you.

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Transition Time Line

- Award new contract July 2021
- Finalize contract negotiations with the new contractor July 2021
- Transition begins upon contract signature July 2021
- Current contract terminates August 31, 2021
- Finalize transition of dining services operations September 2021

Payments for Use of ACD Facilities

Facilities Maintenance & Operations

- There is a minimum requirement that the contractor pays rent for use of the ACD facilities.
- In consideration of the rent amount paid by the contractor, Alamo Colleges District will provide a retail ready shell space and furnish all utilities, including electricity and air conditioning; provide local telephone service, exterior dumpster containers for trash/garbage and recyclables; exterminator service; and floor stripping and waxing.
- The CSP requirements provide that no equipment for use in the operation will be provided by the Alamo Colleges District. Contractor will be responsible for providing all necessary equipment and furniture at its own expense provided that the use and location of any such equipment is approved by the Alamo Colleges District.

Career Opportunities for Our Students

- Students employed at the onsite dining services may reach 30 students on average

- Students are given the flexibility to work around the student's academic schedules, and are granted periods of inactivity to suit their needs

Requirements Planning and Proposal Evaluation

Current and past participants in one or both committees:

- Chad Wilson, Manager for Fiscal Services
- Erin Sherman, VPCS for Northwest Vista College
- Jacob Colunga, Coordinator of College Risk Management for St. Philip's College
- Janae Johnson, Director of College Services for San Antonio College
- John Gomez, Information and Communication for St. Philip's College
- Jorge Lopez, Director of College Services for Northeast Lakeview College
- Katherine Doss, VPCS for Palo Alto College
- La-Keisha Harrell, College Budget Officer for San Antonio College
- Laura Alvarez, Director of College Services for Northwest Vista College
- Max Davis, District Director of Facility Operations
- Mordecai Brownlee, Vice President for Student Success for St. Philip's College
- Pamela Ansboury, Associate Vice Chancellor for Finance & Fiscal Services
- Patrick Vrba, Controller
- Paul Machen, Dean of Educational Support Services for St. Philip's College
- Stella Lovato, VPCS for San Antonio College
- Vanessa Anderson, VPCS for St. Philip's College
- Tangila Dove, VPSS for Northeast Lakeview College

Discussion and Possible Action on the Purchase of Campus Dining Services

Presented to the Board Acting as Committee of the Whole on July 20, 2021 and now presented to Board for approval on July 27, 2021.

MINUTE ORDER
" The Board of Trustees hereby awards a contract to Eastpointe Holdings, Inc. DBA Heartland Food Group providing for the purchase of Campus Dining Services for the Alamo Colleges District for estimated annual receipts of $287,500 ($135,000 from facilities rental, $115,000 from sales commission to cover ACD's indirect costs, $30,000 from sale of equipment, and $7,500 for student scholarships)."

PURPOSE
This contract action provides for the purchase of Campus Dining Services including cafeteria style, grab and go café, and food truck services. Service delivery will vary based on college and facility availability. The contract scope of work requires the contractor to provide the management, systems, inventory, labor, and materials necessary to provide various types of dining services; healthy menu items; timely services; priced items affordable to students, faculty, and staff. East Pointe Holdings, Inc. DBA Heartland Food Group proposed providing breakfast, lunch, dinner options, food truck and catering services in compliance with food safety and sanitation standards, as certified by the City of San Antonio Metropolitan Health District.

The annual estimated receipts of $135,000 for facilities rental is used to cover building lease payments for use of the space at each campus; and the contract commitments of the Alamo Colleges District including furnishing all utilities, such as electricity and air conditioning/heating; providing local telephone service, exterior dumpster containers for trash/garbage and recyclables; providing exterminator, and floor stripping/waxing services.

The CSP requirements provides that no equipment for use in the operation will be provided by the Alamo Colleges District. Contractor will be responsible for providing all necessary equipment and furniture at its own expense provided that the use and location of any such equipment is approved by the Alamo Colleges District. The recommended Offeror's will maintain and/or replace the furniture and equipment provided.

In furtherance of the Alamo Colleges District Goal of Student Success, the recommended proposal includes employment opportunities for our students to work in the onsite dining services. Students will work in the stores as employees with a verified time sheet and pay for the hours worked.

BACKGROUND
In July 2015, the Board of Trustees awarded a contract providing for the purchase of Campus Dining Services and is scheduled to terminate August 31, 2021.

In March 2020, Campus Dining Services was suspended in accordance with Alamo Colleges District response to COVID-19.

In December 2020, a notice soliciting competitive sealed proposals (CSP) was advertised in the San Antonio Express News and La Prensa de San Antonio twice over a sixty (60) day period. Additionally, Purchasing and Contract Administration sent notices to one-hundred forty-four potential Offerors. The proposal submitted by Old San Francisco Steakhouse DBA Absolutely Delicious Catering was withdrawn. The proposals submitted by Aladdin, and the East Pointe Holdings, Inc. DBA Heartland Food Group were evaluated by representatives from various college and district offices considering the CSP specifications and requirements. As a result of this effort, the proposal submitted by East Pointe Holdings, Inc. DBA Heartland Food Group is recommended for award on a best value basis. The contract awarded to East Pointe Holdings, Inc. DBA Heartland Food Group will contribute to the Alamo Colleges District, Small, Minority, Women, and Veteran-Owned Business Enterprise (SMWVBE) Program Aspirational Goals. The contract will begin upon award and terminate August 31, 2022 with five, one-year options for renewal upon mutual consent of the contractor and the Alamo Colleges District.

IMPLICATIONS
Financial: Estimated annual receipts of $287,500
Strategic Objective: Goal I – Student Success; Goal III – Performance Excellence
Employee Services: None
ATTACHMENTS: Price Tabulation; Evaluation Criteria

Gary O'Bar,C.P.M.
Gary O'Bar,C.P.M.
cn=Gary O'Bar,C.P.M., o=Alamo Colleges District, ou=Purchasing & Contract Administration, email=gobar@alamo.edu, c=US
2021.07.08 16:29:01 -05'00'

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

Shayne West
Interim Associate Vice Chancellor for Finance & Fiscal Services

Dr. Diane Snyder
Digitally signed by Dr. Diane Snyder
Date: 2021.07.08 16:26:00 -05'00'

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

Dr. Mike Flores
Chancellor

Price Tabulation

Purchase of Campus Dining Services

Item No.	Description	Aladdin	East Pointe Holdings, Inc. DBA Heartland Food Group
1	Menu Pricing	As Specified	As Specified
2	Student Scholarships paid to ACD	$5,000	$7,500
3	Sales Commission paid to ACD (Estimated Annually)	0% $0	5% $115,000(1)
	Other Financial Considerations		
4	Less Proposed Management Fee charged to ACD	- $75,000(2)	None
5	Rent Amount paid to ACD (4)	$135,000	$135,000
6	Equipment Purchase Amount paid to ACD	No Bid	$150,000(4) (average amount of $30,000 for 5 years)
Average Annual ACD Receipts (5 year) (5)		$65,000	$287,500
Price Ranking		2	1
Technical Ranking		2	1
Overall Ranking		2	1

Notes:

1. For evaluation purposes the amount shown for the Sales Commission paid to ACD is based on 3-year average annual sales of $2.3 million.
2. The proposal submitted by Aladdin requires an annual $75,000 management fee for all campuses paid by ACD.
3. The Rent Amount shown reflects the available space for use at the colleges.
4. The proposed amount shown for the Equipment Purchase Amount paid to ACD is subject to change based on equipment availability.
5. The amounts shown include the Alamo Colleges District best estimates for a one-year period.
6. The proposal submitted by Aladdin included a proposed $125,000 Capital Investment (excluding NVC and SPC) amortized over the 5-year term of the agreement and is not recommended at this time.
7. The proposal submitted by Old San Francisco Steakhouse DBA Absolutely Delicious Catering was withdrawn.

Evaluation Criteria

Purchase of Campus Dining Services

Criteria	Points
Price	40
Quality of Vendor's Goods and Services	40
Extent to Which the Goods or Services Meet the District's Needs	20

Overview for Contract Amendment - Purchase of Student Retention and Recruitment Services for Palo Alto College

Dr. Robert Garza

President, Palo Alto College

Gary O'Bar, C.P.M.

Director, Purchasing & Contract Administration

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Purpose

The support services will take place via the Wraparound Retention and Persistence Program (“WRAPP”), a collaborative retention initiative serving high-need first year students. The program will focus on serving first year students from underserved high schools on the Southside of San Antonio who attend Palo Alto College.

Recommended Amendment to Purchasing Contract

Background:

- In November 2020, a Memorandum of Understanding was executed for $35,000 to provide services; and amended in May 2021 for $89,395 for additional services.

- Since purchasing the Student Retention and Recruitment Services for Palo Alto College, requirements have been identified for increases in service delivery.

Recommended Amendment:

- This recommendation seeks to amend the contract with Communities in Schools of San Antonio, a non-profit Corporation, CIS-SA for an increased authorization of $35,000, for a new estimated annual purchase amount of $159,395; funding is provided from the PAC VP of College Services Office with additional grant funding provided by the Coronavirus Response and Relief Supplemental Appropriations Act - Mission Sustainability Initiative.

- The contract term for the amendment begins September 1, 2021 and terminates August 31, 2022.

Thank you.

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Discussion and Possible Action on Ratifying an Amendment to the Memorandum of Understanding with Communities in Schools of San Antonio, a non-profit Corporation, CIS-SA providing for the purchase of Student Retention and Recruitment Services for Palo Alto College

Presented to the Board Acting as Committee of the Whole on July 20, 2021 and now presented to Board for approval on July 27, 2021.

MINUTE ORDER

The Board of Trustees hereby approves ratification on amending the Memorandum of Understanding with Communities in Schools of San Antonio, a non-profit Corporation, CIS-SA providing for the purchase of Student Retention and Recruitment Services for an increased authorization of $35,000 for a new annual purchase amount of $159,395 as requested by the Office of the President for Palo Alto College."

PURPOSE

This contract action provides for the authorization to amend a contract executed November 2020, to increase the amount of services to be purchased. Since purchasing the Student Retention and Recruitment Services for Palo Alto College, requirements have been identified that require an increase in service delivery. The support services will take place via the Wraparound Retention and Persistence Program ("WRAPP"), a collaborative retention initiative serving high-need first year students. The program will focus on serving first year students from underserved high schools on the Southside of San Antonio who attend Palo Alto College. Approval of this amendment action enables negotiated changes to the Memorandum of Understanding that will result in continued service delivery to meet current and future student needs.

BACKGROUND

In November 2020, a Memorandum of Understanding was executed with Communities in Schools of San Antonio, a non-profit Corporation, CIS-SA for $35,000 to provide services; and in May 2021 for $89,395 for additional services.

The amendment is effective September 1, 2021, and expires on August 31, 2022, unless otherwise terminated in accordance with the contract. The Contractor is a local non-profit organization that specializes in the provision of the services in meeting the Alamo Colleges requirements, and as such this purchase is being made on a solesource basis in accordance with TX GOV 791.025 for Inter-Local Contracts, and TX ED 44.031.

IMPLICATIONS

Financial: Increased authorization of $35,000 for a new annual purchase amount of $159,395 annually;
Funding is provided from 113001-832001PAC Operating – PAC VP Student Success Office
Strategic Plan: Goal I – Student Success; Goal III Performance Excellence
Employee Services: None
Attachments: Price Tabulation

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

Dr. Robert Garza
President, Palo Alto College

Dr. Diane Snyder

Digitally signed by Dr. Diane Snyder
Date: 2021.07.13 12:27:54 -05'00'

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

Dr. Mike Flores
Chancellor

ALAMO COLLEGES DISTRICT

PRICE TABULATION

Ratifying an Amendment to the Memorandum of Understanding with Communities in Schools of San Antonio, a non-profit Corporation, CIS-SA, providing Student Retention and Recruitment Services for Palo Alto College

Description	Price
Student Retention and Recruitment Services to include: continued support services to First Time in College (FTIC) students as they transition from high school to post-secondary education	$35,000

Internal Audit Proposed Budget for Fiscal Year 2022

July 20, 2021

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

FY 2022 Budget Overview (effective 9-1-2021)

- Total Operating Budget - $812,476
  - Decrease of $45,679 over prior year FY 2021 budget due to salary adjustments and benefits.
- Salaries and Other Compensation - $ 530,846 *(65 percent)*
  - Staff - Director and four Auditors (Five FTE).
  - Cell phone allowance of $720.
- Professional Fees - $40,000 *(4.9 percent)*
  - No increase over prior year FY 2021 budget.
  - Internal Audit may elect to use an outside consultant or specialized audit firm to assist the Internal Audit Department in its performance of the IT Remote Device Management audit or other audits included on the FY 2022 Internal Audit Plan. Internal Audit has determined that the best resource for performing specialized audit work would be an experienced external service provider.

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FY 2022 Budget Overview (effective 9-1-2021)

- Employee Development and Travel - $40,000 *(4.9 percent)*
  - No increase over prior year FY 2021 budget.
  - Regular continuing professional education (CPE) training provided to Internal Audit staff which is required to maintain the active status of professional certifications and keep staff up-to-date on the latest auditing techniques and skills. The overall training program will pay long-term dividends in the quality of audit work in the coming years.
- Professional Dues - $5,000 *(0.6 percent)*
  - No increase over prior year FY 2021 budget.
  - Expenses for professional membership dues are necessary to maintain the active status of the professional certifications and memberships held by Internal Audit staff.
- Office Expenses and Software - $25,000 *(3 percent)*
  - Cost for supporting audit management and analytical software.
- Fringe Benefits - $171,630 *(21 percent)*
  - Decrease of $10,412 due to salary adjustments.

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Budget Comparison (effective 9-1-2021)

Operating Budget	Board Approved FY 2021 Budget	FY 2021 Actual and Projected	FY 2022 Budget
Salaries	$565,393	$488,718	$530,126
Other Compensation (Cell Phone Allowance)	720	720	720
Professional Fees	40,000	390	40,000
Office Expense	5,000	4,094	5,000
Software	20,000	11,361	20,000
Employee Development	25,000	15,990	25,000
Professional Dues/Licenses/Memberships	5,000	3,855	5,000
Travel	15,000	0	15,000
Fringe Benefits	182,042	157,354	171,630
Total	$858,155	$682,482	$812,476
% Variance from Board Approved FY 2021 Budget. *(Projected $175,673 or 20.5% under budget in 2021; $45,679 or 5.3% under budget in 2022 due to salary adjustments and benefits.)*		-20.5%	-5.3%

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Action Required in July

Approve the preliminary Internal Audit department's operating budget of $640,846 plus an additional amount of $171,630 for allocable benefit costs, for a total of $812,476 for consideration in the overall Alamo Colleges budget planning process.

The final Internal Audit budget will be considered for approval with the overall Alamo Colleges fiscal year 2022 budget.

Thank you.

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Discussion and Possible Action on the District Internal Audit Department's Proposed Fiscal Year 2022 Budget and Staffing

Presented to the Board Acting as Committee of the Whole on July 20, 2021, and now presented to the Board for approval on July 27, 2021.

MINUTE ORDER

"The Board of Trustees hereby approves the proposed Internal Audit Department operating budget for the fiscal year 2022 of $640,846 plus an additional amount of $171,630 for allocable benefit costs, for a total of $812,476. This total does not include any adjustments for salaries that are included in the general budget presentation for the new fiscal year. The final Internal Audit budget will be considered for approval with the overall Alamo Colleges fiscal year 2022 budget."

PURPOSE

The Audit Committee Charter tasks the Audit, Budget, and Finance Committee with reviewing the plans, activities, staffing, and budget for the Internal Audit function.

The Internal Audit Charter states that Internal Audit has various responsibilities, including but not limited to:

Maintaining a professional audit staff group;
Following professional audit practices and standards; and
Proposing an appropriate annual staffing plan to the Audit Committee and Board.

BACKGROUND

The District Director of Internal Audit prepared a proposed operating budget for the fiscal year 2022. The analysis provides a summary of expenditures anticipated and a comparison with the current year's budget.

The total does not include any adjustments for salaries that Alamo Colleges has typically included in the general budget presentation for implementation in the new fiscal year.

The proposed budget amount totals $812,476, including salaries, direct operating expenses, and allocable benefit costs. The proposed budget is sufficient to fund the Internal Audit Department to include the District Director of Internal Audit position and four experienced internal audit professionals. It also has $40,000 for potential contracting with an outside source to perform specialized audit work to assist Internal Audit in its performance of Information Technology related work or other audits included on the fiscal year 2022 Internal Audit Plan. Internal Audit has determined that the best resource for performing this specialized audit work would be an experienced external service provider.

An internal audit plan is being developed that can be accomplished with the available resources.

IMPLICATION

Financial: Funding Source: Account 119001-891031-5010

Cost: Internal Audit Department's Budget for the fiscal year 2022 is $812,476 for direct salaries, operating expenses, and allocable benefit costs.

Strategic Plan: Strategic Objective III: Performance Excellence

Employee Services: None

ATTACHMENT: Internal Audit Proposed Budget for Fiscal Year 2022

_____	_____
Frank Cortez Date	Dr. Diane E. Snyder Date
District Director of Internal Audit	Vice Chancellor for Finance & Administration

_____

Dr. Mike Flores Date
Chancellor

Overview of Construction Minute Order Actions

July 20, 2021

Lacy Hampton
Interim Associate Vice Chancellor
G.O. Bonds Capital Program (CIP)

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE

Construction Overview Agenda

2017 CIP Team and Construction Projects by the Numbers

- Mr. Lacy Hampton, AVC CIP

San Antonio College– Amending the CMAR GMP, Realization of GMP Savings

MO Approve: Physical Plant
MO Approve: Parking Garage/San Pedro Street Improvements

- Mr. Lacy Hampton, AVC CIP/ Dr. Robert Vela, President

St. Philip's College, Amending the CMAR GMP, Realization of GMP Savings

MO Approve: Clarence Windzell Norris Building

- Mr. Lacy Hampton, AVC CIP / Mr. Randall Dawson, Acting President

Northeast Lakeview College, Amending the CMAR GMP, GMP Increase for Owner Requested Scope

MO Approve: Science and Technology (STEM) Building

- Mr. Lacy Hampton, AVC CIP / Dr. Veronica Garcia, President

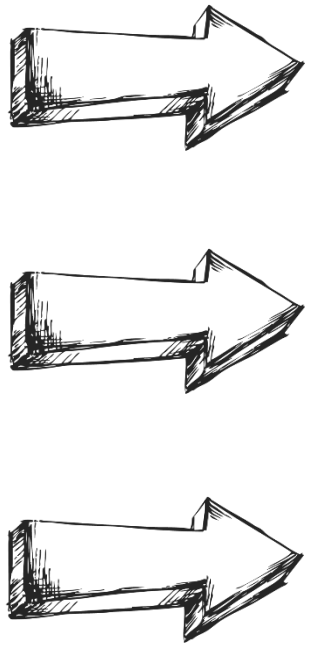
2017 CIP Bond Construction Projects by the Numbers

PROJECT STATUS	SPC	SAC	NVC	PAC	NLC	ETCs	Total
Projects Completed	3	2	3				8
Projects In Construction	2	3	1	2	1	2	11
Projects with Board GMP Approval							-
Projects with Upcoming GMP Approval			1	1			2
Projects in Various Design Phases		2				1	3
TOTAL							**24**

- *Note Projects In Construction: Of the 11 projects 8 new projects within a year and during COVID-19*

Construction Oversight Process

- **Design Phases**
  - Schematic Design (SD)
    - Design Development (DD)
      - *30, 60 & 90% SD & DD Review*
        - Construction Documents (CD)
          - *30, 60% CD Review*
          - *90-100% CMAR Bid Documents*
            - Procurement / GMP Bids
              - *Internal & External Reviews*
                - GMP Board Approval
                  - *NTP (Notice to Proceed) / Construction*
                  - *Audits During Construction*
                    - Sub/Final Completion
                      - *Punchlist*
                      - *Warranty*
                      - *Final Audits (Townsend)*



- **Oversight and Controls**
  - Fiduciary checks and balance
  - Due Diligence (Internal & External Reviews)
  - Value Engineering (w/out sacrificing what you care about the most)
  - Stakeholder and citizens buy-in
  - Oversight beginning to end

Overview of Construction Minute Order Actions

San Antonio College
Amending the CMAR GMP; Realization of GMP Savings

Physical Plant
Parking Garage/Added Scope San Pedro Improvements

July 20, 2021

Lacy Hampton
Interim Associate Vice Chancellor
G.O. Bonds Capital Program (CIP)

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE

SAC Construction GMP Savings

ALAMO COLLEGES DISTRICT
San Antonio College

✓ Total project savings

The project savings are a result of Physical Plant and Parking Garage San Pedro Street Improvements overall project. The savings will be used on the Fletcher Administration Building project.

Savings

Completion: March 2021	12/11/2018 Approved GMP	Revised GMP 12/1/2020 CO #1	Proposed 7/20/2021, CO #2 Revised GMP	July 2021 Projected GMP Delta
Physical Plant	$ 2,820,596.00	$ 2,420,596.00	$ 2,360,596.00	$ (60,000.00)
Completion: March 2021	05/19/2020 CO#1 Approved GMP	12/1/2020 CO #2 Revised GMP	7/20/2021, CO #3 Revised GMP	Projected GMP Delta
Parking Garage / San Pedro	$ 18,023,165.00	$ 17,598,165.00	$ 17,388,165.00	$ (210,000.00)
Currently in Construction	Current Total Project Cost (TPC)		Proposed Total Project Cost (TPC) Revised 7/20/2021	Projected Total Project Cost Delta
Fletcher Student Success Admin.	$ 20,261,321.00		$ 20,531,321.00	$ 270,000.00

**Refer to appendix rebalance sheet*

Overview of Construction Minute Order Actions

St. Philip's College
Amending the CMAR GMP; Realization of GMP Savings
Clarence Windzell Norris Building

July 20, 2021

Lacy Hampton
Interim Associate Vice Chancellor
G.O. Bonds Capital Program (CIP)

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE

SPC Construction GMP Savings

ALAMO COLLEGES DISTRICT
St. Philip's College

✓ Total project savings

The project savings are a result of Clarence Windzell Norris Building project. A portion of the savings will transfer to Welding & Autobody Collision Center total project funding and the remaining project saving will be used for Norris Owner request project enhancements, that were not in the GMP original work.

Norris Completion: December 2020	Current	7/20/2021 Revised	7/20/2021 Savings
GMP Savings Norris	$ 19,286,018	$ 18,958,406	$ 327,612
Non GMP Project Savings (MTN)			$ 192,452
G.O Bonds			$ 19,174
TOTAL SAVINGS (Norris)			$ 539,238
Norris Owner Requested Enhancement			$ (180,248)
MTN Transfer to Welding & Autobody CC			$ 358,990

**Refer to appendix rebalance sheet*

Overview of Construction Minute Order Actions

Northeast Lakeview College
GMP Amendment for Amending the CMAR GMP, GMP Increase for Owner Requested Scope Science and Technology Bldg. (STEM)

July 20, 2021

Lacy Hampton
Interim Associate Vice Chancellor
G.O. Bonds Capital Program (CIP)

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE

NLC – GMP Increase for Owner Requested Scope

NLC Science and Technology (STEM)
GMP Increase for Owner Requested Scope

		Original	7/20/2021 Revision	7/20/2021 Revised Budgets
Original GMP (NLC STEM)	$	36,162,898	$ 1,473,311	$ 37,636,209
FFE Budget (G.O. Bonds)	$	2,197,602	$ (1,473,311)	$ 724,291
Estimated Soft Cost	$	3,639,500	$ -	$ 3,639,500
G.O Bonds	$	42,000,000	$ -	$ 42,000,000
MTN	$	4,000,000	$ 1,680,000	$ 5,680,000
Total Project Cost	$	46,000,000	$ 1,680,000	$ 47,680,000

Increasing the MTN use for FFE funding.

$8.1M is assigned to Northeast Lakeview College

**Refer to the project summary sheet*

July 20, 2021, Minute Order Actions

- Discussion and Possible Action on Amending the Guaranteed Maximum Price for the Alamo Colleges District – **San Antonio College (SAC) Physical Plant**, Capital Improvement Project (CIP), Construction Manager-at-Risk Contract with J.T. Vaughn Construction, LLC. (CSP 18C-005)

- Discussion and Possible Action on Amending the Guaranteed Maximum Price for the Alamo Colleges District – **San Antonio College (SAC) Parking Garage/Added Scope San Pedro Improvements**, Capital Improvement Project (CIP), Construction Manager-at-Risk Contract with J.T. Vaughn Construction, LLC. (CSP 18C-005)

- Discussion and Possible Action on Amending the Guaranteed Maximum Price for Alamo Colleges District – **St. Philip's College (SPC) Clarence Windzell Norris Building** Capital Improvement Project (CIP), Construction Manager-at-Risk Contract with Skanska USA Building, Inc. (CSP 18C-005)

- Discussion and Possible Action on Amending the Guaranteed Maximum Price for Alamo Colleges District – **Northeast Lakeview College (NLC) Science and Technology Building (STEM)** Capital Improvement Project (CIP), Construction Manager-at-Risk Contract with Turner Construction Company. (CSP 18C-005)

Questions

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

Achieving the Dream LEADER COLLEGE

Appendix

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE

SAC –Rebalance Summary Sheet

San Antonio College

Wednesday, July 21, 2021

Project	2017 Orig. G.O. Bond	May 19, 2020 G.O. Bond Rebalance	Funding Sources: Alloc. MTN	Other Funding	Revised G.O. Bond	CURRENT APPROVED FUNDING	Requested adjustments: 07.20.2021 TPC Projections	Delta	Status	Timeline: GMP Approval Date	NTP Date	Dur. Mths	Completion	Academic Term Open
Physical Plant	4,500,000	2,643,429			2,581,979	2,581,979	2,521,979	(60,000)	UC	12/18/2018	4/23/2019	17	4/9/2021	Spring 2021
Garage (5 level) & Childcare Ctr	20,000,000	20,305,342												
Garage				466,370	16,893,124	17,359,494	17,359,494	0	UC	12/18/2018	7/1/2019	15	4/9/2021	Spring 2021
San Pedro Traffic/Access					2,743,973	2,743,973	2,533,973	(210,000)	UC					
					19,637,097	20,103,467	19,893,467	(210,000)						
Fletcher Administration Center Renov.	20,000,000	10,312,118	11,100,000		9,161,321	20,261,321	20,531,321	270,000	UC	1/21/2020	3/31/2020	16	10/7/2021	Spring 2022
Childcare Center (including sitework)		14,652,417			15,200,000	15,200,000	15,200,000	0	UC	12/8/2020	12/15/2020	14	3/30/2022	Summer 2022
Santikos Multipurpose CTR (w/in Childcare ctr)				1,000,000	-	1,000,000	1,000,000	0	UC	12/8/2020	12/15/2020	14	3/30/2022	Summer 2022
						16,200,000	16,200,000	0						
Chance Building Renov. (Finance & Labs)	14,000,000	1,489,747												
Revised: Renov. Finance area only					757,926	757,926	757,926	0	Prog.	6/8/2021	1/20/2021	8	9/20/2021	Fall 2021
Renovation of existing Labs with Institutional funds				177,044		177,044	177,044	0	Comp.					
NEW Building: Science Labs (adds 7 labs)		13,596,947			15,613,870	15,613,870	15,613,870	0	GMP	4/20/2021	5/1/2021	16	9/8/2022	Spring 2023
First Responders Academy	20,000,000	20,000,000			20,000,000	20,000,000	20,000,000	0	DD	8/24/2021	9/1/2021	22	3/1/2023	Summer 2023
McAllister - Partial Renov.	4,500,000	-			Deferred									
Partial Renovations with Institutional funds				618,844	47,807	666,651	666,651	0	Comp.					
Sub-total G.O. Bonds	83,000,000	83,000,000												
MTN	11,100,000	11,100,000												
Santikos Gift	500,000	500,000												
SAC matching	500,000	500,000												
SAC Institutional Capital budgets	795,888	795,888												
Facilities institutional budget (portion of soft cost	466,370	466,370												
TOTAL	96,362,258	96,362,258	11,100,000	2,262,258	83,000,000	96,362,258	96,362,258	0						
								DELTA						

Note the match

NLC –Rebalance Summary Sheet

Northeast Lakeview College Budget Overview

			Funding Sources				Gross Sq. Footage			Timeline				
Project	2017 Orig. G.O. Bond	Current Estimate of Total Costs	Alloc. MTN	Other Funding	Revised G.O. Bond	Total Funding	Original 2017	Current	Status	GMP Approval Date	NTP Date	Duration Mths	Completion	Academic Term Open
Physical Plant	**2,000,000**	**Not Required**			**-**	**Not Required**								
STEM - Science and Technology Building	**40,000,000**	**47,680,000**	**5,680,000**		**42,000,000**	**47,680,000**	**73,965**	**86,390**	**Construction**	**9/15/2020**	**9/28/2020**	**23**	**8/7/2022**	**Fall 2022**
Sub-total G.O. Bonds	**42,000,000**													
MTN	**8,100,000**													
TOTAL	**50,100,000**	**47,680,000**	**5,680,000**	**-**	**42,000,000**	**47,680,000**								

MTN Est. Avail. For critical NLC Renov **2,420,000**

a) **MTN use on new buildings restricted to: a) movable/unattached furniture, demountable walls, and equipment and/or b) manual blinds, etc.**

SPC –Rebalance Summary Sheet

Tuesday, July 20, 2021

St. Philip's College Bond Budget Overview

Project	2017 Orig. G.O. Bond	Current View of Costs	Funding Sources				Status	Timeline
			Alloc. MTN	Other Funding	Revised G.O. Bond	Total Funding		Target Completion Date
Tourism Hospitality Culinary Arts	30,000,000	34,130,601	2,181,723	1,948,878	30,000,000	34,130,601	Complete	9/30/2020
Clarence Windzell Norris Building (Renovation)	22,000,000	24,884,225	8,449,287	1,552,562	14,882,376	24,884,225	Complete	12/9/2020
Welding & Autobody Collision Center	20,000,000	25,350,988	358,990	1,874,374	23,117,624	25,350,988	Construction	6/3/2022
Saint Artemisia Bowden Building	10,000,000	14,772,480		722,880	14,000,000	14,722,880	Construction	10/26/2021
Sub-total G.O. Bonds	82,000,000							
MTN	10,990,000							
Other: SPC Institutional Funding	4,170,957							
Other: Facilities Prev. Mtn	1,492,737							
Other: Private Donor Funding	400,000							
Other: Grant	35,000							
TOTAL	99,088,694	99,138,294	10,990,000	6,098,694	82,000,000	99,088,694		

ALAMO
COLLEGES
DISTRICT

Discussion and Possible Action on Amending the Guaranteed Maximum Price for the Alamo Colleges District – San Antonio College (SAC) Physical Plant, Capital Improvement Project (CIP), Construction Manager-at-Risk Contract with J.T. Vaughn Construction, LLC. (CSP 18C-005)

Presented for recommended approval to the Alamo Colleges Board of Trustees on July 27, 2021.

MINUTE ORDER

"The Board of Trustees hereby approves an amendment to decrease the Guaranteed Maximum Price by $60,000 to $2,360,596 under the contract with Construction Manager-at-Risk J.T. Vaughn Construction, LLC for the construction of the Alamo Colleges District – San Antonio College (SAC) Physical Plant, Capital Improvement Project (CIP), subject to subsequent execution of GMP amendment acceptable to District counsel by Chancellor or delegate.

PURPOSE

To approve the amendment to decrease the Guaranteed Maximum Price by $60,000 to $2,360,596 under the contract with Construction Manager-at-Risk J.T. Vaughn Construction, LLC for the construction of the Alamo Colleges District – San Antonio College (SAC) Physical Plant, Capital Improvement Project (CIP) subject to staff confirmation of scope and subsequent execution of GMP amendment.

BACKGROUND

In February 27, 2018, the Board approved the purchase of Construction Manager-at-Risk Services for the District for the General Obligation Bond Projects. On December 11, 2018, the Board approved a GMP of $2,820,596 (including contingency) for this work. The Construction Manager -at-Risk J.T. Vaughn, LLC was able to provide $400,000 of buyout savings from the project and was approved by the Board on December 8, 2020. The buyout savings was used for additional funding of the SAC Early Childcare and Micronauts project. The Construction Manager -at Risk J.T. Vaughn, LLC can additionally reduce $60,000 of cost from the project, which is 100% complete. The savings will be added to the SAC Fletcher Administration Building Total Project Cost.

SAC project	December 2018 GMP Award	December 2020 GMP Decrease Amount	July 2021 GMP Decrease Amount	Final GMP
Physical Plant	$2,820,596	$400,000	$60,000	$2,360,596
TOTALS	**$2,820,596**	**$400,000**	**$60,000**	**$2,360,596**

IMPLICATIONS

Financial: GMP $2,360,596 of Total Project Cost of $2,521,979
Strategic Objective: Goal I – Student Success; Goal III – Performance Excellence
SWMBE/HUB Participation: 24%
Employee Services:
ATTACHMENTS: Project Summary Sheet, Draft Deductive Change Order #02

_____
Dr. Robert Vela
President, San Antonio College

_____
Lacy Hampton
Interim Associate Vice Chancellor
G.O. Bond Construction Improvement Program (CIP)

_____
Diane E. Snyder, CPA, Ph.D.
Vice Chancellor for Finance & Administration

_____
Dr. Mike Flores
Chancellor

Capital Improvement Program - Project Summary

ALAMO COLLEGES DISTRICT

General Information

Location/Campus:	San Antonio College		**Bond Tranche #:**	3
			Orig.	**Rev.**
Project Title:	Physical Plant Improvements	**Target Completion:**	7/21/2023	4/9/2021
Project Type:	Improvements	**Target Square Footage:**	1,873	N/A
Project Manager:	Tony Alfaro	**Construction Manager:**	J.T. Vaughn Construction, LLC	
Architect/Engineer:	O'Connell Robertson	**Furniture:**	None	
Project Description:	The scope of work in this project consists of infrastructure installation of Potable water, Fire Protection water lines and waste water lines. Also included in thscope is intallation of electrical power and data lines to support the Garage 3 project and potential future building projects.			

Revenue Source			**Projected Costs**	**% Overage**	**0%**
Gen. Oblig. Bonds	#	$ 4,500,000.00	**Current Estimated GMP:**	**$**	**2,360,596**
G.O. Bond Rebalncng. Trnsfr to Other Projects		$ (1,978,021.00)	**Est. FF&E Budget:**	**$**	**-**
Maintenance Tax Notes			**Current Estimated Soft Costs:**	**$**	**161,383**
Institutional Funds		$ -			
Other Funding Sources		$ -		**$**	**-**
Total Revenue:		**$ 2,521,979**	**Total Projected Costs:**	**$**	**2,521,979**

Bond Funded Expenditure Budget

	Original Budget	Revisions	Revised Budget	Encumbrances	Expenditures	Remaining Budget
Construction Budget:	$ 3,000,000	$ (639,404)	$ 2,360,596	$ 69,177	$ 2,351,419	$ (60,000)
Arch. & Eng.:	$ 300,000	$ (146,996)	$ 153,004		$ 153,004	$ -
Const. Mtrls.Testing:	$ 60,000	$ (60,000)	$ -			$ -
Spclzd. Eng. Services:	$ 30,000	$ (30,000)	$ -		$ -	$ -
Bldg Permit, Dev. & Utility Impact Fees:	$ 30,000	$ (21,621)	$ 8,379		$ 8,379	$ -
Public Art:	$ 30,000	$ (30,000)	$ -	$ -	$ -	$ -
F,F&E:	$ 1,050,000	$ (1,050,000)	$ -	$ -	$ -	$ -
		$ -	$ -	$ -	$ -	$ -
Total Bond Funded Budget:	**$ 4,500,000**	**$ (1,978,021)**	**$ 2,521,979**	**$ 69,177**	**$ 2,512,802**	**$ (60,000)**
Variance from Bond Revenue:	**$ -**					

Budget Comments: Deductive Change Order #2 is being submitted totaling $60,000.00 to Board on July 20, 2021. The $60,000.00 savings will be transferred to the Fletcher Administration Building project. The original approved G.O. Bonds for this project was $4.5M in 2017. In December 2020, Deductive Change Order #1 was approved totaling $400,000.00. An estimated GMP savings that would result in a deductive change order by Vaughn Constrcution is expected. Savings will be redistributed to other CIP Bond Projects.

One-Time Costs in (Year Completed) to open Facility:

	Original Budget	Revisions	Revised Budget	Encumbrance	Expenditures	Remaining Budget
Total One-Time Budget:	$ -	$ -	$ -	$ -	$ -	$ -
Variance from Other Revenues:						

Budget Comments:

EXHIBIT A - ATTACHMENT D1

CHANGE ORDER PROPOSAL

This change order ("Change Order") to the Contract described herein is made and entered into between the **Alamo Community College District**, a political subdivision of the State of Texas ("Alamo Colleges District" or "Owner"), Vaughn Construction ("Contractor" or "Construction Manager") and, O'Connell Robertson ("Architect") regarding the San Antonio College (SAC) Physical Plant Utility Capital Improvement Project (Project), which was agreed to as evidenced by the Guaranteed Maximum Price Amendment executed on January 25, 2019 with a Guaranteed Maximum Price of $2,820,596.00 and a Final Completion date of June 5, 2020.

This is Change Order No. 2
Date of this Changer Order is 07/20/2021

The original date for Final Completion was June 5, 2020.

The original not-to exceed Guaranteed Maximum Price consisting of:

1.	Stipulated amount for the Preconstruction Services Fee	$17,600.00
2.	Amount for the Construction Services including:	$2,802,996.00
	a. A not-to exceed amount for the Cost of Work	$2,434,525.00
	b. A not-to exceed amount for the General Conditions	$168,740.00
	c. A not-to exceed amount Construction Phase Fee	$126,695.00
	d. A lump sum amount of Construction Contingency	$73,036.00
	e. A lump sum amount of Owner Contingency	$0.00
3.	TOTAL OF GMP LINE ITEMS 1 AND 2:	$2,820,596.00
	This amount is the current Guaranteed Maximum Price (GMP) guaranteed to the Owner not to be exceeded.	

The Construction Manager hereby submits to the Alamo Colleges District a request for a change in the Work, Contract Sum, Contract Time and/or Contract Documents accompanied by sufficient supporting data and information to permit the Architect to make a recommendation to Owner and to permit the Owner to make a decision. Owner reserves the right to request additional information to evaluate any request and recommends that all requests be prepared in a manner consistent with the District's Guidelines for the Preparation of the Guaranteed Maximum Price Proposal.

All changes orders must include an updated Project Schedule, General Conditions, and Schedule of Values, as applicable.

Based on the request and the supporting documents, the contract is changed as follows:
(Insert a detailed description of the change and attach specific exhibits, plans or specifications with which contractor shall comply, but not subcontractor bids, responses or proposals. Also include any agreed-upon adjustments.)

The changes to the Contract are based upon the following assumptions, specifications, drawings, or other conditions of the Contract:

Return of unallocated project funds.

The Contract is changed to modify the scope of work, which is set forth in detail in the documents attached hereto, incorporated herein or referenced herein. The Contractor must comply with these aforementioned plans, specifications, conditions and requirements as it relates to the Project and the modified scope of work. The provisions of this Change Order shall (i) modify the terms of the Contract Documents, as herein specified; and (ii) shall prevail over any conflicting provisions of the Contract Documents, to the extent of such conflict, as of the date of this Change Order.

The Contract Time will increase by zero (0) of days and the new date for Final Completion is April 8, 2021 as further reflected on the attached Project Schedule.

The new not-to exceed Guaranteed Maximum Price consists of:

1.	The new not-to exceed amount for Preconstruction Services Fee	$17,600.00
2.	The new not-to exceed amount for Construction Services include:	$2,342,996.00
	a. The new not-to exceed amount for the Cost of Work	$2,047,561.00
	b. The new not-to exceed amount for the General Conditions	$168,740.00
	c. The new not-to exceed amount Construction Phase Fee	$126,695.00
	d. The new not-to exceed amount of Construction Contingency	$0.00
	e. The new not-to exceed amount of Owner Contingency	$0.00
	Any of the unused contingencies shall accrue to the Owner.	
3.	TOTAL of the NEW AMENDED GMP LINE ITEMS 1 AND 2:	$2,360,596.00
	This amount shall be the new Guaranteed Maximum Price (GMP), which we hereby guarantee to the Owner shall not be exceeded.	

By signing below, each party represents and acknowledges that it (i) has reviewed this instrument and its supporting data and (ii) is in agreement with the terms, conditions and requirements of this Change Order.

Accepted and Agreed to by:

Alamo Colleges District:	**Contractor:**
By: _____	By: _____
Printed Name: Dr. Diane Snyder	Printed Name: _____
Its: Vice Chancellor, Finance & Administration	Its: _____
District's Counsel, as to form only:	**Architect:**
By: _____	By: _____
Printed Name: _____	Printed Name: _____
Its: _____	Its: _____

Discussion and Possible Action on Amending the Guaranteed Maximum Price for the Alamo Colleges District – San Antonio College (SAC) Parking Garage/Added Scope San Pedro Improvements, Capital Improvement Project (CIP), Construction Manager-at-Risk Contract with J.T. Vaughn Construction, LLC. (CSP 18C-005)

Presented for recommended approval to the Alamo Colleges Board of Trustees on July 27, 2021.

MINUTE ORDER

"The Board of Trustees hereby approves an amendment to decrease the Guaranteed Maximum Price by $210,000 to $17,388,165 under the contract with Construction Manager-at-Risk J.T. Vaughn Construction, LLC for the construction of the Alamo Colleges District – San Antonio College (SAC) Parking Garage/Added Scope San Pedro Improvements, Capital Improvement Project (CIP), subject to subsequent execution of GMP amendment acceptable to District counsel by Chancellor or delegate.

PURPOSE

To approve the amendment to decrease the Guaranteed Maximum Price by $210,000 to $17,388,165 under the contract with Construction Manager-at-Risk J.T. Vaughn Construction, LLC for the construction of the Alamo Colleges District – San Antonio College (SAC) Parking Garage/Added Scope San Pedro Improvements, Capital Improvement Project (CIP) subject to staff confirmation of scope and subsequent execution of GMP amendment.

BACKGROUND

On February 27, 2018, the Board approved the purchase of Construction Manager-at-Risk Services for the District for the General Obligation Bond Projects. On December 11, 2018, and amended via Change Order No.1 on May 2020, the Board approved a GMP of $18,023,165. In December 2020, the Board approved decreased the GMP of $425,000 via project savings Change Order No. 2. (Including contingency) for the construction of Garage 3 and the San Pedro Street added scope. The buyout savings were used for additional funding of the SAC Early Childcare and Micronauts project. The Construction Manager -at-Risk J.T. Vaughn, LLC can additionally reduce $210,000 of costs from this project, which is 100% complete. The savings will be added to the SAC Fletcher Administration Building Total Project Cost.

SAC project	Original December 2018 GMP Award May 2020 Amendments	December 2020 GMP Decrease Amount (Savings)	July 2021 GMP Decrease Amount (Savings)	Final GMP Project Savings
Parking Garage/Added Scope San Pedro Improvements	$18,023,165	$425,000	$210,000	$17,388,165
TOTALS	**$18,023,165**	**$425,000**	**$210,000**	**$17,388,165**

IMPLICATIONS

Financial: GMP $17,388,165 of Total Project Cost of $ 19,893,467
Strategic Objective: Goal I – Student Success; Goal III – Performance Excellence
SWMBE/HUB Participation: 24%
Employee Services:
ATTACHMENTS: Project Summary Sheet, Draft Deductive Change Order #03

_____
Dr. Robert Vela
President, San Antonio College

_____
Lacy Hampton
Interim Associate Vice Chancellor
G.O. Bond Construction Improvement Program (CIP)

_____
Diane E. Snyder, CPA, Ph.D.
Vice Chancellor for Finance & Administration

_____
Dr. Mike Flores
Chancellor

Capital Improvement Program - Project Summary

ALAMO COLLEGES DISTRICT

General Information

Location/Campus:	San Antonio College	**Bond Tranche #:**		2
			Orig.	**Rev.**
Project Title:	Parking Garage	**Target Completion:**	3/27/2020	4/9/2021
		# of Levels	6	5
Project Type:	New Building and Demolition	**Total NET Parking Spaces**	540	355
Project Manager:	Tony Alfaro	**Construction Manager:**	J.T. Vaughn Construction, LLC	
Architect/Engineer:	O'Connell Robertson	**Furniture:**	TBD	

Project Description: This project proposes the construction of a new building to house a parking garage and a child care facility on the San Antonio College campus. The project includes the demolition of the existing LETC Building located north of the campus. When completed, the parking garage and child care facility will meet the current and anticipated demand for additional child care facilities and parking.

Revenue Source		**Projected Costs**		**% Overage #**
Gen. Oblig. Bonds (Split from CCC)	$ 16,000,000	**Current Estimated GMP: Garage**	$ 14,854,192	
G.O. Bond Trnsfr From Other Bond Projects	$ 3,637,097	**Current Estimated GMP San Pedro**	$ 2,533,973	
G.O. Bond Trnsfr To Fletcher	$ (210,000)	**Current Estimated Soft Costs:**	$ 2,505,302	
Facilities Institutional Funds	$ 466,370			
Total Revenue:	**$ 19,893,467**	**Total Projected Costs:**	**$ 19,893,467**	

Bond Funded Expenditure Budget

	Original Budget (Split From CCC)	**Revisions**	**Revised Budget**	**Encumbrances**	**Expenditures**	**Remaining Budget**
Construction Budget: GMP	$ 10,733,333	$ 4,120,859	$ 14,854,192	$ 7,436,435	$ 7,463,273	$ (45,516)
San Pedro Traffic Impr: *See One Time Costs	$ -	$ 2,533,973	$ 2,533,973	$ 161,550		$ 2,372,423
Arch. & Eng.: O'Connell Robertson	$ 1,033,333	$ 236,419	$ 1,269,752	$ 832,631		$ 437,121
Const. Mtrls.Testing: Raba K.	$ 246,667	$ (134,667)	$ 112,000	$ 185,969		$ (73,969)
Spclzd. Eng. Services: BMB	$ 73,333	$ 176,667	$ 250,000	$ 64,351	$ 33,663	$ 151,986
Bldg Permit, ARC, & Dev. Fees:	$ 73,333	$ 333,847	$ 407,180	$ 54,501		$ 352,679
Public Art:	$ 73,333	$ (73,333)	$ -	$ -	$ -	$ -
F,F&E:	$ 3,766,668	$ (3,766,668)	$ -	$ -	$ -	$ -
Prev. Maint. Cost Refunded with Bonds		$ -	$ -	$ -	$ -	$ -
Total Bond Funded Budget:	**$ 16,000,000**	**$ 3,427,097**	**$ 19,427,097**	**$ 8,735,437**	**$ 7,496,936**	**$ 3,194,724**
Variance from Original Bond Revenue:	$ -					

Budget Comments:

In December 2020, Deductive Change Order #2 was approved totaling $425,000.00. The project is substantially complete and Deductive Change Order 3 totaling $210,000 is being submitted to the Board on July 20, 2021. The $210,000.00 savings will be transferred to the Fletcher Administration project.

On October 7, 2019 Construction Change Directive (CCD) 001 was approved and authorized the removal of one level at this garage. The actual costs savings are being defined but the estimated costs savings will be approximately $651,000. Additional savings are expected by the deletion of an emergency engine and automatic transfer switch. Additional costs must be incurred to install data cabling in the Garage. On 5/19/2020 the San Pedro Street Scope was approved via Change Order 1.

The Project Summary attached to the Board Minute Order from 12/11/18 shows the removal of the $4M associated with the Child Care Center. The original budget column shown above has been adjusted to reflect the original budget shown on that project summary document from 12/11/18.

Because the other project budget items have been reduced to $0, those required items will need to be funded from other sources. Note: The PO for the GMP may have been issued for an amount less than the approved GMP. That discrepancy was corrected.

Non-Bond Funded Expenditure Budget

Capital Improvement Program - Project Summary

ALAMO COLLEGES DISTRICT

	Original Budget	Revisions	Revised Budget	Encumbrance	Expenditures	Remaining Budget
Const. Mtrls.Testing: INST'L FUNDS	$ -	$ 466,367	$ 466,367	$ -	$ -	$ -
Total One-Time Budget:	**$ -**	**$ 466,367**	**$ 466,367**	**$ -**	**$ -**	**$ -**
Variance from Other Revenues:						
Budget Comments:	05/11/20 - $466,367 of expenses were paid with Facilities Institutional funds. (The one time budget for improvements to San Pedro Street due to TIA moved up to Bonds per, the re-allocations) San Pedro Street Scope was added via Change Order 1					

EXHIBIT A - ATTACHMENT D1

CHANGE ORDER PROPOSAL

This change order ("Change Order") to the Contract described herein is made and entered into between the **Alamo Community College District**, a political subdivision of the State of Texas ("Alamo Colleges District" or "Owner"), Vaughn Construction ("Contractor" or "Construction Manager") and, O'Connell Robertson ("Architect") regarding the San Antonio College (SAC) Parking Garage Capital Improvement Project (Project), which was agreed to as evidenced by the Guaranteed Maximum Price Amendment executed on January 25, 2019 with a Guaranteed Maximum Price of $15,279,192.00 and a Final Completion date of June 5, 2020.

This is Change Order No. 3
Date of this Changer Order is 07/20/2021

The original date for Final Completion was June 5, 2020.

The original not-to exceed Guaranteed Maximum Price consisting of:

1.	Stipulated amount for the Preconstruction Services Fee	$268,709.00
2.	Amount for the Construction Services including:	$15,010,483.00
	a. A not-to exceed amount for the Cost of Work	$12,454,329.00
	b. A not-to exceed amount for the General Conditions	$1,654,155.00
	c. A not-to exceed amount Construction Phase Fee	$528,369.00
	d. A lump sum amount of Construction Contingency	$373,630.00
	e. A lump sum amount of Owner Contingency	$ 0.00
3.	TOTAL OF GMP LINE ITEMS 1 AND 2:	$15,279,192.00
	This amount is the current Guaranteed Maximum Price (GMP) guaranteed to the Owner not to be exceeded.	

The Construction Manager hereby submits to the Alamo Colleges District a request for a change in the Work, Contract Sum, Contract Time and/or Contract Documents accompanied by sufficient supporting data and information to permit the Architect to make a recommendation to Owner and to permit the Owner to make a decision. Owner reserves the right to request additional information to evaluate any request and recommends that all requests be prepared in a manner consistent with the District's Guidelines for the Preparation of the Guaranteed Maximum Price Proposal.

All changes orders must include an updated Project Schedule, General Conditions, and Schedule of Values, as applicable.

Based on the request and the supporting documents, the contract is changed as follows:
(Insert a detailed description of the change and attach specific exhibits, plans or specifications with which contractor shall comply, but not subcontractor bids, responses or proposals. Also include any agreed-upon adjustments.)

The changes to the Contract are based upon the following assumptions, specifications, drawings, or other conditions of the Contract:

Return of unallocated project funds.

The Contract is changed to modify the scope of work, which is set forth in detail in the documents attached hereto, incorporated herein or referenced herein. The Contractor must comply with these aforementioned plans, specifications, conditions and requirements as it relates to the Project and the modified scope of work. The provisions of this Change Order shall (i) modify the terms of the Contract Documents, as herein specified; and (ii) shall prevail over any conflicting provisions of the Contract Documents, to the extent of such conflict, as of the date of this Change Order.

The Contract Time will increase by zero (0) of days and the new date for Final Completion is April 8, 2021 as further reflected on the attached Project Schedule.

The new not-to exceed Guaranteed Maximum Price consists of:

1.	The new not-to exceed amount for Preconstruction Services Fee	$ 268,709.00
2.	The new not-to exceed amount for Construction Services include:	$ 17,119,456.00
	a. The new not-to exceed amount for the Cost of Work	$ 13,936,988.00
	b. The new not-to exceed amount for the General Conditions	$ 2,056,152.00
	c. The new not-to exceed amount Construction Phase Fee	$ 623,310.00
	d. The new not-to exceed amount of Construction Contingency	$ 503,006.00
	e. The new not-to exceed amount of Owner Contingency	$ 0.00
	Any of the unused contingencies shall accrue to the Owner.	
3.	TOTAL of the NEW AMENDED GMP LINE ITEMS 1 AND 2:	$ 17,388,165.00
	This amount shall be the new Guaranteed Maximum Price (GMP), which we hereby guarantee to the Owner shall not be exceeded.	

By signing below, each party represents and acknowledges that it (i) has reviewed this instrument and its supporting data and (ii) is in agreement with the terms, conditions and requirements of this Change Order.

Accepted and Agreed to by:

Alamo Colleges District:	**Contractor:**
By: _____	By: _____
Printed Name: Dr. Diane Snyder	Printed Name: _____
Its: Vice Chancellor, Finance & Administration	Its: _____
District's Counsel, as to form only:	**Architect:**
By: _____	By: _____
Printed Name: _____	Printed Name: _____
Its: _____	Its: _____

Capital Improvement Program - Project Summary

ALAMO COLLEGES DISTRICT

General Information

Location/Campus:	San Antonio College	**Bond Tranche #:**	2
Project Title:	Fletcher Student Success Building Renovation with Ma	**Target Completion:**	11/6/2021
Project Type:	Renovation	**Square Footage:**	60,039
Project Manager:	Tony Alfaro	**Construction Manager:**	J.T. Vaughn Construction, LLC
Architect/Engineer:	O'Connell Robertson	**Furniture:**	Office Source

Project Description: This project proposes a renovation of the existing Fletcher Administration Center and the construction of a main entry. The building is centrally located on the San Antonio College campus, directly adjacent to the Moody Learning Center.

Revenue Source		**Projected Costs**	**% Overage 0%**
Gen. Oblig. Bonds	$ 20,000,000.00	**Current Estimated GMP:**	**$ 17,202,118**
G.O. Bond Trnsfr To Other Bond Projects	$ (10,838,679.00)	**Original FF&E Budget:**	**$ 740,650**
G.O. Bond Trnsfr From PPI & Garage	$ 270,000.00	**Current Estimated Soft Costs:**	**$ 2,588,553**
Maintenance Tax Notes:	$ 11,100,000.00		
Total Revenue:	**$ 20,531,321**	**Total Projected Costs:**	**$ 20,531,321**

Bond Funded Expenditure Budget

	Original Budget	Revisions	Revised Budget	Encumbrances	Expenditures	Remaining Budget
Construction Budget (GMP)	$ 13,333,333	$ (7,231,215)	$ 6,102,118	$ 4,213,848	$ 1,888,270	$ 4,213,848
Arch. & Eng.: OCR	$ 1,333,333	$ 284,355	$ 1,617,688	$ 1,456,317	$ 1,617,688	$ -
Const. Mtrls.Testing: Raba,Bexar, Aleo, IES	$ 266,667	$ 222,473	$ 489,140	$ 62,299	$ 426,841	$ 426,841
Spclzd. Eng. Services:Walker, Charter,Data,Cx	$ 133,333	$ (53,333)	$ 80,000	$ 29,689	$ 29,689	$ 50,311
Bldg Permit & Dev. Fees:CoSA,LCPT,Grojean	$ 133,333	$ 96,370	$ 229,703		$ 6,175	$ 229,703
Public Art 1% of Cost of work:	$ 133,334	$ 38,688	$ 172,022	$ -	$ -	$ 172,022
F,F&E:	$ 4,666,667	$ (3,926,017)	$ 740,650	$ 866,241	$ -	$ (125,591)
			$ -	$ -	$ -	$ -
Total Bond Funded Budget:	**$ 20,000,000**	**$ (10,568,679)**	**$ 9,431,321**	**$ 6,628,394**	**$ 3,968,663**	**$ 4,967,134**
Variance from Bond Revenue:	$ -					

Budget Comments: Deductive Change Order #1 in totaling $1,350,000.00 was approved in December 2020. The existing GMP is not affected however the soft cost have increased due to unanticipated expeditures. Therefore, we are transferring savings from SAC PPI and Parking Garage/San Pedro projects to this project.
To maximize utilization of MTN, SAC's portion ($11M) will be utilized fully for the Fletcher Bldg. Renovation GMP. Approximately $9.6M of the $20M G.O.Bonds budgeted for Fletcher will be reallocated to other CIP projects.

One-Time Costs in (Year Completed) to open Facility:

	Original Budget	Revisions	Revised Budget	Encumbrance	Expenditures	Remaining Budget
Construction Budget (GMP w MTN Portion)	$ -	$ 11,100,000	$ 11,100,000	$ -	$ 11,100,000	$ -
F,F&E:	$ -	$ -	$ -	$ -	$ -	$ -
Total One-Time Budget:	**$ -**	**$ 11,100,000**	**$ 11,100,000**	**$ -**	**$ 11,100,000**	**$ -**
Variance from Other Revenues:						

Budget Comments: To maximize utilization of MTN, SAC's portion ($11.1M) will be utilized fully for the Fletcher Bldg. & used to partially fund the GMP.

Discussion and Possible Action on Amending the Guaranteed Maximum Price for the Alamo Colleges District – St. Philip's College (SPC) Norris Building Renovation, Capital Improvement Project (CIP), Construction Manager-at-Risk Contract with Skanska USA Building, Inc. (CSP 18C-005)

Presented to the Board Acting as Committee of the Whole on July 20,2021 and now presented to the Board for approval on July 27, 2021.

MINUTE ORDER

"The Board of Trustees hereby approves an amendment to decrease the Guaranteed Maximum Price by $327,611.51 to $18,958,406.49 under the contract with Construction Manager-at-Risk Skanska USA Building, Inc. for the construction of the Alamo Colleges District – St. Philip's College (SPC) Norris Building Renovation, Capital Improvement Project (CIP), subject to subsequent execution of GMP amendment acceptable to District counsel by Chancellor or delegate.

PURPOSE

To approve the amendment to decrease the Guaranteed Maximum Price by $327,611.51 to $18,958,406.49 under the contract with Construction Manager-at-Risk Skanska USA Building, Inc. for the construction of the Alamo Colleges District – St. Philip's College (SPC) Norris Building Renovation, Capital Improvement Project (CIP) subject to staff confirmation of scope and subsequent execution of GMP amendment.

BACKGROUND

On February 27, 2018, the Board approved the purchase of Construction Manager-at-Risk (CMR) Services for the District for the General Obligation Bond Projects. On January 22, 2019, the Board approved a GMP of $16,780,000 for this work. On October 22, 2019, the Board approved an increase to the GMP in the amount of $2,506,019 for a final GMP of $19,286,018 for this work. Final completion of the work occurred on December 2, 2020. A reconciliation of all costs associated with the GMP resulted in a savings in the amount of $327,611.51. $180,248 of the GMP savings is planned for additional work requested by SPC. The remaining $147,363.51 in GMP savings plus additional non-GMP project savings in the amount of $211,626.49 ($358,990 total) will be added to the SWC Welding & Autobody Collision Center total project costs.

SPC Project	Original January 2019 GMP Award	October 2019 GMP Increase Amount	July 2021 GMP Decrease Amount (Savings)	Final GMP Project Cost
Norris Building Renovation	$16,780,000	$2,506,018	($327,611.51)	$18,958,406.49
TOTALS	**$16,780,000**	**$2,506,018**	**($327,611.51)**	**$18,958,406.49**

IMPLICATIONS

Financial: GMP $18,958,406 of Total Project Cost of $24,884,225
Strategic Objective: Goal I – Student Success; Goal III – Performance Excellence
SWMBE/HUB Participation: 33%
Employee Services:
ATTACHMENTS: Project Summary Sheet, Draft Deductive Change Order #03

_____
Randall Dawson, M.S.
Acting President, St. Philip's College

_____
Lacy Hampton
Interim Associate Vice Chancellor
G.O. Bond Construction Improvement Program (CIP)

_____
Diane E. Snyder, CPA, Ph.D.
Vice Chancellor for Finance & Administration

_____
Dr. Mike Flores
Chancellor

Capital Improvement Program - Project Summary

ALAMO COLLEGES DISTRICT

General Information

Location/Campus:	St. Philip's College		**Bond Tranche #:**	2
			Orig.	**Rev.**
Project Title:	Norris Technical Building Renovation (REV 1)	**Target Completion:**	7/23/2021	11/9/2020
Project Type:	Renovation	**Target Square Footage:**	58,608	70,991
Project Manager:	Laura Anthony	**Construction Manager:**	Skanska USA Building, Inc.	
Architect/Engineer:	Pfluger	**Furniture:**	Office Source	
Project Description:	The Norris Technical Building was built in 1972 and was renovated in 2006. It houses several Student Services spaces, classrooms, and office suites. This project will aim to accomplish the repairs, maintenance, and upgrades of the building to provide an updated facility for students and faculty.			

Revenue Source		**Projected Costs**		**% Overage**	**0%**
Gen. Oblig. Bonds	$ 22,000,000	**Current Estimated GMP:**	$ 18,958,406		
G.O. Bond Tnfrs to SWC WELD.	$ (3,117,624)	**Est. FF&E Budget:**	$ 1,901,286		
G.O. Bond Tnfrs to Bowden	$ (4,000,000)	**Current Estimated Soft Costs:**	$ 2,331,503		
Maintenance Tax Notes:	$ 8,449,287	**Roof**	$ 378,416		
Preventative Maintenance:	$ 1,193,416	**Generator, Transformer, ATS**	$ 156,828		
Institutional Funds:	$ 359,146	**Roof & Demo/Abatement**	$ 977,538		
		Owner Requested Addt'l Work	$ 180,248		
Total Revenue:	**$ 24,884,225**	**Total Projected Costs:**	**$ 24,884,225**		

Bond Funded Expenditure Budget

	Original Budget	Revisions	Revised Budget	Encumbrances	Expenditures	Remaining Budget
Transfer of Bond Cost to Prev. Mtn.	$ 14,666,667	$ (15,481,667)	**$ (815,000)**		$ (815,000)	$ 0
Skanska Constrctn. GMP (Fund Split):	$ -	$ 11,906,779	**$ 11,906,779**		$ 11,906,779	$ 0
Skanska (Transformer/Gen)	$ -	$ 156,828	**$ 156,828**		$ 156,828	$ -
Schneider: Bldg. Automation/HVAC	$ -	$ 353,000	**$ 353,000**		$ 353,000	$ -
Bexar Environmental (Demo & Abatmt.)	$ -	$ 977,538	**$ 977,538**		$ 977,538	$ -
Jamco Ventures:	$ -	$ 2,405	**$ 2,405**		$ 2,405	$ -
Johnson Controls:	$ -	$ 5,419	**$ 5,419**		$ 5,419	$ -
Protctn. Develpmt:	$ -	$ 1,075	**$ 1,075**		$ 1,075	$ -
F,F&E:	$ 5,133,333	$ (4,455,516)	**$ 677,817**		$ 677,817	$ -
Spclzd. Eng. Srvcs (BMB, Cx, Raba)	$ 146,667	$ 22,702	**$ 169,369**		$ 169,369	$ -
Arch. & Eng.: (Pfluger & Page)	$ 1,466,667	$ (188,268)	**$ 1,278,399**		$ 1,278,399	$ -
Terracon Const. Mtrls.Testing:	$ 293,333	$ (184,408)	**$ 108,925**		$ 108,925	$ -
Bldg Permit & Dev./TDLR/LCP Tkr. Fees:	$ 146,667	$ (106,020)	**$ 40,647**		$ 40,647	$ -
Public Art: Moved to INSTL	$ 146,667	$ (146,666)	$ 1	$ 1	$ -	$ (0)
Owner Requested Addt'l Work (Skanska)	$ -	$ 19,174	$ 19,174		$ -	$ 19,174
	$ -	$ -	$ -	$ -	$ -	$ -
Total Bond Funded Budget:	**$ 22,000,000**	**$ (7,117,624)**	**$ 14,882,376**	**$ 1**	**$ 14,863,201**	**$ 19,174**
Variance from Bond Revenue:	**$ 0.00**					

Budget Comments: The construction budget was increased by $2.1M when adopted in Dec. for a GMP of $16,780,000. The GMP did not include significant building components which are proposed to go to the Board in Oct. for GMP amendment adding $2.5M for roof and other previously excluded items. The other soft costs have been determined as of 9/2019 and budgets will be reduced to match current estimates.

MTN Funded Expenditure Budget

	Original Budget	Revisions	Revised Budget	Encumbrance	Expenditures	Remaining Budget
MTN-Remaining $358,989 TRFR to WAAC	$ 8,808,277	$ (8,808,277)	$ -			$ -
Construction GMP C.O. 1 & 2: TRFR. -MTN	$ -	$ 7,051,627	$ 7,051,627	$ 631,081	$ 6,748,158	$ (327,612)
		$ -	$ -			$ -
F,F&E: MTN		$ 1,223,469	$ 1,223,469		$ 1,186,464	$ 37,005
Specialized Eng. (Raba Kistner)		$ 13,118	$ 13,118			$ 13,118
Owner Requested Addt'l Work (Skanska)		$ 161,074	$ 161,074			$ 161,074
PREV. MTN	$ 1,193,781	$ (1,193,781)	$ -	$ -		$ -
Transfer of Bond Cost to-PREV. MTN		$ 815,000	$ 815,000	$ -	$ 815,000	$ -
ROOF Tremco (Split) Funding-PREV. MTN		$ 378,416	$ 378,416	$ -	$ 378,416	$ -
Public Art: Moved to INSTL		$ 189,583	$ 189,583	$ -		$ 189,583
Pfluger Arch.: INST'L	$ 165,397	$ -	$ 165,397	$ -	$ 165,397	$ -
Thos. Printwork.: INST'L	$ 4,165	$ -	$ 4,165	$ -	$ 4,165	$ -
Total One-Time Budget:	**$ 10,171,620**	**$ (169,771)**	**$ 10,001,849**	**$ 631,081**	**$ 9,297,600**	**$ 73,168**
Variance from Other Revenues:	**$ -**					

Budget Comments:

EXHIBIT A - ATTACHMENT D1

CHANGE ORDER PROPOSAL

This change order ("Change Order") to the Contract described herein is made and entered into between the **Alamo Community College District**, a political subdivision of the State of Texas ("Alamo Colleges District" or "Owner"), **Skanska USA Building, Inc.** ("Contractor" or "Construction Manager") and, **Pfluger Architects** ("Architect") regarding the **Alamo Colleges District - St. Philip's College (SPC) Norris Building Renovation** Capital Improvement Project (Project), which was agreed to as evidenced by the Guaranteed Maximum Price Amendment executed on **12/17/2019** with a Guaranteed Maximum Price of $**17,263,115.00** a Substantial Completion date of **11/09/2020** and a Final Completion date of **12/09/2020**.

This is Change Order No. **003**
Date of this Changer Order is **02/22/2021**

The original date for Substantial Completion was **11/09/2020** and Final Completion was **12/09/2020**.

The original not-to exceed Guaranteed Maximum Price consisting of:

1.	Stipulated amount for the Preconstruction Services Fee	**$71,894.00**
2.	Amount for the Construction Services including:	**$15,158,197.00**
	a. A not-to exceed amount for the Cost of Work	**$1,387,608.00**
	b. A not-to exceed amount for the General Conditions	**$829,541.00**
	c. A lump sum amount Construction Phase Fee	**$606,330.00**
	d. A lump sum amount of Construction Contingency	**$317,291.00**
	e. A lump sum amount of Owner Contingency	**$915,157.00**
	f. A lump sum amount for Bonds, BRI, CCIP, & SDI	
3.	TOTAL OF GMP LINE ITEMS: This amount shall be the Guaranteed Maximum Price (GMP), which we hereby guarantee to the Owner shall not be exceeded.	**$19,286,018.00**

The Construction Manager hereby submits to the Alamo Colleges District a request for a change in the Work, Contract Sum, Contract Time and/or Contract Documents accompanied by sufficient supporting data and information to permit the Architect to make a recommendation to Owner and to permit the Owner to make a decision. Owner reserves the right to request additional information to evaluate any request and recommends that all requests be prepared in a manner consistent with the District's Guidelines for the Preparation of the Guaranteed Maximum Price Proposal.

All changes orders must include an updated Project Schedule, General Conditions, and Schedule of Values, as applicable.

Based on the request and the supporting documents, the contract is changed as follows:
(Deductive change order for project savings associated with GC's, Contingency, & Cost of Work.)

The changes to the Contract are based upon the following assumptions, specifications, drawings, or other conditions of the Contract:

1. **__N/A___**; and
2. **__N/A___**.

The Contract is changed to modify the scope of work, which is set forth in detail in the documents attached hereto, incorporated herein or referenced herein. The Contractor must comply with these aforementioned plans, specifications, conditions and requirements as it relates to the Project and the modified scope of work. The provisions of this Change Order shall (i) modify the terms of the Contract Documents, as herein specified; and (ii) shall prevail over any conflicting provisions of the Contract Documents, to the extent of such conflict, as of the date of this Change Order.

The Contract Time will Decrease by (**_7_**) of days and the new date for Substantial Completion is **____11/02/2020___** and the new date for Final Completion is **___12/02/2021**____ as further reflected on the attached Project Schedule.

The new not-to exceed Guaranteed Maximum Price consisting of:

1.	The new not-to exceed amount for Preconstruction Services Fee	**$71,894.00**
2.	The new not-to exceed amount for Construction Services include:	
	a. The new not-to exceed amount for the Cost of Work	**$15,018,005.00**
	b. The new not-to exceed amount for the General Conditions	**$1,351,435.74**
	c. The new not-to exceed amount Construction Phase Fee	**$829,541.00**
	d. The new not-to exceed amount of Construction Contingency	**$459,580.75**
	e. The new not-to exceed amount of Owner Contingency	**$317,291.00**
	f. The new not-to exceed amount for Bonds, BRI, CCIP, & SDI	**$910,659.00**
	Any of the unused contingencies shall accrue to the Owner	
3.	TOTAL of the NEW AMENDED GMP LINE ITEMS:	**$18,958,406.49**
	This amount shall be the Guaranteed Maximum Price (GMP), which we hereby guarantee to the Owner shall not be exceeded.	

By signing below, each party represents and acknowledges that they (i) have reviewed this instrument and its supporting data and (ii) are in agreement with the terms, conditions and requirements of this Change Order.

[Signature page to follow]

Accepted and Agreed to by:

Alamo Colleges District:
By:_____
Printed Name: Dr. Diane Snyder_
Its: Vice Chancellor, Finance & Administration_

Contractor:
By:_____
Printed Name: _____
Its:_____

District's Counsel, as to form only:
By:_____
Printed Name: _____
Its: _____

Architect:
By:_____
Printed Name: _____
Its:_____

Capital Improvement Program - Project Summary

ALAMO COLLEGES DISTRICT

General Information

Location/Campus:	St. Philip's College	**Bond Tranche #:**		2
			Orig.	**Rev.**
Project Title:	Welding and Auto Body Facility	**Target Completion:**	7/23/2021	12/1/2021
Project Type:	New Building	**Target Square Footage:**	60,000	62,093
Project Manager:	Laura Anthony	**Construction Manager:**	Guido Construction Company, Inc	
Architect/Engineer:	WestEast Design Group	**Furniture:**	Workplace Resources	
Project Description:	The new building will provide students and faculty with spaces that will enable them to develop high level skills and craftsmanship in the use of welding for a variety of trades and other techniques related to auto body repair. Both programs are currently offered at the St. Philip's College Southwest Campus and are currently housed in Quadrants B and D of Building 3020 (ITC).			

Revenue Source		Projected Costs		% Overage	0%
Gen. Oblig. Bonds	$ 20,000,000	**Current Estimated GMP:**	$ 19,861,680		
G.O. Bonds Transfer from Norris	$ 3,117,624	**Current Estimated FF&E :**	$ 2,877,555		
MTN Transfer from Norris	$ 358,990	**Current Estimated Soft Costs:**	$ 1,859,575		
SPC Inst. Budget	$ 1,874,374	**Current Estimated Hard Cost (Soil Disp.**	$ 752,178		
Total Revenue:	**$ 25,350,988**	**Total Projected Costs:**	**$ 25,350,988**		

Bond Funded Expenditure Budget

912144	Original Budget	Revisions	Revised Budget	Encumbrances	Expenditures	Remaining Budget
Construction Budget: 74102	$ 13,333,333	$ 6,528,347	$ 19,861,680	$ 10,053,750	$ 9,807,931	$ (0)
Transfer for Hard Costs		$ 700,000	$ 700,000	$ 700,000		$ -
Arch. & Eng.: 74105	$ 1,333,333	$ (112,216)	$ 1,221,117	$ 101,965	$ 891,966	$ 227,186
Const. Mtrls.Testing: 71151	$ 266,667	$ (188,906)	$ 77,761		$ 77,761	$ (0)
Spclzd. Eng. Services: 74108	$ 133,333	$ 227,277	$ 360,610	$ 149,925	$ 127,415	$ 83,270
Bldg Permit & Dev. Fees: 74108	$ 133,333	$ (131,883)	$ 1,450		$ 1,450	$ -
Public Art 1% of Const.:	$ 133,333	$ 65,303	$ 198,636	$ -	$ -	$ 198,636
F,F&E:	$ 4,666,667	$ (3,970,298)	$ 696,369	$ 505,955	$ 44,769	$ 145,645
Total Bond Funded Budget:	**$ 20,000,000**	**$ 3,117,624**	**$ 23,117,624**	**$ 11,511,595**	**$ 10,951,292**	**$ 654,737**
Variance from Bond Revenue:	**$ 0.00**					
Budget Comments:						

One-Time Costs in (Year Completed) to open Facility:

	Original Budget	Revisions	Revised Budget	Encumbrance	Expenditures	Remaining Budget
FF&E: INSTL.	$ -	$ 1,874,374	$ 1,874,374	$ -	$ -	$ 1,874,374
Hard Costs - MTN	$ -	$ 52,178	$ 52,178	$ -	$ -	$ 52,178
FF&E MTNs	$ -	$ 306,812	$ 306,812	$ -	$ -	$ 306,812
Total One-Time Budget:	**$ -**	**$ 2,233,364**	**$ 2,233,364**	**$ -**	**$ -**	**$ 2,233,364**
Variance from Other Revenues:	**$ 0.00**					
Budget Comments:						

Discussion and Possible Action on Amending the Guaranteed Maximum Price for Alamo Colleges District – Northeast Lakeview College (NLC) Science and Technology Building (STEM) Capital Improvement Project (CIP), Construction Manager-at-Risk Contract with Turner Construction Company. (CSP18C-005)

Presented to the Board Acting as Committee of the Whole on July 20, 2021 and now presented to the Board for approval on July 27, 2021.

MINUTE ORDER

"The Board of Trustees hereby approves an amendment to increase the Guaranteed Maximum Price by $1,473,311 to $37,636,209 under the contract with Construction Manager-at- Risk Turner Construction Company for the construction of the Alamo Colleges District – Northeast Lakeview College (NLC) Science and Technology Building (STEM) Capital Improvement Project (CIP), subject to subsequent execution of GMP amendment acceptable to District counsel by Chancellor or delegate.

PURPOSE

To approve the amendment to increase the Guaranteed Maximum Price by $1,473,311 to $37,636,209 under contract with Construction Manager-at-Risk Turner Construction Company for the construction of the Alamo Colleges District – Northeast Lakeview College (NLC) Science and Technology Building (STEM) Capital Improvement Project (CIP) subject to staff confirmation of scope and subsequent execution of GMP amendment.

BACKGROUND

In February 27, 2018, the Board approved the purchase of Construction Manager-at-Risk Services for the District for the General Obligation Bond Projects. On September 15, 2020, the Board approved a Guaranteed Maximum Price (GMP) of $36,162,898 (including contingency) for the construction of the NLC Science and Technology (STEM) Building. The increase amendment incorporates technological enhancements driven by recent advancements and an exterior learning space by the café.

NLC project	September 2020 GMP Award	July 2021 GMP Increase Amount	Final GMP
Science and Technology Building (STEM)	$36,162,898	$1,473,311	$37,636,209
TOTALS	**$36,162,898**	**$1,473,311**	**$37,636,209**

IMPLICATIONS

Financial: GMP: $37,636,209 of Total Project Costs of $47.68M.
$42M of G.O. Bonds will fund $37,636,209 of construction costs and $4,363,791 of project soft costs and FFE. Approximately $5.68M of Maintenance Tax Notes (MTN) will fund other soft costs such as furniture and equipment.

Strategic Objective: Goal I – Student Success; Goal III – Performance Excellence
SWMBE/HUB Participation: 30%
Employee Services:
ATTACHMENTS: Project Summary Sheet, Draft Change Order #01

Dr. Veronica Garcia Lacy Hampton
President, Northeast Lakeview College

Interim Associate Vice Chancellor
G.O. Bond Construction Improvement Program (CIP)

Diane E. Snyder, CPA, Ph.D.
Vice Chancellor for Finance & Administration

Dr. Mike Flores
Chancellor

Capital Improvement Program - Project Summary

ALAMO COLLEGES DISTRICT

General Information

Location/Campus:	Northeast Lakeview College	**Bond Tranche #:**		2+3
			Orig.	**Rev.**
Project Title:	Science & Technology Building	**Target Completion:**	7/23/2021	8/7/2022
Project Type:	New Building	**Target Square Footage:**	73,965	86,390
Project Manager:	Ana Fasone	**Construction Manager:**	Turner Construction Co.	
Architect/Engineer:	Ford Powell and Carson	**Furniture:**	Workplace Resources	

Project Description: The Physical Plant Improvement, the Science Building and the Technology Center of Excellence projects have been combined into one project for greater efficiencies (Science & Technology Building). The new Science & Technology Building will provide the Northeast Lakeview College campus with a dedicated building to enhance and promote science education and support current and future programs. It will provide a second academic building on campus to alleviate the high demand on Academic I Building. The new facility is expected to provide computer labs, faculty offices, and academic classrooms.

Revenue Source		**Projected Costs**	**% Overage**	**0%**
Revenue Source				
Gen. Oblig. Bonds	$ 40,000,000	**Current Estimated GMP:**	$	37,636,209
Transfer Phy. PI GO Bonds:	$ 2,000,000	**Current Estimated FF&E Budget:**	$	6,404,291
Maintenance Tax Notes	$ 5,680,000	**Current Estimated Soft Costs:**	$	3,639,500
Institutional Funds	$ -	**Owner Provided Scope**	$	-
Total Revenue:	**$ 47,680,000**	**Total Projected Costs:**	**$**	**47,680,000**

G.O. Bond Funded Expenditure Budget

	Original Budget	Revisions	Revised Budget	Encumbrances	Expenditures	Remaining Budget
Construction Budget:	$ 26,666,667	$ 10,969,542	$ 37,636,209	$ 26,294,669	$ 9,868,229	$ 1,473,311
Arch. & Eng.:	$ 2,666,667	$ (447,264)	$ 2,219,403	$ 402,966	$ 1,778,725	$ 37,712
Const. Mtrls.Testing:	$ 533,333	$ (115,893)	$ 417,440	$ 134,156	$ 120,103	$ 163,181
Spclzd. Eng. Services:	$ 266,667	$ 53,333	$ 320,000		$ 14,981	$ 305,018
Bldg Permit & Dev. Fees:	$ 266,667	$ 54,361	$ 321,028	$ -	$ 321,028	$ 0
Public Art:	$ 266,667	$ 94,963	$ 361,630	$ -	$ -	$ 361,630
F,F&E:	$ 9,333,333	$ (8,609,042)	$ 724,291	$ -	$ -	$ 724,291
Other		$ -	$ -	$ -	$ -	
Total Bond Funded Budget:	**$ 40,000,000**	**$ 2,000,000**	**$ 42,000,000**	**$ 26,831,791**	**$ 12,103,066**	**$ 3,065,143**
Variance from Bond Revenue:	$ -					

Budget Comments: The Physical Plant Improvement and the Science Building and the Technology Center of Excellence projects were combined into one project (Science & Technology Building). The NLC site suffers from adverse shifting soil conditions, which the approved GMP addresses by using a reinforced concrete foundation slab suspended from multiple deeply placed, load-bearing piers and the suspension of under-foundation plumbing and electrical features within a 12-inch under-foundation air space allowing soil movement to that extent. However, the creation of a true crawl space to facilitate repair of any eventual deterioration (such as plumbing leaks not caused by shifting soils) is not included in the GMP. The cost of the crawl space was estimated at $700,000 to $1,000,000, which would have caused the GMP to exceed CIP-budgeted funds.

One-Time Costs in (Year Completed) to open Facility:

	Original Budget	Revisions	Revised Budget	Encumbrance	Expenditures	Remaining Budget

Capital Improvement Program - Project Summary

ALAMO COLLEGES DISTRICT

***MTN: F,F&E**	$ -	$ 5,680,000	$ 5,680,000	$ -	$ -	$ 5,680,000
	$ -	$ -	$ -	$ -	$ -	$ -
Total One-Time Budget:	**$ -**	**$ 5,680,000**	**$ 5,680,000**	**$ -**	**$ -**	**$ 5,680,000**
Variance from Other Revenues:						
Budget Comments:	*$8.1 MTN Budget for College, originally allocated $4M to Sci. Tech. Bldg. Increased MTN allocation to $5,680,000 in July 2021.					

EXHIBIT A - ATTACHMENT D1

CHANGE ORDER PROPOSAL

This change order ("Change Order") to the Contract described herein is made and entered into between the **Alamo Community College District**, a political subdivision of the State of Texas ("Alamo Colleges District" or "Owner"), Turner Construction Co. ("Contractor" or "Construction Manager") and, Ford Powell & Carson Architects & Planners, Inc. ("Architect") regarding the Northeast Lakeview College STEM Education Building Capital Improvement Project (Project), which was agreed to as evidenced by the Guaranteed Maximum Price Amendment executed on 9/28/2020 with a Guaranteed Maximum Price of $3,162,898 and a Final Completion date of 09/19/2022.

This is Change Order No. 001
Date of this Changer Order is 07/20/2021

The original date for Final Completion was _____.

The original not-to exceed Guaranteed Maximum Price consisting of:

1.	Stipulated amount for the Preconstruction Services Fee	$ 299,500
2.	Amount for the Construction Services including:	$ 35,863,398
	a. A not-to exceed amount for the Cost of Work	$ 30,358,329
	b. A not-to exceed amount for the General Conditions	$ 2,530,955
	c. A not-to exceed amount Construction Phase Fee	$ 1,768,366
	d. A lump sum amount of Construction Contingency	$ 904,072
	e. A lump sum amount of Owner Contingency	$ 301,676
3.	TOTAL OF GMP LINE ITEMS 1 AND 2:	$ 36,162,898

This amount is the current Guaranteed Maximum Price (GMP) guaranteed to the Owner not to be exceeded.

The Construction Manager hereby submits to the Alamo Colleges District a request for a change in the Work, Contract Sum, Contract Time and/or Contract Documents accompanied by sufficient supporting data and information to permit the Architect to make a recommendation to Owner and to permit the Owner to make a decision. Owner reserves the right to request additional information to evaluate any request and recommends that all requests be prepared in a manner consistent with the District's Guidelines for the Preparation of the Guaranteed Maximum Price Proposal.

All changes orders must include an updated Project Schedule, General Conditions, and Schedule of Values, as applicable.

Based on the request and the supporting documents, the contract is changed as follows:
(Insert a detailed description of the change and attach specific exhibits, plans or specifications with which contractor shall comply, but not subcontractor bids, responses or proposals. Also include any agreed-upon adjustments.)

The changes to the Contract are based upon the following assumptions, specifications, drawings, or other conditions of the Contract:

_PR-005 Speakers on 3rd Floor, and Interactive Display Boards; Outdoor learning by Café (ROM); Shaw Carpet Tile at Multi-Function Room (ROM); Added Wireless Access Points (WAPS) (ROM)_____
_____
_____

The Contract is changed to modify the scope of work, which is set forth in detail in the documents attached hereto, incorporated herein or referenced herein. The Contractor must comply with these aforementioned plans, specifications, conditions and requirements as it relates to the Project and the modified scope of work. The provisions of this Change Order shall (i) modify the terms of the Contract Documents, as herein specified; and (ii) shall prevail over any conflicting provisions of the Contract Documents, to the extent of such conflict, as of the date of this Change Order.

The Contract Time will _No Change___ by _Zero_ (_0) of days and the new date for Final Completion is _unchanged_____ as further reflected on the attached Project Schedule.

The new not-to exceed Guaranteed Maximum Price consists of:

1.	The new not-to exceed amount for Preconstruction Services Fee	$_299,500_____
2.	The new not-to exceed amount for Construction Services include:	$_37,336,709_____
	a. The new not-to exceed amount for the Cost of Work	$_31,348,467_____
	b. The new not-to exceed amount for the General Conditions	$_2,594,093_____
	c. The new not-to exceed amount Construction Phase Fee	$_1,811,446_____
	d. The new not-to exceed amount of Construction Contingency	$_976,753_____
	e. The new not-to exceed amount of Owner Contingency	$_605,950_____

Any of the unused contingencies shall accrue to the Owner.

3. TOTAL of the NEW AMENDED GMP LINE ITEMS 1 AND 2: $ 37,636,209

This amount shall be the new Guaranteed Maximum Price (GMP), which we hereby guarantee to the Owner shall not be exceeded.

By signing below, each party represents and acknowledges that it (i) has reviewed this instrument and its supporting data and (ii) is in agreement with the terms, conditions and requirements of this Change Order.

Accepted and Agreed to by:

Alamo Colleges District:	**Contractor:**
By: _____	By: _____
Printed Name: Dr. Diane Snyder	Printed Name: _____
Its: Vice Chancellor, Finance & Administration	Its: _____
District's Counsel, as to form only:	**Architect:**
By: _____	By: _____
Printed Name: _____	Printed Name: _____
Its: _____	Its: _____

Discussion and Possible Action on Appointment of Administrators

July 2021

Linda Boyer-Owens
Associate Vice Chancellor Human Resources &
Organizational Development

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Discussion and possible Action on Appointment of Administrators

The following individuals are recommended to the Alamo Colleges District Board of Trustees for appointment to a senior administrative position.

Shayne West
Interim Associate Vice Chancellor of Finance & Fiscal Services
Alamo Colleges District – Finance and Fiscal Services
as recommended by the Associate Vice Chancellor for Finance and Administration
and the Chancellor of the Alamo Colleges District
Effective July 27, 2021

Jonathan Lee
Interim Dean for Academic Success
Alamo Colleges District – San Antonio College
as recommended by the President of San Antonio College
and the Chancellor of the Alamo Colleges District
Effective July 27, 2021

Christina Horton
Interim Dean for Student Success
Alamo Colleges District – San Antonio College
as recommended by the President of San Antonio College
and the Chancellor of the Alamo Colleges District
Effective July 27, 2021

Thank you.

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Discussion and Possible Action on Appointment of Administrators

Presented for recommended approval to the ALAMO COLLEGES BOARD OF TRUSTEES on July 27, 2021.

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

Shayne West
Interim Associate Vice Chancellor of Finance & Fiscal Services
Alamo Colleges District – Finance and Fiscal Services
as recommended by the Associate Vice Chancellor for Finance and Administration
and the Chancellor of the Alamo Colleges District
Effective July 27, 2021

Jonathan Lee
Interim Dean for Academic Success
Alamo Colleges District – San Antonio College
as recommended by the President of San Antonio College
and the Chancellor of the Alamo Colleges District
Effective July 27, 2021

Christina Horton
Interim Dean for Student Success
Alamo Colleges District – San Antonio College
as recommended by the President of San Antonio College
and the Chancellor of the Alamo Colleges District
Effective July 27, 2021

PURPOSE
To support the achievement of strategic Alamo Colleges District objectives.

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

IMPLICATIONS

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

ATTACHMENTS: Attachment A. Appointment of Administrators

Linda Boyer-Owens Digitally signed by Linda Boyer-Owens Date: 2021.07.15 09:46:00 -05'00'

Linda Boyer-Owens Date
Associate Vice Chancellor for Human Resources & Organizational Development

Dr. Diane Snyder Digitally signed by Dr. Diane Snyder Date: 2021.07.22 12:02:14 -05'00'

Diane E. Snyder, CPA, Ph.D Date
Vice Chancellor for Finance and Administration

Dr. Mike Flores Date
Chancellor

ATTACHMENT A.

ALAMO COLLEGES DISTRICT

Appointment of Administrators

July 2021

Shayne West
Interim Associate Vice Chancellor of Finance & Fiscal Services
Alamo Colleges District – Finance and Fiscal Services
as recommended by the Associate Vice Chancellor for Finance and Administration
and the Chancellor of the Alamo Colleges District
Effective July 27, 2021

Jonathan Lee
Interim Dean for Academic Success
Alamo Colleges District – San Antonio College
as recommended by the President of San Antonio College
and the Chancellor of the Alamo Colleges District
Effective July 27, 2021

Christina Horton
Interim Dean for Student Success
Alamo Colleges District – San Antonio College
as recommended by the President of San Antonio College

Discussion and Possible Action on Appointment of Faculty

July 2021

Linda Boyer-Owens
Associate Vice Chancellor Human Resources &
Organizational Development

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award 2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Discussion and possible Action on Appointment of Full-time Faculty

The following full-time faculty, submitted by the College Presidents for the 2020-2021 and 2021-2022 academic year respectively, are recommended to the Alamo Colleges District Board of Trustees for appointment.

Michael Wagner
Business, Northeast Lakeview College
Effective June 21, 2021

Grayling Williams
Developmental Math, St. Philip's College
Effective August 16, 2021

Halah Jaber
Developmental Math, St. Philip's College
Effective August 16, 2021

Miguel Aguilar
Developmental Math, St. Philip's College
Effective August 16, 2021

Christina Flores
English, Palo Alto College
Effective August 16, 2021

Jianxia Zhang
Chemistry, San Antonio College
Effective August 16, 2021

Thank you.

ALAMO COLLEGES DISTRICT

Malcolm Baldrige National Quality Award
2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

Discussion and Possible Action on Appointment of Full-Time Faculty

Presented for recommended approval to the ALAMO COLLEGES BOARD OF TRUSTEES on July 27, 2021.

MINUTE ORDER
"The Board of Trustees hereby approves the appointment of Full Time Faculty submitted by the College Presidents for the 2021-2022 academic year. Further Board action will not be required for these persons to teach in the indicated disciplines."

PURPOSE
To approve the appointment of Full Time Faculty submitted by the College Presidents for the 2021-2022 Academic Year unless an earlier date is specified in Attachment A.

BACKGROUND
In serving student needs, each College maintains and selects the best and brightest faculty to provide for student success. All appointments are contingent on satisfactory completion of the employment process.

IMPLICATIONS

Financial:	Budgeted Funds
Strategic Objective:	Goal III Performance Excellence
Human Resources:	Build talent and engage employees with a focus on collaboration, application of knowledge and skills, and high performance teams
ATTACHMENTS:	Attachment A.: Appointment of Faculty

Linda Boyer-Owens Digitally signed by Linda Boyer-Owens Date: 2021.07.13 13:45:43 -05'00'

Linda Boyer-Owens Date
Associate Vice Chancellor of Human Resources & Organizational Development

Dr. Diane Snyder Digitally signed by Dr. Diane Snyder Date: 2021.07.14 07:39:55 -05'00'

Dr. Diane E. Snyder Date
Vice Chancellor for Finance and Administration

Dr. Mike Flores Date
Chancellor

ALAMO COLLEGES DISTRICT

ATTACHMENT A.

ALAMO COLLEGES DISTRICT

Appointment of Faculty

July 2021

Michael Wagner

Business, Northeast Lakeview College

Effective June 21, 2021

Halah Jaber

Developmental Math, St. Philip's College

Effective August 16, 2021

Christina Flores

English, Palo Alto College

Effective August 16, 2021

Grayling Williams

Developmental Math, St. Philip's College

Effective August 16, 2021

Miguel Aguilar

Developmental Math, St. Philip's College

Effective August 16, 2021

Jianxia Zhang

Chemistry, San Antonio College

Effective August 16, 2021

Discussion and Possible Action on Renewal of Certain Administrative Contracts Including but not Limited to Presidents and Vice Chancellors

Presented for approval to the ALAMO COLLEGES BOARD OF TRUSTEES on July 27, 2021.

MINUTE ORDER
"The Board of Trustees of the Alamo Colleges, in accordance with Policy D.2.5 adopted by the Board of Trustees, hereby authorizes the Chancellor or his designee to issue employment agreements for the administrative positions listed on Attachment A to meet the operational needs of the College District and instructional needs of students."

All salaries are subject to the availability of funds. Approval of administrators on the attached lists does not preclude reassignment if the need for such assignment provides benefit for operations or the instructional needs of the students of the College District."

PURPOSE
To approve senior administrative positions for achievement of strategic Alamo Colleges objectives.

BACKGROUND
This is the annual renewal of administrator contracts. FY 2021 salary amounts will be developed separately. In accordance with the Alamo Colleges procedures, administrators shall be hired using contracts of one-year or two-year terms. Contract renewals are not presented for current administrators who have already elected to resign or retire by August 31, 2021.

IMPLICATIONS

Financial:	Budgeted funds
Strategic Plan:	Goal III – Performance Excellence
Human Resources:	Build talent and engage employees with a focus on collaboration, application of knowledge and skills, and high-performance teams
ATTACHMENTS:	Attachment A – Administrative Contracts for AY 2021/2022 Attachment B – FY22 Administrator Contract Form DRAFT

Linda Boyer-Owens Digitally signed by Linda Boyer-Owens Date: 2021.07.25 19:38:20 -05'00'

Linda Boyer-Owens Date
Associate Vice Chancellor for HR & Organizational Development

Dr. Diane Snyder Digitally signed by Dr. Diane Snyder Date: 2021.07.26 12:03:24 -05'00'

Dr. Diane E. Snyder Date
Vice Chancellor for Finance and Administration

Dr. Mike Flores Date
Chancellor

Attachment A.

ADMINISTRATIVE CONTRACTS
For Academic Year 2021-2022

Northeast Lakeview College

Veronica Garcia	President of the College*
Tangila Dove	Vice President for Student Success
Laura Sanchez	Vice President for Academic Success
Chantae Recasner	Dean of Academic Success
Tammy Perez	Dean of Academic Success
William Fanning	Dean of Academic Success
Julie Kirkland-Poirier	Dean of Student Success

Northwest Vista College

Ric Baser	President of the College*
Daniel Powell	Vice President for Academic Success
Erin Sherman	Vice President for College Services
Deborah Gaitan	Vice President for Student Success
Patrick Fontenot	Dean of Academic Success
Russell Frohardt	Dean of Academic Success
Jennifer Comedy-Holmes	Dean of Student Success
Robin Lund	Dean of Student Success

Palo Alto College

Robert Garza	President of the College*
Elizabeth Tanner	Vice President for Academic Success
Gilberto Becerra	Vice President for Student Success
Katherine Doss	Interim Vice President for College Services / Dean for Student Success PAC
Ernestina Mesa	Dean of Academic Success
Patrick Lee	Dean of Academic Success
Theophane Pfang	Dean of Academic Success
Monica Ayala Jimenez	Dean of Student Success
Delilah Marquez	Interim Dean for Student Success / Director of Student Advocacy Center

San Antonio College

Roberto Vela	President of the College*
Stella Lovato	Vice President for College Services
Tiffany Cox	Interim Vice President for Student Success/ Dean of Student Success
Conrad Krueger	Dean of Academic Success
Sobia Khan	Dean of Academic Success
Jonathan Lee	Interim Dean of Academic Success
Maria De Los Reyes	Dean of Student Success
Christina Horton	Interim Dean of Student Success
Francisco Solis	Dean of Performance Excellence

St. Philip's College

Adena Loston	President of the College*
Randall Dawson	Interim President of the College/Vice President for Academic Success
George Johnson	Interim Vice President Academic Success/Dean of Academic Success
Paul Machen	Interim Vice President for Student Success/Dean of Student Success
Vanessa Anderson	Interim Vice President for College Services/Dean for Academic Success
Christopher Beardsall	Dean of Academic Success
Edith Orozco	Dean of Academic Success
Jessica Cooper	Dean of Academic Success
Michael Grillo	Interim Dean of Academic Success/Chair
Christina Cortez	Dean of Student Success
Destiny Harper-Lane	Interim Dean of Student Success
Diana Gavin	Interim Dean for Academic Success / Chair SPC
Joshua Scott	Chair
Raquel Farias	Chair
Thermajean Jones	Chair

Vice Chancellor for Academic Success

George Railey	Vice Chancellor for Academic Success*
Lucas Dowden	Chief Online Learning Officer
Ruth Dalrymple	Associate Vice Chancellor Academic Partnerships and Initiatives
Samantha Gallegos	Interim Chief High School Programs Officer

Vice Chancellor for Economic and Workforce Development

Xavier Urrutia	Interim Vice Chancellor Economic & Workforce Dev/ Chief of Staff to Chancellor
Sammi Morrill	Associate Vice Chancellor Economic & Workforce Development Operations
Linda Rivas	Interim Associate Vice Chancellor of Continuing Education
Alejandra Bueno	Executive Director of International Programs

Vice Chancellor for Finance and Administration

Diane Snyder	Vice Chancellor for Finance & Administration*
Linda Boyer-Owens	Associate Vice Chancellor of Human Resources & Organizational Development
Shayne West	Interim Assoc. Vice Chancellor Finance & Fiscal Svcs/Dir. Fin. Plng. & Bus. Perf.
Gregory McClure	Associate Vice Chancellor of Facilities and Construction Management
Derek Fuller	Chief of Public Safety
Harold Whitis	District Director of Student Financial Aid
Patrick Vrba	Controller
Gary O'Bar	District Director of Purchasing

Vice Chancellor for Planning, Performance, Accreditation and Information Systems

Thomas Cleary	Vice Chancellor for Planning, Performance, Accreditation and Information Systems
Roger Castro	District Director of Information Technology Services
Velda Villarreal	District Director of Institutional Research and Effectiveness Services

Vice Chancellor for Student Success

Adelina Silva	Vice Chancellor for Student Success*
Patricia Parma	Associate Vice Chancellor of Student Access & Success Initiatives
Cynthia Mendiola-Perez	Associate Vice Chancellor of Student & Program Development

Chancellor

George Laughead	General Counsel*
Kristi Wyatt	Associate Vice Chancellor Communications & Engagement
Lacy Hampton	Interim Associate Vice Chancellor G.O. Bond CIP/Vice President College Svcs SPC
Stephanie Vasquez	Chief Program Officer AlamoPROMISE
Sheila Marlow	Executive Director of Institutional Advancement

* Two-year contract

ALAMO COLLEGES DISTRICT

[ADMINISTRATOR NAME] **[DATE]**
[Banner ID2]

Dear **[NAME]:**

The Board of Trustees of the Alamo Colleges District has approved your employment at **[COLLEGE] [NAME]** as **[JOB TITLE].** This agreement supplants any and all prior written agreements, offer letters, or asserted verbal commitments.

The term of this contract is from September 1, 2021, through August 31, 2023 [for Vice Chancellors, Presidents, and General Counsel] or August 31, 2022 [for all other term contract administrators] and it supersedes all previous agreements. You are subject to reassignment by the Chancellor at any time. Your employment will be subject to termination during the term only for cause, as defined in the policies and procedures of Alamo Colleges applicable to administrators (or absent same, as defined by Texas law), or due to material financial exigency.

The District will list your position as an insured officer in an insurance policy covering claims of any liability for errors or omissions by you, whether made by the District or by third parties, and will pay any applicable deductible on your behalf should a claim against you within the scope of policy coverage occur.

Subject to adjustment as described below, for FY 2021-2022, your base salary will be $**[SALARY]** annually. Subject to availability of funds and your having performed work between March 1, 2020 and August 31, 2021 and being employed through the date of payment in October, 2021, you will also receive a one-time payment in the amount of $1,000 recognition of your additional transitional responsibilities as you manage our return to on-site work. You will be entitled to benefits provided to all employees by the policies of the Alamo Community College District, except that for each year of your contract, you will accrue twenty-one days of vacation leave.

This salary will be subject to all deductions authorized by you or required by state and federal law. Payment will be made per and subject to standard payroll practice and procedure (including sick/vacation leave accruals). Should this appointment be terminated for cause before the end of the term of your contract, your salary will be paid *pro-rata* through the date of termination.

As a condition of employment, you agree to perform such duties as may be required by the offices of the institution, stipulated in your position description, and including but not limited to the following specific duties to the extent reasonably applicable to your position:

1. Use collaborative leadership to achieve the Board's vision of becoming the best community college district in the nation. Full participation in the Leadership Team advanced leadership development program is required.
2. Establish a Strategic Work Plan and Smart Goals for the year with Metrics for Success that are aligned to the ACD Strategic Plan.
3. Assist the Chancellor and Board of Trustees to achieve the Board of Trustees' Charges to the Chancellor;

DRAFT

4. Actively advance an agenda of economic and social mobility, diversity, equity, and inclusion for all students and the workforce of the Alamo Colleges;
5. Ensure your department/College budget development, management, and spending decisions support the Alamo Colleges' strategic plan Smart Growth and Talent priorities to achieve our WIG, sub-WIGs, and key priorities, giving full attention to AlamoPROMISE, Strategic Enrollment Management, student onboarding, AlamoEXPERIENCE, and AlamoONLINE;
6. Use collaborative leadership to execute the strategic plan and its component parts, including performance measures, BOTI Action Plans and tasks, throughout your respective organization and the Alamo Colleges as a whole;
7. Execute strategies established to achieve the results called for by the strategic plan, Student Success Points established by the State of Texas, and the Coordinating Board 60x30 Texas Plan;
8. Assist the organization to bring the Alamo Way to scale – Student Success, Principle-Centered Leadership, and Performance Excellence exemplified by a collaborative framework – with the execution of strategies such as 7 Habits, 4DX, PDCA, AlamoENGAGE, and a collaborative Alamo Colleges Baldrige follow-up;
9. Assist the Chancellor in the development of key strategies that include public school relations, SA Works, University Transfer Compacts, Access and Completion Compacts, Regional Education and Training Centers, and Student Advocacy/Resource Center Network;
10. Engage in innovation at the college and district level utilizing the RIP Rapid Improvement Process for proof of concept and consensus needed to take successful innovations to scale in ways that benefit students at all five colleges.
11. Participate in effective fundraising and development as a member of the Alamo Colleges Institutional Advancement team;
12. Actively assist in the implementation of the General Obligation Capital Improvement Bond projects:
13. Ensure consistent compliance with policies and procedures, including win-win process, the AlamoTALENT performance management process, and adherence to performance standards by subordinate employees at all levels; and
14. Perform other duties as assigned.

DRAFT

Dr. Mike Flores,Chancellor	**[ADMINISTRATOR NAME]**
Date:_____	Date:_____

ALAMO
COLLEGES
DISTRICT

DRAFT

Discussion and Possible Action on the Employment Contract of the District Director of Internal Audit

Presented to the ALAMO COLLEGES BOARD OF TRUSTEES on July 27, 2021.

MINUTE ORDER

"The Board of Trustees has reviewed the effectiveness of the internal audit function and the District Director of Internal Audit's performance, and hereby authorize a new employment contract that extends the current appointment of Francisco Cortez as the District Director of Internal Audit through August 31, 2023 on the terms discussed in Executive Session."

PURPOSE

To renew the appointment and employment contract of the District Director of Internal Audit through August 31, 2023.

BACKGROUND

The Audit, Budget and Finance Committee charter requires periodic review of the effectiveness of the internal audit function and the accomplishments of its Director. The Board of Trustees is to discuss and deliberate the duties, evaluation, contract, compensation, and continued employment of the Director for a rolling two-year period ending August 31. The Board of Trustees has evaluated the performance of the District Director of Internal Audit, both sitting as a Committee of the Whole in its Audit, Budget and Finance capacity and at one or more Board Meetings.

IMPLICATIONS

Financial:	Budgeted funds
Strategic Plan:	III Performance Excellence
Human Resources:	Build talent and engage employees with a focus on collaboration, application of knowledge and skills, and high-performance teams
ATTACHMENTS:	None

Mr. Roberto Zárate, Chairman Date
Audit, Budget & Finance

Dr. Mike Flores Date
Chancellor

Discussion and Possible Action on Approval of the Consent Agenda Items of the Regular Board Meeting

Recommended for Approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on July 27, 2021

MINUTE ORDER:

"The Consent Agenda for the Regular Board Meeting of the Alamo Community College District Board of Trustees held on July 27, 2021 is hereby approved."

PURPOSE: To approve the Consent Agenda of the Regular Board Meeting on July 27, 2021 which includes:

Agenda Items #18

A.) Approval of Minutes (1a-1c)
B.) Fiscal Services Reports (1- 7)
C.) Internal Audit Department Monthly Activity Report
D.) Private Gifts to the Alamo Colleges Foundation and Alamo Colleges District
E.) Public Safety Monthly Clery Act Report
F.) Federal College Work Study Report

BACKGROUND: N/A

IMPLICATIONS:

Financial: N/A
Strategic Objective: N/A
Employee Services: N/A

ATTACHMENT: N/A

_____
Dr. Mike Flores, Chancellor

ALAMO COLLEGES DISTRICT

Discussion and Possible Action on Minutes of the Regular Board Meeting on May 18, 2021

Presented and recommended for approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on July 27, 2021.

MINUTE ORDER

"The minutes of the Regular Board Meeting of the Board of Trustees of the Alamo Community College District held on May 18, 2021 are hereby approved."

PURPOSE

To officially approve the minutes of the Regular Board Meeting held on May 18, 2021.

IMPLICATIONS

Financial: None

Strategic Objective III: Performance Excellence

Human Resources: None

ATTACHMENT: Minutes of May 18, 2021

_____
Dr. Mike Flores, Chancellor

ALAMO COLLEGES DISTRICT

MINUTES
REGULAR BOARD MEETING OF THE BOARD OF TRUSTEES
VIA TELEPHONE OR VIDEO CONFERENCE
MAY 18, 2021

1. **CALL TO ORDER**
   Chair Dr. Gene Sprague called the meeting to order at 6:02 p.m.

   As permitted by the Texas Governor's declaration on March 16, 2020, governmental bodies may conduct meetings to advance the public health goal of limiting face-to-face meetings. This Board Meeting is being conducted by telephone conference and video conference. This meeting is accessible to the public and allows the public to participate telephonically by two-way audio conference. Any member of the public may participate in the Board Meeting by calling telephone number printed on the agenda. Additionally, the Board members, Chancellor, participating staff and attorneys will participate by video conference to facilitate the roll call, quorum, and any executive session.

2. **CERTIFICATION AND POSTING**
   This meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551.

3. **ROLL CALL**

District 1:	Joe Alderete, Jr.
District 2:	Gloria Ray, Assistant Secretary
District 3:	Anna U. Bustamante
District 4:	Dr. Lorraine Pulido
District 5:	Roberto Zarate
District 6:	Dr. Gene Sprague, Chair
District 7:	Dr. Yvonne Katz, Vice Chair
District 8:	Clint Kingsbery, Secretary
District 9:	Leslie Sachanowicz
Student Trustee:	Aja Leija

Presiding Administrator: Dr. Mike Flores, Chancellor

Chair Dr. Gene Sprague announced that a quorum of board members was present.

4. **PLEDGE OF ALLEGIANCE**
   The pledge was recited.
5. **INVOCATION**
   Jesse Harbert, Northwest Vista College

6. **MEMORIALS**

NAME	YEARS OF SERVICE	CAMPUS	DEMISE DATE

Kenneth D. Hairgrove	09/01/1965 – 08/15/2008	Professor, San Antonio College	April 21, 2021
Susan H Woods	01/03/1980 – 06/27/2013	Program Manager, Palo Alto College	February 5, 2021

7. **RECOGNITIONS**

A. Alamo Colleges District Employee of the Month: Heather Marks, Northeast Lakeview College – *Dr. Veronica Garcia*

Dr. Veronica Garcia, President Northeast Lakeview College, recognized Heather Marks as Alamo Colleges District Employee of the Month: Northeast Lakeview College. Heather Marks been involved with Northeast Lakeview College since 2014 when she started college and began her Work Study program. She found a passion for higher education and has continuously worked in the field for 7 years. At NLC she has held titles as College Connections Specialist, Advising Team Support Specialist, and currently Senior Specialist with NLC's Veteran Center. She currently certifies processed documents for NLC's veteran affiliated students and works with the office's data. Her favorite Alamo College values are Students First and Data Informed. She believes knowing the data is vital part of putting students first as it can show projections for future opportunities and services to offer students.

B. 2021 Jack Kent Cooke Foundation Undergraduate Transfer Scholar: Youngseo Yoon, San Antonio College – *Dr. Robert Vela*

Dr. Robert Vela, President at San Antonio College, recognized Youngseo Yoon 2021 Jack Kent Cooke Foundation Undergraduate Transfer Scholar. Ms. Yoon served as President, Student Government Association and an amazing leader for San Antonio College as well as Alamo Colleges District. Ms. Yoon was so impressed with the student wrap around services that she wants to give back and become a community college leader in the future.

C. 2021 Aspen Prize for Community College Excellence Award Announcement – *Dr. Robert Vela*

Dr. Mike Flores, Chancellor recognized and thanked Dr. Robert Vela, President San Antonio College and his team for achieving the 2021 Aspen Prize for Community College Excellence Award. Dr. Vela thanked the board and Dr. Flores and shared that this award is such an honor and testament to the work ethic of the faculty, staff and administration at the Alamo Colleges District.

8. **NEW BUSINESS**

A. Discussion and Possible Action on Granting of Emeritus Status of English Department - *Dr. Robert Garza*

Dr. Robert Garza, President Palo Alto College recognized and recommended Dr. Denise Barkis Richter, Professor Emeritus of English Department. Dr. Richter has worked at Alamo Colleges District – Palo Alto College for 21 years. She launched the Pulse, a student

produced digital newsletter, established The Go Green Vida Verde Committee and served as chair since its inception. Dr. Richter retired as professor of communication in August, 2020 and contributed to education growth and development of thousands of students.

On a motion by Trustee Zarate seconded by Trustee Dr. Katz and by unanimous vote of the Board of Trustees, the following minute order was approved:

> *"The Board of Trustees hereby approves, with the recognition and appreciation for 21 years of dedicated service to Alamo Colleges District – Palo Alto College and with the recommendation of the faculty and administration of Alamo Colleges District-Palo Alto College and the Chancellor of the College District, Dr. Denise Barkis Richter, Professor Emeritus of English department at Alamo Colleges District – Palo Alto College."*

B. Discussion and Possible Action to Designate the Records Management Officer of the College District

On a motion by Trustee Zarate seconded by Trustee Dr. Katz and by unanimous vote of the Board of Trustees, the following minute order was approved:

> *"The Board of Trustees Hereby Designates the Associate Director for Records Management & Inventory Control as the Records Management Officer of the College District."*

9. **CITIZENS TO BE HEARD**
There were no citizens to be heard.

10. **CHANCELLOR'S REPORT**

A. Presidents' Report on Student Success Strategies

Dr. Robert Vela, President San Antonio College reported the college has specifically imbedded tutoring in high challenge courses targeting math. High challenges courses in math has been reduced from nine courses to one. Productive grade rates went from 66.1 percent to 70.7 percent, and retention went from 84.8 percent to 90.6 percent.

Dr. Robert Garza, President Palo Alto College reported the college went down from 23 to 10 in high challenge courses and specifically for math 7 to 4, and 2 of the 4 increased by 10 percentage points, and only 5 points from being removed from high challenge courses. The college has also moved to imbedded tutoring specifically in high challenge courses with emphasis on math.

Dr. Veronica Garcia, President Northeast Lakeview College reported starting a graphing calculator loan program. The college developed a program to ensure each student that is enrolled in a math course will have access to the graphing calculator free of charge and upon completion the student will return it back to the math department to be re-issued to the next cohort.

Dr. Ric Baser, President Northwest Vista College reported one of the strategies the college implemented was orientation. The college orientated the students to understand what is going to be expected and the support levels that are available to them. Prior to

the start of the fall term students enrolled in 1414, calculus based STEM math attend a math1414 orientation where they receive one on one advisement from full time math faculty.

Randall Dawson, Acting President, St. Philip's College reported the college focused on getting students to complete a college level math course within their first year. They also implement Smart Advising where students are contacted prior to the start of the semester no matter what part of term the student is enrolled to ensure students are properly enrolled in the proper co-requisite model class as well as aligning with their institute.

B. Four Disciplines of Execution (4DX) Report & Wildly Important Goal Presentation: Northwest Vista College A Digital Badge Journey - *Carla Greszler-Gomez and Rolando Sanchez*

Carla Greszler-Gómez, Digital Badges Specialist, Spanish Faculty and Rolando Sánchez Digital Badges Faculty Fellow, Economics Faculty presented on 4DX Highlights – A Digital Badge Journey Championing Intercultural Fluency and Critical Thinking with Digital Badges which included Championing Digital Badges – Overview, Badges Offered at Northwest Vista College in Fall 2020, Critical Thinking Badge - Faculty Perspective, Intercultural Fluency Badge - Faculty Perspective, Wildly Important Goal (WIG): Implementing the Course+ Badge Initiative at NVC, Badge Sections at NVC, Badges Earned by Students at NVC, and Summary & Next Steps.

C. Program Highlight: Northwest Vista College Student Leadership: A Strategic Plan & Reality - *Marie Morgan*

Marie Morgan, Northwest Vista College Director of Student Success presented on Student Leadership: A Strategic Plan & Reality which included Leadership: Each Vista Students' Reality, Leadership: A Continuous Experience, From the First Day of Class…, NVC Learning to Lead Program, Student Organizations, Teams & Programs, Programming & Ongoing Initiatives, and Outreach.

D. Quarterly Media Report – *Kristi Wyatt*

Kristi Wyatt, Associate Vice Chancellor of Communications & Engagement presented on Quarterly Media Report which included Quarterly Success Highlights, Earned Media Total Mentions 1.7k, Total Publicity Value $702,400, Traditional Media Coverage Focused on Partnerships and Student Support, Year-Round Enrollment Marketing, AlamoPROMISE, Diversity, Equity & Inclusion, Organic Social Media Activity, Return to Campus, Covid-19 Vaccine Awareness, Federal Aid Communications, Seat at the Table, Student Trustee Fireside Chat, Media Corner, Planning and Producing Employee Summits, We Partner Across the Organization, New DSO Communications Request Form, What's Ahead in the Next Update?, and 2021 Summer and Fall Enrollment Campaign.

E. Executive Staff Senate Updates - *Helena Fischer*

Helena Fischer, President Palo Alto College Staff Senate presented on Executive Staff Senate Updates which included Executive Staff Senate May 2021, Executive Staff Senate Mission and Vision, Champions for Change & Support, and Learning Staff Advisory Board.

11. **STUDENT SUCCESS COMMITTEE**, *Clint Kingsbery, Chair*

A. AlamoADVISE Annual Update - *Dr. Adelina Silva and Blanca Balle Villegas*

Dr. Adelina Silva, Vice Chancellor for Student Success, and Blanca Balle Villegas, District Director of Advising presented on AlamoADVISE Annual Update which included AlamoADVISE Guiding Principles, The Advising Life of an Alamo Colleges Student, Student Conversations, Impact of Advising on Graduation Rates, Impact of Advising on Average Time & SCH to Degree, Strategy Map Advising Metrics, AlamoADVISE Next Steps, Student Testimonials, and Directors of Advising.

B. Alamo Collegiate Network Report - *Sara Mann*

Sara Mann, Director of District Charter Partnerships presented on Alamo Collegiate Network Board Update which included Alamo Collegiate Network (ACN), December 15, 2020 Board Summary, and April 27, 2021 Board Summary.

C. Report and Possible Discussion on Current and Future Student Success Considerations
No report or discussion for this agenda item.

12. **AUDIT, BUDGET AND FINANCE COMMITTEE,** *Roberto Zarate, Chair*

A. Discussion and Possible Action on the Annual Debt Management Plan for FY 2022 – *Tracey Sulak Bedwell*

On a motion by Trustee Roberto Zarate seconded by Trustee Alderete and by unanimous vote of the Board of Trustees, the following minute order was approved:

> *"The Alamo Colleges District Board of Trustees hereby approves the recommendations as presented in the FY 2022 Debt Management Plan. The Chancellor or his designee is directed to authorize the District's outside consultants to prepare any documents that may be necessary for Board approval."*

B. Discussion and Possible Action on Funding Source for Micronauts Center Student Activity Stations for San Antonio College

On a motion by Trustee Alderete seconded by Trustee Dr. Katz and by unanimous vote of the Board of Trustees, the following minute order was approved:

> *"The Alamo Colleges Board of Trustees hereby authorizes an internal loan of $1,020,775 from the revolving capital project account as the funding source for fabricating and installing student activity stations in the Micronaut Center at San Antonio College."*

C. Discussion and Possible Action on Amending the Contracts with First Object, Inc. and the Strata Information Group, Inc. Providing for Purchase of Temporary Employment Services for IT Professionals - *Gary O'Bar and Dr. Tom Cleary*

On a motion by Trustee Zarate seconded by Trustee Alderete and by unanimous vote of the Board of Trustees, the following minute order was approved:

> *"The Board of Trustees hereby approves amending the contract with First Object, Inc. and the Strata Information Group, Inc. providing for one-year contract extensions for the purchase of Temporary Employment Services for IT Professionals in the estimated amount of $500,000 annually as requested by the office of the Vice Chancellor for Planning, Performance and Information Systems."*

D. Discussion and Possible Action on Amending the Contracts with iTutor.com, Inc. for the Purchase of Virtual Academic Instruction Programs

On a motion by Trustee Alderete seconded by Trustee Alderete and by unanimous vote of the Board of Trustees, the following minute order was approved:

> *"The Board of Trustees hereby approves amending the contracts with iTutor.com, Inc. providing for an increase in services for purchase of the Virtual Academic Instruction Program to approximately $179,500 annually, as requested by Palo Alto College and San Antonio College."*

E. Discussion and Possible Action for the Purchase of Bookstore Operation Services and Instructional Materials

Gary O'Bar District Director, Purchasing & Contract Admn. presented on Overview for Purchase of Bookstore Operation Services and Instructional Materials – Update which included Background, Recommended Contract Award, Update - Career Opportunities for Our Students, Update - Transition Time Line, Benefits to Students, Benefits to Faculty, and Benefits to Alamo Colleges.

On a motion by Trustee Zarate seconded by Trustee Dr. Pulido and by unanimous vote of the Board of Trustees, the following minute order was approved:

> *"The Board of Trustees hereby awards a contract to Barnes & Noble College Booksellers, LLC. providing for the purchase of Bookstore Operating Services and Instructional Materials for the Alamo Colleges District for estimated annual receipts of $396,664 ($176,664 for facilities rental, $210,000 estimated sales commission to cover ACD's indirect costs, and $10,000 for student gift cards)."*

F. Report and Possible Discussion on Current and Future Audit, Budget and Finance Considerations

Trustee Zarate recommended that the board focus on the fiscal documents attached to the agenda and refer any question to him or the chair which will be placed on the agenda for further discussion.

13. **WORKFORCE DEVELOPMENT COMMITTEE**, *Gloria Ray, Chair*

A. Discussion and Possible Action on Amending a Contract with Empyra, Inc. Providing for the Purchase of Workforce Training Management Software

On a motion by Trustee Ray seconded by Trustee Pulido and by unanimous vote of the Board of Trustees, the following minute order was approved:

> *"The Board of Trustees hereby approves amending the contract with Empyra, Inc. providing for the purchase of Workforce Training Management Software for an increased authorization of $52,000 for a new amended purchase amount of $221,000 annually as requested by the office of the Interim Vice Chancellor for Economic & Workforce Development."*

B. Discussion and Possible Action on the Purchase of Advanced Manufacturing Job Skills Training in Accordance with a Texas Workforce Commission - Skills Development Fund Grant Award

On a motion by Trustee Ray seconded by Trustee Alderete and by unanimous vote of the Board of Trustees, the following minute order was approved:

> *"The Board of Trustees hereby awards contract to Navistar Inc., Dba. Navistar San Antonio Manufacturing, LLC. for the purchase of Advanced Manufacturing Job Skills Training in support of the Texas Workforce Commission – Skills Development Fund initiative made possible through a grant award from the Texas Workforce Commission, in the estimated amount of $612,000 for the initial term, as requested by the office of the interim Vice Chancellor for Economic & Workforce Development."*

C. Report and Possible Discussion on Current and Future Workforce Development Considerations
No discussion for this agenda item.

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

A. Legislative Report - *Priscilla Camacho*

Legislative Report – May 18, 2021
Staying connected with elected officials, agency heads, and partner organizations
Remaining connected with our elected officials, agency leaders and community remains critical as we enter a new year and the start of a new state and congressional session.
• Dr. Flores met with Commissioner DeBerry to discuss AlamoPROMISE.
• Members of the Alamo Colleges District legislative team have been meeting with members of the state legislature in Austin to advocate the fiscal and policy priorities of the district.
• The team continues to participate in meetings and calls with partners to include: TACC, COSA, Bexar County, and area Chambers of Commerce.

Texas Legislative Session
Now that we are in the final weeks of the legislative session, critical deadlines will be top of mind for legislators. Last Thursday, May 14, was the deadline for all house bills to be voted out of the House. Working until the stroke of midnight, house members scrambled to push through the more than 25-page calendar Thursday. With this deadline now passed, focus will be on the Senate and how many bills will be make it past both chambers before heading to the Governor's

desk.

In budget news, the Conference Committee members for Senate Bill 1 (overall budget bill) continue to meet to finalize the state's budget for the next biennium. It is anticipated that the committee will announce the final budget in the coming days. To view the comparisons between what the House and Senate proposed in the budget please use this LINK.

Currently in SB1, overall funding for community colleges in Texas is level. However, due to enrollment decreases and formula change, 31 colleges will see decreases in their individual budget for the next biennium. Alamo Colleges is projected to not be one of the 31 colleges impacted by the current proposals in SB1.

As a reminder, the current budget proposals do make modifications to the student success point portion of the formula funding received by community colleges. Our statewide association, the Texas Association for Community Colleges (TACC) has created a one-pager with the details of funding recommendations and proposed changes to the formula to help all community colleges in Texas. Further, the Alamo Colleges Board of Trustees issued a resolution in the last board meeting in April articulating concerns with these proposed changes. This resolution was shared with members of the conference committee and our Bexar County Delegation who also shared a letter with conferees requesting them to adopt the TACC recommendations.

Another priority of the Alamo Colleges has been the ability to provide 5 rather than 3
applied baccalaureate programs at our colleges. House Bill 3348 and Senate Bill 1300 would make those changes. HB 3348 was passed out of the House and was just referred to the Senate Higher Education Committee. The Senate version, SB1300 remains pending in committee. Dr. Mike Flores testified before the House Higher Education Committee in support of this important legislation.

Finally, we are monitoring legislation that relates to required American and Texas history courses (Senate Bill 1889) along with faculty tenure (Senate Bill 1159). Those bills remain pending in committee at the time of this report.

For more information on committee hearings and legislation filed this session you can visit https://capitol.texas.gov/

Federal Updates
The US Department of Education (ED) announced the availability of over $36 billion
provided by the American Rescue Plan's Higher Education Emergency Relief Fund (HEERF III). The American Rescue Plan was signed into law on March 11, 2021.
HEERF III funding was made available for the following programs:
• Student and Institutional Aid for Public and Nonprofit Institutions ($36 billion)
• Emergency Grant Funds for Students Attending Proprietary Institutions ($396 million)

The tables containing HEERF III allocations by institution can be found here. Tables

include the total amount of HEERF III funding each college will receive as well as the
minimum amount of funding each college must reserve for student aid grants.

Updated guidance on allowable uses of HEERF funds for institutions and students can be found here, and additional resources related to HEERF funds can be found here.
https://www2.ed.gov/about/offices/list/ope/arpfaq.pdf?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term=

B. Discussion and Possible Action on Adoption of Statement in Support of AlamoPROMISE

On a motion by Trustee Alderete seconded by Trustee Dr. Pulido Alderete and by unanimous vote of the Board of Trustees, the following minute order was approved:

"The Board of Trustees hereby approves adopting the Statement in Support of AlamoPROMISE.

C. Report and Possible Discussion on Current and Future Legislative Considerations.
No discussion for this agenda item.

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

A. Discussion and Possible Action on Approval and Revision of Policy C.3.1

On a motion by Trustee Dr. Pulido seconded by Trustee Alderete and by unanimous vote of the Board of Trustees, the following minute order was approved:

"The Board has reviewed the Alamo Colleges District Debt Management Policy C.3.1, and it is revised as presented in Attachment 1."

B. Discussion and Possible Action on Amending Policy B.7.2 Legal Representation

On a motion by Trustee Dr. Pulido seconded by Trustee Alderete and by unanimous vote of the Board of Trustees, the following minute order was approved:

"The Board of Trustees hereby approves the attached revised Policy B.8.1."

C. Report and Possible Discussion on Current and Future Policy and Long-Range Planning Considerations
No discussion for this agenda item.

16. **BUILDING, GROUNDS & SITES SELECTION COMMITTEE,** *Anna U. Bustamante, Chair*

A. Discussion and Possible Action to Approve Amendment and Restatement of the Ground Lease for a Portion of Alamo Colleges District's Northwest Education and Training Center Property to VIA Metropolitan Transit

Dr. Pulido recused herself from this agenda item.

On a motion by Trustee Bustamante seconded by Trustee Alderete and by unanimous vote of the Board of Trustees, the following minute order was approved:

"The Board of Trustees hereby approves an amended and restated ground lease for a portion of Alamo College District's Northwest Education and Training Center property to VIA Metropolitan Transit for a Park and Ride facility, associated easements and any other appropriate documents, substantially on the terms presented and in form acceptable to District counsel."

B. Report and Possible Discussion on Current and Future Building, Grounds and Sites Selection Considerations
No discussion for this agenda item.

17. **LEGAL AFFAIRS COMMITTEE,** *Leslie Sachanowicz, Chair*

A. Report and Possible Discussion on Current and Future Legal Affairs Considerations
No discussion for this agenda item.

18. **PERSONNEL**

A. Discussion and Possible Action on Appointment of Full Time Faculty

On a motion by Trustee Zarate seconded by Trustee Katz and by unanimous vote of the Board of Trustees, the following minute order was approved:

"The Board of Trustees hereby approves the appointment of Full Time Faculty submitted by the College Presidents for the 2020-2021 and 2021-2022 academic year respectively. Further Board action will not be required for these persons to teach in the indicated disciplines."

Melissa Benson
Vocational Nursing, St. Philip's College
Effective May 2021

Alejandro Munoz
HVAC, St. Philip's College/Southwest Campus
Effective August 2021

B. Discussion and Possible Action Discussion Action on Appointment of Administrators

On a motion by Trustee Alderete seconded by Trustee Dr. Katz and by unanimous vote of the Board of Trustees, the following minute order was approved:

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

Destiny Harper-Lang Interim Dean, Student Success – St. Philip's College as recommended by the President of St. Philip's College and the Chancellor of the Alamo Colleges District Effective June 15, 2021."

19. **CONSENT AGENDA**

A. Discussion and Possible Action on Consent Agenda Items

On a motion by Trustee Alderete seconded by Trustee Dr. Pulido and by unanimous vote of the Board of Trustees, the following minute order was approved:

"The Consent Agenda for the Regular Board Meeting of the Alamo Community College District Board of Trustees held on May 18, 8021 is hereby approved."

1) Approval of Board Meeting Minutes

a. Discussion and Possible Action on Approval of Minute of the Regular Board Meeting on April 20, 2021.

"The minutes of the Regular Board Meeting of the Board of Trustees of the Alamo Community College District held on April 20, 2021 are hereby approved."

b. Discussion and Possible Action on Approval of Minutes of the Committee of the Whole on April 13, 2021

"The minutes of the Meeting of the Board of Trustees - Meeting as a Committee of the Whole held on April 13, 2021 are hereby approved."

c. Discussion and Possible Action on Approval of Minutes of Special Board Meeting on April 13, 2021

"The minutes of the Special Board Meeting of the Board of Trustees of the Alamo Community College District held on April 13, 2021 are hereby approved."

B. Internal Audit Department Monthly Activity Report – *Frank Cortez*

This report provides information on Internal Audit activities, current projects' statuses, and accomplishments related to the Alamo Colleges Strategic Objectives of Student Success, Principle-Centered Leadership, and Performance Excellence as of April 28, 2021.

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

"The Board of Trustees hereby accepts this gift receipt report on the Monthly Financial Statements on private gifts made in February 2021."

D. Department of Public Safety Monthly Clery Act Activity Report – *Derek Fuller, Chief of Public Safety Alamo Colleges District Police Department*

"The Alamo Colleges District Board of Trustees hereby approves the Public Safety Monthly Clery Act Activity Report as presented."

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

"The Alamo Colleges District Board of Trustees hereby approves the FCWS Report as presented."

F. **FISCAL SERVICES REPORTS**

1) Discussion and Possible Action on Monthly Contracts Report

"The Alamo Colleges District Board of Trustees hereby approves this report on grants and contracts (public) and ratifies acceptance of the donations and grants made to the Alamo Colleges District."

2) Discussion and Possible Action on Monthly Grants and Contracts Report

"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 September 1, 2020, through August 31, 2021."

3) Discussion and Possible Action on Approval of Construction Reports

"The Alamo Colleges District Board of Trustees hereby approves the construction reports as presented."

4) Capital Improvement Program (CIP) Executive Summary

The CIP Executive Summary was submitted for review.

5) Discussion and Possible Action on Approval of Financial Reports

"The Alamo Colleges Board of Trustees hereby accepts the financial reports as presented."

6) Discussion and Possible Action on Approval of Monthly Report on Cooperative Purchases in Excess of $100,000

"The Alamo Colleges District Board of Trustees hereby approves the monthly Cooperative Purchase Report as presented."

20. **EXECUTIVE SESSION** **ENTERED EXECUTIVE SESSION 9:58 P.M.**

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

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

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

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

E. Pursuant to §551.072, Texas Government Code, the Board may deliberate the purchase, exchange, lease or value of real property.

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

G. Pursuant to §551.074, Texas Government Code, the Board may deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee(s), including, without limitation, the contract of the District Director of Internal Audit, the duties of the Chancellor, and the grievance of Mr.

Alejandro Basulto.

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

21. **RECONVENE OPEN MEETING** **RECONVENED OPEN SESSION 10:42 P.M.**

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

B. Discussion and Possible Action on Consent to a Potential Sale by Tobin, LLC and ACCD Public Facilities Corporation of the Tobin Lofts Project, and Approval of the Execution of a Parking Agreement Between the District and a Purchaser

On a motion by Trustee Zarate seconded by Trustee Dr. Katz and by unanimous vote of the Board of Trustees, the following order was approved:

> *"The Board of Trustees hereby consents to a potential sale by Tobin Lofts, LLC and ACCD Public Facilities Corporation of the Tobin Lofts project, and finding a public purpose in continuing its participation in a reconfigured apartment project adjoining San Antonio College available to students and staff and assuring some level of affordability, approves the execution of a compensated parking agreement between the District and a purchaser, substantially on terms discussed in Executive Session, and in form approved by District counsel."*

22. **SETTING OF NEXT MEETING DATE**

The next Regular Meeting of the Alamo Colleges Board of Trustees is scheduled for July 27, 2021.

23. **ADJOURNMENT**

There being no further business, Chair Dr. Sprague adjourned the meeting at 10:44 p.m.

Submitted for Board Approval:

Denise Lee

Denise Lee, Admin. Assistant- Special Projects

Discussion and Possible Action on Minutes of the Meeting of the Board of Trustees - Meeting as a Committee of the Whole on **May 11, 2021**

Presented and recommended for approval to the ALAMO COLLEGES BOARD OF TRUSTEES **on July 27, 2021**

MINUTE ORDER

"The minutes of the Meeting of the Board of Trustees - Meeting as a Committee of the Whole held on May 11, 2021 are hereby approved."

PURPOSE

To officially approve the minutes of the Meeting of the Board of Trustees - Meeting as a Committee of the Whole held on **May 11, 2021**

BACKGROUND

IMPLICATIONS

Financial: None

Strategic Objective III: Performance Excellence

Human Resources: None

ATTACHMENTS: Minutes of May 11, 2021

_____
Dr. Mike Flores, Chancellor

ALAMO COLLEGES DISTRICT

MINUTES
MEETING OF THE BOARD OF TRUSTEES
MEETING AS A COMMITTEE OF THE WHOLE
ALAMO COLLEGES DISTRICT
VIA VIDEO AND TELECONFERENCE
MAY 11, 2021

1. **CALL TO ORDER**

Chair Dr. Gene Sprague called the meeting to order at 6:00 p.m.

As permitted by the Texas Governor's declaration on March 16, 2020, governmental bodies may conduct meetings by telephone or video conference to advance the public health goal of limiting face-to-face meetings. This Board Meeting is being conducted by telephone conference and video conference. This meeting is accessible to the public and allows the public to participate telephonically by two-way audio conference. Any member of the public may participate in the Board Meeting by calling telephone number printed on the agenda. Additionally, the Board members, Chancellor, participating staff and attorneys will participate by video conference to facilitate the roll call, quorum, and any executive session.

2. **CERTIFICATION AND POSTING OF NOTICE**

Chair Dr. Sprague announced that the notice of the Special Board Meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551.

3. **ROLL CALL**

District 1: Joe Alderete Jr.
District 2: Gloria Ray, Asst. Secretary
District 4: Dr. Lorraine Pulido
District 5: Roberto Zarate
District 6: Dr. Gene Sprague, Chair
District 7: Dr. Yvonne Katz, Vice Chair
District 8: Clint Kingsbery, Secretary
Student Trustee: Aja Leija

The following trustees were not present.
District 3: Anna U. Bustamante
District 9: Leslie Sachanowicz

Presiding Administrator: Dr. Mike Flores, Chancellor

Chair Dr. Sprague announced that a quorum of board members was present.

4. **PLEDGE OF ALLEGIANCE**

The pledge was recited.

5. **CITIZENS TO BE HEARD**

There were no citizens to be heard.

6. **STUDENT SUCCESS COMMITTEE,** *Clint Kingsbery, Chair*

A. Introduction of Student Trustee and Student Trustee Alternate – *Clint Kingsbery*

Trustee Kingsbery introduced student trustee and student trustee alternate. Both students introduced themselves and thanked the board for their appointment.

B. College Readiness: Math High Challenge Courses – *Patrick Lee, Dr. Paul Kailiponi and Dr. Mary Helen Martinez*

Patrick Lee, Dean of Academic Success, Palo Alto College, Paul Kailiponi, Ph.D., Assistant Director of Institutional Research and Mary Helen Martinez, Ed.D., Director of College & Career Readiness presented on College Readiness: Math High Challenge Courses which included Math Corequisite Courses = Student Success, Alamo Colleges District: Student Placement, Alamo Colleges 3-Year Graduation Rates by Math/English Completion, Completion of college-level Math/English are contributors to persistence, Student placement into college-level courses (Fall 2015 – Fall 2020), Profile of Fall 2020 Developmental Education Students, Productive Grad Rates – Math Courses, Guiding Principles for Student Success, and Recommendations for Student Success in Math Corequisite Courses.

C. Report and Possible Discussion on Current and Future Student Success Considerations

No report or discussion for this agenda item.

7. **AUDIT, BUDGET AND FINANCE COMMITTEE**, *Roberto Zarate, Chair*

A. Presentation on FY2021 Audit Plan of Independent External Auditor Weaver – *James Fitts and Victor Perello*

James Fitts, CPA Partner, Assurance Services and Victor Perello, CPA Senior Manager, Assurance Services presented on FY2021 Audit Plan of Independent External Auditor Weaver which included Table of Contents, Engagement Leadership, The Audit Cycle, Audit Overview, Areas of Audit Emphasis, Audit Timeline, Scope of Work, and Upcoming GASB Pronouncements.

B. Discussion and Possible Action on the Annual Debt Management Plan for FY 2022 – Tracey Bedwell

Tracey Bedwell, Treasurer presented on FY 2022 Debt Management Plan, which included, Agenda, What are the types of bonds we issue?, How Much Debt Do We Have?, How is the debt paid?, Manage Debt to Maintain a Stable Tax Rate, FY 21 Debt Management Plan Status, Results of Debt Management Planning: FY 2016-FY 2021, Recommendations FY 2022, Recommended Debt Policy Changes, and Next Steps- Approvals Needed.

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

> *"The Alamo Colleges District Board of Trustees hereby approves the recommendations as presented in the FY 2022 Debt Management Plan. The Chancellor or his designee is directed to authorize the District's outside consultants to prepare any documents that may be necessary for Board approval."*

C. Financial Report: Higher Education Emergency Relief Fund – Shayne West

Shayne West, Chief Budget Officer, presented on Financial Report: Higher Education Emergency Relief Funds (HEERF), which included Student Aid, Institutional Aid, Minority Serving Institutions Awards, American Rescue Plan (ARP), and What's Next?

D. Discussion and Possible Action on Funding Source for Micronauts Center Student Activity Stations for San Antonio College - *Rick Varner, Dr. Robert Vela and Pamela Ansboury*

Dr. Robert Vela, President San Antonio College, Rick Varner, Center Director Scobee Education Center and Dr. Diane Snyder, Vice Chancellor for Finance & Administration, presented on Micronauts Center Student Activity Stations for San Antonio College which included SAC Planetarium to Scobee Education Center: 1961 – 2014, 12 student activity stations aligned to early childhood TEKS, and Funding of Micronauts Center.

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

> *"The Alamo Colleges Board of Trustees hereby authorizes an internal loan of $1,020,775 from the revolving capital project account as the funding source for fabricating and installing student activity stations in the Micronaut Center at San Antonio College."*

E. Discussion and Possible Action on Amending the Contracts with First Object, Inc. and the Strata Information Group, Inc. Providing for Purchase of Temporary Employment Services for IT Professionals – *Gary O'Bar and Dr. Tom Cleary*

Gary O'Bar, District Director for Purchasing and Contract Administration, and Dr. Tom Cleary Vice Chancellor for Planning, Performance and Info. Svcs. presented on Overview of Purchasing Contract Amendment: Temporary Employment Services for IT Professionals which included Purchase of Temporary Employment Services for IT Professionals.

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

> *"The Board of Trustees hereby approves amending the contract with First Object, Inc. and the Strata Information Group, Inc. providing for one-year contract extensions for the purchase of Temporary Employment Services for IT Professionals in the estimated amount of $500,000 annually as requested by the office of the Vice Chancellor for Planning, Performance and Information Systems."*

F. Discussion and Possible Action on Amending the Contracts with iTutor.com, Inc. for the Purchase of Virtual Academic Instruction Programs – Gary O'Bar

Gary O'Bar, District Director of Purchasing and Contract Administration, presented on Overview of Purchasing Contract Amendment: Purchase of Virtual Academic Instruction Program which included Recommended Amendment to Purchasing Contract.

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

> *"The Board of Trustees hereby approves amending the contracts with iTutor.com, Inc. providing for an increase in services for purchase of the Virtual Academic Instruction Program to approximately $179,500 annually, as requested by Palo Alto College and San Antonio College."*

G. Discussion and Possible Action for the Purchase of Bookstore Operation Services and Instructional Materials - *Gary O'Bar and Ruth Dalrymple*

Gary O'Bar, District Director, Purchasing & Contract Administration, and Ruth Dalrymple, Assoc. Vice Chancellor Academic Partnerships and Initiatives, presented on Overview for Purchase of Bookstore Operation Services and Instructional Materials which included Background, Recommended Contract Award, Benefits to Students, Benefits to Faculty, and Benefits to Alamo Colleges.

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

> *"The Board of Trustees hereby awards a contract to Barnes & Noble College Booksellers, LLC. providing for the purchase of Bookstore Operating Services and Instructional Materials for the Alamo Colleges District for estimated annual receipts of $396,664 ($176,664 for facilities rental, $210,000 estimated sales commission to cover ACD's indirect costs, and $10,000 for student gift cards)".*

H. Report and Possible Discussion on Current and Future Audit, Budget and Finance Considerations

I. Consent Agenda Items: Fiscal Services Reports

1) Discussion and Possible Action on Monthly Grants and Contracts Report

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

> *"The Alamo Colleges District Board of Trustees hereby approves this report on grants and contracts (public) and ratifies acceptance of the donations and grants made to the Alamo Colleges District."*

2) Internal Discussion and Possible Action on Monthly Contracts Report

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

> *"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 September 1, 2020, through August 31, 2021."*

3) Discussion and Possible Action on Approval of Construction Reports

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

"The Alamo Colleges District Board of Trustees hereby approves the construction reports as presented."

4) Capital Improvement Program (CIP) Executive Summary

"The Alamo Colleges District Board of Trustees hereby approves the Capital Improvement Program (CIP) Executive Summary reports as presented."

5) Discussion and Possible Action on Approval of Financial Reports

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

"The Alamo Colleges Board of Trustees hereby accepts the financial reports as presented."

6) Discussion and Possible Action on Approval of Monthly Report on Cooperative Purchases in Excess of $100,000

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

"The Alamo Colleges District Board of Trustees hereby approves the monthly Cooperative Purchase Report as presented."

8. **WORKFORCE DEVELOPMENT COMMITTEE**, *Gloria Ray, Chair*

A. Workforce Development Committee Meeting Report – *Xavier Urrutia*

Xavier Urrutia, Interim Vice Chancellor, Economic and Workforce Development, presented on Alamo Colleges District Workforce Committee Report which included Partner Updates, Alamo Colleges Updates, and Ground Breaking – WETC.

B. Alamo Academies Report - *Dr. Sammi Morrill and Katherine Sanchez-Rocha*

Dr. Sammi Morrill, Associate Vice Chancellor of Operations Economic and Workforce Development and Katherine Sanchez-Rocha, Executive Director, Alamo Academies Economic and Workforce Development, Operations presented on Alamo Academies A Year of Adaptation which included Alamo Academies Building Talent to Fill the Skills Gap, Alamo Academies – Five Sectors, What a difference a year makes, Graduation, Recruitment 2020 Metrics, and A year past to a plan forward.

C. Discussion and Possible Action on Amending a Contract with Empyra, Inc. Providing for the Purchase of Workforce Training Management Software - *Gary O'Bar and Xavier Urrutia*

Xavier Urrutia, Interim Vice Chancellor for Economic and Workforce Dev. presented on Overview of Purchasing Contract Amendment: Workforce Training Management Software which included Recommended Amendment to Purchasing Contract.

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021.

> *"The Board of Trustees hereby approves amending the contract with Empyra, Inc. providing for the purchase of Workforce Training Management Software for an increased authorization of $52,000 for a new amended purchase amount of $221,000 annually as requested by the office of the Interim Vice Chancellor for Economic & Workforce Development."*

D. Discussion and Possible Action on the Purchase of Advanced Manufacturing Job Skills Training in Accordance with a Texas Workforce Commission - Skills Development Fund Grant Award - *Gary O'Bar and Xavier Urrutia*

Xavier Urrutia, Interim Vice Chancellor for Economic and Workforce Development, presented on Overview of Purchasing Contract Award: Advanced Manufacturing Job Skills Training which included Recommended Purchasing Contract Award.

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021.

> *"The Board of Trustees hereby awards contract to Navistar Inc., Dba. Navistar San Antonio Manufacturing, LLC. for the purchase of Advanced Manufacturing Job Skills Training in support of the Texas Workforce Commission – Skills Development Fund initiative made possible through a grant award from the Texas Workforce Commission, in the estimated amount of $612,000 for the initial term, as requested by the office of the interim Vice Chancellor for Economic & Workforce Development."*

E. Report and Possible Discussion on Current and Future Audit, Budget and Finance Considerations
No report or discussion for this agenda item.

9. **LEGISLATIVE COMMITTEE**, *Joe Alderete, Chair*

A. Legislative Update - *Priscilla Camacho*

Staying connected with elected officials, agency heads, and partner organizations remaining connected with our elected officials, agency leaders and community remains critical as we enter a new year and the start of a new state and congressional session.

- Dr. Flores met with Commissioner Clay-Flores to discuss AlamoPROMISE.
- Members of the Alamo Colleges District legislative team have been meeting with members of the state legislature in Austin to advocate the fiscal and policy priorities of the district.
- The team continues to participate in meetings and calls with partners to include: TACC, COSA, Bexar County, and area Chambers of Commerce.

Texas Legislative Session

As we enter the month of May and the last weeks of the legislative session legislators will spend more time debating bills in the main House and Senate galleries versus having committee hearings. This last week, the House and Senate debated some of the more controversial bills of the session to include permit-less carry, elections, local control of public safety budgets, and camping in public spaces.

While both the House and Senate are debating bills in public, privately members of the Senate Bill 1 (overall budget bill) conference committee have been meeting to finalize the state's budget for the next biennium. To view the comparisons between what the House and Senate proposed in the budget please use this LINK.

Currently in SB1, overall funding for community colleges in Texas is level. However, due to enrollment decreases and formula change, 31 colleges will see decreases in their individual budget for the next biennium. Alamo Colleges is projected to not be one of the 31 colleges impacted by the current proposals in SB1.

Additionally, the current budget proposals do make modifications to the student success point portion of the formula funding received by community colleges. Our statewide association, the Texas Association for Community Colleges (TACC) has created a one-pager with the details of funding recommendations and proposed changes to the formula to help all community colleges in Texas. Further, the Alamo Colleges Board of Trustees issued a resolution in the last board meeting in April articulating concerns with these proposed changes. This resolution was shared with members of the conference committee and our Bexar County Delegation.

Another priority of the Alamo Colleges has been the ability to provide 5 rather than 3 applied baccalaureate programs at our colleges. House Bill 3348 and Senate Bill 1300 would make those changes. HB 3348 was passed out of the House and is pending in the Senate while SB1300 remaining pending in committee. Dr. Mike Flores testified before the House Higher Education Committee in support of this important legislation.

Finally, the team continues to monitor several other issues as they move along in the process. Other issues being monitored include:
• Ability to issue and finance debt
• Flexibility to provide virtual meetings even outside of a pandemic
• Expansion of access to higher education for students
• Creation of a Texas Promise Program
• Transfer of course credits between institutions of higher education
• Adult education

For more information on committee hearings and legislation filed this session you can visit https://capitol.texas.gov/

Federal Updates
President Biden announced during his address to congress the second half of his large infrastructure package, the American Families Plan. This plan is the second half of President Biden's Build Back Better proposal, which also includes the American Jobs Plan. Key highlights of the American Families Plan include:
• $109 billion to extend two years of free community college to all Americans, including Dreamers.
• A $1,400 increase to the Pell Grant maximum award.
• $46 billion to provide subsidized tuition and expand programs in high-demand fields at Historically Black Colleges and Universities (HBCUs), Tribal Colleges and Universities (TCUs), and Minority Serving

Institutions (MSIs).
• $62 billion to support evidence-based completion and retention strategies at community colleges and other institutions that serve high numbers of low-income students.
• $225 billion to expand access to high-quality, affordable child care and support child care providers.

B. Discussion and Possible Action on Adoption of Statement in Support of AlamoPROMISE

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

"The Board of Trustees hereby approves adopting the Statement in Support of AlamoPROMISE.

C. Report and Possible Discussion on Current and Future Legislative Considerations
No report or discussion for this agenda item.

10. **LEGAL AFFAIRS COMMITTEE,** *Leslie Sachanowicz, Chair*

A. Overview of Policy B.7.2 Legal Representation - *Ross Laughead*

Ross Laughead, General Counsel presented on Overview of Recommendations for Policy B.7.2 Legal Representation which included Recommended Edits.

B. Report and Possible Discussion on Current and Future Legislative Considerations.
No report or discussion for this agenda item.

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

A. Discussion and Possible Action on Approval and Revision of Policy C.3.1on Current and Future Policy and Long-Range Planning – *Tracey Bedwell*

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

"The Board has reviewed the Alamo Colleges District Debt Management Policy C.3.1, and it is revised as presented in Attachment 1."

B. Discussion and Possible Action on Amending Policy B.7.2 Legal Representation

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

"The Board of Trustees hereby approves the attached revised Policy B.8.1."

C. Report and Possible Discussion on Current and Future Policy and Long-Range Planning Considerations
No report or discussion for this agenda item.

12. **BUILDING, GROUNDS AND SITES SELECTION COMMITTEE**, *Anna U. Bustamante, Chair*

A. Discussion and Possible Action to Approve Amendment and Restatement of the Ground Lease for a Portion of Alamo Colleges District's Northwest Education and Training Center Property to VIA Metropolitan Transit

Dr. Lorraine Pulido has recused herself from this agenda item.

The following minute order was forwarded to the Board of Trustees for approval on May 18, 2021

> *"The Board of Trustees hereby approves an amended and restated ground lease for a portion of Alamo College District's Northwest Education and Training Center property to VIA Metropolitan Transit for a Park and Ride facility, associated easements and any other appropriate documents, substantially on the terms presented and in form acceptable to District counsel."*

B. Report and Possible Discussion on Current and Future Legal Affairs Considerations
No report or discussion for this agenda item.

13. **EXECUTIVE SESSION** **NO EXECUTIVE SESSION**

A. The Committee of the Whole may go into Executive Session to deliberate on any item referenced in this agenda above or hereinbelow based on the following potential exceptions under the Act:
B. Pursuant to §551.071, Texas Government Code, the Committee of the Whole may consult with its attorney(s) 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, including, without limitation, legal considerations incident to a possible third-party offer to purchase realty owned by an affiliate.
C. Pursuant to § 551.071, Texas Government Code, the Committee of the Whole may consult with its attorneys about pending and threatened litigations.
D. Pursuant to § 551.071, Texas Government Code, the Committee of the Whole may consult with its attorneys about pending and threatened EEOC charges.
E. Pursuant to §551.072, Texas Government Code, the Committee of the Whole may deliberate the purchase, exchange, lease or value of real property, including without limitation, a proposed sale of right of way for roadway extension.
F Pursuant to §551.073, Texas Government Code, the Committee of the Whole may deliberate regarding a negotiated contract for prospective gift or donation.
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 duties Chancellor.
H. Any action on these matters will be taken in Open Session.

I. **RECONVENE OPEN MEETING** **NO EXECUTIVE SESSION**

1) Discussion and Possible Action on Items Discussed in Executive Session.
No Action Taken

14. **ADJOURNMENT**
There being no further business, Chair Dr. Gene Sprague adjourned the meeting at 9:15 p.m.

Submitted for Board Approval:

Denise Lee Administrative Assistant – Special Projects

Discussion and Possible Action on Minutes of the Special Board Meeting on May 3, 2021

Presented and recommended for approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on July 27, 2021

MINUTE ORDER

"The minutes of the Special Board Meeting of the Board of Trustees of the Alamo Community College District held on May 3, 2021 are hereby approved."

PURPOSE

To officially approve the minutes of the Special Board Meeting on May 3, 2021

IMPLICATIONS

Financial: None

Strategic Objective III: Performance Excellence

Human Resources: None

ATTACHMENT: Minutes of Special Board Meeting on May 3, 2021

_____
Dr. Mike Flores, Chancellor

ALAMO COLLEGES DISTRICT

ALAMO COLLEGES DISTRICT

MINUTES
MEETING OF THE BOARD OF TRUSTEES
SPECIAL BOARD MEETING
ALAMO COLLEGES DISTRICT
VIA VIDEO AND TELECONFERENCE
MAY 3, 2021

1. **CALL TO ORDER**
   Chair Dr. Gene Sprague called the meeting to order at 6:00 p.m.

   As permitted by the Texas Governor's declaration on March 16, 2020, governmental bodies may conduct meetings by telephone or video conference to advance the public health goal of limiting face-to-face meetings. This Board Meeting is being conducted by telephone conference and video conference. This meeting is accessible to the public and allows the public to participate telephonically by two-way audio conference. Any member of the public may participate in the Board Meeting by calling telephone number printed on the agenda. Additionally, the Board members, Chancellor, participating staff and attorneys will participate by video conference to facilitate the roll call, quorum, and any executive session.

2. **CERTIFICATION AND POSTING OF NOTICE**
   Dr. Gene Sprague announced that the notice of the Special Board Meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551.

3. **ROLL CALL**
   The following trustees were present:

District 1	Joe V. Alderete, Jr.
District 2	Gloria Ray, Asst. Secretary
District 3	Anna U. Bustamante
District 4	Dr. Lorraine Pulido
District 5	Roberto Zárate
District 6	Dr. Gene Sprague, Chair
District 7	Dr. Yvonne Katz, Vice Chair
District 8	Clint Kingsbery, Secretary
Student Trustee	Darius Martin

   The following Trustee was not present:

District 9	Leslie Sachanowicz

   Presiding Administrator: Dr. Mike Flores, Chancellor

   Chair Dr. Sprague announced that a quorum of board members was present.

4. **PLEDGE OF ALLEGIANCE**
   The pledge was recited.

5. **CITIZENS TO BE HEARD**
   There were no citizens to be heard.

6. **SPECIAL BOARD MEETING**

A. Discussion and Possible Action on Promotions in Academic Rank 2021-2022 Academic Year

On a motion by Trustee Zarate seconded by Trustee Dr. Katz and by unanimous vote of the Board of Trustees, the following minute order was approved:

> *"The Board of Trustees of the Alamo Colleges District, in accordance with policies for promotion in rank adopted by the Board of Trustees, hereby authorizes the granting of promotion in academic rank to the following faculty members as set forth on the attached lists effective Fall 2021."*

B. Discussion and Possible Action for the Purchase of Construction Services for Campus Access Point Coverage at Alamo Colleges District - St. Philip's College

On a motion by Trustee Dr. Katz seconded by Trustee Alderete and by unanimous vote of the Board of Trustees, the following minute order was approved:

> *"The Board of Trustees hereby approves a purchase order under a purchasing cooperative job order contract with Skanska USA Building, Inc. for construction services for campus access point coverage at Alamo Colleges District - St. Philip's College for a cost of up to $1,149,774, as requested by the office of the Vice Chancellor for Finance & Administration, subject to terms acceptable to District counsel."*

C. Consideration, Discussion and Possible Action on Appointment of Student Trustee and Alternate -*Darius Martin*

Darius Martin, Student Trustee presented on Appointment of Student Trustee and Alternate which included Board Policy B.11.1: Student Trustee, Student Trustee Candidates, and Interviews.

The students listed provided a presentation and answered questions posed by the Board.

1) Mathew Ramos, St. Philip's College
2) Talia Christian, Northeast Lakeview College
3) Genesis Hill, Northwest Vista College
4) Jessica Valdez, Palo Alto College
5) Aja Leija, San Antonio College

Aja Leija received 5 or more votes constituting a majority of the membership of the Board is hereby declared the Primary Student Trustee of the Alamo Community College District.

Trustee	***Vote for Aja Leija***
District 1, Joe V. Alderete, Jr.,	No
District 2, Gloria Ray	Yes

District 3, Anna U. Bustamante	Yes
District 4, Dr. Lorraine Pulido	Yes
District 5, Roberto Zárate	Yes
District 6, Dr. Gene Sprague	Yes
District 7, Dr. Yvonne Katz	Yes
District 8, Clint Kingsbery	No
District 9, Leslie Sachanowicz	Not present

Talia Christian having received 5 or more votes constituting a majority of the membership of the Board is hereby declared the Alternate Student Trustee of the Alamo Community College District.

Trustee	***Vote for Talia Christian***
District 1, Joe V. Alderete, Jr.,	Yes
District 2, Gloria Ray.	Yes
District 3, Anna U. Bustamante	No
District 4, Dr. Lorraine Pulido	Yes
District 5, Roberto Zárate	Yes
District 6, Dr. Gene Sprague	Yes
District 7, Dr. Yvonne Katz	Yes
District 8, Clint Kingsbery	Yes
District 9, Leslie Sachanowicz	Not present

D. Swearing in of Student Trustee and Alternate Student Trustee – *Darius Martin*

Darius Martin, former student trustee swore in Aja Leija as Primary Student Trustee and Talia Christian as Alternate Student Trustee for the Alamo Colleges District.

7. **EXECUTIVE SESSION** **NO EXECUTIVE SESSION**

A. The Board may go into Executive Session to deliberate on any item referenced in this agenda above or hereinbelow based on the following potential exceptions under the Act.

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

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

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

E. Pursuant to §551.072, Texas Government Code, the Board may deliberate the purchase, exchange, lease or value of real property.

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

G. Pursuant to §551.074, Texas Government Code, the Board may deliberate the appointment, employment, evaluation, reassignment, duties, performance of duties, discipline, or dismissal of a public officer or employee(s).

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

8. **RECONVENE OPEN MEETING** **NO EXECUTIVE SESSION**

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

9. **ADJOURNMENT**
There being no further business, Chair Dr. Gene Sprague adjourned the meeting at 8:39 p.m.

Submitted for Board Approval:

Denise Lee

_____

Denise Lee, Admin. Assistant- Special Projects

Discussion and Possible Action on Approval of Federal College Work Study (FCWS) Report Through May 31, 2021.

Recommended for approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on Jul 27, 2021.

MINUTE ORDER
"The Alamo Colleges District Board of Trustees hereby approves the FCWS Report as presented."

PURPOSE
The following FCWS report is presented to the Board of Trustees for informational and approval purposes for July 27, 2021.

BACKGROUND

1. Comparison of Year-to-Date Actual FCWS/Expenditures versus prior year spend rate.
2. Due to COVID-19, placement timelines are longer than prior year but expect to catch up and fully expend.
3. Using Department of Education regulations, some FCWS funds were transferred to and spent in the Federal Supplemental Opportunity Grant Program and some were carried forward to be spent in award year 21-22.

IMPLICATIONS
Financial: None
Strategic Plans: Goal I-Student Success; and Goal III-Performance Excellence
Employee Services: None
Attachments: FCWS Report

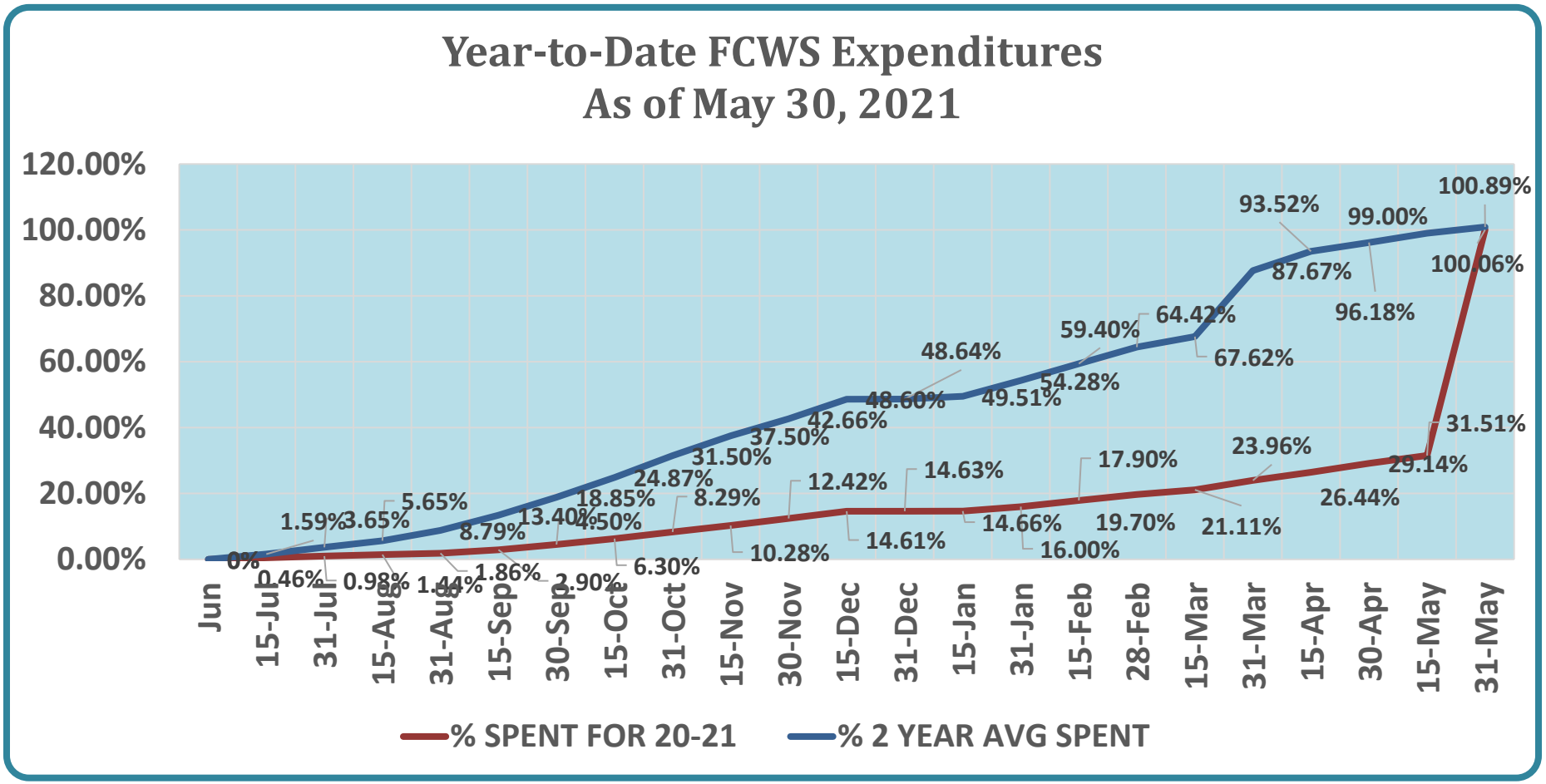
Dr. Harold Whitis
District Director of Student Financial Aid

Dr. Diane Snyder Digitally signed by Dr. Diane Snyder
Date: 2021.07.27 10:31:39 -05'00'

Diane E. Snyder, CPA, Ph.D.
Vice Chancellor for Finance & Administration

Dr. Mike Flores
Chancellor

ATTACHMENT 1



Year	Allocation	% Spent as of May 31st	$ Spent as of May 31st	# Students Working
2 Prior Year Average	$ 3,793,044.71	100.89%	$ 3,891,885.61	728
2020-2021	$ 3,610,610.00	100.06%	$ 3,612,889.54	217

Note: Due to COVID-19, placement timelines are longer than prior year but strategies are in place to fully expend all funds.

ALAMO COLLEGES DISTRICT

Discussion and Possible Action on Monthly Contracts Report

Presented to the Board Acting as Committee of the Whole on June 20, 2021, and now presented to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on June 27, 2021

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 September 1, 2020, through June 30, 2021."

PURPOSE
To provide a monthly report on non-grant contracts received by the Alamo Colleges District.

BACKGROUND
Contracts – Non-grant contracts are contracts in which Alamo Colleges District receives funds to provide special or negotiated services or training to private corporations. For the period ending June 30, 2021, there are a total of 16 contracts that total $1,023,679.00 in external funding. This will allow services to be provided to 4260 individuals.

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.

Linda Rivas Digitally signed by Linda Rivas Date: 2021.07.15 13:22:48 -05'00'

Linda Rivas, Interim Associate Vice Chancellor of Continuing Education

Xavier Urrutia Digitally signed by Xavier Urrutia Date: 2021.07.15 14:09:42 -05'00'

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: September 1, 2020 – June 30, 2021

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	Continuing Education	217	3,213	4,260
	Total	**217**	**3,213**	**4,260**

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

No.	Contract Recipient	$.01-$9,999.99	$10,000-$100,000	$100,000 and Higher	Total
1	Workforce Training Network	7	5	4	16
	Total	**7**	**5**	**4**	**16**
Source: All data provided by Workforce Training Network-Continuing Education Department.					

Discussion and Possible Action on Approval of Monthly Grants and Contracts Reports

Presented to the Board acting as Committee of the Whole on July 20, 2021 and now presented to the Board for approval on July 27, 2021.

MINUTE ORDER:
"The Alamo Colleges District Board of Trustees hereby approves this report on grants and contracts (public) and ratifies acceptance of the donations and grants made to the Alamo Colleges District."

PURPOSE:
To provide a monthly report on new grant awards, continuation awards, funding increases, and restricted contracts received during the month; and, obtain ratification of their acceptance by the Alamo Colleges District.

Background

1. Grants – The Alamo Colleges District received 7 new grant awards, 11 continuation grant awards, for the period ending May 31, 2021. The year-to-date (YTD) funding is $180,553,032 and allows for 147.30 FTE positions.
2. Restricted Grant Contracts – The Alamo Colleges District had 1 new restricted grant contracts for the same period. YTD funding is $133,077 and it allows for 172 students to be served.

OBJECTIVE/FACT: To supplement activities not funded by Institutional Funds.

IMPLICATIONS:

Financial:	Yes
Strategic Plan:	Strategic Objective III Performance Excellence
Human Resources:	Yes

ATTACHMENTS: Monthly Grant Award Funding Activity Report; YTD Grant Funding Activity Report with Award Description; YTD Grant Award Summary Report; Monthly Restricted Contract Funding Activity Report; YTD Restricted Contract Summary Report.

Dr. Diane Snyder
Digitally signed by Dr. Diane Snyder
Date: 2021.07.07 09:42:46 -05'00'

Shane West Date
Interim, Associate Vice Chancellor for Finance and Fiscal Services

Diane E. Snyder, CPA, Ph.D. Date
Vice Chancellor for Finance and Administration

Dr. Mike Flores Date
Chancellor

ALAMO COLLEGES DISTRICT

ALAMO COLLEGES DISTRICT

FY2021 MONTHLY (MTD) GRANT AWARD ACTIVITY REPORT

April 01, 2021 - May 31, 2021

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	212425	St. Philip's College	**U.S. Department Of Education,** Program Title: *"CARES ACT Higher Education Emergency Relief Fund for Institutions and students impacted by COVID-19".*	CARES ACT Institutional Costs funding will be used to enable to operate effectively in a remote learning environment resulting from the COVID-19 pandemic. Funding will be used to address allowable costs associated with significant changes to the delivery of instruction.	5/6/2020	$0	$0	$6,888,489	13,000	0.00
2	212426	St. Philip's College	**U.S. Department Of Education,** Program Title: *"CARES ACT HBCU Emergency Relief Fund for institutions and students impacted by COVID-19".*	CARES ACT HBCU funding will be used to enable to operate effectively in a remote learning environment resulting from the COVID-19 pandemic. Funding will be used to address allowable costs associated with significant changes to the delivery of instruction.	5/1/2020	$0	$0	$30,775,853	13,691	0.00
3	252425	St. Philip's College	**U.S. Department of Education,** Program Title: *"CARES ACT Higher Education Emergency Relief Fund for students impacted by COVID-19".*	The American Rescue Plan (ARP) will address the pressing financial need of students due to the disruption of campus operations from the Coronavirus. Funds will be used for the sole and exclusive purpose of providing emergency financial aid grants to students for their expenses such as food, housing, course materials, technology, health care related to the disruption of campus operations. *Additional Funding in the amount of $8,016,027.*	4/15/2021	$0	$0	$8,016,027	13,691	0.00
	3		**Total SPC-MTD Single Year Grants**			**$0**	**$0**	**$45,680,369**	**40,382**	**0.00**
1	213098	Palo Alto College	**Texas Workforce Commission,** Program Title: *"Governors Summer Merit Program".*	Purpose of the Governor's Summer Merit Program is to improve middle and high school students familiarity and experience with post secondary education opportunities leading to STEM careers while developing collaboration among workforce development programs, colleges and universities.	3/23/2021	$0	$0	$83,206	120	1.00
2	213425	Palo Alto College	**U.S. Department Of Education**, Program Title: *"Palo Alto College-CARES Institutional".*	Funds to cover costs for changes that have a clear nexus to significant changes to the delivery of instruction due to COVID-19.	4/5/2020	$0	$0	$6,865,308	5,196	0.00
3	213426	Palo Alto College	**U.S. Department of Education**, Program Title: *"Palo Alto College-CARES HSI".*	Funds to cover costs for changes that have a clear nexus to significant changes to the delivery of instruction due to COVID-19. *Additional funding in the amount of $473,598.*	12/9/2020	$0	$0	$473,598	2,000	0.00
4	253425	Palo Alto College	**U.S. Dept. of Education,** Program Title: *"Palo Alto College CARES".*	The American Rescue Plan (ARP) funds will address the pressing financial need of students due to the disruption of campus operations from Coronavirus; funds will be used for the sole and exclusive purpose of providing emergency financial aid grants to students for their expenses such as food, housing, course materials, technology, health care related to the disruption of campus operations. *Additional funding in the amount of $7,943,670.*	4/25/2020	$0	$0	$7,943,670	5,000	0.00
	4		**Total PAC-MTD Single Year Grants**			**$0**	**$0**	**$15,365,782**	**12,316**	**1.00**
1	214425	Northwest Vista College	**U.S. Department of Education,** Program Title: *"NVC CARES Act HEERF Grant Institutional Support".*	Funding will be used to address allowable costs associated with significant changes to the delivery of instruction due to COVID-19 and campus reopening.	1/16/2021	$0	$0	$11,960,913	14,182	0.00
2	214426	Northwest Vista College	**U.S. Department of Education,** Program Title: *"NVC CARES Act HEERF Grant-MSI DHSI Support".*	CRRSAA HEERF funding will be used to enable to operate effectively in a remote learning environment resulting from the COVID-19 pandemic. Activities and expenditures will be prioritized to help ensure that learning can continue for NVC students during our community's recovery from the coronavirus pandemic.	3/3/2021	$0	$0	$855,160	8,126	0.00
3	254425	Northwest Vista College	**U.S. Department of Education**, Program Title: *"NVC CARES Act HEERF Grant-Institutional Support".*	The American Rescue Plan Act (ARP) Institutional Aid funding will be used to enable to operate effectively in a remote learning environment resulting from the COVID-19 pandemic. Funds will strengthen NVC's capacity to support continued remote and online learning in the future. *Additional funding in the amount of $13,781.925.*	5/12/2021	$0	$0	$13,781,925	14,182	0.00
	3		**Total NVC-MTD Single Year Grants**			**$0**	**$0**	**$26,597,998**	**36,490**	**0.00**
1	215425	Northeast Lakeview College	**U.S.Department of Education**, Program Title: *"Northeast Lakeview College CARES Project Part 2 (NLC CARES 2)".*	CARES ACT HEERF-Institutional Costs funding will be used to enable to operate effectively in a remote learning environment resulting from the COVID-19 pandemic. Funding will be used to address allowable costs associated with significant changes to the delivery of instruction.	6/5/2020	$0	$0	$3,735,493	6540	0.00
2	255425	Northeast Lakeview College	**U.S. Department of Education,** Program Title: *"Northeast Lakeview College CARES Project (NLC CARES)".*	The American Rescue Plan Act (ARP) funding will be used to Provide emergency financial aid grants to students whose lives have been disrupted, many of whom are facing financial challenges and struggling to make ends meet. *Additional funding in the amount of $3,967,442.*	5/5/2020	$0	$0	$3,967,442	3,448	0.00
	2		**Total NLC-MTD Single Year Grants**			**$0**	**$0**	**$7,702,935**	**9,988**	**0.00**
	12			**Total MTD Single Year Grants**		**$0**	**$0**	**$95,347,084**	**99,176**	**1.00**
				Multi Year Grants						

1	219117	District	**Texas Higher Education Coordinating Board (THECB)**, Program Title: *"Nudges to the Finish Line"* . Year 2 of 2.	Alamo Colleges District is participating in research project on the impact of text message nudges. ACD will share data for the purposes of assigning students to cohorts and for evaluating impact of interventions on credit completion and degree attainment.	5/24/2021	$0	$0	$5,613	0	0.00
2	219124	District Economic Workforce Development	**U.S. Department of Labor**, Program Title: *"Apprenticeship: Closing the Skills Gap"*. Year 2 of 4.	The Healthcare Apprenticeship Partnership will convene key employer partners to develop new apprenticeship programs in key occupations in the h healthcare sector to build an apprenticeship pathway and expand access to trainees.	2/18/2020	$115,103	$59,645	$255,785	800	2.50
3	219345	District Economic Workforce Development	**Texas Workforce Commission/ESC 20**, Program Title: *"Adult Education and Literacy (AEL)"*. Year 1 of 7	This consortium grant will be used to build systems of success for Adult Education and Literacy (AEL) and English Literacy Civics at all levels. The AEL Consortium will lead the Adult Learner Success Network in planning and designing education services, support services and workforce pathways across the 12 county service area of Alamo Workforce Development. *Additional funding in the amount of $16,341.*	7/1/2020	$0	$0	$16,341	521	0.00
	3		**Total Dist.-MTD Multi Year Grants**			**$115,103**	**$59,645**	**$277,739**	**1,321**	**2.50**
1	212089	St. Philip's College	**Texas Higher Education Coordinating Board (THECB);** Program Title: *"Nursing Shortage Reduction Program (NSRP) Under 70 Program"* . Year 2 of 2.	Funds received from this grant would be necessary to hire additional nursing faculty for the LVN to RN program.	10/7/2020	$0	$0	$34,555	12	0.00
	1		**Total SPC-YTD Multi-Year Grants**			**$0**	**$0**	**$34,555**	**12**	**0.00**
1	213084	Palo Alto College	**Defense Intelligence Agency / University of Texas at San Antonio,** Program Title: *"The UTSA IC CAE Critical Technology Studies Program"*. Year 3 of 3.	Palo Alto College is partnering with the University of Texas at San Antonio (UTSA) in a Defense Intelligence Agency Community Center for Academic Excellence that will help enhance security in the homeland, graduate education and public understanding of issues pertaining to national security.	9/28/2018	$0	$0	$21,000	24	0
	1		**Total PAC-MTD Multi Year Grants**			**$0**	**$0**	**$21,000**	**24**	**0.00**
1	214049	Northwest Vista College	**National Science Foundation,** Program Title: *"Alamo Institute for Materials (Micro, Bio, Nano) Technology (AIM-TEC)"*. Year 3 of 3.	Program will support the educational preparation of next generation technicians with 21st century knowledge and skills in micro-Nano-bio technologies. *Additional funding in the amount of $149,970.*	2/1/2021	$0	$6,202	$149,970	28	1.00
	1		**Total NVC-MTD Multi Year Grants**			**$0.00**	**$6,202**	$149,970	**28**	**1.00**
	6			**Total MTD Multi-Year Grants**		**$115,103**	**$65,847**	**$483,264**	**1,385**	**3.50**
	18			**GRAND TOTAL-MTD SINGLE AND MULTI-YEAR GRANTS**		**$115,103**	**$65,847**	**$95,830,348**	**100,561**	**4.50**

ALAMO COLLEGES DISTRICT

FY 2021 YTD Grant Award Summary Report

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

September 1, 2020 -May 31, 2021

No.	College	No. of Grants	Match Amounts	Indirect Cost Received	YTD Funding Amount	No. of Students Served	No. of FTEs
1	District Grants	15	$ 115,103	$ 65,963	$ 39,492,704	21,957	49.50
2	San Antonio College	19	$ 341,068	$ 237,028	$ 22,659,319	62,312	28.00
3	St. Philip's College	11	$ -	$ 301,503	$ 56,923,777	42,364	17.00
4	Palo Alto College	22	$ 2,114,792	$ 169,742	$ 21,621,938	16,885	43.00
5	Northwest Vista College	8	$ -	$ -	$ 31,446,837	17,840	9.80
6	Northeast Lakeview College	4	$ -	$ 6,202	$ 8,408,458	10,503	0.00
GRAND TOTAL		**79**	**$ 2,570,963**	**$ 780,438**	**$ 180,553,032**	**171,861**	**147.30**

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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	219131	District-Economic Workforce	**AmeriCorps / Public Allies National Office**, Program Title: *"Public Allies"*.	The purpose of this grant is to develop our ability to meet the needs of the community by increasing our opportunity to work with community based organization. The partnership with the organizations will help develop a cohort of young social service leaders who can facilitate transformational change learning to the improvement of their communities.	9/1/2020	$0	$6,318	$317,500	25	2.00
2	219132	District Economic and Workforce Development	**U.S. Department of Education /Texas Higher Education Coordinating Board (THECB)**, Program Title: *"Texas Reskilling Support Fund Grant Program"* .	Project will support displaced Texas workers impacted by the COVID-19 pandemic who need to res-skill or upskill to get back into the workforce and will support Texas students who have previously stopped out of higher education institutions without completing a postsecondary credential.	12/18/2020	$0	$0	$300,000	200	0.00
3	219133	District	**Department of State thru University of Nebraska**, Program Title: *"Sons Charitable Trust, Coimbatore, India and Hindustan University, Chennai India"*.	Provide workforce training skills in alternative energies to India villages through partnerships with three India Colleges including the Hindustan Institute of Technology and Science (Chennai, India), Sri Ramakrishna Engineering College (Coimbatore India) and the Sri Ramakrishna College of Arts and Sciences (Coimbatore, India). This project will promote economic development and increased employment among the under-served residents of India villages.	3/1/2020	$0	$0	$37,952	0	0.00
4	219161	District Workforce Development	**City of San Antonio,** Program Title: *"Train for Jobs SA"*.	Consists of providing workforce upskills opportunities through education, training and stipends to residents negatively-affected by job loss, to increase their chances of obtaining general employment and better employment opportunities as businesses affected by COVID-19 begin to rehire.	8/10/2020	$0	$0	$32,753,000	5,050	18.00
5	219420	District Student Success	**Federal Emergency Management Agency (FEMA)/United Way,** Program Title: *Emergency Food and Shelter National Board Program Phase 38*.	The Alamo Colleges District's five Advocacy Centers address housing and food insecurities through wrap-around social work, case management and emergency aid to students struggling to make utility or rent payments. A helpline is connecting students to the Supplemental Nutrition Plan, the SA Food Bank and other community partners for housing assistance, food and grocery gift cards.	2/1/2021	$0	$0	$50,000	50	0.00
6	219424	District	**Emergency Food and Shelter National Board Program**, Program Title: *"Emergency Food and Shelter Program-Phase 37 Housing"*.	The Alamo Colleges districts' five Advocacy Centers address housing and food insecurities through wrap-around social work, case management and emergency aid to students struggling to make utility or rent payments in order to avoid eviction or termination of utilities. A helpline is connecting students to the Supplemental Nutrition Plan, the SA Food Bank and other community partners for housing assistance, food and grocery gift cards.	7/31/2020	$0	$0	$29,545	50	0.00
7	219425	District	**Emergency Food and Shelter National Board Program**, Program Title: *"Emergency Food and Shelter Program-Phase CARES Housing"*.	The Alamo Colleges districts' five Advocacy Centers address housing and food insecurities through wrap-around social work, case management and emergency aid to students struggling to make utility or rent payments in order to avoid eviction or termination of utilities. A helpline is connecting students to the Supplemental Nutrition Plan, the SA Food Bank and other community partners for housing assistance, food and grocery gift cards.	7/31/2020	$0	$0	$49,900	115	0.00

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8	219873	District Economic Workforce	**U.S. Department of Education/Texas Higher Education Coordinating Board**, Program Title: *"Carl D. Perkins/Career and Technical Education-Basic Grants to States"*.	The Perkins Basic Grant program supports awarded applicants in educating students who enroll in CTE courses and programs in preparation for high-skill or high-demand occupations. *Additional funding in the amount of $266,076.*	7/1/2020	$0	$0	$1,867,735	14,500	5.00
	8		**Total Dist.- YTD Single Year Grants**			**$0**	**$6,318**	**$35,405,632**	**19,990**	**25.00**
1	211159	San Antonio College	**Texas Higher Education Coordinating Board,** Program Title: *"Nursing & Allied Health-Supporting Clinical Learning to Mitigate Impediments due to COVID-19"*.	To support eligible initial RN licensure programs in their efforts to mitigate the impact on Texas students' clinical learning experiences from the Coronavirus Disease 2019 (COVID-19), in anticipation that the impact could be potentially long-lasting.	10/16/2020	$0	$0	$73,926	350	1.00
2	211425	San Antonio College	**U.S. Department of Education**, Program Title: *"San Antonio College's (SAC) CARES"*.	CARES Act-Institutional costs will be used to enable and operate effectively in a remote learning environment resulting from the COVID-19 pandemic. Funding will be used to address allowable costs associated with significant changes to the delivery of instruction. *Additional funding in the amount of $14,126,237.*	5/7/2020	$0	$0	$14,126,237	18,643	0.00
3	211426	San Antonio College	**U.S. Department of Education,** Program Title: *"San Antonio College's (SAC) CARES Emergency Fund-Hispanic/Minority-Serving Institutions"*.	To address the financial needs of students due to the disruption of campus operations from coronavirus; funds will be used for the sole and exclusive purpose of providing emergency financial aid grants to students for their expenses related to the disruption of campus operations due to coronavirus. *Additional Funding in the amount of $991,224.*	12/9/2020	$0	$0	$995,960	50	1.00
4	251425	San Antonio College	**U.S. Department of Education**, Program Title: *"San Antonio College (SAC) CARES Emergency Student AID Project"*.	To address the pressing financial need of students due to the disruption of campus operations from Coronavirus. Funds will be used for t he sole and exclusive purpose of providing emergency financial aid grants to students for their expenses such as food, housing, course materials, technology, health care related to t he disruption of campus operations. *Additional funding in the amount of $3,824,127*	4/25/2020	$0	$0	$3,824,127	7,000	0.00
5	251426	San Antonio College	**Texas Higher Education Coordinating Board**, Program Title: *"U.S. Department of Education, "Governor's Emergency Education Relief (GEER) Fund"*.	Under the e Governor's Emergency Education Relief Fund (GEER FUND), the U.S. Department of Education awards grants to Governors for the purpose of providing local educational agencies (LEAs) institutions of higher education (IHEs), and other education related entities with emergency assistance as a result of the Novel Coronavirus Disease 2019 (COVID-19). The Emergency Educational grant is to provide financial relief to victims of the pandemic emergency through federally-funded educational grants that keep Texans on track to attaining high-value educational credentials.	9/1/2020	$0	$0	$271,953	150	0.00
	5		**Total SAC-YTD Single-Year Grants**			**$0**	**$0**	**$19,292,203**	**26,193**	**2.00**
1	212425	St. Philip's College	**U.S. Department Of Education,** Program Title: "*CARES ACT Higher Education Emergency Relief Fund for Institutions and students impacted by COVID-19"*.	CARES ACT Institutional Costs funding will be used to enable to operate effectively in a remote learning environment resulting from the COVID-19 pandemic. Funding will be used to address allowable costs associated with significant changes to the delivery of instruction.	5/6/2020	$0	$0	$6,888,489	13,000	0.00

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2	212426	St. Philip's College	**U.S. Department Of Education,** Program Title: *"CARES ACT HBCU Emergency Relief Fund for institutions and students impacted by COVID-19".*	CARES ACT HBCU funding will be used to enable to operate effectively in a remote learning environment resulting from the COVID-19 pandemic. Funding will be used to address allowable costs associated with significant changes to the delivery of instruction.	5/1/2020	$0	$0	$30,775,853	13,691	0.00
3	212631	St. Philip's College	**Texas Workforce Commission**, Program Title: *"Apprenticeship Training Program".*	The Purpose of the Apprenticeship Training Program grant award is to pay a portion of the cost of job-related in person classroom instruction in registered apprenticeship. Registered apprenticeship combines on the job training under supervision of experienced journey workers with in-person classroom instruction. *Additional funding in the amount of $38,605.*	9/1/2020	$0	$0	$104,480	171	0.00
4	252425	St. Philip's College	**U.S. Department of Education,** Program Title: *"CARES ACT Higher Education Emergency Relief Fund for students impacted by COVID-19".*	To address the pressing financial need of students due to the disruption of campus operations from the Coronavirus. Funds will be used for the sole and exclusive purpose of providing emergency financial aid grants to students for their expenses such as food, housing, course materials, technology, health care related to the disruption of campus operations. *Additional funding in the amount of $8,016,027 from American Rescue Plan (ARP).*	4/25/2020	$0	$0	$9,729,780	15,055	0.00
4	252426	St. Philip's College	**Texas Higher Education Coordinating Board**, Program Title: *"U.S. Department of Education, "Governor's Emergency Education Relief (GEER) Fund".*	Under the Governor's Emergency Education Relief Fund (GEER FUND), the U.S. Department of Education awards grants to Governors for the purpose of providing local educational agencies (LEAs) institutions of higher education (IHEs), and other education related entities with emergency assistance as a result of the Novel Coronavirus Disease 2019 (COVID-19). The Emergency Educational grant is to provide financial relief to victims of the pandemic emergency through federally-funded educational grants that keep Texans on track to attaining high-value educational credentials.	9/1/2020	$0	$0	$107,633	55	0.00
4			**Total SPC YTD Single-Year Grants**			**$0**	**$0**	**$47,606,235**	**41,972**	**0.00**
1	213089	Palo Alto College	**Texas College & Career Readiness School Models**, Program Title: *"College and Career Readiness School Model Sub-Grant".*	The purpose of the CCRSM sub-grant is to provide best practices through the CCRSM website, conference sessions and open house opportunities; create resources including but not limited to video vignettes, resource documents and data sharing forms on a regular basis; host webinars or trainings and serve as a resource reviewer on a scheduled basis.	3/31/2020	$0	$0	$10,000	0	0.00
2	213092	Palo Alto College	**U.S. Department of Agriculture-National Resources Conservation Service,** Program Title: *"G.R.E.E.N. (Growing Roots for Education, Environment and Nutrition)".*	The project will demonstrate the need of educational and outreach purposes for community supported agriculture through the installation of rainwater system by providing hands on learning experiences through soil health programs, providing educational services, developing strong marketing alliance and to establish a producer mentoring network.	9/1/2020	$0	$0	$2,936	10	0.00
3	213096	Palo Alto College	**U.S. Department of Agriculture**, Program Title: *"Child and Adult Care Food Program".*	Ray Ellison Family Center will provide nutritious meals to children under the Child and Adult Care Food program. A Cook is on site daily to prepare and provide nutritious meals under these regulations.	10/1/2020	$0	$0	$27,419	50	1.00

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4	213097	Palo Alto College	**U.S. Dept. of Health & Human Services /Workforce Solutions**, Program Title: *"Workforce Solution Alamo COVID-19 Texas Rising Star"* .	Funding will be used to promote business sustainability and assist with Child Care Regulation (CCR) and Center for Disease Control (CDC) Health and Safety standards.	11/24/2020	$0	$0	$3,000	0	0.00
5	213098	Palo Alto College	**Texas Workforce Commission,** Program Title: *"Governors Summer Merit Program"*.	Purpose of the Governor's Summer Merit Program is to improve middle and high school students familiarity and experience with post secondary education opportunities leading to STEM careers while developing collaboration among workforce development programs, colleges and universities.	3/23/2021	$0	$0	$83,206	120	1.00
6	213425	Palo Alto College	**U.S. Department Of Education**, Program Title: *"Palo Alto College-CARES Institutional"*.	Funds to cover costs for changes that have a clear nexus to significant changes to the delivery of instruction due to COVID-19.	4/5/2020	$0	$0	$6,865,308	5,196	0.00
7	213426	Palo Alto College	**U.S. Department of Education**, Program Title: *"Palo Alto College-CARES HSI"*.	Funds to cover costs for changes that have a clear nexus to significant changes to the delivery of instruction due to COVID-19. *Additional funding in the amount of $473,598.*	12/9/2020	$0	$0	$475,615	2,004	0.00
8	253425	Palo Alto College	**U.S. Dept. of Education,** Program Title: *"Palo Alto College CARES"*.	To address the pressing financial need of students due to the disruption of campus operations from Coronavirus; funds will be used for the sole and exclusive purpose of providing emergency financial aid grants to students for their expenses such as food, housing, course materials, technology, health care related to the disruption of campus operations. *Additional funding in the amount of $7,943,670 from American Rescue Plan (ARP).*	4/25/2020	$0	$0	$9,564,142	5,000	0.00
9	253426	Palo Alto College	**Texas Higher Education Coordinating Board**, Program Title: *"U.S. Department of Education, "Governor's Emergency Education Relief (GEER) Fund"*.	Under the e Governor's Emergency Education Relief Fund (GEER FUND), the U.S. Department of Education awards grants to Governors for the purpose of providing local educational agencies (LEAs) institutions of higher education (IHEs), and other education related entities with emergency assistance as a result of the Novel Coronavirus Disease 2019 (COVID-19).	9/1/2020	$0	$0	$132,228	80	0.00
	9		**Total PAC-YTD Single Year Grants**			**$0**	**$0**	**$17,163,854**	**12,460**	**2.00**
1	214425	Northwest Vista College	**U.S. Department of Education,** Program Title: *"NVC CARES Act HEERF Grant Institutional Support"*.	Funding will be used to address allowable costs associated with significant changes to the delivery of instruction due to COVID-19 and campus reopening.	1/16/2021	$0	$0	$11,960,913	14,182	0.00
2	214426	Northwest Vista College	**U.S. Department of Education,** Program Title: *"NVC CARES Act HEERF Grant-MSI DHSI Support"*.	CRRSAA HEERF funding will be used to enable to operate effectively in a remote learning environment resulting from the COVID-19 pandemic. Activities and expenditures will be prioritized to help ensure that learning can continue for NVC students during our community's recovery from the coronavirus pandemic.	3/3/2021	$0	$0	$855,160	8,126	0.00
3	254425	Northwest Vista College	**U.S. Department of Education**, Program Title: *"Northwest Vista College CARES Emergency Student AID Project"*.	Funding will be used to address the pressing financial need of students due to the disruption of campus operations from Coronavirus. Funds will be disbursed for the sole and exclusive purpose of providing emergency financial aid grants to students for their expenses related to the disruption of campus operations due to Coronavirus such as food, housing, course materials, technology, health care and child care expenses. *Additional funding in the amount of $13,781,925 from the American Rescue Plan (ARP).*	2/1/2021	$0	$0	$17,245,235	7,861	0.00

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4	254426	Northwest Vista College	**Texas Higher Education Coordinating Board**, Program Title: *"U.S. Department of Education, "Governor's Emergency Education Relief (GEER) Fund".*	Under the e Governor's Emergency Education Relief Fund (GEER FUND), the U.S. Department of Education awards grants to Governors for the purpose of providing local educational agencies (LEAs) institutions of higher education (IHEs), and other education related entities with emergency assistance as a result of the Novel Coronavirus Disease 2019 (COVID-19). The Emergency Educational grant is to provide financial relief to victims of the pandemic emergency through federally-funded educational grants that keep Texans on track to attaining high-value educational credentials.	9/1/2020	$0	$0	$186,598	100	0.00
	4		**Total NVC-MTD Single Year Grants**			**$0**	**$0**	**$30,247,906**	**14,282**	**0.00**
1	215014	Northeast Lakeview College	**U.S.Department of Agriculture**, Program Title: *"Northeast Lakeview College NEST Community Garden Project".*	Funds will be used to create the NLC NEST Community Vegetable Garden which will provide produce to the NLC Nighthawk's NEST Food pantry.	8/26/2020	$0	$0	$10,500	500	0.00
2	215425	Northeast Lakeview College	**U.S.Department of Education**, Program Title: *"Northeast Lakeview College CARES Project Part 2 (NLC CARES 2)".*	CARES ACT HEERF-Institutional Costs funding will be used to enable to operate effectively in a remote learning environment resulting from the COVID-19 pandemic. Funding will be used to address allowable costs associated with significant changes to the delivery of instruction.	6/5/2020	$0	$0	$3,735,493	6540	0.00
3	255425	Northeast Lakeview College	**U.S. Department of Education**, Program Title: *"Northeast Lakeview College CARES Project (NLC CARES)".*	Supplementary funding for HEERF funds for emergency aid grants to students. *Additional funding in the amount of $3,967,442 from the American Rescue Plan (ARP).*	5/5/2020	$0	$0	$4,639,164	3,448	0.00
4	255426	Northeast Lakeview College	**Texas Higher Education Coordinating Board**, Program Title: *"U.S. Department of Education, "Governor's Emergency Education Relief (GEER) Fund".*	Under the e Governor's Emergency Education Relief Fund (GEER FUND), the U.S. Department of Education awards grants to Governors for the purpose of providing local educational agencies (LEAs) institutions of higher education (IHEs), and other education related entities with emergency assistance as a result of the Novel Coronavirus Disease 2019 (COVID-19). The Emergency Educational grant is to provide financial relief to victims of the pandemic emergency through federally-funded educational grants that keep Texans on track to attaining high-value educational credentials.	9/1/2020	$0	$0	$23,301	15	0.00
	4		**Total NLC-YTD Single Year Grants**			**$0**	**$0**	**$8,408,458**	**10,503**	**0.00**
	34			**Total YTD Single Year Grants**		**$0**	**$6,318**	**$158,124,288**	**125,400**	**29.00**
				Multi-Year Grants						
1	219089	District	**Texas Higher Education Coordinating Board**, Program Title: *"Pathways Project (TxRAN)"*. Year 8 of 8.	Continue leading one of the regional pathways partnerships in support of THECB's statewide pathways project. Team also develops educational and other support interventions to ease student transition from high school through college completion, thereby supporting 60x30 TX goals of increasing post secondary completions by 2030.	8/31/2020	$0	$0	$6,300	0	0.00
2	219117	District	**Texas Higher Education Coordinating Board (THECB)**, Program Title: *"Nudges to the Finish Line"*. Year 2 of 2.	Alamo Colleges District is participating in research project on the impact of text message nudges. ACD will share data for the purposes of assigning students to cohorts and for evaluating impact of interventions on credit completion and degree attainment.	5/24/2021	$0	$0	$5,613	0	0.00

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3	219121	District	**University of Texas at San Antonio**, Program Title: *"Bexar County Fostering Educational Success Project"*. Year 3 of 3.	The University of Texas at San Antonio, Texas A&M San Antonio, Alamo Colleges District, Bexar County Children's Court and Child Advocates have partnered for the creation of the Fostering Educational Success for students with a history of Foster Care. *Additional funding in the amount of $134,290.*	9/1/2019	$0	$0	$282,915	336	4.00
4	219124	District Economic Workforce Development	**U.S. Department of Labor**, Program Title: *"Apprenticeship: Closing the Skills Gap"*. Year 2 of 4.	The Healthcare Apprenticeship Partnership will convene key employer partners to develop new apprenticeship programs in key occupations in the h healthcare sector to build an apprenticeship pathway and expand access to trainees.	2/18/2020	$115,103	$59,645	$255,785	800	2.50
5	219327	District	**Texas Workforce Commission**, Program Title: *"Accelerate Texas IV: Integrated Education and Training.* Year 2 of 2.	Project funding will support Workforce Training, AEL services, coordination, staffing, curriculum development, student support and other service delivery. *Additional funding in the amount of $214.*	3/24/2021	$0	$0	$214	0	0.00
6	219345	District Economic Workforce Development	**Texas Workforce Commission/ESC 20**, Program Title: *"Adult Education and Literacy (AEL)"*. Year 1 of 7	This consortium grant will be used to build systems of success for Adult Education and Literacy (AEL) and English Literacy Civics at all levels. The AEL Consortium will lead the Adult Learner Success Network in planning and designing education services, support services and workforce pathways across the 12 county service area of Alamo Workforce Development. *Additional funding in the amount of $16,341.*	7/1/2020	$0	$0	$536,245	521	0.00
7	219742	District-Economic Workforce	**U.S. Department of Health & Human Services Administration for Children and Families,** Program Title: *"Healthcare Professions Opportunity Grant"*. Year 6 of 6.	The purpose of this grant is to provide direct training and education as well as prepare individuals for employment in the healthcare field. Will offer an exciting career laddering program that provides educational training for Temporary Assistance for Needy Family (TANF) recipients and low income eligible individuals in high demand healthcare fields.	9/30/2020	$0	$0	$3,000,000	310	18.00
	7		**Total Dist.-YTD Multi-Year Grants**			**$115,103**	**$59,645**	**$4,087,072**	**1,967**	**24.50**
1	211128	San Antonio College	**U.S. Department of Health and Human Services / Healthy Futures of Texas**, Program Title: *"Competitive Personal Responsibility Education Program (C-PREP)"*. Year 6 of 6.	The program aims to prevent unplanned pregnancy and reduce sexually transmitted diseases to college-aged youth between the age of 14-19 yrs. through two health education programs, Seventeen Days, and SHARP (Sexual Health Adolescent Risk Prevention).Target population includes dual-high school students enrolled at San Antonio College.	7/17/2020	$0	$0	$89,270	300	1.00
2	211137	San Antonio College	**U.S. Department of Education,** Program Title: *"Highlands Upward Bound Math and Science Project"*. Year 4 of 5.	Project provides student service programs for individuals from disadvantaged backgrounds, first generations, low-income individuals, etc. UBMS provides up to four years of additional academic support through summer instruction in math, language arts, composition, foreign language and lab science that aligns with state exams and state readiness standard.	9/6/2017	$0	$19,073	$297,584	60	3.00
3	211138	San Antonio College	**U. S. Department of Education,** Program Title: *"Child Access Means Parents in School (CCAMPIS)"*. Year 4 of 5.	Goal is to increase low-income student success by providing access to high quality child care. Project will provide academic support counseling for CCAMPIS parents at-risk for failure.	10/1/2017	$341,068	$22,821	$308,091	60	0.00
4	211141	San Antonio College	**Department of Health & Human Services / University of Texas at Austin,** Program Title: *"Addiction Technology Transfer Center HHS Region 6"*. Year 4 of 4.	The goal of the grant is to provide individuals in the field of addiction counseling and related areas, information regarding best practices when dealing with patients/clients. This will be accomplished through classroom and internet a academic course offerings as well as training workshops offered throughout the year.	9/30/2017	$0	$0	$15,000	159	1.00

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5	211143	San Antonio College	**Texas Higher Education Coordinating Board**, Program Title: *"Nursing Shortage Reduction Program/Nursing Under 70 Program"*. Year 2 of 2.	The purpose of the grant is to provide up-front funding for the institution's nursing department in order to hire additional faculty and to take additional measures necessary to improve the number of initial license graduates.	3/27/2019	$0	$0	$318,352	0	0.0
6	211146	San Antonio College	**National Science Foundation**, Program Title: *"Cyber Service Scholarship (CSS) Program"*. Year 2 of 5.	The principal goal of this project is to encourage and enable academically talented SAC CIS majors who are veterans of the Armed Forces to complete the AAS in Information Assurance and Cyber Security and enter into a federal, state, local government position related to Cyber Security.	9/14/2018	$0	$0	$241,621	5	2.00
7	211153	San Antonio College	**U.S. Department of Education**, Program Title: *"Project R.I.S.E. (Ready, Inspired, Successful, Engaged) SSS Program"*. Year 1 of 5.	San Antonio College proposes to serve at least 120 low-income, first-generation and/or disabled STEM and Health Sciences majors each year through Project R.I.S.E. The program will increase students' chances of success by providing year round tutoring and prescribed tutoring plans, academic and college readiness instruction.	8/11/2020	$0	$0	$261,879	120	5.00
8	211154	San Antonio College	**U.S. Department of Education,** Program Title: *"Veterans Achieving Learning through Opportunity and Resilience (VALOR) SSS Program"*. Year 1 of 5.	San Antonio College proposes to serve at least 120 low-income, first generation and/or disabled veterans each year through Project VALOR. The program will increase students' chances of success by providing year-round tutoring, academic and college readiness instruction, and postsecondary course selection.	8/11/2020	$0	$0	$261,786	120	5.00
9	211158	San Antonio College	**National Security Agency,** Program Title: *"National Centers of Academic Excellence in Cybersecurity (NCAE-C)"*. Year 1 of 2.	Goal is to increase the number of transitioning military veterans, existing first responders, and criminal justice and finance earners who are prepared to defend our nations security and prosperity via cybersecurity-related positions in San Antonio, Texas and beyond.	9/3/2020	$0	$25,958	$218,455	20	1.00
10	211161	San Antonio College	**National Security Agency/Dakota State University**, Program Title: *"Centers of Academic Excellence in Cybersecurity Program"*. Year 1 of 2.	SAC is pleased to partner with Dakota State University and seven of its university and community college partners to improve postsecondary cybersecurity education across the U.S.	9/30/2020	$0	$28,728	$205,024	25	1.00
11	211162	San Antonio College	**National Endowment for the Humanities**, Program Title: *"San Anto History GO!"*. Year 1 of 3.	This project aims to improve outcomes including completion, retention and learning outcome and engagement in both college and middle school history classes by providing students the opportunity to connect with the history of their neighborhoods and communities. Web-based "Story Maps" and mobile application map tours that can be shared with the general public will increase student engagement in the course.	1/30/2020	$0	$22,553	$42,987	150	1.00
12	211163	San Antonio College	**National Security Agency/California State University**, Program Title: *"CAE-C in Cybersecurity Education Innovation"*. Year 1 of 2.	SAC will prepare at least 25 existing cybersecurity faculty to obtain Department of Defense IT industry certifications with a focus on Security to prepare them for leading their institution's CAE accreditation process. SAC will identify at least 10 veterans or active duty military members who are employed in cybersecurity roles and who have an interest in teaching cybersecurity.	9/21/2020	$0	$42,895	$132,068	100	1.00

ALAMO COLLEGES DISTRICT

FY 2021 Monthly & YTD Grant Award Funding Activity Report with Award Description

September 1, 2020 -May 31, 2021

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
13	211532	San Antonio College	**U.S. Department of Education,** Program Title: *"Tenaces: Staying the Course-A Project to Increase STEM Field Success for Hispanic and Low-income Students"*. Year 5 of 5.	Purpose of this program is to develop and carry out activities to improve and expand the institutions capacity to serve Hispanic and other low-income students in San Antonio who attain degrees in STEM fields.	10/1/2020	$0	$75,000	$775,000	15,000	5.00
14	211534	San Antonio College	**City of San Antonio,** Program Title: *"Educational Access Channel"*. Year 9 of 11.	Funding from this award will be used to replace or purchase multimedia equipment and materials for the COSA TV Education station.	9/1/2020	$0	$0	$200,000	20,000	0.00
	14		**Total SAC-YTD Multi-Year Grants**			**$341,068**	**$237,028**	**$3,367,116**	**36,119**	**26.00**
1	212079	St. Philip's College	**U.S. Department of Health and Human Services / Healthy Futures of Texas**, Program Title: *"Competitive Personal Responsibility Education Program (C-PREP)"*. Year 6 of 6.	Goal is to prevent unplanned pregnancy, STDs and HIV among the highest risk age and racial/ethnic groups of teens in Bexar County Texas; minority teens ages 18-19 attending three of the Alamo Colleges, St. Philip's College, San Antonio College and Palo Alto College.	7/17/2020	$0	$0	$88,895	300	1.00
2	212086	St. Philip's College	**U.S. Department of Education**, Program Title: *"St. Philip's College Child Care Access Means Parents in School Program"*. Year 4 of 5.	The goal of the project is to provide support for the participation of low-income student-parents in post secondary education through the provision of campus based child care services offered at the on-site nationally accredited SPC Development Center.	10/1/2020	$0	$0	$120,250	40	1.00
3	212088	St. Philip's College	**National Aeronautics and Space Administration (NASA) / University of Texas at San Antonio**. Program Title: *"NASA Center for Advanced Measurements in Extreme Environments (CAMEE)"*. Year 2 of 2.	The NASA MIRO significantly increase the number of under represented minority STEM students who transfer to four-year institutions to complete a Bachelor's degree in STEM fields. Objectives include providing professional development, peer mentorship, faculty mentorship, tutoring and enriched STEM labs.	10/1/2020	$0	$0	$46,861	10	0.00
4	212089	St. Philip's College	**Texas Higher Education Coordinating Board (THECB);** Program Title: *"Nursing Shortage Reduction Program (NSRP) Under 70 Program"*. Year 2 of 2.	Funds received from this grant would be necessary to hire additional nursing faculty for the LVN to RN program.	10/7/2020	$0	$0	$34,555	12	0.00
5	212604	St. Philip's College	**U.S. Department of Education**, Program Title: *"Historically Black Colleges and Universities Program"*. Year 4 of 5.	The funds allocated under this grant are being used to support Project Administration and Research Development, Center of Excellence for Math and Science, Campus Renovation, Information & Communication Technology, Student Services, Good Samaritan Veteran Outreach and Transition Center.	8/20/2020	$0	$0	$7,363,989	0	14.00
6	212628	St. Philip's College	**U.S. Department of Education,** Program Title: *"FUTURE Act"*. Year 1 of 5.	Funds for this grant will be used to implement and operate three activities that will support and strengthen the overall institution deliver of services to students. Project Administration and Research Development, Campus Renovation & Technology Improvements and Student Services	8/21/2020	$0	$0	$1,162,992	0	0.00
7	212634	St. Philip's College	**National Science Foundation,** Program Title: *"CIMA Louis Stokes Alliances for Minority Participation (LSAMP)"*. Year 1 of 3.	Program will assist universities and colleges in diversifying the STEM workforce through their efforts at increasing the number of students successfully completing high quality degree programs in science, technology, engineering and mathematics (STEM) Disciplines.	8/21/2020	$0	$301,503	$500,000	30	1.00
	7		**Total SPC-YTD Multi-Year Grants**			**$0**	**$301,503**	**$9,317,542**	**392**	**17.00**

ALAMO COLLEGES DISTRICT

FY 2021 Monthly & YTD Grant Award Funding Activity Report with Award Description

September 1, 2020 -May 31, 2021

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	213069	Palo Alto College	**U.S. Department of Health and Human Services / Healthy Futures of Texas**, Program Title: *"Competitive Personal Responsibility Education Program (C-PREP)"*. Year 6 of 6.	Goal of Health Futures of Texas project is to prevent unplanned pregnancy, STDs and HIV among the highest risk age and racial/ethnic groups of teen in Bexar County Texas ages 18-19 attending the Alamo Colleges.	6/10/2020	$0	$0	$89,270	300	1.00
2	213076	Palo Alto College	**U.S. Department of Education**, Program Title: *"Palo Alto College Upward Bound Project"*. Year 4 of 5.	Upward Bound will provide participants from Poteet, Pleasanton, Lytle and Jourdanton High Schools with academic instruction; tutoring and advising on financial aid programs, assistance in completing financial aid applications, financial literacy 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.	9/30/2020	$0	$0	$287,429	77	2.00
3	213078	Palo Alto College	**U.S. Department of Education**, Program Title: *"Palo Alto College Child Care Means Access in School Project"*. Year 4 of 4.	The project will subsidize the majority of the cost of on-and off campus child care to ensure that PAC students realize their full potential by enrolling, persisting, and completing a college degree. The project will also subsidize off-campus infant care for a minimum of 2 student parents each year.	7/16/2020	$0	$10,746.88	$134,337	20	1.00
4	213079	Palo Alto College	**National Science Foundation**, Program Title: *"Palo Alto College S-STEM Project"*. Year 4 of 5.	The goal of this project is to increase the number of academically talented, financially needy Biology and Biosciences majors who transfer and graduate with a bachelors degree in STEM field on time. The project will help low-income, academically talented Biology students through involvement in Projects of Discovery (PODs).	7/28/2019	$0	$0	$118,842	25	7.00
5	213080	Palo Alto College	**U.S. Department of Education,** Program Title: *"Palo Alto College Upward Bound Math and Science Project"*. Year 4 of 5.	Project 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.	9/1/2020	$0	$0	$297,601	60	2.00
6	213081	Palo Alto College	**National Science Foundation,** Program Title: *"Advanced Technological Education"*. Year 3 of 3.	Program is geared to establish a new dual credit program in Logistics and Supply Chain by creating new emerging technology course models. Recruitment of students, developing a new training module for secondary school educators and a new transfer agreement with a local 4 year university.	3/30/2018	$0	$0	$60,332	1200	2.00
7	213084	Palo Alto College	**Defense Intelligence Agency / University of Texas at San Antonio,** Program Title: *"The UTSA IC CAE Critical Technology Studies Program"*. Year 3 of 3.	Palo Alto College is partnering with the University of Texas at San Antonio (UTSA) in a Defense Intelligence Agency Community Center for Academic Excellence that will help enhance security in the homeland, graduate education and public understanding of issues pertaining to national security.	9/28/2018	$0	$0	$21,000	24	0.00
8	213090	Palo Alto College	**City of San Antonio**, Program Title: *"Dental Hygiene Services"*. Year 1 of 9.	Grant project will support the Palo Alto College Associate of Applied Sciences (AAS) Dental Hygiene degree program when new building opens and to provide a full range of cleaning and preventive Oral Health services to children and adult patients.	1/30/2018	$0	$0	$500,000	750	0.00

ALAMO COLLEGES DISTRICT

FY 2021 Monthly & YTD Grant Award Funding Activity Report with Award Description

September 1, 2020 -May 31, 2021

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
9	213091	Palo Alto College	**U.S. Department of Labor**, Program Title: *"Youth Apprenticeship Readiness Grant"*. Year 1 of 5.	The Education Success Pilot programs will be the target population to receive pre-apprenticeship training to expose them to local, state and national apprenticeship programs.	7/1/2020	$2,099,792	$79,215	$699,159	825	7.00
10	213093	Palo Alto College	**U.S. Department of Education**, Program Title: *"Palo Alto College SSS Project"*. Year 1 of 5.	The project will provide participants with academic support, tutoring and advising; information on financial aid assistance; financial literacy, career exploration; university visits and transfer workshops.	9/1/2020	$0	$17,780	$261,888	140	2.00
11	213095	Palo Alto College	**U.S. Department of Education**, Program Title: *"Palo Alto College DHSI: Project Listo"*. Year 1 of 5.	Project Listo or "ready" in English is designed to establish college-wide best practices and support one activity by increasing Student Support; Growing Partnerships and employer relations to increase student internship and service-learning opportunities; Enrich learning by increasing professional development for faculty to support curriculum design that incorporates career readiness and cultural competency for student success.	9/3/2020	$0	$0.00	$599,007	150	6.00
12	213516	Palo Alto College	**U.S. Department of Education**, Program Title: *"Palo Alto College Title V: Project Impacto"*. Year 5 of 5.	Project will establish college-wide best practices and support systems that enable high-need students to successfully enter, persist, and complete an associates degree program by Strengthening high impact practices for continuing students to improve persistence and completion; establish a student advocacy center and increase professional development opportunities for faculty and staff that will improve student engagement, teaching and learning.	3/1/2016	$0	$0	$525,000	500	6.00
13	213518	Palo Alto College	**U.S. Department of Education**, Program Title: *" SEEDS of Excellence in STEM at Palo Alto College: Support, Engagement Experiential and Development Systems"*. Year 5 of 5.	The SEEDS of excellence project is designed to establish college-wide best practices and support systems related to STEM that aim to increase the number of Hispanic and low-income students pursuing and graduating with STEM degrees be developing comprehensive and collaborative academic and student service programs and strengthening the STEM pipeline. *Additional funding in the amount of $89,219.*	9/27/2016	$15,000	$62,000	$864,219	354	5.00
	13		**Total PAC-YTD Multi-Year Grants**			**$2,114,792**	**$169,742**	**$4,458,084**	**4,425**	**41.00**
1	214049	Northwest	**National Science Foundation,** Program	Program will support the educational preparation of next generation	2/1/2021	$0	$6,202	$149,970	28	1.00
2	214050	Northwest Vista College	**U.S. Department of Education,** Project Title: *"Community Math Project: Building Math Proficiency to Strengthen Teacher Education through Collaborative Interventions"*. Year 3 of 5.	Project aims to narrow the achievement gap among underserved students and provide better educational access for underrepresented groups, through the implementation activities and services designed in t he Developing Hispanic Serving Institutions Programs.	9/28/2020	$0	$0	$718,091	3,375	4.8
3	214051	Northwest Vista College	**U.S. Department of Education / University of Texas at San Antonio**, Project Title: *"Latino Teacher Academy Learning Community (Latino TALC)"*. Year 3 of 5.	The project will provide a support system that facilitates a smooth transition for teacher candidates from the community college to four year institutions. This is a holistic development approach that will provide teacher candidates support as they navigate from a learning community to a professional learning network.	9/28/2020	$0	$0	$224,103	125	3.0

ALAMO COLLEGES DISTRICT

FY 2021 Monthly & YTD Grant Award Funding Activity Report with Award Description

September 1, 2020 -May 31, 2021

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
4	214053	Northwest Vista College	**National Science Foundation/Pasadena City College**. Program Title: *"The Micro Nano Technology Education Center"*. Year 1 of 5.	In collaboration with Pasadena City College, they will create a national-scale ATE center referred to as the Micro Nano Technology Educate Center. This center will connect to existing micro Nano NSF ATE support centers, will focus on the preparation of a nationwide workforce for the manufacture of micro and Nano technologies.	6/23/2020	$0	$0	$106,767	30	1.00
	4		**Total NVC-YTD Multi-Year Grants**			**$0**	**$6,202**	**$1,198,931**	**3,558**	**9.80**
	45			**Total YTD Multi-Year Grants**		**$2,570,963**	**$774,120**	**$22,428,744**	**46,461**	**118.30**
	79			**GRAND TOTAL-YTD SINGLE AND MULTI-YEAR GRANTS**		**$2,570,963**	**$780,438**	**$180,553,032**	**171,861**	**147.30**

ALAMO COLLEGES DISTRICT

FY 2021 Monthly (MTD) Restricted Contract Activity Report

April 01, 2021 -May 31, 2021

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	242011	St. Philip's College	**Bank of America,** Program Title: *"Economic Mobility-Workforce Development".*	The Bank of Ameria Grant was awarded to St. Philip's College to assist those affected by COVID-19 in their attempts to acquire additional workplace skills to enter high demand professional driving careers that offer competitive salaries for its workforce.	10/1/2020	$0	$0	$50,000	27	0.00
	1			**GRAND TOTAL-MTD RESTRICTED CONTRACTS**		**$0**	**$0**	**$50,000**	**27**	**0.00**

ALAMO COLLEGES DISTRICT

FY 2021 YTD Restricted Contract (Non-Grant) Summary Report

September 1, 2020 - April 30, 2021

No.	Contract Recipient	No. of Contracts Executed for the Year	YTD Total Amount of Contracts	No. Students to be Served
1	District Restricted Contracts			
2	San Antonio College	1	19,487	35
3	St. Philip's College	2	20,000	20
4	Palo Alto College	2	70,000	57
5	Northwest Vista College	1	20,000	60
6	Northeast Lakeview College	1	3,590	0
	Total	**7**	**$133,077**	**172**

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	0	0	0	0
2	San Antonio College	0	1	0	1
3	St. Philip's College	0	2	0	2
4	Palo Alto College	0	2	0	2
5	Northwest Vista College	0	1	0	1
6	Northeast Lakeview College	1	0	0	1
	Total	**1**	**6**	**0**	**7**

Discussion and Possible Action on Approval of Construction Reports

Presented to the Board acting as Committee of the Whole on July 20, 2021 and now presented to the Board for approval on July 27, 2021.

MINUTE ORDER

"The Alamo Colleges District Board of Trustees hereby approves the construction reports as presented."

PURPOSE

The following construction reports are presented to the Board of Trustees for informational and approval purposes.

BACKGROUND

1. 2017 Capital Improvement Program Overview Chart(s)
2. 2017 CIP General Obligation Bond / Maintenance Tax Note Summary and Detail Report

IMPLICATIONS

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

ATTACHMENTS: Construction Reports

Dr. Diane Snyder Digitally signed by Dr. Diane Snyder Date: 2021.07.07 09:44:36 -05'00'

Shayne West
Interim Assoc. Vice Chancellor for
Finance and Fiscal Services

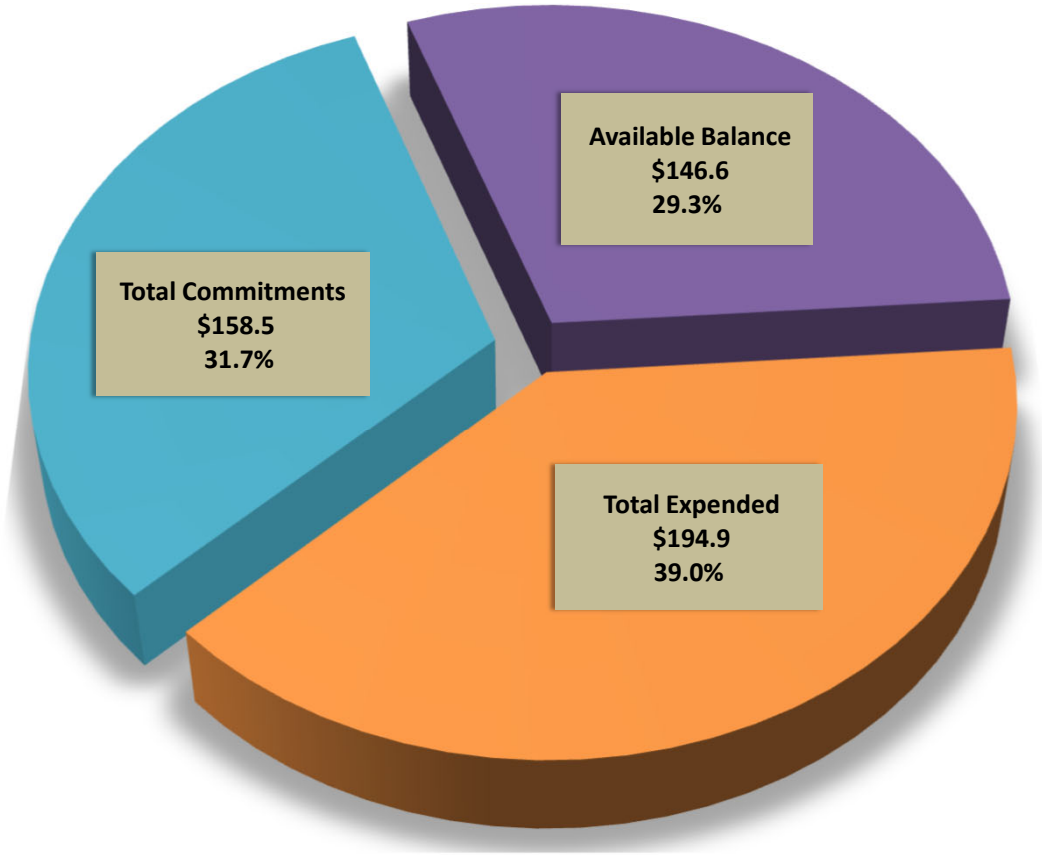
Diane E. Snyder, CPA, Ph.D.
Vice Chancellor of Finance and
Administration

Dr. Mike Flores, Chancellor

Budget vs Actual - Overview (GO & MTN)

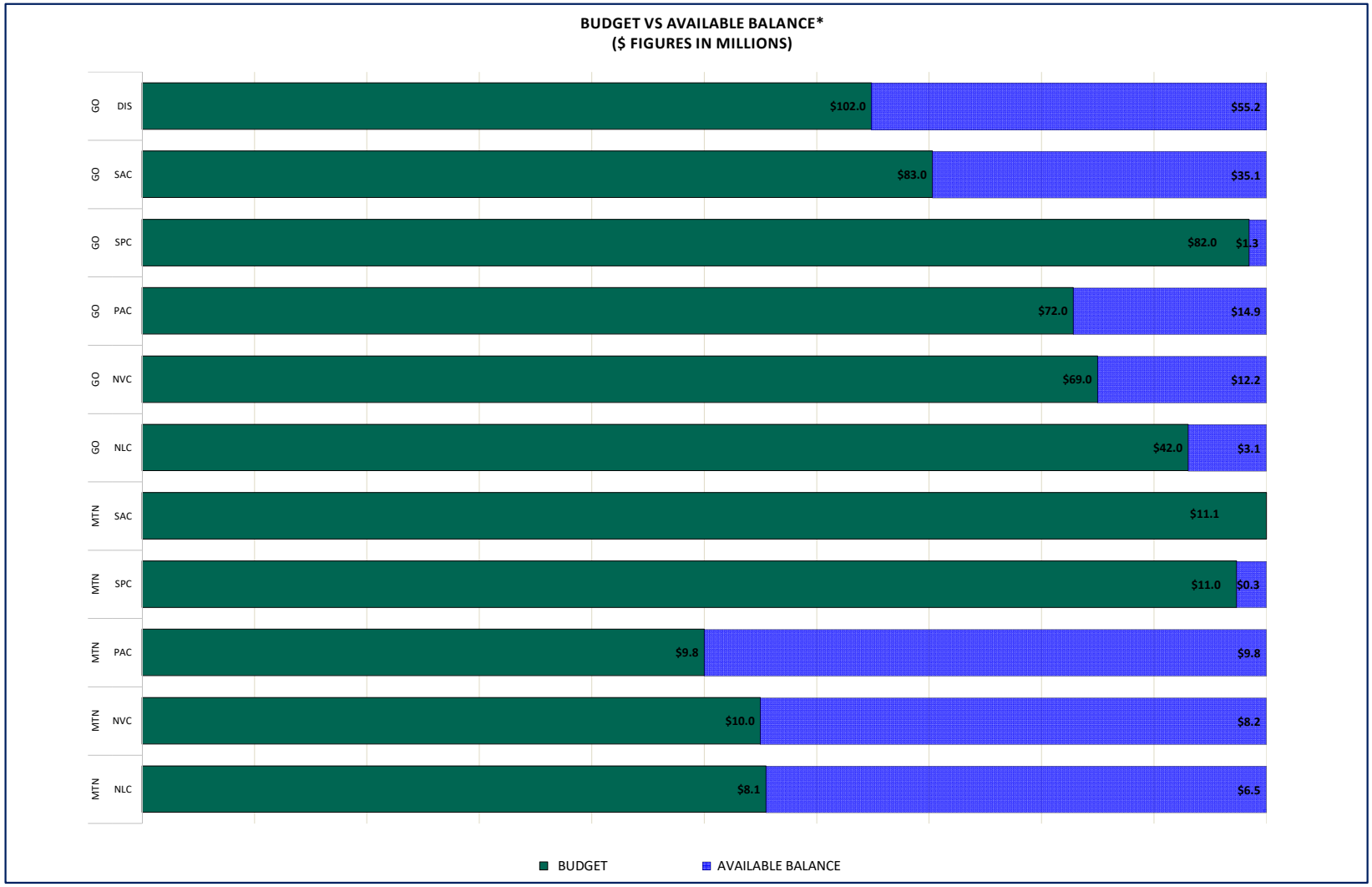
($ FIGURES IN MILLIONS)

As of April 30, 2021



ALAMO COLLEGES DISTRICT

Alamo Colleges District
Capital Improvement Program - Chart Summary



Available balance reduced by actual amount expended as well as committed to spend.

ALAMO COLLEGES DISTRICT

ALAMO COLLEGES DISTRICT
2017 - CAPITAL IMPROVEMENT PROGRAM SUMMARY
As of April 30, 2021

FUNDING SOURCES	GO 2017 Limited Tax Bonds	MTN 2020 Maintenance Tax Bonds	*Unissued* GO 2021 Limited Tax Bonds	*Unissued* GO 2022 Limited Tax Bonds	TOTAL
General Obligation Bonds	$ 173,000,000	$ -	$ 169,000,000	$ 108,000,000	$ 450,000,000
Maintenance Tax Note Bonds	$ -	$ 50,000,000			$ 50,000,000
TOTAL FUNDING SOURCES	**$ 173,000,000**	**$ 50,000,000**	**$ 169,000,000**	**$ 108,000,000**	**$ 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	$ 102,000,000	$ 3,092,675	$ 23,991,667	$ 27,084,342	$ 19,711,889	$ 55,203,769
SAN ANTONIO COLLEGE - 2017 G.O. BOND	$ 83,000,000	$ 7,613,821	$ 18,918,460	$ 26,532,281	$ 21,402,963	$ 35,064,756
ST. PHILIP'S COLLEGE & SWC - 2017 G.O. BOND	$ 82,000,000	$ 12,721,041	$ 46,362,030	$ 59,083,071	$ 21,638,578	$ 1,278,352
PALO ALTO COLLEGE - 2017 G.O. BOND	$ 72,000,000	$ 2,748,116	$ 8,291,676	$ 11,039,792	$ 46,043,023	$ 14,917,185
NORTHWEST VISTA COLLEGE - 2017 G.O. BOND	$ 69,000,000	$ 9,770,676	$ 29,683,871	$ 39,454,547	$ 17,353,891	$ 12,191,562
NORTHEAST LAKEVIEW COLLEGE - 2017 G.O. BOND	$ 42,000,000	$ 8,465,429	$ 1,922,687	$ 10,388,116	$ 28,470,642	$ 3,141,242
General Obligation Bond Totals	**$ 450,000,000**	**$ 44,411,757**	**$ 129,170,392**	**$ 173,582,149**	**$ 154,620,986**	**$ 121,796,865**
SAN ANTONIO COLLEGE - 2020 MTN BOND	$ 11,100,000	$ 6,953,377	$ 1,578,294	$ 8,531,671	$ 2,568,329	$ -
ST. PHILIP'S COLLEGE & SWC - 2020 MTN BOND	$ 11,000,000	$ 4,020,188	$ 5,780,024	$ 9,800,211	$ 899,875	$ 299,913
PALO ALTO COLLEGE - 2020 MTN BOND	$ 9,800,000	$ -	$ -	$ -	$ -	$ 9,800,000
NORTHWEST VISTA COLLEGE - 2020 MTN BOND	$ 10,000,000	$ -	$ 1,818,853	$ 1,818,853	$ -	$ 8,181,147
NORTHEAST LAKEVIEW COLLEGE - 2020 MTN BOND	$ 8,100,000	$ 1,109,979	$ 53,210	$ 1,163,189	$ 442,694	$ 6,494,117
MTN Bond Totals	**$ 50,000,000**	**$ 12,083,544**	**$ 9,230,381**	**$ 21,313,924**	**$ 3,910,899**	**$ 24,775,177**
UNALLOCATED INTEREST INCOME	$ 0	$ -	$ -	$ -	$ -	$ 0
TOTAL FOR ALL 2017 CIP BONDS	**$ 500,000,000**	**$ 56,495,301**	**$ 138,400,772**	**$ 194,896,074**	**$ 158,531,885**	**$ 146,572,043**

ALAMO COLLEGES DISTRICT

2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT

As of April 30, 2021

General Obligation Bonds

PROJECT TITLE	Adjusted Budget	Current Month Expenses	Current Yr Expenses	Prior Yrs Expenses	Total to Date All Yrs Expenses	Commitments	Available Balance
DIS-WETC GO17 - T1	23,000,000	10,110	1,014,241	1,188,843	2,203,084	567,845	20,229,071
DIS-SETC GO17 - T1	23,000,000	517,074	654,662	994,134	1,648,795	15,468,064	5,883,141
DIS-N. 281 Property purch - GO17 - T1	5,000,000	-	-	5,000,000	5,000,000	-	-
DIS I-10 NW Ed and Train Ctr. - GO17 - T2	23,000,000	63,135	146,538	1,710,781	1,857,319	61,368	21,081,313
SWC- Redund Police Dpatch @ SWC - GO17 - T1	3,000,000	-	48,774	2,906,634	2,955,408	-	44,592
TOTAL FOR DISTRICT	**$ 77,000,000**	**$ 590,319**	**$ 1,864,215**	**$ 11,800,391**	**$ 13,664,605**	**$ 16,097,278**	**$ 47,238,117**
DIS Instructional Tech GO17 - T1	1,500,000	-	-	788,961	788,961	-	711,039
DIS Infrastructural & ACOL GO17 T1	11,600,000	536,343	559,179	4,549,416	5,108,595	2,527,323	3,964,081
DIS Comm. & Collaboration Tools GO17 T1	4,100,000	-	251,908	3,097,378	3,349,286	648,900	101,814
Reporting and Analysis - T3	1,700,000	-	-	-	-	-	1,700,000
DIS Mobile Tech & Security GO17 - T3	6,100,000	60,085	417,373	3,755,521	4,172,894	438,388	1,488,717
TOTAL FOR DISTRICT WIDE INFO. TECH.	**$ 25,000,000**	**$ 596,428**	**$ 1,228,460**	**$ 12,191,276**	**$ 13,419,736**	**$ 3,614,612**	**$ 7,965,652**
TOTAL FOR DISTRICT / DISTRICT WIDE	**$ 102,000,000**	**$ 1,186,748**	**$ 3,092,675**	**$ 23,991,667**	**$ 27,084,342**	**$ 19,711,889**	**$ 55,203,769**
SAC-Parking Garage GO17 - T1	19,637,097	322,781	3,455,401	14,610,406	18,065,806	1,076,122	495,169
SAC-Childcare Bldg GO17 - T1	15,200,000	890,347	2,044,850	504,736	2,549,586	12,572,543	77,871
SAC Law Enforce/ 1st Responder - GO17 - T2	20,000,000	30,522	569,942	94,840	664,782	852,238	18,482,980
SAC Fletcher St Success Ren w/ Main Entry - GO17 - T2	9,161,321	5,637	153,229	1,679,427	1,832,656	6,451,863	876,802
SAC Physical Plant - GO17 - T3	2,581,979	45,063	637,733	1,875,069	2,512,802	69,177	0
SAC Chance Academic Ren - GO17 - T3	847,287	-	-	1,923	1,923	112,022	733,342
SAC MFA Ren - GO17 - T3	47,808	-	-	47,808	47,808	-	-
SAC NEW SCIENCE BLDG - GO17	15,524,509	15,718	752,667	104,252	856,919	268,998	14,398,592
TOTAL FOR SAC	**$ 83,000,000**	**$ 1,310,068**	**$ 7,613,821**	**$ 18,918,460**	**$ 26,532,281**	**$ 21,402,963**	**$ 35,064,756**
SPC Culinary Arts Center Exc GO17 -T1	30,000,000	-	290,196	29,705,706	29,995,902	3,685	413
SPC Norris Tech Renovation GO17 - T2	14,882,376	-	778,796	14,059,910	14,838,705	11,378	32,292
SPC Bowden Renovation GO17 - T3	14,000,000	27,059	4,772,002	1,407,385	6,179,387	7,362,223	458,390
TOTAL FOR SPC	**$ 58,882,376**	**$ 27,059**	**$ 5,840,994**	**$ 45,173,001**	**$ 51,013,995**	**$ 7,377,286**	**$ 491,095**
SPC Welding and Auto Body Fac -GO17 -T2	23,117,624	1,644,431	6,880,046	1,189,029	8,069,076	14,261,291	787,257
TOTAL FOR SWC	**$ 23,117,624**	**$ 1,644,431**	**$ 6,880,046**	**$ 1,189,029**	**$ 8,069,076**	**$ 14,261,291**	**$ 787,257**
TOTAL FOR SPC / SWC	**$ 82,000,000**	**$ 1,671,490**	**$ 12,721,041**	**$ 46,362,030**	**$ 59,083,071**	**$ 21,638,578**	**$ 1,278,352**

ALAMO COLLEGES DISTRICT

2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT

As of April 30, 2021

General Obligation Bonds

PROJECT TITLE	Adjusted Budget	Current Month Expenses	Current Yr Expenses	Prior Yrs Expenses	Total to Date All Yrs Expenses	Commitments	Available Balance
PAC Manufacturing Bldg GO17 - T1	56,865,799	1,366,561	2,706,654	1,841,272	4,547,926	41,622,936	10,694,937
PAC Real Estate Purchase (under district funding) GO17 - T1	6,000,000	-	-	5,118,242	5,118,242	-	881,758
PAC Student Engagement & Welcome Ctr GO17 - T2	117,663	8,091	10,291	-	10,291	107,373	-
PAC Natatorium and Gym Ren GO17 - T2	4,721,641	-	30,948	1,161,206	1,192,154	320,160	3,209,327
PAC Physical Plant GO17 - T3	4,294,897	-	224	170,956	171,180	3,992,555	131,162
TOTAL FOR PAC	**$ 72,000,000**	**$ 1,374,651**	**$ 2,748,116**	**$ 8,291,676**	**$ 11,039,792**	**$ 46,043,023**	**$ 14,917,185**
NVC Parking Garage GO17 - T1	9,756,145	-	90,260	9,254,994	9,345,254	364,614	46,277
NVC Welcome Ctr. GO17 - T1	17,873,204	35,114	859,514	14,687,352	15,546,865	108,874	2,217,464
NVC Cultural Prog Ctr Excellen GO17 - T2	4,671,863	-	603,460	465,598	1,069,058	133,592	3,469,213
NVC STEM GO17 - T3	33,900,000	3,146,574	8,128,206	2,646,733	10,774,939	16,666,453	6,458,608
NVC Physical Plant GO17 - T3	2,798,788	-	89,236	2,629,194	2,718,430	80,358	(0)
TOTAL FOR NVC	**$ 69,000,000**	**$ 3,181,688**	**$ 9,770,676**	**$ 29,683,871**	**$ 39,454,547**	**$ 17,353,891**	**$ 12,191,562**
NLC Tech Ctr Excellence/Science Building GO17 - T2	42,000,000	1,488,686	8,465,429	1,922,687	10,388,116	28,470,642	3,141,242
TOTAL FOR NLC	**$ 42,000,000**	**$ 1,488,686**	**$ 8,465,429**	**$ 1,922,687**	**$ 10,388,116**	**$ 28,470,642**	**$ 3,141,242**
TOTAL 2017 G.O. BONDS	**$ 450,000,000**	**$ 10,213,331**	**$ 44,411,757**	**$ 129,170,392**	**$ 173,582,149**	**$ 154,620,986**	**$ 121,796,865**

ALAMO COLLEGES DISTRICT

2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT

As of April 30, 2021

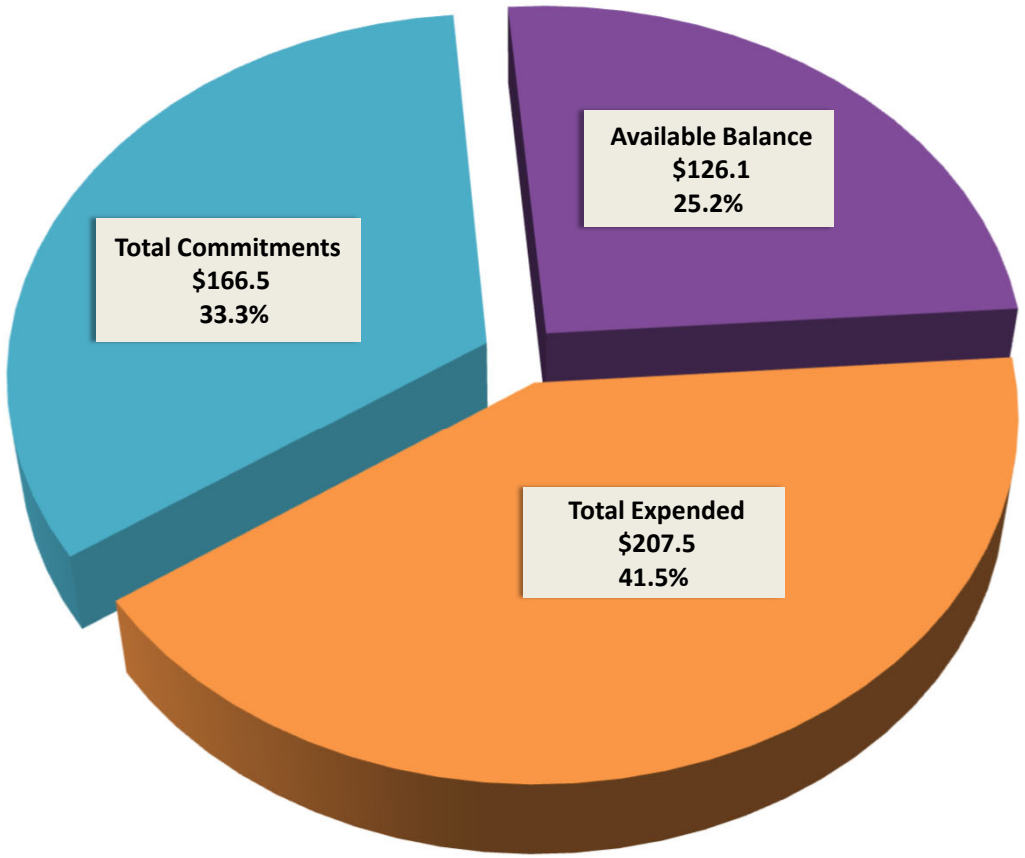
Maintenance Tax Notes

PROJECT TITLE	Adjusted Budget	Current Month Expenses	Current Yr Expenses	Prior Yrs Expenses	Total to Date All Yrs Expenses	Commitments	Available Balance
SAC FLETCH ST SCSS MTN20	11,100,000	1,188,176	6,953,377	1,578,294	8,531,671	2,568,329	-
TOTAL FOR SAC	**11,100,000**	**1,188,176**	**6,953,377**	**1,578,294**	**8,531,671**	**2,568,329**	**-**
SPC THCA Culinary-MTN20	2,181,723	-	517,900	1,015,778	1,533,678	602,139	45,906
SPC NORRIS TECH MTN20	8,808,277	15,780	3,502,288	4,764,246	8,266,533	297,736	244,008
SPC UNALLOCATED MTN20	10,000	-	-	-	-	-	10,000
TOTAL FOR SPC / SWC	**11,000,000**	**15,780**	**4,020,188**	**5,780,024**	**9,800,211**	**899,875**	**299,913**
PAC NATA & GYM IMP - MTN20	9,800,000	-	-	-	-	-	9,800,000
TOTAL FOR PAC	**9,800,000**	**-**	**-**	**-**	**-**	**-**	**9,800,000**
NVC CUL PRGMS CYP REN - MTN20	8,181,147	-	-	-	-	-	8,181,147
NVC WELCOME CTR - MTN20	1,818,853	-	-	1,818,853	1,818,853	-	0
TOTAL FOR NVC	**10,000,000**	**-**	**-**	**1,818,853**	**1,818,853**	**-**	**8,181,147**
NLC SCI/TECH CTR of EXEL - MTN20	4,000,000	-	-	-	-	-	4,000,000
NLC UNALLOCATED - MTN20	1,681,832	-	-	-	-	-	1,681,832
NLC ACA BLDG I ELEV - MTN20	1,274,314	1,723	812,013	-	812,013	442,694	19,607
NLC NLIB Elev & L Ren - MTN20	143,854	-	90,644	53,210	143,854	-	-
NLC STU COM MOIST BAR - MTN20	1,000,000	-	207,322	-	207,322	-	792,678
TOTAL FOR NLC	**8,100,000**	**1,723**	**1,109,979**	**53,210**	**1,163,189**	**442,694**	**6,494,117**
TOTAL 2020 MTN BONDS	**$ 50,000,000**	**$ 1,205,679**	**$ 12,083,544**	**$ 9,230,381**	**$ 21,313,924**	**$ 3,910,899**	**$ 24,775,177**
TOTAL 2017 CIP G.O. & MTN BONDS	**$ 500,000,000**	**$ 11,419,010**	**$ 56,495,301**	**$ 138,400,772**	**$ 194,896,074**	**$ 158,531,885**	**$ 146,572,043**

Budget vs Actual - Overview (GO & MTN)

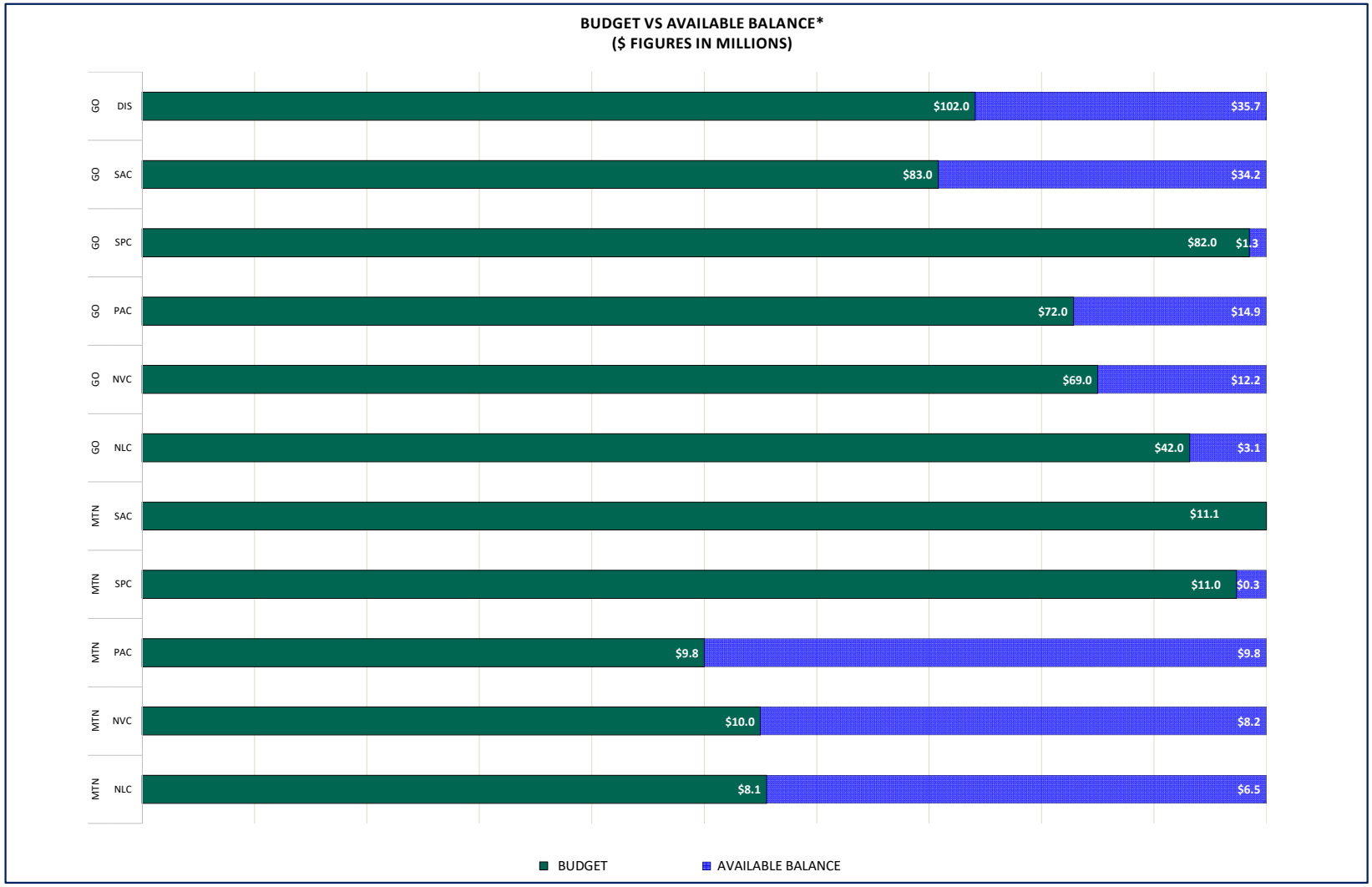
($ FIGURES IN MILLIONS)

As of May 31, 2021



ALAMO COLLEGES DISTRICT

Alamo Colleges District
Capital Improvement Program - Chart Summary



Available balance reduced by actual amount expended as well as committed to spend.

ALAMO COLLEGES DISTRICT

ALAMO COLLEGES DISTRICT
2017 - CAPITAL IMPROVEMENT PROGRAM SUMMARY
As of May 31, 2021

FUNDING SOURCES	GO 2017 Limited Tax Bonds	MTN 2020 Maintenance Tax Bonds	*Unissued* GO 2021 Limited Tax Bonds	*Unissued* GO 2022 Limited Tax Bonds	TOTAL
General Obligation Bonds	$ 173,000,000	$ -	$ 169,000,000	$ 108,000,000	$ 450,000,000
Maintenance Tax Note Bonds	$ -	$ 50,000,000			$ 50,000,000
TOTAL FUNDING SOURCES	**$ 173,000,000**	**$ 50,000,000**	**$ 169,000,000**	**$ 108,000,000**	**$ 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	$ 102,000,000	$ 3,248,651	$ 23,991,667	$ 27,240,318	$ 39,108,987	$ 35,650,694
SAN ANTONIO COLLEGE - 2017 G.O. BOND	$ 83,000,000	$ 8,928,805	$ 18,918,460	$ 27,847,265	$ 20,943,575	$ 34,209,160
ST. PHILIP'S COLLEGE & SWC - 2017 G.O. BOND	$ 82,000,000	$ 16,082,926	$ 46,362,030	$ 62,444,957	$ 18,303,146	$ 1,251,898
PALO ALTO COLLEGE - 2017 G.O. BOND	$ 72,000,000	$ 6,426,574	$ 8,291,676	$ 14,718,250	$ 42,370,066	$ 14,911,685
NORTHWEST VISTA COLLEGE - 2017 G.O. BOND	$ 69,000,000	$ 11,903,513	$ 29,683,871	$ 41,587,384	$ 15,221,393	$ 12,191,223
NORTHEAST LAKEVIEW COLLEGE - 2017 G.O. BOND	$ 42,000,000	$ 10,148,748	$ 1,922,687	$ 12,071,435	$ 26,855,569	$ 3,072,996
General Obligation Bond Totals	**$ 450,000,000**	**$ 56,739,217**	**$ 129,170,392**	**$ 185,909,609**	**$ 162,802,735**	**$ 101,287,657**
SAN ANTONIO COLLEGE - 2020 MTN BOND	$ 11,100,000	$ 6,953,377	$ 1,578,294	$ 8,531,671	$ 2,568,329	$ -
ST. PHILIP'S COLLEGE & SWC - 2020 MTN BOND	$ 11,000,000	$ 4,020,188	$ 5,780,024	$ 9,800,211	$ 899,875	$ 299,913
PALO ALTO COLLEGE - 2020 MTN BOND	$ 9,800,000	$ -	$ -	$ -	$ -	$ 9,800,000
NORTHWEST VISTA COLLEGE - 2020 MTN BOND	$ 10,000,000	$ -	$ 1,818,853	$ 1,818,853	$ -	$ 8,181,147
NORTHEAST LAKEVIEW COLLEGE - 2020 MTN BOND	$ 8,100,000	$ 1,341,178	$ 53,210	$ 1,394,388	$ 220,945	$ 6,484,666
MTN Bond Totals	**$ 50,000,000**	**$ 12,314,743**	**$ 9,230,381**	**$ 21,545,124**	**$ 3,689,149**	**$ 24,765,727**
UNALLOCATED INTEREST INCOME	$ 0	$ -	$ -	$ -	$ -	$ 0
TOTAL FOR ALL 2017 CIP BONDS	**$ 500,000,000**	**$ 69,053,960**	**$ 138,400,772**	**$ 207,454,732**	**$ 166,491,885**	**$ 126,053,384**

ALAMO COLLEGES DISTRICT

2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT

As of May 31, 2021

General Obligation Bonds

PROJECT TITLE	Adjusted Budget	Current Month Expenses	Current Yr Expenses	Prior Yrs Expenses	Total to Date All Yrs Expenses	Commitments	Available Balance
DIS-WETC GO17 - T1	23,000,000	-	1,014,241	1,188,843	2,203,084	19,801,626	995,290
DIS-SETC GO17 - T1	23,000,000	203,203	857,865	994,134	1,851,999	15,448,348	5,699,654
DIS-N. 281 Property purch - GO17 - T1	5,000,000	-	-	5,000,000	5,000,000	-	-
DIS I-10 NW Ed and Train Ctr. - GO17 - T2	23,000,000	-	146,538	1,710,781	1,857,319	61,368	21,081,313
SWC- Redund Police Dpatch @ SWC - GO17 - T1	3,000,000	-	48,774	2,906,634	2,955,408	-	44,592
TOTAL FOR DISTRICT	**$ 77,000,000**	**$ 203,203**	**$ 2,067,418**	**$ 11,800,391**	**$ 13,867,809**	**$ 35,311,342**	**$ 27,820,849**
DIS Instructional Tech GO17 - T1	1,500,000	-	-	788,961	788,961	-	711,039
DIS Infrastructural & ACOL GO17 T1	11,600,000	19,843	579,022	4,549,416	5,128,438	2,507,480	3,964,081
DIS Comm. & Collaboration Tools GO17 T1	4,100,000	-	251,908	3,097,378	3,349,286	648,900	101,814
Reporting and Analysis - T3	1,700,000	-	-	-	-	-	1,700,000
DIS Mobile Tech & Security GO17 - T3	6,100,000	350,303	350,303	3,755,521	4,105,824	641,264	1,352,911
TOTAL FOR DISTRICT WIDE INFO. TECH.	**$ 25,000,000**	**$ 370,146**	**$ 1,181,233**	**$ 12,191,276**	**$ 13,372,510**	**$ 3,797,645**	**$ 7,829,845**
TOTAL FOR DISTRICT / DISTRICT WIDE	**$ 102,000,000**	**$ 573,350**	**$ 3,248,651**	**$ 23,991,667**	**$ 27,240,318**	**$ 39,108,987**	**$ 35,650,694**
SAC-Parking Garage GO17 - T1	19,637,097	414,929	3,870,329	14,610,406	18,480,735	661,193	495,169
SAC-Childcare Bldg GO17 - T1	15,200,000	890,488	2,935,338	504,736	3,440,074	11,682,055	77,871
SAC Law Enforce/ 1st Responder - GO17 - T2	20,000,000	-	569,942	94,840	664,782	877,348	18,457,870
SAC Fletcher St Success Ren w/ Main Entry - GO17 - T2	9,161,321	9,568	162,797	1,679,427	1,842,223	7,272,781	46,317
SAC Physical Plant - GO17 - T3	2,581,979	-	637,733	1,875,069	2,512,802	69,177	0
SAC Chance Academic Ren - GO17 - T3	847,287	-	-	1,923	1,923	112,022	733,342
SAC MFA Ren - GO17 - T3	47,808	-	-	47,808	47,808	-	-
SAC NEW SCIENCE BLDG - GO17	15,524,509	-	752,667	104,252	856,919	268,998	14,398,592
TOTAL FOR SAC	**$ 83,000,000**	**$ 1,314,984**	**$ 8,928,805**	**$ 18,918,460**	**$ 27,847,265**	**$ 20,943,575**	**$ 34,209,160**
SPC Culinary Arts Center Exc GO17 -T1	30,000,000	193	290,389	29,705,706	29,996,095	3,492	413
SPC Norris Tech Renovation GO17 - T2	14,882,376	-	778,796	14,059,910	14,838,705	11,378	32,292
SPC Bowden Renovation GO17 - T3	14,000,000	1,522,909	6,294,911	1,407,385	7,702,297	5,860,367	437,336
TOTAL FOR SPC	**$ 58,882,376**	**$ 1,523,102**	**$ 7,364,096**	**$ 45,173,001**	**$ 52,537,097**	**$ 5,875,239**	**$ 470,041**
SPC Welding and Auto Body Fac -GO17 -T2	23,117,624	1,838,784	8,718,831	1,189,029	9,907,860	12,427,907	781,857
TOTAL FOR SWC	**$ 23,117,624**	**$ 1,838,784**	**$ 8,718,831**	**$ 1,189,029**	**$ 9,907,860**	**$ 12,427,907**	**$ 781,857**
TOTAL FOR SPC / SWC	**$ 82,000,000**	**$ 3,361,886**	**$ 16,082,926**	**$ 46,362,030**	**$ 62,444,957**	**$ 18,303,146**	**$ 1,251,898**

ALAMO COLLEGES DISTRICT

2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT

As of May 31, 2021

General Obligation Bonds

PROJECT TITLE	Adjusted Budget	Current Month Expenses	Current Yr Expenses	Prior Yrs Expenses	Total to Date All Yrs Expenses	Commitments	Available Balance
PAC Manufacturing Bldg GO17 - T1	56,865,799	3,540,275	6,246,929	1,841,272	8,088,202	38,088,161	10,689,437
PAC Real Estate Purchase (under district funding) GO17 - T1	6,000,000	-	-	5,118,242	5,118,242	-	881,758
PAC Student Engagement & Welcome Ctr GO17 - T2	117,663	-	10,291	-	10,291	107,373	-
PAC Natatorium and Gym Ren GO17 - T2	4,721,641	12,904	43,852	1,161,206	1,205,058	307,256	3,209,327
PAC Physical Plant GO17 - T3	4,294,897	125,278	125,502	170,956	296,458	3,867,276	131,162
TOTAL FOR PAC	**$ 72,000,000**	**$ 3,678,457**	**$ 6,426,574**	**$ 8,291,676**	**$ 14,718,250**	**$ 42,370,066**	**$ 14,911,685**
NVC Parking Garage GO17 - T1	9,756,145	16,709	106,969	9,254,994	9,361,963	347,905	46,277
NVC Welcome Ctr. GO17 - T1	17,873,204	47,097	906,611	14,687,352	15,593,962	61,777	2,217,464
NVC Cultural Prog Ctr Excellen GO17 - T2	4,671,863	-	603,460	465,598	1,069,058	133,592	3,469,213
NVC STEM GO17 - T3	33,900,000	2,069,031	10,197,237	2,646,733	12,843,970	14,597,761	6,458,269
NVC Physical Plant GO17 - T3	2,798,788	-	89,236	2,629,194	2,718,430	80,358	(0)
TOTAL FOR NVC	**$ 69,000,000**	**$ 2,132,837**	**$ 11,903,513**	**$ 29,683,871**	**$ 41,587,384**	**$ 15,221,393**	**$ 12,191,223**
NLC Tech Ctr Excellence/Science Building GO17 - T2	42,000,000	1,683,319	10,148,748	1,922,687	12,071,435	26,855,569	3,072,996
TOTAL FOR NLC	**$ 42,000,000**	**$ 1,683,319**	**$ 10,148,748**	**$ 1,922,687**	**$ 12,071,435**	**$ 26,855,569**	**$ 3,072,996**
TOTAL 2017 G.O. BONDS	**$ 450,000,000**	**$ 12,744,832**	**$ 56,739,217**	**$ 129,170,392**	**$ 185,909,609**	**$ 162,802,735**	**$ 101,287,657**

ALAMO COLLEGES DISTRICT

2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT

As of May 31, 2021

Maintenance Tax Notes

PROJECT TITLE	Adjusted Budget	Current Month Expenses	Current Yr Expenses	Prior Yrs Expenses	Total to Date All Yrs Expenses	Commitments	Available Balance
SAC FLETCH ST SCSS MTN20	11,100,000	-	6,953,377	1,578,294	8,531,671	2,568,329	-
TOTAL FOR SAC	**11,100,000**	**-**	**6,953,377**	**1,578,294**	**8,531,671**	**2,568,329**	**-**
SPC THCA Culinary-MTN20	2,181,723	-	517,900	1,015,778	1,533,678	602,139	45,906
SPC NORRIS TECH MTN20	8,808,277	-	3,502,288	4,764,246	8,266,533	297,736	244,008
SPC UNALLOCATED MTN20	10,000	-	-	-	-	-	10,000
TOTAL FOR SPC / SWC	**11,000,000**	**-**	**4,020,188**	**5,780,024**	**9,800,211**	**899,875**	**299,913**
PAC NATA & GYM IMP - MTN20	9,800,000	-	-	-	-	-	9,800,000
TOTAL FOR PAC	**9,800,000**	**-**	**-**	**-**	**-**	**-**	**9,800,000**
NVC CUL PRGMS CYP REN - MTN20	8,181,147	-	-	-	-	-	8,181,147
NVC WELCOME CTR - MTN20	1,818,853	-	-	1,818,853	1,818,853	-	0
TOTAL FOR NVC	**10,000,000**	**-**	**-**	**1,818,853**	**1,818,853**	**-**	**8,181,147**
NLC SCI/TECH CTR of EXEL - MTN20	4,000,000	-	-	-	-	-	4,000,000
NLC UNALLOCATED - MTN20	1,681,832	-	-	-	-	-	1,681,832
NLC ACA BLDG I ELEV - MTN20	1,274,314	231,200	1,043,212	-	1,043,212	220,945	10,156
NLC NLIB Elev & L Ren - MTN20	143,854	-	90,644	53,210	143,854	-	-
NLC STU COM MOIST BAR - MTN20	1,000,000	-	207,322	-	207,322	-	792,678
TOTAL FOR NLC	**8,100,000**	**231,200**	**1,341,178**	**53,210**	**1,394,388**	**220,945**	**6,484,666**
TOTAL 2020 MTN BONDS	**$ 50,000,000**	**$ 231,200**	**$ 12,314,743**	**$ 9,230,381**	**$ 21,545,124**	**$ 3,689,149**	**$ 24,765,727**
TOTAL 2017 CIP G.O. & MTN BONDS	**$ 500,000,000**	**$ 12,976,032**	**$ 69,053,960**	**$ 138,400,772**	**$ 207,454,732**	**$ 166,491,885**	**$ 126,053,384**

ALAMO COLLEGES DISTRICT

ALAMO COLLEGES DISTRICT
CAPITAL IMPROVEMENTS PROGRAM (CIP)
EXECUTIVE SUMMARY

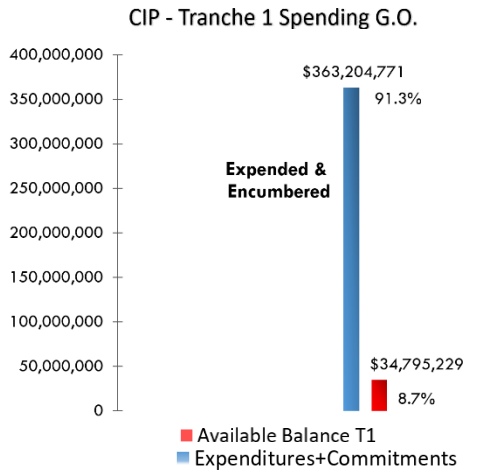
CIP Bond Construction *Estimated* Upcoming CIP Project – for Board Approval

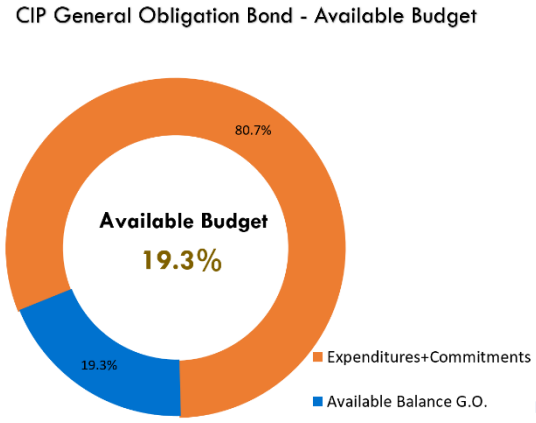
Estimated Upcoming GMP Board Pending Approval	Jul	Aug	Sept	Oct	Nov
SAC Realization of Savings – Physical Plant and Parking Garage/San Pedro (Skanska)	X				
SPC Realization of Savings – Clarence Windzell Norris Building (Skanska)	X				
NVC Cypress Cultural Center of Excellence Renovation (SpawGlass / Overland)			X		
PAC Natatorium/Gym Renovation (Bartlett Cocke / RVK)			X		
Northwest Education and Training Center (NWETC) (Sundt / Overland)					X
SAC First Responders Academy (Gilbane / O'Connell Robertson)				X	
SAC Chance Renovation (J.T. Vaughn / O'Connell Robertson)					X
TOTAL	**2**	**0**	**2**	**1**	**2**

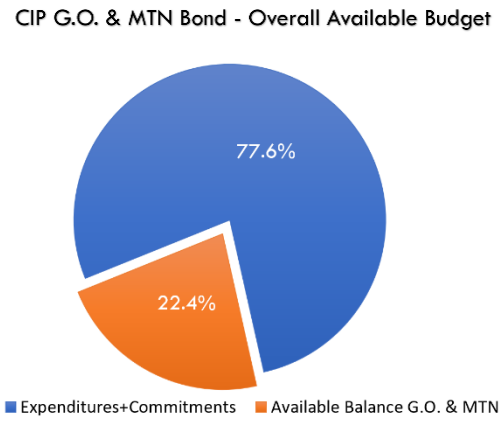
CIP Bond Construction Projects by The Numbers

Project Status	SPC	SAC	NVC	PAC	NLC	ETCs	Total
Projects Completed	3	2	3				8
Projects in Construction	2	3	1	2	1	2	11
Projects with Approved GMP							0
Projects with Upcoming GMP Approval			1	1			2
Projects in Various Design Phases		2				1	3
TOTAL							**24**

CIP Bond Budget – As of June 2021







Tranche 1 & 2 - Spend Summary			%
1st Tranche (GO17) & 2nd Tranche (GO21)	$	398,000,000	100.0%
Expenditures+Commitments	$	363,204,771	91.3%
Available Balance T1&2	$	34,795,229	8.7%

CIP General Obligation Bond - Available Budget			%
CIP GO Budget	$	450,000,000	100.0%
Expenditures+Commitments		363,204,771	80.7%
Available Balance G.O.	$	86,795,229	19.3%

Overall CIP GO & MTN - Available Budget			%
CIP GO+MTN Budget	$	500,000,000	100.0%
Expenditures+Commitments		388,018,992	77.6%
Available Balance G.O. & MTN	$	111,981,008	22.4%

Total General Obligation & MTN funding	Total expenditures on all CIP projects to date	Remaining balance of funding
$500,000,000	**$167,245,505**	**$111,981,008**

**Preliminary Bond Budget Numbers as of June 15, 2021, Report, subject to change and unaudited*

Next CBOC Meeting

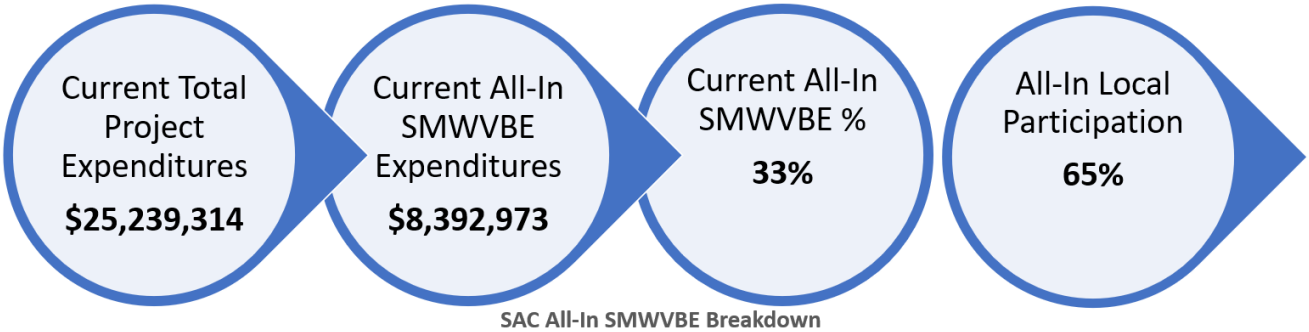
- The next meeting is scheduled to be held on August 9, 2021.

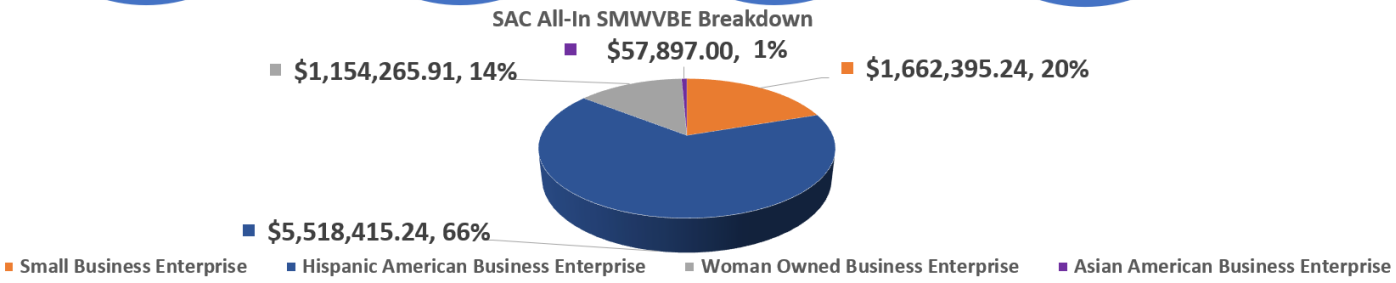
CIP Bond SMWVBE Reporting (as reported in May 2021)

San Antonio College

ALAMO COLLEGES DISTRICT
San Antonio College

- Total Campus CIP Funding: $96,362,258
- **Remaining Funding Spending Opportunities : $71,122,943**

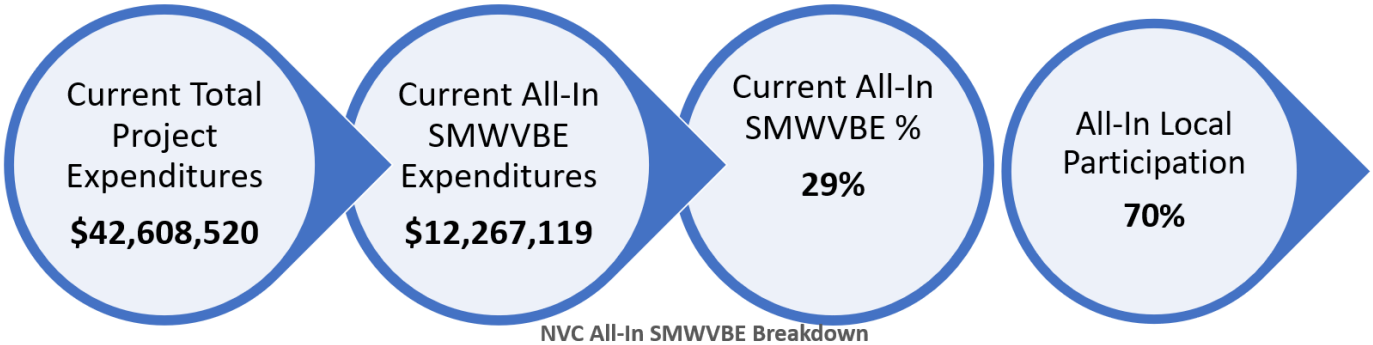


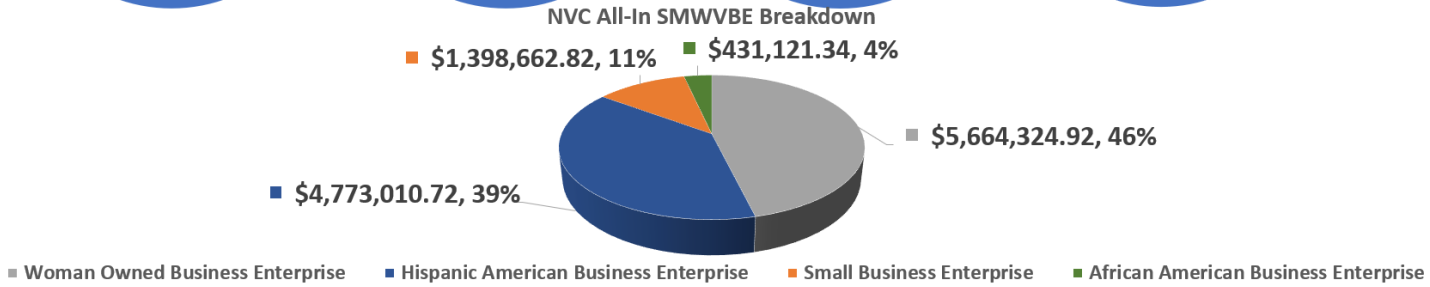


Northwest Vista College

ALAMO COLLEGES DISTRICT
Northwest Vista College

- Total Campus CIP Funding: $79,000,000
- **Remaining Funding Spending Opportunities : $36,391,479**



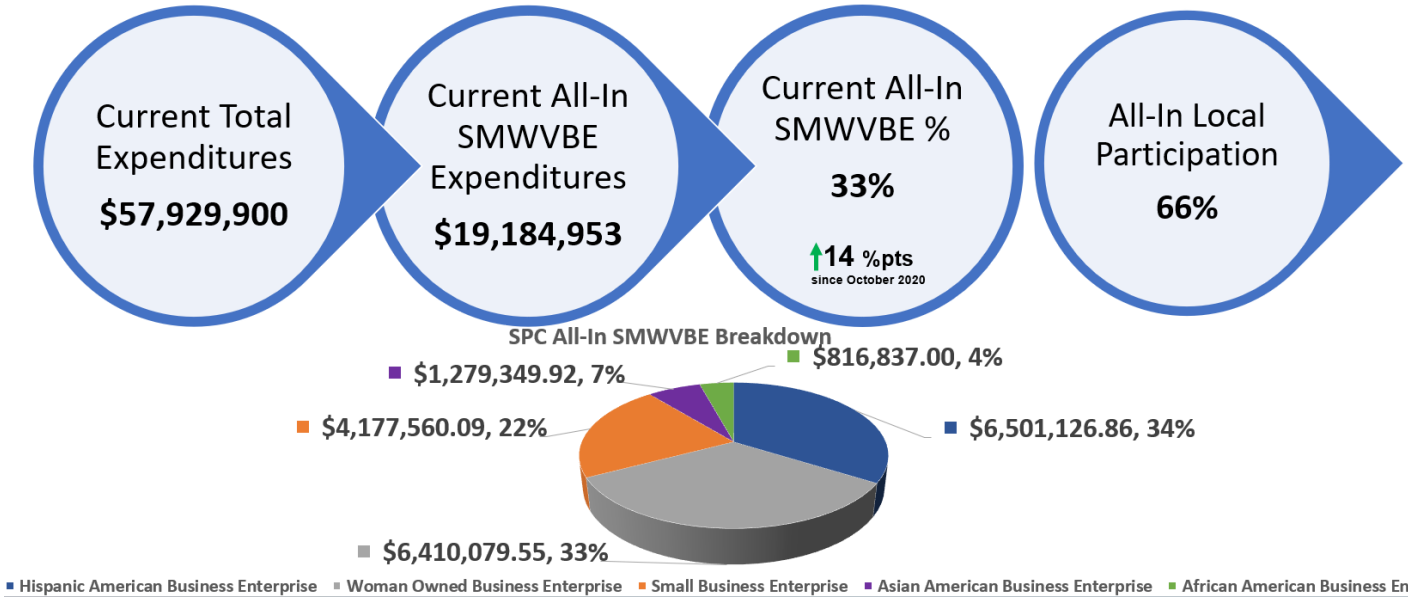


ALAMO COLLEGES DISTRICT

St. Philip's College

ALAMO COLLEGES DISTRICT
St. Philip's College

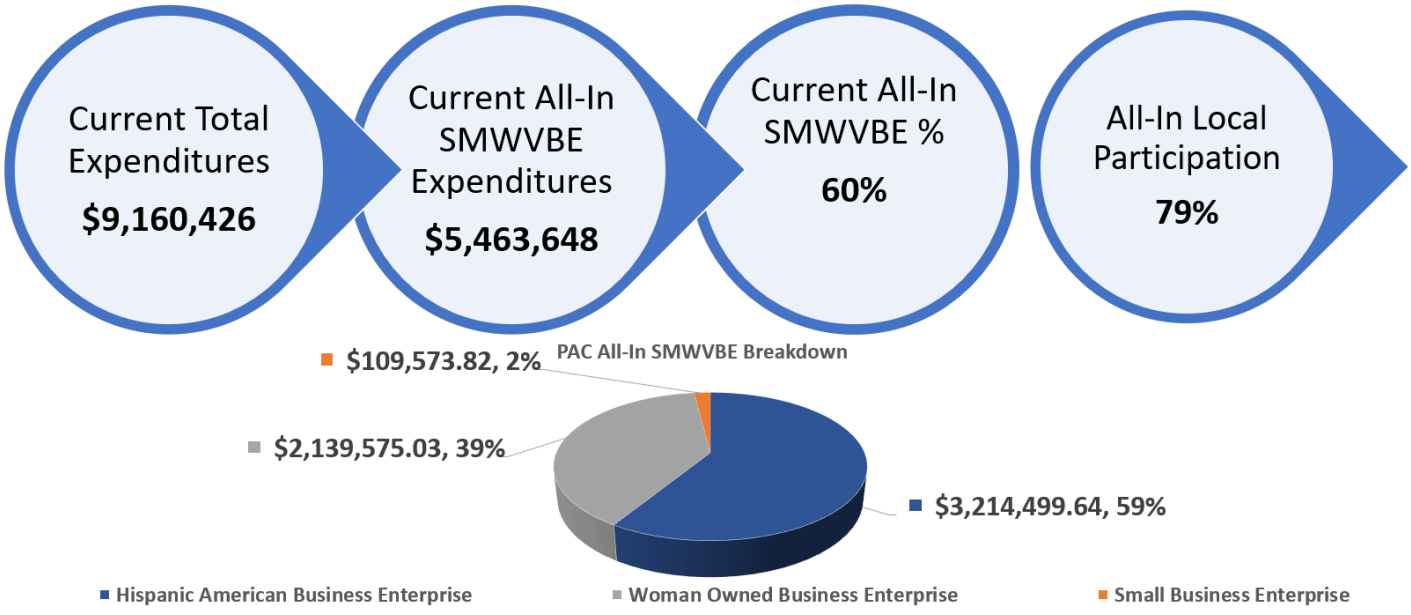
- Total Campus CIP Funding: $99,041,441
- **Remaining Funding Spending Opportunities : $41,111,540**



Palo Alto College

ALAMO COLLEGES DISTRICT
Palo Alto College

- Total Campus CIP Funding: $83,067,000
- **Remaining Funding Spending Opportunities : $73,906,574**

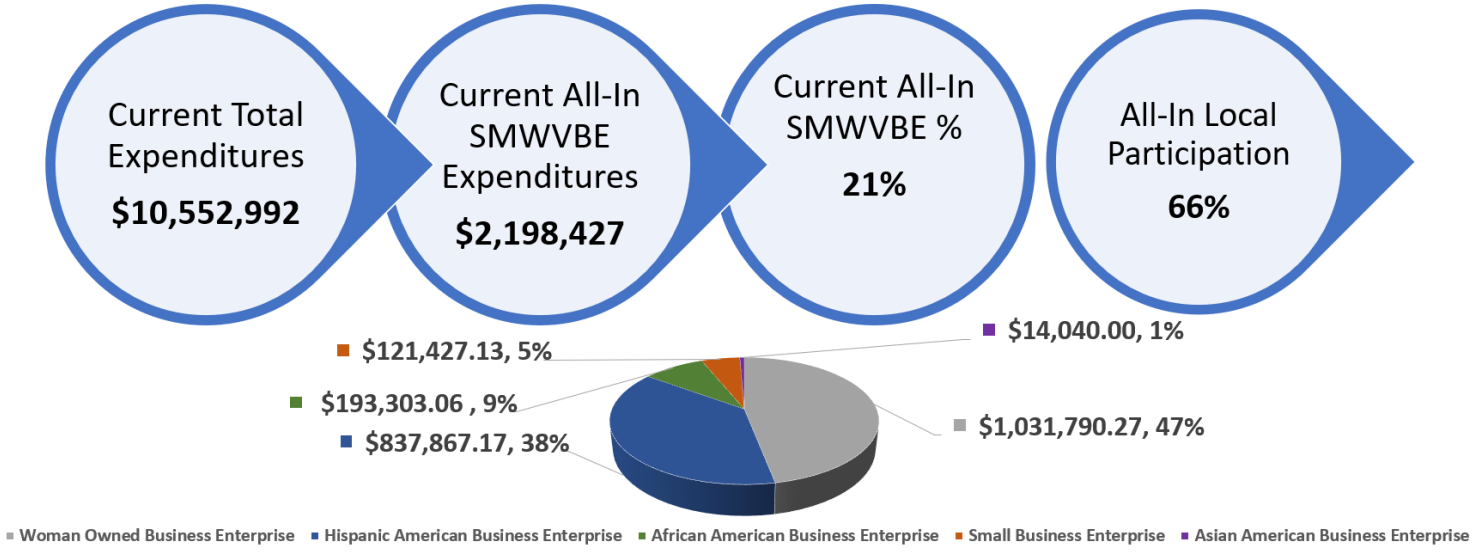


ALAMO COLLEGES DISTRICT

Northeast Lakeview College

ALAMO COLLEGES DISTRICT
Northeast Lakeview College

- STEM Bldg. Total Campus CIP Funding: $46,000,000*
- **Remaining Funding Spending Opportunities : $35,447,008**
- **Total Project Cost: $36,162,898**



Discussion and Possible Action on Approval of Financial Reports

Presented to the Board acting as Committee of the Whole on July 20, 2021 and now presented to the Board for approval on July 27, 2021

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 April 30, 2021 and May 31, 2021.

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

Dr. Diane Snyder Digitally signed by Dr. Diane Snyder Date: 2021.07.07 09:43:43 -05'00'

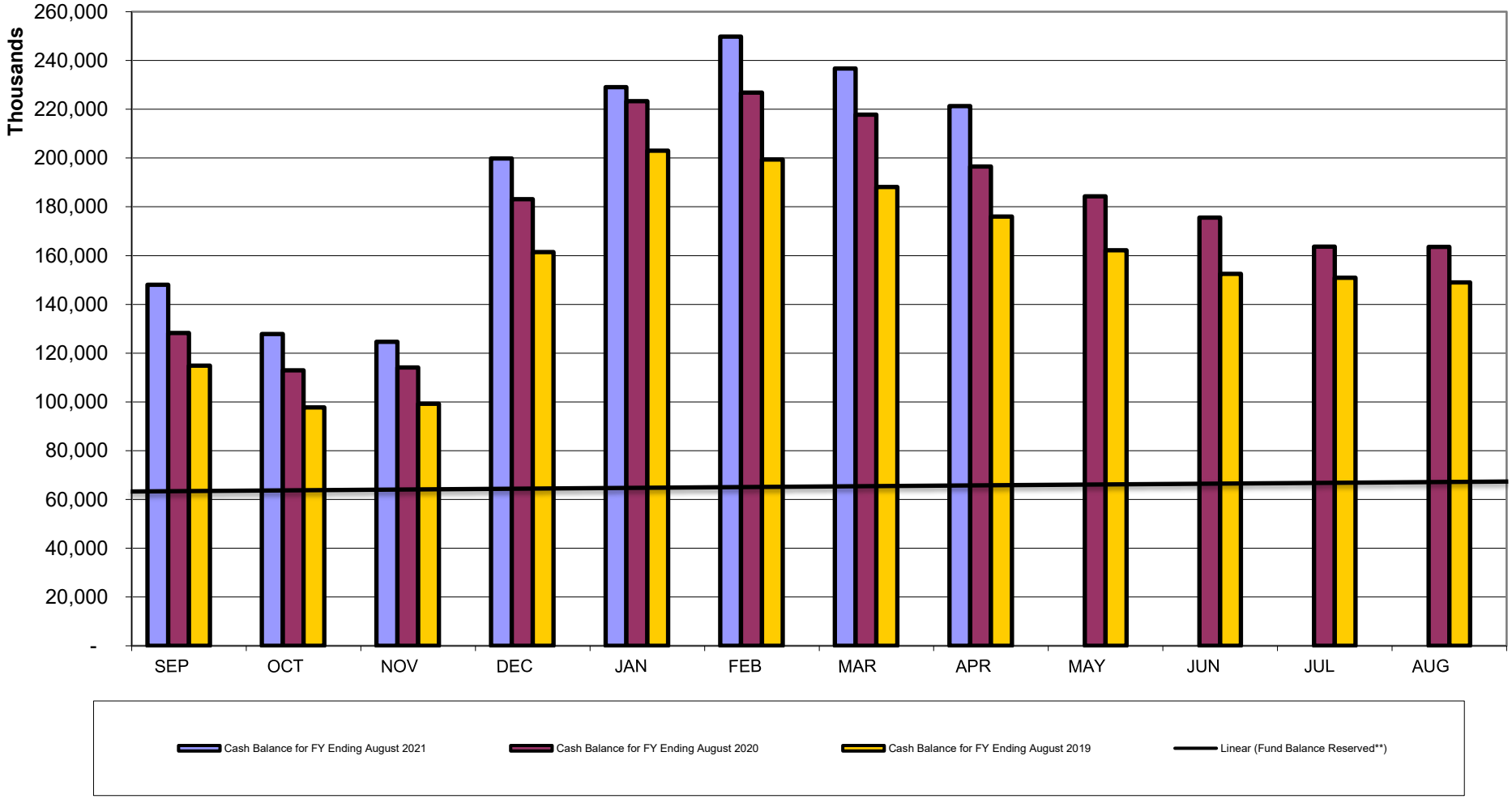
Shayne West
Interim Associate Vice Chancellor for
Finance and Fiscal Services

Diane E. Snyder, CPA, Ph.D.
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 2021, 2020 and 2019)
Through April 2021

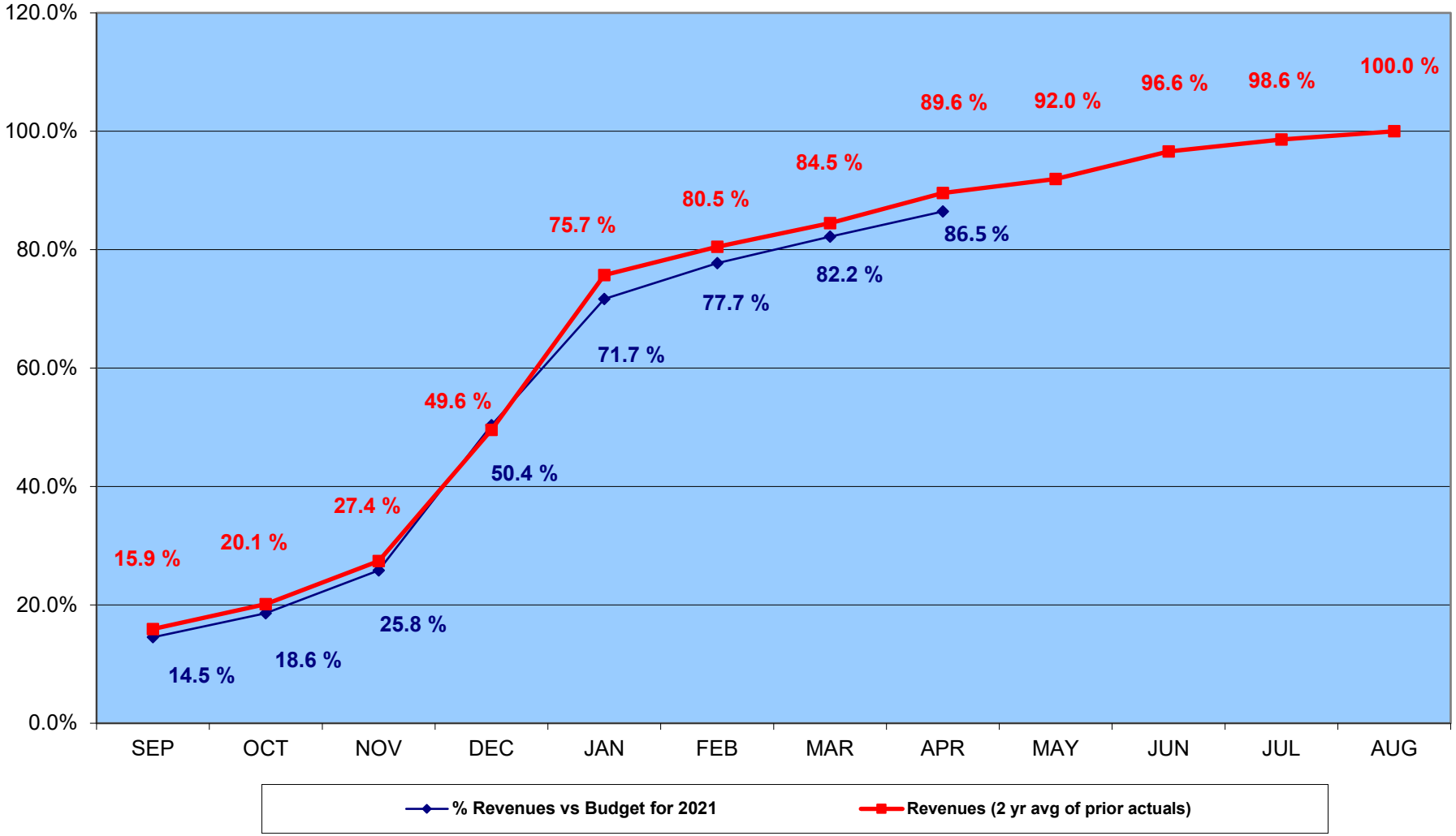


*Includes Cash and Investments.
Chart excludes cash balances for capital construction and debt service.
August includes Fall Tuition collections.

5/14/2021

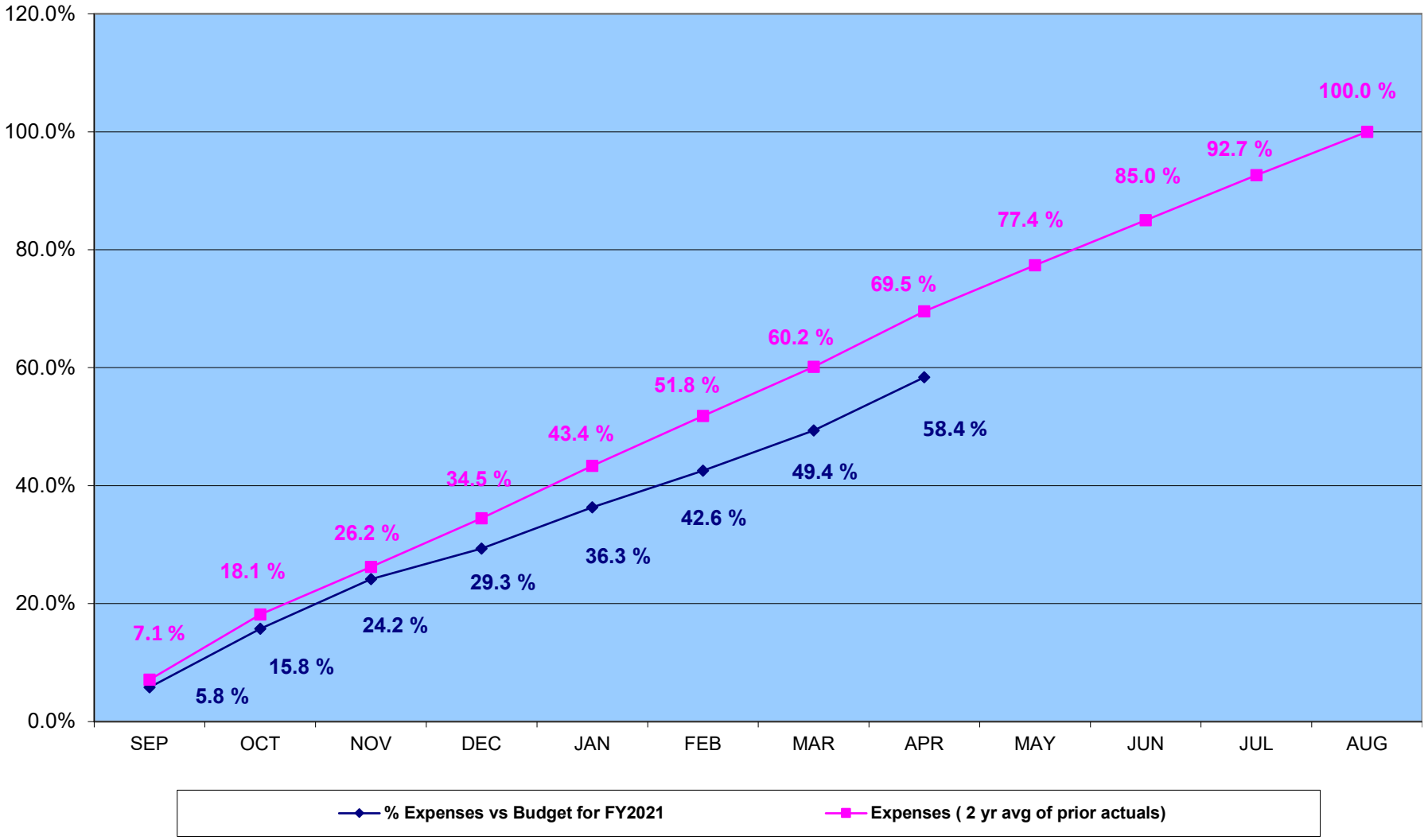
**Fund Balance Reserved excludes encumbrances and operating commitments.

Alamo Colleges District
Unrestricted Operating Actual Revenues as % of Adjusted Budgeted Revenues
Compared to Average of Two Prior Years Actual Revenues



Alamo Colleges District

Unrestricted Operating Actual Expenses and Transfers as % of Adjusted Budgeted Expenses and Transfers Compared to Average of Two Prior Years Actual Expenses and Transfers



ALAMO COLLEGES DISTRICT

FY 2020 - 2021 ALL FUNDS ACTUALS VS BUDGET REPORT

APRIL 2021 YEAR-TO-DATE

	Adjusted Budget 2020 - 2021 **(A)** (as of April 2021)		YTD Actual 04/30/2021		% of Budget (8th month / 66.7 % of Year) Unrestricted		Restricted	
	Unrestricted	Restricted	Unrestricted	Restricted	04/30/21	04/30/20	04/30/21	04/30/20
REVENUES								
Instruction and General	375,541,227	38,169,092	328,680,638	20,958,886	87.5%	88.1%	54.9%	67.0%
Public Service	1,113,198	-	161,418		14.5%	30.5%		
Scholarships and Fellowships	-	71,995,474		53,483,578			74.3%	88.3%
Auxiliary Enterprises	5,940,222	-	1,940,791		32.7%	33.1%		
Student Activity Fee	2,679,828	-	2,301,962		85.9%	98.8%		
Subtotal Current Funds	385,274,475	110,164,566	333,084,809	74,442,464	86.5%	86.8%	67.6%	83.7%
Capital Outlay	-	186,423,694		36,118			0.0%	8.2%
Renewals & Replacements	-	-						
Building	-	52,847,716		6,626,918			12.5%	88.2%
Furniture & Equipment	-	1,790,895						
Debt Services	-	68,601,179		66,712,509			97.2%	93.1%
Subtotal Plant Funds	-	309,663,484	-	73,375,545		0.0%	23.7%	82.1%
TOTAL REVENUES	**385,274,475**	**419,828,050**	**333,084,809**	**147,818,009**	**86.5%**	**86.8%**	**35.2%**	**82.6%**
BEGINNING FUND BALANCES (B)								
Instruction and General	96,660,569	1,113,178	96,660,569	1,113,178				
Public Service	-	-						
Scholarships and Fellowships	-	9,095,214		9,095,214				
Auxiliary Enterprises	3,200,000	-	3,200,000					
Student Activity Fee	1,964,831	-	1,964,831					
Subtotal Current Funds	101,825,400	10,208,392	101,825,400	10,208,392				
Capital Outlay	-	36,741,122		36,741,122				
Renewals & Replacements	-	-		-				
Building	-	59,355,705		59,355,705				
Furniture & Equipment	-	11,323,452		11,323,452				
Debt Services	-	12,723,271		12,723,271				
Subtotal Plant Funds	-	120,143,550	-	120,143,550				
TOTAL BEGINNING FUND BALANCES	**101,825,400**	**130,351,942**	**101,825,400**	**130,351,942**				
TOTAL AVAILABLE (Revenues + Beg. Fund Balance)								
Instruction and General	472,201,796	39,282,270	425,341,207	22,072,064				
Public Service	1,113,198	-	161,418	-				
Scholarships and Fellowships	-	81,090,688	-	62,578,792				
Auxiliary Enterprises	9,140,222	-	5,140,791	-				
Student Activity Fee	4,644,659	-	4,266,793	-				
Subtotal Current Funds	487,099,875	120,372,958	434,910,209	84,650,856				
Capital Outlay	-	223,164,816	-	36,777,240				
Renewals & Replacements	-	-	-	-				
Building	-	112,203,421	-	65,982,623				
Furniture & Equipment	-	13,114,347	-	11,323,452				
Debt Services	-	81,324,450	-	79,435,780				
Subtotal Plant Funds	-	429,807,034	-	193,519,095				
TOTAL AVAILABLE	**487,099,875**	**550,179,992**	**434,910,209**	**278,169,951**				

(A) Includes budget amendments #1 and #2

(B) Beginning fund balance are audited ending FY19-20 fund balances. The fund balances include Board mandated 15% operating reserve, grants, construction, scholarships, & gifts funds.

ALAMO COLLEGES DISTRICT

FY 2020 - 2021 ALL FUNDS ACTUALS VS BUDGET REPORT

APRIL 2021 YEAR-TO-DATE

	Adjusted Budget 2020 - 2021 (A) (as of April 2021)		YTD Actual 04/30/2021		% of Budget (8th month / 66.7 % of Year) Unrestricted		Restricted	
	Unrestricted	Restricted	Unrestricted	Restricted	04/30/21	04/30/20	04/30/21	04/30/20
EXPENDITURES								
Instruction and Genera	379,286,468	38,169,092	215,472,930	20,638,852	56.8%	60.6%	54.1%	67.3%
Public Service	1,475,579	-	787,627		53.4%	68.2%		
Scholarships and Fellowships	-	77,938,971		56,309,532			72.2%	84.5%
Auxiliary Enterprises	1,955,950	-	718,552		36.7%	41.2%		
Student Activity Fee	4,635,780	-	772,338		16.7%	31.6%		
Subtotal Current Funds	387,353,777	116,108,063	217,751,447	76,948,384	56.2%	60.3%	66.3%	81.0%
Capital Outlay	-	91,371,668		37,374,274			40.9%	34.3%
Renewals & Replacements	-	-						
Building	-	45,681,061		27,496,305			60.2%	15.6%
Furniture & Equipment	-	2,288,002		668,442				
Debt Services	-	80,078,920		60,682,585			75.8%	86.0%
Subtotal Plant Funds	-	219,419,651	-	126,221,606			57.5%	42.3%
TOTAL EXPENDITURES	**387,353,777**	**335,527,714**	**217,751,447**	**203,169,990**	**56.2%**	**60.3%**	**60.6%**	**50.7%**
TRANSFERS (IN) OUT								
Instruction and General			21,095,767					
Public Service								
Scholarships and Fellowships	5,943,497	(5,943,497)		(5,807,101)				
Auxiliary Enterprises	-	-						
Student Activity Fee	-	-						
Subtotal Current Funds	5,943,497	(5,943,497)	21,095,767	(5,807,101)				
Capital Outlay	4,058,400	(4,058,400)		-				
Renewals & Replacements	-	-						
Building	51,000	(51,000)		(3,981,203)				
Furniture & Equipment	-	-						
Debt Services	11,716,578	(11,716,578)		(11,307,463)				
Subtotal Plant Funds	15,825,978	(15,825,978)	-	(15,288,666)				
NET TRANSFERS	**21,769,475**	**(21,769,475)**	**21,095,767**	**(21,095,767)**				
TOTAL EXPENSE & TRANSFERS	**409,123,252**	**313,758,239**	**238,847,214**	**182,074,223**	**58.4%**	**63.0%**	**58.0%**	**47.0%**
ENDING FUND BALANCES								
Instruction and General	92,915,328	1,113,178	188,772,510	1,433,212				
Public Service	(362,381)	-	(626,209)	-				
Scholarships and Fellowships	(5,943,497)	9,095,214	-	12,076,361				
Auxiliary Enterprises	7,184,272	-	4,422,239	-				
Student Activity Fee	8,879	-	3,494,455	-				
Subtotal Current Funds	93,802,601	10,208,392	196,062,995	13,509,573				
Capital Outlay	(4,058,400)	135,851,548	-	(597,034)				
Renewals & Replacements	-	-	-	-				
Building	(51,000)	66,573,360	-	42,467,521				
Furniture & Equipment	-	10,826,345	-	10,655,010				
Debt Services	(11,716,578)	12,962,108	-	30,060,658				
Subtotal Plant Funds	(15,825,978)	226,213,361	-	82,586,155				
TOTAL ENDING FUND BALANCES	**77,976,623**	**236,421,753**	**196,062,995**	**96,095,728**				
TOTAL EXP, TRF & BALANCES	**487,099,875**	**550,179,992**	**434,910,209**	**278,169,951**				

(A) Includes budget amendments #1 and #2

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(1) Revenue Variance:

For the eight month period ended April 30, 2021 operating revenue decreased 0.6%, or $1.9 million to $333.1 million (first eight months 2020: $335.0 million). The decrease is mainly driven by a drop in semester credit hours reflecting lower tuition and fee revenues in a difficult market environment with the spread of the COVID-19 pandemic, offset by favorable tax revenue and state appropriation revenue increases of $10.7 million total. All other minor categories of revenues experienced decreases totaling $4.1 million, investment income, unrestricted grant revenues, miscellaneous revenues, and auxiliary enterprise revenues.

a) Tax revenues for FY21 increased $9.9 million, or 6.0%, and stand at $174.0 million vs $164.1 million in the prior year. The District has benefitted from increasing taxable values in Bexar County. As of the initial roll certification in July of 2010, the net taxable value of the appraisal roll for the District was approximately $100 billion, and that has grown to over $186 billion in 2020. For the past 5 years, net taxable value has grown over 7% on an annualized rate. The rise in taxable assessed value has resulted in an increasing revenue stream for the Alamo Colleges District without raising the tax rate since 2012 and has provided funding for facilities operations and maintenance on infrastructure. Although the impact of Covid 19 is not fully known at this time, the expectation is for continued growth, especially in the single family housing category.

b) Tuition & fees for FY21 through early Summer enrollment decreased 8.0%, or $8.5 million, over FY20 amounts. FY2021 revenues stand at $97.9 million, or 91.1% of the budget, vs. FY2020 revenues of $106.4 million, or 97.8% of the budget. The gross revenue decrease is attributed to a drop of number of hours taken. Headcount enrollment for the Spring decreased 1.3% to 64,286 students, while semester credit hours taken dropped 9.5%, or 43,088 to 409,623 semester credit hours. Early Summer enrollment through May 12 reflects mixed results, headcount is down 12.1% (from 24,041 to 21,122) and semester credit hours showing a 7.1% increase (from 94,485 to 101,167).

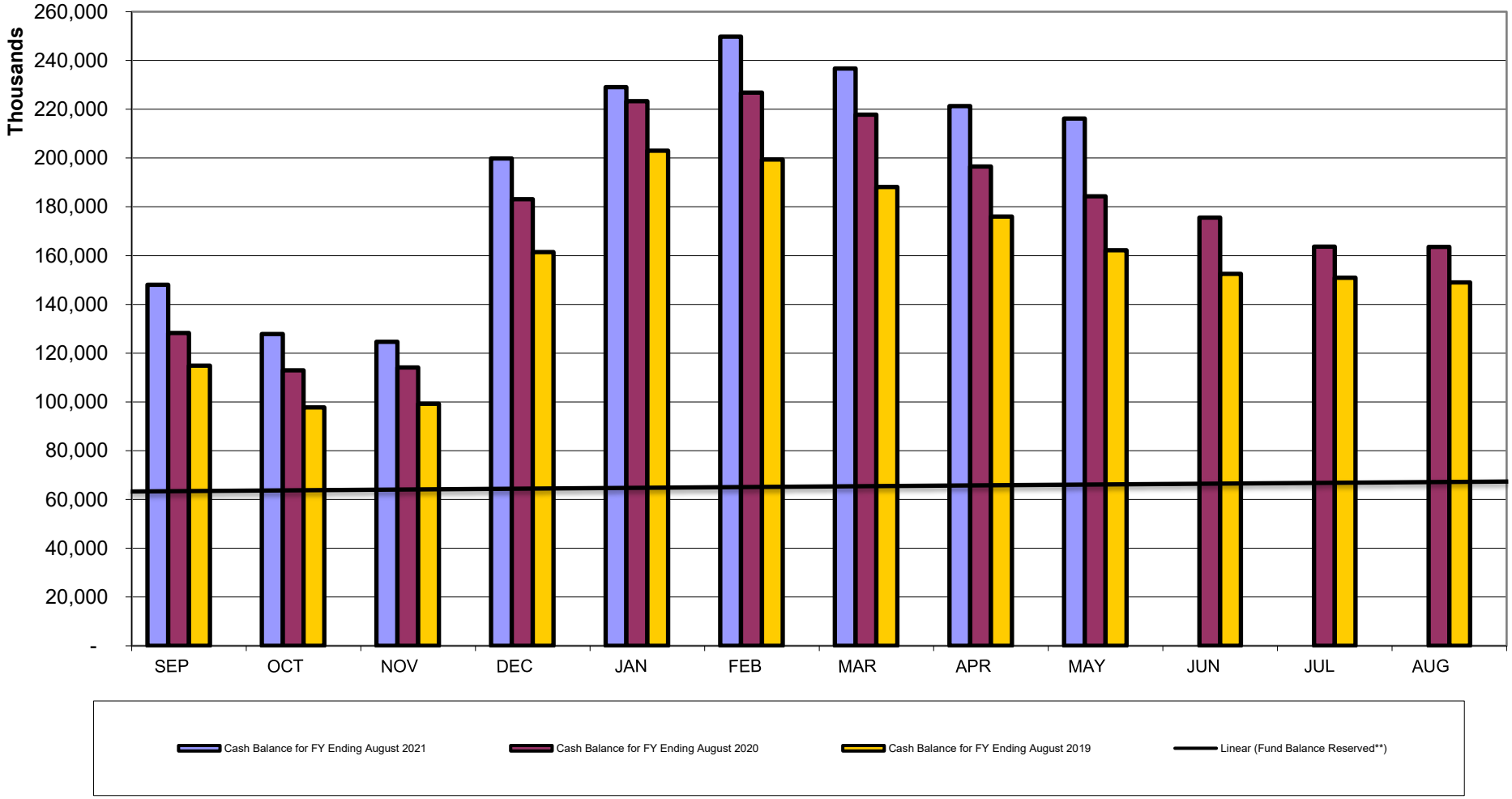
c) After several biennia of essentially flat state funding from the State of Texas, the General Appropriations Act for the 2020 and 2021 biennium increased $65.4 million for all community colleges. For the Alamo Colleges District, state funding increased $5.78 million ($2.8 million for FY21). State appropriations increased 1.5% in FY21, or $800 thousand, and stand at 63.1% and 62.2%, of FY21 and FY20 budgets, respectively. As of this month the revenues are $55.0 million. State appropriations including state-paid benefits (group health & retirement) shows a slight increase as compared to the prior year.

(2) Expense Variance:

a) The overall goal of the Fiscal Year 2021 Annual Budget (FY21) is to continue the momentum we created last year in positioning the Alamo Colleges District for "smart growth," which makes the most effective use of every dollar of revenue to support the economic and social mobility of the members of our community and the success of our students. This is an especially significant accomplishment in light of the current economy and the strain we have seen organizations in San Antonio and the higher education community face in light of the pandemic. The Alamo Colleges District is fortunate to be well-prepared in the face of economic uncertainties plaguing other entities; instead we are investing in the "smart growth" initiatives that were introduced in FY20, and expanding them to ensure the success of continued “smart growth” and “smart talent” in FY21.

b) Operating expenses for FY21 and FY20 for the same period stand at 58.4% and 63.0% of budget, respectively. Actual expenses for FY21 and FY20 are $238.8 million and $247.1 million.

Alamo Colleges District
Current Operating Fund Cash Analysis*
(For Fiscal Years Ending August 2021, 2020 and 2019)
Through May 2021

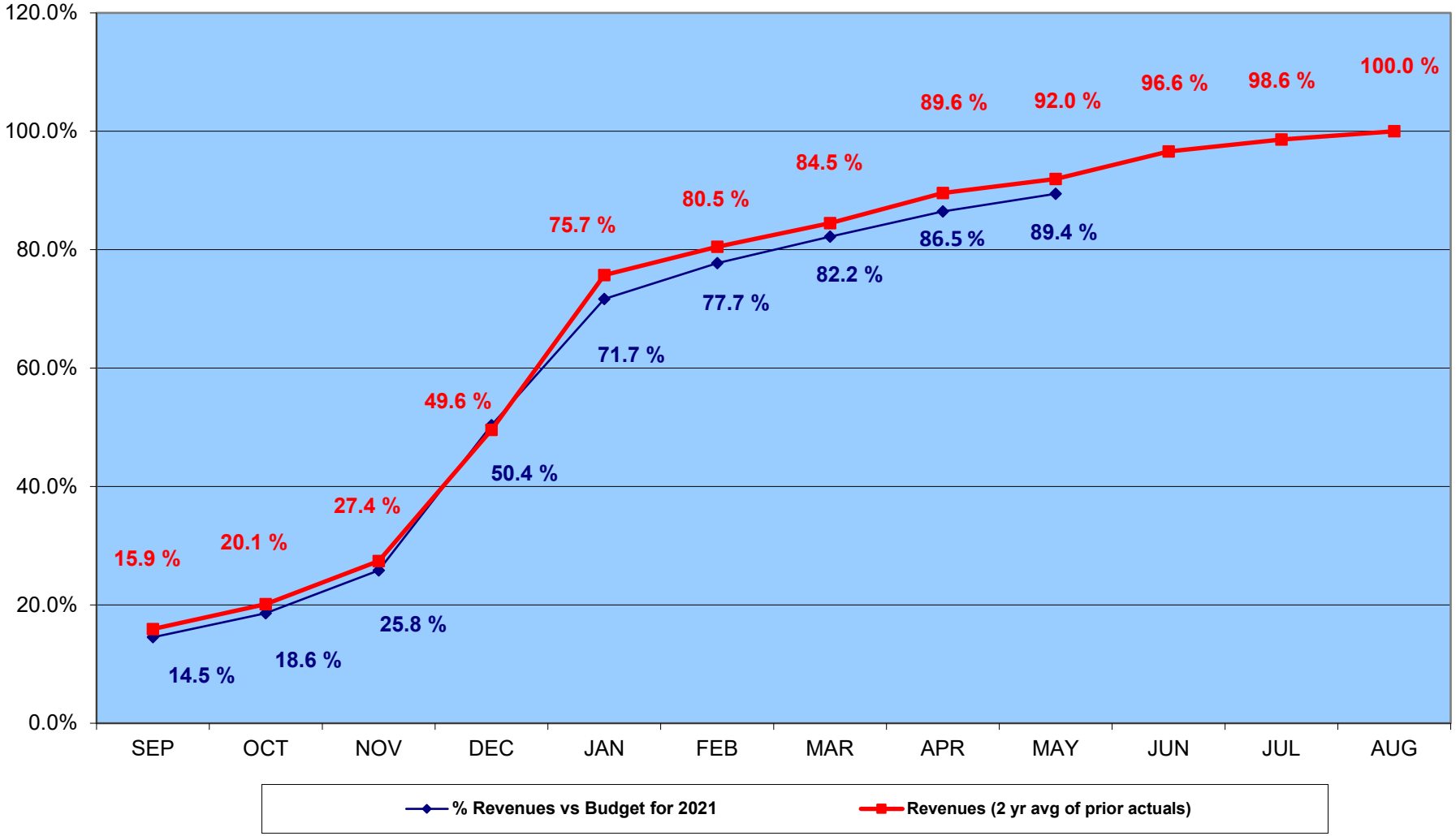


*Includes Cash and Investments.
Chart excludes cash balances for capital construction and debt service.
August includes Fall Tuition collections.

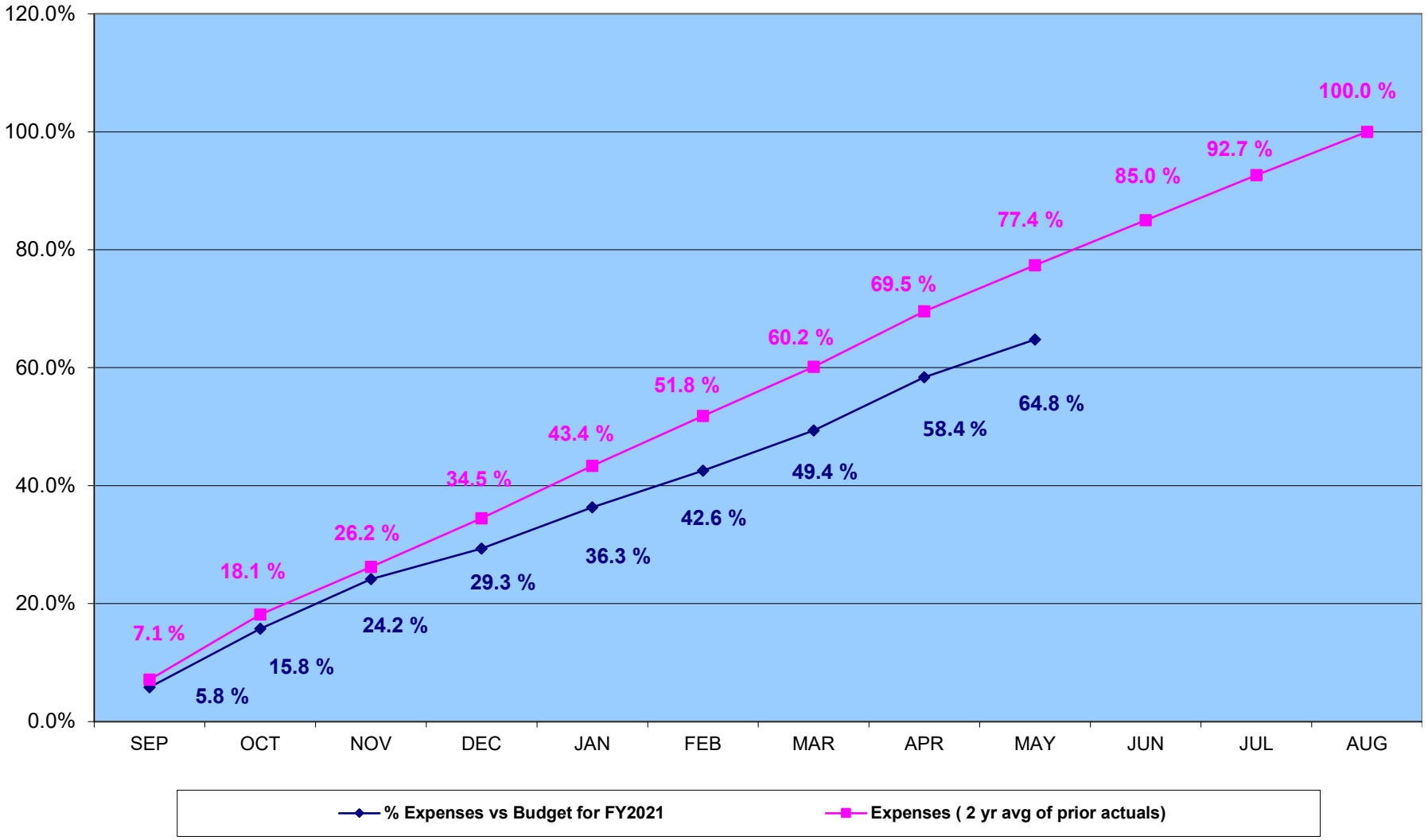
6/14/2021

**Fund Balance Reserved excludes encumbrances and operating commitments.

Alamo Colleges District
Unrestricted Operating Actual Revenues as % of Adjusted Budgeted Revenues
Compared to Average of Two Prior Years Actual Revenues



Alamo Colleges District
Unrestricted Operating Actual Expenses and Transfers as % of Adjusted Budgeted Expenses and Transfers
Compared to Average of Two Prior Years Actual Expenses and Transfers



ALAMO COLLEGES DISTRICT

FY 2020 - 2021 ALL FUNDS ACTUALS VS BUDGET REPORT

MAY 2021 YEAR-TO-DATE

	Adjusted Budget 2020 - 2021 **(A)** (as of May 2021)		YTD Actual 05/31/2021		% of Budget (9th month / 75.0 % of Year) Unrestricted		Restricted	
	Unrestricted	Restricted	Unrestricted	Restricted	05/31/21	05/31/20	05/31/21	05/31/20
REVENUES								
Instruction and General	375,541,227	38,169,092	340,037,275	25,863,069	90.5%	89.5%	67.8%	77.1%
Public Service	1,113,198	-	177,095		15.9%	33.0%		
Scholarships and Fellowships	-	71,995,474		61,926,515			86.0%	117.6%
Auxiliary Enterprises	5,940,222	-	2,019,112		34.0%	34.4%		
Student Activity Fee	2,679,828	-	2,370,691		88.5%	103.5%		
Subtotal Current Funds	385,274,475	110,164,566	344,604,173	87,789,584	89.4%	88.1%	79.7%	108.8%
Capital Outlay	-	186,423,694		36,217			0.0%	8.3%
Renewals & Replacements	-	-						
Building	-	52,847,716		6,680,430			12.6%	89.3%
Furniture & Equipment	-	1,790,895						
Debt Services	-	68,601,179		67,167,762			97.9%	93.1%
Subtotal Plant Funds	-	309,663,484	-	73,884,409		0.0%	23.9%	82.6%
TOTAL REVENUES	**385,274,475**	**419,828,050**	**344,604,173**	**161,673,993**	**89.4%**	**88.1%**	**38.5%**	**91.7%**
BEGINNING FUND BALANCES (B)								
Instruction and General	96,660,569	1,113,178	96,660,569	1,113,178				
Public Service	-	-						
Scholarships and Fellowships	-	9,095,214		9,095,214				
Auxiliary Enterprises	3,200,000	-	3,200,000					
Student Activity Fee	1,964,831	-	1,964,831					
Subtotal Current Funds	101,825,400	10,208,392	101,825,400	10,208,392				
Capital Outlay	-	36,741,122		36,741,122				
Renewals & Replacements	-	-		-				
Building	-	59,355,705		59,355,705				
Furniture & Equipment	-	11,323,452		11,323,452				
Debt Services	-	12,723,271		12,723,271				
Subtotal Plant Funds	-	120,143,550	-	120,143,550				
TOTAL BEGINNING FUND BALANCES	**101,825,400**	**130,351,942**	**101,825,400**	**130,351,942**				
TOTAL AVAILABLE (Revenues + Beg. Fund Balance)								
Instruction and General	472,201,796	39,282,270	436,697,844	26,976,247				
Public Service	1,113,198	-	177,095	-				
Scholarships and Fellowships	-	81,090,688	-	71,021,729				
Auxiliary Enterprises	9,140,222	-	5,219,112	-				
Student Activity Fee	4,644,659	-	4,335,522	-				
Subtotal Current Funds	487,099,875	120,372,958	446,429,573	97,997,976				
Capital Outlay	-	223,164,816	-	36,777,339				
Renewals & Replacements	-	-	-	-				
Building	-	112,203,421	-	66,036,135				
Furniture & Equipment	-	13,114,347	-	11,323,452				
Debt Services	-	81,324,450	-	79,891,033				
Subtotal Plant Funds	-	429,807,034	-	194,027,959				
TOTAL AVAILABLE	**487,099,875**	**550,179,992**	**446,429,573**	**292,025,935**				

(A) Includes budget amendments #1 and #2

(B) Beginning fund balance are audited ending FY19-20 fund balances. The fund balances include Board mandated 15% operating reserve, grants, construction, scholarships, & gifts funds.

ALAMO COLLEGES DISTRICT

FY 2020 - 2021 ALL FUNDS ACTUALS VS BUDGET REPORT

MAY 2021 YEAR-TO-DATE

	Adjusted Budget 2020 - 2021 (A) (as of May 2021)		YTD Actual 05/31/2021		% of Budget (9th month / 75.0 % of Year) Unrestricted		Restricted	
	Unrestricted	Restricted	Unrestricted	Restricted	05/31/21	05/31/20	05/31/21	05/31/20
EXPENDITURES								
Instruction and Genera	379,286,468	38,169,092	243,100,202	25,804,721	64.1%	69.2%	67.6%	77.0%
Public Service	1,475,579	-	888,903		60.2%	76.9%		
Scholarships and Fellowships	-	77,938,971		63,580,652			81.6%	111.8%
Auxiliary Enterprises	1,955,950	-	800,230		40.9%	46.1%		
Student Activity Fee	4,635,780	-	948,096		20.5%	34.8%		
Subtotal Current Funds	387,353,777	116,108,063	245,737,431	89,385,373	63.4%	68.7%	77.0%	104.8%
Capital Outlay	-	91,371,668		48,461,965			53.0%	36.8%
Renewals & Replacements	-	-						
Building	-	45,681,061		29,325,621			64.2%	19.2%
Furniture & Equipment	-	2,288,002		676,306				
Debt Services	-	80,078,920		60,837,420			76.0%	95.8%
Subtotal Plant Funds	-	219,419,651	-	139,301,312			63.5%	47.3%
TOTAL EXPENDITURES	**387,353,777**	**335,527,714**	**245,737,431**	**228,686,685**	**63.4%**	**68.7%**	**68.2%**	**59.8%**
TRANSFERS (IN) OUT								
Instruction and General			19,272,666					
Public Service								
Scholarships and Fellowships	5,943,497	(5,943,497)		(5,265,872)				
Auxiliary Enterprises	-	-						
Student Activity Fee	-	-						
Subtotal Current Funds	5,943,497	(5,943,497)	19,272,666	(5,265,872)				
Capital Outlay	4,058,400	(4,058,400)		-				
Renewals & Replacements	-	-						
Building	51,000	(51,000)		(4,599,331)				
Furniture & Equipment	-	-						
Debt Services	11,716,578	(11,716,578)		(9,407,463)				
Subtotal Plant Funds	15,825,978	(15,825,978)	-	(14,006,794)				
NET TRANSFERS	**21,769,475**	**(21,769,475)**	**19,272,666**	**(19,272,666)**				
TOTAL EXPENSE & TRANSFERS	**409,123,252**	**313,758,239**	**265,010,097**	**209,414,019**	**64.8%**	**69.2%**	**66.7%**	**58.7%**
ENDING FUND BALANCES								
Instruction and General	92,915,328	1,113,178	174,324,976	1,171,526				
Public Service	(362,381)	-	(711,808)	-				
Scholarships and Fellowships	(5,943,497)	9,095,214	-	12,706,949				
Auxiliary Enterprises	7,184,272	-	4,418,882	-				
Student Activity Fee	8,879	-	3,387,426	-				
Subtotal Current Funds	93,802,601	10,208,392	181,419,476	13,878,475				
Capital Outlay	(4,058,400)	135,851,548	-	(11,684,626)				
Renewals & Replacements	-	-	-	-				
Building	(51,000)	66,573,360	-	41,309,845				
Furniture & Equipment	-	10,826,345	-	10,647,146				
Debt Services	(11,716,578)	12,962,108	-	28,461,076				
Subtotal Plant Funds	(15,825,978)	226,213,361	-	68,733,441				
TOTAL ENDING FUND BALANCES	**77,976,623**	**236,421,753**	**181,419,476**	**82,611,916**				
TOTAL EXP, TRF & BALANCES	**487,099,875**	**550,179,992**	**446,429,573**	**292,025,935**				

(A) Includes budget amendments #1 and #2

(1) Revenue Variance:

For the nine month period ended May 31, 2021 operating revenue increased 1.3%, or $4.3 million to $344.6 million (first nine months 2020: $340.3 million). The increase is mainly driven by favorable tax revenues exceeding FY20 amounts by 6.8%, or $11.1 million, and stable state appropriations increasing $0.9 million, offset by a drop in semester credit hours reflecting lower tuition revenues and fee revenues of $4.7 million in a difficult market environment. All other minor categories of revenues experienced decreases totaling $3.0 million, investment income, unrestricted grant revenues, miscellaneous revenues, and auxiliary enterprise revenues.

a) Tax revenues for FY21 increased $11.1 million, or 6.8%, and stand at $174.9 million vs $163.8 million in the prior year. The District has benefitted from increasing taxable values in Bexar County. As of the initial roll certification in July of 2010, the net taxable value of the appraisal roll for the District was approximately $100 billion, and that has grown to over $186 billion in 2020. For the past 5 years, net taxable value has grown over 7% on an annualized rate. The rise in taxable assessed value has resulted in an increasing revenue stream for the Alamo Colleges District without raising the tax rate since 2012 and has provided funding for facilities operations and maintenance on infrastructure. Although the impact of Covid 19 is not fully known at this time, the expectation is for continued growth, especially in the single family housing category.

b) Tuition & fees for FY21 through early Summer enrollment decreased 4.6%, or $4.7 million, over FY20 amounts. FY2021 revenues stand at $97.6 million, or 90.8% of the budget, vs. FY2020 revenues of $102.3 million, or 94.0% of the budget. The gross revenue decrease is attributed to a drop of number of hours taken. Headcount enrollment for the Spring decreased 1.3% to 64,286 students, while semester credit hours taken dropped 9.5%, or 43,088 to 409,623 semester credit hours. Summer enrollment through May 26 continues to reflects mixed results, with headcount down 21.1% (from 28,458 to 23,508) and semester credit hours showing a much smaller 3.3% decrease (from 115,378 to 111,745).

c) After several biennia of essentially flat state funding from the State of Texas, the General Appropriations Act for the 2020 and 2021 biennium increased $65.4 million for all community colleges. For the Alamo Colleges District, state funding increased $5.78 million ($2.8 million for FY21). State appropriations increased 1.4% in FY21, or $0.9 million, and stand at 63.1% and 62.2%, of FY21 and FY20 budgets, respectively. As of this month the revenues are $55.0 million. State appropriations including state-paid benefits (group health & retirement) shows a slight increase as compared to the prior year.

(2) Expense Variance:

a) The overall goal of the Fiscal Year 2021 Annual Budget (FY21) is to continue the momentum we created last year in positioning the Alamo Colleges District for "smart growth," which makes the most effective use of every dollar of revenue to support the economic and social mobility of the members of our community and the success of our students. This is an especially significant accomplishment in light of the current economy and the strain we have seen organizations in San Antonio and the higher education community face in light of the pandemic. The Alamo Colleges District is fortunate to be well-prepared in the face of economic uncertainties plaguing other entities; instead we are investing in the "smart growth" initiatives that were introduced in FY20, and expanding them to ensure the success of continued “smart growth” and “smart talent” in FY21.

b) Operating expenses for FY21 and FY20 for the same period stand at 64.8% and 69.2% of budget, respectively, reflecting a conservative approach to spending. Actual expenses for FY21 and FY20 are $265.0 million and $271.1 million.

Discussion and Possible Action on Approval of Monthly Report on Cooperative Purchases in Excess of $100,000

Presented to the Board Acting as Committee of the Whole on July 20, 2021 and now presented to Board for approval on July 27, 2021.

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 $100,000 and any fees charged by the various local, state, and national providers of Cooperative Purchasing (COOP) programs during the specified reporting period. Not all COOP programs charge fees, and some COOP's offer cash rebates paid directly to Alamo Colleges. The Purchasing and Contract Administration Department utilizes the COOP programs to gain greater access to goods and services, cost savings through leveraged buying, and reduced administration costs by issuing fewer competitive bids and proposals. The combined buying power of public institutions throughout the State of Texas and nationally translates into savings and provides an efficient, cost effective and legal means for providing goods and services to departments throughout the Alamo Colleges in an expedited fashion.

BACKGROUND
Vendor contracts awarded through approved federal, state or cooperative purchasing agreements are a statutorily approved alternative to competitively procured vendor contracts. Only the following such contract purchases require prior Board approval:

a. Purchases valued at $100,000 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 $100,000 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 $100,000

Gary O'Bar,C.P.M.
Gary O'Bar,C.P.M.
cn=Gary O'Bar,C.P.M., o=Alamo Colleges District, ou=Purchasing & Contract Administration, email=gobar@alamo.edu, c=US
2021.07.06 11:51:19 -05'00'

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

Shayne West
Interim Associate Vice Chancellor for Finance and Fiscal Services

Dr. Diane Snyder
Digitally signed by Dr. Diane Snyder
Date: 2021.07.06 11:49:38 -05'00'

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

Dr. Mike Flores
Chancellor

COOPERATIVE CONTRACT PURCHASES OVER $100,000						
Location	**Type of Funding**	**Description**	**Purpose/Why**	**COOP Admin Fee**	**Total Cost**	**Vendor/ Co-Op**
St. Philip's College - Health & Wellness Center	SPC Cross Cares HBCU 2021	Purchase of 1 Videowall and 2 Scoreboards for the Health and Wellness Building	The Videowall and Scoreboards will be used for games and special events for students, faculty, and staff	$0.00	$403,331.44	Troxell Communications Inc BuyBoard 563-18
Northeast Lakeview College - Wellness Center	NLC RECASNER CRRSA Institutional 21	Purchase of 112 Acoustical Ceiling Baffles and installation in the Wellness Building	To reduce the transmission of noise from source and receiver. They are placed between the source and receiver; the baffles diffract the sound transmitted to the receiver.	$0.00	$113,393.88	Workplace Resources UTSSCA 9217 SMWVBE: WBE & SBE
San Antonio, College - Nursing Allied Health	SAC Operating	Purchase of ceiling tiles and flooring for the Nursing/Allied Health Building	Repair and replace flooring, walls and ceiling tiles due to water leak due to the winter storm.	$0.00	$235,580.75	Twin Flooring & Finishes LLC BuyBoard 561-18
Northeast Lakeview College - College Services	NLC RECASNER Institutional 21	Purchase of 8 Benches, 33 Stools, 74 Chairs, 54 Tables, 18 Lounge Chairs, 1 Ottoman, 12 Ceiling Modules and Accessories for the Student Commons Building and Dining Hall	Replacement of furniture for renovated Student Commons Learning Building and Dining Hall	$0.00	$156,720.77	Workplace Resources Omnia 202000622, Omnia R191811, Omnia R191813, NCPA 07-30, Omnia R191803 SMWVBE: WBE & SBE

Northeast Lakeview College - College Services	NLC RECASNER CRRSA INSTITUTIONAL 21	Purchase of Outdoor Patio furniture that consists of: 32 Tables, 66 Bar Stools, 34 Lounge Chairs, 16 Chairs and 10 Umbrellas	New furniture to be placed in NLC Plaza between Library, Student Commons, NPAC & Fine Arts for student use.	$0.00	$136,720.00	WorkPlace Resources Omnia Partners #2020000622 SMWVBE: WBE & SBE
Northeast Lakeview College - College Services	NLC RECASNER CRRSA INSTITUTIONAL 21	Purchase Outdoor Patio Furniture that consists of: 43 Tables, 21 Benches, 28 Lounge Chairs, 8 Ottomans, 2 Sofas, 12 Stools,14 Sun Chaise and 5 Canopies	New furniture to be placed in NLC Plaza between Library, Student Commons, NPAC, & Fine Arts for student use.	$0.00	$215,695.33	WorkPlace Resources UTSSCA#9217 SMWVBE: WBE & SBE
San Antonio College - Nursing Dept	SAC ADAMS CRRSAA Institution 2021	Purchase of 12-SimCapture Pro Cloud w/disc, 1-Set-up, 1-SIM Capt Features, 1-SimCapture Pro Onsite training for Cloud, 12-STD 1-AV Pkg, Software Paging SC and 3 HDMI to IP Encoder Packages.	New training software for Nursing Students	$0.00	$295,971.63	Laerdal Medical Corporation BuyBoard 610-20
San Antonio College	SAC Fletcher St Success Ren-Go17	Purchase of Desks, Tables, Chairs, Work Tables, Conference Tables, Office Chairs, Lockers, Benches, Ottoman, Lounge Chairs, Credenzas, Lateral File, Cabinets, Workstations and Accessories	New furniture for general classrooms, computer classrooms, offices, conference rooms, computer repair workrooms, tutoring labs and testing center for the Fletcher Building.	$0.00	$830,845.39	OfficeSource LTD Several Contracts: Teknion-Omnia Partners, National-Omnia Partners, Exemplis-Omnia Partners, OFS-Omnia Partners, Davis-NCPA, Encore-NCPA SMWVBE: WBE & SBE

District Support Operations	DIS Director IT Services Office	Purchase of Network Servers and Associated Components for the District and San Antonio College Data Centers	To host and run standard desktop applications for student computer labs at all of the colleges	$0.00	$804,990.40	Great South Texas Corporation, DBA Computer Solutions DIR-TSO-4167 SMWVBE: WBE & SBE
District Support Operations	DIS Director IT Services Office	Purchase of 2,674 Desktop Computers	For use by students at four colleges and for staff at the District Support Offices	$0.00	$1,623,118.00	Dell Marketing LPDIR-TSO-3763DIR-TSO-3763
Northwest Vista College / District Construction Management	NVC STEM GO17	Purchase of Presentation Equipment Components, Wall & Ceiling Mounts, Cables, Miscellaneous Accessories & Installation Services	Provide improved presentation capabilities for faculty, instructors, students to support capacity & hybrid learning environments.	$0.00	$245,112.00	Howard Technology Solutions BuyBoard 579-19
Northwest Vista College / District Construction Management	NVC STEM GO17	Purchase of 18 Projectors, 38 LED Signage Displays and Miscellaneous Accessories	Provide improved presentation capabilities for faculty, instructors, students to support capacity & hybrid learning environments.	$0.00	$257,062.00	Howard Technology Solutions BuyBoard 579-19
District Support Operations / DIS Director IT Services Office	Service Departments	Purchase of Falcon Endpoint Protection Software License, Training & Support	Protect the District's network and computer workstations through antivirus and other cyber security programs	$0.00	$304,750.00	Solid Border DIR-TSO-4095
District Support Operations / DIS Computer Replacement Prog	DIS Operating	Purchase of 103 Laptops, Docking Stations and Monitors	Scheduled Computer Replacement Plan for District Staff	$0.00	$172,996.00	Intech Southwest Services LLC DIR-TSO 4159 SMWVBE - WBE
Northeast Lakeview College	NLC RECASNER CRRSA Institutional 22	Purchase of 288 Laptops and 10 Laptop Carts	Replacement of Laptops and Carts used to deploy technology to various locations on campus.	$0.00	$229,246.00	Dell Marketing LP DIR-TSO-3763

Palo Alto College	PAC Doss CRRSAA Institution 2022	Purchase of 1,800 Laptops	To facilitate on-line learning for students due to COVID-19	$0.00	$990,000.00	Intech Southwest Services LLC DIR-TSO 4159 SMWVBE - WBE
St Philip's College	SPC Cross T III Future Act Tech 25	Purchase of 500 Desktop Computers	Replacement of computers for students.	$0.00	$303,500.00	Dell Marketing LP DIR-TSO-3763
St Philip's College	SPC GAVIN CRRSAA Institutional 2022	Purchase of 800 Laptops	To facilitate on-line learning for students due to COVID-19	$0.00	$653,600.00	Dell Marketing LP DIR-TSO-3763

Discussion and Possible Action on Approval of Investment Report Through May 31, 2021

Recommended for approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on July 27, 2021.

MINUTE ORDER
"The Alamo Colleges District Board of Trustees hereby accepts the Investment Report as presented."

PURPOSE
The following investment report is presented to the Board of Trustees for informational and approval purposes for quarter ending May 31, 2021.

BACKGROUND

1. Quarterly Investment Report as required by the *Texas Government Code Public Funds Investment Act 2256.023* ("PFIA") – Quarter Ending May 31, 2021.

2. A detailed listing of investments.

3. An informational dashboard view and summary of the investments held by the District as of May 31, 2021 for operations/construction/restricted assets includes both required information per the PFIA and other information, such as allocation, issuers, statistics etc.

4. A summary as of May 31, 2021 of all funds held by the District in the Texas State Auditor's Office format.

IMPLICATIONS

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

ATTACHMENT
Quarterly Investment Report

Dr. Diane Snyder Digitally signed by Dr. Diane Snyder Date: 2021.07.07 07:56:27 -05'00'

Shayne A. West Date
Interim Associate Vice Chancellor of Finance and Fiscal Services

Diane E. Snyder, CPA, Ph.D. Date
Vice Chancellor for Finance and Administration

Dr. Mike Flores Date
Chancellor

ALAMO COLLEGES DISTRICT

ALAMO COLLEGES DISTRICT
QUARTERLY INVESTMENT REPORT AS REQUIRED BY THE PUBLIC FUNDS INVESTMENT ACT
FOR PERIOD BEGINNING MARCH 1, 2021 AND ENDING MAY 31, 2021

Summary of Changes in Market Value for the Quarter:

	Total
Market Value 5-31-21	$ 306,544,418
Market Value 2-28-21	$ 373,334,855
Total Change in Market Value	$ (66,790,437)
Accrued Income not included above	$ 747,574

Market value above includes all investments plus all interest and non-interest bearing bank accounts per State Auditor's Office definition.

Total Change in Market Value consists of change in amount of funds held in cash and investments plus any change in fair market value.

Noteworthy Items:

The Government Treasurer's Organization of Texas awarded the "Certificate of Distinction" to Alamo Colleges District's Investment Policy.

FY 2020 Biennial PFIA Audit as required by State law performed by Weaver and Tidwell, L.L.P. with no instances of noncompliance.

All Investment Officers are in compliance with required biennial PFIA training.

All Trustees are currently in compliance with required PFIA training.

CERTIFICATION:

This report is prepared in accordance with Chapter 2256 of the Texas Public Funds Investment Act ("PFIA"). Section 2256.023(a) of the PFIA states that: "Not less than quarterly, the investment officer shall prepare and submit to the governing body of the entity a written report of the investment transactions for all funds covered by this chapter for the preceding reporting period." This report is signed by Alamo Colleges District's investment officers and includes the disclosures required in the PFIA. To the extent possible, market prices have been obtained from independent pricing sources.

The investment portfolio has been complied with the PFIA and the Board approved Investment Policy and strategy throughout the period. All investment transactions made in the portfolio during this period were made on behalf of the Alamo Colleges District and were made in full compliance with the PFIA and the approved Investment Policy.

Dr. Diane Snyder
Digitally signed by Dr. Diane Snyder
Date: 2021.06.16 08:44:40 -05'00'

Diane E. Snyder, CPA, Ph.D.
Vice Chancellor for Finance and Fiscal Administration

Shayne West
Digitally signed by Shayne West
Date: 2021.06.15 14:53:03 -05'00'

Shayne A. West
Associate Vice Chancellor, Finance & Fiscal Services (Interim Effective 6-1-21)

Patrick F. Vrba, Jr., CPA
Digitally signed by Patrick F. Vrba, Jr., CPA
Date: 2021.06.11 07:56:53 -05'00'

Patrick F. Vrba, Jr., CPA
Controller

Tracey Sulak Bedwell, CTP, MBA
Digitally signed by Tracey Sulak Bedwell, CTP, MBA
Date: 2021.06.10 14:38:25 -05'00'

Tracey Sulak Bedwell, CTP, MBA
Treasurer

Report prepared by Finance and Fiscal Services (Treasury)
Source: Hilltop Securities Asset Management; Investment Custody Statements

Alamo Colleges District

Executive Summary

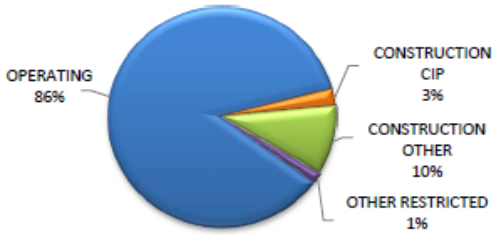
May 31, 2021

Portfolio Summary by Fund

	Market Value 5/31/2021	Market Value 2/28/2021	Change From Prior	Net Income for 5/31/2021	Net Income YTD 5/31/2021	Wtd Avg Yield 5/31/2021	Wtd Avg Maturity 5/31/2021
Operating	$253,451,819	$284,871,204	($31,419,385)	$243,675	$801,684	0.383%	378 days
Construction- CIP	$7,580,621	$35,803,910	($28,223,289)			0.010%	1 days
Construction- Other	$29,630,135	$35,081,364	($5,451,229)	$1,152	$22,801	0.010%	1 days
Other Restricted	$4,385,723	$6,166,158	($1,780,435)	$202	$3,364	0.010%	1 days
Grand Total	**$295,048,298**	**$361,922,636**	**($66,874,338)**	**$245,029**	**$827,849**		

Total Investments

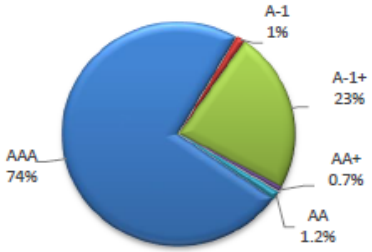
By Fund



Top Ten Holdings

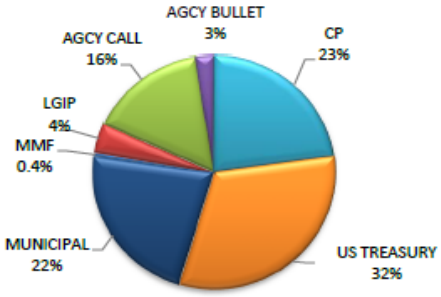
US TREASURY NOTE	27%
TEXPOOL	18%
FFCB	7%
UNIV OF TEXAS	6%
FHLB	5%
CORNELL UNIV	4%
SAN ANTONIO, TX	4%
FNMA	3%
TOYOTA MOTOR CREDIT	3%
BAYLOR SCOTT & WHITE	3%

Credit Quality

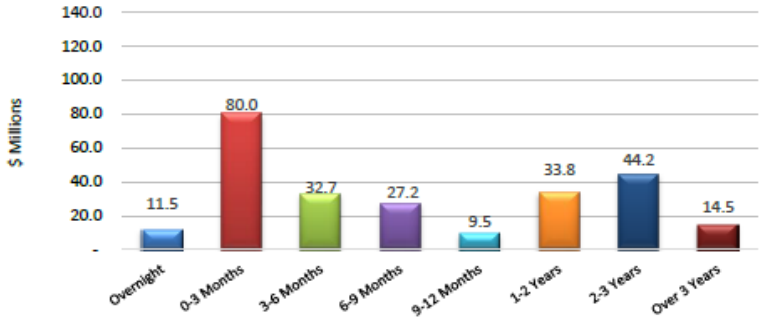


Operating Portfolio

By Security Type



By Maturity Date



Note: The College District currently holds funds on deposit with Bank of America that are not included in the investment portfolio data presented here. Net income for the Construction-CIP fund for quarter ending 5/31/21 and year-to-date were $829 and $28,114 respectively. The interest is committed for project management, owner's representative, and audit services.

Information provided by
Hilltop Securities Asset Management

ALAMO COLLEGES DISTRICT
DETAIL OF INVESTMENTS
May 31, 2021

Sec. Type	Maturity Date	Security Description	CPN %	Settlement Date	Next Call	Par Value	Book Value	Market Value	YTM %	S&P Global	Moody's	Fitch	Days to Mty	Days to Call
Operating Investments														
Agency	11/30/2021	FHLB	0.090	1/29/2021		5,000,000	4,999,970	5,000,955	0.091	AA+	AAA	AAA	183	
Agency	10/26/2022	FHLMC	2.100	1/13/2021		1,500,000	1,540,910	1,541,531	0.159	AA+	AAA	AAA	513	
Agency	11/30/2022	FFCB	0.170	12/7/2020	11/30/2021	5,000,000	4,997,158	5,000,551	0.208	AA+	AAA	AAA	548	183
Agency	12/15/2022	FFCB	0.160	12/16/2020	12/15/2021	5,000,000	4,998,069	4,998,081	0.185	AA+	AAA	AAA	563	198
Agency	8/25/2023	FNMA	0.350	8/25/2020	8/25/2021	10,000,000	10,000,000	10,002,705	0.350	AA+	AAA	AAA	816	86
Agency	9/14/2023	FFCB	0.280	9/18/2020	9/14/2021	5,000,000	4,997,126	4,998,544	0.305	AA+	AAA	AAA	836	106
Agency	11/30/2023	FFCB	0.310	12/2/2020	11/30/2021	5,000,000	4,995,823	5,000,642	0.344	AA+	AAA	AAA	913	183
Agency	5/27/2026	FHLB	0.500	5/27/2021	8/27/2021	10,000,000	10,000,000	9,996,418	1.097	AA+	AAA	AAA	1,822	88
					Subtotal	46,500,000	46,529,057	46,539,426						
Money Market	6/3/2021	AUSTIN, TX	0.200	12/10/2020		1,500,000	1,500,000	1,500,015	0.200	A-1	P-1	F1	3	
Money Market	6/3/2021	AUSTIN, TX	0.160	1/27/2021		2,200,000	2,200,000	2,200,022	0.160	A-1	P-1	F1	3	
Money Market	6/16/2021	COLUMBIA UNIV	-	4/8/2021		5,000,000	4,999,733	4,999,844	0.122	A-1+	P-1	NR	16	
Money Market	6/30/2021	TOYOTA MOTOR CREDIT	-	12/16/2020		5,000,000	4,999,167	4,999,670	0.200	A-1+	P-1	F1	30	
Money Market	7/13/2021	UNIV OF TEXAS	-	3/16/2021		5,000,000	4,999,283	4,999,582	0.122	A-1+	P-1	F1+	43	
Money Market	7/14/2021	BAYLOR SCOTT & WHITE	-	5/4/2021		7,500,000	7,498,900	7,498,962	0.122	A-1+	P-1	NR	44	
Money Market	7/29/2021	TOYOTA MOTOR CREDIT	-	1/12/2021		5,000,000	4,998,443	4,999,131	0.191	A-1+	P-1	F1	59	
Money Market	8/5/2021	KAISER FOUNDATION HOSP	-	3/2/2021		5,000,000	4,998,717	4,998,630	0.143	A-1+	NR	F1+	66	
Money Market	8/12/2021	CORNELL UNIV	-	4/8/2021		7,300,000	7,298,224	7,298,816	0.122	A-1+	P-1	NR	73	
Money Market	8/19/2021	CORNELL UNIV	-	5/13/2021		5,390,000	5,388,802	5,388,802	0.102	A-1+	P-1	NR	80	
Money Market	9/1/2021	UNIV OF TEXAS	-	3/2/2021		7,500,000	7,497,094	7,498,063	0.153	A-1+	P-1	F1+	93	
Money Market	10/4/2021	JP MORGAN SECURITIES	-	4/1/2021		5,000,000	4,996,850	4,997,743	0.183	A-1	P-1	F1+	126	
Money Market	1/11/2022	UNIV OF TEXAS	-	4/16/2021		6,000,000	5,993,625	5,994,375	0.173	A-1+	P-1	F1+	225	
					Subtotal	67,390,000	67,368,838	67,373,653						
Taxable Muni	8/15/2021	CITY OF ARLINGTON, TX	0.206	9/22/2020		1,000,000	1,000,000	1,000,248	0.206	AAA	AA1	AAA	76	
Taxable Muni	2/1/2022	SAN ANTONIO, TX	0.364	7/16/2020		5,000,000	5,001,263	5,008,640	0.326	AAA	AAA	AA+	246	
Taxable Muni	2/15/2022	PASADENA ISD, TX	5.000	8/20/2020		1,000,000	1,033,140	1,034,383	0.319	AAA	AAA	NR	260	
Taxable Muni	5/15/2022	TEXAS A&M UNIV	1.973	8/14/2019		1,885,000	1,885,000	1,917,879	1.973	AAA	AAA	AAA	349	
Taxable Muni	5/15/2022	UNIV OF CALIFORNIA	0.163	3/10/2021		1,425,000	1,425,000	1,425,442	0.163	AA	AA2	AA	349	
Taxable Muni	7/1/2022	TEXAS A&M UNIV	1.700	12/17/2019		1,000,000	1,000,000	1,016,763	1.700	AAA	AAA	AAA	396	
Taxable Muni	2/1/2023	SAN ANTONIO, TX	0.478	7/16/2020		5,000,000	5,005,552	5,023,192	0.411	AAA	AAA	AA+	611	
Taxable Muni	4/1/2023	TEXAS TRANSPRTN COMM	5.000	7/8/2020		2,000,000	2,160,921	2,174,530	0.575	NR	AAA	AAA	670	
Taxable Muni	5/15/2023	TEXAS A&M UNIV	2.396	9/21/2020		1,160,000	1,207,397	1,208,060	0.300	AAA	AAA	AAA	714	
Taxable Muni	7/1/2023	MET GOVT NASHVILLE & DAVIDSON CNTY TN	0.271	2/18/2021		2,000,000	2,000,000	1,999,018	0.271	AA	AA2	NR	761	
Taxable Muni	9/1/2023	TARRANT REGL WTR DT	0.250	3/9/2021		7,330,000	7,332,464	7,328,631	0.235	AAA	NR	AA+	823	
Taxable Muni	2/1/2024	TEXAS PUB FIN AUTH	0.503	1/15/2021		2,000,000	2,008,443	2,004,858	0.344	AA+	AA1	NR	976	
Taxable Muni	5/15/2024	TEXAS A&M UNIV	2.566	9/29/2020		2,750,000	2,924,813	2,921,284	0.400	AAA	AAA	AAA	1,080	
Taxable Muni	2/1/2025	SAN ANTONIO, TX	2.173	4/28/2021		1,200,000	1,266,981	1,267,956	0.631	AAA	AAA	AA+	1,342	
					Subtotal	34,750,000	35,250,973	35,330,883						
TE Muni	8/26/2021	STATE OF TX	4.000	9/2/2020		5,000,000	5,045,067	5,046,380	0.211	A-1+	P-1	F1+	87	
TE Muni	3/1/2022	TRAVIS COUNTY, TX	5.000	7/16/2020		1,000,000	1,035,093	1,036,256	0.310	AAA	AAA	NR	274	
TE Muni	8/15/2022	SPRING ISD, TX	5.000	6/16/2020		1,000,000	1,053,484	1,059,107	0.541	AAA	AAA	NR	441	
TE Muni	3/1/2023	TRAVIS COUNTY, TX	5.000	7/16/2020		1,500,000	1,621,734	1,626,215	0.340	AAA	AAA	NR	639	
TE Muni	8/1/2024	STATE OF TX - COLLEGE STDNT LOAN	4.000	7/2/2020		2,950,000	3,263,521	3,281,272	0.600	AAA	AAA	NR	1,158	
					Subtotal	11,450,000	12,018,899	12,049,229						
Treasury	6/1/2021	US TREASURY NOTE	1.375	2/7/2020		10,000,000	10,000,000	10,000,000	1.531	AA+	AAA	AAA	1	
Treasury	6/15/2021	US TREASURY NOTE	2.625	11/22/2019		5,000,000	5,002,006	5,005,004	1.631	AA+	AAA	AAA	15	
Treasury	7/31/2021	US TREASURY NOTE	1.125	12/10/2019		10,000,000	9,991,169	10,018,263	1.662	AA+	AAA	AAA	61	
Treasury	9/15/2021	US TREASURY NOTE	2.750	2/4/2021		5,000,000	5,038,985	5,039,124	0.075	AA+	AAA	AAA	107	
Treasury	10/15/2021	US TREASURY NOTE	2.875	1/29/2021		5,000,000	5,052,276	5,052,735	0.085	AA+	AAA	AAA	137	
Treasury	10/15/2021	US TREASURY NOTE	2.875	2/4/2021		5,000,000	5,052,458	5,052,735	0.075	AA+	AAA	AAA	137	
Treasury	11/15/2021	US TREASURY NOTE	2.875	2/4/2021		5,000,000	5,064,123	5,064,063	0.081	AA+	AAA	AAA	168	
Treasury	2/15/2022	US TREASURY NOTE	2.000	3/4/2021		10,000,000	10,135,709	10,138,281	0.093	AA+	AAA	AAA	260	
Treasury	4/15/2022	US TREASURY NOTE	2.250	1/29/2021		5,000,000	5,093,952	5,095,703	0.099	AA+	AAA	AAA	319	
Treasury	6/15/2022	US TREASURY NOTE	1.750	1/29/2021		10,000,000	10,171,206	10,172,266	0.105	AA+	AAA	AAA	380	
Treasury	7/15/2023	US TREASURY NOTE	0.125	2/23/2021		10,000,000	9,994,098	9,991,797	0.153	AA+	AAA	AAA	775	
					Subtotal	80,000,000	80,595,981	80,629,969						
		Subtotal				240,090,000	241,763,747	241,923,160						
													1	
LGIP		TEXPOOL				10,463,172	10,463,172	10,463,172	0.010	AAAm			1	
MMF Sweep		BLACKROCK T-FUND				1,065,487	1,065,487	1,065,487	0.003	AAA	AAA	NR	1	
Total Operating						**251,618,659**	**253,292,406**	**253,451,819**	**0.038**					
Construction/Other														
LGIP		TEXPOOL- CIP CONSTRUCTION				7,580,621.15	7,580,621	7,580,621	0.010	AAAm			1	
LGIP		TEXPOOL- OTHER CONSTRUCTION				29,630,134.68	29,630,135	29,630,135	0.010	AAAm			1	
LGIP		TEXPOOL- OTHER				4,385,722.92	4,385,723	4,385,723	0.010	AAAm			1	
		Subtotal				41,596,479	41,596,479	41,596,479						
Total Investments						**293,215,138**	**294,888,885**	**295,048,298**						
Retainage Accounts for Construction														
		INTEREST-BEARING BANK DEPOSITS				7,296,120	7,296,120	7,296,120	0.002			FDIC/Collateral		
Other Bank Deposits														
		BANK DEPOSITS				4,200,000	4,200,000	4,200,000		-		FDIC/Collateral		
Total Investments/Bank Deposits						**304,711,258**	**306,385,005**	**306,544,418**						

Report prepared by Finance and Fiscal Services (Treasury)
Source: Hilltop Securities Asset Management; Investment Custody Statements

ALAMO COMMUNITY COLLEGE DISTRICT
Quarterly Investment Report (Including Deposits)
FOR PERIOD BEGINNING MARCH 1, 2021 AND ENDING MAY 31, 2021

Investment or Deposit Type	May 31, 2021 Market Value
Publicly Traded Equity and Similar Investments	
Common Stock (U.S. and foreign stocks held in separately managed accounts or internally managed by institution investment staff; exclude mutual or commingled funds)	
Equity/Stock Mutual Funds	
Balanced Mutual Funds (where target allocation is > 50% equities)	
"Commonfund" Equity Commingled Funds	
Other Equity Commingled Funds (if primarily invested in publicly traded equities)	
Preferred Stock	
Other - list by type	
Total Publicly Traded Equity and Similar Investments	**0**
"Other" Investments- Other than Publicly Traded Equity and Debt Investments	
Real Estate (include direct ownership & investments in real estate limited partnerships, private REITs, or similar vehicles; include a portfolio of publicly traded REITs if managed as a separate asset allocation category rather than comprising part of a broadly diversified stock portfolio)	
Other Real Asset Investment (e.g. investments in infrastructure funds)	
Private Equity	
Hedge Funds	
"Commonfund" Alternative Asset Commingled Funds (Real Estate, Private Equity, Hedge Funds, Commodities, etc.)	
Annuities	
Commodities	
Collectibles	
Other - list by type	
Total "Other" Investments - Other than Publicly Traded Equity & Debt Investments	**0**
Publicly Traded Debt & Similar Investments>1 year maturity	
U.S. Government Securities ("Treasuries")	20,164,063
U.S. Government Agency Securities ("Agencies")	41,538,471
Mortgage Pass-Throughs - "Agency"	
Mortgage Pass-Throughs - "Private Label"	
Asset-Backed Securities (ABS) (other than mortgage-backed securities)	
Sovereign Debt (non-U.S.)	
Municipal Obligations	
Collateralized Mortgage Obligations (CMOs) - list below by category	
Interest Only Strips (IOS)	
Principal Only Strips (POs)	
Inverse Floaters	
Stated Final Maturity longer than 10 years	
Other CMOs- "Agency"	
Other CMOs- "Private Label"	
Corporate Obligations (U.E. or foreign companies- list below by rating	
Highly Rated (AAA/AA or equivalent)	
Other Investment Grade (A/BBB or equivalent)	
High Yield Bonds (<BBB or equivalent)	
Not Rated (NR)	
Fixed Income/Bond Mutual Funds (longer term; registered with the SEC)	
Balanced Mutual Funds (where target allocation is > 50% bonds or other debt securities)	
"Commonfund" Fixed Income/Bond Commingled Funds	
Other Fixed Income/Bond Commingled Funds (primarily invested in publicly traded debt securities; not registered with the SEC)	
GICs (Guaranteed Investment Contracts)	
Municipal Obligations	30,910,886
Total Publicly Traded Debt & Similar Investments >1 year	**92,613,420**
Short-Term Investments & Deposits	
U.S. Government Securities ("Treasuries")	60,465,906
U.S. Government Agency Securities ("Agencies")	5,000,955
Banker's Acceptances	
Commercial Paper - A1/P1 (or equivalent)	67,373,653
Other Commercial Paper - lower rated	
Repurchase Agreements (Repos)	
Money Market Mutual Funds (registered with the SEC)	
Short-Term Mutual Funds Other than Money Market Mutual Funds (registered with the SEC)	
Public Funds Investment Pool Created to Function as a Money Market Mutual Fund (not registered w/ SEC but "2a7-like")	
TexPool (and TexPool Prime)	52,059,651
Other Public Funds Investment Pools Functioning as Money Market Mutual Funds	
Other Investment Pools - Short-Term (not created to function as a money market mutual fund)	
Certificates of Deposit (CD) - Nonnegotiable	
Certificates of Deposit (CD) - Negotiable	
Bank Deposits	11,496,120
Cash Held at State Treasury	
Securities Lending Collateral Reinvestments (direct investments or share of pooled collateral)	
Other- Municipal Securities	16,469,226
Other - Bank Sweep (Treasury Fund)	1,065,487
Total Short-Term Investments & Deposits	**213,930,998**
TOTAL INVESTMENTS and DEPOSITS	**306,544,418**
TOTAL EXCLUDING BANK DEPOSITS	**295,048,298**

Report prepared by Finance and Fiscal Services (Treasury)
Source: Hilltop Securities Asset Management; Investment Custody Statements

Alamo Colleges District
PFIA Officer Training as of May 31 , 2021

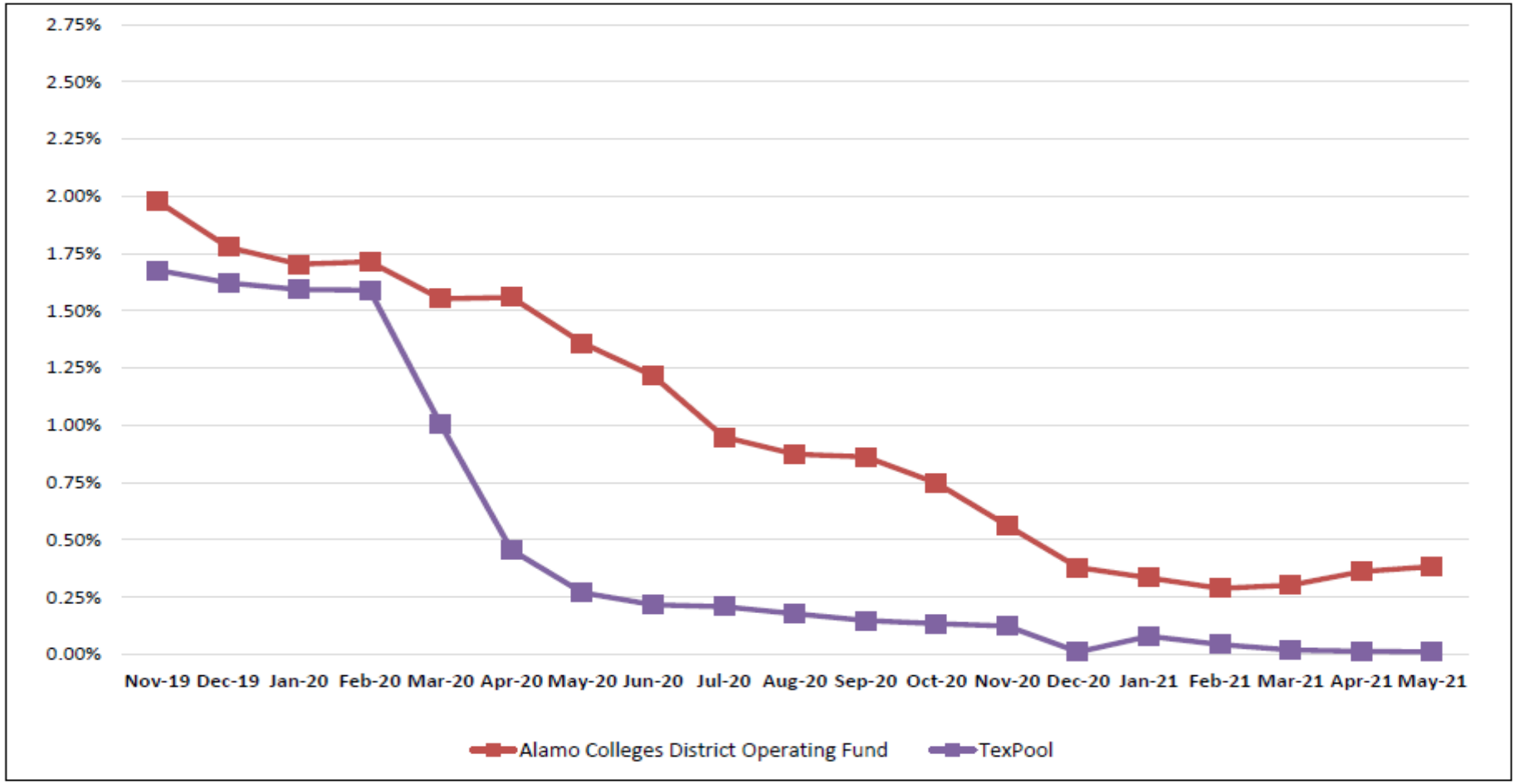
Name	Title	Most Recent PFIA Training	Officer Designation
Pamela K. Ansboury, CPA, M. Ed	Associate Vice Chancellor, Finance and Fiscal Services	October, 2020	Designated investment officer by Board of Trustees
Dr. Diane E. Snyder, CPA	Vice Chancellor for Finance and Administration	February, 2021	Investment officer in absence of Associate Vice Chancellor
Patrick F. Vrba, Jr., CPA	Controller	October, 2020	Investment officer
Tracey Sulak Bedwell, CTP MBA	Treasurer	October, 2020	Investment officer- delegated management of investment activity

Per Policy C.1.7 Investments: The Associate Vice Chancellor of Finance and Fiscal Services is designated as the investment officer of the College District by Board authority delegated through the Chancellor. In the absence of the Associate Vice Chancellor of Finance and Fiscal Services, the Vice Chancellor for Finance and Administration is deemed to be the investment officer. The investment officer shall be responsible for the investment of funds consistent with the investment policy adopted by the Board. The Associate Vice Chancellor of Finance and Fiscal Services may delegate management responsibility for daily investment transactions to the Controller or Treasurer.

Requirement: 5 hours of training each biennium. Current biennium 9-1-19 to 8-31-21.

Report prepared by Finance and Fiscal Services (Treasury)
Source: Hilltop Securities Asset Management; Investment Custody Statements

ALAMO COLLEGES DISTRICT
Performance (Yield) Operating Fund
May 31, 2021



Information provided by
Hilltop Securities Asset Management

ALAMO COLLEGES DISTRICT

District Internal Audit Department
2222 North Alamo Street, Room 302
San Antonio, Texas, 78215
(210) 485-0396 Office

Date: July 6, 2021

To: Sandra Torres - Board Liaison

From: Frank Cortez – District Director of Internal Audit

Subject: Internal Audit Department Monthly Activity Report for July 2021

This report provides information on Internal Audit activities, current projects' statuses, and accomplishments related to the Alamo Colleges Strategic Objectives of Student Success, Principle-Centered Leadership, and Performance Excellence as of July 6, 2021.

Goal III. Performance Excellence

Current Projects:

Project	Description	Percent Complete	Target Compl. Date
Planning Phase			
HEERF Grant Audit	Planning in progress. Completing walkthroughs.	10%	9/30/2021
Title IX Compliance Audit	Planning in progress. Meeting with District and College Departments.	22%	9/30/2021
Fieldwork Phase			
Reporting Phase			
Student Disability Support Services (DSS) Audit	Final report issued.	100%	4/30/2021
Banner Security Audit	Final report issued.	100%	6/2/2021
Periodic Monitoring Program	Draft report in progress.	90%	7/23/2021
Construction Contracts and Project Mgmt. – CIP Phase II	Finalizing workpaper review. Working on revising the draft report.	95%	7/30/2021

Other Activities:

Activity	Description	Date
Professional Development	The Director and two auditors attended the ACFE Global Fraud Conference. The Director is participating in the Alamo Colleges' *Advanced Leader Development Program* with The Granger Network.	6/21-23/21 In Progress
TeamMate Design Review	Drafting 2021/2022 Internal Audit budget.	7/27/2021
Annual Internal Quality Assessment Review	Internal Audit has initiated the Annual Self-Assessment required by the Institute of Internal Auditors.	7/30/2021
Alamo Colleges Risk Assessment and Internal Audit Plan	2021 Risk Assessment and Draft FY2022 Internal Audit Plan will be presented to the Board in July for review. Proposed FY2022 Audit Plan to go to the Board in August for approval.	8/17/2021
Recruiting	Continuing to recruit for the Lead Senior IT Auditor position.	In Progress

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

Presented to the **ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES** on July 27, 2021.

MINUTE ORDER

"The Board of Trustees hereby accepts this gift receipt report on the Monthly Financial Statements on private gifts made in March through May 2021."

PURPOSE

Provide information on donations received by the Alamo Colleges District & the Alamo Colleges Foundation, Inc.

BACKGROUND

To provide students with scholarships thereby enabling them to complete their college education and to provide faculty and staff with financial program support to further student enrichment.

IMPLICATIONS

Financial:	Total Gifts Received for the Months **$15,993,262.20**
Cost:	NA
Strategic Plan:	Goal II – Supports student success
Employee Services:	NA

ATTACHMENTS: Reports of Monthly Financial Statements on Project Activity, Private Gifts to the Alamo Colleges District, In-Kind gifts and YTD Summary Report on Private Gifts. (29 pages)

Sheila Marlow Due

Digitally signed by Sheila Marlow Due
Date: 2021.07.08 14:06:33 -05'00'

Sheila Marlow Due Date
Executive Director, Institutional Advancement
Alamo Colleges District & Alamo Colleges Foundation, Inc.

Dr. Mike Flores, Chancellor

ALAMO COLLEGES DISTRICT

ALAMO COLLEGES DISTRICT

OFFICE OF INSTITUTIONAL ADVANCEMENT & ALAMO COLLEGES FOUNDATION GIFTS REPORT March - May, 2021 July 27, 2021 BOARD REPORT

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Accenture		5/28/2021	President's Unrestricted SPC	
Fernando Acevedo		5/1/2021	DREAMers Scholarship	
Fernando Acevedo		4/1/2021	DREAMers Scholarship	
Fernando Acevedo		3/1/2021	DREAMers Scholarship	
Leticia M. Adams		5/1/2021	President's Unrestricted SAC	
Leticia M. Adams		4/1/2021	President's Unrestricted SAC	
Leticia M. Adams		3/1/2021	President's Unrestricted SAC	
Marsha M. Adrian		3/1/2021	Faculty Endowment Scholarship	
Marsha M. Adrian		4/1/2021	Faculty Endowment Scholarship	
Marsha M. Adrian		5/1/2021	Faculty Endowment Scholarship	
Kristabel Aquero		5/1/2021	General SPC Scholarship	
Kristabel Aquero		3/1/2021	General SPC Scholarship	
Kristabel Aquero		4/1/2021	General SPC Scholarship	
Heather T. Aguillon		4/1/2021	Challenger Center Program	
Heather T. Aguillon		3/1/2021	Challenger Center Program	
Heather T. Aguillon		5/1/2021	Challenger Center Program	
Heather T. Aguillon		3/1/2021	Black Student Alliance Scholarship	
Heather T. Aguillon		5/1/2021	Black Student Alliance Scholarship	
Heather T. Aguillon		4/1/2021	Black Student Alliance Scholarship	
Heather T. Aguillon		4/1/2021	Dr. Barbara Strain Memorial Scholarship	
Heather T. Aguillon		3/1/2021	Dr. Barbara Strain Memorial Scholarship	
Heather T. Aguillon		5/1/2021	Dr. Barbara Strain Memorial Scholarship	
Heather T. Aguillon		4/1/2021	Ann Richards Endowed Scholarship for Women	
Heather T. Aguillon		3/1/2021	Ann Richards Endowed Scholarship for Women	
Heather T. Aguillon		5/1/2021	Ann Richards Endowed Scholarship for Women	
Melissa D. Aquirra		4/1/2021	SAC Student Support Fund	
Melissa D. Aquirra		5/1/2021	SAC Student Support Fund	
Melissa D. Aquirra		3/1/2021	SAC Student Support Fund	
AIA San Antonio		5/17/2021	Architecture Education Program	
Alamo Heights Rotary Club		4/6/2021	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
Alamo Lodge Number 44		5/24/2021	Masonic Scholarship for Skilled Trades	
Lisa S. Alcorta		4/1/2021	President's Unrestricted SAC	
Lisa S. Alcorta		3/1/2021	President's Unrestricted SAC	
Lisa S. Alcorta		5/1/2021	President's Unrestricted SAC	
Lisa S. Alcorta		4/1/2021	SAC Student Support Fund	
Lisa S. Alcorta		3/1/2021	SAC Student Support Fund	
Lisa S. Alcorta		5/1/2021	SAC Student Support Fund	
Anonymous		4/1/2021	President's Unrestricted SAC	
Anonymous		3/1/2021	President's Unrestricted SAC	
Anonymous		5/1/2021	President's Unrestricted SAC	
Rebecca Alejos-Sharadin		4/1/2021	Nighthawk Nest Program	
Rebecca Alejos-Sharadin		5/1/2021	Nighthawk Nest Program	
Rebecca Alejos-Sharadin		3/1/2021	Nighthawk Nest Program	
Diane Alertas-Jacobs		3/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Diane Alertas-Jacobs		5/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Diane Alertas-Jacobs		4/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Diane Alertas-Jacobs		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Diane Alertas-Jacobs		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Diane Alertas-Jacobs		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Diane Alertas-Jacobs		5/1/2021	General SPC Scholarship	
Diane Alertas-Jacobs		3/1/2021	General SPC Scholarship	
Diane Alertas-Jacobs		4/1/2021	General SPC Scholarship	
Diane Alertas-Jacobs		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Diane Alertas-Jacobs		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Diane Alertas-Jacobs		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Diane Alertas-Jacobs		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Diane Alertas-Jacobs		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Diane Alertas-Jacobs		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Shanea M. Allen		4/1/2021	PAC Athletics Program	
Shanea M. Allen		3/1/2021	PAC Athletics Program	
Shanea M. Allen		5/1/2021	PAC Athletics Program	
Elizabeth P. Alvarado		4/1/2021	AlamoPROMISE Scholarship	
Elizabeth P. Alvarado		5/1/2021	AlamoPROMISE Scholarship	
Elizabeth P. Alvarado		3/1/2021	AlamoPROMISE Scholarship	
Laura A. Alvarez		5/1/2021	Vista Food Pantry	
Laura A. Alvarez		5/1/2021	NVC Arts	
Laura A. Alvarez		4/1/2021	NVC Arts	
Laura A. Alvarez		3/1/2021	NVC Arts	
Laura A. Alvarez		4/1/2021	Vista Food Pantry	
Laura A. Alvarez		3/1/2021	Vista Food Pantry	
Jennifer A. Alvizo		3/1/2021	President's Unrestricted SAC	
Jennifer A. Alvizo		4/1/2021	President's Unrestricted SAC	
Jennifer A. Alvizo		5/1/2021	President's Unrestricted SAC	
AMA San Antonio		3/3/2021	Annual Fund	Kristi R. Wyatt
AmazonSmile Foundation		5/24/2021	Annual Fund	
Ameriprise Financial	Mary C. Murguia	3/2/2021	Raul S. Murguia Presidential Honors Endowed Scholarship	Raul A. Murguia
Ameriprise Financial	John W. Koone	4/27/2021	Annual Fund	
Kirsten P. Anderson		4/1/2021	Student Leadership Institute - Employee Giving Scholarship	
Kirsten P. Anderson		5/1/2021	Student Leadership Institute - Employee Giving Scholarship	
Kirsten P. Anderson		3/1/2021	Student Leadership Institute - Employee Giving Scholarship	
Vanessa L. Anderson		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Vanessa L. Anderson		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Vanessa L. Anderson		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Vanessa L. Anderson		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Vanessa L. Anderson		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Vanessa L. Anderson		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Vanessa L. Anderson		4/6/2021	SPC President's Student Aid Fund	
Wesley L. Anderson		4/1/2021	Vista Food Pantry	
Wesley L. Anderson		3/1/2021	Vista Food Pantry	
Wesley L. Anderson		5/1/2021	Vista Food Pantry	
George A. Andrade		3/1/2021	President's Unrestricted NLC	
George A. Andrade		5/1/2021	President's Unrestricted NLC	
George A. Andrade		4/1/2021	President's Unrestricted NLC	
Pamela K. Ansboury		4/1/2021	AlamoPROMISE Scholarship	
Pamela K. Ansboury		5/1/2021	AlamoPROMISE Scholarship	
Pamela K. Ansboury		3/1/2021	AlamoPROMISE Scholarship	
Gerardo Arellano		3/1/2021	PAC SHARE Program	
Gerardo Arellano		4/1/2021	PAC SHARE Program	
Gerardo Arellano		5/1/2021	PAC SHARE Program	
Gerardo Arellano		5/1/2021	General PAC Scholarship	
Gerardo Arellano		4/1/2021	General PAC Scholarship	
Gerardo Arellano		3/1/2021	General PAC Scholarship	
Army Lodge 1105 A F and A M		5/25/2021	Masonic Scholarship for Skilled Trades	
Hattie C. Arnold		3/1/2021	Annual Fund	
Hattie C. Arnold		5/1/2021	Annual Fund	
Hattie C. Arnold		4/1/2021	Annual Fund	
Rodell G. Asher		5/1/2021	Kevin Schantz Memorial Scholarship	
Rodell G. Asher		4/1/2021	Kevin Schantz Memorial Scholarship	
Rodell G. Asher		3/1/2021	Kevin Schantz Memorial Scholarship	
Rodell G. Asher		5/1/2021	Student Leadership Institute Scholarship	
Rodell G. Asher		4/1/2021	Student Leadership Institute Scholarship	
Rodell G. Asher		3/1/2021	Student Leadership Institute Scholarship	
Rodell G. Asher		3/1/2021	Student Leadership Institute - Employee Giving Scholarship	
Rodell G. Asher		4/1/2021	Student Leadership Institute - Employee Giving Scholarship	
Rodell G. Asher		5/1/2021	Student Leadership Institute - Employee Giving Scholarship	
Rodell G. Asher		5/1/2021	Debra A. Morgan Endowed Scholarship Permanently Restricted	
Rodell G. Asher		3/1/2021	Debra A. Morgan Endowed Scholarship Permanently Restricted	
Rodell G. Asher		4/1/2021	Debra A. Morgan Endowed Scholarship Permanently Restricted	
Aspen Institute, Inc		3/25/2021	Employee Benevolence Fund	Ruben M. Flores
Margaret K. Austin		5/3/2021	Employee Benevolence Fund	Carol Austin
Margaret K. Austin		4/1/2021	Employee Benevolence Fund	Carol Austin
Margaret K. Austin		3/1/2021	Employee Benevolence Fund	Carol Austin
Beatrice A. Avila		4/1/2021	General SPC Scholarship	
Beatrice A. Avila		3/1/2021	General SPC Scholarship	
Beatrice A. Avila		5/1/2021	General SPC Scholarship	
Beatrice A. Avila		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Beatrice A. Avila		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Beatrice A. Avila		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Beatrice A. Avila		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Beatrice A. Avila		3/1/2021	General Foundation Scholarship Fund	
Beatrice A. Avila		5/1/2021	General Foundation Scholarship Fund	
Beatrice A. Avila		4/1/2021	General Foundation Scholarship Fund	
Beatrice A. Avila		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Beatrice A. Avila		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Christy Babu		4/1/2021	Annual Fund	
Christy Babu		5/1/2021	Annual Fund	
Christy Babu		3/1/2021	Annual Fund	
Christy Babu		3/1/2021	AlamoPROMISE Scholarship	
Christy Babu		5/1/2021	AlamoPROMISE Scholarship	
Christy Babu		4/1/2021	AlamoPROMISE Scholarship	
Pamela Bain		4/15/2021	Annual Fund	
Pamela Bain		4/15/2021	Annual Fund	Eleanor Beldon Kornet, Curtis C. Gunn
Cynthia A. Baker		3/1/2021	SPC Library Book Campaign	
Cynthia A. Baker		5/1/2021	SPC Library Book Campaign	
Cynthia A. Baker		4/1/2021	SPC Library Book Campaign	
Garcia Balbemar		3/1/2021	Vista Food Pantry	
Garcia Balbemar		4/1/2021	Vista Food Pantry	
Garcia Balbemar		5/1/2021	Vista Food Pantry	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Sarah B. Ball		5/1/2021	MAS Scholarship	
Sarah B. Ball		3/1/2021	MAS Scholarship	
Sarah B. Ball		4/1/2021	MAS Scholarship	
Alicia M. Baltazar		5/1/2021	Vista Food Pantry	
Alicia M. Baltazar		4/1/2021	NVC Personal Fitness Training Scholarship	
Alicia M. Baltazar		5/1/2021	NVC Personal Fitness Training Scholarship	
Alicia M. Baltazar		3/1/2021	NVC Personal Fitness Training Scholarship	
Alicia M. Baltazar		4/1/2021	Vista Food Pantry	
Alicia M. Baltazar		3/1/2021	Vista Food Pantry	
Alicia M. Baltazar		4/1/2021	MAS Scholarship	
Alicia M. Baltazar		3/1/2021	MAS Scholarship	
Alicia M. Baltazar		5/1/2021	MAS Scholarship	
Alicia M. Baltazar		5/1/2021	Psychology Department Scholarship	
Alicia M. Baltazar		4/1/2021	Psychology Department Scholarship	
Alicia M. Baltazar		3/1/2021	Psychology Department Scholarship	
Adrian Banda		4/29/2021	General SAC Scholarship	
Bank of America		3/26/2021	President's Unrestricted SPC	
Natalie Barajas		3/1/2021	Employee Benevolence Fund	
Natalie Barajas		4/1/2021	Employee Benevolence Fund	
Natalie Barajas		5/1/2021	Employee Benevolence Fund	
Natalie Barajas		3/1/2021	AlamoPROMISE Scholarship	
Natalie Barajas		5/1/2021	AlamoPROMISE Scholarship	
Natalie Barajas		5/1/2021	Student Emergency Fund	
Natalie Barajas		4/1/2021	Student Emergency Fund	
Natalie Barajas		3/1/2021	Student Emergency Fund	
Natalie Barajas		4/1/2021	AlamoPROMISE Scholarship	
Joan M. Barborak		4/1/2021	King William Association Endowed Scholarship	
Joan M. Barborak		3/1/2021	King William Association Endowed Scholarship	
Joan M. Barborak		5/1/2021	King William Association Endowed Scholarship	
Susan H. Barker		4/29/2021	General SAC Scholarship	
Jessica C. Barnes		4/1/2021	Student Emergency Fund	
Jessica C. Barnes		5/1/2021	Student Emergency Fund	
Jessica C. Barnes		3/1/2021	Student Emergency Fund	
Jessica C. Barnes		4/1/2021	AlamoPROMISE Scholarship	
Jessica C. Barnes		5/1/2021	AlamoPROMISE Scholarship	
Jessica C. Barnes		3/1/2021	AlamoPROMISE Scholarship	
Jessica C. Barnes		5/1/2021	PAC SHARE Program	
Jessica C. Barnes		4/1/2021	PAC SHARE Program	
Jessica C. Barnes		3/1/2021	PAC SHARE Program	
Jessica C. Barnes		4/1/2021	TACHE Scholarship	
Jessica C. Barnes		3/1/2021	TACHE Scholarship	
Jessica C. Barnes		5/1/2021	TACHE Scholarship	
Rolando Barrientez		4/1/2021	First Responders Academy-Formative Endowment	
Rolando Barrientez		5/1/2021	First Responders Academy-Formative Endowment	
Rolando Barrientez		3/1/2021	First Responders Academy-Formative Endowment	
Ricky N. Baser		3/1/2021	President's Unrestricted NVC	
Ricky N. Baser		4/1/2021	President's Unrestricted NVC	
Ricky N. Baser		5/1/2021	President's Unrestricted NVC	
Ricky N. Baser		5/1/2021	NVC Arts	
Ricky N. Baser		3/1/2021	NVC Arts	
Ricky N. Baser		5/1/2021	NVC Fans General Support	
Ricky N. Baser		4/1/2021	NVC Fans General Support	
Ricky N. Baser		3/1/2021	NVC Fans General Support	
Ricky N. Baser		4/1/2021	NVC Arts	
Ricky N. Baser		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Ricky N. Baser		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Ricky N. Baser		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Ricky N. Baser		4/1/2021	Lynne Dean Endowed Scholarship	
Ricky N. Baser		5/1/2021	Lynne Dean Endowed Scholarship	
Ricky N. Baser		3/1/2021	Lynne Dean Endowed Scholarship	
Shirley A. Bass-Wright		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Shirley A. Bass-Wright		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Shirley A. Bass-Wright		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Shirley A. Bass-Wright		4/1/2021	General SPC Scholarship	
Shirley A. Bass-Wright		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Shirley A. Bass-Wright		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Shirley A. Bass-Wright		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Shirley A. Bass-Wright		3/1/2021	General SPC Scholarship	
Shirley A. Bass-Wright		5/1/2021	General SPC Scholarship	
Chris Beardsall		4/1/2021	President's Unrestricted SPC	
Chris Beardsall		3/1/2021	President's Unrestricted SPC	
Chris Beardsall		5/1/2021	President's Unrestricted SPC	
Chris Beardsall		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Chris Beardsall		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Chris Beardsall		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Lydia M. Beaver		3/1/2021	Vista Food Pantry	
Lydia M. Beaver		4/1/2021	Vista Food Pantry	
Lydia M. Beaver		5/1/2021	Vista Food Pantry	
Michael D. Beldon		5/30/2021	President's Unrestricted SAC	San Antonio College
Benevity Community Impact Fund	William Sammons	3/2/2021	AlamoPROMISE Endowment Scholarship	
Benevity Community Impact Fund	William Sammons	3/30/2021	AlamoPROMISE Endowment Scholarship	
Benevity Community Impact Fund	William Sammons	3/2/2021	AlamoPROMISE Scholarship	
Benevity Community Impact Fund	William Sammons	3/30/2021	AlamoPROMISE Scholarship	
Benevity Community Impact Fund	Alicia M. Fawcett	4/30/2021	Annual Fund	
Benevity Community Impact Fund	Alicia M. Fawcett	3/24/2021	Annual Fund	
Benevity Community Impact Fund		3/2/2021	Annual Fund	
Benevity Community Impact Fund	Alicia M. Fawcett	3/2/2021	Annual Fund	
Benevity Community Impact Fund	Microsoft Corporation	5/14/2021	Annual Fund	
Benevity Community Impact Fund	Gregory Braun	3/2/2021	Fine Arts Program	
Thomas E. Billimek		3/1/2021	SAC Student Support Fund	
Thomas E. Billimek		4/1/2021	SAC Student Support Fund	
Thomas E. Billimek		5/1/2021	SAC Student Support Fund	
Thomas E. Billimek		5/1/2021	SAC Psychology Department Endowed Scholarship	
Thomas E. Billimek		3/1/2021	SAC Psychology Department Endowed Scholarship	
Thomas E. Billimek		4/1/2021	SAC Psychology Department Endowed Scholarship	
Mary E. Bingham		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Mary E. Bingham		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Mary E. Bingham		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Eddie A. Bishop		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Eddie A. Bishop		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Eddie A. Bishop		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Eddie A. Bishop		3/1/2021	Vista Food Pantry	
Eddie A. Bishop		4/1/2021	Vista Food Pantry	
Eddie A. Bishop		5/1/2021	Vista Food Pantry	
Eddie A. Bishop		5/1/2021	NVC Personal Fitness Training Scholarship	
Eddie A. Bishop		3/1/2021	NVC Personal Fitness Training Scholarship	
Eddie A. Bishop		4/1/2021	NVC Personal Fitness Training Scholarship	
Eddie A. Bishop		3/1/2021	Lynne Dean Endowed Scholarship	
Eddie A. Bishop		4/1/2021	Lynne Dean Endowed Scholarship	
Eddie A. Bishop		5/1/2021	Lynne Dean Endowed Scholarship	
Lisa V. Black		5/1/2021	Vista Food Pantry	
Lisa V. Black		4/1/2021	Vista Food Pantry	
Lisa V. Black		3/1/2021	Vista Food Pantry	
Blackbaud Giving Fund	Accenture	4/12/2021	President's Unrestricted SPC	
Blackbaud Giving Fund	Accenture	5/6/2021	President's Unrestricted SPC	
Blackbaud Giving Fund	Benjamin A. Peavy	3/11/2021	President's Unrestricted SPC	
Blackbaud Giving Fund	Martin W. Rodgers	3/11/2021	President's Unrestricted SPC	
Blackbaud Giving Fund	Accenture	3/11/2021	President's Unrestricted SPC	
Blackbaud Giving Fund	Rebecca Vincelette	5/6/2021	Jack Stone Award for New Music	
Nicholas G. Blakeney		4/1/2021	President's Unrestricted PAC	
Nicholas G. Blakeney		3/1/2021	President's Unrestricted PAC	
Nicholas G. Blakeney		5/1/2021	President's Unrestricted PAC	
Nicholas G. Blakeney		5/1/2021	PAC SHARE Program	
Nicholas G. Blakeney		3/1/2021	PAC SHARE Program	
Nicholas G. Blakeney		4/1/2021	PAC SHARE Program	
Raquel Blanco-Ayala		3/1/2021	Deason Animal Hospital Scholarship	
Raquel Blanco-Ayala		4/1/2021	Deason Animal Hospital Scholarship	
Raquel Blanco-Ayala		5/1/2021	Deason Animal Hospital Scholarship	
Raquel Blanco-Ayala		5/1/2021	Horticulture Scholarship	
Raquel Blanco-Ayala		3/1/2021	Horticulture Scholarship	
Raquel Blanco-Ayala		4/1/2021	Horticulture Scholarship	
Raquel Blanco-Ayala		5/1/2021	Children's Library Activity Fund	
Raquel Blanco-Ayala		4/1/2021	Children's Library Activity Fund	
Raquel Blanco-Ayala		3/1/2021	Children's Library Activity Fund	
Blue Bonnet Masonic Lodge No 1219 AF & AM		5/31/2021	Masonic Scholarship for Skilled Trades	
BNY Mellon / Pershing Advisor Solutions, LLC	Wheeler Family Foundation, Sendero Family Foundations	4/28/2021	Interim Program	
Jared G. Boggs		4/1/2021	DREAMers Scholarship	
Jared G. Boggs		5/1/2021	DREAMers Scholarship	
Jared G. Boggs		3/1/2021	DREAMers Scholarship	
Veronica Bonell		4/29/2021	General SAC Scholarship	
Kristina M. Booth		5/1/2021	AlamoPROMISE Scholarship	
Kristina M. Booth		4/1/2021	AlamoPROMISE Scholarship	
Kristina M. Booth		3/1/2021	AlamoPROMISE Scholarship	
Suzanna C. Borawski		5/1/2021	President's Unrestricted SAC	
Suzanna C. Borawski		4/1/2021	President's Unrestricted SAC	
Suzanna C. Borawski		3/1/2021	President's Unrestricted SAC	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Maria G. Botello		3/1/2021	General SPC Scholarship	
Maria G. Botello		4/1/2021	General SPC Scholarship	
Maria G. Botello		5/1/2021	General SPC Scholarship	
Maria G. Botello		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Maria G. Botello		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Maria G. Botello		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Maria G. Botello		4/6/2021	President's Unrestricted SPC	
Maria G. Botello		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Maria G. Botello		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Maria G. Botello		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Gary Bowling		5/1/2021	Vista Food Pantry	
Gary Bowling		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Gary Bowling		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Gary Bowling		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Gary Bowling		3/1/2021	Vista Food Pantry	
Gary Bowling		4/1/2021	Vista Food Pantry	
Linda L. Boyer-Owens		4/1/2021	Employee Benevolence Fund	
Linda L. Boyer-Owens		3/1/2021	Employee Benevolence Fund	
Linda L. Boyer-Owens		5/1/2021	Employee Benevolence Fund	
Diana Bradford		5/1/2021	Lynne Dean Endowed Scholarship	
Diana Bradford		3/1/2021	Lynne Dean Endowed Scholarship	
Diana Bradford		4/1/2021	Lynne Dean Endowed Scholarship	
Diana Bradford		5/1/2021	Vista Food Pantry	
Diana Bradford		5/1/2021	MAS Scholarship	
Diana Bradford		4/1/2021	MAS Scholarship	
Diana Bradford		3/1/2021	MAS Scholarship	
Diana Bradford		4/1/2021	NVC Arts	
Diana Bradford		3/1/2021	NVC Arts	
Diana Bradford		5/1/2021	NVC Arts	
Diana Bradford		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Diana Bradford		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Diana Bradford		3/1/2021	Vista Food Pantry	
Diana Bradford		4/1/2021	Vista Food Pantry	
Diana Bradford		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Anonymous		4/6/2021	President's Unrestricted SPC	
Shanna L. Bradford		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Anonymous		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Anonymous		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Kelli L. Bradshaw		3/1/2021	Vista Food Pantry	
Kelli L. Bradshaw		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Kelli L. Bradshaw		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Kelli L. Bradshaw		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Kelli L. Bradshaw		3/1/2021	MAS Scholarship	
Kelli L. Bradshaw		4/1/2021	NVC Arts	
Kelli L. Bradshaw		3/1/2021	Dr. Jacqueline Claunch Legacy Endowed Formative Scholarship	
Kelli L. Bradshaw		5/1/2021	Dr. Jacqueline Claunch Legacy Endowed Formative Scholarship	
Kelli L. Bradshaw		4/1/2021	Dr. Jacqueline Claunch Legacy Endowed Formative Scholarship	
Kelli L. Bradshaw		4/1/2021	MAS Scholarship	
Kelli L. Bradshaw		5/1/2021	MAS Scholarship	
Kelli L. Bradshaw		5/1/2021	NVC Arts	
Kelli L. Bradshaw		3/1/2021	NVC Arts	
Kelli L. Bradshaw		5/1/2021	Vista Food Pantry	
Kelli L. Bradshaw		4/1/2021	Vista Food Pantry	
Kelli L. Bradshaw		4/1/2021	Lynne Dean Endowed Scholarship	
Kelli L. Bradshaw		5/1/2021	Lynne Dean Endowed Scholarship	
Kelli L. Bradshaw		3/1/2021	Lynne Dean Endowed Scholarship	
Ronnie L. Brannon		5/1/2021	PAC SO Logistics Club	
Ronnie L. Brannon		3/1/2021	PAC SO Logistics Club	
Ronnie L. Brannon		4/1/2021	PAC SO Logistics Club	
Ellen M. Brennan		4/28/2021	General SAC Scholarship	Kenneth D. Hairgrove, Jean Dudney
Ellen M. Brennan		3/10/2021	Student Emergency Fund	
Edna I. Breuer		4/1/2021	General Foundation Scholarship Fund	
Edna I. Breuer		3/1/2021	General Foundation Scholarship Fund	
Edna I. Breuer		5/1/2021	General Foundation Scholarship Fund	
Edna I. Breuer		3/1/2021	Employee Benevolence Fund	
Edna I. Breuer		4/1/2021	Employee Benevolence Fund	
Edna I. Breuer		5/1/2021	Employee Benevolence Fund	
Edna I. Breuer		3/1/2021	Annual Fund	
Edna I. Breuer		5/1/2021	Annual Fund	
Edna I. Breuer		4/1/2021	Annual Fund	
Edna I. Breuer		4/1/2021	AlamoPROMISE Scholarship	
Edna I. Breuer		3/1/2021	AlamoPROMISE Scholarship	
Edna I. Breuer		5/1/2021	AlamoPROMISE Scholarship	
Edna I. Breuer		3/1/2021	Student Emergency Fund	
Edna I. Breuer		5/1/2021	Student Emergency Fund	
Edna I. Breuer		4/1/2021	Student Emergency Fund	
Luis Briceno		3/1/2021	NLC Presidential Scholars Scholarship	
Luis Briceno		4/1/2021	NLC Presidential Scholars Scholarship	
Luis Briceno		5/1/2021	NLC Presidential Scholars Scholarship	
Johnathan J. Briones		4/29/2021	General SPC Scholarship	
Johnathan J. Briones		4/29/2021	General SPC Scholarship	
Mary E. Briones		3/1/2021	General PAC Scholarship	
Mary E. Briones		4/1/2021	General PAC Scholarship	
Mary E. Briones		5/1/2021	General PAC Scholarship	
Mary E. Briones		5/1/2021	PAC SHARE Program	
Mary E. Briones		3/1/2021	PAC SHARE Program	
Mary E. Briones		4/1/2021	PAC SHARE Program	
Alyssa R. Briscoe		4/1/2021	General SPC Scholarship	
Alyssa R. Briscoe		3/1/2021	General SPC Scholarship	
Alyssa R. Briscoe		5/1/2021	General SPC Scholarship	
Cynathia M. Broadnax		3/1/2021	President's Unrestricted NLC	
Cynathia M. Broadnax		4/1/2021	President's Unrestricted NLC	
Cynathia M. Broadnax		5/1/2021	President's Unrestricted NLC	
Cynathia M. Broadnax		3/1/2021	Faculty Endowment Scholarship	
Cynathia M. Broadnax		4/1/2021	Faculty Endowment Scholarship	
Cynathia M. Broadnax		5/1/2021	Faculty Endowment Scholarship	
Cynathia M. Broadnax		3/1/2021	NLC Presidential Scholars Scholarship	
Cynathia M. Broadnax		4/1/2021	NLC Presidential Scholars Scholarship	
Cynathia M. Broadnax		5/1/2021	NLC Presidential Scholars Scholarship	
Cynathia M. Broadnax		5/1/2021	Nighthawk Nest Program	
Cynathia M. Broadnax		3/1/2021	Nighthawk Nest Program	
Cynathia M. Broadnax		4/1/2021	Nighthawk Nest Program	
Christina M. Brown		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Christina M. Brown		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Christina M. Brown		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Christina M. Brown		5/1/2021	Jane Moser Drum Encouragement Program Fund	
Christina M. Brown		3/1/2021	Jane Moser Drum Encouragement Program Fund	
Christina M. Brown		4/1/2021	Jane Moser Drum Encouragement Program Fund	
Mordecai I. Brownlee		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Mordecai I. Brownlee		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Mordecai I. Brownlee		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Mordecai I. Brownlee		4/6/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Mordecai I. Brownlee		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Mordecai I. Brownlee		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Mordecai I. Brownlee		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Anonymous		4/28/2021	General NVC Scholarship	
Naphtali T. Bryant		4/1/2021	SPC Alumni Association Scholarship	
Naphtali T. Bryant		3/1/2021	SPC Alumni Association Scholarship	
Naphtali T. Bryant		5/1/2021	SPC Alumni Association Scholarship	
Anonymous		5/18/2021	President's Unrestricted SPC	
Anonymous		4/27/2021	President's Unrestricted SPC	
Veronica I. Buendia		5/1/2021	DREAMers Scholarship	
Veronica I. Buendia		3/1/2021	DREAMers Scholarship	
Veronica I. Buendia		4/1/2021	DREAMers Scholarship	
Veronica I. Buendia		4/1/2021	Vista Food Pantry	
Veronica I. Buendia		3/1/2021	Vista Food Pantry	
Veronica I. Buendia		5/1/2021	Vista Food Pantry	
Michelle D. Burnett		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Michelle D. Burnett		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Michelle D. Burnett		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Larry M. Burns		3/18/2021	Rosenda Rios Memorial Endowed Scholarship	Rosenda Rios
Amy H. Burton		4/1/2021	Vista Food Pantry	
Amy H. Burton		3/1/2021	Vista Food Pantry	
Amy H. Burton		5/1/2021	Vista Food Pantry	
Beautrice M. Butler		4/27/2021	Dixon Scholarship	
Patricia A. Cacace		5/1/2021	General SPC Scholarship	
Patricia A. Cacace		4/1/2021	General SPC Scholarship	
Patricia A. Cacace		3/1/2021	General SPC Scholarship	
Alejandra Cadenas		4/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Alejandra Cadenas		5/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Alejandra Cadenas		3/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
John A. Cage		5/1/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
John A. Cage		4/1/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
John A. Cage		3/1/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
Judit V. Camargo		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Judit V. Camargo		4/1/2021	Vista Food Pantry	
Judit V. Camargo		3/1/2021	Vista Food Pantry	
Judit V. Camargo		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Judit V. Camargo		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Judit V. Camargo		5/1/2021	Vista Food Pantry	
Arch M. Campbell		3/29/2021	Jean Longwith Endowed Scholarship	Jean M. Longwith
Arch M. Campbell		5/11/2021	Jean Longwith Endowed Scholarship	
Beatrice E. Canales		4/1/2021	President's Unrestricted SAC	
Beatrice E. Canales		3/1/2021	President's Unrestricted SAC	
Beatrice E. Canales		5/1/2021	President's Unrestricted SAC	
Gloria F. Canestaro		4/1/2021	MAS Scholarship	
Gloria F. Canestaro		3/1/2021	MAS Scholarship	
Gloria F. Canestaro		5/1/2021	MAS Scholarship	
Michelle M. Cano		5/1/2021	Employee Benevolence Fund	
Michelle M. Cano		4/1/2021	Employee Benevolence Fund	
Michelle M. Cano		3/1/2021	Employee Benevolence Fund	
Gaston Cantu		5/1/2021	President's Unrestricted PAC	
Gaston Cantu		4/1/2021	President's Unrestricted PAC	
Gaston Cantu		3/1/2021	President's Unrestricted PAC	
Gaston Cantu		4/1/2021	General PAC Scholarship	
Gaston Cantu		3/1/2021	General PAC Scholarship	
Gaston Cantu		5/1/2021	General PAC Scholarship	
Gaston Cantu		3/1/2021	PAC Athletics Program	
Gaston Cantu		5/1/2021	PAC Athletics Program	
Gaston Cantu		4/1/2021	PAC Athletics Program	
Cappys Inc.	Cappy Lawton	4/23/2021	THCA Program	
Maryjane J. Cardenas		5/1/2021	General SPC Scholarship	
Maryjane J. Cardenas		5/1/2021	General PAC Scholarship	
Maryjane J. Cardenas		4/1/2021	General SPC Scholarship	
Maryjane J. Cardenas		3/1/2021	General SPC Scholarship	
Maryjane J. Cardenas		3/1/2021	General PAC Scholarship	
Maryjane J. Cardenas		4/1/2021	General PAC Scholarship	
Maryjane J. Cardenas		5/1/2021	General NLC Scholarship	
Maryjane J. Cardenas		4/1/2021	General NLC Scholarship	
Maryjane J. Cardenas		3/1/2021	General NLC Scholarship	
Maryjane J. Cardenas		3/1/2021	General NVC Scholarship	
Maryjane J. Cardenas		4/1/2021	General NVC Scholarship	
Maryjane J. Cardenas		5/1/2021	General NVC Scholarship	
Maryjane J. Cardenas		4/1/2021	Challenger Center Program	
Maryjane J. Cardenas		3/1/2021	Challenger Center Program	
Maryjane J. Cardenas		5/1/2021	Challenger Center Program	
Raquel Cardenas		4/29/2021	General NLC Scholarship	
Raquel Cardenas		4/1/2021	Annual Fund	
Daisy L. Carmona		3/1/2021	Faculty Endowment Scholarship	
Daisy L. Carmona		4/1/2021	Faculty Endowment Scholarship	
Daisy L. Carmona		5/1/2021	Faculty Endowment Scholarship	
Charlotte B. Carpenter		4/9/2021	SPC Alumni Association Scholarship	
Selso M. Casares		5/1/2021	TACHE Scholarship	
Selso M. Casares		3/1/2021	TACHE Scholarship	
Selso M. Casares		4/1/2021	TACHE Scholarship	
Phillip Casarez		5/1/2021	President's Unrestricted SAC	
Phillip Casarez		4/1/2021	President's Unrestricted SAC	
Phillip Casarez		3/1/2021	President's Unrestricted SAC	
Lydia M. Casas		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Lydia M. Casas		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Lydia M. Casas		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Cynthia D. Casias		5/1/2021	Men Empowerment Network (MEN) Scholarship	
Cynthia D. Casias		4/1/2021	Men Empowerment Network (MEN) Scholarship	
Cynthia D. Casias		3/1/2021	Men Empowerment Network (MEN) Scholarship	
Miguel A. Castillo		3/1/2021	Annual Fund	
Miguel A. Castillo		4/1/2021	Annual Fund	
Miguel A. Castillo		5/1/2021	Annual Fund	
Jennifer Castro		3/1/2021	Foundation General Endowment	
Elizabeth A. Ceballos		5/1/2021	Lynne Dean Endowed Scholarship	
Elizabeth A. Ceballos		3/1/2021	Lynne Dean Endowed Scholarship	
Elizabeth A. Ceballos		4/1/2021	Lynne Dean Endowed Scholarship	
Elizabeth A. Ceballos		5/1/2021	Vista Food Pantry	
Elizabeth A. Ceballos		4/1/2021	Vista Food Pantry	
Elizabeth A. Ceballos		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Elizabeth A. Ceballos		3/1/2021	Vista Food Pantry	
Elizabeth A. Ceballos		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Elizabeth A. Ceballos		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Elizabeth A. Ceballos		4/1/2021	Jane Moser Drum Encouragement Program Fund	
Elizabeth A. Ceballos		5/1/2021	Jane Moser Drum Encouragement Program Fund	
Elizabeth A. Ceballos		3/1/2021	Jane Moser Drum Encouragement Program Fund	
Scarlett R. Cena		4/1/2021	Angela de Hoyos Scholarship - Mexican American Studies Scholarship	
Scarlett R. Cena		3/1/2021	Angela de Hoyos Scholarship - Mexican American Studies Scholarship	
Scarlett R. Cena		5/1/2021	Angela de Hoyos Scholarship - Mexican American Studies Scholarship	
Zak D. Cernoch		3/1/2021	AlamoPROMISE Scholarship	
Zak D. Cernoch		4/1/2021	AlamoPROMISE Scholarship	
Zak D. Cernoch		5/1/2021	AlamoPROMISE Scholarship	
Zak D. Cernoch		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Zak D. Cernoch		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Zak D. Cernoch		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Zak D. Cernoch		5/1/2021	Dr. Jacqueline Claunch Legacy Endowed Formative Scholarship	
Zak D. Cernoch		4/1/2021	Dr. Jacqueline Claunch Legacy Endowed Formative Scholarship	
Zak D. Cernoch		3/1/2021	Dr. Jacqueline Claunch Legacy Endowed Formative Scholarship	
Brad S. Chandler		3/4/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Brad S. Chandler		3/4/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Brad S. Chandler		4/1/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Brad S. Chandler		5/3/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Lee A. Chandler		4/10/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Charles W. Anderson Lodge No. 1413 AF & AM		5/17/2021	Masonic Scholarship for Skilled Trades	
Bryan A. Chase		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Bryan A. Chase		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Bryan A. Chase		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Bryan A. Chase		4/1/2021	General SPC Scholarship	
Bryan A. Chase		3/1/2021	Financial Literacy Program	
Bryan A. Chase		5/1/2021	Financial Literacy Program	
Bryan A. Chase		4/1/2021	Financial Literacy Program	
Bryan A. Chase		5/1/2021	Ruth Jones McClendon	
Bryan A. Chase		3/1/2021	Ruth Jones McClendon	
Bryan A. Chase		4/1/2021	Ruth Jones McClendon	
Bryan A. Chase		4/1/2021	President's Unrestricted SPC	
Bryan A. Chase		5/1/2021	President's Unrestricted SPC	
Bryan A. Chase		4/6/2021	President's Unrestricted SPC	
Bryan A. Chase		3/1/2021	President's Unrestricted SPC	
Bryan A. Chase		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Bryan A. Chase		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Bryan A. Chase		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Bryan A. Chase		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Bryan A. Chase		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Bryan A. Chase		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Bryan A. Chase		5/1/2021	General SPC Scholarship	
Bryan A. Chase		3/1/2021	General SPC Scholarship	
Susan E. Chinoransky		3/1/2021	President's Unrestricted NLC	
Susan E. Chinoransky		5/1/2021	President's Unrestricted NLC	
Susan E. Chinoransky		4/1/2021	President's Unrestricted NLC	
Virginia C. Cmontezfstbusy		3/1/2021	NVC Personal Fitness Training Scholarship	
Virginia C. Cmontezfstbusy		5/1/2021	NVC Personal Fitness Training Scholarship	
Virginia C. Cmontezfstbusy		4/1/2021	NVC Personal Fitness Training Scholarship	
Laurie L. Coleman		4/1/2021	San Antonio College Future Teachers' Organization Scholarship	
Laurie L. Coleman		3/1/2021	San Antonio College Future Teachers' Organization Scholarship	
Laurie L. Coleman		5/1/2021	San Antonio College Future Teachers' Organization Scholarship	
Grace L. Collett		3/1/2021	Scobee Education Center Programs	
Grace L. Collett		4/1/2021	Scobee Education Center Programs	
Grace L. Collett		5/1/2021	Scobee Education Center Programs	
Jacob P. Colunga		4/6/2021	President's Unrestricted SPC	
Jacob P. Colunga		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jacob P. Colunga		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jacob P. Colunga		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jennifer D. Comedy-Holmes		5/1/2021	Vista Food Pantry	
Jennifer D. Comedy-Holmes		5/1/2021	Lynne Dean Endowed Scholarship	
Jennifer D. Comedy-Holmes		4/1/2021	Lynne Dean Endowed Scholarship	
Jennifer D. Comedy-Holmes		3/1/2021	Lynne Dean Endowed Scholarship	
Jennifer D. Comedy-Holmes		4/1/2021	NVC Arts	
Jennifer D. Comedy-Holmes		3/1/2021	NVC Arts	
Jennifer D. Comedy-Holmes		5/1/2021	NVC Arts	
Jennifer D. Comedy-Holmes		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Jennifer D. Comedy-Holmes		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Jennifer D. Comedy-Holmes		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Jennifer D. Comedy-Holmes		4/1/2021	Vista Food Pantry	
Jennifer D. Comedy-Holmes		3/1/2021	Vista Food Pantry	
Esther M. Conejo		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Esther M. Conejo		4/1/2021	Vista Food Pantry	
Esther M. Conejo		3/1/2021	Vista Food Pantry	
Esther M. Conejo		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Esther M. Conejo		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Esther M. Conejo		5/1/2021	Vista Food Pantry	
Allan Conkling		5/3/2021	SPC President's Student Aid Fund	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Allan Conkling		4/1/2021	SPC President's Student Aid Fund	
Allan Conkling		3/1/2021	SPC President's Student Aid Fund	
Anonymous		5/1/2021	Employee Benevolence Fund	
Anonymous		4/1/2021	Employee Benevolence Fund	
Anonymous		3/1/2021	Employee Benevolence Fund	
Anonymous		4/1/2021	DREAMers Scholarship	
Anonymous		3/1/2021	DREAMers Scholarship	
Anonymous		5/1/2021	DREAMers Scholarship	
Juan C. Contreras		4/1/2021	First Responders Academy-Formative Endowment	
Juan C. Contreras		3/1/2021	First Responders Academy-Formative Endowment	
Juan C. Contreras		5/1/2021	First Responders Academy-Formative Endowment	
Margaret A. Contreras		4/27/2021	General PAC Scholarship	
Daniel Cooper		4/20/2021	Masters Leadership Program (MLP) Scholarship	
Jessica A. Cooper		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jessica A. Cooper		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jessica A. Cooper		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jessica A. Cooper		4/6/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Jessica A. Cooper		4/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Jessica A. Cooper		3/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Jessica A. Cooper		5/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Joseph Coppola		5/1/2021	PAC SHARE Program	
Joseph Coppola		4/1/2021	PAC SHARE Program	
Joseph Coppola		3/1/2021	PAC SHARE Program	
Belinda S. Corley		3/1/2021	PAC SHARE Program	
Belinda S. Corley		4/1/2021	PAC SHARE Program	
Belinda S. Corley		5/1/2021	PAC SHARE Program	
Christina M. Cortez		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Christina M. Cortez		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Christina M. Cortez		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Christina M. Cortez		4/6/2021	President's Unrestricted SPC	
Francisco Cortez		3/1/2021	Annual Fund	
Francisco Cortez		5/1/2021	Annual Fund	
Francisco Cortez		4/1/2021	Annual Fund	
Rebecca Cortez		4/29/2021	General Foundation Scholarship Fund	
Trina D. Cowan		3/1/2021	Psychology Department Scholarship	
Trina D. Cowan		4/1/2021	Psychology Department Scholarship	
Trina D. Cowan		5/1/2021	Psychology Department Scholarship	
Thomas R. Cox		5/1/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
Thomas R. Cox		3/1/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
Thomas R. Cox		4/1/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
Tiffany T. Cox		5/1/2021	First Responders Academy-Formative Endowment	
Tiffany T. Cox		4/1/2021	First Responders Academy-Formative Endowment	
Tiffany T. Cox		3/1/2021	First Responders Academy-Formative Endowment	
Tiffany T. Cox		5/1/2021	SAC Student Support Fund	
Tiffany T. Cox		3/1/2021	SAC Student Support Fund	
Tiffany T. Cox		4/1/2021	SAC Student Support Fund	
Tiffany T. Cox		4/1/2021	SAC Psychology Department Endowed Scholarship	
Tiffany T. Cox		3/1/2021	SAC Psychology Department Endowed Scholarship	
Tiffany T. Cox		5/1/2021	SAC Psychology Department Endowed Scholarship	
Tiffany T. Cox		5/1/2021	MESA Center Program	
Tiffany T. Cox		4/1/2021	MESA Center Program	
Tiffany T. Cox		3/1/2021	MESA Center Program	
Tiffany T. Cox		4/1/2021	President's Unrestricted SAC	
Tiffany T. Cox		5/1/2021	President's Unrestricted SAC	
Tiffany T. Cox		3/1/2021	President's Unrestricted SAC	
Tiffany T. Cox		3/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Tiffany T. Cox		4/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Tiffany T. Cox		5/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Lloyd G. Crenwelge		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Lloyd G. Crenwelge		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Lloyd G. Crenwelge		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Sharon A. Crockett-Ray		4/6/2021	President's Unrestricted SPC	
Sharon A. Crockett-Ray		3/1/2021	San Antonio Ivy Educational Fund Inc. Scholarship	
Sharon A. Crockett-Ray		4/1/2021	San Antonio Ivy Educational Fund Inc. Scholarship	
Sharon A. Crockett-Ray		5/1/2021	San Antonio Ivy Educational Fund Inc. Scholarship	
Tonya R. Crowley		4/1/2021	SAC Student Support Fund	
Tonya R. Crowley		3/1/2021	SAC Student Support Fund	
Tonya R. Crowley		5/1/2021	SAC Student Support Fund	
Tonya R. Crowley		3/1/2021	President's Unrestricted SAC	
Tonya R. Crowley		5/1/2021	President's Unrestricted SAC	
Tonya R. Crowley		4/1/2021	President's Unrestricted SAC	
Carlos E. Cruz		4/1/2021	PAC SHARE Program	
Carlos E. Cruz		3/1/2021	PAC SHARE Program	
Clarissa J. Cruz		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Clarissa J. Cruz		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Clarissa J. Cruz		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Jessica S. Cruz		4/1/2021	General SPC Scholarship	
Jessica S. Cruz		3/1/2021	Financial Literacy Program	
Jessica S. Cruz		4/1/2021	Financial Literacy Program	
Jessica S. Cruz		5/1/2021	Financial Literacy Program	
Jessica S. Cruz		3/1/2021	General SPC Scholarship	
Jessica S. Cruz		5/1/2021	General SPC Scholarship	
Jessica S. Cruz		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Jessica S. Cruz		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Jessica S. Cruz		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Micah Culpepper		3/1/2021	Annual Fund	
Micah Culpepper		4/1/2021	Annual Fund	
Micah Culpepper		5/3/2021	Annual Fund	
Betty H. Cunningham		3/1/2021	NVC Arts	
Betty H. Cunningham		5/1/2021	NVC Arts	
Betty H. Cunningham		4/1/2021	Dr. Jacqueline Claunch Legacy Endowed Formative Scholarship	
Betty H. Cunningham		5/1/2021	Dr. Jacqueline Claunch Legacy Endowed Formative Scholarship	
Betty H. Cunningham		3/1/2021	Dr. Jacqueline Claunch Legacy Endowed Formative Scholarship	
Betty H. Cunningham		4/1/2021	NVC Arts	
Betty H. Cunningham		4/1/2021	NVC Alumni Program Support	
Betty H. Cunningham		3/1/2021	NVC Alumni Program Support	
Betty H. Cunningham		5/1/2021	NVC Alumni Program Support	
Susan Cunningham		4/1/2021	Dr. Barbara Strain Memorial Scholarship	
Susan Cunningham		5/1/2021	Dr. Barbara Strain Memorial Scholarship	
Susan Cunningham		3/1/2021	Dr. Barbara Strain Memorial Scholarship	
Susan Cunningham		3/1/2021	Ron Lucke Speech & Drama Scholarship	
Susan Cunningham		5/1/2021	Ron Lucke Speech & Drama Scholarship	
Susan Cunningham		4/1/2021	Ron Lucke Speech & Drama Scholarship	
Elaine Dagen		4/28/2021	President's Unrestricted SPC	Kathryn J. Clark
Ruth A. Dalrymple		3/1/2021	AlamoPROMISE Scholarship	
Ruth A. Dalrymple		5/1/2021	AlamoPROMISE Scholarship	
Ruth A. Dalrymple		5/1/2021	Annual Fund	
Ruth A. Dalrymple		4/1/2021	Annual Fund	
Ruth A. Dalrymple		3/1/2021	Annual Fund	
Ruth A. Dalrymple		4/1/2021	AlamoPROMISE Scholarship	
Patrick F. Daniels		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Patrick F. Daniels		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Patrick F. Daniels		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Bruce A. Davis		5/1/2021	Dr. Alice Johnson Children's Library	
Bruce A. Davis		3/1/2021	Dr. Alice Johnson Children's Library	
Bruce A. Davis		4/1/2021	Dr. Alice Johnson Children's Library	
Bruce A. Davis		5/1/2021	David E Mrizek FORMATIVE Endowed Scholarship Fund	
Bruce A. Davis		3/1/2021	David E Mrizek FORMATIVE Endowed Scholarship Fund	
Bruce A. Davis		4/1/2021	David E Mrizek FORMATIVE Endowed Scholarship Fund	
Bruce A. Davis		5/1/2021	Tiana Spivey RTF Endowed Scholarship	
Bruce A. Davis		4/1/2021	Tiana Spivey RTF Endowed Scholarship	
Bruce A. Davis		3/1/2021	Tiana Spivey RTF Endowed Scholarship	
Bruce A. Davis		3/1/2021	Fredric A. Weiss Memorial Scholarship	
Bruce A. Davis		4/1/2021	Fredric A. Weiss Memorial Scholarship	
Bruce A. Davis		5/1/2021	Fredric A. Weiss Memorial Scholarship	
Bruce A. Davis		3/1/2021	President's Unrestricted SAC	
Bruce A. Davis		4/1/2021	President's Unrestricted SAC	
Bruce A. Davis		5/1/2021	President's Unrestricted SAC	
Bruce A. Davis		5/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Bruce A. Davis		4/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Bruce A. Davis		3/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Randall N. Dawson		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Randall N. Dawson		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Randall N. Dawson		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Randall N. Dawson		3/1/2021	General SPC Scholarship	
Randall N. Dawson		5/1/2021	General SPC Scholarship	
Randall N. Dawson		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Randall N. Dawson		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Randall N. Dawson		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Randall N. Dawson		4/1/2021	General SPC Scholarship	
Randall N. Dawson		4/6/2021	SPC President's Student Aid Fund	
Randall N. Dawson		4/1/2021	Developmental Math Fund	
Randall N. Dawson		3/1/2021	Developmental Math Fund	
Randall N. Dawson		5/1/2021	Developmental Math Fund	
Amber A. De La Garza		4/1/2021	AlamoPROMISE Scholarship	
Amber A. De La Garza		5/1/2021	AlamoPROMISE Scholarship	
Amber A. De La Garza		3/1/2021	AlamoPROMISE Scholarship	
Pamela S. De La Garza		3/1/2021	NVC Faculty / Staff Scholarship	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Pamela S. De La Garza		5/1/2021	NVC Faculty / Staff Scholarship	
Pamela S. De La Garza		4/1/2021	NVC Faculty / Staff Scholarship	
Pamela S. De La Garza		3/1/2021	Vista Food Pantry	
Pamela S. De La Garza		4/1/2021	MAS Scholarship	
Pamela S. De La Garza		5/1/2021	MAS Scholarship	
Pamela S. De La Garza		3/1/2021	MAS Scholarship	
Pamela S. De La Garza		5/1/2021	Vista Food Pantry	
Pamela S. De La Garza		4/1/2021	Vista Food Pantry	
Leticia P. De La Rosa		5/1/2021	President's Unrestricted PAC	
Leticia P. De La Rosa		4/1/2021	President's Unrestricted PAC	
Leticia P. De La Rosa		3/1/2021	President's Unrestricted PAC	
Elida T. De Leon		5/1/2021	General PAC Scholarship	
Elida T. De Leon		4/1/2021	General PAC Scholarship	
Elida T. De Leon		3/1/2021	General PAC Scholarship	
Elida T. De Leon		3/1/2021	PAC SHARE Program	
Elida T. De Leon		5/1/2021	PAC SHARE Program	
Elida T. De Leon		4/1/2021	PAC SHARE Program	
Maria O. De Los Reyes		5/1/2021	President's Unrestricted SAC	
Maria O. De Los Reyes		3/1/2021	President's Unrestricted SAC	
Maria O. De Los Reyes		4/1/2021	President's Unrestricted SAC	
Maria O. De Los Reyes		4/1/2021	SAC Women's Center GED Scholarship	
Maria O. De Los Reyes		3/1/2021	SAC Women's Center GED Scholarship	
Maria O. De Los Reyes		5/1/2021	SAC Women's Center GED Scholarship	
Rosalind K. De Trevino		3/1/2021	President's Unrestricted SAC	
Rosalind K. De Trevino		4/1/2021	President's Unrestricted SAC	
Rosalind K. De Trevino		5/1/2021	President's Unrestricted SAC	
Rosalind K. De Trevino		5/1/2021	Empowerment Center Program	
Rosalind K. De Trevino		3/1/2021	Empowerment Center Program	
Rosalind K. De Trevino		4/1/2021	Empowerment Center Program	
Rosalind K. De Trevino		3/1/2021	AlamoPROMISE Scholarship	
Rosalind K. De Trevino		4/1/2021	AlamoPROMISE Scholarship	
Rosalind K. De Trevino		5/1/2021	AlamoPROMISE Scholarship	
Luanne T. Decker		5/1/2021	SAC Student Support Fund	
Luanne T. Decker		3/1/2021	SAC Student Support Fund	
Luanne T. Decker		4/1/2021	SAC Student Support Fund	
Rachel Del Rio		5/1/2021	Student Emergency Fund	
Rachel Del Rio		4/1/2021	Student Emergency Fund	
Rachel Del Rio		3/1/2021	Student Emergency Fund	
Nancy G. Delacerda		5/1/2021	Vista Food Pantry	
Nancy G. Delacerda		4/1/2021	Vista Food Pantry	
Nancy G. Delacerda		4/1/2021	Lynne Dean Endowed Scholarship	
Nancy G. Delacerda		5/1/2021	Lynne Dean Endowed Scholarship	
Nancy G. Delacerda		3/1/2021	Lynne Dean Endowed Scholarship	
Nancy G. Delacerda		3/1/2021	Vista Food Pantry	
Nancy G. Delacerda		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Nancy G. Delacerda		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Nancy G. Delacerda		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Nancy G. Delacerda		3/1/2021	MAS Scholarship	
Nancy G. Delacerda		5/1/2021	MAS Scholarship	
Nancy G. Delacerda		4/1/2021	MAS Scholarship	
Nancy G. Delacerda		4/1/2021	NVC Arts	
Nancy G. Delacerda		3/1/2021	NVC Arts	
Nancy G. Delacerda		5/1/2021	NVC Arts	
Anna L. Delgado		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Anna L. Delgado		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Anna L. Delgado		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Anna L. Delgado		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Anna L. Delgado		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Anna L. Delgado		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Anna L. Delgado		5/1/2021	General SPC Scholarship	
Anna L. Delgado		3/1/2021	General SPC Scholarship	
Anna L. Delgado		4/1/2021	General SPC Scholarship	
Chryssa D. Delgado		5/1/2021	AlamoPROMISE Scholarship	
Chryssa D. Delgado		3/1/2021	AlamoPROMISE Scholarship	
Chryssa D. Delgado		4/1/2021	AlamoPROMISE Scholarship	
Dell Technologies		5/28/2021	NVC Business Council General Support	
Vanessa A. Demont		3/1/2021	Nighthawk Nest Program	
Vanessa A. Demont		4/1/2021	Nighthawk Nest Program	
Vanessa A. Demont		5/1/2021	Nighthawk Nest Program	
Vanessa A. Demont		4/1/2021	President's Unrestricted NLC	
Vanessa A. Demont		3/1/2021	President's Unrestricted NLC	
Vanessa A. Demont		5/1/2021	President's Unrestricted NLC	
Vanessa A. Demont		4/1/2021	NLC Presidential Scholars Scholarship	
Vanessa A. Demont		5/1/2021	NLC Presidential Scholars Scholarship	
Vanessa A. Demont		3/1/2021	NLC Presidential Scholars Scholarship	
Edward Diaz		3/1/2021	SAC Student Support Fund	
Edward Diaz		4/1/2021	SAC Student Support Fund	
Edward Diaz		5/1/2021	SAC Student Support Fund	
Mariana A. Diaz		5/1/2021	PAC SHARE Program	
Mariana A. Diaz		4/1/2021	PAC SHARE Program	
Mariana A. Diaz		3/1/2021	PAC SHARE Program	
Rebecca L. Dietz		4/1/2021	Robert & Laura Fainter Endowed Scholarship	
Rebecca L. Dietz		3/1/2021	Robert & Laura Fainter Endowed Scholarship	
Rebecca L. Dietz		5/1/2021	Robert & Laura Fainter Endowed Scholarship	
Rebecca L. Dietz		4/1/2021	Black Student Alliance Scholarship	
Rebecca L. Dietz		3/1/2021	Black Student Alliance Scholarship	
Rebecca L. Dietz		5/1/2021	Black Student Alliance Scholarship	
Rebecca L. Dietz		3/1/2021	SAC Student Support Fund	
Rebecca L. Dietz		4/1/2021	SAC Student Support Fund	
Rebecca L. Dietz		5/1/2021	SAC Student Support Fund	
Jaclyn G. Dinscore		4/1/2021	President's Unrestricted PAC	
Jaclyn G. Dinscore		5/1/2021	President's Unrestricted PAC	
Jaclyn G. Dinscore		3/1/2021	President's Unrestricted PAC	
Jaclyn G. Dinscore		5/1/2021	General PAC Scholarship	
Jaclyn G. Dinscore		3/1/2021	General PAC Scholarship	
Jaclyn G. Dinscore		4/1/2021	General PAC Scholarship	
Adriana Dominquez		5/1/2021	PAC SHARE Program	
Adriana Dominquez		3/1/2021	PAC SHARE Program	
Adriana Dominquez		4/1/2021	PAC SHARE Program	
Alicia D. Dominquez		3/1/2021	General SPC Scholarship	
Alicia D. Dominquez		5/1/2021	General SPC Scholarship	
Alicia D. Dominquez		4/1/2021	General SPC Scholarship	
Fannie M. Dominquez		3/1/2021	President's Unrestricted SAC	
Katherine B. Doss		4/1/2021	PAC SHARE Program	
Katherine B. Doss		5/1/2021	PAC SHARE Program	
Katherine B. Doss		3/1/2021	PAC SHARE Program	
Tangila C. Dove		3/1/2021	Nighthawk Nest Program	
Tangila C. Dove		4/1/2021	Nighthawk Nest Program	
Tangila C. Dove		5/1/2021	Nighthawk Nest Program	
Tangila C. Dove		5/1/2021	President's Unrestricted NLC	
Tangila C. Dove		3/1/2021	President's Unrestricted NLC	
Tangila C. Dove		4/1/2021	President's Unrestricted NLC	
Tangila C. Dove		3/1/2021	E. F. "Smilev" & Sandra Williams Endowed Scholarship	
Tangila C. Dove		4/1/2021	E. F. "Smilev" & Sandra Williams Endowed Scholarship	
Tangila C. Dove		5/1/2021	E. F. "Smilev" & Sandra Williams Endowed Scholarship	
Cheryl A. Drake		4/1/2021	Employee Benevolence Fund	
Cheryl A. Drake		5/1/2021	Employee Benevolence Fund	
Cheryl A. Drake		3/1/2021	Employee Benevolence Fund	
Sheila R. Due		4/1/2021	Annual Fund	
Sheila R. Due		5/1/2021	Annual Fund	
Sheila R. Due		3/1/2021	Annual Fund	
Pamela J. Dunagan		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Pamela J. Dunagan		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Pamela J. Dunagan		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Paul S. Dunn		5/1/2021	Annual Fund	
Paul S. Dunn		4/1/2021	Annual Fund	
Paul S. Dunn		3/1/2021	Annual Fund	
Yael H. Edrey		4/1/2021	Vista Food Pantry	
Yael H. Edrey		5/1/2021	Vista Food Pantry	
Yael H. Edrey		4/1/2021	Lynne Dean Endowed Scholarship	
Yael H. Edrey		3/1/2021	Lynne Dean Endowed Scholarship	
Yael H. Edrey		5/1/2021	Lynne Dean Endowed Scholarship	
Yael H. Edrey		3/1/2021	MAS Scholarship	
Yael H. Edrey		5/1/2021	MAS Scholarship	
Yael H. Edrey		4/1/2021	MAS Scholarship	
Yael H. Edrey		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Yael H. Edrey		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Yael H. Edrey		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Yael H. Edrey		3/1/2021	Vista Food Pantry	
Edward J Engates & Co		3/20/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Monette B. Elizalde		5/2/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Jennifer L. Ellison		5/1/2021	General PAC Scholarship	
Jennifer L. Ellison		4/1/2021	General PAC Scholarship	
Jennifer L. Ellison		3/1/2021	General PAC Scholarship	
Jennifer L. Ellison		5/1/2021	AlamoPROMISE Scholarship	
Jennifer L. Ellison		3/1/2021	AlamoPROMISE Scholarship	
Jennifer L. Ellison		4/1/2021	AlamoPROMISE Scholarship	
Dawn L. Elmore		4/1/2021	James C. Elmore II Memorial Art Scholarship	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Dawn L. Elmore		3/1/2021	James C. Elmore II Memorial Art Scholarship	
Dawn L. Elmore		5/1/2021	James C. Elmore II Memorial Art Scholarship	
James C. Elmore		5/3/2021	James C. Elmore II Memorial Art Scholarship	James C. Elmore
James C. Elmore		4/1/2021	James C. Elmore II Memorial Art Scholarship	James C. Elmore
Rosalinda M. Encina		4/1/2021	MAS Scholarship	
Rosalinda M. Encina		5/1/2021	MAS Scholarship	
Rosalinda M. Encina		3/1/2021	MAS Scholarship	
Rosalinda M. Encina		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Rosalinda M. Encina		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Rosalinda M. Encina		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Rosalinda M. Encina		3/1/2021	Vista Food Pantry	
Rosalinda M. Encina		5/1/2021	Vista Food Pantry	
Rosalinda M. Encina		4/1/2021	Vista Food Pantry	
Rosalinda M. Encina		4/1/2021	Lynne Dean Endowed Scholarship	
Rosalinda M. Encina		5/1/2021	Lynne Dean Endowed Scholarship	
Rosalinda M. Encina		3/1/2021	Lynne Dean Endowed Scholarship	
John Enqates		3/5/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Anonymous		4/1/2021	AlamoPROMISE Scholarship	
Anonymous		5/1/2021	AlamoPROMISE Scholarship	
Anonymous		3/1/2021	AlamoPROMISE Scholarship	
Anonymous		4/1/2021	Strategies for Success - Grant in Aid Scholarship	
Anonymous		3/1/2021	Strategies for Success - Grant in Aid Scholarship	
Anonymous		5/1/2021	Strategies for Success - Grant in Aid Scholarship	
Abel E. Enriquez Vega		3/1/2021	Jessica's Project	
Abel E. Enriquez Vega		5/1/2021	Jessica's Project	
Abel E. Enriquez Vega		4/1/2021	Jessica's Project	
Clara T. Ernst		4/29/2021	General SAC Scholarship	
Frances D. Ervin		5/3/2021	Student Emergency Fund	
Frances D. Ervin		4/1/2021	Student Emergency Fund	
Frances D. Ervin		3/1/2021	Student Emergency Fund	
Lisa M. Erwin		4/1/2021	Alexandria Celene Brown Memorial Scholarship 6 2020	
Lisa M. Erwin		3/1/2021	Alexandria Celene Brown Memorial Scholarship 6 2020	
Lisa M. Erwin		5/1/2021	Alexandria Celene Brown Memorial Scholarship 6 2020	
Ana L. Escamilla		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Ana L. Escamilla		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Ana L. Escamilla		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Beatrice J. Esparza		4/26/2021	General PAC Scholarship	
Stephanie R. Estrada		3/1/2021	Student Emergency Fund	
Anonymous		5/1/2021	Faculty Endowment Scholarship	
Anonymous		3/1/2021	Faculty Endowment Scholarship	
Anonymous		4/1/2021	Faculty Endowment Scholarship	
Anonymous		5/1/2021	Nighthawk Nest Program	
Anonymous		4/1/2021	Nighthawk Nest Program	
Anonymous		3/1/2021	Nighthawk Nest Program	
Raquel Farias		4/15/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Raquel Farias		5/17/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Raquel Farias		4/15/2021	President's Unrestricted SPC	
Raquel Farias		5/17/2021	President's Unrestricted SPC	
Richard H. Farias		3/1/2021	Annual Fund	
Richard H. Farias		5/1/2021	Annual Fund	
Richard H. Farias		4/1/2021	Annual Fund	
Richard H. Farias		4/26/2021	General Foundation Scholarship Fund	
Richard H. Farias		3/1/2021	President's Unrestricted SAC	
Richard H. Farias		4/1/2021	President's Unrestricted SAC	
Richard H. Farias		5/1/2021	President's Unrestricted SAC	
Kori L. Feeley		4/29/2021	General NVC Scholarship	
Marie P. Feldmeier		5/1/2021	General SPC Scholarship	
Marie P. Feldmeier		3/1/2021	General SPC Scholarship	
Marie P. Feldmeier		4/1/2021	General SPC Scholarship	
Marie P. Feldmeier		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Marie P. Feldmeier		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Marie P. Feldmeier		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Anna Lisa Fernandez		5/1/2021	PAC Adult Learning Academy GED Scholarship	
Anna Lisa Fernandez		3/1/2021	PAC Adult Learning Academy GED Scholarship	
Anna Lisa Fernandez		4/1/2021	PAC Adult Learning Academy GED Scholarship	
Anna Lisa Fernandez		4/1/2021	PAC SHARE Program	
Anna Lisa Fernandez		3/1/2021	PAC SHARE Program	
Anna Lisa Fernandez		5/1/2021	PAC SHARE Program	
Anna Lisa Fernandez		5/1/2021	OZUNA LRC Children's Library	
Anna Lisa Fernandez		4/1/2021	OZUNA LRC Children's Library	
Anna Lisa Fernandez		3/1/2021	OZUNA LRC Children's Library	
Anna Lisa Fernandez		3/1/2021	AlamoPROMISE Scholarship	
Anna Lisa Fernandez		5/1/2021	AlamoPROMISE Scholarship	
Anna Lisa Fernandez		4/1/2021	AlamoPROMISE Scholarship	
Stacey A. Festger		3/1/2021	Lynne Dean Endowed Scholarship	
Stacey A. Festger		5/1/2021	Lynne Dean Endowed Scholarship	
Stacey A. Festger		4/1/2021	Lynne Dean Endowed Scholarship	
Stacey A. Festger		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Stacey A. Festger		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Stacey A. Festger		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Fidelity Brokerage Services, LLC	Elvira P. Barrera	4/30/2021	Student Emergency Fund	
Fidelity Charitable Gift Fund	Gregg Winn	3/15/2021	Cecil Winn Endowed Scholarship	Cecil Winn
Fidelity Charitable Gift Fund	Maria T. Barrera	4/7/2021	General SAC Scholarship	
Sandra M. Figueroa		3/1/2021	President's Unrestricted PAC	
Sandra M. Figueroa		4/1/2021	President's Unrestricted PAC	
Sandra M. Figueroa		5/1/2021	President's Unrestricted PAC	
Daniel B. Flores		4/1/2021	Black Student Alliance Scholarship	
Daniel B. Flores		5/1/2021	Black Student Alliance Scholarship	
Daniel B. Flores		3/1/2021	Black Student Alliance Scholarship	
Daniel B. Flores		4/1/2021	Disabled Student Program Fund	
Daniel B. Flores		5/1/2021	Disabled Student Program Fund	
Daniel B. Flores		3/1/2021	Disabled Student Program Fund	
Georgia L. Flores		3/1/2021	Nighthawk Nest Program	
Georgia L. Flores		5/1/2021	Nighthawk Nest Program	
Georgia L. Flores		4/1/2021	Nighthawk Nest Program	
Georgia L. Flores		3/1/2021	President's Unrestricted NLC	
Georgia L. Flores		4/1/2021	President's Unrestricted NLC	
Georgia L. Flores		5/1/2021	President's Unrestricted NLC	
Jennifer L. Flores		4/1/2021	PAC SHARE Program	
Jennifer L. Flores		3/1/2021	PAC SHARE Program	
Jennifer L. Flores		5/1/2021	PAC SHARE Program	
Jorge R. Flores		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jorge R. Flores		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jorge R. Flores		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jorge R. Flores		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jorge R. Flores		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jorge R. Flores		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jorge R. Flores		4/6/2021	President's Unrestricted SPC	
Julieta Flores		3/1/2021	Lynne Dean Endowed Scholarship	
Julieta Flores		5/1/2021	Lynne Dean Endowed Scholarship	
Julieta Flores		4/1/2021	Lynne Dean Endowed Scholarship	
Rose M. Flores		3/1/2021	Horticulture Scholarship	
Rose M. Flores		4/1/2021	Horticulture Scholarship	
Rose M. Flores		5/1/2021	Horticulture Scholarship	
Ruben M. Flores		5/1/2021	Ruben P. Flores Endowed Scholarship	
Ruben M. Flores		3/1/2021	Ruben P. Flores Endowed Scholarship	
Ruben M. Flores		4/1/2021	Ruben P. Flores Endowed Scholarship	
Ruben M. Flores		4/1/2021	Student Emergency Fund	
Ruben M. Flores		3/1/2021	Student Emergency Fund	
Ruben M. Flores		5/1/2021	Student Emergency Fund	
Ruben M. Flores		4/1/2021	AlamoPROMISE Scholarship	
Ruben M. Flores		3/1/2021	AlamoPROMISE Scholarship	
Ruben M. Flores		5/1/2021	AlamoPROMISE Scholarship	
Vanessa S. Flores		3/1/2021	Vista Food Pantry	
Vanessa S. Flores		5/1/2021	Vista Food Pantry	
Vanessa S. Flores		4/1/2021	Vista Food Pantry	
Maria S. Flores-Chase		4/1/2021	Nighthawk Nest Program	
Maria S. Flores-Chase		5/1/2021	Nighthawk Nest Program	
Maria S. Flores-Chase		3/1/2021	Nighthawk Nest Program	
Maria S. Flores-Chase		3/1/2021	Beta Sigma Delta Chapter Endowed Scholarship Permanently Restricted	
Maria S. Flores-Chase		5/1/2021	Beta Sigma Delta Chapter Endowed Scholarship Permanently Restricted	
Maria S. Flores-Chase		4/1/2021	Beta Sigma Delta Chapter Endowed Scholarship Permanently Restricted	
Maria S. Flores-Chase		5/1/2021	President's Unrestricted NLC	
Maria S. Flores-Chase		4/1/2021	President's Unrestricted NLC	
Maria S. Flores-Chase		3/1/2021	President's Unrestricted NLC	
Maria S. Flores-Chase		5/1/2021	Faculty Endowment Scholarship	
Maria S. Flores-Chase		3/1/2021	Faculty Endowment Scholarship	
Maria S. Flores-Chase		4/1/2021	Faculty Endowment Scholarship	
Maria S. Flores-Chase		3/1/2021	NLC Presidential Scholars Scholarship	
Maria S. Flores-Chase		5/1/2021	NLC Presidential Scholars Scholarship	
Maria S. Flores-Chase		4/1/2021	NLC Presidential Scholars Scholarship	
Melissa Flores-Valencia		5/1/2021	Women in Transition Scholarship	
Melissa Flores-Valencia		3/1/2021	Women in Transition Scholarship	
Melissa Flores-Valencia		4/1/2021	Women in Transition Scholarship	
Patrick R. Fontenot		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Patrick R. Fontenot		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Patrick R. Fontenot		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Yvonne T. Forey		4/1/2021	PAC SHARE Program	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Yvonne T. Forey		5/1/2021	PAC SHARE Program	
Yvonne T. Forey		3/1/2021	PAC SHARE Program	
Yvonne T. Forey		3/1/2021	Faculty Staff Memorial Scholarship PAC	
Yvonne T. Forey		5/1/2021	Faculty Staff Memorial Scholarship PAC	
Yvonne T. Forey		4/1/2021	Faculty Staff Memorial Scholarship PAC	
Yvonne T. Forey		4/1/2021	PAC Adult Learning Academy GED Scholarship	
Yvonne T. Forey		5/1/2021	PAC Adult Learning Academy GED Scholarship	
Yvonne T. Forey		3/1/2021	PAC Adult Learning Academy GED Scholarship	
Yvonne T. Forey		5/1/2021	General PAC Scholarship	
Yvonne T. Forey		4/1/2021	General PAC Scholarship	
Yvonne T. Forey		3/1/2021	General PAC Scholarship	
Carolyn A. Foster		5/1/2021	Child Care Center	
Carolyn A. Foster		5/1/2021	Black Student Alliance Scholarship	
Carolyn A. Foster		3/1/2021	Black Student Alliance Scholarship	
Carolyn A. Foster		3/1/2021	Child Care Center	
Carolyn A. Foster		4/1/2021	Child Care Center	
Carolyn A. Foster		4/1/2021	Black Student Alliance Scholarship	
Jeffrey W. French		5/1/2021	General SPC Scholarship	
Jeffrey W. French		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jeffrey W. French		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jeffrey W. French		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jeffrey W. French		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Jeffrey W. French		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Jeffrey W. French		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Jeffrey W. French		4/6/2021	President's Unrestricted SPC	
Jeffrey W. French		3/1/2021	General SPC Scholarship	
Jeffrey W. French		4/1/2021	General SPC Scholarship	
Karl R. Frey		4/1/2021	Faculty Endowment Scholarship	
Karl R. Frey		3/1/2021	Faculty Endowment Scholarship	
Karl R. Frey		5/1/2021	Faculty Endowment Scholarship	
Pamela M. Frias		5/1/2021	SAC Student Support Fund	
Pamela M. Frias		3/1/2021	SAC Student Support Fund	
Pamela M. Frias		4/1/2021	SAC Student Support Fund	
Russell J. Frohardt		5/1/2021	Vista Food Pantry	
Russell J. Frohardt		4/1/2021	Vista Food Pantry	
Russell J. Frohardt		4/1/2021	Lynne Dean Endowed Scholarship	
Russell J. Frohardt		5/1/2021	Lynne Dean Endowed Scholarship	
Russell J. Frohardt		3/1/2021	Lynne Dean Endowed Scholarship	
Russell J. Frohardt		4/1/2021	NVC Arts	
Russell J. Frohardt		4/1/2021	MAS Scholarship	
Russell J. Frohardt		5/1/2021	MAS Scholarship	
Russell J. Frohardt		3/1/2021	NVC Arts	
Russell J. Frohardt		5/1/2021	NVC Arts	
Russell J. Frohardt		3/1/2021	Vista Food Pantry	
Russell J. Frohardt		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Russell J. Frohardt		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Russell J. Frohardt		3/1/2021	MAS Scholarship	
Russell J. Frohardt		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Frost		4/14/2021	AlamoPROMISE Endowment Scholarship Permanently Restricted	
Lawrence A. Gable		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Lawrence A. Gable		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Lawrence A. Gable		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Lawrence A. Gable		4/1/2021	President's Unrestricted SPC	
Lawrence A. Gable		3/1/2021	President's Unrestricted SPC	
Lawrence A. Gable		5/1/2021	President's Unrestricted SPC	
Lawrence A. Gable		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Lawrence A. Gable		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Lawrence A. Gable		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Lawrence A. Gable		3/1/2021	VOTC Veterans Outreach & Transition Center Program	
Lawrence A. Gable		4/1/2021	VOTC Veterans Outreach & Transition Center Program	
Lawrence A. Gable		5/1/2021	VOTC Veterans Outreach & Transition Center Program	
Lawrence A. Gable		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Lawrence A. Gable		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Lawrence A. Gable		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Deborah L. Gaitan		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Deborah L. Gaitan		3/1/2021	MAS Scholarship	
Deborah L. Gaitan		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Deborah L. Gaitan		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Deborah L. Gaitan		3/1/2021	Vista Food Pantry	
Deborah L. Gaitan		5/1/2021	NVC Arts	
Deborah L. Gaitan		3/1/2021	NVC Arts	
Deborah L. Gaitan		5/1/2021	MAS Scholarship	
Deborah L. Gaitan		4/1/2021	MAS Scholarship	
Deborah L. Gaitan		4/1/2021	NVC Arts	
Deborah L. Gaitan		4/1/2021	Vista Food Pantry	
Deborah L. Gaitan		5/1/2021	Vista Food Pantry	
Gambrinus Company		4/8/2021	Annual Fund	
Cristela C. Garcia		3/1/2021	Nighthawk Nest Program	
Cristela C. Garcia		4/1/2021	Nighthawk Nest Program	
Cristela C. Garcia		5/1/2021	Nighthawk Nest Program	
Diana O. Garcia		3/1/2021	Vista Food Pantry	
Diana O. Garcia		4/1/2021	Vista Food Pantry	
Diana O. Garcia		5/1/2021	Vista Food Pantry	
Elise L. Garcia		4/1/2021	PAC SHARE Program	
Elise L. Garcia		5/1/2021	PAC SHARE Program	
Elise L. Garcia		3/1/2021	PAC SHARE Program	
Mauricio Garcia		5/1/2021	PAC SHARE Program	
Mauricio Garcia		3/1/2021	PAC SHARE Program	
Mauricio Garcia		4/1/2021	PAC SHARE Program	
Mauricio Garcia		5/1/2021	General PAC Scholarship	
Mauricio Garcia		3/1/2021	General PAC Scholarship	
Mauricio Garcia		4/1/2021	General PAC Scholarship	
Migdalia Garcia		3/1/2021	Vista Food Pantry	
Migdalia Garcia		3/1/2021	MAS Scholarship	
Migdalia Garcia		5/1/2021	NVC Arts	
Migdalia Garcia		3/1/2021	NVC Arts	
Migdalia Garcia		4/1/2021	NVC Arts	
Migdalia Garcia		5/1/2021	MAS Scholarship	
Migdalia Garcia		4/1/2021	MAS Scholarship	
Migdalia Garcia		5/1/2021	Lynne Dean Endowed Scholarship	
Migdalia Garcia		3/1/2021	Lynne Dean Endowed Scholarship	
Migdalia Garcia		4/1/2021	Lynne Dean Endowed Scholarship	
Migdalia Garcia		5/1/2021	Vista Food Pantry	
Migdalia Garcia		4/1/2021	Vista Food Pantry	
Ofelia B. Garcia		5/1/2021	DREAMers Scholarship	
Ofelia B. Garcia		3/1/2021	DREAMers Scholarship	
Ofelia B. Garcia		4/1/2021	DREAMers Scholarship	
Anonymous		4/1/2021	President's Unrestricted NLC	
Anonymous		3/1/2021	President's Unrestricted NLC	
Anonymous		5/1/2021	President's Unrestricted NLC	
Veronica R. Garcia		4/29/2021	General NLC Scholarship	
Anonymous		5/1/2021	NLC Presidential Scholars Scholarship	
Anonymous		4/1/2021	NLC Presidential Scholars Scholarship	
Anonymous		3/1/2021	NLC Presidential Scholars Scholarship	
Bridgedette A. Garza		5/1/2021	AlamoPROMISE Scholarship	
Bridgedette A. Garza		3/1/2021	AlamoPROMISE Scholarship	
Bridgedette A. Garza		4/1/2021	AlamoPROMISE Scholarship	
Bridgedette A. Garza		5/1/2021	General Foundation Scholarship Fund	
Bridgedette A. Garza		3/1/2021	General Foundation Scholarship Fund	
Bridgedette A. Garza		4/1/2021	General Foundation Scholarship Fund	
Diann Garza		3/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Diann Garza		4/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Diann Garza		5/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Linda T. Garza		3/1/2021	Annual Fund	
Linda T. Garza		5/1/2021	Annual Fund	
Linda T. Garza		4/1/2021	Annual Fund	
Robert L. Garza		3/1/2021	President's Unrestricted PAC	
Robert L. Garza		5/1/2021	President's Unrestricted PAC	
Robert L. Garza		4/1/2021	President's Unrestricted PAC	
Sandra D. Garza		5/1/2021	MAS Scholarship	
Sandra D. Garza		3/1/2021	MAS Scholarship	
Sandra D. Garza		4/1/2021	MAS Scholarship	
Amy S. Gates		5/1/2021	Annual Fund	
Amy S. Gates		3/1/2021	Annual Fund	
Amy S. Gates		4/1/2021	Annual Fund	
Amy S. Gates		4/1/2021	Nighthawk Nest Program	
Amy S. Gates		5/1/2021	Nighthawk Nest Program	
Amy S. Gates		3/1/2021	Nighthawk Nest Program	
Amy S. Gates		5/1/2021	President's Unrestricted NLC	
Amy S. Gates		4/1/2021	President's Unrestricted NLC	
Amy S. Gates		3/1/2021	President's Unrestricted NLC	
Pamela D. Gauna		3/1/2021	President's Unrestricted NLC	
Pamela D. Gauna		4/1/2021	President's Unrestricted NLC	
Pamela D. Gauna		5/1/2021	President's Unrestricted NLC	
Pamela D. Gauna		4/1/2021	NLC Presidential Scholars Scholarship	
Pamela D. Gauna		3/1/2021	NLC Presidential Scholars Scholarship	
Pamela D. Gauna		5/1/2021	NLC Presidential Scholars Scholarship	
Pamela D. Gauna		4/1/2021	Nighthawk Nest Program	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Pamela D. Gauna		5/1/2021	Nighthawk Nest Program	
Pamela D. Gauna		3/1/2021	Nighthawk Nest Program	
Samantha Gelleqos		3/1/2021	Annual Fund	
Samantha Gelleqos		4/1/2021	Annual Fund	
Genesis Professional Solutions		5/28/2021	NVC Business Council General Support	
Leslie B. Germer		3/1/2021	Nighthawk Nest Program	
Leslie B. Germer		5/1/2021	Nighthawk Nest Program	
Leslie B. Germer		4/1/2021	Nighthawk Nest Program	
Leslie B. Germer		3/1/2021	NLC College Mentoring Program	
Leslie B. Germer		4/1/2021	NLC College Mentoring Program	
Leslie B. Germer		5/1/2021	NLC College Mentoring Program	
Leslie B. Germer		3/1/2021	NLC Veteran's Center	
Leslie B. Germer		5/1/2021	NLC Veteran's Center	
Leslie B. Germer		4/1/2021	NLC Veteran's Center	
Jim C. Gilland		4/24/2021	Jean Longwith Endowed Scholarship	Arch M. Campbell
Elizabeth R. Ginn		4/1/2021	Jason DeLecour Endowed Scholarship for International Studies	
Elizabeth R. Ginn		5/1/2021	Jason DeLecour Endowed Scholarship for International Studies	
Elizabeth R. Ginn		3/1/2021	Jason DeLecour Endowed Scholarship for International Studies	
Dennis J. Gittinger		4/1/2021	NVC Arts	
Dennis J. Gittinger		3/1/2021	NVC Arts	
Dennis J. Gittinger		5/1/2021	NVC Arts	
GM Financial		4/28/2021	NVC Business Council General Support	
Deretha R. Goforth		5/1/2021	William C. Davis Endowed Scholarship	
Deretha R. Goforth		3/1/2021	William C. Davis Endowed Scholarship	
Deretha R. Goforth		4/1/2021	William C. Davis Endowed Scholarship	
Cressida Goloby		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Cressida Goloby		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Cressida Goloby		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Valerie Gomez		4/28/2021	General NVC Scholarship	
Josephine Gonzales		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Josephine Gonzales		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Josephine Gonzales		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Steven E. Gonzales		4/1/2021	Vista Food Pantry	
Steven E. Gonzales		5/1/2021	Vista Food Pantry	
Steven E. Gonzales		4/1/2021	Debra A. Morgan Endowed Scholarship Permanently Restricted	
Steven E. Gonzales		3/1/2021	Debra A. Morgan Endowed Scholarship Permanently Restricted	
Steven E. Gonzales		5/1/2021	Debra A. Morgan Endowed Scholarship Permanently Restricted	
Steven E. Gonzales		4/1/2021	Lynne Dean Endowed Scholarship	
Steven E. Gonzales		3/1/2021	Lynne Dean Endowed Scholarship	
Steven E. Gonzales		5/1/2021	Lynne Dean Endowed Scholarship	
Steven E. Gonzales		4/1/2021	NVC Arts	
Steven E. Gonzales		5/1/2021	NVC Arts	
Steven E. Gonzales		3/1/2021	NVC Arts	
Steven E. Gonzales		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Steven E. Gonzales		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Steven E. Gonzales		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Steven E. Gonzales		3/1/2021	Vista Food Pantry	
Erron Y. Gonzalez		5/1/2021	PAC Matching Fund	
Erron Y. Gonzalez		3/1/2021	PAC Matching Fund	
Erron Y. Gonzalez		4/1/2021	PAC Matching Fund	
Laura M. Gonzalez		4/1/2021	Mary A. Kunz and Jack G. Kline Endowed Scholarship	
Laura M. Gonzalez		5/1/2021	Mary A. Kunz and Jack G. Kline Endowed Scholarship	
Laura M. Gonzalez		3/1/2021	Mary A. Kunz and Jack G. Kline Endowed Scholarship	
Sandra Gonzalez		5/1/2021	General SPC Scholarship	
Sandra Gonzalez		3/1/2021	General SPC Scholarship	
Sandra Gonzalez		4/1/2021	General SPC Scholarship	
Clair L. Goodwyn		4/12/2021	Annual Fund	
Amanda M. Gorrell		3/1/2021	Vista Food Pantry	
Amanda M. Gorrell		3/1/2021	NVC Arts	
Amanda M. Gorrell		4/1/2021	NVC Arts	
Amanda M. Gorrell		5/1/2021	NVC Arts	
Amanda M. Gorrell		5/1/2021	Vista Food Pantry	
Amanda M. Gorrell		4/1/2021	Vista Food Pantry	
Karen D. Gottfried		5/1/2021	Foundation General Endowment	
Karen D. Gottfried		3/1/2021	Foundation General Endowment	
Karen D. Gottfried		4/1/2021	Foundation General Endowment	
The Granger Network, LLC	Jean Kling	3/31/2021	Student Emergency Fund	
The Granger Network, LLC	Alan Cahn	3/31/2021	Student Emergency Fund	
The Granger Network, LLC	Ronni Hendel-Giller	3/31/2021	Student Emergency Fund	
The Granger Network, LLC	Noah Jacobson	3/31/2021	Student Emergency Fund	
The Granger Network, LLC	Maria Hincapie	3/31/2021	Student Emergency Fund	
The Granger Network, LLC	Anna Meck	3/31/2021	Employee Benevolence Fund	
The Granger Network, LLC	Jill Rickards	3/31/2021	Employee Benevolence Fund	
Debra J. Gray-Pruitt		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Debra J. Gray-Pruitt		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Debra J. Gray-Pruitt		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Barbara A. Grewe		5/1/2021	Annual Fund	
Barbara A. Grewe		3/1/2021	Annual Fund	
Barbara A. Grewe		4/1/2021	Annual Fund	
Barbara A. Griest-Devora		5/1/2021	NVC Arts	
Barbara A. Griest-Devora		3/1/2021	NVC Arts	
Barbara A. Griest-Devora		4/1/2021	NVC Arts	
Geraldo R. Guerra		5/1/2021	Men Empowerment Network (MEN) Scholarship	
Geraldo R. Guerra		4/1/2021	Men Empowerment Network (MEN) Scholarship	
Geraldo R. Guerra		3/1/2021	Men Empowerment Network (MEN) Scholarship	
Gloria M. Guerra		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Gloria M. Guerra		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Gloria M. Guerra		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Gloria M. Guerra		5/1/2021	Jessica's Project	
Gloria M. Guerra		4/1/2021	Jessica's Project	
Gloria M. Guerra		3/1/2021	Jessica's Project	
Gloria M. Guerra		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Gloria M. Guerra		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Gloria M. Guerra		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Gloria M. Guerra		5/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Gloria M. Guerra		3/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Gloria M. Guerra		4/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Yalitza P. Guerra		3/1/2021	Vista Food Pantry	
Yalitza P. Guerra		4/1/2021	NVC Arts	
Yalitza P. Guerra		3/1/2021	MAS Scholarship	
Yalitza P. Guerra		5/1/2021	MAS Scholarship	
Yalitza P. Guerra		4/1/2021	MAS Scholarship	
Yalitza P. Guerra		3/1/2021	NVC Arts	
Yalitza P. Guerra		5/1/2021	NVC Arts	
Yalitza P. Guerra		5/1/2021	Vista Food Pantry	
Yalitza P. Guerra		4/1/2021	Vista Food Pantry	
Melissa A. Guerrero		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Melissa A. Guerrero		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Melissa A. Guerrero		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Melissa A. Guerrero		4/6/2021	President's Unrestricted SPC	
Melissa A. Guerrero		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Melissa A. Guerrero		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Melissa A. Guerrero		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Russell Guerrero		4/1/2021	President's Unrestricted SAC	
Russell Guerrero		5/1/2021	President's Unrestricted SAC	
Russell Guerrero		3/1/2021	President's Unrestricted SAC	
Vicente Guillot		3/1/2021	PAC SHARE Program	
Vicente Guillot		5/1/2021	PAC SHARE Program	
Vicente Guillot		4/1/2021	PAC SHARE Program	
Vicente Guillot		3/1/2021	General PAC Scholarship	
Vicente Guillot		4/1/2021	General PAC Scholarship	
Vicente Guillot		5/1/2021	General PAC Scholarship	
Irma L. Gurriere		4/27/2021	General SAC Scholarship	
Irma L. Gurriere		4/27/2021	General SAC Scholarship	
H-E-B Tournament of Champions		3/16/2021	Student Engagement Scholarship SPC	
Sarah J. Hairgrove	Thomas W. Keller	4/15/2021	Scobee Education Center Programs	Kenneth D. Hairgrove
Robert K. Hale		4/29/2021	General SPC Scholarship	
Marsha P. Hall		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Marsha P. Hall		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Marsha P. Hall		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Marsha P. Hall		5/1/2021	President's Unrestricted SPC	
Marsha P. Hall		4/1/2021	President's Unrestricted SPC	
Marsha P. Hall		4/6/2021	President's Unrestricted SPC	
Marsha P. Hall		3/1/2021	President's Unrestricted SPC	
Marsha P. Hall		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Marsha P. Hall		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Marsha P. Hall		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Sabrina I. Hammel		3/1/2021	Nighthawk Nest Program	
Sabrina I. Hammel		5/1/2021	Nighthawk Nest Program	
Sabrina I. Hammel		4/1/2021	Nighthawk Nest Program	
Sabrina I. Hammel		4/1/2021	Beta Sigma Delta Chapter Endowed Scholarship Permanently Restricted	
Sabrina I. Hammel		3/1/2021	Beta Sigma Delta Chapter Endowed Scholarship Permanently Restricted	
Sabrina I. Hammel		5/1/2021	Beta Sigma Delta Chapter Endowed Scholarship Permanently Restricted	
Sabrina I. Hammel		5/1/2021	President's Unrestricted NLC	
Sabrina I. Hammel		4/1/2021	President's Unrestricted NLC	
Sabrina I. Hammel		3/1/2021	President's Unrestricted NLC	
Lacy Hampton		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Lacy Hampton		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Lacy Hampton		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Lacy Hampton		3/15/2021	Golf Tournament SPC	
Lacy Hampton		4/1/2021	General SPC Scholarship	
Lacy Hampton		3/1/2021	General SPC Scholarship	
Lacy Hampton		5/1/2021	General SPC Scholarship	
Lacy Hampton		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Lacy Hampton		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Lacy Hampton		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Angela C. Hamrick		4/26/2021	General SAC Scholarship	
Ramona M. Hardin		5/5/2021	Annual Fund	Michael Aaron Hardin
Vincent C. Hardy		4/6/2021	President's Unrestricted SPC	
Caroline V. Haring		4/1/2021	General PAC Scholarship	
Caroline V. Haring		3/1/2021	General PAC Scholarship	
Caroline V. Haring		5/1/2021	General PAC Scholarship	
Konnie A. Harper		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Konnie A. Harper		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Konnie A. Harper		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Konnie A. Harper		5/1/2021	General SPC Scholarship	
Konnie A. Harper		3/1/2021	General SPC Scholarship	
Konnie A. Harper		4/1/2021	General SPC Scholarship	
Konnie A. Harper		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Konnie A. Harper		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Konnie A. Harper		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Konnie A. Harper		4/1/2021	Alamo Area Hospitality Association Endowed Scholarship Permanently Restricted	
Konnie A. Harper		3/1/2021	Alamo Area Hospitality Association Endowed Scholarship Permanently Restricted	
Konnie A. Harper		5/1/2021	Alamo Area Hospitality Association Endowed Scholarship Permanently Restricted	
Destiny C. Harper-Lane		4/6/2021	General SPC Scholarship	
Christopher R. Harrison		3/1/2021	Faculty Senate Endowed Scholarship	
Christopher R. Harrison		4/1/2021	Faculty Senate Endowed Scholarship	
Christopher R. Harrison		5/1/2021	Faculty Senate Endowed Scholarship	
Christopher R. Harrison		4/1/2021	Vista Food Pantry	
Christopher R. Harrison		4/1/2021	Vista Food Pantry	
Christopher R. Harrison		3/1/2021	Vista Food Pantry	
Christopher R. Harrison		3/1/2021	Vista Food Pantry	
Christopher R. Harrison		5/1/2021	Vista Food Pantry	
Christopher R. Harrison		5/1/2021	Vista Food Pantry	
Aileen M. Hartfield		3/1/2021	Jessica's Project	
Shawn W. Harward		3/1/2021	Anthony Chalkley Endowed Scholarship	
Shawn W. Harward		4/1/2021	Anthony Chalkley Endowed Scholarship	
Shawn W. Harward		5/1/2021	Anthony Chalkley Endowed Scholarship	
Shawn W. Harward		4/1/2021	Jack Stone Endowed Music Scholarship	
Shawn W. Harward		5/1/2021	Jack Stone Endowed Music Scholarship	
Shawn W. Harward		3/1/2021	Jack Stone Endowed Music Scholarship	
Shawn W. Harward		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Shawn W. Harward		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Shawn W. Harward		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Shawn W. Harward		3/1/2021	NVC Digital Media Student Program Support	
Shawn W. Harward		4/1/2021	NVC Digital Media Student Program Support	
Shawn W. Harward		5/1/2021	NVC Digital Media Student Program Support	
E. A. Harwin		4/1/2021	NVC Arts	
E. A. Harwin		5/1/2021	NVC Arts	
E. A. Harwin		3/1/2021	NVC Arts	
Timothy P. Hedgepeth		4/1/2021	NVC Arts	
Timothy P. Hedgepeth		3/1/2021	NVC Arts	
Timothy P. Hedgepeth		5/1/2021	NVC Arts	
Timothy P. Hedgepeth		4/1/2021	Lynne Dean Endowed Scholarship	
Timothy P. Hedgepeth		3/1/2021	Lynne Dean Endowed Scholarship	
Timothy P. Hedgepeth		5/1/2021	Lynne Dean Endowed Scholarship	
Joseph D. Hernandez		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Joseph D. Hernandez		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Joseph D. Hernandez		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Joseph D. Hernandez		4/1/2021	General SPC Scholarship	
Joseph D. Hernandez		3/1/2021	General SPC Scholarship	
Joseph D. Hernandez		5/1/2021	General SPC Scholarship	
Marilyn Hernandez		3/1/2021	PAC Adult Learning Academy GED Scholarship	
Marilyn Hernandez		5/1/2021	PAC Adult Learning Academy GED Scholarship	
Marilyn Hernandez		4/1/2021	PAC Adult Learning Academy GED Scholarship	
Marilyn Hernandez		3/1/2021	Employee Benevolence Fund	
Marilyn Hernandez		4/1/2021	Employee Benevolence Fund	
Marilyn Hernandez		5/1/2021	Employee Benevolence Fund	
Olivia Hernandez		5/1/2021	Annual Fund	
Olivia Hernandez		3/1/2021	Annual Fund	
Olivia Hernandez		4/1/2021	Annual Fund	
Maria Hernandez Ferrier		4/1/2021	Annual Fund	
Maria Hernandez Ferrier		3/1/2021	Annual Fund	
Maria Hernandez Ferrier		5/3/2021	Annual Fund	
Diane C. Hester		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Diane C. Hester		4/6/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Diane C. Hester		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Diane C. Hester		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Diane C. Hester		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Diane C. Hester		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Diane C. Hester		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Karla Higgins-Lancaster		4/26/2021	General PAC Scholarship	
Carolyn J. Hilton		5/1/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
Carolyn J. Hilton		4/1/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
Carolyn J. Hilton		3/1/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
Maria Hincapie		3/1/2021	Student Emergency Fund	
Christina R. Horton		4/17/2021	Women in Transition Scholarship	
Jennifer R. Huebenthal		4/1/2021	PAC SHARE Program	
Jennifer R. Huebenthal		3/1/2021	PAC SHARE Program	
Jennifer R. Huebenthal		5/1/2021	PAC SHARE Program	
Jennifer R. Huebenthal		5/1/2021	Upward Bound Bridge Scholarship	
Jennifer R. Huebenthal		3/1/2021	Upward Bound Bridge Scholarship	
Jennifer R. Huebenthal		4/1/2021	Upward Bound Bridge Scholarship	
Jennifer R. Huebenthal		5/1/2021	General PAC Scholarship	
Jennifer R. Huebenthal		4/1/2021	General PAC Scholarship	
Jennifer R. Huebenthal		3/1/2021	General PAC Scholarship	
Jessica Humann		5/1/2021	General PAC Scholarship	
Jessica Humann		4/1/2021	General PAC Scholarship	
Jessica Humann		3/1/2021	General PAC Scholarship	
Jessica Humann		3/1/2021	President's Unrestricted PAC	
Jessica Humann		5/1/2021	President's Unrestricted PAC	
Jessica Humann		4/1/2021	President's Unrestricted PAC	
Baldomero Ibarra		5/1/2021	General SPC Scholarship	
Baldomero Ibarra		4/1/2021	General SPC Scholarship	
Baldomero Ibarra		3/1/2021	General SPC Scholarship	
Leroy Ibarra		3/1/2021	General PAC Scholarship	
Leroy Ibarra		4/1/2021	General PAC Scholarship	
Leroy Ibarra		5/1/2021	General PAC Scholarship	
Leroy Ibarra		3/1/2021	PAC SHARE Program	
Leroy Ibarra		5/1/2021	PAC SHARE Program	
Leroy Ibarra		4/1/2021	PAC SHARE Program	
Nancy G. Ibarra		3/1/2021	General SAC Scholarship	Manuel Ibarra
Leticia C. Inocencio		4/1/2021	PAC SHARE Program	
Leticia C. Inocencio		5/1/2021	PAC SHARE Program	
Leticia C. Inocencio		3/1/2021	PAC SHARE Program	
Leticia C. Inocencio		5/1/2021	President's Unrestricted PAC	
Leticia C. Inocencio		4/1/2021	President's Unrestricted PAC	
Leticia C. Inocencio		3/1/2021	President's Unrestricted PAC	
Leticia C. Inocencio		5/1/2021	General PAC Scholarship	
Leticia C. Inocencio		3/1/2021	General PAC Scholarship	
Leticia C. Inocencio		4/1/2021	General PAC Scholarship	
Adrian Jackson		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Adrian Jackson		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Adrian Jackson		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Adrian Jackson		5/1/2021	General SPC Scholarship	
Adrian Jackson		4/1/2021	General SPC Scholarship	
Adrian Jackson		3/1/2021	General SPC Scholarship	
Adrian Jackson		4/6/2021	General SPC Scholarship	
Adrian Jackson		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Adrian Jackson		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Adrian Jackson		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
John T. Jacobs		5/1/2021	NLC Presidential Scholars Scholarship	
John T. Jacobs		4/1/2021	NLC Presidential Scholars Scholarship	
John T. Jacobs		3/1/2021	NLC Presidential Scholars Scholarship	
John T. Jacobs		3/1/2021	Nighthawk Nest Program	
John T. Jacobs		5/1/2021	Nighthawk Nest Program	
John T. Jacobs		4/1/2021	Nighthawk Nest Program	
Noah Jacobson		3/1/2021	Student Emergency Fund	
Elaine D. Jansky		5/1/2021	NVC Arts	
Elaine D. Jansky		3/1/2021	NVC Arts	
Elaine D. Jansky		4/1/2021	NVC Arts	
Elaine D. Jansky		3/1/2021	Vista Food Pantry	
Elaine D. Jansky		4/1/2021	Vista Food Pantry	
Elaine D. Jansky		5/1/2021	Vista Food Pantry	
Gina M. Jasso		3/1/2021	General SPC Scholarship	
Gina M. Jasso		4/1/2021	General SPC Scholarship	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Gina M. Jasso		5/1/2021	General SPC Scholarship	
Shannon K. Johns		5/1/2021	General SPC Scholarship	
Shannon K. Johns		3/1/2021	General SPC Scholarship	
Shannon K. Johns		4/1/2021	General SPC Scholarship	
Shannon K. Johns		3/1/2021	VOTC Veterans Outreach & Transition Center Program	
Shannon K. Johns		5/1/2021	VOTC Veterans Outreach & Transition Center Program	
Shannon K. Johns		4/1/2021	VOTC Veterans Outreach & Transition Center Program	
Shannon K. Johns		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Shannon K. Johns		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Shannon K. Johns		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
George H. Johnson		5/1/2021	President's Unrestricted SPC	
George H. Johnson		3/1/2021	President's Unrestricted SPC	
George H. Johnson		4/6/2021	President's Unrestricted SPC	
George H. Johnson		4/1/2021	President's Unrestricted SPC	
Stacey R. Johnson	Robert Hoek	4/16/2021	President's Unrestricted PAC	Ruben M. Flores, Robert L. Garza
Thermajean Jones		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Thermajean Jones		3/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Thermajean Jones		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Thermajean Jones		4/6/2021	President's Unrestricted SPC	
Thermajean Jones		3/1/2021	General SPC Scholarship	
Timothy A. Jones		5/1/2021	NVC Arts	
Timothy A. Jones		3/1/2021	NVC Arts	
Timothy A. Jones		4/1/2021	NVC Arts	
Tonya Jones		5/1/2021	Jessica's Project	
Tonya Jones		3/1/2021	Jessica's Project	
Tonya Jones		4/1/2021	Jessica's Project	
Tonya Jones		4/1/2021	Eva K Fort Scholarship for Nursing	
Tonya Jones		3/1/2021	Eva K Fort Scholarship for Nursing	
Tonya Jones		5/1/2021	Eva K Fort Scholarship for Nursing	
Tonya Jones		3/1/2021	General SPC Scholarship	
Tonya Jones		4/1/2021	General SPC Scholarship	
Tonya Jones		5/1/2021	General SPC Scholarship	
Tonya Jones		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Tonya Jones		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Tonya Jones		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Allison Joubert		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Allison Joubert		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Allison Joubert		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Allison Joubert		3/1/2021	President's Unrestricted SPC	
Allison Joubert		5/1/2021	President's Unrestricted SPC	
Allison Joubert		4/1/2021	President's Unrestricted SPC	
Allison Joubert		3/1/2021	Jessica's Project	
Allison Joubert		4/1/2021	Jessica's Project	
Allison Joubert		5/1/2021	Jessica's Project	
Susan G. Kazen		5/1/2021	Faculty Endowment Scholarship	
Susan G. Kazen		4/1/2021	Faculty Endowment Scholarship	
Susan G. Kazen		3/1/2021	Faculty Endowment Scholarship	
Susan G. Kazen		5/1/2021	Nighthawk Nest Program	
Susan G. Kazen		4/1/2021	Nighthawk Nest Program	
Susan G. Kazen		3/1/2021	Nighthawk Nest Program	
Darcy A. Keene		3/1/2021	MAS Scholarship	
Darcy A. Keene		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Darcy A. Keene		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Darcy A. Keene		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Darcy A. Keene		3/1/2021	Vista Food Pantry	
Darcy A. Keene		5/1/2021	MAS Scholarship	
Darcy A. Keene		4/1/2021	MAS Scholarship	
Darcy A. Keene		4/1/2021	NVC Arts	
Darcy A. Keene		5/1/2021	NVC Arts	
Darcy A. Keene		3/1/2021	NVC Arts	
Darcy A. Keene		5/1/2021	Vista Food Pantry	
Darcy A. Keene		4/1/2021	Vista Food Pantry	
Kelly Lodge No. 1131 AF & AM		5/4/2021	Masonic Scholarship for Skilled Trades	
Kevin Ann Kelsmark		4/1/2021	Annual Fund	
Kevin Ann Kelsmark		5/1/2021	Annual Fund	
Kevin Ann Kelsmark		3/1/2021	Annual Fund	
Shane M. Kendell		4/7/2021	SPC President's Student Aid Fund	
Diana C. Kersey		3/1/2021	NVC Arts	
Diana C. Kersey		5/1/2021	NVC Arts	
Diana C. Kersey		4/1/2021	NVC Arts	
Suraya Khan		4/1/2021	Ann Richards Endowed Scholarship for Women	
Suraya Khan		5/1/2021	Ann Richards Endowed Scholarship for Women	
Suraya Khan		3/1/2021	Ann Richards Endowed Scholarship for Women	
Suraya Khan		3/1/2021	Disabled Student Program Fund	
Suraya Khan		5/1/2021	Disabled Student Program Fund	
Suraya Khan		4/1/2021	Disabled Student Program Fund	
Suraya Khan		4/1/2021	Daniel W. Stevens Endowed Memorial Scholarship	
Suraya Khan		3/1/2021	Daniel W. Stevens Endowed Memorial Scholarship	
Suraya Khan		5/1/2021	Daniel W. Stevens Endowed Memorial Scholarship	
Suraya Khan		4/1/2021	President's Unrestricted SAC	
Suraya Khan		3/1/2021	President's Unrestricted SAC	
Suraya Khan		5/1/2021	President's Unrestricted SAC	
Suraya Khan		4/29/2021	General SAC Scholarship	
Suraya Khan		5/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Suraya Khan		3/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Suraya Khan		4/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Suraya Khan		4/1/2021	Black Student Alliance Scholarship	
Suraya Khan		3/1/2021	Black Student Alliance Scholarship	
Suraya Khan		5/1/2021	Black Student Alliance Scholarship	
Suraya Khan		4/1/2021	Catherine H. Powell Endowed Scholarship Permanent	
Suraya Khan		5/1/2021	Catherine H. Powell Endowed Scholarship Permanent	
Suraya Khan		3/1/2021	Catherine H. Powell Endowed Scholarship Permanent	
Felicia King		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Felicia King		3/1/2021	Vista Food Pantry	
Felicia King		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Felicia King		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Felicia King		4/1/2021	Vista Food Pantry	
Felicia King		5/1/2021	Vista Food Pantry	
Gary F. King		3/1/2021	General SPC Scholarship	
Gary F. King		5/1/2021	General SPC Scholarship	
Gary F. King		4/1/2021	General SPC Scholarship	
Gary F. King		3/1/2021	Foundation General Endowment	
Gary F. King		4/1/2021	Foundation General Endowment	
Gary F. King		5/1/2021	Foundation General Endowment	
Robert J. Kirk		4/26/2021	General SAC Scholarship	
Julie Kirkland-Poirier		3/1/2021	President's Unrestricted NLC	
Julie Kirkland-Poirier		4/1/2021	President's Unrestricted NLC	
Julie Kirkland-Poirier		5/1/2021	President's Unrestricted NLC	
Deborah J. Knapp		3/24/2021	Annual Fund	
Anonymous		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Anonymous		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Anonymous		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Anonymous		5/1/2021	President's Unrestricted SPC	
Anonymous		4/1/2021	President's Unrestricted SPC	
Anonymous		3/1/2021	President's Unrestricted SPC	
Kristine Meza Foundation		5/24/2021	Women in Transition Scholarship	
Conrad D. Krueger		3/1/2021	President's Unrestricted SAC	
Conrad D. Krueger		5/1/2021	President's Unrestricted SAC	
Conrad D. Krueger		4/1/2021	President's Unrestricted SAC	
Mary A. Kunz		3/1/2021	Alamo Area Hospitality Association Endowed Scholarship Permanently Restricted	
Mary A. Kunz		5/1/2021	Alamo Area Hospitality Association Endowed Scholarship Permanently Restricted	
Mary A. Kunz		4/1/2021	Alamo Area Hospitality Association Endowed Scholarship Permanently Restricted	
Anna M. Kuwamura		3/1/2021	PAC Adult Learning Academy GED Scholarship	
Anna M. Kuwamura		5/1/2021	PAC Adult Learning Academy GED Scholarship	
Anna M. Kuwamura		4/1/2021	PAC Adult Learning Academy GED Scholarship	
Anna M. Kuwamura		4/1/2021	AlamoPROMISE Scholarship	
Anna M. Kuwamura		3/1/2021	AlamoPROMISE Scholarship	
Anna M. Kuwamura		5/1/2021	AlamoPROMISE Scholarship	
Caroline Kuyumcuoglu		5/1/2021	NVC Arts	
Caroline Kuyumcuoglu		3/1/2021	NVC Arts	
Caroline Kuyumcuoglu		4/1/2021	NVC Arts	
Caroline Kuyumcuoglu		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Caroline Kuyumcuoglu		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Caroline Kuyumcuoglu		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
La Fonda on Main, Inc.	Cappy Lawton	4/23/2021	THCA Program	
Patricia A. Lamson		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Patricia A. Lamson		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Patricia A. Lamson		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Patricia A. Lamson		4/1/2021	General SPC Scholarship	
Patricia A. Lamson		5/1/2021	General SPC Scholarship	
Patricia A. Lamson		3/1/2021	General SPC Scholarship	
Patricia A. Lamson		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Patricia A. Lamson		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Patricia A. Lamson		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Patricia A. Lamson		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Patricia A. Lamson		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Patricia A. Lamson		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Josephine H. Lara		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Josephine H. Lara		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Josephine H. Lara		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Josephine H. Lara		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Josephine H. Lara		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Josephine H. Lara		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Josephine H. Lara		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Josephine H. Lara		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Josephine H. Lara		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Anonymous		5/3/2021	Annual Fund	
Anonymous		3/1/2021	Annual Fund	
Anonymous		4/1/2021	Annual Fund	
George R. Laughead		4/1/2021	Foundation General Endowment	
George R. Laughead		3/1/2021	Foundation General Endowment	
George R. Laughead		5/1/2021	Foundation General Endowment	
Teresa M. Laughlin-Hopwood		4/1/2021	Developmental Math Fund	
Teresa M. Laughlin-Hopwood		3/1/2021	Developmental Math Fund	
Teresa M. Laughlin-Hopwood		5/1/2021	Developmental Math Fund	
Teresa M. Laughlin-Hopwood		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Teresa M. Laughlin-Hopwood		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Teresa M. Laughlin-Hopwood		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Teresa M. Laughlin-Hopwood		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Teresa M. Laughlin-Hopwood		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Teresa M. Laughlin-Hopwood		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Laura A. Lawrence		4/1/2021	General NVC Scholarship	
Laura A. Lawrence		5/1/2021	General NVC Scholarship	
Laura A. Lawrence		3/1/2021	General NVC Scholarship	
Arianna C. Lay		4/6/2021	SPC President's Student Aid Fund	
Wesley B. Lay		3/1/2021	STEM SPC Scholarship	
Wesley B. Lay		5/1/2021	STEM SPC Scholarship	
Wesley B. Lay		4/1/2021	STEM SPC Scholarship	
Jonathan A. Lee		5/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Jonathan A. Lee		4/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Jonathan A. Lee		3/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Minkyung Lee		5/1/2021	Jack Stone Endowed Music Scholarship	
Minkyung Lee		3/1/2021	Jack Stone Endowed Music Scholarship	
Minkyung Lee		4/1/2021	Jack Stone Endowed Music Scholarship	
Patrick R. Lee		3/1/2021	General PAC Scholarship	
Patrick R. Lee		4/1/2021	General PAC Scholarship	
Patrick R. Lee		5/1/2021	General PAC Scholarship	
Juanita I. Lewis		4/1/2021	President's Unrestricted SAC	
Juanita I. Lewis		3/1/2021	President's Unrestricted SAC	
Juanita I. Lewis		5/1/2021	President's Unrestricted SAC	
Neil E. Lewis		5/1/2021	NVC Arts	
Neil E. Lewis		4/1/2021	NVC Arts	
Neil E. Lewis		3/1/2021	NVC Arts	
Neil E. Lewis		4/1/2021	Library Media Center NVC	
Neil E. Lewis		3/1/2021	Library Media Center NVC	
Neil E. Lewis		5/1/2021	Library Media Center NVC	
Neil E. Lewis		5/1/2021	Lynne Dean Endowed Scholarship	
Neil E. Lewis		4/1/2021	Lynne Dean Endowed Scholarship	
Neil E. Lewis		3/1/2021	Lynne Dean Endowed Scholarship	
Jorge P. Lopez		3/1/2021	President's Unrestricted NLC	
Jorge P. Lopez		3/1/2021	Faculty Endowment Scholarship	
Jorge P. Lopez		3/1/2021	Nighthawk Nest Program	
Ricardo D. Lopez		4/22/2021	President's Unrestricted SPC	
Adena W. Loston		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Adena W. Loston		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Adena W. Loston		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Stella Lovato		5/1/2021	President's Unrestricted SAC	
Stella Lovato		3/1/2021	President's Unrestricted SAC	
Stella Lovato		4/1/2021	President's Unrestricted SAC	
Stella Lovato		3/1/2021	Child Care Center	
Stella Lovato		5/1/2021	Child Care Center	
Stella Lovato		4/1/2021	Child Care Center	
Stella Lovato		3/1/2021	Challenger Center Program	
Stella Lovato		5/1/2021	Challenger Center Program	
Stella Lovato		4/1/2021	Challenger Center Program	
Donald R. Lucas		5/1/2021	Psychology Department Scholarship	
Donald R. Lucas		3/1/2021	Psychology Department Scholarship	
Donald R. Lucas		4/1/2021	Psychology Department Scholarship	
Jacqueline Lucero		3/1/2021	Annual Fund	
Jacqueline Lucero		5/1/2021	Annual Fund	
Jacqueline Lucero		4/1/2021	Annual Fund	
Alexandro M. Luna		4/1/2021	PAC SHARE Program	
Alexandro M. Luna		5/1/2021	PAC SHARE Program	
Alexandro M. Luna		3/1/2021	PAC SHARE Program	
Alexandro M. Luna		5/1/2021	General PAC Scholarship	
Alexandro M. Luna		3/1/2021	General PAC Scholarship	
Alexandro M. Luna		4/1/2021	General PAC Scholarship	
Robin L. Lund		4/1/2021	Lynne Dean Endowed Scholarship	
Robin L. Lund		5/1/2021	Lynne Dean Endowed Scholarship	
Robin L. Lund		3/1/2021	Lynne Dean Endowed Scholarship	
Sabrina D. Macal-Polasek		4/1/2021	President's Unrestricted SAC	
Sabrina D. Macal-Polasek		5/1/2021	President's Unrestricted SAC	
Sabrina D. Macal-Polasek		3/1/2021	President's Unrestricted SAC	
Sabrina D. Macal-Polasek		3/1/2021	Employee Benevolence Fund	
Sabrina D. Macal-Polasek		4/1/2021	Employee Benevolence Fund	
Sabrina D. Macal-Polasek		5/1/2021	Employee Benevolence Fund	
Paul A. Machen		4/6/2021	President's Unrestricted SPC	
Paul A. Machen		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Paul A. Machen		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Paul A. Machen		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Ignacio R. Magaloni		4/1/2021	Dennis Gittinger Endowed Scholarship for Mathematics	
Ignacio R. Magaloni		3/1/2021	NVC Arts	
Ignacio R. Magaloni		5/1/2021	NVC Arts	
Ignacio R. Magaloni		5/1/2021	Dennis Gittinger Endowed Scholarship for Mathematics	
Ignacio R. Magaloni		3/1/2021	Dennis Gittinger Endowed Scholarship for Mathematics	
Ignacio R. Magaloni		4/1/2021	NVC Arts	
Ignacio R. Magaloni		4/1/2021	MAS Scholarship	
Ignacio R. Magaloni		5/1/2021	MAS Scholarship	
Ignacio R. Magaloni		3/1/2021	Vista Food Pantry	
Ignacio R. Magaloni		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Ignacio R. Magaloni		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Ignacio R. Magaloni		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Ignacio R. Magaloni		3/1/2021	MAS Scholarship	
Ignacio R. Magaloni		5/1/2021	Vista Food Pantry	
Ignacio R. Magaloni		4/1/2021	Vista Food Pantry	
Ignacio R. Magaloni		3/1/2021	Lynne Dean Endowed Scholarship	
Ignacio R. Magaloni		5/1/2021	Lynne Dean Endowed Scholarship	
Ignacio R. Magaloni		4/1/2021	Lynne Dean Endowed Scholarship	
Cindy L. Magruder		5/1/2021	Vista Food Pantry	
Cindy L. Magruder		4/1/2021	Vista Food Pantry	
Cindy L. Magruder		3/1/2021	Vista Food Pantry	
Jason M. Malcolm		3/1/2021	Faculty Endowment Scholarship	
Michele L. Maldonado		4/1/2021	Nighthawk Nest Program	
Michele L. Maldonado		5/1/2021	Nighthawk Nest Program	
Michele L. Maldonado		3/1/2021	Nighthawk Nest Program	
Mama's Cafe LLC	Cappy Lawton	4/23/2021	THCA Program	
Gerald F. Manahan		3/1/2021	Dr. Alice Johnson Children's Library	
Gerald F. Manahan		4/1/2021	Dr. Alice Johnson Children's Library	
Gerald F. Manahan		5/1/2021	Dr. Alice Johnson Children's Library	
Loretta B. Manning		4/1/2021	Janet H. Rangel Memorial Scholarship	
Loretta B. Manning		3/1/2021	Janet H. Rangel Memorial Scholarship	
Loretta B. Manning		5/1/2021	Janet H. Rangel Memorial Scholarship	
Jonathan R. Marin		3/1/2021	Employee Benevolence Fund	
Jonathan R. Marin		4/1/2021	Employee Benevolence Fund	
Jonathan R. Marin		5/1/2021	Employee Benevolence Fund	
Viviane Marioneaux-Maguire		4/1/2021	NVC Digital Media Student Program Support	
Viviane Marioneaux-Maguire		5/1/2021	NVC Digital Media Student Program Support	
Viviane Marioneaux-Maguire		3/1/2021	NVC Digital Media Student Program Support	
Viviane Marioneaux-Maguire		5/1/2021	Debra A. Morgan Endowed Scholarship Permanently Restricted	
Viviane Marioneaux-Maguire		4/1/2021	Debra A. Morgan Endowed Scholarship Permanently Restricted	
Viviane Marioneaux-Maguire		3/1/2021	Debra A. Morgan Endowed Scholarship Permanently Restricted	
Delilah L. Marquez		5/1/2021	General PAC Scholarship	
Delilah L. Marquez		4/1/2021	General PAC Scholarship	
Delilah L. Marquez		3/1/2021	General PAC Scholarship	
Delilah L. Marquez		3/1/2021	PAC SHARE Program	
Delilah L. Marquez		5/1/2021	PAC SHARE Program	
Delilah L. Marquez		4/1/2021	PAC SHARE Program	
Delilah L. Marquez		3/1/2021	PAC Adult Learning Academy GED Scholarship	
Delilah L. Marquez		5/1/2021	PAC Adult Learning Academy GED Scholarship	
Delilah L. Marquez		4/1/2021	PAC Adult Learning Academy GED Scholarship	
Deborah M. Martin		4/1/2021	General SPC Scholarship	
Deborah M. Martin		4/1/2021	NLC Presidential Scholars Scholarship	
Deborah M. Martin		3/1/2021	NLC Presidential Scholars Scholarship	
Deborah M. Martin		5/1/2021	NLC Presidential Scholars Scholarship	
Deborah M. Martin		5/1/2021	ECO-Centro Program	
Deborah M. Martin		3/1/2021	ECO-Centro Program	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Deborah M. Martin		4/1/2021	ECO-Centro Program	
Deborah M. Martin		4/29/2021	General NVC Scholarship	
Deborah M. Martin		3/16/2021	General Foundation Scholarship Fund	Douglas D. Tucker
Deborah M. Martin		4/29/2021	General Foundation Scholarship Fund	
Deborah M. Martin		4/29/2021	General NLC Scholarship	
Deborah M. Martin		5/1/2021	General PAC Scholarship	
Deborah M. Martin		5/1/2021	General SPC Scholarship	
Deborah M. Martin		3/1/2021	General SPC Scholarship	
Deborah M. Martin		4/29/2021	General SAC Scholarship	
Deborah M. Martin		3/1/2021	General PAC Scholarship	
Deborah M. Martin		4/29/2021	General PAC Scholarship	
Deborah M. Martin		4/1/2021	General PAC Scholarship	
John F. Martin		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
John F. Martin		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
John F. Martin		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
John F. Martin		3/1/2021	General SPC Scholarship	
John F. Martin		5/1/2021	General SPC Scholarship	
John F. Martin		4/6/2021	President's Unrestricted SPC	
John F. Martin		4/1/2021	General SPC Scholarship	
Valerie Martinez		5/1/2021	General PAC Scholarship	
Valerie Martinez		3/1/2021	General PAC Scholarship	
Valerie Martinez		4/1/2021	General PAC Scholarship	
Holly L. Matthews		5/1/2021	Phi Theta Kappa Food Pantry	
Holly L. Matthews		3/1/2021	Phi Theta Kappa Food Pantry	
Holly L. Matthews		4/1/2021	Phi Theta Kappa Food Pantry	
Holly L. Matthews		4/1/2021	Black Student Alliance Scholarship	
Holly L. Matthews		3/1/2021	Black Student Alliance Scholarship	
Holly L. Matthews		5/1/2021	Black Student Alliance Scholarship	
Holly L. Matthews		3/1/2021	AIA San Antonio Architecture Endowed Scholarship	
Holly L. Matthews		4/1/2021	AIA San Antonio Architecture Endowed Scholarship	
Holly L. Matthews		5/1/2021	AIA San Antonio Architecture Endowed Scholarship	
Sarah B. May		4/1/2021	Jack Stone Award for New Music	
Sarah B. May		5/3/2021	Jack Stone Award for New Music	
Johnny M. McCain		4/23/2021	Scobee Education Center Programs	Kenneth D. Hairgrove
Sam H. McCall		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Sam H. McCall		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Sam H. McCall		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Sam H. McCall		3/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Sam H. McCall		5/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Sam H. McCall		4/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Sam H. McCall		5/1/2021	General SPC Scholarship	
Sam H. McCall		3/1/2021	General SPC Scholarship	
Sam H. McCall		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Sam H. McCall		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Sam H. McCall		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Sam H. McCall		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Sam H. McCall		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Sam H. McCall		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Sam H. McCall		4/1/2021	General SPC Scholarship	
Thomas N. McCrary		4/1/2021	James C. Elmore II Memorial Art Scholarship	
Thomas N. McCrary		5/1/2021	James C. Elmore II Memorial Art Scholarship	
Thomas N. McCrary		3/1/2021	James C. Elmore II Memorial Art Scholarship	
Lisa K. McDaniel		3/1/2021	Psychology Department Scholarship	
Lisa K. McDaniel		4/1/2021	Psychology Department Scholarship	
Lisa K. McDaniel		5/1/2021	Psychology Department Scholarship	
Michael E. McDowell		3/1/2021	Faculty Endowment Scholarship	
Michael E. McDowell		4/1/2021	Faculty Endowment Scholarship	
Michael E. McDowell		5/1/2021	Faculty Endowment Scholarship	
SuEarl B. McReynolds		4/28/2021	General Foundation Scholarship Fund	
Fiona M. McWilliam		3/1/2021	Vista Food Pantry	
Fiona M. McWilliam		4/1/2021	General NVC Scholarship	
Fiona M. McWilliam		3/1/2021	General NVC Scholarship	
Fiona M. McWilliam		5/1/2021	General NVC Scholarship	
Fiona M. McWilliam		4/1/2021	Vista Food Pantry	
Fiona M. McWilliam		5/1/2021	Vista Food Pantry	
Fiona M. McWilliam		4/1/2021	Annual Fund	
Fiona M. McWilliam		3/1/2021	Annual Fund	
Fiona M. McWilliam		5/1/2021	Annual Fund	
Gina L. Mealey		4/1/2021	President's Unrestricted NLC	
Gina L. Mealey		3/1/2021	President's Unrestricted NLC	
Gina L. Mealey		5/1/2021	President's Unrestricted NLC	
Gina L. Mealey		3/1/2021	Faculty Endowment Scholarship	
Gina L. Mealey		4/1/2021	Faculty Endowment Scholarship	
Gina L. Mealey		5/1/2021	Faculty Endowment Scholarship	
Gina L. Mealey		5/1/2021	Nighthawk Nest Program	
Gina L. Mealey		3/1/2021	Nighthawk Nest Program	
Gina L. Mealey		4/1/2021	Nighthawk Nest Program	
Melissa J. Medellin		3/1/2021	PAC Adult Learning Academy GED Scholarship	
Melissa J. Medellin		4/1/2021	PAC Adult Learning Academy GED Scholarship	
Melissa J. Medellin		5/1/2021	PAC Adult Learning Academy GED Scholarship	
Melissa J. Medellin		4/1/2021	President's Unrestricted SAC	
Melissa J. Medellin		3/1/2021	President's Unrestricted SAC	
Melissa J. Medellin		5/1/2021	President's Unrestricted SAC	
Melissa J. Medellin		3/1/2021	President's Unrestricted PAC	
Melissa J. Medellin		5/1/2021	President's Unrestricted PAC	
Melissa J. Medellin		4/1/2021	President's Unrestricted PAC	
Melissa J. Medellin		3/1/2021	General PAC Scholarship	
Melissa J. Medellin		4/1/2021	General PAC Scholarship	
Melissa J. Medellin		5/1/2021	General PAC Scholarship	
Danielle E. Medina		5/1/2021	Angela de Hoyos Scholarship - Mexican American Studies Scholarship	
Danielle E. Medina		4/1/2021	Angela de Hoyos Scholarship - Mexican American Studies Scholarship	
Danielle E. Medina		3/1/2021	Angela de Hoyos Scholarship - Mexican American Studies Scholarship	
Danielle E. Medina		3/1/2021	Conjunto Music Program	
Danielle E. Medina		4/1/2021	Conjunto Music Program	
Danielle E. Medina		5/1/2021	Conjunto Music Program	
Danielle E. Medina		4/1/2021	Juan Ortiz Mariachi Academy Scholarship	
Danielle E. Medina		3/1/2021	Juan Ortiz Mariachi Academy Scholarship	
Danielle E. Medina		5/1/2021	Juan Ortiz Mariachi Academy Scholarship	
Susan E. Medina		4/1/2021	Developmental Math Fund	
Susan E. Medina		3/1/2021	Developmental Math Fund	
Susan E. Medina		5/1/2021	Developmental Math Fund	
Susan E. Medina		5/1/2021	Financial Literacy Program	
Susan E. Medina		3/1/2021	Financial Literacy Program	
Susan E. Medina		4/1/2021	Financial Literacy Program	
Susan E. Medina		3/1/2021	SPC Alumni Association Scholarship	
Susan E. Medina		3/1/2021	Dr. Lanier Byrd Endowed Scholarship	
Susan E. Medina		4/1/2021	Dr. Lanier Byrd Endowed Scholarship	
Susan E. Medina		5/1/2021	Dr. Lanier Byrd Endowed Scholarship	
Susan E. Medina		5/1/2021	SPC Alumni Association Scholarship	
Susan E. Medina		4/1/2021	SPC Alumni Association Scholarship	
Susan E. Medina		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Susan E. Medina		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Susan E. Medina		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Jennifer L. Mejia		4/1/2021	AlamoPROMISE Scholarship	
Jennifer L. Mejia		5/1/2021	AlamoPROMISE Scholarship	
Jennifer L. Mejia		3/1/2021	AlamoPROMISE Scholarship	
Jennifer L. Mejia		5/1/2021	Student Emergency Fund	
Jennifer L. Mejia		3/1/2021	Student Emergency Fund	
Jennifer L. Mejia		4/1/2021	Student Emergency Fund	
Jennifer L. Mejia		5/1/2021	PAC SHARE Program	
Jennifer L. Mejia		4/1/2021	PAC SHARE Program	
Jennifer L. Mejia		3/1/2021	PAC SHARE Program	
Jennifer L. Mejia		3/1/2021	PAC Adult Learning Academy GED Scholarship	
Jennifer L. Mejia		5/1/2021	PAC Adult Learning Academy GED Scholarship	
Jennifer L. Mejia		4/1/2021	PAC Adult Learning Academy GED Scholarship	
Jennifer L. Mejia		3/1/2021	President's Unrestricted PAC	
Jennifer L. Mejia		5/1/2021	President's Unrestricted PAC	
Jennifer L. Mejia		4/1/2021	President's Unrestricted PAC	
Cynthia Mendiola-Perez		5/1/2021	General Foundation Scholarship Fund	
Cynthia Mendiola-Perez		3/1/2021	General Foundation Scholarship Fund	
Cynthia Mendiola-Perez		4/1/2021	General Foundation Scholarship Fund	
Cynthia Mendiola-Perez		5/1/2021	Annual Fund	
Cynthia Mendiola-Perez		3/1/2021	Annual Fund	
Cynthia Mendiola-Perez		4/1/2021	Annual Fund	
Cynthia Mendiola-Perez		3/1/2021	AlamoPROMISE Scholarship	
Cynthia Mendiola-Perez		5/1/2021	AlamoPROMISE Scholarship	
Cynthia Mendiola-Perez		4/1/2021	AlamoPROMISE Scholarship	
Jose A. Menendez		5/3/2021	Student Emergency Fund	
Laura R. Mery		4/1/2021	Adjunct Faculty Council Gift Fund	
Laura R. Mery		3/1/2021	Adjunct Faculty Council Gift Fund	
Laura R. Mery		5/1/2021	Adjunct Faculty Council Gift Fund	
Laura R. Mery		5/1/2021	Bob and Mary Zeigler Adjunct Professional Development Fund	
Laura R. Mery		3/1/2021	Bob and Mary Zeigler Adjunct Professional Development Fund	
Laura R. Mery		4/1/2021	Bob and Mary Zeigler Adjunct Professional Development Fund	
Laura R. Mery		5/1/2021	Challenger Center Program	
Laura R. Mery		4/1/2021	Challenger Center Program	
Laura R. Mery		3/1/2021	Challenger Center Program	
Shannon D. Meyer		4/1/2021	General PAC Scholarship	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Shannon D. Meyer		3/1/2021	General PAC Scholarship	
Shannon D. Meyer		5/1/2021	General PAC Scholarship	
Shannon D. Meyer		3/1/2021	President's Unrestricted PAC	
Shannon D. Meyer		5/1/2021	President's Unrestricted PAC	
Shannon D. Meyer		4/1/2021	President's Unrestricted PAC	
Shannon D. Meyer		5/1/2021	PAC SHARE Program	
Shannon D. Meyer		4/1/2021	PAC SHARE Program	
Shannon D. Meyer		3/1/2021	PAC SHARE Program	
Shannon D. Meyer		4/1/2021	PAC Adult Learning Academy GED Scholarship	
Shannon D. Meyer		3/1/2021	PAC Adult Learning Academy GED Scholarship	
Shannon D. Meyer		5/1/2021	PAC Adult Learning Academy GED Scholarship	
Shannon D. Meyer		5/1/2021	Faculty Staff Memorial Scholarship PAC	
Shannon D. Meyer		3/1/2021	Faculty Staff Memorial Scholarship PAC	
Shannon D. Meyer		4/1/2021	Faculty Staff Memorial Scholarship PAC	
Erica N. Meza		3/1/2021	PAC SHARE Program	
Erica N. Meza		4/1/2021	PAC SHARE Program	
Erica N. Meza		5/1/2021	PAC SHARE Program	
Kathryn J. Miller		4/1/2021	Annual Fund	
Kathryn J. Miller		3/1/2021	Annual Fund	
Kathryn J. Miller		5/1/2021	Annual Fund	
Stephen D. Minor		3/1/2021	AlamoPROMISE Scholarship	
Stephen D. Minor		5/1/2021	AlamoPROMISE Scholarship	
Stephen D. Minor		4/1/2021	AlamoPROMISE Scholarship	
Erin S. Miranda		3/14/2021	General Foundation Scholarship Fund	Douglas D. Tucker
Erin S. Miranda		3/15/2021	Employee Benevolence Fund	Gloria A. Miranda
Erin S. Miranda		5/1/2021	Employee Benevolence Fund	
Erin S. Miranda		4/1/2021	Employee Benevolence Fund	
Erin S. Miranda		3/1/2021	Employee Benevolence Fund	
Erin S. Miranda		4/15/2021	Employee Benevolence Fund	Gloria A. Miranda
Erin S. Miranda		3/1/2021	Student Emergency Fund	
Erin S. Miranda		5/1/2021	Student Emergency Fund	
Erin S. Miranda		4/1/2021	Student Emergency Fund	
Anonymous		3/1/2021	Developmental Math Fund	
Anonymous		5/1/2021	Developmental Math Fund	
Anonymous		4/1/2021	Developmental Math Fund	
Joy R. Moczygemba		4/1/2021	Nighthawk Nest Program	
Joy R. Moczygemba		3/1/2021	Nighthawk Nest Program	
Joy R. Moczygemba		5/1/2021	Nighthawk Nest Program	
Sitakanta Mohanty		3/1/2021	PAC SHARE Program	
Sitakanta Mohanty		4/1/2021	PAC SHARE Program	
Sitakanta Mohanty		5/1/2021	PAC SHARE Program	
Suzel M. Molina		3/1/2021	PAC SHARE Program	
Suzel M. Molina		4/1/2021	PAC SHARE Program	
Suzel M. Molina		5/1/2021	PAC SHARE Program	
Melissa Monroe-Young		5/1/2021	Vista Food Pantry	
Melissa Monroe-Young		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Melissa Monroe-Young		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Melissa Monroe-Young		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Melissa Monroe-Young		4/1/2021	Vista Food Pantry	
Melissa Monroe-Young		3/1/2021	Vista Food Pantry	
Patricia H. Montoya		3/1/2021	Faculty Staff Memorial Scholarship PAC	
Patricia H. Montoya		4/1/2021	Faculty Staff Memorial Scholarship PAC	
Anonymous		5/1/2021	Nighthawk Nest Program	
Anonymous		3/1/2021	Nighthawk Nest Program	
Anonymous		4/1/2021	Nighthawk Nest Program	
Anonymous		4/1/2021	General NLC Scholarship	
Anonymous		3/1/2021	General NLC Scholarship	
Anonymous		5/1/2021	General NLC Scholarship	
Joshua H. Moran		4/1/2021	Vista Food Pantry	
Joshua H. Moran		3/1/2021	Vista Food Pantry	
Joshua H. Moran		5/1/2021	Vista Food Pantry	
Henry G. Moreno		3/1/2021	PAC SHARE Program	
Henry G. Moreno		3/1/2021	PAC Adult Learning Academy GED Scholarship	
Henry G. Moreno		3/1/2021	Faculty Staff Memorial Scholarship PAC	
Henry G. Moreno		3/1/2021	President's Unrestricted PAC	
Henry G. Moreno		3/1/2021	General PAC Scholarship	
Chad Mueller		4/1/2021	Vista Food Pantry	
Chad Mueller		3/1/2021	Vista Food Pantry	
Chad Mueller		5/1/2021	Vista Food Pantry	
Chad Mueller		5/1/2021	MAS Scholarship	
Chad Mueller		3/1/2021	MAS Scholarship	
Chad Mueller		4/1/2021	MAS Scholarship	
Chad Mueller		5/1/2021	General NVC Scholarship	
Chad Mueller		3/1/2021	General NVC Scholarship	
Chad Mueller		4/1/2021	General NVC Scholarship	
Dorothy J. Mundine		3/1/2021	Annual Fund	
Minerva Muniz		4/1/2021	MAS Scholarship	
Minerva Muniz		5/1/2021	MAS Scholarship	
Minerva Muniz		3/1/2021	MAS Scholarship	
Minerva Muniz		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Minerva Muniz		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Minerva Muniz		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Erica M. Munoz		4/1/2021	PAC Adult Learning Academy GED Scholarship	
Erica M. Munoz		5/1/2021	PAC Adult Learning Academy GED Scholarship	
Erica M. Munoz		3/1/2021	PAC Adult Learning Academy GED Scholarship	
John Munoz		3/1/2021	Alamo Area Hospitality Association Endowed Scholarship Permanently Restricted	
Mandy A. Munoz		3/1/2021	PAC SHARE Program	
Mandy A. Munoz		5/1/2021	PAC SHARE Program	
Mandy A. Munoz		4/1/2021	PAC SHARE Program	
Thomas Y. Murguia		4/1/2021	Raul S. Murguia Presidential Honors Endowed Scholarship Permanently Restricted	
Thomas Y. Murguia		5/1/2021	Raul S. Murguia Presidential Honors Endowed Scholarship Permanently Restricted	
Thomas Y. Murguia		3/1/2021	Raul S. Murguia Presidential Honors Endowed Scholarship Permanently Restricted	
Thomas Y. Murguia		3/15/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Thomas Y. Murguia		3/1/2021	Roger B. Bailey Endowed Memorial Scholarship	
Thomas Y. Murguia		5/1/2021	Roger B. Bailey Endowed Memorial Scholarship	
Thomas Y. Murguia		4/1/2021	Roger B. Bailey Endowed Memorial Scholarship	
Prakash N. Nair		5/1/2021	Vista Food Pantry	
Prakash N. Nair		3/1/2021	Vista Food Pantry	
Prakash N. Nair		4/1/2021	Vista Food Pantry	
Esmeralda G. Nandin		4/1/2021	President's Unrestricted SAC	
Esmeralda G. Nandin		5/1/2021	President's Unrestricted SAC	
Esmeralda G. Nandin		3/1/2021	President's Unrestricted SAC	
Stella Nanez		4/1/2021	General SPC Scholarship	
Stella Nanez		3/1/2021	General SPC Scholarship	
Stella Nanez		5/1/2021	General SPC Scholarship	
National Center for Inquiry & Improvement		5/28/2021	Interim Program	
National Council of Negro Women, Inc.		5/26/2021	Ruth Jones McClendon	
Anonymous		5/27/2021	President's Unrestricted SAC	
Carmen Nava-Fischer		5/1/2021	CPS Energy-OCI Solar Power Renewable Energy Scholarship	
Carmen Nava-Fischer		3/1/2021	CPS Energy-OCI Solar Power Renewable Energy Scholarship	
Carmen Nava-Fischer		4/1/2021	CPS Energy-OCI Solar Power Renewable Energy Scholarship	
Network For Good		3/15/2021	Annual Fund	
Lori Nicholas		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Lori Nicholas		3/1/2021	Vista Food Pantry	
Lori Nicholas		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Lori Nicholas		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Lori Nicholas		4/1/2021	Vista Food Pantry	
Lori Nicholas		5/1/2021	Vista Food Pantry	
Paul J. Northway		4/1/2021	Vista Food Pantry	
Paul J. Northway		3/1/2021	NVC Arts	
Paul J. Northway		5/1/2021	NVC Arts	
Paul J. Northway		4/1/2021	NVC Arts	
Paul J. Northway		5/1/2021	Vista Food Pantry	
Paul J. Northway		3/1/2021	Vista Food Pantry	
Bruce E. Norton		3/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Bruce E. Norton		5/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Bruce E. Norton		4/1/2021	Dr. Robert Zeigler Endowed Scholarship	
Christian C. Nunnelee		3/1/2021	Professional Aviation Maintenance Scholarship	
Christian C. Nunnelee		5/1/2021	Professional Aviation Maintenance Scholarship	
Christian C. Nunnelee		4/1/2021	Professional Aviation Maintenance Scholarship	
Rhonda M. O'Cana		4/1/2021	General PAC Scholarship	
Rhonda M. O'Cana		3/1/2021	General PAC Scholarship	
Rhonda M. O'Cana		5/1/2021	General PAC Scholarship	
Rhonda M. O'Cana		5/1/2021	President's Unrestricted PAC	
Rhonda M. O'Cana		3/1/2021	President's Unrestricted PAC	
Rhonda M. O'Cana		4/1/2021	President's Unrestricted PAC	
Rhonda M. O'Cana		3/1/2021	PAC SHARE Program	
Rhonda M. O'Cana		4/1/2021	PAC SHARE Program	
Rhonda M. O'Cana		5/1/2021	PAC SHARE Program	
Maria Catherine A. Obien		4/1/2021	Dennis Gittinger Endowed Scholarship for Mathematics	
Maria Catherine A. Obien		3/1/2021	Dennis Gittinger Endowed Scholarship for Mathematics	
Maria Catherine A. Obien		5/1/2021	Dennis Gittinger Endowed Scholarship for Mathematics	
Maria Catherine A. Obien		3/1/2021	Annual Fund	
Maria Catherine A. Obien		4/1/2021	Annual Fund	
Maria Catherine A. Obien		5/1/2021	Annual Fund	
Maria Catherine A. Obien		4/1/2021	Debra A. Morgan Endowed Scholarship Permanently Restricted	
Maria Catherine A. Obien		3/1/2021	Debra A. Morgan Endowed Scholarship Permanently Restricted	
Maria Catherine A. Obien		5/1/2021	Debra A. Morgan Endowed Scholarship Permanently Restricted	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Elda A. Olvera		5/1/2021	Women in Transition Scholarship	
Elda A. Olvera		3/1/2021	Women in Transition Scholarship	
Elda A. Olvera		4/1/2021	Women in Transition Scholarship	
Sofia M. Ongay		4/1/2021	NVC Arts	
Sofia M. Ongay		5/1/2021	NVC Arts	
Sofia M. Ongay		3/1/2021	NVC Arts	
Sofia M. Ongay		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Sofia M. Ongay		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Sofia M. Ongay		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Sofia M. Ongay		4/1/2021	AlamoPROMISE Scholarship	
Sofia M. Ongay		3/1/2021	Lynne Dean Endowed Scholarship	
Sofia M. Ongay		5/1/2021	Lynne Dean Endowed Scholarship	
Sofia M. Ongay		4/1/2021	Lynne Dean Endowed Scholarship	
Sofia M. Ongay		3/1/2021	AlamoPROMISE Scholarship	
Sofia M. Ongay		5/1/2021	AlamoPROMISE Scholarship	
Vanessa A. Onofre-Chavarria		3/1/2021	Janet H. Rangel Memorial Scholarship	
Vanessa A. Onofre-Chavarria		4/1/2021	Janet H. Rangel Memorial Scholarship	
Vanessa A. Onofre-Chavarria		5/1/2021	Janet H. Rangel Memorial Scholarship	
Vanessa A. Onofre-Chavarria		4/1/2021	AlamoPROMISE Scholarship	
Vanessa A. Onofre-Chavarria		5/1/2021	AlamoPROMISE Scholarship	
Vanessa A. Onofre-Chavarria		3/1/2021	AlamoPROMISE Scholarship	
Juan M. Oretga		3/1/2021	Kendra Ann Ward Music Endowed Scholarship	
Juan M. Oretga		5/1/2021	Kendra Ann Ward Music Endowed Scholarship	
Juan M. Oretga		4/1/2021	Kendra Ann Ward Music Endowed Scholarship	
John Orona		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
John Orona		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
John Orona		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
John Orona		3/1/2021	AlamoPROMISE Scholarship	
John Orona		5/1/2021	AlamoPROMISE Scholarship	
John Orona		4/1/2021	AlamoPROMISE Scholarship	
Adam O. Oroscorodriquez		3/1/2021	President's Unrestricted PAC	
Adam O. Oroscorodriquez		5/1/2021	President's Unrestricted PAC	
Adam O. Oroscorodriquez		4/1/2021	President's Unrestricted PAC	
Adam O. Oroscorodriquez		3/1/2021	Faculty Staff Memorial Scholarship PAC	
Adam O. Oroscorodriquez		5/1/2021	Faculty Staff Memorial Scholarship PAC	
Adam O. Oroscorodriquez		4/1/2021	Faculty Staff Memorial Scholarship PAC	
Anonymous		5/1/2021	President's Unrestricted SPC	
Anonymous		4/1/2021	President's Unrestricted SPC	
Anonymous		3/1/2021	President's Unrestricted SPC	
David J. Orteqa		3/1/2021	MESA Center Program	
David J. Orteqa		4/1/2021	MESA Center Program	
David J. Orteqa		5/1/2021	MESA Center Program	
Petra R. Orteqa		5/1/2021	MAS Scholarship	
Petra R. Orteqa		4/1/2021	MAS Scholarship	
Petra R. Orteqa		3/1/2021	MAS Scholarship	
Paulina H. Ortiz		4/1/2021	Jason DeLecour Endowed Scholarship for International Studies	
Paulina H. Ortiz		3/1/2021	Jason DeLecour Endowed Scholarship for International Studies	
Paulina H. Ortiz		5/1/2021	Jason DeLecour Endowed Scholarship for International Studies	
Paulina H. Ortiz		4/1/2021	PAC SHARE Program	
Paulina H. Ortiz		3/1/2021	PAC SHARE Program	
Paulina H. Ortiz		5/1/2021	PAC SHARE Program	
Craig M. Overmiller		3/1/2021	CPS Energy-OCI Solar Power Renewable Energy Scholarship	
Craig M. Overmiller		5/1/2021	CPS Energy-OCI Solar Power Renewable Energy Scholarship	
Craig M. Overmiller		4/1/2021	CPS Energy-OCI Solar Power Renewable Energy Scholarship	
William P. Oxford		5/1/2021	PAC Adult Learning Academy GED Scholarship	
William P. Oxford		4/1/2021	PAC Adult Learning Academy GED Scholarship	
William P. Oxford		3/1/2021	PAC Adult Learning Academy GED Scholarship	
Blanca E. Padilla		4/6/2021	President's Unrestricted SPC	
Blanca E. Padilla		4/1/2021	AlamoPROMISE Scholarship	
Blanca E. Padilla		3/1/2021	AlamoPROMISE Scholarship	
Blanca E. Padilla		5/1/2021	AlamoPROMISE Scholarship	
Rosanna Padron		3/1/2021	President's Unrestricted PAC	
Rosanna Padron		4/1/2021	President's Unrestricted PAC	
Rosanna Padron		5/1/2021	President's Unrestricted PAC	
Rosanna Padron		3/1/2021	General PAC Scholarship	
Rosanna Padron		5/1/2021	General PAC Scholarship	
Rosanna Padron		4/1/2021	General PAC Scholarship	
Rosanna Padron		3/1/2021	PAC SHARE Program	
Rosanna Padron		5/1/2021	PAC SHARE Program	
Rosanna Padron		4/1/2021	PAC SHARE Program	
Rosanna Padron		5/1/2021	PAC Adult Learning Academy GED Scholarship	
Rosanna Padron		4/1/2021	PAC Adult Learning Academy GED Scholarship	
Rosanna Padron		3/1/2021	PAC Adult Learning Academy GED Scholarship	
Anonymous		3/1/2021	NVC Endowed Scholarship for Business Students Permanently Restricted	
Anonymous		5/1/2021	NVC Endowed Scholarship for Business Students Permanently Restricted	
Anonymous		4/1/2021	NVC Endowed Scholarship for Business Students Permanently Restricted	
Anonymous		5/1/2021	AlamoPROMISE Scholarship	
Anonymous		4/1/2021	AlamoPROMISE Scholarship	
Anonymous		3/1/2021	AlamoPROMISE Scholarship	
Anonymous		3/1/2021	Student Emergency Fund	
Anonymous		5/1/2021	Student Emergency Fund	
Anonymous		4/1/2021	Student Emergency Fund	
Jennifer M. Parrott		4/1/2021	Nighthawk Nest Program	
Jennifer M. Parrott		5/1/2021	Nighthawk Nest Program	
Jennifer M. Parrott		3/1/2021	Nighthawk Nest Program	
Josafat Pereyra		4/1/2021	MAS Scholarship	
Josafat Pereyra		5/1/2021	MAS Scholarship	
Josafat Pereyra		3/1/2021	MAS Scholarship	
Antony Perez		3/1/2021	President's Unrestricted SAC	
Antony Perez		5/1/2021	President's Unrestricted SAC	
Antony Perez		4/1/2021	President's Unrestricted SAC	
Anonymous		5/1/2021	Child Care Center	
Anonymous		3/1/2021	Child Care Center	
Anonymous		4/1/2021	Child Care Center	
Tammy L. Perez		5/1/2021	President's Unrestricted NLC	
Tammy L. Perez		3/1/2021	President's Unrestricted NLC	
Tammy L. Perez		4/1/2021	President's Unrestricted NLC	
Tammy L. Perez		3/1/2021	Nighthawk Nest Program	
Tammy L. Perez		5/1/2021	Nighthawk Nest Program	
Tammy L. Perez		4/1/2021	Nighthawk Nest Program	
Johnathan Peterson		5/1/2021	PAC SHARE Program	
Johnathan Peterson		3/1/2021	PAC SHARE Program	
Johnathan Peterson		4/1/2021	PAC SHARE Program	
Linda H. Peterson		4/1/2021	Ken Veatch DPMA Scholarship	
Linda H. Peterson		5/1/2021	Ken Veatch DPMA Scholarship	
Linda H. Peterson		3/1/2021	Ken Veatch DPMA Scholarship	
Michael R. Phillips		4/27/2021	General Foundation Scholarship Fund	
Anonymous		3/15/2021	AlamoPROMISE Scholarship	
Anonymous		5/17/2021	AlamoPROMISE Scholarship	
Anonymous		4/15/2021	AlamoPROMISE Scholarship	
Tashina E. Pina		3/1/2021	Economic & Workforce Development Program Fund	
Tashina E. Pina		4/1/2021	Economic & Workforce Development Program Fund	
Tashina E. Pina		5/1/2021	Economic & Workforce Development Program Fund	
Anonymous		3/1/2021	Vista Food Pantry	
Anonymous		5/1/2021	Vista Food Pantry	
Anonymous		3/1/2021	Employee Benevolence Fund	
Anonymous		4/1/2021	Employee Benevolence Fund	
Anonymous		5/1/2021	Employee Benevolence Fund	
Anonymous		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Anonymous		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Anonymous		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Anonymous		4/1/2021	Vista Food Pantry	
Nakia Pope		4/1/2021	Lynne Dean Endowed Scholarship	
Nakia Pope		5/1/2021	Lynne Dean Endowed Scholarship	
Nakia Pope		3/1/2021	Lynne Dean Endowed Scholarship	
Nakia Pope		4/1/2021	NVC Study Stateside Program Support	
Nakia Pope		5/1/2021	NVC Study Stateside Program Support	
Nakia Pope		3/1/2021	NVC Study Stateside Program Support	
Nakia Pope		4/1/2021	Vista Food Pantry	
Nakia Pope		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Nakia Pope		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Nakia Pope		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Nakia Pope		3/1/2021	Vista Food Pantry	
Nakia Pope		5/1/2021	Vista Food Pantry	
Igor V. Popov		4/28/2021	DREAMers Scholarship	
David M. Porter		4/26/2021	General NVC Scholarship	
Daniel T. Powell		3/1/2021	MAS Scholarship	
Daniel T. Powell		5/1/2021	MAS Scholarship	
Daniel T. Powell		4/1/2021	MAS Scholarship	
Daniel T. Powell		4/1/2021	NVC Arts	
Daniel T. Powell		3/1/2021	NVC Arts	
Daniel T. Powell		5/1/2021	NVC Arts	
Daniel T. Powell		5/1/2021	Vista Food Pantry	
Daniel T. Powell		3/1/2021	Vista Food Pantry	
Daniel T. Powell		4/1/2021	Vista Food Pantry	
Daniel T. Powell		5/1/2021	Lynne Dean Endowed Scholarship	
Daniel T. Powell		4/1/2021	Lynne Dean Endowed Scholarship	
Daniel T. Powell		3/1/2021	Lynne Dean Endowed Scholarship	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Aaron E. Prado		4/1/2021	President's Unrestricted NVC	
Aaron E. Prado		3/1/2021	President's Unrestricted NVC	
Aaron E. Prado		5/1/2021	President's Unrestricted NVC	
Thomas G. Pressly		5/1/2021	Dennis Gittinger Endowed Scholarship for Mathematics	
Thomas G. Pressly		3/1/2021	Dennis Gittinger Endowed Scholarship for Mathematics	
Thomas G. Pressly		4/1/2021	Dennis Gittinger Endowed Scholarship for Mathematics	
Mark T. Price		5/1/2021	Annual Fund	
Mark T. Price		3/1/2021	Annual Fund	
Mark T. Price		4/1/2021	Annual Fund	
Amy J. Quesenberry		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Amy J. Quesenberry		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Amy J. Quesenberry		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Amy J. Quesenberry		4/22/2021	President's Scholarship SPC	
Johnnie J. Quiles		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Johnnie J. Quiles		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Johnnie J. Quiles		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Johnnie J. Quiles		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Johnnie J. Quiles		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Johnnie J. Quiles		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Johnnie J. Quiles		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Johnnie J. Quiles		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Johnnie J. Quiles		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Johnnie J. Quiles		5/1/2021	Student Engagement Scholarship SPC	
Johnnie J. Quiles		3/1/2021	Student Engagement Scholarship SPC	
Johnnie J. Quiles		4/1/2021	Student Engagement Scholarship SPC	
Richard P. Quintana		4/29/2021	General SPC Scholarship	
Laura A. Quintanilla		4/1/2021	Vista Food Pantry	
Laura A. Quintanilla		5/1/2021	NVC Arts	
Laura A. Quintanilla		3/1/2021	NVC Arts	
Laura A. Quintanilla		4/1/2021	NVC Arts	
Laura A. Quintanilla		4/1/2021	MAS Scholarship	
Laura A. Quintanilla		5/1/2021	MAS Scholarship	
Laura A. Quintanilla		5/1/2021	Vista Food Pantry	
Laura A. Quintanilla		3/1/2021	Vista Food Pantry	
Laura A. Quintanilla		3/1/2021	MAS Scholarship	
George A. Railey		3/1/2021	AlamoPROMISE Scholarship	
George A. Railey		5/1/2021	AlamoPROMISE Scholarship	
George A. Railey		4/1/2021	AlamoPROMISE Scholarship	
Mary C. Ramirez		5/1/2021	Student Emergency Fund	
Mary C. Ramirez		3/1/2021	Student Emergency Fund	
Mary C. Ramirez		4/1/2021	Student Emergency Fund	
Paul R. Ramirez		4/1/2021	Juan Ortiz Mariachi Academy Scholarship	
Paul R. Ramirez		5/1/2021	Juan Ortiz Mariachi Academy Scholarship	
Paul R. Ramirez		3/1/2021	Juan Ortiz Mariachi Academy Scholarship	
Paul R. Ramirez		3/1/2021	Palo Alto Alumni Y Amigos Association Scholarship	
Paul R. Ramirez		5/1/2021	Palo Alto Alumni Y Amigos Association Scholarship	
Paul R. Ramirez		4/1/2021	Palo Alto Alumni Y Amigos Association Scholarship	
Paul R. Ramirez		3/1/2021	Mariachi Connection Scholarship PAC	
Paul R. Ramirez		5/1/2021	Mariachi Connection Scholarship PAC	
Paul R. Ramirez		4/1/2021	Mariachi Connection Scholarship PAC	
Paul R. Ramirez		4/1/2021	AlamoPROMISE Scholarship	
Paul R. Ramirez		5/1/2021	AlamoPROMISE Scholarship	
Paul R. Ramirez		3/1/2021	AlamoPROMISE Scholarship	
Ray A. Ramos		3/19/2021	Annual Fund	
Diana M. Rangel		4/1/2021	General PAC Scholarship	
Diana M. Rangel		3/1/2021	General PAC Scholarship	
Diana M. Rangel		5/1/2021	General PAC Scholarship	
Diana M. Rangel		4/1/2021	President's Unrestricted PAC	
Diana M. Rangel		5/1/2021	President's Unrestricted PAC	
Diana M. Rangel		3/1/2021	President's Unrestricted PAC	
Diana M. Rangel		5/1/2021	PAC Adult Learning Academy GED Scholarship	
Diana M. Rangel		4/1/2021	PAC Adult Learning Academy GED Scholarship	
Diana M. Rangel		3/1/2021	PAC Adult Learning Academy GED Scholarship	
Diana M. Rangel		5/1/2021	Faculty Staff Memorial Scholarship PAC	
Diana M. Rangel		4/1/2021	Faculty Staff Memorial Scholarship PAC	
Diana M. Rangel		3/1/2021	Faculty Staff Memorial Scholarship PAC	
Diana M. Rangel		5/1/2021	PAC SHARE Program	
Diana M. Rangel		3/1/2021	PAC SHARE Program	
Diana M. Rangel		4/1/2021	PAC SHARE Program	
Gabriela C. Rangel		4/1/2021	TACHE Scholarship	
Gabriela C. Rangel		3/1/2021	TACHE Scholarship	
Gabriela C. Rangel		5/1/2021	TACHE Scholarship	
Gabriela C. Rangel		4/1/2021	DREAMers Scholarship	
Gabriela C. Rangel		3/1/2021	DREAMers Scholarship	
Gabriela C. Rangel		5/1/2021	DREAMers Scholarship	
Gabriela C. Rangel		5/1/2021	PAC SHARE Program	
Gabriela C. Rangel		3/1/2021	PAC SHARE Program	
Gabriela C. Rangel		4/1/2021	PAC SHARE Program	
San Juanita Rangel		5/1/2021	DREAMers Scholarship	
San Juanita Rangel		3/1/2021	DREAMers Scholarship	
San Juanita Rangel		4/1/2021	DREAMers Scholarship	
John M. Raymond		5/1/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
John M. Raymond		4/1/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
John M. Raymond		3/1/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
Linda A. Reeves		4/1/2021	DREAMers Scholarship	
Linda A. Reeves		3/1/2021	DREAMers Scholarship	
Linda A. Reeves		5/1/2021	DREAMers Scholarship	
Linda A. Reeves		4/1/2021	Student Emergency Fund	
Linda A. Reeves		3/1/2021	Student Emergency Fund	
Linda A. Reeves		5/1/2021	Student Emergency Fund	
Veronica I. Reyes		5/1/2021	Joe & Josie Garcia Scholarship	
Veronica I. Reyes		4/1/2021	Joe & Josie Garcia Scholarship	
Veronica I. Reyes		3/1/2021	Joe & Josie Garcia Scholarship	
Veronica I. Reyes		4/1/2021	General Foundation Scholarship Fund	
Veronica I. Reyes		5/1/2021	General Foundation Scholarship Fund	
Veronica I. Reyes		3/1/2021	General Foundation Scholarship Fund	
Veronica I. Reyes		3/1/2021	Employee Benevolence Fund	
Veronica I. Reyes		4/1/2021	Employee Benevolence Fund	
Veronica I. Reyes		5/1/2021	Employee Benevolence Fund	
Veronica I. Reyes		5/1/2021	AlamoPROMISE Scholarship	
Veronica I. Reyes		3/1/2021	AlamoPROMISE Scholarship	
Veronica I. Reyes		4/1/2021	Annual Fund	
Veronica I. Reyes		4/1/2021	Chancellor's Circle of Excellence Fund	
Veronica I. Reyes		5/1/2021	Chancellor's Circle of Excellence Fund	
Veronica I. Reyes		3/1/2021	Chancellor's Circle of Excellence Fund	
Veronica I. Reyes		3/1/2021	Annual Fund	
Veronica I. Reyes		5/1/2021	Annual Fund	
Veronica I. Reyes		4/1/2021	AlamoPROMISE Scholarship	
Michael R. Rice		4/27/2021	General SAC Scholarship	
Chastity Richmond		5/1/2021	NLC College Mentoring Program	
Chastity Richmond		3/1/2021	NLC College Mentoring Program	
Chastity Richmond		4/1/2021	NLC College Mentoring Program	
Chastity Richmond		3/1/2021	Nighthawk Nest Program	
Chastity Richmond		5/1/2021	Nighthawk Nest Program	
Chastity Richmond		4/1/2021	Nighthawk Nest Program	
Chastity Richmond		3/1/2021	Experiential Learning Program	
Chastity Richmond		5/1/2021	Experiential Learning Program	
Chastity Richmond		4/1/2021	Experiential Learning Program	
Jill Rickards		3/9/2021	Employee Benevolence Fund	
Joe G. Ricondo		3/1/2021	AlamoPROMISE Scholarship	
Joe G. Ricondo		5/1/2021	AlamoPROMISE Scholarship	
Joe G. Ricondo		4/1/2021	AlamoPROMISE Scholarship	
Daniel E. Riley		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Daniel E. Riley		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Daniel E. Riley		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Daniel E. Riley		4/1/2021	President's Unrestricted SPC	
Daniel E. Riley		3/1/2021	President's Unrestricted SPC	
Daniel E. Riley		5/1/2021	President's Unrestricted SPC	
Daniel E. Riley		5/1/2021	STEM SPC Scholarship	
Daniel E. Riley		3/1/2021	STEM SPC Scholarship	
Daniel E. Riley		4/1/2021	STEM SPC Scholarship	
Daniel E. Riley		4/1/2021	Community of Automotive Professionals	
Daniel E. Riley		5/1/2021	Community of Automotive Professionals	
Daniel E. Riley		3/1/2021	Community of Automotive Professionals	
Dyhanara Y. Rios		3/1/2021	President's Unrestricted SAC	
Dyhanara Y. Rios		4/1/2021	President's Unrestricted SAC	
Dyhanara Y. Rios		5/1/2021	President's Unrestricted SAC	
Dyhanara Y. Rios		4/1/2021	ECO-Centro Program	
Dyhanara Y. Rios		3/1/2021	ECO-Centro Program	
Dyhanara Y. Rios		5/1/2021	ECO-Centro Program	
Jennifer A. Riske		5/1/2021	Nighthawk Nest Program	
Jennifer A. Riske		4/1/2021	Nighthawk Nest Program	
Jennifer A. Riske		3/1/2021	Nighthawk Nest Program	
Linda G. Rivas		4/1/2021	President's Unrestricted PAC	
Linda G. Rivas		3/1/2021	President's Unrestricted PAC	
Linda G. Rivas		5/1/2021	President's Unrestricted PAC	
Jennifer M. Rivera		4/1/2021	PAC Adult Learning Academy GED Fundraiser	
Jennifer M. Rivera		5/1/2021	PAC Adult Learning Academy GED Fundraiser	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Jennifer M. Rivera		3/1/2021	PAC Adult Learning Academy GED Fundraiser	
Cassandra Rocha		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Cassandra Rocha		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Cassandra Rocha		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Frances L. Rocha		4/1/2021	AlamoPROMISE Scholarship	
Frances L. Rocha		5/1/2021	AlamoPROMISE Scholarship	
Frances L. Rocha		3/1/2021	AlamoPROMISE Scholarship	
Angela M. Rodriguez		5/1/2021	SAC Student Support Fund	
Angela M. Rodriguez		4/1/2021	SAC Student Support Fund	
Angela M. Rodriguez		3/1/2021	SAC Student Support Fund	
Angela M. Rodriguez		5/1/2021	SAC Radio/Television Scholarship	
Angela M. Rodriguez		3/1/2021	SAC Radio/Television Scholarship	
Angela M. Rodriguez		4/1/2021	SAC Radio/Television Scholarship	
Angela M. Rodriguez		4/1/2021	Fredric A. Weiss Memorial Scholarship	
Angela M. Rodriguez		3/1/2021	Fredric A. Weiss Memorial Scholarship	
Angela M. Rodriguez		5/1/2021	Fredric A. Weiss Memorial Scholarship	
Daniel Rodriguez		3/17/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Estephani M. Rodriquez		3/1/2021	DREAMers Scholarship	
Estephani M. Rodriquez		5/1/2021	DREAMers Scholarship	
Estephani M. Rodriquez		4/1/2021	DREAMers Scholarship	
Estephani M. Rodriquez		3/1/2021	Dr. Eduardo I. Conrado International Scholarship	
Estephani M. Rodriquez		5/1/2021	Dr. Eduardo I. Conrado International Scholarship	
Estephani M. Rodriquez		4/1/2021	Dr. Eduardo I. Conrado International Scholarship	
Estephani M. Rodriquez		5/1/2021	Employee Benevolence Fund	
Estephani M. Rodriquez		4/1/2021	Employee Benevolence Fund	
Estephani M. Rodriquez		3/1/2021	Employee Benevolence Fund	
Estephani M. Rodriquez		4/1/2021	Economic & Workforce Development Program Fund	
Estephani M. Rodriquez		5/1/2021	Economic & Workforce Development Program Fund	
Estephani M. Rodriquez		3/1/2021	Economic & Workforce Development Program Fund	
Johnny A. Rodriquez		4/6/2021	President's Unrestricted SPC	
Marco A. Rodriquez		4/1/2021	Foundation General Endowment	
Marco A. Rodriquez		5/1/2021	Foundation General Endowment	
Marco A. Rodriquez		3/1/2021	Foundation General Endowment	
James A. Rogers		3/16/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Anonymous		4/29/2021	General SPC Scholarship	
Alexa Saavedra		3/1/2021	General SPC Scholarship	
Alexa Saavedra		5/1/2021	General SPC Scholarship	
Alexa Saavedra		4/1/2021	General SPC Scholarship	
Mecca M. Salahuddin		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Mecca M. Salahuddin		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Mecca M. Salahuddin		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Mecca M. Salahuddin		3/1/2021	Student Emergency Fund	
Mecca M. Salahuddin		5/1/2021	Student Emergency Fund	
Mecca M. Salahuddin		4/1/2021	Student Emergency Fund	
Fernando Salas		5/1/2021	General PAC Scholarship	
Fernando Salas		3/1/2021	General PAC Scholarship	
Fernando Salas		4/1/2021	General PAC Scholarship	
Erica Y. Salinas		4/28/2021	General SAC Scholarship	
Juan F. Salinas		5/1/2021	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
Juan F. Salinas		3/1/2021	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
Juan F. Salinas		4/1/2021	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
San Antonio Area Foundation	Harvey E. Najim	5/18/2021	AlamoPROMISE Endowment Scholarship Permanently Restricted	
San Antonio Area Foundation	Harvey E. Najim	5/18/2021	AlamoPROMISE Scholarship	
San Antonio Chapter Financial Executives International		4/1/2021	Keith A. Russell Memorial Award for Academic Excellence	Keith A. Russell
Laura B. Sanchez		4/1/2021	Nighthawk Nest Program	
Laura B. Sanchez		5/1/2021	Nighthawk Nest Program	
Laura B. Sanchez		3/1/2021	Nighthawk Nest Program	
Laura B. Sanchez		5/1/2021	President's Unrestricted NLC	
Laura B. Sanchez		3/1/2021	President's Unrestricted NLC	
Laura B. Sanchez		4/1/2021	President's Unrestricted NLC	
Patricia A. Sanchez Gorentz		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Patricia A. Sanchez Gorentz		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Patricia A. Sanchez Gorentz		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
James L. Satchell		4/1/2021	General SPC Scholarship	
James L. Satchell		5/1/2021	General SPC Scholarship	
James L. Satchell		3/1/2021	General SPC Scholarship	
Adam G. Sauceda		4/1/2021	General NLC Scholarship	
Adam G. Sauceda		5/1/2021	General NLC Scholarship	
Adam G. Sauceda		3/1/2021	General NLC Scholarship	
Adam G. Sauceda		3/1/2021	Nighthawk Nest Program	
Adam G. Sauceda		4/1/2021	Nighthawk Nest Program	
Adam G. Sauceda		5/1/2021	Nighthawk Nest Program	
William Scanlan		3/1/2021	Hall and Pat Hammond Scholarship	
Debra K. Schafter		3/1/2021	Robert & Laura Fainter Endowed Scholarship	
Debra K. Schafter		5/1/2021	Robert & Laura Fainter Endowed Scholarship	
Debra K. Schafter		4/1/2021	Robert & Laura Fainter Endowed Scholarship	
Jennifer L. Scheidt		5/1/2021	PAC SHARE Program	
Jennifer L. Scheidt		4/1/2021	PAC SHARE Program	
Jennifer L. Scheidt		3/1/2021	PAC SHARE Program	
Jennifer L. Scheidt		4/1/2021	President's Unrestricted PAC	
Jennifer L. Scheidt		5/1/2021	President's Unrestricted PAC	
Jennifer L. Scheidt		3/1/2021	President's Unrestricted PAC	
Anonymous		3/1/2021	Lynne Dean Endowed Scholarship	
Anonymous		4/1/2021	Lynne Dean Endowed Scholarship	
Anonymous		5/1/2021	Lynne Dean Endowed Scholarship	
Anonymous		5/1/2021	Vista Food Pantry	
Anonymous		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Anonymous		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Anonymous		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Anonymous		3/1/2021	Vista Food Pantry	
Anonymous		4/1/2021	Vista Food Pantry	
Richard K. Schoenig		5/17/2021	Roger B. Bailey Endowed Memorial Scholarship	Roger B. Bailey
Richard K. Schoenig		5/17/2021	Daniel W. Stevens Endowed Memorial Scholarship	Daniel W. Stevens
Sanjuanita C. Scott		4/1/2021	MAS Scholarship	
Sanjuanita C. Scott		5/1/2021	MAS Scholarship	
Sanjuanita C. Scott		3/1/2021	MAS Scholarship	
Sanjuanita C. Scott		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Sanjuanita C. Scott		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Sanjuanita C. Scott		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Sanjuanita C. Scott		3/1/2021	Vista Food Pantry	
Sanjuanita C. Scott		5/1/2021	Vista Food Pantry	
Sanjuanita C. Scott		4/1/2021	Vista Food Pantry	
Alma Segovia		4/1/2021	President's Unrestricted PAC	
Alma Segovia		3/1/2021	President's Unrestricted PAC	
Alma Segovia		5/1/2021	President's Unrestricted PAC	
Mary M. Segovia		3/1/2021	Hall and Pat Hammond Scholarship	
Mary M. Segovia		5/1/2021	Hall and Pat Hammond Scholarship	
Mary M. Segovia		4/1/2021	Hall and Pat Hammond Scholarship	
Cassandra V. Segura		5/1/2021	AlamoPROMISE Scholarship	
Cassandra V. Segura		4/1/2021	AlamoPROMISE Scholarship	
Cassandra V. Segura		3/1/2021	AlamoPROMISE Scholarship	
SEI Giving	Dana S. Anthony	3/11/2021	Michael D Anthony Family Endowed Scholarship Permanently Restricted	Michael D. Anthony
Jennifer Senia		4/1/2021	Annual Fund	
Jennifer Senia		3/1/2021	Annual Fund	
Jennifer Senia		5/1/2021	Annual Fund	
Jennifer Senia		3/1/2021	AlamoPROMISE Scholarship	
Jennifer Senia		4/1/2021	AlamoPROMISE Scholarship	
Jennifer Senia		5/1/2021	AlamoPROMISE Scholarship	
Luis D. Sevilla		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Luis D. Sevilla		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Luis D. Sevilla		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Thomas Sharp		4/7/2021	KSYM Program	
Erin L. Sherman		5/1/2021	Vista Food Pantry	
Erin L. Sherman		4/1/2021	Vista Food Pantry	
Erin L. Sherman		4/1/2021	Lynne Dean Endowed Scholarship	
Erin L. Sherman		5/1/2021	Lynne Dean Endowed Scholarship	
Erin L. Sherman		3/1/2021	Lynne Dean Endowed Scholarship	
Erin L. Sherman		4/1/2021	Joan Osborne Memorial Scholarship	
Erin L. Sherman		3/1/2021	Joan Osborne Memorial Scholarship	
Erin L. Sherman		5/1/2021	Joan Osborne Memorial Scholarship	
Erin L. Sherman		4/1/2021	NVC Arts	
Erin L. Sherman		4/1/2021	MAS Scholarship	
Erin L. Sherman		5/1/2021	MAS Scholarship	
Erin L. Sherman		5/1/2021	NVC Arts	
Erin L. Sherman		3/1/2021	NVC Arts	
Erin L. Sherman		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Erin L. Sherman		3/1/2021	MAS Scholarship	
Erin L. Sherman		3/1/2021	Vista Food Pantry	
Erin L. Sherman		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Erin L. Sherman		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Loretta E. Sibley		4/1/2021	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
Loretta E. Sibley		3/1/2021	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
Loretta E. Sibley		5/1/2021	Tourism, Hospitality, Culinary Arts (THCA) Scholarship	
Loretta E. Sibley		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Loretta E. Sibley		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Loretta E. Sibley		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Loretta E. Sibley		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Loretta E. Sibley		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Loretta E. Sibley		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Sigma Pi Phi Fraternity - Gamma Phi Boule		4/28/2021	President's Unrestricted SPC	
Zhennia R. Silverman		4/29/2021	Marie Rocamontes Henriquez International Program Endowed Program Permanently Restricted	Marie Rocamontes Henriquez
Zhennia R. Silverman		3/12/2021	Marie Rocamontes Henriquez International Program Endowed Program Permanently Restricted	Marie Rocamontes Henriquez
Zhennia R. Silverman		3/29/2021	Marie Rocamontes Henriquez International Program Endowed Program Permanently Restricted	Marie Rocamontes Henriquez
Zhennia R. Silverman		4/14/2021	Marie Rocamontes Henriquez International Program Endowed Program Permanently Restricted	Marie Rocamontes Henriquez
Zhennia R. Silverman		5/28/2021	Marie Rocamontes Henriquez International Program Endowed Program Permanently Restricted	Marie Rocamontes Henriquez
Zhennia R. Silverman		5/14/2021	Marie Rocamontes Henriquez International Program Endowed Program Permanently Restricted	Marie Rocamontes Henriquez
Shelah Simmons		5/6/2021	NVC Business Council General Support	Graduating Class of 2021
Theresa A. Sinclair		3/1/2021	Norma L. Ziegler Memorial Endowed Scholarship	
Theresa A. Sinclair		4/1/2021	Norma L. Ziegler Memorial Endowed Scholarship	
Theresa A. Sinclair		5/1/2021	Norma L. Ziegler Memorial Endowed Scholarship	
Andrea M. Smith		3/1/2021	PAC SHARE Program	
Andrea M. Smith		4/1/2021	PAC SHARE Program	
Andrea M. Smith		5/1/2021	PAC SHARE Program	
Barbara J. Smith		3/1/2021	President's Unrestricted NLC	
Barbara J. Smith		4/1/2021	President's Unrestricted NLC	
Barbara J. Smith		5/1/2021	President's Unrestricted NLC	
Barbara J. Smith		4/1/2021	General NLC Scholarship	
Barbara J. Smith		3/1/2021	General NLC Scholarship	
Barbara J. Smith		5/1/2021	General NLC Scholarship	
Barbara J. Smith		3/1/2021	Nighthawk Nest Program	
Barbara J. Smith		5/1/2021	Nighthawk Nest Program	
Barbara J. Smith		4/1/2021	Nighthawk Nest Program	
Diane E. Snyder		3/1/2021	Vista Food Pantry	
Diane E. Snyder		3/1/2021	PAC SHARE Program	
Diane E. Snyder		4/1/2021	PAC SHARE Program	
Diane E. Snyder		5/1/2021	SAC Student Support Fund	
Diane E. Snyder		4/1/2021	SAC Student Support Fund	
Diane E. Snyder		3/1/2021	SAC Student Support Fund	
Diane E. Snyder		5/1/2021	PAC SHARE Program	
Diane E. Snyder		4/1/2021	Vista Food Pantry	
Diane E. Snyder		5/1/2021	Vista Food Pantry	
Diane E. Snyder		4/1/2021	Nighthawk Nest Program	
Diane E. Snyder		5/1/2021	Nighthawk Nest Program	
Diane E. Snyder		3/1/2021	Nighthawk Nest Program	
Diane E. Snyder		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Diane E. Snyder		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Diane E. Snyder		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Society of Iranian American Women For Education		5/27/2021	Society of Iranian American Women for Education Scholarship	
Brandi Solar		5/1/2021	Nighthawk Nest Program	
Brandi Solar		3/1/2021	Nighthawk Nest Program	
Brandi Solar		4/1/2021	Nighthawk Nest Program	
Desiree Solis		3/1/2021	General PAC Scholarship	
Desiree Solis		5/1/2021	General PAC Scholarship	
Desiree Solis		4/1/2021	General PAC Scholarship	
Dale Solomon		5/7/2021	Annual Fund	Kenneth D. Hairgrove
Valerie C. Sommerville		4/1/2021	NVC Arts	
Valerie C. Sommerville		3/1/2021	NVC Arts	
Valerie C. Sommerville		5/1/2021	NVC Arts	
Jaime Sosa		5/1/2021	President's Unrestricted SPC	
Jaime Sosa		3/1/2021	President's Unrestricted SPC	
Jaime Sosa		4/1/2021	President's Unrestricted SPC	
Steven J. Soto		4/26/2021	General SAC Scholarship	
Meagan Sovine		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Meagan Sovine		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Meagan Sovine		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Edward C. Speed		3/18/2021	President's Unrestricted SPC	
Sara Springer		4/7/2021	David E Mrizek Memorial Fund	David E. Mrizek. Ann Mrizek
Carmen M. Steele		3/14/2021	President's Unrestricted NVC	
Carmen M. Steele		5/1/2021	President's Unrestricted NVC	
Cindy M. Sullivan		4/26/2021	General Foundation Scholarship Fund	
Cindy M. Sullivan		4/1/2021	Annual Fund	
Cindy M. Sullivan		5/1/2021	Annual Fund	
Cindy M. Sullivan		3/1/2021	Annual Fund	
Joseph P. Talkington		4/1/2021	Annual Fund	
Joseph P. Talkington		5/1/2021	Annual Fund	
Joseph P. Talkington		3/1/2021	Annual Fund	
Joseph P. Talkington		4/1/2021	AlamoPROMISE Scholarship	
Joseph P. Talkington		3/1/2021	AlamoPROMISE Scholarship	
Joseph P. Talkington		5/1/2021	AlamoPROMISE Scholarship	
Anonymous		3/1/2021	General PAC Scholarship	
Anonymous		3/4/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Target Corporation	Anonymous	4/14/2021	Annual Fund	
Target Corporation	Anonymous	5/18/2021	Annual Fund	
Mary Taylor		3/22/2021	NVC Arts	Debra A. Morgan
Thomas M. Taylor		3/1/2021	Vista Food Pantry	
Thomas M. Taylor		3/1/2021	Lynne Dean Endowed Scholarship	
Thomas M. Taylor		5/1/2021	Lynne Dean Endowed Scholarship	
Thomas M. Taylor		4/1/2021	Lynne Dean Endowed Scholarship	
Thomas M. Taylor		4/1/2021	Vista Food Pantry	
Thomas M. Taylor		5/1/2021	Vista Food Pantry	
Timothy Taylor		5/24/2021	President's Unrestricted SPC	
Anonymous		4/1/2021	Nighthawk Nest Program	
Anonymous		5/1/2021	Nighthawk Nest Program	
Anonymous		3/1/2021	Nighthawk Nest Program	
Anonymous		5/1/2021	President's Unrestricted NLC	
Anonymous		4/1/2021	President's Unrestricted NLC	
Anonymous		3/1/2021	President's Unrestricted NLC	
Texas Tri-County Chamber of Commerce		4/6/2021	General NLC Scholarship	
John R. Thomas		4/1/2021	President's Unrestricted NLC	
John R. Thomas		5/1/2021	President's Unrestricted NLC	
John R. Thomas		3/1/2021	President's Unrestricted NLC	
John R. Thomas		3/1/2021	General NLC Scholarship	
John R. Thomas		4/1/2021	General NLC Scholarship	
John R. Thomas		5/1/2021	General NLC Scholarship	
John R. Thomas		3/1/2021	Nighthawk Nest Program	
John R. Thomas		4/1/2021	Nighthawk Nest Program	
John R. Thomas		5/1/2021	Nighthawk Nest Program	
Denise J. Thomas Cooper		5/22/2021	General SAC Scholarship	
Isaac L. Thornsburg		4/1/2021	NLC Presidential Scholars Scholarship	
Isaac L. Thornsburg		3/1/2021	NLC Presidential Scholars Scholarship	
Isaac L. Thornsburg		5/1/2021	NLC Presidential Scholars Scholarship	
William D. Thornton		5/1/2021	Norm and Fran Gustafson Endowed Scholarship for Culinary Arts	
William D. Thornton		3/1/2021	Norm and Fran Gustafson Endowed Scholarship for Culinary Arts	
William D. Thornton		4/1/2021	Norm and Fran Gustafson Endowed Scholarship for Culinary Arts	
Denise J. Tolan		3/1/2021	Jack Stone Award for New Music	
Denise J. Tolan		4/1/2021	Jack Stone Award for New Music	
Denise J. Tolan		5/1/2021	Jack Stone Award for New Music	
Denise J. Tolan		5/1/2021	NVC Arts	
Denise J. Tolan		3/1/2021	NVC Arts	
Denise J. Tolan		4/1/2021	NVC Arts	
Denise J. Tolan		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Denise J. Tolan		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Denise J. Tolan		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Tammy L. Toney		5/1/2021	E. F. "Smiley" & Sandra Williams Endowed Scholarship	
Tammy L. Toney		3/1/2021	E. F. "Smiley" & Sandra Williams Endowed Scholarship	
Tammy L. Toney		4/1/2021	E. F. "Smiley" & Sandra Williams Endowed Scholarship	
Tammy L. Toney		5/1/2021	Beta Sigma Delta Chapter Endowed Scholarship	
Tammy L. Toney		4/1/2021	Beta Sigma Delta Chapter Endowed Scholarship Permanently Restricted	
Tammy L. Toney		3/1/2021	Beta Sigma Delta Chapter Endowed Scholarship Permanently Restricted	
David Torres		4/1/2021	General SPC Scholarship	
David Torres		5/1/2021	General SPC Scholarship	
David Torres		3/1/2021	General SPC Scholarship	
Lisa T. Torres		4/1/2021	Annual Fund	
Lisa T. Torres		3/1/2021	Annual Fund	
Lisa T. Torres		5/1/2021	Annual Fund	
Anonymous		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Anonymous		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Anonymous		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Anonymous		4/1/2021	Annual Fund	
Anonymous		3/1/2021	Annual Fund	
Anonymous		5/1/2021	Annual Fund	
Dianna S. Torres Lee		3/1/2021	Nighthawk Nest Program	
Dianna S. Torres Lee		4/1/2021	Nighthawk Nest Program	
Dianna S. Torres Lee		5/1/2021	Nighthawk Nest Program	
Toyota Motor Manufacturing Texas		3/26/2021	Celebracion Event PAC	
Toyota Motor Manufacturing Texas		3/26/2021	Toyota Motor Manufacturing Texas 2+2 STEM Teacher Scholarship	
Toyota Motor Manufacturing Texas		3/26/2021	Toyota Motor Manufacturing Texas 2+2 STEM Teacher Program	
Toyota Motor Manufacturing Texas		3/26/2021	PAC High School Equivalency Program	
Toyota Motor Manufacturing Texas		3/26/2021	AlamoPROMISE Scholarship	
Toyota Motor Manufacturing Texas		3/26/2021	AlamoPROMISE Endowment Scholarship Permanently Restricted	
William B. Trautman		3/1/2021	General SPC Scholarship	
William B. Trautman		5/1/2021	General SPC Scholarship	
William B. Trautman		4/1/2021	General SPC Scholarship	
Susan Trejo		4/29/2021	General PAC Scholarship	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Trellis Company		4/8/2021	Trellis Company Scholarship for Nursing	
Madelyn M. Trenz		4/1/2021	President's Unrestricted SAC	
Madelyn M. Trenz		5/1/2021	President's Unrestricted SAC	
Madelyn M. Trenz		3/1/2021	President's Unrestricted SAC	
Natalia O. Trevino		5/1/2021	MAS Scholarship	
Natalia O. Trevino		4/1/2021	MAS Scholarship	
Natalia O. Trevino		3/1/2021	MAS Scholarship	
Natalia O. Trevino		4/1/2021	NVC Arts	
Natalia O. Trevino		3/1/2021	NVC Arts	
Natalia O. Trevino		5/1/2021	NVC Arts	
Megan Troxler		4/6/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	Margaret J. Troxler
United Way of San Antonio & Bexar County	Virginia S. Traina	4/22/2021	Celebracion Event PAC	
United Way of San Antonio & Bexar County	Virginia S. Traina	4/22/2021	Celebracion Event PAC	
United Way of San Antonio & Bexar County	Richard S. Varner	4/22/2021	Challenger Center Program	
United Way of San Antonio & Bexar County	Michelle D. Aguirre	4/22/2021	CPS Energy/Dr. Homer Guevara Jr. Endowed Fund for Business, Economics, and Government Majors	
United Way of San Antonio & Bexar County	Kort E. Jackson	4/22/2021	CPS Energy/Dr. Homer Guevara Jr. Endowed Fund for Business, Economics, and Government Majors	
United Way of San Antonio & Bexar County	Jacqueline E. Claunch	4/22/2021	Jack Stone Award for New Music	
United Way of San Antonio & Bexar County	Silvia L. Zecca	4/22/2021	International Education Scholarship	
United Way of San Antonio & Bexar County	Patricia Portales	4/22/2021	James C. Elmore II Memorial Art Scholarship	
United Way of San Antonio & Bexar County	Terri T. Slonaker	4/22/2021	James C. Elmore II Memorial Art Scholarship	
United Way of San Antonio & Bexar County	Karl Erik	4/22/2021	EMS Academy Student Program	
United Way of San Antonio & Bexar County	Jen L. Osborne	4/22/2021	Student Engagement Scholarship SPC	
United Way of San Antonio & Bexar County	Kort E. Jackson	4/22/2021	NVC Fans General Support	
United Way of San Antonio & Bexar County	Roland Esquibel	4/22/2021	Music Program PAC	
United Way of San Antonio & Bexar County	Diane Galvan	4/22/2021	James H. Wright Scholarship	
United Way of San Antonio & Bexar County	Patricia Portales	4/22/2021	San Antonio College Future Teachers' Organization Scholarship	
United Way of San Antonio & Bexar County	Jeanne M. Redmond	4/22/2021	San Antonio College Future Teachers' Organization Scholarship	
United Way of San Antonio & Bexar County	Abby B. Gonzalez	4/22/2021	Women in Transition Scholarship	
United Way of San Antonio & Bexar County	Deborah A. Middleton	4/22/2021	Women in Transition Scholarship	
United Way of San Antonio & Bexar County	Mary H. Vera	4/22/2021	Women in Transition Scholarship	
United Way of San Antonio & Bexar County		4/21/2021	Women in Transition Scholarship	
United Way of San Antonio & Bexar County		5/25/2021	Women in Transition Scholarship	
United Way of San Antonio & Bexar County	Ingrid Galindo	4/22/2021	Tom Sandoval LULAC Rey Feo Parent/Child Scholarship	
United Way of San Antonio & Bexar County	Kim Brown	4/22/2021	NVC Arts	
United Way of San Antonio & Bexar County	Jacqueline E. Claunch	4/22/2021	NVC Arts	
United Way of San Antonio & Bexar County	JoDee A. Cortez	4/22/2021	NVC Arts	
United Way of San Antonio & Bexar County	Jennifer Fox	4/22/2021	NVC Arts	
United Way of San Antonio & Bexar County	Veronica V. Gonzales	4/22/2021	NVC Arts	
United Way of San Antonio & Bexar County	Brittany A. Lopez	4/22/2021	NVC Arts	
United Way of San Antonio & Bexar County	Christine L. Maddox	4/22/2021	NVC Arts	
United Way of San Antonio & Bexar County	Sharon E. Milford	4/22/2021	NVC Arts	
United Way of San Antonio & Bexar County	Renata B. Serafin	4/22/2021	NVC Arts	
United Way of San Antonio & Bexar County	Arnoldo Vela	4/22/2021	NVC Arts	
United Way of San Antonio & Bexar County	Kim Brown	4/22/2021	MAS Scholarship	
United Way of San Antonio & Bexar County	Craig C. Coroneos	4/22/2021	MAS Scholarship	
United Way of San Antonio & Bexar County	Elladean D. Moreno	4/22/2021	MAS Scholarship	
United Way of San Antonio & Bexar County	Gwyn W. Hagenbuch	4/22/2021	Dr. Alice Johnson Children's Library	
United Way of San Antonio & Bexar County	Fidel Bern	4/22/2021	Men Empowerment Network (MEN) Scholarship	
United Way of San Antonio & Bexar County	Lisa Ramos	4/22/2021	MESA Center Program	
United Way of San Antonio & Bexar County	Shane M. Kendell	4/22/2021	SPC President's Student Aid Fund	
United Way of San Antonio & Bexar County	Arianna C. Lay	4/22/2021	SPC President's Student Aid Fund	
United Way of San Antonio & Bexar County	Art A. Hall	4/22/2021	Robert W. McGrath Jr. Program Support	
United Way of San Antonio & Bexar County	Kort E. Jackson	4/22/2021	Robert G. Marbut Jr Endowed Scholarship Permanently Restricted	
United Way of San Antonio & Bexar County	Christa Emig	4/22/2021	Dr. Jacqueline Claunch Legacy Endowed Formative Scholarship	
United Way of San Antonio & Bexar County	Kort E. Jackson	4/22/2021	Dr. Jacqueline Claunch Legacy Endowed Formative Scholarship	
United Way of San Antonio & Bexar County	Terri T. Slonaker	4/22/2021	SAC Honors Academy	
United Way of San Antonio & Bexar County	Mary L. Apolinar	4/22/2021	Janet H. Rangel Memorial Scholarship	
United Way of San Antonio & Bexar County	Andres C. Arredondo	4/22/2021	PAC Adult Learning Academy GED Scholarship	
United Way of San Antonio & Bexar County	Elizabeth Garcia	4/22/2021	PAC Adult Learning Academy GED Scholarship	
United Way of San Antonio & Bexar County	Gerald T. Dove	4/22/2021	First Responders Academy-Formative Endowment	
United Way of San Antonio & Bexar County	David L. Ellis	4/22/2021	First Responders Academy-Formative Endowment	
United Way of San Antonio & Bexar County	Marina G. Villanueva	4/22/2021	First Responders Academy-Formative Endowment	
United Way of San Antonio & Bexar County	Maria E. Coronado	4/22/2021	David E Mrizek FORMATIVE Endowed Scholarship Fund	
United Way of San Antonio & Bexar County	Lidia Diaz	4/22/2021	Deason Animal Hospital Scholarship	
United Way of San Antonio & Bexar County	Katherine A. Bateman	4/22/2021	DREAMers Scholarship	
United Way of San Antonio & Bexar County	Teresa A. LaBonte	4/22/2021	DREAMers Scholarship	
United Way of San Antonio & Bexar County	Maria M. Miranda Flores	4/22/2021	DREAMers Scholarship	
United Way of San Antonio & Bexar County	Tanya Munoz	4/22/2021	DREAMers Scholarship	
United Way of San Antonio & Bexar County	Alicia Beaudoin	4/22/2021	NLC Presidential Scholars Scholarship	
United Way of San Antonio & Bexar County	Elsa L. Cantu	4/22/2021	NLC Presidential Scholars Scholarship	
United Way of San Antonio & Bexar County	Sylvia M. Davis	4/22/2021	NLC Presidential Scholars Scholarship	
United Way of San Antonio & Bexar County	Rudy R. Farias	4/22/2021	NLC Presidential Scholars Scholarship	
United Way of San Antonio & Bexar County	Donna G. King	4/22/2021	NLC Presidential Scholars Scholarship	
United Way of San Antonio & Bexar County	Karla A. Kosub	4/22/2021	NLC Presidential Scholars Scholarship	
United Way of San Antonio & Bexar County	Kathleen N. Labus	4/22/2021	NLC Presidential Scholars Scholarship	
United Way of San Antonio & Bexar County	Michelle D. Aguirre	4/22/2021	Beverly Evans Memorial NVC Student Live Scholarship	
United Way of San Antonio & Bexar County	Josh C. Alquiza	4/22/2021	Beverly Evans Memorial NVC Student Live Scholarship	
United Way of San Antonio & Bexar County	Kim Brown	4/22/2021	Beverly Evans Memorial NVC Student Live Scholarship	
United Way of San Antonio & Bexar County	Jacqueline E. Claunch	4/22/2021	Beverly Evans Memorial NVC Student Live Scholarship	
United Way of San Antonio & Bexar County	Richard W. Crabb	4/22/2021	Beverly Evans Memorial NVC Student Live Scholarship	
United Way of San Antonio & Bexar County	Christa Emig	4/22/2021	Beverly Evans Memorial NVC Student Live Scholarship	
United Way of San Antonio & Bexar County	Valerie Gomez	4/22/2021	Beverly Evans Memorial NVC Student Live Scholarship	
United Way of San Antonio & Bexar County	Veronica V. Gonzales	4/22/2021	Beverly Evans Memorial NVC Student Live Scholarship	
United Way of San Antonio & Bexar County	Christine L. Maddox	4/22/2021	Beverly Evans Memorial NVC Student Live Scholarship	
United Way of San Antonio & Bexar County	Lisa McGoldrick	4/22/2021	Beverly Evans Memorial NVC Student Live Scholarship	
United Way of San Antonio & Bexar County	Andrea M. Scheri	4/22/2021	Beverly Evans Memorial NVC Student Live Scholarship	
United Way of San Antonio & Bexar County	Mary L. Zocchi	4/22/2021	Beverly Evans Memorial NVC Student Live Scholarship	
United Way of San Antonio & Bexar County	Aanuoluwa A. Adelani	4/22/2021	PAC SHARE Program	
United Way of San Antonio & Bexar County	Pamela B. Foster	4/22/2021	PAC SHARE Program	
United Way of San Antonio & Bexar County	Mary H. Fraga-Kingsbury	4/22/2021	PAC SHARE Program	
United Way of San Antonio & Bexar County	Doris M. Herrera	4/22/2021	PAC SHARE Program	
United Way of San Antonio & Bexar County	William Pennington	4/22/2021	PAC SHARE Program	
United Way of San Antonio & Bexar County	Greta G. Rodriguez	4/22/2021	PAC SHARE Program	
United Way of San Antonio & Bexar County	Debra A. Martinez	4/22/2021	Joe & Josie Garcia Scholarship	
United Way of San Antonio & Bexar County	Delia S. Castellano	4/22/2021	SAC Student Support Fund	
United Way of San Antonio & Bexar County	Stephen C. Dingman	4/22/2021	SAC Student Support Fund	
United Way of San Antonio & Bexar County	Amy R. Gomez	4/22/2021	SAC Student Support Fund	
United Way of San Antonio & Bexar County	Dan I. Melgoza	4/22/2021	SAC Student Support Fund	
United Way of San Antonio & Bexar County	Ruby J. Perez	4/22/2021	SAC Student Support Fund	
United Way of San Antonio & Bexar County	Roxanne Barrera	4/22/2021	Scobee Education Center Programs	
United Way of San Antonio & Bexar County	Desiree R. Andrada	4/22/2021	General Foundation Scholarship Fund	
United Way of San Antonio & Bexar County	Brooke Lee	4/22/2021	General Foundation Scholarship Fund	
United Way of San Antonio & Bexar County	Tanya Munoz	4/22/2021	General Foundation Scholarship Fund	
United Way of San Antonio & Bexar County	Steven Szeszko	4/22/2021	General Foundation Scholarship Fund	
United Way of San Antonio & Bexar County	Patrick F. Vrba	4/22/2021	General Foundation Scholarship Fund	
United Way of San Antonio & Bexar County	Shawana F. Blair	4/22/2021	Artemisia Bowden Memorial Endowed Scholarship	
United Way of San Antonio & Bexar County	Vincent C. Hardy	4/22/2021	Artemisia Bowden Memorial Endowed Scholarship	
United Way of San Antonio & Bexar County	Matthew F. Hudock	4/22/2021	Artemisia Bowden Memorial Endowed Scholarship	
United Way of San Antonio & Bexar County	Valentine L. Merchant	4/22/2021	Artemisia Bowden Memorial Endowed Scholarship	
United Way of San Antonio & Bexar County	Angela Williams	4/22/2021	Artemisia Bowden Memorial Endowed Scholarship	
United Way of San Antonio & Bexar County	M. C. Young	4/22/2021	Artemisia Bowden Memorial Endowed Scholarship	
United Way of San Antonio & Bexar County	Jeanne M. Redmond	4/22/2021	Roger B. Bailey Endowed Memorial Scholarship	
United Way of San Antonio & Bexar County	Terri T. Slonaker	4/22/2021	Roger B. Bailey Endowed Memorial Scholarship	
United Way of San Antonio & Bexar County	Phyllis Bright	4/22/2021	Employee Benevolence Fund	
United Way of San Antonio & Bexar County	Betsy Hamilton	4/22/2021	Employee Benevolence Fund	
United Way of San Antonio & Bexar County	Arianna C. Lay	4/22/2021	Employee Benevolence Fund	
United Way of San Antonio & Bexar County	Brooke Lee	4/22/2021	Employee Benevolence Fund	
United Way of San Antonio & Bexar County	Linda D. Lee	4/22/2021	Employee Benevolence Fund	
United Way of San Antonio & Bexar County	Patrick F. Vrba	4/22/2021	Employee Benevolence Fund	
United Way of San Antonio & Bexar County	Andres C. Arredondo	4/22/2021	President's Unrestricted PAC	
United Way of San Antonio & Bexar County	Lydia O. Hannawi	4/22/2021	President's Unrestricted PAC	
United Way of San Antonio & Bexar County	Theophane R. Pfang	4/22/2021	President's Unrestricted PAC	
United Way of San Antonio & Bexar County	Jessica R. Rendon	4/22/2021	President's Unrestricted PAC	
United Way of San Antonio & Bexar County	Greta G. Rodriguez	4/22/2021	President's Unrestricted PAC	
United Way of San Antonio & Bexar County	Maria E. Coronado	4/22/2021	President's Unrestricted SAC	
United Way of San Antonio & Bexar County	Gerald T. Dove	4/22/2021	President's Unrestricted SAC	
United Way of San Antonio & Bexar County	Thomas C. Farias	4/22/2021	President's Unrestricted SAC	
United Way of San Antonio & Bexar County	Blanca V. Najera	4/22/2021	President's Unrestricted SAC	
United Way of San Antonio & Bexar County	DeWanna Greer	4/22/2021	President's Unrestricted SAC	
United Way of San Antonio & Bexar County	Ray Hernandez	4/22/2021	President's Unrestricted SAC	
United Way of San Antonio & Bexar County	Kenneth Slavin	4/22/2021	President's Unrestricted SAC	
United Way of San Antonio & Bexar County	Marina G. Villanueva	4/22/2021	President's Unrestricted SAC	
United Way of San Antonio & Bexar County	Norma F. Padilla	4/22/2021	Norma L. Ziegler Memorial Endowed Scholarship	
United Way of San Antonio & Bexar County		3/12/2021	President's Unrestricted SPC	
United Way of San Antonio & Bexar County	Marivel De Leon	4/22/2021	President's Unrestricted SPC	
United Way of San Antonio & Bexar County	Tricia M. McElligott	4/22/2021	President's Unrestricted SPC	
United Way of San Antonio & Bexar County	Tosca Gonsalves	4/22/2021	OZUNA LRC Children's Library	
United Way of San Antonio & Bexar County	Elizabeth Garcia	4/22/2021	OZUNA LRC Children's Library	
United Way of San Antonio & Bexar County	Mary L. Zocchi	4/22/2021	Anthony Chalkley Endowed Scholarship	
United Way of San Antonio & Bexar County	Maria E. Coronado	4/22/2021	Empowerment Center Program	
United Way of San Antonio & Bexar County	Patricia Portales	4/22/2021	Daniel W. Stevens Endowed Memorial Scholarship	
United Way of San Antonio & Bexar County	Fabius D. Bascon	4/22/2021	General NLC Scholarship	
United Way of San Antonio & Bexar County	Yvonne M. Ramirez	4/22/2021	General NLC Scholarship	
United Way of San Antonio & Bexar County	Dania V. Rossi	4/22/2021	General NLC Scholarship	
United Way of San Antonio & Bexar County	Pablo D. Rodriguez	4/22/2021	TACHE Scholarship	
United Way of San Antonio & Bexar County	Jacqueline E. Claunch	4/22/2021	Jack Stone Endowed Music Scholarship	
United Way of San Antonio & Bexar County	Jack H. Eldridge	4/22/2021	Faculty Endowment Scholarship	
United Way of San Antonio & Bexar County	Megan Grimsley	4/22/2021	Faculty Endowment Scholarship	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
United Way of San Antonio & Bexar County	Jeff S. Hassmann	4/22/2021	Faculty Endowment Scholarship	
United Way of San Antonio & Bexar County	Cherif Ibaroudene	4/22/2021	Faculty Endowment Scholarship	
United Way of San Antonio & Bexar County	Zakia Ibaroudene	4/22/2021	Faculty Endowment Scholarship	
United Way of San Antonio & Bexar County	Karla A. Kosub	4/22/2021	Faculty Endowment Scholarship	
United Way of San Antonio & Bexar County	Vincent L. Lockhart	4/22/2021	Faculty Endowment Scholarship	
United Way of San Antonio & Bexar County	Joshua Pena	4/22/2021	Faculty Endowment Scholarship	
United Way of San Antonio & Bexar County	Martha P. Vargas	4/22/2021	Faculty Endowment Scholarship	
United Way of San Antonio & Bexar County	Paul Asamoah	4/22/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
United Way of San Antonio & Bexar County	Shawana F. Blair	4/22/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
United Way of San Antonio & Bexar County	Michael L. Gershman	4/22/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
United Way of San Antonio & Bexar County	Vincent C. Hardy	4/22/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
United Way of San Antonio & Bexar County	Matthew F. Hudock	4/22/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
United Way of San Antonio & Bexar County	Elizabeth Y. Martinez	4/22/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
United Way of San Antonio & Bexar County	Valentine L. Merchant	4/22/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
United Way of San Antonio & Bexar County	William L. Moseley	4/22/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
United Way of San Antonio & Bexar County	Tracy L. Nakpodia	4/22/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
United Way of San Antonio & Bexar County	Lorri A. Wells	4/22/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
United Way of San Antonio & Bexar County	M. C. Young	4/22/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
United Way of San Antonio & Bexar County	Terri T. Slonaker	4/22/2021	Intro to Sociology Gift Program Fund	
United Way of San Antonio & Bexar County	Cheryl B. Startzell	4/22/2021	Architecture Education Program	
United Way of San Antonio & Bexar County	Peggy B. Chavez	4/22/2021	President's Unrestricted NLC	
United Way of San Antonio & Bexar County	Cristella R. Diaz	4/22/2021	President's Unrestricted NLC	
United Way of San Antonio & Bexar County	Renee A. Higgins	4/22/2021	President's Unrestricted NLC	
United Way of San Antonio & Bexar County	Karla A. Kosub	4/22/2021	President's Unrestricted NLC	
United Way of San Antonio & Bexar County	Kathleen N. Labus	4/22/2021	President's Unrestricted NLC	
United Way of San Antonio & Bexar County	Sharon M. Nittinger	4/22/2021	President's Unrestricted NLC	
United Way of San Antonio & Bexar County	Delissa J. Perez	4/22/2021	President's Unrestricted NLC	
United Way of San Antonio & Bexar County	Martha P. Vargas	4/22/2021	President's Unrestricted NLC	
United Way of San Antonio & Bexar County	Jennifer Fox	4/22/2021	Psychology Department Scholarship	
United Way of San Antonio & Bexar County	Melissa A. Wright	4/22/2021	Psychology Department Scholarship	
United Way of San Antonio & Bexar County	Maria E. Coronado	4/22/2021	Dr. Robert Zeigler Endowed Scholarship	
United Way of San Antonio & Bexar County	Leah R. Badillo	4/22/2021	Palo Alto Alumni Y Amigos Association Scholarship	
United Way of San Antonio & Bexar County	Clara S. Guerrero Juarez	4/22/2021	SAC Women's Center GED Scholarship	
United Way of San Antonio & Bexar County	Dora A. Contreras	4/22/2021	General PAC Scholarship	
United Way of San Antonio & Bexar County	Brenda Y. Espinosa	4/22/2021	General PAC Scholarship	
United Way of San Antonio & Bexar County	Pamela B. Foster	4/22/2021	General PAC Scholarship	
United Way of San Antonio & Bexar County	Arianna C. Lay	4/22/2021	General PAC Scholarship	
United Way of San Antonio & Bexar County	William Pennington	4/22/2021	General PAC Scholarship	
United Way of San Antonio & Bexar County	Dale L. Robinson	4/22/2021	General PAC Scholarship	
United Way of San Antonio & Bexar County	Sarah C. Rodriquez	4/22/2021	General PAC Scholarship	
United Way of San Antonio & Bexar County	Patrick J. Rosenauer	4/22/2021	General PAC Scholarship	
United Way of San Antonio & Bexar County	Norma Sandoval	4/22/2021	General PAC Scholarship	
United Way of San Antonio & Bexar County	Aanuoluwa A. Adelani	4/22/2021	General SPC Scholarship	
United Way of San Antonio & Bexar County	Laura R. Allen	4/22/2021	General SPC Scholarship	
United Way of San Antonio & Bexar County	Karen J. Baker	4/22/2021	General SPC Scholarship	
United Way of San Antonio & Bexar County	Sharon D. Canedo	4/22/2021	General SPC Scholarship	
United Way of San Antonio & Bexar County	Sunny R. Hernandez	4/22/2021	General SPC Scholarship	
United Way of San Antonio & Bexar County	Matthew F. Hudock	4/22/2021	General SPC Scholarship	
United Way of San Antonio & Bexar County	David W. King	4/22/2021	General SPC Scholarship	
United Way of San Antonio & Bexar County	Nora L. Elizalde	4/22/2021	General SPC Scholarship	
United Way of San Antonio & Bexar County	M. C. Young	4/22/2021	General SPC Scholarship	
United Way of San Antonio & Bexar County	Teresa G. Dimas	4/22/2021	NVC Personal Fitness Training Scholarship	
United Way of San Antonio & Bexar County	Tonya L. Costello	4/22/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
United Way of San Antonio & Bexar County	Veronica L. Davenpor	4/22/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
United Way of San Antonio & Bexar County	Mary Helen Holguin	4/22/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
United Way of San Antonio & Bexar County	Matthew F. Hudock	4/22/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
United Way of San Antonio & Bexar County	Valerie Y. Moke	4/22/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
United Way of San Antonio & Bexar County	Rhonda D. Webb	4/22/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
United Way of San Antonio & Bexar County	M. C. Young	4/22/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
United Way of San Antonio & Bexar County	Leonor M. Arrendondo	4/22/2021	Student Emergency Fund	
United Way of San Antonio & Bexar County	Paul K. Kailiponi	4/22/2021	Student Emergency Fund	
United Way of San Antonio & Bexar County	Brooke Lee	4/22/2021	Student Emergency Fund	
United Way of San Antonio & Bexar County	Tanya Munoz	4/22/2021	Student Emergency Fund	
United Way of San Antonio & Bexar County	Patrick F. Vrba	4/22/2021	Student Emergency Fund	
United Way of San Antonio & Bexar County	Josh C. Alquiza	4/22/2021	Lynne Dean Endowed Scholarship	
United Way of San Antonio & Bexar County	Amanda E. Bartonek	4/22/2021	Lynne Dean Endowed Scholarship	
United Way of San Antonio & Bexar County	Rachael M. Bower	4/22/2021	Lynne Dean Endowed Scholarship	
United Way of San Antonio & Bexar County	Kim Brown	4/22/2021	Lynne Dean Endowed Scholarship	
United Way of San Antonio & Bexar County	Jacqueline E. Claunch	4/22/2021	Lynne Dean Endowed Scholarship	
United Way of San Antonio & Bexar County	Kort E. Jackson	4/22/2021	Lynne Dean Endowed Scholarship	
United Way of San Antonio & Bexar County	Arnoldo Vela	4/22/2021	Lynne Dean Endowed Scholarship	
United Way of San Antonio & Bexar County		3/10/2021	United Way Student Helpline	
United Way of San Antonio & Bexar County		5/10/2021	United Way Student Helpline	
United Way of San Antonio & Bexar County		4/9/2021	United Way Student Helpline	
United Way of San Antonio & Bexar County	Patrick F. Vrba	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Lorri A. Wells	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Lisa Ramos	4/22/2021	SAC Mexican American Studies (MAS) Program	
United Way of San Antonio & Bexar County	Karen J. Baker	4/22/2021	Alamo Area Hospitality Association Endowed Scholarship Permanently Restricted	
United Way of San Antonio & Bexar County	Jessica D. Gallardo	4/22/2021	Beta Sigma Delta Chapter Endowed Scholarship Permanently Restricted	
United Way of San Antonio & Bexar County	Regina J. Horne-Espree	4/22/2021	Beta Sigma Delta Chapter Endowed Scholarship Permanently Restricted	
United Way of San Antonio & Bexar County	Karla A. Kosub	4/22/2021	Beta Sigma Delta Chapter Endowed Scholarship Permanently Restricted	
United Way of San Antonio & Bexar County	Michelle D. Aguirre	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Josh C. Alquiza	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Amanda E. Bartonek	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Rachael M. Bower	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Kim Brown	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	April Carmona	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Karla D. Ellis	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Christa Emig	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Christa Emig	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Jennifer Fox	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Kort E. Jackson	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Elisabeth S. Jones	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Brooke Lee	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Sharon E. Milford	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Elizabeth E. Murray	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Catherine Phillips	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Michael Raso	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Valerie R. Vasquez	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Lorri A. Wells	4/22/2021	Vista Food Pantry	
United Way of San Antonio & Bexar County	Allen L. Anquiano	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Elsa L. Cantu	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Sylvia M. Davis	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Laura V. Farias	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Angela S. Fondren	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Megan Grimsley	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Norma J. Gutierrez	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Faye A. Hallford	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Karla A. Kosub	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Patrick E. Murray	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Delissa J. Perez	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Azucena L. Rodriquez-Guerra	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Nancy Tran	4/22/2021	Nighthawk Nest Program	
United Way of San Antonio & Bexar County	Denise M. Campbell	4/22/2021	Rea & Barbara Hinrichs Endowed Scholarship Permanently Rest	
United Way of San Antonio & Bexar County	Charles C. Hinkley	4/22/2021	NVC Study Stateside Program Support	
United Way of San Antonio & Bexar County	Tamara E. Anderson	4/22/2021	Annual Fund	
United Way of San Antonio & Bexar County	Aide E. Contreras	4/22/2021	Annual Fund	
United Way of San Antonio & Bexar County	Maria E. Coronado	4/22/2021	Annual Fund	
United Way of San Antonio & Bexar County	Brooke Lee	4/22/2021	Annual Fund	
United Way of San Antonio & Bexar County	Kai M. Logan	4/22/2021	Annual Fund	
United Way of San Antonio & Bexar County	Meagan N. Oliver	4/22/2021	Annual Fund	
United Way of San Antonio & Bexar County	Jose N. Monsivais	4/22/2021	Annual Fund	
United Way of San Antonio & Bexar County	Jessica R. Rendon	4/22/2021	Annual Fund	
United Way of San Antonio & Bexar County	Patrick F. Vrba	4/22/2021	Annual Fund	
United Way of San Antonio & Bexar County	Gregory Pasztor	4/22/2021	Hall and Pat Hammond Scholarship	
United Way of San Antonio & Bexar County	Raymond J. Elliott	4/22/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
United Way of San Antonio & Bexar County	Destiny C. Harper-Lane	4/22/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
United Way of San Antonio & Bexar County	Matthew F. Hudock	4/22/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
United Way of San Antonio & Bexar County	Cynthia D. Katz	4/22/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
United Way of San Antonio & Bexar County	Arianna C. Lay	4/22/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
United Way of San Antonio & Bexar County	Larry L. Lopez	4/22/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
United Way of San Antonio & Bexar County	M. C. Young	4/22/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
United Way of San Antonio & Bexar County	Michelle D. Aguirre	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Austin M. Baker Wiese	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Steven G. Campos	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Thomas S. Cleary	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Sharon D. Davis	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Brian R. Green	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Christopher A. Flores	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Diane N. Lerma	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Henry Reil	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Dale L. Robinson	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Jose C. Rodriquez	4/22/2021	AlamoPROMISE Scholarship	
United Way of San Antonio & Bexar County	Stephanie V. Vasquez	4/22/2021	AlamoPROMISE Scholarship	
Belinda J. Urdiales		3/20/2021	General SAC Scholarship	
Santiago Urdiales		3/1/2021	General SPC Scholarship	
Santiago Urdiales		5/1/2021	General SPC Scholarship	
Santiago Urdiales		4/1/2021	General SPC Scholarship	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Xavier D. Urrutia		4/1/2021	AlamoPROMISE Scholarship	
Xavier D. Urrutia		3/1/2021	AlamoPROMISE Scholarship	
Xavier D. Urrutia		5/1/2021	AlamoPROMISE Scholarship	
David M. Valdez		4/1/2021	AlamoPROMISE Scholarship	
David M. Valdez		5/1/2021	AlamoPROMISE Scholarship	
David M. Valdez		3/1/2021	AlamoPROMISE Scholarship	
Valero Energy Foundation		3/1/2021	President's Unrestricted SPC	
Adrianna R. Vallejo		5/1/2021	Employee Benevolence Fund	
Adrianna R. Vallejo		4/1/2021	Employee Benevolence Fund	
Adrianna R. Vallejo		3/1/2021	Employee Benevolence Fund	
Adrianna R. Vallejo		4/1/2021	General Foundation Scholarship Fund	
Adrianna R. Vallejo		3/1/2021	General Foundation Scholarship Fund	
Adrianna R. Vallejo		5/1/2021	General Foundation Scholarship Fund	
Adrianna R. Vallejo		5/1/2021	Emergency Grant Fund Program	
Adrianna R. Vallejo		3/1/2021	Emergency Grant Fund Program	
Adrianna R. Vallejo		4/1/2021	Emergency Grant Fund Program	
Malorie E. Vallejo		4/1/2021	PAC FEST Scholarships	
Malorie E. Vallejo		5/1/2021	PAC FEST Scholarships	
Malorie E. Vallejo		3/1/2021	PAC FEST Scholarships	
Malorie E. Vallejo		4/1/2021	PAC Athletics Program	
Malorie E. Vallejo		3/1/2021	PAC Athletics Program	
Malorie E. Vallejo		5/1/2021	PAC Athletics Program	
Malorie E. Vallejo		3/1/2021	Palo Alto Alumni Y Amigos Association Scholarship	
Malorie E. Vallejo		5/1/2021	Palo Alto Alumni Y Amigos Association Scholarship	
Malorie E. Vallejo		4/1/2021	Palo Alto Alumni Y Amigos Association Scholarship	
Malorie E. Vallejo		3/1/2021	General PAC Scholarship	
Malorie E. Vallejo		4/1/2021	General PAC Scholarship	
Malorie E. Vallejo		5/1/2021	General PAC Scholarship	
Malorie E. Vallejo		3/1/2021	President's Unrestricted PAC	
Malorie E. Vallejo		4/1/2021	President's Unrestricted PAC	
Malorie E. Vallejo		5/1/2021	President's Unrestricted PAC	
Malorie E. Vallejo		5/1/2021	PAC Special Events	
Malorie E. Vallejo		3/1/2021	PAC Special Events	
Malorie E. Vallejo		4/1/2021	PAC Special Events	
Vanguard Charitable	Deneen Donnley	5/12/2021	President's Unrestricted SPC	
Dominic R. Vasquez		4/1/2021	PAC SHARE Program	
Dominic R. Vasquez		3/1/2021	PAC SHARE Program	
Dominic R. Vasquez		5/1/2021	PAC SHARE Program	
Dominic R. Vasquez		4/1/2021	General PAC Scholarship	
Dominic R. Vasquez		4/1/2021	General PAC Scholarship	
Dominic R. Vasquez		3/1/2021	General PAC Scholarship	
Dominic R. Vasquez		3/1/2021	General PAC Scholarship	
Dominic R. Vasquez		5/1/2021	General PAC Scholarship	
Dominic R. Vasquez		5/1/2021	General PAC Scholarship	
Dominic R. Vasquez		5/1/2021	President's Unrestricted PAC	
Dominic R. Vasquez		3/1/2021	President's Unrestricted PAC	
Dominic R. Vasquez		4/1/2021	President's Unrestricted PAC	
Dominic R. Vasquez		5/1/2021	OZUNA LRC Children's Library	
Dominic R. Vasquez		3/1/2021	OZUNA LRC Children's Library	
Dominic R. Vasquez		4/1/2021	OZUNA LRC Children's Library	
Nancy Vaughan		3/1/2021	Student Emergency Fund	
Rob A. Vaughn		3/1/2021	Nighthawk Nest Program	
Rob A. Vaughn		4/1/2021	Nighthawk Nest Program	
Rob A. Vaughn		5/1/2021	Nighthawk Nest Program	
Rob A. Vaughn		5/1/2021	NLC Presidential Scholars Scholarship	
Rob A. Vaughn		4/1/2021	NLC Presidential Scholars Scholarship	
Rob A. Vaughn		3/1/2021	NLC Presidential Scholars Scholarship	
Cathy R. Vega		4/6/2021	President's Unrestricted SPC	
Cathy R. Vega		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Cathy R. Vega		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Cathy R. Vega		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Patricia D. Vela		4/1/2021	Employee Benevolence Fund	
Patricia D. Vela		3/1/2021	Employee Benevolence Fund	
Patricia D. Vela		5/1/2021	Employee Benevolence Fund	
Robert H. Vela		5/1/2021	President's Unrestricted SAC	
Robert H. Vela		4/1/2021	President's Unrestricted SAC	
Robert H. Vela		3/1/2021	President's Unrestricted SAC	
Carmen M. Velasquez		4/1/2021	TACHE Scholarship	
Carmen M. Velasquez		5/1/2021	TACHE Scholarship	
Carmen M. Velasquez		3/1/2021	TACHE Scholarship	
Carmen M. Velasquez		5/1/2021	DREAMers Scholarship	
Carmen M. Velasquez		4/1/2021	DREAMers Scholarship	
Carmen M. Velasquez		3/1/2021	DREAMers Scholarship	
Gabriel Villalpando		5/4/2021	General SAC Scholarship	
Anna Villarreal		5/1/2021	DREAMers Scholarship	
Anna Villarreal		3/1/2021	DREAMers Scholarship	
Anna Villarreal		4/1/2021	DREAMers Scholarship	
Anna Villarreal		3/1/2021	AlamoPROMISE Scholarship	
Anna Villarreal		4/1/2021	AlamoPROMISE Scholarship	
Anna Villarreal		5/1/2021	AlamoPROMISE Scholarship	
Lori Villarreal		4/1/2021	Vista Food Pantry	
Lori Villarreal		5/1/2021	Vista Food Pantry	
Lori Villarreal		3/1/2021	Vista Food Pantry	
Lori Villarreal		4/1/2021	General NVC Scholarship	
Lori Villarreal		5/1/2021	General NVC Scholarship	
Lori Villarreal		3/1/2021	General NVC Scholarship	
Velda Villarreal		5/1/2021	DREAMers Scholarship	
Velda Villarreal		3/1/2021	DREAMers Scholarship	
Velda Villarreal		4/1/2021	DREAMers Scholarship	
Rebecca Vincelette		3/23/2021	Jack Stone Award for New Music	
Firely V. Vincent		5/1/2021	Lynne Dean Endowed Scholarship	
Firely V. Vincent		5/1/2021	General NVC Scholarship	
Maynell Wackwitz		4/15/2021	Employee Benevolence Fund	Paula McKenna's parents
Maynell Wackwitz		5/17/2021	Employee Benevolence Fund	Paula McKenna's parents
Maynell Wackwitz		3/15/2021	Employee Benevolence Fund	Paula McKenna's parents
Maynell Wackwitz		3/1/2021	President's Unrestricted SAC	
Maynell Wackwitz		5/1/2021	President's Unrestricted SAC	
Maynell Wackwitz		4/1/2021	President's Unrestricted SAC	
Bryant Wageman		4/29/2021	General SAC Scholarship	
Dehlia A. Wallis		5/1/2021	SAC Psychology Department Endowed Scholarship	
Dehlia A. Wallis		3/1/2021	SAC Psychology Department Endowed Scholarship	
Dehlia A. Wallis		4/1/2021	SAC Psychology Department Endowed Scholarship	
Dehlia A. Wallis		5/1/2021	President's Unrestricted SAC	
Dehlia A. Wallis		4/1/2021	President's Unrestricted SAC	
Dehlia A. Wallis		3/1/2021	President's Unrestricted SAC	
Gregory A. Ward		3/1/2021	Dennis Gittinger Endowed Scholarship for Mathematics	
Gregory A. Ward		5/1/2021	Dennis Gittinger Endowed Scholarship for Mathematics	
Gregory A. Ward		4/1/2021	Dennis Gittinger Endowed Scholarship for Mathematics	
Michael D. Ward		3/1/2021	Vista Food Pantry	
Michael D. Ward		5/1/2021	Vista Food Pantry	
Michael D. Ward		4/1/2021	Vista Food Pantry	
Yolanda Y. Ward		4/1/2021	General SPC Scholarship	
Yolanda Y. Ward		5/1/2021	General SPC Scholarship	
Yolanda Y. Ward		3/1/2021	General SPC Scholarship	
Matthew D. Wells		4/1/2021	Kendra Ann Ward Music Endowed Scholarship	
Matthew D. Wells		5/1/2021	Kendra Ann Ward Music Endowed Scholarship	
Matthew D. Wells		3/1/2021	Kendra Ann Ward Music Endowed Scholarship	
WestEast Design Group, LLC		3/3/2021	Golf Tournament SPC	
Deborah D. Whitis		4/1/2021	Employee Benevolence Fund	
Deborah D. Whitis		5/1/2021	Employee Benevolence Fund	
Deborah D. Whitis		3/1/2021	Employee Benevolence Fund	
B. E. Wilke		5/8/2021	Annual Fund	Kenneth D. Hairgrove
Sara K. Wilkins		3/22/2021	Taylor & Ronda Chandler Math & Sciences Endowed Scholarship	Ronda M. Chandler, Taylor Chandler
Angela Williams		4/6/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Daniel F. Williams		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Daniel F. Williams		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Daniel F. Williams		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Daniel F. Williams		5/1/2021	SPC President's Student Aid Fund	
Daniel F. Williams		3/1/2021	SPC President's Student Aid Fund	
Daniel F. Williams		4/1/2021	SPC President's Student Aid Fund	
Donlee R. Wilson		4/6/2021	President's Unrestricted SPC	Donlee R. Wilson
Tomeka C. Wilson		4/1/2021	STEM SPC Scholarship	
Tomeka C. Wilson		5/1/2021	STEM SPC Scholarship	
Tomeka C. Wilson		3/1/2021	STEM SPC Scholarship	
Tomeka C. Wilson		4/1/2021	SPC President's Student Aid Fund	
Tomeka C. Wilson		5/1/2021	SPC President's Student Aid Fund	
Tomeka C. Wilson		3/1/2021	SPC President's Student Aid Fund	
Tomeka C. Wilson		4/6/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Mary A. Winden		5/11/2021	Mary Ann Winden Endowed Music Scholarship	
Wine.com LLC	Timothy Taylor	5/24/2021	President's Unrestricted SPC	
Julie A. Winkler		5/1/2021	SAC Student Support Fund	
Julie A. Winkler		3/1/2021	SAC Student Support Fund	
Julie A. Winkler		4/1/2021	SAC Student Support Fund	
Julie A. Winkler		5/1/2021	SAC Department of Foreign Language, Philosophy and Culture Program Support	
Julie A. Winkler		3/1/2021	SAC Department of Foreign Language, Philosophy and Culture Program Support	
Julie A. Winkler		4/1/2021	SAC Department of Foreign Language, Philosophy and Culture Program Support	
Julie A. Winkler		3/1/2021	President's Unrestricted SAC	
Julie A. Winkler		4/1/2021	President's Unrestricted SAC	

Donor Name	Soft Credit Donor Name	Gift Date	Fund Description	Honor/Memorial Name
Julie A. Winkler		5/1/2021	President's Unrestricted SAC	
Cecelia J. Winn-Gardon		4/23/2021	Cecil Winn Endowed Scholarship	Cecil Winn
Darren L. Wood		4/1/2021	AlamoPROMISE Scholarship	
Darren L. Wood		5/1/2021	AlamoPROMISE Scholarship	
Darren L. Wood		3/1/2021	AlamoPROMISE Scholarship	
Darrell R. Woody		5/1/2021	President's Unrestricted SAC	
Darrell R. Woody		4/1/2021	President's Unrestricted SAC	
Darrell R. Woody		3/1/2021	President's Unrestricted SAC	
Argentina R. Wortham		5/1/2021	President's Unrestricted NLC	
Argentina R. Wortham		3/1/2021	President's Unrestricted NLC	
Argentina R. Wortham		4/1/2021	President's Unrestricted NLC	
Nina B. Wright		5/3/2021	Employee Benevolence Fund	
Nina B. Wright		3/1/2021	Employee Benevolence Fund	
Nina B. Wright		4/1/2021	Employee Benevolence Fund	
Kristi R. Wyatt		5/1/2021	General Foundation Scholarship Fund	
Kristi R. Wyatt		4/1/2021	General Foundation Scholarship Fund	
Kristi R. Wyatt		3/1/2021	General Foundation Scholarship Fund	
Kristi R. Wyatt		5/1/2021	Annual Fund	
Kristi R. Wyatt		4/1/2021	Annual Fund	
Kristi R. Wyatt		3/1/2021	Annual Fund	
Kristi R. Wyatt		3/1/2021	AlamoPROMISE Scholarship	
Kristi R. Wyatt		4/1/2021	AlamoPROMISE Scholarship	
Kristi R. Wyatt		5/1/2021	AlamoPROMISE Scholarship	
Bibiana Yanes		4/1/2021	General SPC Scholarship	
Bibiana Yanes		3/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Bibiana Yanes		4/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Bibiana Yanes		5/1/2021	Dr. Adena Williams Loston Presidential Scholarship Corpus	
Bibiana Yanes		5/1/2021	General SPC Scholarship	
Bibiana Yanes		3/1/2021	General SPC Scholarship	
Erlinda Ybarra		4/1/2021	DREAMers Scholarship	
Erlinda Ybarra		5/1/2021	DREAMers Scholarship	
Erlinda Ybarra		3/1/2021	DREAMers Scholarship	
Sylvia D. Ybarra		4/1/2021	SAC Student Support Fund	
Sylvia D. Ybarra		3/1/2021	SAC Student Support Fund	
Sylvia D. Ybarra		5/1/2021	SAC Student Support Fund	
Sylvia D. Ybarra		5/1/2021	President's Unrestricted SAC	
Sylvia D. Ybarra		4/1/2021	President's Unrestricted SAC	
Sylvia D. Ybarra		3/1/2021	President's Unrestricted SAC	
Julian Yepez		4/28/2021	General SPC Scholarship	
Irene W. Young		3/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Irene W. Young		5/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Irene W. Young		4/1/2021	Artemisia Bowden Memorial Endowed Scholarship	
Irene W. Young		4/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Irene W. Young		5/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Irene W. Young		3/1/2021	Safe S.P.A.C.E. (Supporting People through Advocacy, Care and Equity)	
Robert O. Yowell		3/1/2021	Faculty Endowment Scholarship	
Robert O. Yowell		5/1/2021	Faculty Endowment Scholarship	
Robert O. Yowell		4/1/2021	Faculty Endowment Scholarship	
Cynthia Zamudio		3/1/2021	MAS Scholarship	
Cynthia Zamudio		5/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Cynthia Zamudio		3/1/2021	Vista Food Pantry	
Cynthia Zamudio		4/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Cynthia Zamudio		3/1/2021	Beverly Evans Memorial NVC Student Live Scholarship	
Cynthia Zamudio		3/1/2021	NVC Arts	
Cynthia Zamudio		5/1/2021	NVC Arts	
Cynthia Zamudio		4/1/2021	MAS Scholarship	
Cynthia Zamudio		5/1/2021	MAS Scholarship	
Cynthia Zamudio		4/1/2021	NVC Arts	
Cynthia Zamudio		4/1/2021	Vista Food Pantry	
Cynthia Zamudio		5/1/2021	Vista Food Pantry	
Cynthia Zamudio		3/1/2021	Lynne Dean Endowed Scholarship	
Cynthia Zamudio		5/1/2021	Lynne Dean Endowed Scholarship	
Cynthia Zamudio		4/1/2021	Lynne Dean Endowed Scholarship	
Grace A. Zapata		4/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Grace A. Zapata		5/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Grace A. Zapata		3/1/2021	St. Philip's College Nursing Education Department Faculty Memoriam Scholarship	
Grace A. Zapata		4/6/2021	President's Unrestricted SPC	
Grace A. Zapata		5/1/2021	Community of Automotive Professionals	
Grace A. Zapata		4/1/2021	Community of Automotive Professionals	
Grace A. Zapata		3/1/2021	Community of Automotive Professionals	
Grace A. Zapata		5/1/2021	Financial Literacy Program	
Grace A. Zapata		3/1/2021	Financial Literacy Program	
Grace A. Zapata		4/1/2021	Financial Literacy Program	
Robert E. Zeigler		5/31/2021	Annual Fund	
Robert E. Zeigler		4/25/2021	Scobee Education Center Programs	Kenneth D. Hairarove
Todd Zeigler		4/28/2021	Scobee Education Center Programs	Kenneth D. Hairarove
Cuihua Zhang		4/1/2021	Faculty Endowment Scholarship	
Cuihua Zhang		3/1/2021	Faculty Endowment Scholarship	
Cuihua Zhang		5/1/2021	Faculty Endowment Scholarship	

TOTAL $15,993,262.20

ALAMO COLLEGES DISTRICT

OFFICE OF INSTITUTIONAL ADVANCEMENT & ALAMO COLLEGES FOUNDATION
Gifts In-Kind
Received by the District
July 27, 2021 BOARD REPORT

Donor	Gift In-Kind Description	Gifts In-Kind Value
H-E-B	Gift Cards	$5,000.00
Nina Wright	HP Computer Monitor	$299.00
Bob Kelley	Light Blue Celestial Sphere	$79.95
Bob Kelley	Moon Map Globe	$86.00
Bob Kelley	Light up 3D Moon	$39.95
Bob Kelley	3D Model of Astronauts (3)	$66.00
Bob Kelley	Explore Scientific Telescope	$5,499.99
Bob Kelley	Losmandy G-11 Mount + Gemini II System	$3,395.00
Bob Kelley	Explore Scientific Two Speed Focus Knob	$71.99
Bob Kelley	2 Inch Mirror Diagonal for Refractor	$79.99
Bob Kelley	AstroTrac Autoguiding Tracking Mount	$2,079.00
Bob Kelley	Orion Eon Refractor Telescope	$1,299.99
Bob Kelley	Orion Sirius Computerized Go-To Mount EQ-G	$1,099.99
Bob Kelley	40 mm Eyepiece - Sirius Plossl	$44.99
Bob Kelley	Miller Planisphere (8)	$111.60
Bob Kelley	Optical Craftsmen Telescope	$487.00
Bob Kelley	Random 6 in Telescope	$1,439.00
Bob Kelley	Solar Filters (4)	$59.00
Bob Kelley	William Optics 81 APO Refraction Telescope	$999.00
Bob Kelley	Orion 80mm ED Refractor	$1,649.00
Bob Kelley	Orion Shorty Barlow Lens	$39.99
Bob Kelley	Orion Deluxe Filter Set	$119.99
Bob Kelley	25mm, 17 mm, and 10 mm Sirius Plossl	$99.99
Bob Kelley	7.5 mm Sirius Plossl	$34.99
Bob Kelley	6.3 mm Sirius Plossl	$34.99
Bob Kelley	Orion 2 Inch Extension Tube	$24.99
Bob Kelley	Star Laser Twilight Projector	$84.99
Bob Kelley	Large Moon light	$50.00
Bob Kelley	Small Reflecting Telescope	$25.00
Bob Kelley	Telrad Spotting Scope	$36.00
	TOTALS	**$24,438.36**

ALAMO COLLEGES DISTRICT

OFFICE OF INSTITUTIONAL ADVANCEMENT & ALAMO COLLEGES FOUNDATION
March - May 2021
SUMMARY FINANCIAL REPORT
July 27, 2021 BOARD REPORT

Alamo Colleges Foundation, Inc.
Schedule of Support, Revenues and Expenses
For the Period Ended
March 31, 2021

	Net Assets without Donor Restrictions (Unrestr)		Net Assets With Donor Restrictions						Total	
			Non-Endowed (Temp Restr)		TRestr Tied to Endowed		Endowed Funds (Perm Restr)			
	Month	YTD	Month	YTD	Month	YTD	Month	YTD	Month	YTD
Revenues:										
Donations	2,128.26	17,059.58	575,402.11	1,049,254.84			55,283.35	155,443.41	632,813.72	1,221,757.83
Funds from ACCD										
Other Income									-	-
Interest and Dividends*	41.25	119.76			74,636.10	69,438.28			74,677.35	69,558.04
Alamo Colleges PR Contributions										
Net Assets Released from Restricted									-	-
Subtotal Revenues	2,169.51	17,179.34	575,402.11	1,049,254.84	74,636.10	69,438.28	55,283.35	155,443.41	707,491.07	1,291,315.87
Gifts - Non Cash										
Total Revenues & Gifts Non Cash	2,169.51	17,179.34	575,402.11	1,049,254.84	74,636.10	69,438.28	55,283.35	155,443.41	707,491.07	1,291,315.87
Expenses	4,363.82	(827.82)	(742,327.72)	826,679.75	205,948.73	259,674.26	916.51	916.51	(531,098.66)	1,086,442.70
Transfers	-	(12,500.00)	26,500.00	315,132.47	(26,500.00)	(307,632.47)	-	5,000.00	-	-
Realized/Unrealized gains (losses)	-	-	-	-	590,117.59	1,214,244.54		-	590,117.59	1,214,244.54
Net Surplus/(Deficit)	(2,194.31)	5,507.16	1,344,229.83	537,707.56	432,304.96	716,376.09	54,366.84	159,526.90	1,828,707.32	1,419,117.71
Net Assets beginning of period	146,120.91	138,419.44	26,936,111.40	27,742,633.67	9,458,712.12	9,174,640.99	20,386,864.00	20,281,703.94	56,927,808.43	57,337,398.04
Net Assets at end of period	143,926.60	143,926.60	28,280,341.23	28,280,341.23	9,891,017.08	9,891,017.08	20,441,230.84	20,441,230.84	58,756,515.75	58,756,515.75

Notes

Net Assets without Donor Restriction (Unrestricted) = not connected with an endowment.
Net Assets with Donor Restrictions, Non-Endowed (Temporarily Restricted) = Available for Spending.
Net Assets with Donor Restrictions Endowed (Permanently Restricted) = Can never be spent.
Unrealized Gains=Mkt increases over the initial cost of investment. Realized when security is sold.
Monthly financial statement prepared by Alamo Colleges District Finance Office.

FUND BALANCE TREND	12/31/2020	12/31/2019	12/31/2018	12/31/2017	12/31/2016	12/31/2015	12/31/2014	12/31/2013	12/31/2012	12/31/2011
Net Assets without Donor Restr (Unrestricted)	138,419.44	149,977.07	98,103.66	67,941.69	16,718.26	529,890.70	234,029.28	119,758.06	91,714.28	91,542.46
Net Assets w/Donor Restrictions Non-Endowed (Temp Restr)	27,742,633.67	4,975,295.10	4,093,550.09	3,620,377.85	6,397,320.16	5,586,007.58	6,632,301.44	3,875,721.09	3,382,609.17	2,744,566.51
Net Assets w/Donor Restrictions Non-Endwd Tied to Endowed (Temp Restr)	6,228,998.38	3,036,018.63	5,030,887.21	3,076,441.20						
Endowed Funds (Permanently Restricted)	20,281,703.94	18,926,008.86	18,296,735.75	17,352,580.77	16,459,361.30	13,805,433.36	13,431,659.93	12,267,711.48	11,574,473.53	10,405,600.60
Realized/Unrealized gains (losses)	2,945,642.61	3,741,890.31	(1,633,069.72)	2,510,880.49	807,898.49	(703,480.22)	233,387.53	1,776,115.11	366,084.74	(474,263.50)
Total Funds	$ 57,337,398.04	$ 30,829,189.97	$ 25,886,206.99	$ 26,628,222.00	$ 23,681,298.21	$ 19,217,851.42	$ 20,531,378.18	$ 18,039,305.74	$ 15,414,881.72	$ 12,767,446.07
Net Profit/(Loss)	$ 26,508,208.07	$ 4,942,982.98	$ (742,015.01)	$ 2,946,923.79	$ 4,463,446.79	$ (1,313,526.76)	$ 2,492,072.44	$ 2,624,424.02	$ 2,647,435.65	$ 2,131,697.87

FUND BALANCE TREND	12/31/2010	12/31/2009
Net Assets without Donor Restr (Unrestricted)	103,902.09	104,578.84
Net Assets w/Donor Restrictions Non-Endowed (Temp Restr)	2,530,063.08	1,994,094.48
Net Assets w/Donor Restrictions Non-Endwd Tied to Endowed (Temp Restr)		
Endowed Funds (Permanently Restricted)	9,695,681.21	8,766,099.06
Realized/Unrealized gains (losses)	(47,331.10)	(229,024.18)
Total Funds	$ 12,282,315.28	$ 10,635,748.20
Net Profit/(Loss)	$ 1,646,567.08	$ 3,966,864.20

Alamo Colleges Foundation, Inc.
Schedule of Support, Revenues and Expenses
For the Period Ended
April 30, 2021

	Net Assets without Donor Restrictions (Unrestr)		Net Assets With Donor Restrictions						Total	
			Non-Endowed (Temp Restr)		TRestr Tied to Endowed		Endowed Funds (Perm Restr)			
	Month	YTD	Month	YTD	Month	YTD	Month	YTD	Month	YTD
Revenues:										
Donations	19,999.92	37,059.50	88,033.87	1,137,288.71	500.00	500.00	15,526.51	170,969.92	124,060.30	1,345,818.13
Funds from ACCD										
Other Income									-	-
Interest and Dividends*	39.92	159.68	1,797.23	1,797.23	52,998.75	122,437.03			54,835.90	124,393.94
Alamo Colleges PR Contributions										
Net Assets Released from Restricted									-	-
Subtotal Revenues	20,039.84	37,219.18	89,831.10	1,139,085.94	53,498.75	122,937.03	15,526.51	170,969.92	178,896.20	1,470,212.07
Gifts - Non Cash										
Total Revenues & Gifts Non Cash	20,039.84	37,219.18	89,831.10	1,139,085.94	53,498.75	122,937.03	15,526.51	170,969.92	178,896.20	1,470,212.07
Expenses	63,656.98	62,829.16	214,194.38	1,040,874.13	27,324.91	286,999.17	(916.51)	-	304,259.76	1,390,702.46
Transfers	(716.82)	(13,216.82)	191,982.33	507,114.80	(193,265.52)	(500,897.99)	2,000.01	7,000.01	-	-
Realized/Unrealized gains (losses)	-	-	159,095.34	159,095.34	958,044.86	2,172,289.40		-	1,117,140.20	2,331,384.74
Net Surplus/(Deficit)	(44,333.96)	(38,826.80)	226,714.39	764,421.95	790,953.18	1,507,329.27	18,443.03	177,969.93	991,776.64	2,410,894.35
Net Assets beginning of period	143,926.60	138,419.44	28,280,341.23	27,742,633.67	9,891,017.08	9,174,640.99	20,441,230.84	20,281,703.94	58,756,515.75	57,337,398.04
Net Assets at end of period	99,592.64	99,592.64	28,507,055.62	28,507,055.62	10,681,970.26	10,681,970.26	20,459,673.87	20,459,673.87	59,748,292.39	59,748,292.39

Notes

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Net Assets with Donor Restrictions, Non-Endowed (Temporarily Restricted) = Available for Spending.
Net Assets with Donor Restrictions Endowed (Permanently Restricted) = Can never be spent.

Unrealized Gains=Mkt increases over the initial cost of investment. Realized when security is sold.
Monthly financial statement prepared by Alamo Colleges District Finance Office.

FUND BALANCE TREND	12/31/2020	12/31/2019	12/31/2018	12/31/2017	12/31/2016	12/31/2015	12/31/2014	12/31/2013	12/31/2012	12/31/2011
Net Assets without Donor Restr (Unrestricted)	138,419.44	149,977.07	98,103.66	67,941.69	16,718.26	529,890.70	234,029.28	119,758.06	91,714.28	91,542.46
Net Assets w/Donor Restrictions Non-Endowed (Temp Restr)	27,742,633.67	4,975,295.10	4,093,550.09	3,620,377.85	6,397,320.16	5,586,007.58	6,632,301.44	3,875,721.09	3,382,609.17	2,744,566.51
Net Assets w/Donor Restrictions Non-Endwd Tied to Endowed (Temp Restr)	6,228,998.38	3,036,018.63	5,030,887.21	3,076,441.20						
Endowed Funds (Permanently Restricted)	20,281,703.94	18,926,008.86	18,296,735.75	17,352,580.77	16,459,361.30	13,805,433.36	13,431,659.93	12,267,711.48	11,574,473.53	10,405,600.60
Realized/Unrealized gains (losses)	2,945,642.61	3,741,890.31	(1,633,069.72)	2,510,880.49	807,898.49	(703,480.22)	233,387.53	1,776,115.11	366,084.74	(474,263.50)
Total Funds	$ 57,337,398.04	$ 30,829,189.97	$ 25,886,206.99	$ 26,628,222.00	$ 23,681,298.21	$ 19,217,851.42	$ 20,531,378.18	$ 18,039,305.74	$ 15,414,881.72	$ 12,767,446.07
Net Profit/(Loss)	$ 26,508,208.07	$ 4,942,982.98	$ (742,015.01)	$ 2,946,923.79	$ 4,463,446.79	$ (1,313,526.76)	$ 2,492,072.44	$ 2,624,424.02	$ 2,647,435.65	$ 2,131,697.87

FUND BALANCE TREND	12/31/2010	12/31/2009
Net Assets without Donor Restr (Unrestricted)	103,902.09	104,578.84
Net Assets w/Donor Restrictions Non-Endowed (Temp Restr)	2,530,063.08	1,994,094.48
Net Assets w/Donor Restrictions Non-Endwd Tied to Endowed (Temp Restr)		
Endowed Funds (Permanently Restricted)	9,695,681.21	8,766,099.06
Realized/Unrealized gains (losses)	(47,331.10)	(229,024.18)
Total Funds	$ 12,282,315.28	$ 10,635,748.20
Net Profit/(Loss)	$ 1,646,567.08	$ 3,966,864.20

Alamo Colleges Foundation, Inc.
Schedule of Support, Revenues and Expenses
For the Period Ended
May 31, 2021

	Net Assets without Donor Restrictions (Unrestr)		Net Assets With Donor Restrictions						Total	
			Non-Endowed (Temp Restr)		TRestr Tied to Endowed		Endowed Funds (Perm Restr)			
	Month	YTD	Month	YTD	Month	YTD	Month	YTD	Month	YTD
Revenues:										
Donations	3,013.96	40,073.46	15,163,463.19	16,300,751.90	-	500.00	69,911.03	240,880.95	15,236,388.18	16,582,206.31
Funds from ACCD										
Other Income									-	-
Interest and Dividends*	50.90	210.58	7,840.33	9,637.56	39,408.01	161,845.04			47,299.24	171,693.18
Alamo Colleges PR Contributions										
Net Assets Released from Restricted									-	-
Subtotal Revenues	3,064.86	40,284.04	15,171,303.52	16,310,389.46	39,408.01	162,345.04	69,911.03	240,880.95	15,283,687.42	16,753,899.49
Gifts - Non Cash										
Total Revenues & Gifts Non Cash	3,064.86	40,284.04	15,171,303.52	16,310,389.46	39,408.01	162,345.04	69,911.03	240,880.95	15,283,687.42	16,753,899.49
Expenses	2,468.39	65,297.55	97,504.22	1,138,378.35	41,652.61	328,651.78	-	-	141,625.22	1,532,327.68
Transfers	(25,000.00)	(38,216.82)	(10,000.00)	497,114.80	-	(500,897.99)	35,000.00	42,000.01	-	-
Realized/Unrealized gains (losses)	-	-	75,138.00	234,233.34	192,497.77	2,364,787.17		-	267,635.77	2,599,020.51
Net Surplus/(Deficit)	(24,403.53)	(63,230.33)	15,138,937.30	15,903,359.25	190,253.17	1,697,582.44	104,911.03	282,880.96	15,409,697.97	17,820,592.32
Net Assets beginning of period	99,592.64	138,419.44	28,507,055.62	27,742,633.67	10,681,970.26	9,174,640.99	20,459,673.87	20,281,703.94	59,748,292.39	57,337,398.04
Net Assets at end of period	75,189.11	75,189.11	43,645,992.92	43,645,992.92	10,872,223.43	10,872,223.43	20,564,584.90	20,564,584.90	75,157,990.36	75,157,990.36

Notes

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Monthly financial statement prepared by Alamo Colleges District Finance Office.

FUND BALANCE TREND	12/31/2020	12/31/2019	12/31/2018	12/31/2017	12/31/2016	12/31/2015	12/31/2014	12/31/2013	12/31/2012	12/31/2011
Net Assets without Donor Restr (Unrestricted)	138,419.44	149,977.07	98,103.66	67,941.69	16,718.26	529,890.70	234,029.28	119,758.06	91,714.28	91,542.46
Net Assets w/Donor Restrictions Non-Endowed (Temp Restr)	27,742,633.67	4,975,295.10	4,093,550.09	3,620,377.85	6,397,320.16	5,586,007.58	6,632,301.44	3,875,721.09	3,382,609.17	2,744,566.51
Net Assets w/Donor Restrictions Non-Endwd Tied to Endowed (Temp Restr)	6,228,998.38	3,036,018.63	5,030,887.21	3,076,441.20						
Endowed Funds (Permanently Restricted)	20,281,703.94	18,926,008.86	18,296,735.75	17,352,580.77	16,459,361.30	13,805,433.36	13,431,659.93	12,267,711.48	11,574,473.53	10,405,600.60
Realized/Unrealized gains (losses)	2,945,642.61	3,741,890.31	(1,633,069.72)	2,510,880.49	807,898.49	(703,480.22)	233,387.53	1,776,115.11	366,084.74	(474,263.50)
Total Funds	$ 57,337,398.04	$ 30,829,189.97	$ 25,886,206.99	$ 26,628,222.00	$ 23,681,298.21	$ 19,217,851.42	$ 20,531,378.18	$ 18,039,305.74	$ 15,414,881.72	$ 12,767,446.07
Net Profit/(Loss)	$ 26,508,208.07	$ 4,942,982.98	$ (742,015.01)	$ 2,946,923.79	$ 4,463,446.79	$ (1,313,526.76)	$ 2,492,072.44	$ 2,624,424.02	$ 2,647,435.65	$ 2,131,697.87

FUND BALANCE TREND	12/31/2010	12/31/2009
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Net Assets w/Donor Restrictions Non-Endwd Tied to Endowed (Temp Restr)		
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Total Funds	$ 12,282,315.28	$ 10,635,748.20
Net Profit/(Loss)	$ 1,646,567.08	$ 3,966,864.20

ALAMO COLLEGES DISTRICT

POLICE DEPARTMENT

2222 N. Alamo
San Antonio, TX 78215
(210) 485 - 0099 Dispatch
(210) 485 - 0095 Fax

MEMORANDUM

TO: Dr. Mike Flores, Chancellor
Alamo Colleges District

THRU: Dr. Diane Snyder, Vice Chancellor – Finance & Administration
Alamo Colleges District

FROM: Derek Fuller, Chief of Public Safety
Alamo Colleges District Police Department

Digitally signed by Derek A. Fuller
Date: 2021.07.06 15:48:01 -05'00'

DATE: July 01, 2021

SUBJECT: ***MONTHLY ACTIVITY REPORT***

Attached pleased find the Alamo Colleges District Police Department's Monthly CLERY Act activity report through June, 2021 and yearly totals summary page. Please note that the report reflects new CLERY reporting activity categories enacted in 2008 and required beginning in 2009 when a bias motivation is present, including the Theft / Larceny category which was not part of the previous CLERY reporting requirement however was previously included for informational purposes. None were motivated by bias or hate. The CLERY Act was amended in 2011, effective for reporting year 2011, to include reports received for Simple Assault that are motivated by bias or hate. Simple Assaults are included in this report for information purposes however none were motivated by bias or hate. The CLERY Act was amended in 2014 as per VAWA and Campus SaVE Acts, effective 2015 to include reports of Domestic Violence, Dating Violence and Stalking.

Burglary of motor vehicle is considered a theft from a vehicle under Uniform Crime Reporting definitions and therefore is included in the Theft category for CLERY purposes. For CLERY reporting purposes the Theft / Larceny category includes all thefts and burglary of motor vehicle reports made to the Alamo Colleges District Police Department and is reported as one total when reported to the Department of Education and published by the Department in its annual report. They have however been separated for this report.

Theft totals listed on this report includes all thefts of district property and personal property belonging to students, faculty and staff reported to the Alamo Colleges District Police Department.

ALAMO COLLEGES POLICE DEPARTMENT

MONTHLY 2021 CLERY ACT ACTIVITY REPORT

CLERY ACT CATEGORY	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Murder / Non - Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses / Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses / Non-Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	1	0	0	0	0	0	0	0	0	1
Simple Assault	0	0	1	0	0	1	0	0	0	0	0	0	2
Intimidation	0	0	0	1	0	0	0	0	0	0	0	0	1
Vandalism	0	2	2	4	4	2	0	0	0	0	0	0	14
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0
Theft - Larceny	1	1	2	1	0	1	0	0	0	0	0	0	6
Burglary of Vehicle	0	0	0	2	0	1	0	0	0	0	0	0	3
Motor Vehicle Theft	0	1	0	0	0	0	0	0	0	0	0	0	1
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0
Arrest Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline Illegal Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0
Arrest Drug Law Violations	0	1	1	2	1	5	0	0	0	0	0	0	10
Discipline Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0
Arrest Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes Race / Gender	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes Religion / Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes Ethnicity / Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	1	0	0	0	0	0	0	0	0	0	1
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0

The CLERY Act was amended in 2008, effective for reporting year 2009, to include reports received for Burglary, Theft including Burglary of Vehicle that are motivated by bias or hate. The CLERY Act was amended in 2011, effective for reporting year 2011, to include reports received for Simple Assault that are motivated by bias or hate. The CLERY Act was amended in 2014 as per VAWA and Campus SaVE Acts, effective 2015 to include reports of Domestic Violence, Dating Violence and Stalking.

None of the activity reflected on this report were bias motivated but are provided for informational purposes.

Significant Activity in June:

*The below reports include arrests by being booked into 201 N. Comal (The Justice Intake Assessment Annex), by being issued a citation (other than traffic), or by being detained and released with the possible pending charges being filed with the Bexar County District Attorney's Office.

1) SAC (#065409 Assault on a Public Servant) On 06/07/2021 Officers were dispatched to the Moody Learning Center for a non-compliant student. Employee reported student who was using one of the computers did not want to provide information to whether he was a current student for check–in purposes. When Officers arrived, they attempted to speak with the male who refused to provide them information. They asked the student to leave if he did not want to provide information to which at this time began to be combative with Officers. Male was not a current student and was book at the Bexar County Adult Detention for assault on a public servant.

2) SAC (065447 Poss/Deliver Drug Paraphernalia) On 06/11/2021 while patrolling SAC, the Officer could see a male individual (non-student) walking with a clear syringe with an orange cap in the male's right hand. As the Officer approached the individual, the male dropped the syringe. The male was arrested and issued a citation for Possession of Drug Paraphernalia and released.

3) SAC (065450 Poss/Deliver Drug Paraphernalia) On 06/11/2021 while patrolling SAC; McAllister Fine Arts Center, the Officer observed an individual sitting under the exterior stairwell. As the Officer approached the male (non-student) he could smell the odor of burning marihuana. As the male stood up, he threw a small clear container with a white lid containing a small amount of a green leafy substance that appeared to be marihuana and a glass pipe under the stairs. Male was arrested and issued a citation for Possession of Drug Paraphernalia and released.

4) SAC (065451 Warrant/Felony) On 06/11/2021 while patrolling SAC, Officer observed a male individual (non-individual) come out from the bushes carrying bags. While conducting the investigation, dispatch provided a return to the Officer stating the male had an active warrant out of Mississippi for a parole violation. Male was booked at the Bexar County Adult Detention Center for the active Warrant.

5) SAC (065453 Poss/Deliver Drug Paraphernalia) On 06/12/2021 while patrolling SAC, Officer noticed a vehicle parked on the 5th floor of the Tobin Parking garage. Officer approached the vehicle and as the passenger rolled down the window he could smell the odor of burning marihuana coming from the vehicle. Officer detained the parties in the vehicle and later released the driver (non-student) with a citation for Possession of Drug Paraphernalia.

6) 065459 (065459 Public Intoxication/Poss of Controlled Substance) On 06/13/2021 while patrolling SAC, Officer was flagged down by two male individuals who were attending to a male who had passed out. The male individual (non-student) appeared to have been heavily intoxicated and could not stand up on his own and had slurred speech. While searching the male for identification,

Officer found a plastic baggie with a white powdery substance inside. The male was arrested and booked at the San Antonio Magistrate for Public Intoxication and issued an at large form.

7) SAC (065478 Wrong, Fictitious, Altered, Obscured License Plate) On 06/15/2021 while patrolling the Tobin Parking garage, Officer observed an individual operating a grey Challenger. The vehicle had been in a previous report for having Texas temporary tags that were reported to have been altered with an expiration of 07/15/2021. After contacting the individual driving the car, Officer had dispatch run the temporary tag in which dispatched informed the Officer the temporary tag expired 08/13/2020. Officer seized the temporary tag and issued the male a citation for Altering temporary tag.

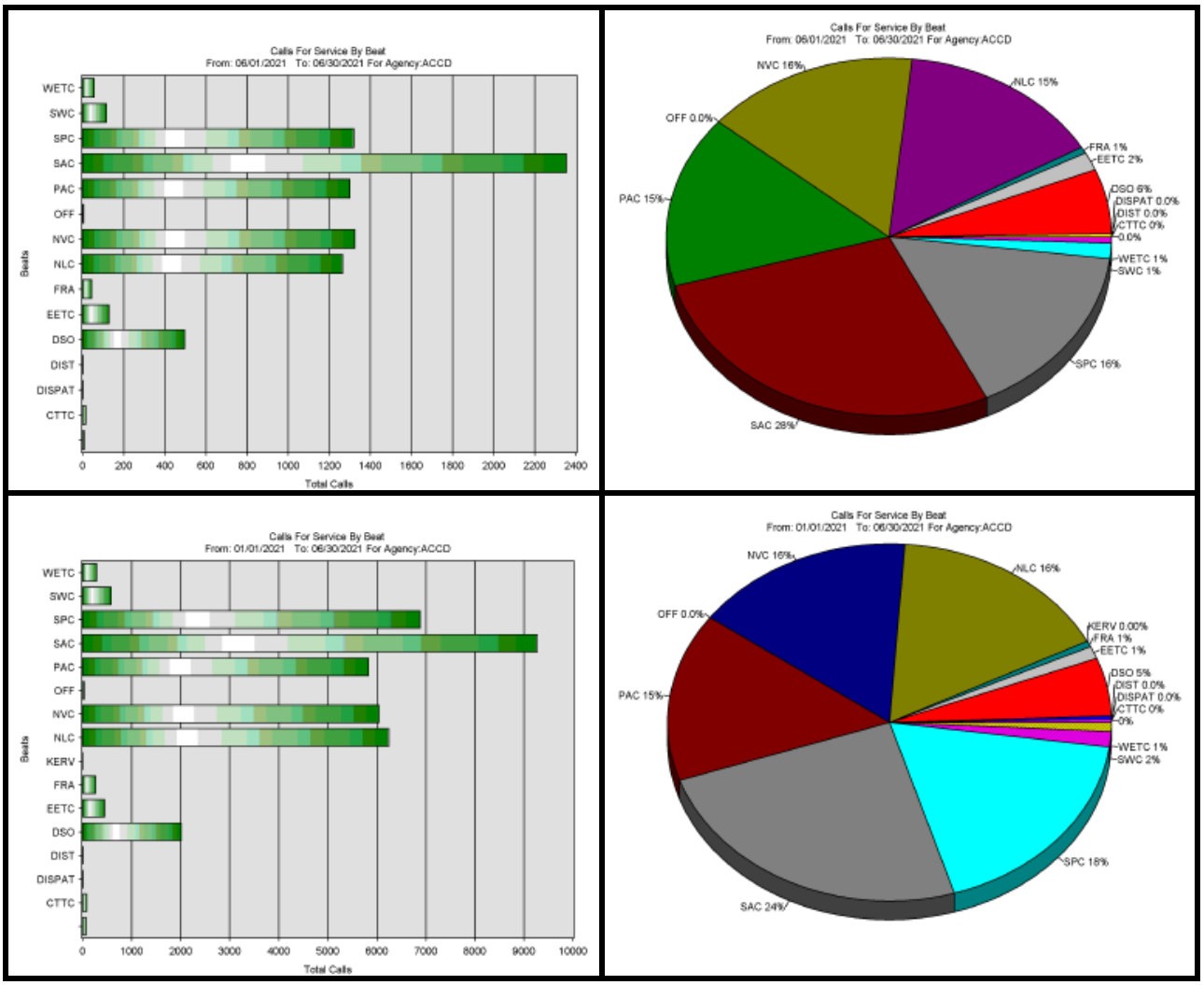
8) SAC (065538 Poss/Deliver Drug Paraphernalia) On 06/25/2021 while patrolling SAC, Officer observed a male individual (non-student) walk into the southwest stairwell of the Tobin Lofts Parking Garage. The Officer observed the male sit down in the stairwell and pull some objects from his pocket. He put a glass smoking pipe in his mouth and lit a red Bic lighter which he held under the smoking pipe. The male was detained and released with a citation for Drug Paraphernalia.

9) SAC (065565 Poss/Deliver Drug Paraphernalia) On 06/30/2021 Officer was dispatched for a male exposing his genitalia to female students on the first floor of the Gonzales building. When Officers contacted the male individual (non-student) and located in his left pant pocket a glass pipe containing black residue commonly used for methamphetamine. Male was arrested and released with a citation for Possession of Drug Paraphernalia.

SELECTED CLERY CRIMES	2020 TOTAL YEAR TO DATE	2021 TOTAL YEAR TO DATE	PCT Change	
Theft / Larceny	13	6	↓	54%
Burglary Vehicle	25	3	↓	88%
Burglary	14	0	↓	100%
Robbery	0	0	↔	EVEN
Motor Vehicle Theft	2	1	↓	50%
Drug Law Arrests	7	10	↑	43%

CRIME PREVENTION REMINDERS ISSUED	2020 TOTAL YEAR TO DATE	2021 TOTAL YEAR TO DATE	PCT Change	
	2169	2001	↓	8%

Calls For Service Data (Reporting Month & YTD)



Discussion and Possible Action on Approval of Federal College Work Study (FCWS) Report Through May 31, 2021.

Recommended for approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on Jul 27, 2021.

MINUTE ORDER
"The Alamo Colleges District Board of Trustees hereby approves the FCWS Report as presented."

PURPOSE
The following FCWS report is presented to the Board of Trustees for informational and approval purposes for July 27, 2021.

BACKGROUND

1. Comparison of Year-to-Date Actual FCWS/Expenditures versus prior year spend rate.
2. Due to COVID-19, placement timelines are longer than prior year but expect to catch up and fully expend.
3. Using Department of Education regulations, some FCWS funds were transferred to and spent in the Federal Supplemental Opportunity Grant Program and some were carried forward to be spent in award year 21-22.

IMPLICATIONS
Financial: None
Strategic Plans: Goal I-Student Success; and Goal III-Performance Excellence
Employee Services: None
Attachments: FCWS Report

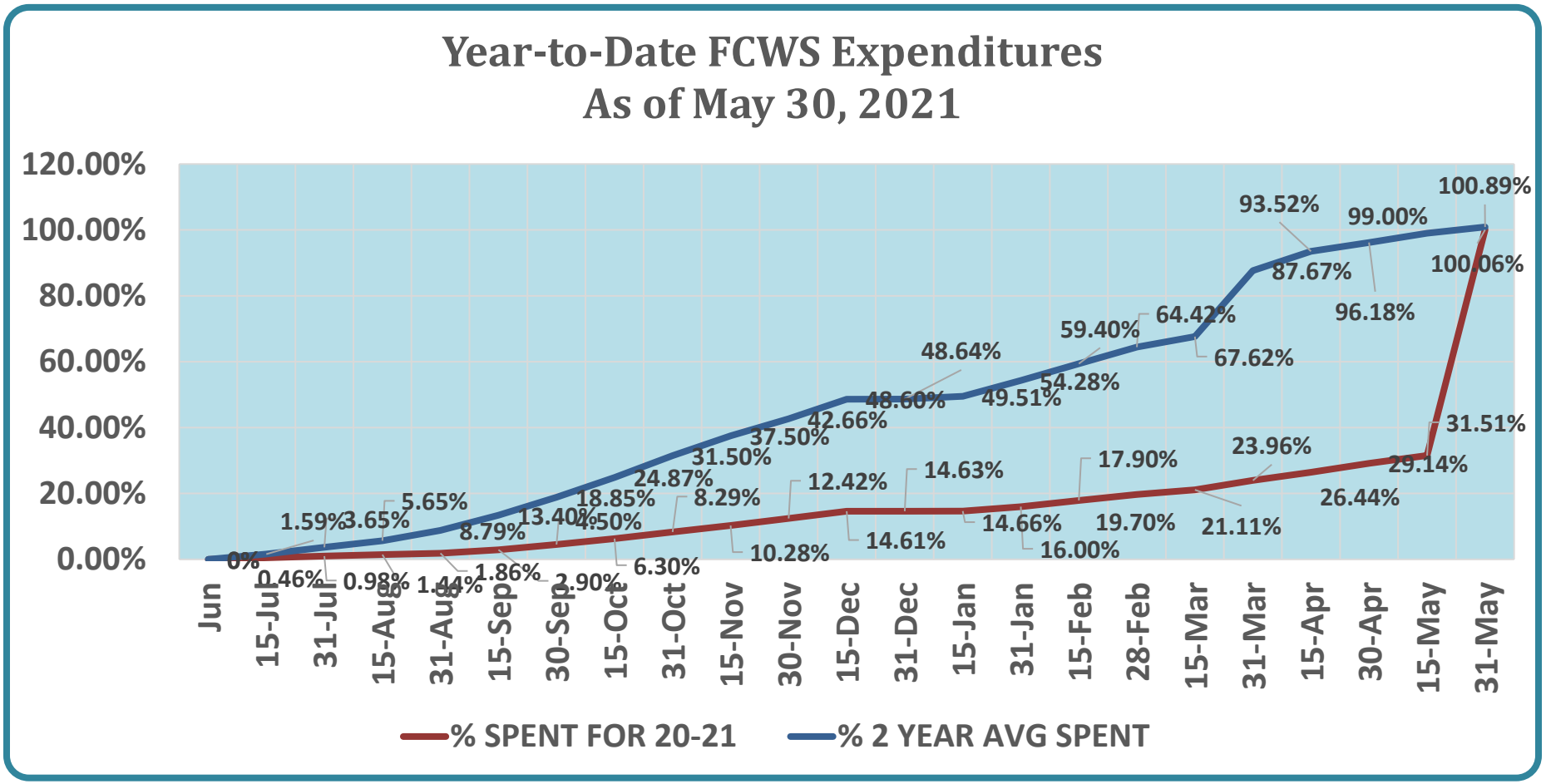
Dr. Harold Whitis
District Director of Student Financial Aid

Dr. Diane Snyder Digitally signed by Dr. Diane Snyder
Date: 2021.07.27 10:31:39 -05'00'

Diane E. Snyder, CPA, Ph.D.
Vice Chancellor for Finance & Administration

Dr. Mike Flores
Chancellor

ATTACHMENT 1



Year	Allocation	% Spent as of May 31st	$ Spent as of May 31st	# Students Working
2 Prior Year Average	$ 3,793,044.71	100.89%	$ 3,891,885.61	728
2020-2021	$ 3,610,610.00	100.06%	$ 3,612,889.54	217

Note: Due to COVID-19, placement timelines are longer than prior year but strategies are in place to fully expend all funds.

Discussion and Possible Action on Reaffirmation of Consent to a Potential Sale by Tobin Lofts, LLC and ACCD Public Facilities Corporation of the Tobin Lofts Project, Findings Relating to District Use of the Project and Approval of the Execution of a Parking Agreement Between the District and a Purchaser

Presented to the Board for approval on July 27, 2021.

MINUTE ORDER
"The Board of Trustees hereby reaffirms its consent to a potential sale by Tobin Lofts, LLC and ACCD Public Facilities Corporation of the Tobin Lofts project, declares the property interests owned by the College District in and under the Tobin Lofts project surplus, finds the property to be of no future use to the College District, finds that the property's future use as a mixed-use multi-family project not restricted to student housing will in no way interfere with the operations of San Antonio College, finds a public purpose in leasing the project to a purchaser and continuing an apartment project adjoining San Antonio College available to students and staff which qualifies as an affordable housing project for exemption from property tax, and re-affirms its approval of the execution of a compensated parking agreement between the District and a purchaser, substantially on terms discussed in Executive Session, and in form approved by District counsel."

PURPOSE
To consent to a potential sale by Tobin Lofts, LLC and ACCD Public Facilities Corporation of the Tobin Lofts project, to declare the property interests of the College District in and under the Tobin Lofts project surplus, and to approve the execution of a compensated parking agreement between the District and a purchaser**.**

BACKGROUND
The Tobin Lofts student housing and commercial mixed-use project at San Antonio College ("SAC") was approved by the Board in August, 2012 as a public-private partnership with a limited financial commitment and exposure by the District. The ACCD Public Facility Corporation ("PFC") was formed under Chapter 303 of the Texas Local Government Code with the District as sponsor, and the PFC formed Tobin Lofts, LLC ("LLC") as its wholly owned subsidiary. PFC purchased the land upon which the project is situated from the College District by promissory note and executed a deed of trust in favor of the College District as security. Pursuant to a development agreement with private apartment developer NRP Group, PFC ground leased land adjoining SAC to LLC and NRP constructed the project for LLC as its owner using debt financing. COVD exacerbated occupancy problems with the student housing as presently configured. NRP has advised that the cash flow deficits of the property are no longer sustainable and recommends, in lieu of returning the project to its lender, that it be sold to private ownership willing to invest to reconfigure the dwelling units with a requirement to qualify as affordable housing under the tax code. NRP has identified a buyer which has executed a purchase agreement with LLC containing contingencies, including the negotiation of mutually satisfactory ground lease amendments and restrictive covenants, and of a long-term parking agreement with the College District itself. The College District by minute order adopted May 18, 2021 consented to the commitments of LLC and PFC and an agreement to share SAC parking with the project on a long-term basis subject to certain approval parameters. This Board action is to reaffirm the prior actions, to potentially adjust approval parameters, and to declare as surplus of the interest of the College District to enable its lease as a mixed income multifamily residential project.

IMPLICATIONS
Financial: None
Employee Services: None
Strategic Plan: Student Success and Performance Excellence
ATTACHMENTS: None

Dr. Diane Snyder Digitally signed by Dr. Diane Snyder Date: 2021.07.27 13:11:47 -05'00'

Dr. Diane E. Snyder, CPA, Ph.D. Date
Vice Chancellor for Finance & Administration

Dr. Mike Flores Date
Chancellor