



Regular Board of Trustees Meeting, Wednesday, August 26, 2026

El Paso Community College
9050 Viscount Blvd, Boardroom A200
2026-08-26 16:30 - 2026-08-26 18:30 MDT

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1. General Functions

A REGULAR MEETING of the Board of Trustees of the El Paso County Community College District will be held on Wednesday, August 26, 2026 beginning at 4:30 p.m. This Regular meeting will be held at the Administrative Service Center located at 9050 Viscount Blvd; Board of Trustees Room - #A200, El Paso, TX 79925, and will be viewable through the EPCC YouTube channel refer to the link:
<https://www.youtube.com/user/goepcc>

1.1. CALL TO ORDER

1.2. ROLL CALL

1.3. EXECUTIVE & CLOSED SESSION

The Board of Trustees may conduct an executive or closed session pursuant to Chapter 551 of the Texas Government Code for one or more of the following reasons: (1) Consultation with its attorney to seek or receive legal advice or consultation regarding pending or contemplated litigation or for any purpose authorized by law; (2) discussion about the value or transfer of real property; (3) discussion about a prospective gift or donation; (4) consideration of specific personnel matters; (5) discussion about security, personnel or devices; or (6) discussion of certain economic development matters. The Board may also announce that it will go into executive session on any item listed on this agenda if the subject matter is permitted for a closed session by provisions of Chapter 551 of the Texas Government Code. Any vote regarding these items shall be taken in open session.

1.3.1. Hear oral argument regarding the proposed contract non-renewal of an employee in the Student and Enrollment Services Division, pursuant to Section 551.074 of the Texas Government Code.

1.3.2. Discussion with legal counsel regarding the proposed contract non-renewal of an employee in the Division of Student and Enrollment Services, pursuant to Section 551.074 of the Texas Government Code.

1.3.3. Discussion with legal counsel regarding proposed change(s) to employment contracts for the 2026-2027 Academic Year, pursuant to Section 551.074 of the Texas Government code.

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1.5. WELCOME to GUESTS & STAFF MEMBERS

1.6. OPEN FORUM

The El Paso Community College, TASB policies limit individual presentations for any individual to three minutes under TASB BDB (Local).

1.7. PRESENTATIONS by INDIVIDUALS, GROUPS, & ORGANIZATIONS

1.7.1. Dr. William Serrata, College President, will recognize individuals who have retired from El Paso Community College.
Retirees listed under Personnel section 3.3

1.7.2. Optional presentations will be made by the presidents of the Classified Staff Association, the Professional Staff Association, the Faculty Association, and the Student Government Association.

1.7.3. Mr. Rene D. Peña, CPA (principal shareholder) of Peña Briones McDaniel & Co. will present audit results regarding the Student Success Endowment Fund.

1.8. COMMUNICATIONS

1.8.1. Discussion and review regarding data, statistics, policies, and general information related to El Paso Community College by the Board of Trustees.

1.8.1.1. Mr. Fernando Flores, Vice President of Finance and Administration/CFO, will provide a presentation on the Fiscal Year 2026-2027 proposed budget.

1.9. BOARD of TRUSTEES BUSINESS

Action items

1.9.1. Discussion and action to approve a 2% salary adjustment to the salary tables and adjust employees below entry level salary.

1.9.2. Discussion and take possible action regarding the proposed contract non-renewal of an employee in the Student and Enrollment Services Division.

1.9.3. Discussion with legal counsel regarding proposed change(s) to employment contracts for the 2026-2027 Academic Year.

1.9.4. Discussion and possible action on a resolution appointing an Advisory Committee to assist the Board of Trustees on assessing the general education curriculum as required by SB37. The Advisory committee shall consider methods

for assessing general education curriculum component courses using the criteria outlined in the bill and make recommendations that will allow the board to certify compliance with SB37 by the deadline specified in the bill. Committee membership will be determined by recommendation by the college president and will be in compliance with options provided in SB37.

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No Action Required

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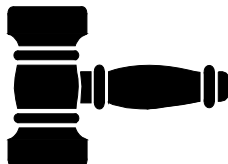
EL PASO COUNTY COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES MINUTES

May 27, 2026

REGULAR

**REGULAR
August 26, 2026
Exhibit 1.4**





Regular Board of Trustees Meeting Minutes
El Paso Community College
5/27/2026 4:30 PMMDT
@ 9050 Viscount Blvd, Boardroom A200

1. General Functions

A REGULAR MEETING of the Board of Trustees of the El Paso County Community College District will be held on Wednesday, May 27, 2026 beginning at 4:30 p.m. This Regular meeting will be held at the Administrative Service Center located at 9050 Viscount Blvd; Board of Trustees Room - #A200, El Paso, TX 79925, and will be viewable through the EPCC YouTube channel refer to the link:

<https://www.youtube.com/user/goepcc>

1.1. CALL TO ORDER

The meeting was called to order at 4:31 p.m. by Mr. Brian Haggerty, Board Chair. The Board of Trustees led guests in the Pledge of Allegiance.

1.2. ROLL CALL

Present:

**Mr. Brian Haggerty - Board Chair, Ms. Bonnie Najera - Board Vice Chair,
Dr. Carmen Graham - Board Secretary, Mrs. Belen Robles - Trustee, Mr. John
Uxer Jr. - Trustee**

Absent:

Mr. Jesus Mendez - Trustee, Mrs. Diana Y. Mooy - Trustee

1.3. EXECUTIVE & CLOSED SESSION

The Board of Trustees may conduct an executive or closed session pursuant to Chapter 551 of the Texas Government Code for one or more of the following reasons:

(1) Consultation with its attorney to seek or receive legal advice or consultation regarding pending or contemplated litigation or for any purpose authorized by law; (2) discussion about the value or transfer of real property; (3) discussion about a prospective gift or donation; (4) consideration of specific personnel matters; (5) discussion about security, personnel or devices; or (6) discussion of certain economic development matters. The Board may also announce that it will go into executive session on any item listed on this agenda if the subject matter is permitted for a closed session by provisions of Chapter 551 of the Texas Government Code. Any vote regarding these items shall be taken in open session.

1.3.1. Discussion with legal counsel regarding the outcome of the Rate 41 Group's intervention in the El Paso Electric Company's current Rate Case.

1.3.2. Discussion with legal counsel regarding Letter of Intent with City of El Paso regarding a proposed ground lease and development coordination for Cohen Sunset Amphitheatre, pursuant to Section 551.072 of the Texas Government Code.

- 1.3.3. Discussion with legal counsel regarding the development of a comprehensive digital presence for the Military Veterans' Museum of the Southwest, pursuant to Section 551.071 of the Texas Government Code.

1.4. APPROVAL of MINUTES

Action items

The minutes recorded in the agenda are a summary of the presentations and actions taken. Tape recorded minutes comprise the full official minutes.

- 1.4.1. February 25, 2026 Regular Board of Trustees meeting

 [Regular Minutes Board of Trustees Meeting February 25 2026 Minutes 051826.pdf](#)

Motion:

Dr. Graham moved to approve 1.4.1, 1.4.2, and 1.4.3, and Ms. Najera seconded. Ms. Najera abstained from voting on item 1.4.3. Motion passed.

- 1.4.2. March 30, 2026 Regular Board of Trustees meeting

 [Regular Minutes Board Meeting March 30 2026 051826.pdf](#)

Motion:

Motion passed.

- 1.4.3. April 22, 2026 Regular Board of Trustees meeting

 [Regular Minutes Board of Trustees April 22 2026 051826.pdf](#)

Motion:

Motion passed.

1.5. WELCOME to GUESTS & STAFF MEMBERS

Mr. Haggerty welcomed all guests to the meeting.

1.6. OPEN FORUM

The El Paso Community College, TASB policies limit individual presentations for any individual to three minutes under TASB BDB (Local).

1.7. PRESENTATIONS by INDIVIDUALS, GROUPS, & ORGANIZATIONS

- 1.7.1. Mr. Al Flores (veteran) will provide a brief presentation to introduce the Military Veterans' Museum of the Southwest.

Representatives of the Military Veterans Museum Committee of the Southwest presented a proposal to establish a military veterans

museum in the El Paso area and requested consideration for the use of College-owned property near the Northeast Campus and the All Glory flag site. The committee explained that the proposed museum would serve as an educational facility and repository dedicated to preserving the personal histories, memorabilia, service, and sacrifices of veterans throughout the region. The proposed facility is anticipated to be approximately 20,000 square feet, with the possibility of a multi-story design, and would focus on individual veterans and oral histories rather than military equipment. Committee representatives clarified that they were not requesting ownership of the land, but permission to construct and operate the museum on College property. They indicated that identifying a permanent location would allow the organization to further develop funding opportunities, community partnerships, facility plans, and a projected timeline, estimated at approximately five years.

During the discussion, Board members expressed support for the concept and discussed potential locations, parking and access requirements, architectural compatibility with the Northeast Campus, funding, ownership, operational responsibilities, and liability considerations. The Board requested that the committee develop a written proposal, including preliminary site plans, facility requirements, potential locations, funding considerations, and other details, for further review. Legal counsel noted that operational responsibilities and liability would ultimately be addressed through an agreement between the College and the museum organization. It was also clarified that no action could be taken because the item was posted for presentation only; the proposal could be brought back on a future agenda for discussion and possible action. Committee members, several of whom are military veterans, introduced themselves and shared their interest in preserving veterans' histories for future generations.

- 1.7.2. Dr. William Serrata, College President, will recognize individuals who have retired from El Paso Community College.**

Retirees listed under Personnel section 3.1

Dr. William Serrata recognized Ms. Debbi Farrelly for her 30 years of dedicated service to the college.

- 1.7.3. Optional presentations will be made by the presidents of the Classified Staff Association, the Professional Staff Association, the Faculty Association, and the Student Government Association.

Erick Gutierrez, Vice President of the Student Government Association (SGA) provided an update on recent accomplishments and upcoming activities, noting that SGA participation during the summer may fluctuate due to student academic and work commitments. The representative highlighted the annual SGA Banquet held on April 30, during which \$15,000 in scholarships were awarded to 20 students selected from 78 applicants. Student organizations were also recognized for their involvement, with the Student Veterans of America Association receiving first place and \$2,000, the Teen Survivor Club receiving second place and \$1,500, and the Music Society Club receiving third place and \$1,000. Additional awards recognized individual student leadership, service, and faculty mentorship. The representative also announced the induction of new SGA members and reported that SGA will have a full executive board for the upcoming term for the first time in several years. During the summer, SGA will focus on planning initiatives for the upcoming academic year, identifying opportunities to enhance the student learning environment, and preparing for its leadership retreat. The representative concluded by recognizing outgoing members and thanking the Board and College administration for their continued support of student leadership and SGA initiatives.

1.8. COMMUNICATIONS

- 1.8.1. Discussion and review regarding data, statistics, policies, and general information related to El Paso Community College by the Board of Trustees.

Dr. Rebecca Escamilla, Interim Vice President of Student and Enrollment Services, provided an overview of the College's Tejano Stay Strong initiative and services addressing students' basic needs and mental health. She highlighted the Tejano Mercado food pantry, Mercado on Wheels, Campus Closet, emergency aid of up to \$500 per calendar year for eligible unforeseen expenses, childcare assistance in partnership with the YWCA, Mental Health First Aid training, and the Employee Assistance Program. Dr. Escamilla reported continued growth in the use of Tejano Mercado services and discussed efforts to expand pantry locations across the district.

Dr. Paula Mitchell, Associate Vice President of Instruction and Student Success, presented information regarding the Behavioral Intervention Team (BIT) and Critical Incident Response Team (CIRT). She explained that BIT focuses on early identification and intervention for behaviors of concern and reported that the team had reviewed at least 31 cases during the semester, including classroom behavioral concerns, harassment referrals, suicidal ideation, grief, and other matters requiring coordination among College departments. She also discussed the role of CIRT in responding to traumatic events by providing debriefing, stabilization, stress reduction, and referrals for continued care when necessary. Ms. Carmen Castillo-Attar, EPCC Cares Coordinator, then provided an overview of EPCC Cares and its continued expansion since its initial implementation in 2023. She reported that the program now has clinical service providers available across College campuses and offers individual, couples, family, and group counseling, as well as telehealth services and community referrals. Ms. Castillo-Attar also highlighted the launch of TalkCampus, a confidential, free 24/7 peer-support application for students, and reported continued growth in students seeking mental health services, including an increase in crisis-related and suicidal ideation referrals.

1.9. BOARD of TRUSTEES BUSINESS

Action items

- 1.9.1. Discussion and take possible action to approve Letter of Intent with the City of El Paso regarding a proposed ground lease and development coordination for Cohen Sunset Amphitheatre.

Motion:

Ms. Najera moved to table and Dr. Graham seconded.

- 1.9.2. Discussion and take possible action regarding the development of a comprehensive digital presence for the Military Veterans' Museum of the Southwest.

Motion:

Motion moved by Ms. Najera and motion seconded by Dr. Graham.

Motion passed.

- 1.9.3. Discussion and take possible action regarding the upcoming Board of Trustees meeting dates for June, July, and August 2026.

Motion:

Dr. Graham moved to approve June 25, 2026, July 22, 2026, and August 26, 2026, and Ms. Najera seconded. Motion passed.

1.10. BOARD REPORTS

1.10.1. Treasurer's Reports

No Action Required

1.10.1.1. April 30, 2026 Financial Statements

 [April 30, 2026 Financial Statements.pdf](#)

1.10.2. President's Report

1.10.2.1. Dr. William Serrata, College President, will update the Board of Trustees and audience on recent events that have transpired at El Paso Community College.

Dr. William Serrata, College President, congratulated the inaugural cohort of the Opportunity High School Diploma Program, reporting that seven of the 30 students completed the high school diploma component while pursuing career and technical education credentials. He also recognized Dr. Penley, Ms. Rebecca Bell, and their team for receiving the Open Door Award from Minding College Minds at the Meadows Institute for the College's student-centered support efforts. Dr. Serrata highlighted EPCC's first interdisciplinary Student Symposium, which included 84 student presenters, 25 poster presentations, 13 oral presentations, and participation from more than 200 students. He further recognized English Professor Margie Nelson Rodriguez for her scholarly contributions as co-chair of a Modern Language Association committee and announced that EPCC received the 2026–2027 Gold Military Friendly School designation in the large community college category for its support of more than 3,000 service members, veterans, and their families.

Dr. Serrata also recognized the Surgical Technology Program for celebrating its 50th graduating class, with 13 students completing the program and 10 passing the Certified Surgical Technologist examination. He reported that the program received continuing accreditation through May 2036 with no areas of non-compliance identified. Dr. Serrata recognized

former EPCC educators and founding faculty members Dr. Diane and Mr. Daryl E. Troyer for their longstanding service and their \$113,200 contribution to establish the EPCC Foundation Stay Strong Student Emergency Fund Endowment, which subsequently grew to nearly \$175,000 and has provided emergency assistance to more than 25 students. He concluded by congratulating the Class of 2026, noting that 2,462 students earned associate degrees and certificates of completion and were recognized during the Spring 2026 commencement ceremonies at the UTEP Don Haskins Center. Dr. Serrata acknowledged the faculty, staff, Board of Trustees, Student and Enrollment Services team, and EMSP personnel who supported the commencement ceremonies and student success.

1.11. CONSENT DOCKET - NONE

2. ADMINISTRATION

Action items 2.1 and 2.2

2.1. DMAA TASB Abstract local revised Policy for 2nd reading and approval.

Action item

Resource Person: Julie Penley

 [2.1 DMAA Abstract Board Policy 2nd reading May26.docx](#)

 [2.1 DMAA two versions May26.pdf](#)

Motion:

Motion moved by Dr. Graham and motion seconded by Ms. Najera. Motion passed.

2.2. CAK local Appropriations and Revenue Sources abstract for 1st reading and approval.

Action item

Resource Person: Fernando Flores

 [2.2 CAK Abstract Investments Policy.docx](#)

 [2.2 CAK\(LOCAL\)-1st Reading.pdf](#)

Motion:

Motion moved by Dr. Graham and motion seconded by Ms. Najera. Motion passed.

- 2.3. BBC, BGC, CS, FB, FDA TASB Abstract local policies for 1st reading and comment only.

No Action Required

Resource Person: Julie Penley

 [2.3 ABSTRACT Board Policy 1st reading U51 Locals.docx](#)

 [2.3 Update51 Locals.pdf](#)

3. PERSONNEL

No Action Required on 3.1

Action required on 3.2

- 3.1. Information items - Institutionally, externally funded full-time staff and faculty appointments, extensions, resignations and retirements.

No action required

 [3.1 Institutionally, externally funded full-time staff appointments, extensions, resignations and retirements.pdf](#)

- 3.2. Faculty appointments and extensions

Action item

 [3.2 Faculty appointments and extensions.pdf](#)

Motion:

Motion moved by Dr. Graham and motion seconded by Ms. Najera. Motion passed.

4. FINANCIAL SERVICES

Action items

- 4.1. Discussion and action on the approval to contract with Computacenter United States Inc. for the upgrade of district-wide edge network infrastructure to include network firewalls, routers, and network switches across all campuses
in an amount not to exceed \$2,315,750.

Action item

Resource Person: Marco Fernandez

 [4.1 NTE \\$2,315,750 Abstract Edge Network switches MF JM.docx](#)

Motion:

Mr. Uxer moved to approve 4.1, 4.2, and 4.3. Motion passed.

- 4.2. Discussion and action to contract with various vendors for the purchase of IT infrastructure components and related services associated with the Valle Verde Campus Building A renovation in an amount not to exceed \$925,299.

Action item

Resource Person: Marco Fernandez

 [4.2 NTE \\$925,299 IT Infrastructure for VV Campus Building A Renovation .docx](#)

Motion:

Motion passed.

- 4.3. Discussion and action to contract with various vendors for the IT infrastructure supporting the relocation of offices and the Intermediate Distribution Frame (IDF) on the 4th floor of Building C at the VV Campus in an amount not to exceed \$612,489.

Action item

Resource Person: Marco Fernandez

 [4.3 NTE \\$612,489 VV Building C Fourth Floor jm DE MJ RG UPDATED.docx](#)

Motion:

Motion passed.

- 4.4. Discussion and action on the approval of contract awards for catering services for events districtwide in an amount not to exceed \$345,000 estimated annual aggregate.

Action item

Resource Person: Fernando Flores

 [4.4 NTE \\$345,000 Abstract RFP #26-004 District-Wide Catering Services .docx](#)

 [4.4 RFP #26-004 Analysis District-Wide Catering Services.pdf](#)

 [4.4 RFP #26-004 Evaluation Tabulation - Board Agenda.pdf](#)

 [4.4 RFP #26-004 Composite Score - Board Agenda.pdf](#)

Motion:

Motion moved by Ms. Najera and motion seconded by Dr. Graham. Motion passed.

- 4.5. Discussion and action to adopt the broker/dealer list for investments provided by Hilltop Securities Asset Management, LLC.

Action item

Resource Person: Fernando Flores

 [4.5 Investment Broker Dealer List Abstract May2026.docx](#)

 [4.5 HSAM Approved Broker-Dealers-April2026.pdf](#)

Motion:

Motion moved by Ms. Najera and motion seconded by Dr. Graham. Motion passed.

- 5. PHYSICAL FACILITIES - NONE
- 6. CURRICULUM AND INSTRUCTION - NONE
- 7. STUDENT SERVICES

Action item

- 7.1. Discussion and action on the approval of Continuing Education (CE) tuition rates for new courses.

Action item

Resource Person: Carlos Amaya

 [7.1 Abstract New CE Rates 042726.docx](#)

Motion:

Motion moved by Ms. Najera and motion seconded by Dr. Graham. Motion passed.

- 8. COMMUNITY SERVICES - NONE

The Board of Trustees recessed to Executive Session at 5:54 p.m. They reconvened at 6:42 p.m.

- 9. ADJOURNMENT and announcement of next Board of Trustees meeting

Action item

The meeting was adjourned at 6:44 p.m. by unanimous consent.

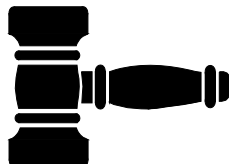
EL PASO COUNTY COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES MINUTES

June 5, 2026

SPECIAL

**REGULAR
August 26, 2026
Exhibit 1.4**





Special Meeting of the Board of Trustees Minutes
El Paso Community College
6/5/2026 4:00 PMMDT
@ President's Conference Room, ASC-A137

1. General Functions

A Special Meeting of the Board of Trustees of the El Paso County Community College District will be held on Friday, June 5, 2026, beginning at 4:00 p.m. This meeting will be held at the Administrative Service Center President's Conference Room A-137, El Paso, TX 79925, and will be viewable through the EPCC YouTube channel within 48 hours after the event. Refer to the link <https://www.youtube.com/user/goepcc>.

2. Welcome and Call to Order

The meeting was called to order at 4:10 p.m. by Mr. Brian Haggerty, Board Chair, who welcomed all guests.

3. Roll Call

Present:

Mr. Brian Haggerty - Board Chair, Dr. Carmen Graham - Board Secretary, Mrs. Belen Robles - Trustee, Mr. John Uxer Jr. - Trustee, Mr. Jesus Mendez - Trustee, Mrs. Diana Y. Mooy - Trustee

Absent:

Ms. Bonnie Najera - Board Vice Chair

4. Open Forum

The El Paso Community College, TASB policies limit individual presentations for any individual to three minutes under TASB BDB (Local).

5. Discussion Items

5.1. Discussion/Action

Discussion and take possible action to approve Letter of Intent with the City of El Paso regarding a proposed ground lease and development coordination for Cohen Sunset Amphitheatre.

Motion:

Motion moved by Dr. Graham and motion seconded by Mrs. Mooy. Motion passed.

6. The Board of Trustees may conduct an executive or closed session pursuant to Chapter 551 of the Texas Government Code for one or more of the following reasons:

(1) Consultation with its attorney to seek or receive legal advice or consultation regarding pending or contemplated litigation or for any purpose authorized by law; (2) discussion about the value or

transfer of real property; (3) discussion about a prospective gift or donation; (4) consideration of specific personnel matters; (5) discussion about security, personnel or devices; or (6) discussion of certain economic development matters. The Board may also announce that it will go into executive session on any item listed on this agenda if the subject matter is permitted for a closed session by provisions of Chapter 551 of the Texas Government Code. Any vote regarding these items shall be taken in open session.

The Board of Trustees recessed to Executive Session at 4:12 p.m. They reconvened at 4:49 p.m.

6.1. Discussion

with legal counsel regarding Letter of Intent with City of El Paso regarding a proposed ground lease and development coordination for Cohen Sunset Amphitheatre, pursuant to Section 551.072 of the Texas Government Code.

7. Adjournment

The meeting was adjourned at 4:50 p.m.

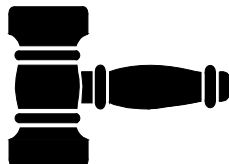
EL PASO COUNTY COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES MINUTES

June 25, 2026

SPECIAL

**REGULAR
August 26, 2026
Exhibit 1.4**





Special Meeting of the Board of Trustees, Minutes
El Paso Community College
6/25/2026 2:00 PM MDT
@ President's Conference Room, ASC-A137

1. General Functions

A Special Meeting of the Board of Trustees of the El Paso County Community College District will be held on Thursday, June 25, 2025, beginning at 2:00 p.m. This meeting will be held at the Administrative Service Center President's Conference Room A-137, El Paso, TX 79925, and will be viewable through the EPCC YouTube channel within 48 hours after the event. Refer to the link <https://www.youtube.com/user/goepcc>.

2. Welcome and Call to Order

The meeting was called to order at 2:00 p.m. by Mr. Brian Haggerty, Board Chair, who welcomed all guests.

The Board of Trustees led guests in the Pledge of Allegiance.

3. Roll Call

Present:

Mr. Brian Haggerty - Board Chair, Ms. Bonnie Najera - Board Vice Chair, Dr. Carmen Graham - Board Secretary, Mr. John Uxer Jr. - Trustee, Mr. Jesus Mendez - Trustee, Mrs. Diana Y. Mooy - Trustee, Mrs. Belen Robles - Trustee

4. Open Forum

The El Paso Community College, TASB policies limit individual presentations for any individual to three minutes under TASB BDB (Local).

5. Discussion Items

5.1. Discussion

Mr. Fernando Flores, Vice President of Finance and Administration/CFO, will provide an update on the development of the 2026-2027 fiscal year budget.

Mr. Fernando Flores, Vice President of Finance and Administration, presented the preliminary Fiscal Year 2026–2027 budget, with support from Ms. Ana Zúñiga, Associate Vice President of Budget and Financial Services, and Ms. Laura Tellez, Director of Budget. Mr. Flores discussed the agenda for the budget development process, to include current-year projected revenues and expenditures, preliminary revenue projections for FY 2026–2027, the baseline budget, proposed budget strategies, and the College’s four-year financial planning model. He noted several factors affecting the upcoming budget, including changes in state funding, the tuition and fee freeze, enrollment and

population trends, property valuations, and the need to maintain a sustainable budget. For FY 2025–2026, revenues are projected at approximately \$176 million, expenditures at approximately \$158 million, resulting in a year-end surplus of approximately \$17.9 million. Mr. Flores explained that available year-end funds may be used to maintain the College’s fund balance and support capital projects and deferred maintenance needs.

Dr. William Serrata and Mr. Flores discussed a significant reduction in projected state appropriations resulting from changes to the state’s outcomes-based funding model and the proration of available state funding among Texas community colleges. Dr. Serrata reported that the College is projected to receive approximately \$35.9 million in regular state appropriations, representing a reduction of approximately \$8 million. He explained that approximately \$3.2 million of the reduction is attributable to changes in funding rules, including modifications to student funding weights and the elimination of funding for certain associate degree outcomes, while approximately \$4.8 million is attributable to the state’s proration of available funding. Dr. Serrata emphasized that the reduction was not due to decreased College performance and that EPCC continues to produce the student outcomes contemplated under the state funding model. He further noted that the College will continue to work with the Texas Association of Community Colleges and the local legislative delegation on state funding concerns.

Mr. Flores reported preliminary FY 2026–2027 projected revenues of approximately \$167.6 million compared to a baseline budget of approximately \$172.7 million. In addition, approximately \$1.35 million in mandatory funding increases were identified, including increased employee health and dental insurance costs, appraisal and tax collection expenses, legal services, bank service charges, ADA accommodations, timekeeping system costs, and graduation expenses. The resulting preliminary funding gap was approximately \$6.5 million. Budget strategies presented for consideration included potential property tax increases of five or six percent, the use of approximately \$2 million from the biennium reserve, elimination or freezing of long-term vacant positions, reductions to certain classified and professional budget pools, and consideration of employee salary enhancements. Mr. Flores emphasized that the scenarios presented were preliminary and that no action was being requested from the Board at this time.

Mr. Flores stated that revenue projections, property valuations, the baseline budget, and funding strategies will continue to be updated as additional information becomes available. A subsequent budget workshop is anticipated in August, with final adoption of the FY 2026–2027 operating budget and tax rate to occur by August 31, 2026.

6. The Board of Trustees may conduct an executive or closed session pursuant to Chapter 551 of the Texas Government Code for one or more of the following reasons:

(1) Consultation with its attorney to seek or receive legal advice or consultation regarding pending or contemplated litigation or for any purpose authorized by law; (2) discussion about the value or transfer of real property; (3) discussion about a prospective gift or donation; (4) consideration of specific personnel matters; (5) discussion about security, personnel or devices; or (6) discussion of certain economic development matters. The Board may also announce that it will go into executive session on any item listed on this agenda if the subject matter is permitted for a closed session by provisions of Chapter 551 of the Texas Government Code. Any vote regarding these items shall be taken in open session.

7. Adjournment

The meeting was adjourned at 3:30 p.m. by unanimous consent.

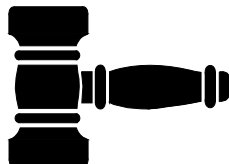
EL PASO COUNTY COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES MINUTES

June 25, 2026

REGULAR

**REGULAR
August 26, 2026
Exhibit 1.4**





Regular Board of Trustees Meeting, Thursday, June 25, 2026 Minutes
El Paso Community College
6/25/2026 4:30 PMMDT
@ 9050 Viscount Blvd, Boardroom A200

1. General Functions

A REGULAR MEETING of the Board of Trustees of the El Paso County Community College District will be held on Thursday, June 25, 2026 beginning at 4:30 p.m. This Regular meeting will be held at the Administrative Service Center located at 9050 Viscount Blvd; Board of Trustees Room - #A200, El Paso, TX 79925, and will be viewable through the EPCC YouTube channel refer to the link:

<https://www.youtube.com/user/goepcc>

1.1. CALL TO ORDER

The meeting was called to order at 4:32 p.m. by Mr. Brian Haggerty, Board Chair. The Trustees led guests in the Pledge of Allegiance.

1.2. ROLL CALL

Present:

**Mr. Brian Haggerty - Board Chair, Ms. Bonnie Najera - Board Vice Chair, Dr. Carmen Graham - Board Secretary, Mr. Jesus Mendez - Trustee, Mrs. Diana Y. Mooy - Trustee, Mrs. Belen Robles - Trustee, Mr. John Uxer Jr. – Trustee
Dr. Graham joined the meeting at 4:38 p.m.**

1.3. EXECUTIVE & CLOSED SESSION

The Board of Trustees may conduct an executive or closed session pursuant to Chapter 551 of the Texas Government Code for one or more of the following reasons:

(1) Consultation with its attorney to seek or receive legal advice or consultation regarding pending or contemplated litigation or for any purpose authorized by law; (2) discussion about the value or transfer of real property; (3) discussion about a prospective gift or donation; (4) consideration of specific personnel matters; (5) discussion about security, personnel or devices; or (6) discussion of certain economic development matters. The Board may also announce that it will go into executive session on any item listed on this agenda if the subject matter is permitted for a closed session by provisions of Chapter 551 of the Texas Government Code. Any vote regarding these items shall be taken in open session.

- 1.3.1. Discussion with legal counsel regarding the outcome of the Rate 41 Group's intervention in the El Paso Electric Company's current Rate Case, pursuant to Section 551.071 of the Texas Government Code.
- 1.3.2. Discussion with legal counsel regarding proposed contract non-renewal of probationary, tenure-track (non-tenured) faculty in the Division of Instruction & Workforce Education, pursuant to Section 551.074 of the Texas Government Code.

- 1.3.3. Discussion with legal counsel regarding proposed non-renewal of emergency appointment instructor (non-tenured) faculty in the Nursing Division, pursuant to Section 551.074 of the Texas Government Code.
- 1.3.4. Discussion with legal counsel regarding a lawsuit, Cause Number 3:25-CV-00295, in the United States District Court for the Western District of Texas, pursuant to Section 551.071 of the Texas Government Code.
- 1.4. APPROVAL of MINUTES - NONE
- 1.5. WELCOME to GUESTS & STAFF MEMBERS
Mr. Haggerty welcomed all guests to the meeting.
- 1.6. OPEN FORUM
The El Paso Community College, TASB policies limit individual presentations for any individual to three minutes under TASB BDB (Local).
- 1.7. PRESENTATIONS by INDIVIDUALS, GROUPS, & ORGANIZATIONS
 - 1.7.1. Optional presentations will be made by the presidents of the Classified Staff Association, the Professional Staff Association, the Faculty Association, and the Student Government Association.
Ms. Laura Gaither, President of the Classified Staff Association (CSA), provided an update on recent activities, including the May 23 Chihuahuas baseball game outing, where 69 of 75 available tickets were sold, and the final general meeting of the fiscal year held at the Transmountain Campus. She announced that the next CSA general meeting will be held on September 25, 2026, at the Valle Verde Campus. Ms. Gaither also addressed classified staff compensation, noting that the College's last comprehensive compensation and classification study was conducted in 2014–2015 and that the full pay tables have not received a structural adjustment since FY 2015–2016. She discussed concerns regarding the rising cost of living, employee retention, increased workloads, and the College's competitiveness with other Texas community colleges. On behalf of 1,091 classified staff employees, Ms. Gaither requested that the Board consider a 6% salary increase and emphasized the importance of competitive compensation in supporting employee retention and the continued delivery of services to students.

Ms. Grace Erivez, President of the Professional Staff Association (PSA), addressed employee compensation and advocated for a 6% salary increase. She discussed the impact of inflation and rising living expenses

on employees and reviewed salary tables for classified staff, professional staff, law enforcement, and faculty, noting that many employees remain below the midpoint of their respective salary ranges. Ms. Erivez emphasized the importance of competitive compensation in attracting and retaining employees, maintaining institutional knowledge and service continuity, supporting campus safety, and contributing to student success. She stated that the proposed 6% increase would help move employees closer to the midpoint of their salary ranges. Ms. Erivez also requested consideration of additional compensation for employees who assume duties when positions remain vacant.

Dr. Albert Burnham, President of the Faculty Association, expressed support for the compensation concerns raised by the Professional Staff Association and Classified Staff Association. Dr. Burnham referenced the reported 4.2% inflation rate and stated that salary increases below that rate would result in employees losing purchasing power. The Faculty Association expressed solidarity with professional and classified staff in advocating for adjustments to employee compensation.

1.8. COMMUNICATIONS

- 1.8.1. Discussion and review regarding data, statistics, policies, and general information related to El Paso Community College by the Board of Trustees.

No presentations were made.

1.9. BOARD of TRUSTEES BUSINESS

Action item

Items 1.9.1 and 1.9.2 were discussed after executive session.

- 1.9.1. Discussion and take possible action regarding the proposed contract non-renewal of probationary, tenure-track (non-tenured) faculty in the Division of Instruction & Workforce Education, considering faculty member's performance.

Motion:

Ms. Najera moved to approve the non-renewal contract of probationary tenure track (non-tenured) faculty member Dominic Pagano and motion seconded by Dr. Graham. Motion passed.

- 1.9.2. Discussion and take possible action regarding the proposed contract non-renewal of emergency appointment instructor (non-tenured) faculty in

the Nursing Division, considering faculty member's performance and unavailability of position.

Motion:

No action.

1.10. BOARD REPORTS

1.10.1. Treasurer's Reports

No Action Required

1.10.1.1. May 31, 2026 Financial Statements

 [May 31, 2026 Financial Statements.pdf](#)

1.10.2. President's Report

1.10.2.1. Dr. William Serrata, College President, will update the Board of Trustees and audience on recent events that have transpired at El Paso Community College.

Dr. William Serrata, College President, provided an update on recent accomplishments, recognitions, and initiatives across the College. He recognized Dr. Christian Servin, Professor of Computer Science, for being selected as one of 15 nationwide participants in the 2026 Aspen Science and Technology Policy Fellowship, highlighting his contributions to computer science, cybersecurity, artificial intelligence, and the Hack the Border initiative. Dr. Serrata also recognized Patient Care Technician graduates Jazlynn Martinez and Maite Rodriguez for their selection to the Fourth Med Future Cohort Program and continued preparation for careers in healthcare. He highlighted the unveiling of Colors of Our College, a collaborative mural at the ASC B Building led by Art Professor Max Valenzuela and created with the participation of approximately 40 students, faculty, staff, and community partners. Dr. Serrata further announced the renewal of the College's partnership with El Pasoans Fighting Hunger to provide mobile food pantry services across EPCC campuses through November 2026, supporting efforts to address food insecurity among students and the community.

Dr. Serrata additionally recognized Ms. Donna Muñoz, Associate Professor of English, for her selection to the 2026 Las Musas Mentorship Program, where she will further develop her middle-

grade manuscript, Fatima the Fierce. He also congratulated Ms. Donica Pedregon, EPCC Law Enforcement Training Academy instructor, on being named Chief of Police for the El Paso Independent School District Police Services and becoming the first woman to lead the department. Dr. Serrata highlighted Chief Pedregon's service as a U.S. Army combat veteran, her advancement within EPISD Police Services, and her contributions to EPCC since 2015 as a field training officer and part-time instructor in the Texas Peace Officer Program.

1.11. CONSENT DOCKET - NONE

2. ADMINISTRATION

Action items 2.1 and 2.2

2.1. BBC, BGC, CS, FB, FDA TASB local revised policies for 2nd reading and approval.

Action item

Resource Person: Julie Penley

 [2.1 ABSTRACT Board Policy 2nd reading U51 Locals.docx](#)

 [2.1 Update51 Locals.pdf](#)

Motion:

Ms. Najera moved to approve 2.1 and 2.2 and motion seconded by Dr. Graham.

Motion passed.

2.2. GCB TASB local policy for 1st reading and approval.

Action item

Resource Person: Julie Penley

 [2.2 ABSTRACT Board Policy 1st reading approval Jun26.docx](#)

 [2.2 GCB\(LOCAL\) with edits Jun2026.pdf](#)

Motion:

Motion passed.

3. PERSONNEL

No Action Required on 3.1

Action required on 3.2

- 3.1. Information items - Institutionally, externally funded full-time staff and faculty appointments, extensions, and resignations.

No action required

 [3.1 Institutionally, externally funded full-time staff appointments, extensions, and resignations .pdf](#)

- 3.2. Faculty appointments and extensions

Action item

 [3.2 Faculty appointments and extensions .pdf](#)

Motion:

Motion moved by Dr. Graham and motion seconded by Ms. Najera. Motion passed.

4. FINANCIAL SERVICES

Action items

- 4.1. Discussion and action on the approval to award contracts for advertising services from various radio stations for the fiscal year 2026-2027 in an amount not to exceed \$400,000 (annual aggregate).

Action item

Resource Person: Keri Moe

 [4.1 NTE \\$400,000 Abstract Radio Stations .docx](#)

 [4.1.1 Radio Memo 2026-2027.pdf](#)

 [4.1.2 Townsquare Sole Source Radio 2026.pdf](#)

 [4.1.3 Entravision Sole Source Radio 2026.pdf](#)

 [4.1.4 97.5 Holdings Sole Source Radio.pdf](#)

 [4.1.5 iHeart Radio Sole Source .pdf](#)

 [4.1.6 MVS EXA Sole Source Radio 2026.pdf](#)

Motion:

Mr. Uxer moved to approve 4.1, 4.2, 4.3 and 4.4 and motion seconded by Dr. Graham. Motion passed.

- 4.2. Discussion and action on the approval to award contracts for advertising services from various television stations for the fiscal year 2026-2027 in an amount not to exceed \$300,000 (annual aggregate).

Action item

Resource Person: Keri Moe

 [4.2 NTE \\$300,000 Abstract Television.docx](#)

 [4.2.1 Television Memo 2026-2027.pdf](#)

 [4.2.2 Telemundo TV Sole Source TV 2026.pdf](#)

 [4.2.3 KFOX KDBC Sole Source TV 2026.pdf](#)

 [4.2.4 Entravision Sole Source TV 2026.pdf](#)

 [4.2.5 KTSM Sole Source .pdf](#)

 [4.2.6 Charter Spectrum Sole Source TV 2026.pdf](#)

 [4.2.7 KVIA-CW Sole Source TV 2026.pdf](#)

Motion:

Motion passed.

- 4.3. Discussion and action on the procurement of districtwide advertising services with several publication vendors for the fiscal year 2026-2027 in an amount not to exceed \$200,000 (annual aggregate).

Action item

Resource Person: Keri Moe

 [4.3 NTE \\$200,000 Abstract Publication.docx](#)

 [4.3.1 Publications Memo 2026-2027.pdf](#)

 [4.3.2 EL PASO INC Sole Source .pdf](#)

 [4.3.3 EP Mass Media Sole Source Publications 2026.pdf](#)

 [4.3.4 USA Today Sole Source Publications 2026.pdf](#)

 [4.3.5 El Diario Sole Source Publication 2026.pdf](#)

 [4.3.6 EP Matters Sole Source Publications 2026.pdf](#)

Motion:

Motion passed.

- 4.4. Discussion and action on the approval to award a contract to Clear Channel Outdoor for outdoor advertising for the fiscal year 2026-2027 in an amount not to exceed \$150,000 (annual aggregate).

Action item

Resource Person: Keri Moe

 [4.4 NTE \\$150,000 Abstract Billboard .docx](#)

 [4.4.1 Billboard Memo 2026-2027.pdf](#)

 [4.4.2 Clear Channel Outdoor Sole Source Billboard 2026.pdf](#)

Motion:

Motion passed.

- 4.5. Discussion and action on the approval to purchase a three-year subscription agreement from SHI Government Solutions, Inc. for the Microsoft® Enrollment for Education Solutions program in an amount not to exceed \$357,465, Year One.

Action item

Resource Person: Marco Fernandez

 [4.5 NTE \\$357,465 Microsoft® Enrollment for Education Solutions .docx](#)

Motion:

Motion moved by Dr. Graham and motion seconded by Ms. Najera. Motion passed.

5. PHYSICAL FACILITIES

Action item

- 5.1. Discussion and action on approval to increase the contract award amount with ARA Contractors LLC for the purchase of services for the remainder of the fiscal year 2025-26 in an amount not to exceed \$500,000

(Additional amount to previously approved \$1,200,00)

Action item

Resource Person: Fernando Flores

 [5.1 NTE \\$500,00 MRO - Increase of Expenditure Jun'26 .docx](#)

Motion:

Dr. Graham moved to approve 5.1 and 5.2 and motion seconded by Mrs. Robles. Motion passed.

- 5.2. Discussion and action on the approval to utilize the Region 19 Allied States Cooperative Job Order Contract #24-7494 to award a contract to AO General Contractor, Inc. for the construction of a new 2,200-square-foot building at the Rio Grande Campus

in an amount not to exceed \$1,693,209.

Action item

Resource Person: Fernando Flores

 [5.2 NTE Abstract - RG OTA June 2026 .docx](#)

Motion:

Motion passed.

6. CURRICULUM AND INSTRUCTION

Action items

- 6.1. Discussion and action on the approval of a grant award from the Department of Defense in the amount of \$399,688.

Action item

Resource Person: Carlos Amaya

 [6.1 GRANT Abstract \\$399,688 COC DOD 052726.docx](#)

Motion:

Dr. Graham moved to approve 6.1, 6.2 and 6.3 and motion seconded by Ms. Najera. Motion passed.

- 6.2. Discussion and action on the acceptance of a grant from the Texas Workforce Commission Faculty Externship Grant in the amount of \$95,796.

Action item

Resource Person: Carlos Amaya

 [6.2 GRANT Abstract \\$95,796 TWC Faculty Externship 052026.docx](#)

Motion:

Motion passed.

- 6.3. Discussion and action on the acceptance of a Pathways to Living Wage Job grant from WestEd's Center for Economic Mobility in the amount of \$40,000.

Action item

Resource Person: Carlos Amaya

 [6.3 GRANT Abstract \\$40,000 Pathways to Living Wage Jobs WestEd 052726.docx](#)

Motion:

Motion passed.

- 6.4. Discussion and action on the approval to enter into a Uniform Supply Agreement with AJ's Uniforms of Texas, LLC, for the provision and sale of approved nursing program uniforms, jackets, and related apparel

in an amount not to exceed \$120,000 total amount for the three-year term.

Action item

Resource Person: Carlos Amaya

 [6.4 NTE \\$120,000 Abstract AJ Uniforms final 6.12.26.docx](#)

 [6.4 EPCC-AJ Uniforms - Nursing Student Uniform Supply Agreement final 6.12.26 Approved by EPCC and AJs with procurement statement.docx](#)

Motion:

Motion moved by Dr. Graham and motion seconded by Ms. Najera. Motion passed.

- 6.5. Discussion and action on the approval of an Interlocal Agreement between El Paso Community College District and Education Service Center Region19.

Action item

Resource Person: Carlos Amaya

 [6.5 Abstract ESC 19 Interlocal Agreement 052626.docx](#)

 [6.5 Interlocal Agreement ESC19.IPWT.5 2026.pdf](#)

Motion:

Ms. Najera moved to approve 6.5 and 6.6. and motion seconded by Mr. Uxer. Motion passed.

- 6.6. Discussion and action on the approval of the restated and amended Horizon High School and Mountain View High School P-TECHs Interlocal Agreement.

Action item

Resource Person: Carlos Amaya

 [6.6 Abstract Horizon & Mountain View P-TECH Interlocal Agreement 052026.docx](#)

Motion:

Motion passed.

7. STUDENT SERVICES

Action items

- 7.1. Discussion and action on the approval of Continuing Education (CE) tuition rates for new courses.

Action item

Resource Person: Carlos Amaya

 [7.1 Abstract New CE Rates 052726.docx](#)

Motion:

Dr. Graham moved to approve 7.1 and 7.2. and motion seconded by Mrs. Robles. Motion passed.

- 7.2. Discussion and action on the approval of Continuing Education (CE) tuition rates for revised courses.

Action item

Resource Person: Carlos Amaya

 [7.2 Abstract Revised CE Rates 052726.docx](#)

Motion:

Motion passed.

8. COMMUNITY SERVICES - NONE

The Board of Trustees recessed to Executive Session at 5:07 p.m. They reconvened at 5:43 p.m.

9. ADJOURNMENT and announcement of next Board of Trustees meeting

Action item

Mr. Haggerty announced the next Regular Board meeting is scheduled for July 22, 2026, at 4:30 p.m.

The meeting was adjourned at 6:16 p.m. by unanimous consent.

EL PASO COMMUNITY COLLEGE

**TREASURER'S REPORT
JULY 31, 2026**

EXHIBIT 1.10.1

**EL PASO COMMUNITY COLLEGE
FINANCIAL STATEMENTS
CURRENT UNRESTRICTED FUNDS
JULY 31, 2026**

EL PASO COMMUNITY COLLEGE
CURRENT UNRESTRICTED FUNDS
BALANCE SHEET
JULY 31, 2026

	Education & General	Student Activities	Auxiliary Services	Intercollegiate Athletics	Total Current Unrestricted
Assets:					
Cash	\$ 19,300	\$ 2,041,719	\$ 5,808,348	\$ 1,959,785	\$ 19,300
Pooled investments	149,060,601				158,870,453
Investments - Short and Long Term	49,632,720				49,632,720
Investment Fair Value Adjustment	40,455				40,455
Property taxes receivable	4,885,879				4,885,879
Accrued Interest Receivable	113,745				113,745
Other receivables	22,069,354		277,322		22,346,676
Deferred Outflows-Pension	7,391,580				7,391,580
Deferred Outflows-OPEB	7,256,286				7,256,286
Prepaid expenses	555,885				555,885
Total assets	\$ 241,025,805	\$ 2,041,719	\$ 6,085,670	\$ 1,959,785	\$ 251,112,979
Liabilities:					
Accounts payable & accrued expenditures	\$ 5,776,604	\$	\$	\$ 5,670	\$ 5,782,274
Due to restricted funds	750,846				750,846
Accrued compensated absences	7,134,758				7,134,758
Student property deposits	512,897		51,590	2,500	512,897
Deferred Income-Miscellaneous					54,090
Deferred Tuition and Fees	15,283,373				15,283,373
Deferred Inflows-Pension	2,206,408				2,206,408
Deferred Inflows-OPEB	19,793,634				19,793,634
Deferred Inflows-Leases	179,670				179,670
Net Pension Liability	33,971,872				33,971,872
Net OPEB Liability	72,502,375				72,502,375
Total liabilities	\$ 158,112,437	\$ 0	\$ 51,590	\$ 8,170	\$ 158,172,197
Fund balance:					
Beginning balance: September 1, 2025	\$ 44,479,532	\$ 2,047,160	\$ 5,791,151	\$ 1,520,612	\$ 53,838,455
Increase (decrease) in fund balance	38,433,836	(5,441)	242,929	431,003	39,102,327
Ending balance: July 31, 2026	\$ 82,913,368	\$ 2,041,719	\$ 6,034,080	\$ 1,951,615	\$ 92,940,782
Total liabilities and fund balance	\$ 241,025,805	\$ 2,041,719	\$ 6,085,670	\$ 1,959,785	\$ 251,112,979

EL PASO COMMUNITY COLLEGE
EDUCATION AND GENERAL
STATEMENT OF REVENUE AND EXPENDITURES
FOR THE ELEVEN MONTHS ENDED JULY 31, 2026

	Budget		Actual		Open Commitments	Budget	
	Original	Revised	Current Month	Year To Date		Balance Available	Percent Used
Revenues:							
State Appropriations	\$ 49,775,457	\$ 49,775,457	\$ 2,708,891	\$ 49,061,280	\$	\$ 714,177	99%
Fed Appr/Grants	732,789	732,789	45,779	598,234		134,555	82%
Tuition & fees	40,879,739	40,879,739	89,695	38,980,387		1,899,352	95%
Property tax	75,267,217	75,267,217	89,328	77,220,743		(1,953,526)	103%
Interest income	5,000,000	5,000,000	721,382	7,567,382		(2,567,382)	151%
Other income	2,276,430	2,276,430	108,394	1,931,786		344,644	85%
Total revenues	\$ 173,931,632	\$ 173,931,632	\$ 3,763,469	\$ 175,359,812	\$ 0	\$ (1,428,180)	101%
Expenditures:							
Instruction	\$ 57,121,284	\$ 57,121,284	\$ 3,252,262	\$ 51,759,235	\$ 585,511	\$ 4,776,538	92%
Research	215,607	215,607	11,569	172,600	6,177	36,830	83%
Public service	6,087,271	6,087,271	390,469	3,749,710	244,367	2,093,194	66%
Academic support	21,107,070	21,107,070	1,466,934	17,304,867	607,318	3,194,885	85%
Student Services	14,220,271	14,220,271	1,047,557	9,958,483	526,394	3,735,394	74%
Institutional support	54,241,913	54,241,913	3,123,391	36,698,526	2,944,332	14,599,055	73%
Physical Plant, operation & maintenance	13,477,961	13,477,961	1,066,727	10,038,104	1,165,178	2,274,679	83%
Total expenditures	\$ 166,471,377	\$ 166,471,377	\$ 10,358,909	\$ 129,681,525	\$ 6,079,277	\$ 30,710,575	82%
Transfers:							
TPEG	\$ 1,800,652	\$ 1,800,652	\$ (1,625)	\$ 1,688,546	\$	\$ 112,106	94%
Student Activities	524,906	524,906		510,101		14,805	97%
Athletics	1,833,868	1,833,868		1,744,975		88,893	95%
Plant fund	3,300,829	3,300,829		3,300,829		0	100%
Total transfers	\$ 7,460,255	\$ 7,460,255	\$ (1,625)	\$ 7,244,451	\$ 0	\$ 215,804	97%
Net increase/(decrease) in fund balance	\$ 0	\$ 0	\$ (6,593,815)	\$ 38,433,836			

EL PASO COMMUNITY COLLEGE
STUDENT ACTIVITIES FUND
STATEMENT OF REVENUE AND EXPENDITURES
FOR THE ELEVEN MONTHS ENDED JULY 31, 2026

	<u>Budget</u>	<u>Actual</u>	<u>Budget Balance Available</u>
Revenues:			
Student activity fee	\$ 503,306	\$ 514,011	\$ (10,705)
Interest income		74,328	(74,328)
Other income		8,410	(8,410)
Total revenues	<u>\$ 503,306</u>	<u>\$ 596,749</u>	<u>\$ (93,443)</u>
Expenditures:			
Salaries & benefits	\$ 293,746	\$ 187,110	\$ 106,636
Supplies & services	137,321	295,862	(158,541)
Travel	18,000	23,781	(5,781)
Club Support	36,239	22,033	14,206
Student Aid	<u>18,000</u>	<u>73,404</u>	<u>(55,404)</u>
Total expenditures	<u>\$ 503,306</u>	<u>\$ 602,190</u>	<u>\$ (98,884)</u>
Revenues over (under) expenditures:		\$ (5,441)	
Increase (decrease) in fund balance		<u><u>\$ (5,441)</u></u>	

**EL PASO COMMUNITY COLLEGE
AUXILIARY ENTERPRISE FUND
STATEMENT OF REVENUE AND EXPENDITURES
FOR THE ELEVEN MONTHS ENDED JULY 31, 2026**

Revenues:		
Vehicle Registration	\$ 684,635	
Bookstore Commissions	400,679	
Pepsi Cola Commissions	90,914	
Vending Commissions	77,690	
The Basil Garden Commissions	23,161	
Subway Commissions	21,638	
GECU	2,046	
ATM Commissions	1,880	
Taqueria Don Chicho - VV & Northwest	1,836	
A/R Returned Checks	1,292	
Evolve Federal Credit Union	<u>1,000</u>	
		\$ 1,306,771

Expenditures:		
Vehicle Registration Expenses	\$ 531,249	
Staff Scholarships	313,760	
Membership	81,131	
Bookstore/Cafeteria Utilities Expense	59,583	
Cafeteria Maint. Expenses	25,408	
Advocacy Expense	24,371	
Staff Educational Assistance	22,600	
Professional Staff Association	2,931	
Classified Staff Association	1,932	
Faculty Staff Association	558	
Copy Machines Expense	<u>319</u>	
		\$ 1,063,842

Revenues over (under) expenditures	\$ 242,929
Increase (decrease) in fund balance	<u><u>\$ 242,929</u></u>

EL PASO COMMUNITY COLLEGE
INTERCOLLEGIATE ATHLETICS FUND
STATEMENT OF REVENUE AND EXPENDITURES
FOR THE ELEVEN MONTHS ENDED JULY 31, 2026

Revenues:		
Athletic Fee	\$ 1,744,975	
Interest Income	70,483	
Other Income	<u>2,500</u>	\$ 1,817,958
Expenditures:		
Baseball	\$ 465,907	
Softball	347,540	
Athletic Administration	298,164	
Cross Country	246,299	
Esports	<u>20,758</u>	\$ 1,378,668
Revenues over (under) expenditures:		\$ 439,290
Funds Transferred:		
Athletic Scholarships	<u>(8,287)</u>	
Increase (decrease) in fund balance		<u><u>\$ 431,003</u></u>

**EL PASO COMMUNITY COLLEGE
FINANCIAL STATEMENTS
CURRENT RESTRICTED FUNDS
JULY 31, 2026**

**EL PASO COMMUNITY COLLEGE
CURRENT RESTRICTED FUNDS
BALANCE SHEET
JULY 31, 2026**

	Total Other Restricted	Total Sponsored Programs	Current Restricted Funds
Assets:			
A/R federal agencies	\$	\$ 328,343	\$ 328,343
A/R state agencies	576,393		576,393
A/R county/local agencies	126,567		126,567
A/R students		1,209,308	1,209,308
Due from Unrestricted fund	2,270,668	(1,519,822)	750,846
Net OPEB Asset	<u>27,858</u>		<u>27,858</u>
Total assets	<u>\$ 3,001,486</u>	<u>\$ 17,829</u>	<u>\$ 3,019,315</u>
Liabilities & fund balance:			
Accounts payable	\$ 3,498	\$ 16,529	\$ 20,027
Deferred income	973,855	1,300	975,155
Fund balance	<u>2,024,133</u>		<u>2,024,133</u>
Total liabilities & fund balance	<u>\$ 3,001,486</u>	<u>\$ 17,829</u>	<u>\$ 3,019,315</u>

**EL PASO COMMUNITY COLLEGE
CURRENT RESTRICTED FUNDS - OTHER
STATEMENT OF REVENUE AND EXPENDITURES
FOR THE ELEVEN MONTHS ENDED JULY 31, 2026**

	<u>Fund Balance 09/01/25</u>	<u>Revenues Additions</u>	<u>Expenditures Deductions</u>	<u>Fund Balance 07/31/26</u>
Gifts:				
Scholarships/donations	\$ 1,017,244	\$ 2,382,603	\$ 1,776,831	\$ 1,623,016
Clubs and Associations	327,459	210,942	165,142	373,259
Grants & contracts:				
State	27,858	6,707,346	6,707,346	27,858
Local		1,110,854	1,110,854	0
Total	<u>\$ 1,372,561</u>	<u>\$ 10,411,745</u>	<u>\$ 9,760,173</u>	<u>\$ 2,024,133</u>

EL PASO COMMUNITY COLLEGE
CURRENT RESTRICTED FUNDS - SPONSORED PROGRAMS
STATEMENT OF REVENUE AND EXPENDITURES
FOR THE ELEVEN MONTHS ENDED JULY 31, 2026

	Projected Budget	Current Month	Current Year	Project Year	Open Commitments	Balance Available
Revenues:	\$ 68,798,695	\$ (79,619)	\$ 57,703,049	\$ 60,203,883	\$ 82,098	\$ 8,512,714
Expenditures:						
2022-2023						
DOE - Accelerate@EPCC Title V YR 2	533,054		39,731	533,053	1	0
2023-2024						
Rise to the Challenge Bridge 2023	264,380			249,054	6,742	8,584
USDOJ La Tuna Welding Prog. 2023	520,332					520,332
Tejano Pollworker Fellows	49,000	600	11,689	15,605	11	33,384
NSF - ATE Grant	349,990	14,015	43,932	185,211	4,083	160,696
DOE - Accelerate@EPCC Title V YR 3	475,183		122,749	475,183		0
2024-2025						
Rise to the Challenge Bridge 2024	262,380		13,574	228,744	12,930	20,706
Contract Opportunity Center 2025	359,848	372	249,990	359,848		0
DOE - Accelerate@EPCC Title V YR 4	547,217	11,626	190,489	518,886	1,308	27,023
DOE HEP 2023 YR 5	474,803	20,575	341,323	377,532	898	96,373
DOE CAMP 2023 YR 4	428,871		270	428,871		0
PELL 2024-2025	13,803		(11,282)	(11,282)		25,085
DOL - Susan Harwood Training Prog	160,000		17,406	160,000		0
2025-2026						
Rise to the Challenge Bridge 2025	264,868	5,107	208,434	208,434	38,719	17,715
Computational Genomics & Data Sci	484,764	14,872	83,582	83,582	10,916	390,266
Contract Opportunity Center 2026	399,688	40,665	101,492	101,492		298,196
SSS Prog. 2026	735,953	50,002	545,302	545,302	5,433	185,218
DOE CAMP 2023 YR 5	488,854	15,204	217,951	217,951	1,057	269,846
PELL 2025-2026	60,000,000	(298,820)	53,745,124	53,745,124		6,254,876
SEOG 2025-2026	1,063,053	(2,100)	1,040,550	1,040,550		22,503
Federal Work-Study FY 2025/2026	922,654	48,263	740,743	740,743		181,911
Total	\$ 68,798,695	\$ (79,619)	\$ 57,703,049	\$ 60,203,883	\$ 82,098	\$ 8,512,714

**EL PASO COMMUNITY COLLEGE
FINANCIAL STATEMENTS
LOAN FUNDS
JULY 31, 2026**

**EL PASO COMMUNITY COLLEGE
LOAN FUNDS
BALANCE SHEET
JULY 31, 2026**

	<u>Nursing</u>	<u>Other</u>	<u>Loan Fund</u>
Assets:			
Cash & pooled investments	\$ 1,536	\$ 2,303,977	\$ 2,305,513
Loans receivable (net)	<u>13,371</u>	<u>1,625,520</u>	<u>1,638,891</u>
Total assets	<u>\$ 14,907</u>	<u>\$ 3,929,497</u>	<u>\$ 3,944,404</u>
Liabilities and Fund Balance:			
Nursing alumni loan fund	\$	\$ 2,448	\$ 2,448
Emergency loan fund		3,870,650	3,870,650
Ed Alvarez emergency loan fund		5,000	5,000
Alternative Loans (Elm)		3,000	3,000
Sallie Mae Loans		6,306	6,306
Direct Loan Program Subsidized		6,182	6,182
Direct Loan Program Unsubsidized		213	213
SGA Emergency Book Loan Program		35,698	35,698
Federal capital contribution	13,939		13,939
Institutional capital contribution	1,549		1,549
Interest collected	8,645		8,645
Investment income	10,734		10,734
Federal cancelled reimbursement	1,320		1,320
Penalty collected	2,906		2,906
Principal cancelled	(19,001)		(19,001)
Collection cost	<u>(5,185)</u>		<u>(5,185)</u>
Total liabilities & fund balance	<u>\$ 14,907</u>	<u>\$ 3,929,497</u>	<u>\$ 3,944,404</u>

**EL PASO COMMUNITY COLLEGE
FINANCIAL STATEMENTS
ENDOWMENT FUNDS
JULY 31, 2026**

**EL PASO COMMUNITY COLLEGE
ENDOWMENT FUNDS
BALANCE SHEET
JULY 31, 2026**

Assets:	
Cash & Pooled Investments	\$ 6,153,201
Treasury Note Investments	29,796,132
Investments Fair Value Adjustment	(300,586)
Accrued Interest Receivable	229,272
Total assets	<u>\$ 35,878,019</u>
Fund Balance:	
Fund Balance	\$ 941,895
Student Success Endowment:	
Fund balance student success corpus	29,758,577
Fund balance student success scholarships	4,646,281
Fund balance student success emergency aid	531,266
Total fund balance	<u>\$ 35,878,019</u>

**EL PASO COMMUNITY COLLEGE
ENDOWMENT FUNDS
STATEMENT OF REVENUE AND EXPENDITURES
FOR THE ELEVEN MONTHS ENDED JULY 31, 2026**

	Fund Balance 09/01/25	Revenues Additions	Expenditures Deductions	Fund Balance 07/31/26
Albert Horwitz	\$ 34,218	\$ 1,213	\$	\$ 35,431
Jose Cisneros	115,445	4,092		119,537
Amado Peña	116,509	4,130		120,639
Cecilia Ochoa Levine	36,647	1,299		37,946
Mack Quintana	66,221	3,468		69,689
Adair Margo	42,303	1,499		43,802
George W.S. Abbey	40,191	1,424		41,615
P. & B. Moreno Memorial	29,831	1,028	2,000	28,859
Lucy Scarbrough	42,417	1,503		43,920
Diane D. Rath	39,486	1,399		40,885
Bob Wingo	38,758	1,374		40,132
Raymond Paredes	37,266	1,321		38,587
Maria A. Peña	66,353	2,352		68,705
Michael W. Smith	42,445	1,504		43,949
Gerardo de los Santos	37,930	1,344		39,274
Augustine D. Gallego	31,266	1,108		32,374
James Vasquez	31,124	1,307		32,431
Diana S. Natalicio	30,973	1,098		32,071
Mark David Milliron	30,951	1,098		32,049
Student Success Endowment Fund	34,636,574	735,483	435,933	34,936,124
Total	\$ 35,546,908	\$ 769,044	\$ 437,933	\$ 35,878,019

**EL PASO COMMUNITY COLLEGE
FINANCIAL STATEMENTS
PLANT FUNDS
JULY 31, 2026**

EL PASO COMMUNITY COLLEGE
PLANT FUNDS
BALANCE SHEET
JULY 31, 2026

	Unexpended Plant	Renewals & Replacements	Debt Retirement	Investment In Plant	Total Plant Funds
Assets:					
Pooled investments	\$ 79,709,893	\$ 1,727,276	\$ 31,218,573	\$	\$ 112,655,742
Property taxes receivable			32,400		32,400
Land				13,702,219	13,702,219
Land improvements				21,675,408	21,675,408
Accum. Depr. - Land Improv./Infra				(14,123,717)	(14,123,717)
Buildings - EPCC				279,657,846	279,657,846
Buildings - federal				9,958,316	9,958,316
Construction in progress				2,501,332	2,501,332
Accum. Depr. - Buildings				(86,896,956)	(86,896,956)
Furniture & Equipment				20,681,558	20,681,558
Furniture & Equipment - federal				8,539,422	8,539,422
Accum. Depr. - Furniture & Equip.				(21,607,173)	(21,607,173)
Capital lease asset GASB 87				538,774	538,774
Capital lease asset GASB 96				9,071,225	9,071,225
Accum. Depr. Leases GASB 87				(382,562)	(382,562)
Accum. Depr. Leases GASB 96				(3,506,552)	(3,506,552)
Library books EPCC				6,491,530	6,491,530
Library books - grant				63,151	63,151
Accum. Depr. - Library Books				(4,722,305)	(4,722,305)
Total assets	<u>\$ 79,709,893</u>	<u>\$ 1,727,276</u>	<u>\$ 31,250,973</u>	<u>\$ 241,641,516</u>	<u>\$ 354,329,658</u>
Liabilities:					
Accounts Payable - General	\$	\$	\$	\$	\$ 0
2026 Revenue & Refunding Bonds				72,630,000	72,630,000
2026 RB Unamortized Bond Premium				9,155,832	9,155,832
Deferred Income Miscellaneous			3,119,780		3,119,780
Deferred Inflow - Gain on Bond Refunding			6,559,241		6,559,241
Accrued Interest - Bonds			1,210,500		1,210,500
Capital lease obligation GASB 87				165,515	165,515
Capital lease obligation GASB 96				5,667,623	5,667,623
Total liabilities	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 10,889,521</u>	<u>\$ 87,618,970</u>	<u>\$ 98,508,491</u>
Fund balance:					
Designated fund balance	\$ 79,709,893	\$ 1,727,276	\$ 20,361,452	\$	\$ 101,798,621
Invested in plant				154,022,546	154,022,546
Total fund balance	<u>\$ 79,709,893</u>	<u>\$ 1,727,276</u>	<u>\$ 20,361,452</u>	<u>\$ 154,022,546</u>	<u>\$ 255,821,167</u>
Total liabilities & fund balance	<u>\$ 79,709,893</u>	<u>\$ 1,727,276</u>	<u>\$ 31,250,973</u>	<u>\$ 241,641,516</u>	<u>\$ 354,329,658</u>

**EL PASO COMMUNITY COLLEGE
UNEXPENDED PLANT FUND
STATEMENT OF REVENUE AND EXPENDITURES
FOR THE ELEVEN MONTHS ENDED JULY 31, 2026**

	<u>Original Budget</u>	<u>Revised Budget</u>	<u>Other</u>	<u>Total</u>	<u>Budget Balance</u>
Revenues:					
Transferred from current unrestricted	\$ 3,190,829	\$ 3,190,829	\$ 3,190,829	\$ 3,190,829	\$ 0
Intrafund transfers	36,433,384	36,433,384	36,451,123	36,451,123	(17,739)
Interest income	2,500,000	2,500,000	3,437,049	3,437,049	(937,049)
Total revenues	<u>\$ 42,124,213</u>	<u>\$ 42,124,213</u>	<u>\$ 43,079,001</u>	<u>\$ 43,079,001</u>	<u>\$ (954,788)</u>
Expenditures:					
Intrafund transfers	\$ 36,433,384	\$ 36,433,384	\$ 36,451,123	\$ 36,451,123	\$ (17,739)
Interfund transfers	630,000	630,000	1,369,751	1,369,751	(739,751)
Refunding 2016 Revenue bond			17,356,760	17,356,760	(17,356,760)
Repairs and rehabilitation	70,873,652	70,873,652	13,175,260	13,175,260	57,698,392
Equipment	6,102,869	6,102,869	1,931,906	1,931,906	4,170,963
Total expenditures	<u>\$ 114,039,905</u>	<u>\$ 114,039,905</u>	<u>\$ 70,284,800</u>	<u>\$ 70,284,800</u>	<u>\$ 43,755,105</u>
Revenues over/(under) expenditures	\$ (71,915,692)	\$ (71,915,692)	\$ (27,205,799)	\$ (27,205,799)	
Beginning balance - September 1, 2025	106,915,692	106,915,692	106,915,692	106,915,692	
Ending balance - July 31, 2026	<u>\$ 35,000,000</u>	<u>\$ 35,000,000</u>	<u>\$ 79,709,893</u>	<u>\$ 79,709,893</u>	

**EL PASO COMMUNITY COLLEGE
RENEWALS & REPLACEMENTS FUND
STATEMENT OF REVENUE AND EXPENDITURES
FOR THE ELEVEN MONTHS ENDED JULY 31, 2026**

	<u>Original Budget</u>	<u>Revised Budget</u>	<u>Actual</u>	<u>Total</u>	<u>Budget Balance Available</u>
Revenues:					
Transfer from unexpended plant funds	\$ 630,000	\$ 630,000	\$ 1,369,751	\$ 1,369,751	\$ (739,751)
Transfer from current unrestricted funds	110,000	110,000	110,000	110,000	0
Transfer from auxiliary enterprises	325,000	325,000			325,000
Other Income	45,000	45,000			45,000
Interest income	50,000	50,000	74,165	74,165	(24,165)
Total revenues	<u>\$ 1,160,000</u>	<u>\$ 1,160,000</u>	<u>\$ 1,553,916</u>	<u>\$ 1,553,916</u>	<u>\$ (393,916)</u>
Expenditures:					
Replacements and Renovations	\$ 2,168,669	\$ 2,168,669	\$ 835,309	\$ 835,309	\$ 1,333,360
Total expenditures	<u>\$ 2,168,669</u>	<u>\$ 2,168,669</u>	<u>\$ 835,309</u>	<u>\$ 835,309</u>	<u>\$ 1,333,360</u>
Revenues over (under) expenditures	\$ (1,008,669)	\$ (1,008,669)	\$ 718,607	\$ 718,607	
Beginning balance - September 1, 2025	<u>1,008,669</u>	<u>1,008,669</u>	<u>1,008,669</u>	<u>1,008,669</u>	
Ending balance - July 31, 2026	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 1,727,276</u>	<u>\$ 1,727,276</u>	

**EL PASO COMMUNITY COLLEGE
DEBT RETIREMENT FUND
STATEMENT OF REVENUE AND EXPENDITURES
FOR THE ELEVEN MONTHS ENDED JULY 31, 2026**

	Original Budget	Actual			Budget
	Debt Service	Revenue Bonds	G.O. Bonds 1975	Capital Leases	Total
Revenues:					
Property tax interest	\$	\$	38	\$	38
General use fees	9,500,000	9,639,141			9,639,141
Interest income	401,000	362,826			362,826
Intrafund transfers	9,072,979				0
Retire Bond Debt		2,184,832			2,184,832
Capital leases	211,412			8,433	8,433
Tuition	800,000	811,575			811,575
Total revenues	\$ 19,985,391	\$ 12,998,374	\$ 38	\$ 8,433	\$ 13,006,845
					\$ 6,978,546
Expenditures:					
Bond principal	\$ 4,200,000	\$ 6,270,000	\$		\$ (2,070,000)
Bond interest	4,856,375	4,400,613			455,762
Capital lease interest expense	211,412			8,433	202,979
Intrafund transfers	9,072,979				9,072,979
Agents fee	1,300	300			1,000
Retire Bond Debt		8,360,446			(8,360,446)
Bond Issue Expense (2026 Revenue Bond)		828,017			(828,017)
Other bond costs	5,000	8,272			(3,272)
Amortization of bond insurance	11,304				11,304
Total expenditures	\$ 18,358,370	\$ 19,867,648	\$ 0	\$ 8,433	\$ 19,876,081
					\$ (1,517,711)
Revenues over/(under) expenditures	\$ 1,627,021	\$ (6,869,274)	\$ 38	\$	\$ (6,869,236)
Beginning balance - September 1, 2025	27,230,688	27,187,589	43,099		27,230,688
Ending balance - July 31, 2026	\$ 28,857,709	\$ 20,318,315	\$ 43,137	\$ 0	\$ 20,361,452

**EL PASO COMMUNITY COLLEGE
FINANCIAL STATEMENTS
CUSTODIAL FUNDS
JULY 31, 2026**

EL PASO COMMUNITY COLLEGE
CUSTODIAL FUNDS
BALANCE SHEET
JULY 31, 2026

	Custodial Funds
Assets:	
Cash and cash equivalents	\$ 384,793
Total assets	<u>\$ 384,793</u>
Liabilities:	
Accounts payable and other liabilities	\$ 0
Total liabilities	<u>\$ 0</u>
Fund balance:	
Beginning balance: September 1, 2025	\$ 445,457
Increase (decrease) in fund balance	<u>(60,664)</u>
Ending balance: July 31, 2026	<u>\$ 384,793</u>
Total liabilities & fund balance	<u>\$ 384,793</u>

EL PASO COMMUNITY COLLEGE
CUSTODIAL FUNDS
STATEMENT OF CHANGES IN FUND BALANCE
FOR THE ELEVEN MONTHS ENDED JULY 31, 2026

	<u>Custodial Funds</u>
Additions:	
Miscellaneous	\$ 279,292
Total additions	<u>\$ 279,292</u>
Deductions:	
Scholarship payments to students	\$ 339,956
Total deductions	<u>\$ 339,956</u>
Net increase (decrease) in fund balance	<u>\$ (60,664)</u>

**EL PASO COMMUNITY COLLEGE
FINANCIAL STATEMENTS
TEMPORARY INVESTMENTS
JULY 31, 2026**

PORTFOLIO SUMMARY
EL PASO COMMUNITY COLLEGE
JULY 31, 2026

PORTFOLIO	Book Value			Market Value		
	Additions		Beginning Balance	Additions		Ending Balance
	Subtractions (Net)	Ending Balance		Subtractions (Net)	Change in Fair Market Value	
Pooled Investments	\$ (7,923,113)	\$ 316,807,640	\$ 324,771,208	\$ (7,923,113)	\$	\$ 316,848,095
Student Success Endowment	116,424	35,007,971	34,590,961	116,424		34,707,385
Debt Service Reserve Fund	27,094	8,779,349	8,752,255	27,094		8,779,349
Total Portfolio	<u>\$ (7,779,595)</u>	<u>\$ 360,594,960</u>	<u>\$ 368,114,424</u>	<u>\$ (7,779,595)</u>	<u>\$ 0</u>	<u>\$ 360,334,829</u>

Effective yield for July 31, 2026 = 3.8739%

Benchmark: Average 13-week T-Bill rate for July = 3.7600%

The undersigned acknowledge that the College's investment portfolio is in compliance with the policies and strategies as contained in the College's Investment Policy for El Paso Community College and also in compliance with the Public Funds Investment Act of the State of Texas. Compliance with Generally Accepted Accounting Principles related to mark to market of securities will be applied on a quarterly basis.

Fernando Flores, CPA
Vice President
Finance & Administration/CFO

Ana P. Zúñiga, CPA
Associate Vice President
Budget & Financial Services

Gloria De Leon
Comptroller





EL PASO COMMUNITY COLLEGE
TEMPORARY INVESTMENTS
JULY 31, 2026

Pooled Investments									
TexPool	\$	132,851,125.34	3.6484	61	05/31/26	07/31/26	\$		
TexPool Prime		62,992,063.62	3.8050	61	05/31/26	07/31/26			
Texas Daily		78,324,044.25	3.6400	61	05/31/26	07/31/26			
US GOVT - 82A7		4,887,109.38	3.9070	15	08/28/25	08/15/26			28,176.77
AGCY FHLB - QA45		4,906,157.80	3.7469	143	09/05/25	12/21/26			3,125.00
US GOVT - CQH7		9,998,046.88	3.8840	606	04/30/26	11/15/28			61,407.11
US GOVT - CHQ7		5,019,531.25	3.9390	726	05/06/26	07/31/28			31,906.08
US GOVT - CNY3		4,935,742.19	3.9490	772	05/06/26	09/15/28			25,679.35
US GOVT - CPK1		4,945,703.13	3.9530	838	04/30/26	11/15/28			22,350.53
US GOVT - CQA2		4,940,429.69	3.9530	930	04/30/26	02/15/29			29,972.38
AGCY FHLMC - CR84		10,000,000.00	4.1800	1,005	05/07/26	05/07/29			62,700.00
Wells Fargo		930,799.42	0.4800	1	05/29/26	07/01/26			
Balance 07/01/2026	\$	324,730,752.95					\$	9,894,335.08	\$ 265,317.22
TexPool	\$	3,026,890.41	3.6484	61	05/31/26	07/31/26	\$	400,830.81	\$
TexPool Prime		203,577.62	3.8050	61	05/31/26	07/31/26		203,577.62	
Texas Daily		242,463.70	3.6400	61	05/31/26	07/31/26		242,463.70	
US GOVT - 82A7			3.9070	15	08/28/25	08/15/26			6,422.65
AGCY FHLB - QA45			3.7469	143	09/05/25	12/21/26			9,375.00
US GOVT - CQH7			3.8840	606	04/30/26	11/15/28			32,821.04
US GOVT - CHQ7			3.9390	726	05/06/26	07/31/28			17,653.00
US GOVT - CNY3			3.9490	772	05/06/26	09/15/28			14,215.35
US GOVT - CPK1			3.9530	838	04/30/26	11/15/28			14,741.85
US GOVT - CQA2			3.9530	930	04/30/26	02/15/29			14,986.20
AGCY FHLMC - CR84			4.1800	1,005	05/07/26	05/07/29			34,833.33
Wells Fargo		36,992,562.51	0.4800	31	05/29/26	06/30/26		591.11	
Purchases & Transfers in July 2026	\$	40,465,494.24					\$	847,463.24	\$ 145,048.42
TexPool	\$	12,025,000.00	3.6484	61	05/31/26	07/31/26	\$		
US GOVT - CQH7			3.8840	606	04/30/26	11/15/28			67,127.73
Wells Fargo		36,363,607.73	0.4800	31	06/30/26	07/31/26			
Maturities & Transfers in July 2026	\$	48,388,607.73					\$	0.00	\$ 67,127.73
Balance 07/31/2026	\$	316,807,639.46					\$	10,741,798.32	\$ 343,237.91

EL PASO COMMUNITY COLLEGE
TEMPORARY INVESTMENTS
JULY 31, 2026

<u>Student Success Endowment</u>											
	Amount	Rate	Duration	Purchase	Maturity	Earned		Accrued			
						YTD		YTD			
TexPool	\$	5,095,181.81	3.6484	61	05/31/26		\$		\$		
TexPool Prime		232.25	3.8050	61	05/31/26						
US GOVT - CHQ7		1,011,601.56	3.7060	731	08/18/25						17,206.48
US GOVT - CJW2		1,008,476.56	3.7350	915	08/18/25						16,685.09
US GOVT - 86T2		953,203.13	3.7290	1,019	08/22/25						3,033.30
US GOVT - CFY2		1,002,187.50	3.8180	1,218	08/20/25						3,282.11
US GOVT - CGZ8		986,562.50	3.8140	1,369	08/18/25						5,896.73
US GOVT - CHR5		1,008,789.06	3.8020	1,461	08/27/25						16,685.09
US GOVT - CHZ7		2,073,593.75	3.8240	1,522	08/22/25						23,251.39
US GOVT - CIQ5		1,985,468.75	3.9000	1,614	08/20/25						203.78
US GOVT - CJX0		2,014,687.50	3.8480	1,645	08/27/25						33,370.16
US GOVT - CKF7		2,024,921.88	3.8750	1,704	08/22/25						20,737.69
US GOVT - CKU4		2,072,421.88	3.9180	1,765	08/18/25						7,834.72
US GOVT - CCS8		1,725,156.25	3.8510	1,841	08/28/25						9,392.26
US GOVT - CLU3		2,013,593.75	3.9990	1,918	08/20/25						13,899.45
US GOVT - CMC2		2,067,968.75	3.8890	1,979	08/28/25						244.57
US GOVT - CMR9		2,010,078.13	4.0360	2,039	08/20/25						27,574.74
US GOVT - CNA5		2,000,859.38	3.9920	2,100	08/22/25						13,478.26
US GOVT - CNJ6		1,997,031.25	4.0240	2,161	08/14/25						217.39
US GOVT - CFF3		1,839,531.25	4.0810	2,207	08/20/25						20,662.97
Balance 07/01/2026	\$	34,891,546.89					\$	146,379.10	\$		233,656.18

TexPool	\$	116,423.34	3.6484	61	05/31/26		\$		\$		
TexPool Prime		0.62	3.8050	61	05/31/26						
US GOVT - CHQ7		2,073,593.75	3.7060	731	08/18/25						3,530.60
US GOVT - CJW2		1,008,476.56	3.7350	915	08/18/25						3,423.61
US GOVT - 86T2		953,203.13	3.7290	1,019	08/22/25						2,000.69
US GOVT - CFY2		1,002,187.50	3.8180	1,218	08/20/25						3,282.10
US GOVT - CGZ8		986,562.50	3.8140	1,369	08/18/25						2,948.37
US GOVT - CHR5		1,008,789.06	3.8020	1,461	08/27/25						3,423.61
US GOVT - CHZ7		2,073,593.75	3.8240	1,522	08/22/25						7,834.70
US GOVT - CIQ5		1,985,468.75	3.9000	1,614	08/20/25						6,317.93
US GOVT - CJX0		2,014,687.50	3.8480	1,645	08/27/25						6,847.23
US GOVT - CKF7		2,024,921.88	3.8750	1,704	08/22/25						6,987.70
US GOVT - CKU4		2,072,421.88	3.9180	1,765	08/18/25						7,834.70
US GOVT - CCS8		1,725,156.25	3.8510	1,841	08/28/25						2,140.89
US GOVT - CLU3		2,013,593.75	3.9990	1,918	08/20/25						6,949.73
US GOVT - CMC2		2,067,968.75	3.8890	1,979	08/28/25						7,581.52
US GOVT - CMR9		2,010,078.13	4.0360	2,039	08/20/25						6,949.73
US GOVT - CNA5		2,000,859.38	3.9920	2,100	08/22/25						6,739.13
US GOVT - CNJ6		1,997,031.25	4.0240	2,161	08/14/25						6,739.13
US GOVT - CFF3		1,839,531.25	4.0810	2,207	08/20/25						4,709.94
Purchases & Transfers in July 2026	\$	116,423.96					\$	15,798.96	\$		96,241.31

EL PASO COMMUNITY COLLEGE
TEMPORARY INVESTMENTS
JULY 31, 2026

	Amount	Rate	Duration	Purchase	Maturity	Earned YTD	Accrued YTD
TexPool	\$	3.6484	61	05/31/26	07/31/26	\$	\$
US GOVT - CHQ7		3.7060	731	08/18/25	07/31/28		20,625.00
US GOVT - CJW2		3.7350	915	08/18/25	01/31/29		20,000.00
US GOVT - CHR5		3.8020	1,461	08/27/25	07/31/30		20,000.00
US GOVT - CJX0		3.8480	1,645	08/27/25	01/31/31		40,000.00
Maturities & Transfers in July 2026	\$	0.00			\$	0.00	\$ 100,625.00
Balance 07/31/2026	\$	35,007,970.85			\$	162,178.06	\$ 229,272.49
Debt Reserve							
TexPool	\$	2,055.45	61	05/31/26	07/31/26	\$	\$
Texas Daily		8,750,199.88	61	05/31/26	07/31/26		
Balance 07/01/2026	\$	8,752,255.33			\$	335,731.70	\$ 0.00
Purchases & Transfers in July 2026	\$	6.40	61	05/31/26	07/31/26	\$	6.40
Texas Daily		27,087.54	61	05/31/26	07/31/26		27,087.54
	\$	27,093.94			\$	27,093.94	\$
Maturities & Transfers in July 2026	\$	3.6484	61	05/31/26	07/31/26	\$	\$
Texas Daily		3.6400	61	05/31/26	07/31/26		
	\$	-			\$	0.00	\$
Balance 07/31/2026	\$	8,779,349.27			\$	362,825.64	\$ 0.00
All Funds 07/31/2026	\$	360,594,959.58			\$	11,266,802.02	\$ 572,510.40
Change in Fair Market Value in Beginning Balance	\$	(260,131.08)			\$		\$
Market Value 07/31/2026	\$	360,334,828.50			\$		\$ 572,510.40

BOARD POLICY ABSTRACT

Policies to be Considered: Compensation and Benefits: Leaves and Absences		Policy #: DEC
Policy Section: D (Personnel)	☐ New ☒ Revision	
Action: ☒ For Adoption (☒ Approval)		
Resource Person: Julie Penley		
Purpose:	To update a previously-approved Texas Association of School Boards (TASB) Local Policy to incorporate information currently located in the current El Paso County Community College District Board Policy.	
Explanation:	TASB (Local) Policies require Board of Trustees approval of the initial policy and for any revisions. DEC (COMPENSATION AND BENEFITS: LEAVES AND ABSENCES). College Administration recommends the term “life-threatening” to describe cases in which employees may apply to use the College District’s sick leave pool. An additional change addresses the responsibility for tracking part-time employees’ sick leave. The Board of Trustees approved the original policy in August 2021 and the most recent revision in February 2026.	
Recommendation:	Approval by the Board of Trustees.	

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Note: For College District contribution to employee insurance during leave, see CKD(LOCAL). For additional provisions addressing the Family and Medical Leave Act (FMLA), see DECA(LEGAL).

**Leave
Administration**

The College President or designee shall develop administrative regulations associated with employee leaves and absences and ensure the procedures are used to implement the provisions of this policy.

Definitions

The term “immediate family” is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands in loco parentis.
3. Parent, stepparent, parent-in-law, or other individual who stands in loco parentis to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.

For purposes of the FMLA, the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term “family emergency” shall be limited to disasters and life-threatening situations involving the employee or a member of the employee’s immediate family.

Leave Day

A “leave day” for purposes of earning, use, or recording of leave shall mean the number of hours per day equivalent to the full-time employee’s usual assignment.

Staff Member

The term “staff member” shall mean a classified, professional, or administrative staff member employed by the College District on a full-time basis.

Academic Year

An “academic year” for purposes of earning, use, or recording of leave shall mean the term of an employee’s annual employment as set by the College District for the full-time employee’s usual assignment.

**Catastrophic Life
Threatening Illness
or Injury**

A life threatening illness or injury is a condition that has the potential to cause death if not treated promptly. A person may recover completely with appropriate medical care. The illness or injury can affect ~~catastrophic illness or injury is a severe condition or combination of conditions affecting~~ the mental or physical

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health of the employee, the employee's spouse, or the employee's son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*, that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the College District.

Earning Leave

An employee shall not earn any form of paid leave when the employee is in unpaid status. An employee using full or proportionate paid leave shall be considered to be in paid status.

An employee suspended with pay pending the outcome of a mid-contract termination hearing shall not earn any form of paid leave. [See DMAA]

Paid leave time is not charged by the contract hour for full-time faculty but by the equivalent of regular time lost from the normal 40-hour workweek.

Deductions

Leave Without Pay

The College District shall not approve paid leave for more leave days than have been accumulated in prior years plus leave currently available. Any unapproved absences or absences beyond accumulated and available paid leave shall result in deductions from the employee's pay.

Leave Proration

*Employed for
Less Than Full
Year*

If an employee separates from employment with the College District before the employee's last scheduled workday, or begins employment after the first scheduled workday, paid leave shall be prorated based on the actual time employed.

*Employed for Full
Year*

If an employee uses more paid leave than he or she earned and remains employed with the College District through his or her last scheduled workday, the College District shall deduct the cost of the excess leave days from the employee's pay in accordance with administrative regulations.

Medical Certification

An employee shall submit medical certification of the need for leave if:

1. The employee is absent three or more consecutive workdays because of personal illness or illness in the immediate family;
2. The College District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or College President;

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3. The employee requests FMLA leave for the employee's serious health condition; for a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave; or
4. The employee requests a workplace accommodation due to a condition that renders the employee "disabled."

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

Sick Leave

Each full-time employee shall earn eight hours of paid sick leave per month in accordance with administrative regulations.

Sick leave for full-time employees shall accumulate to a maximum of 960 hours (120 days).

Sick leave for full-time employees may only be used after it has accrued.

Each part-time employee shall be entitled to 16 hours of paid sick leave per fiscal year, which shall vest in its entirety on the first day of the fiscal year and which can be used only for scheduled workdays. Sick leave for part-time employees is noncumulative and must be used in the fiscal year in which it is accrued. **Budget heads are responsible for tracking part-time employees' sick leave.**

Sick leave shall only be used after any applicable compensatory time has been exhausted for the following:

1. Illness, injury, or disability of the employee.
2. Illness, injury, or disability of a member of the employee's immediate family. Death of a member of the employee's immediate family.
3. Family emergency.
4. Birth or placement of a child when taken within the first year after the child's birth, adoption, or foster placement.
5. Donation to the College District's sick leave pool.
6. Medical or dental appointments, subject to prior supervisory approval.

During academic breaks, full-time employees remain eligible to use sick leave to cover absences occurring while working on a supplemental assignment. Sick leave may be used in increments of no less than one-half day (four hours) per occasion. Exceptions to this usage limitation may be granted on a case-by-case basis.

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Sick Leave Pool

A full-time employee who has exhausted all paid leave as well as applicable compensatory time and who suffers from a **life-threatening catastrophic** illness or injury or is absent due to a **life-threatening catastrophic** illness or injury may apply to withdraw additional sick leave from the College District's sick leave pool, which College District employees may donate sick leave to for use by the eligible employee.

The College President or designee shall develop regulations for the implementation of the College District's sick leave pool that address the following:

1. Procedures to request the contribution of time and the withdrawal of time from the College District's sick leave pool;
2. The maximum number of days an employee may donate to the College District's sick leave pool; and
3. The maximum number of days an eligible employee may withdraw from the College District's sick leave pool.

Appeal

An employee may appeal a decision regarding the establishment or implementation of the College District's sick leave pool in accordance with DGBA(LOCAL), beginning with the College President or appropriate administrator.

**Leave for Certain
Law Enforcement
and EMS Personnel**

**Mental Health
Leave**

A College District peace officer or a full-time telecommunicator, as defined by law, who experiences a traumatic event in the scope of employment shall be granted a maximum of five days of mental health leave per traumatic event. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The College President shall develop regulations regarding mental health leave that address the following:

1. Circumstances or reasons under which an eligible employee may use mental health leave;
2. Procedures for requesting mental health leave and maintaining the anonymity of the requester;
3. The administrator authorized to approve requests for mental health leave; and
4. Other procedures deemed necessary for administering this provision.

Quarantine Leave

A College District peace officer or an emergency medical technician on staff shall be granted quarantine leave when ordered by the local health authority or the person's supervisor to quarantine

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or isolate due to possible or known exposure to a communicable disease while on duty. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The College President shall develop regulations regarding quarantine leave that address the following:

1. Continuation of all employment benefits and compensation for the duration of the leave;
2. Reimbursement for reasonable costs related to the quarantine; and
3. Other procedures deemed necessary for administering this provision.

Line of Duty Illness
or Injury Leave

Following a leave of absence with full pay as required by law, the College District shall not extend the leave of absence for a police officer's or emergency medical services personnel's line of duty illness or injury. In accordance with law, an eligible employee may use accumulated leave.

**Family and Medical
Leave**

FMLA leave shall run concurrently with applicable paid leave or compensatory time, as applicable.

Twelve-Month
Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured backward from the date an employee uses FMLA leave.

Combined Leave for
Spouses

When both spouses are employed by the College District, the College District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The College District shall limit military caregiver leave to a combined total of 26 weeks.

Intermittent or
Reduced Schedule
Leave

The College District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of
Leave

When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.

Fitness-for-Duty
Certification

In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.

Personal Leave

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Each full-time employee shall earn two days (16 hours) of paid leave per fiscal year to conduct personal business in accordance with administrative regulations.

A newly hired full-time employee who starts on or after March 1 shall earn one day of paid leave during the employee's first fiscal year to conduct personal business in accordance with administrative regulations.

Personal leave shall be noncumulative. A full-time employee who separates from employment with the College District shall not be eligible for payment for unused personal leave under this policy.

Request for
Personal Leave

The employee shall submit a written request for use of personal leave to the employee's immediate supervisor or designee in advance in accordance with administrative regulations. In deciding whether to approve or deny personal leave, the supervisor or designee shall not seek or consider the reasons for which an employee requests to use leave. The supervisor or designee shall, however, consider the effect of the employee's absence on the educational program or College District operations.

Vacation Leave

Each full-time classified staff employee shall earn paid vacation days based on the following schedule:

- 1 through 60 months of service: 8 hours per month (12 days per year).
- 61 through 120 months of service: 10 hours per month (15 days per year).
- 121 through 180 months of service: 12 hours per month (18 days per year).
- 181 or more months of service: 13.3 hours per month (20 days per year).

Each full-time administrative or professional support staff employee shall earn 13.33 hours of paid vacation per month.

Vacation leave shall accumulate to a maximum of 320 hours (40 days). Accrual of vacation beyond the maximum vacation allowance (40 days) requires written approval of the appropriate vice president, up to a maximum of an additional five days, for a total of 45 days. Employees may use vacation time when five or more days have been accrued.

Request for
Vacation Leave

The employee shall submit a written request for use of vacation leave to the employee's immediate supervisor or designee in advance in accordance with administrative regulations. In deciding

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whether to approve or deny vacation leave, the supervisor or designee shall consider the effect of the employee's absence on the educational program or College District operations.

**Leave of Absence
Without Pay**

Any full-time employee may apply for a leave of absence without pay. The employee shall submit a written request for a leave of absence without pay to the employee's immediate supervisor. Requests for a leave of absence without pay may be granted if appropriate, but the amount of leave granted, if any, will be determined on a case-by-case basis and will depend on the particular circumstances of each request.

Development Leave

A faculty member [see definition at DEC(LEGAL)] may be granted professional development leave for study, research, writing, field observations, or other suitable purpose.

For information and requirements regarding when a staff member may be granted professional development leave, please see Development Leaves of Absence for Staff Members.

Eligibility

To qualify for development leave, a qualified employee must serve at least three consecutive academic years. Additional years of service may be required based on the type of development leave requested.

Application

To be granted development leave for the subsequent academic year, a faculty member must apply to the College President by March 1 on a signed and dated form created by the administration. The application shall contain:

1. The requested effective date and duration of leave.
2. A description of the specific purpose for which the leave is requested.
3. An explanation as to how the leave is consistent with the mission and purpose of the College District and the benefit of the leave to the College District.
4. An assurance that the faculty member intends to return to the College District following the completion of the development leave to serve for a period equal to the amount of time the faculty member received for development leave, if approved, and that, if the faculty member does not return, the employee shall repay the College District for any benefits paid to or on behalf of the employee during the leave period.
5. Any other information deemed appropriate by the College President.

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Approval Procedure	A development leave committee shall be elected annually from the general faculty membership on a date determined by the College President to be no later than the application deadline. The committee shall be composed of 10 members and shall elect a chair during the first meeting. The chair shall be responsible for scheduling and presiding over each meeting of the committee. After reviewing the applications for development leave, the committee chair shall forward the committee's recommendation to the College President. After review of the committee's recommendation, the College President shall make a recommendation as to which applications should be granted for consideration at a Board meeting to occur before the end of the spring semester. No more than six percent of the College District's faculty members may be on development leave at any one time. The College President shall inform the applicants of the final determination by the Board.
Duration and Compensation	Development leave shall be for one academic year at one-half of the faculty member's regular salary or for one-half academic year at full regular salary.
<i>Exception</i>	If the faculty member qualifies for development leave as an administrator, the Board may grant development leave at the faculty member's full, regular salary for one year.
Outside Employment	A faculty member granted development leave is prohibited from accepting employment with another employer without permission of the Board.
Return to Work	The faculty member must agree to return to the College District following the conclusion of the development leave to serve for a period equal to the amount of time the faculty member received for development leave and if not, to repay the College District for any benefits paid to or on behalf of the faculty member during the leave period.
Report	Upon returning from development leave, the faculty member must report to the College President in writing regarding whether the purpose of the leave was fulfilled with a description regarding the manner in which it was fulfilled or if it was not fulfilled, the reasons why the leave was not fulfilled.
Bereavement Leave	All full-time and part-time employees shall be granted up to three days of paid bereavement leave for scheduled workdays upon the death of a member of the employee's immediate family [see Definitions, above]. Bereavement leave shall be noncumulative.

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	Full-time employees under supplemental assignments during an academic break shall remain eligible for bereavement leave.
Military Leave	[See DECB(LEGAL)]
Workers' Compensation	Note: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the College District's contribution to health insurance.
	An absence due to a work-related injury or illness shall be designated as FMLA leave.
Paid Leave Offset	The College District shall permit the option for paid leave offset in conjunction with workers' compensation income benefits. An eligible employee may elect in writing to use available partial-day increments of paid leave to make up the difference between the employee's income benefits and the pre-injury wage. [See CKE]
Court Appearances	Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the College District and shall not be deducted from the employee's pay or leave balance. A part-time staff employee shall be eligible for paid leave when the subpoena or jury duty falls during the employee's scheduled work hours. Full-time employees under supplemental assignments during an academic break shall remain eligible for leave.
Payment for Accumulated Leave Upon Separation	The following leave provisions shall apply to sick leave and vacation leave accumulated beginning on the original effective date of this program. An employee who separates from employment with the College District shall be eligible for payment for unused sick leave and vacation leave under the following conditions: 1. The employee provides advance written notice of intent to separate from employment. Non-contract employees must provide written notice at least two weeks before the last day of employment. Full-time regular classified staff employees are expected to give at least two weeks' notice. Administrative and professional support staff employees and faculty members are expected to give at least four weeks' notice. 2. For sick leave, the employee has at least five years of continuous full-time service with the College District. There is no service requirement for vacation leave. The employee shall receive payment for each day of accumulated sick leave and vacation leave at the following rates established by the Board:

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

1. Eligible employees shall be entitled to receive payment for 100 percent of accrued, unused vacation leave that is certified and approved by the College District.
2. Eligible employees shall be entitled to receive payment for 10 percent of accrued, unused sick leave that is certified and approved by the College District.
3. The estate of a deceased employee is entitled to receive payment for 50 percent of the deceased employee's accrued, unused sick leave for the first 160 hours remaining in the deceased employee's sick leave balance. If the deceased employee had five years of continuous eligible full-time service with the College District, the estate of the deceased employee is entitled to receive payment for 10 percent of any remaining sick leave in the deceased employee's balance.
4. Personal leave will not be paid upon separation from employment with the College District.

If the employee is reemployed with the College District, days for which the employee received payment shall not be available to that employee.

The rates established by the Board shall be in effect until the Board adopts new rates. Any changes to the rates shall apply beginning with the academic year following the adoption of the rate change.

BOARD POLICY ABSTRACT

Policies to be Considered: Term Contracts: Termination Mid-Contract		Policy #: DMAA
Policy Section: D (Personnel)	☐ New ☒ Revision	
Action: ☒ For Adoption (☒ Approval)		
Resource Person: Julie Penley		
Purpose: To update a previously-approved Texas Association of School Boards (TASB) Local Policy to incorporate information currently located in the current El Paso County Community College District Board Policy. Explanation: TASB (Local) Policies require Board of Trustees approval of the initial policy and for any revisions. DMAA (TERM CONTRACTS: TERMINATION MID-CONTRACT). College Administration and legal counsel recommend additions to the current policy to clarify an affected employee's right to due process in the review of evidence impacting a termination recommendation. The Board of Trustees approved the original policy in November 2021 and the most recent revision in May 2026.		
Recommendation: Approval by the Board of Trustees.		

TERM CONTRACTS
TERMINATION MID-CONTRACT
UNPAID SUSPENSION

DMAA
(LOCAL)

An Any employee, including faculty members, may be terminated or suspended without pay mid-contract for good cause as determined by the Board following a hearing held for that purpose in accordance with law.

Involuntary Termination or Unpaid Suspension

An Affected Contract Employee is an employee who is proposed for contract termination or unpaid suspension for reason(s) constituting “good cause.” Affected Contract Employees shall be afforded the notice and hearing rights described herein.

Faculty Members

This policy is intended to comply with Texas Education Code §51.960, including the method for presenting, reviewing and acting on a grievance filed by faculty members under this policy. For that purpose, the term “appeal” herein constitutes a faculty member’s “grievance” as referenced in Texas Education Code §51.960.

Request for Hearing

Upon written notification from the College President of the proposed contract termination or unpaid suspension of an Affected College Employee, and the grounds therefor, the Affected Contract Employee may, within ten business days, submit a written request for a hearing to the Board by delivering the notice by hand-delivery, fax or certified mail directed to the College President.

Selection of Hearing Officer and Hearing Facilitator

Within five business days after delivery of the Affected Contract Employee’s request for a hearing, the College President or his or her designee shall assign a hearing officer to hold the hearing and make the recommended findings to the Board regarding the facts presented and whether good cause exists to terminate the contract or suspend the Affected Contract Employee without pay (jointly, the “Findings” herein).

Within five business days after assignment of a hearing officer, the College President or his or her designee shall assign a hearing facilitator to preside over the hearing and assist the hearing officer in accordance with this policy.

The College President, or his or her designee, shall advise the Affected Contract Employee in writing of the name of the hearing officer and hearing facilitator selected by the President.

TERM CONTRACTS
TERMINATION MID-CONTRACT
UNPAID SUSPENSION

DMAA
(LOCAL)

Role of Hearing Officer	The hearing officer shall serve as the Board's designee to give notice of the hearing to the Affected Contract Employee, hold the requested hearing, and make the recommended Findings. The hearing officer will hear and consider all the evidence upon which the charges are based, including the Affected Contract Employee's evidence of innocence of the charges or extenuating circumstances, the testimony of witnesses presented and cross-examined by the parties, and documentary or other evidence presented. The hearing officer will determine the credibility and weight to be given to the evidence presented at the hearing. The hearing officer will make his/her recommended Findings in writing to the Board, based on the evidence presented at the hearing. The hearing officer may, upon request of either party, attest to his or her ability to fairly and impartially consider the facts and evidence presented.
Role of Hearing Facilitator	The hearing shall be facilitated by a non-voting hearing facilitator ("hearing facilitator") selected by the College President, to advise the hearing officer on legal matters and otherwise assist the hearing officer, until the hearing officers' recommended Findings are sent to the Board. The hearing facilitator shall serve as the Board's designee for determining applicable law and assisting the hearing officer with evidentiary and procedural rulings during the hearing and otherwise, as indicated. The hearing facilitator will decide the relevance and materiality of the evidence presented at the hearing. The hearing facilitator shall be a licensed attorney in good standing with the State Bar of Texas, shall not be related by blood to any party or material witness, and shall not have had prior involvement with the facts or circumstances giving rise to the proposed termination or unpaid suspension. Additionally, the hearing facilitator shall not be employed by the law firm that is advising the administration regarding the proposed termination or unpaid suspension. The hearing examiner may, upon request of either party, attest to his or her ability to fairly and impartially preside over the hearing and advise the hearing officer, as requested, in accordance with this policy.

TERM CONTRACTS
TERMINATION MID-CONTRACT
UNPAID SUSPENSION

DMAA
(LOCAL)

Hearing Officer's Recommended Findings

Following the conclusion of the hearing, the hearing officer shall, within fourteen business days, deliver the recommended Findings in writing to the Board, through the College President, and will contemporaneously provide a copy to the Affected Contract Employee and the Administration. The hearing officer may consult with the hearing facilitator in preparation of the recommended Findings.

Board Review

The Board will place the item on the agenda and set the matter for review at the next regular Board meeting that can be legally noticed following receipt of the hearing officer's recommended Findings.

The Board may request oral argument from the parties. If so, the College President will provide reasonable written notice to the Affected Contract Employee and the administration of the date, time and location of the oral argument and procedures to be followed during oral argument.

The Board may accept, reject or modify the recommended Findings of the hearing officer. If the Board takes formal action in response to the recommended Findings, its decision shall be announced in open session. If the Board does not formally act to reject or modify the hearing officer's findings, the Board shall be deemed to have accepted the hearing officer's recommended Findings.

Appeals

~~Appeals related to this policy may be submitted through DGBA(LOCAL) beginning at the appropriate level.~~

Faculty Members

~~Alternatively, a faculty member, as defined by Education Code 51.960, may first present a grievance under Section 51.960 to the associate vice president of human resources and compliance on an issue related to the faculty member's dismissal. The faculty member may file a request to present the grievance within 10 business days after final action on the dismissal proceeding.~~

~~Once a request to present a grievance has been filed, the conference shall be scheduled within seven business days.~~

~~The faculty member may appeal the decision of the associate vice president of human resources and compliance in accordance with DGBA(LOCAL) beginning at the appropriate level.~~

Exhibit 3.1
Information Items
(No Action Required)

Adame, Paulina

Transition Specialist
Classified Staff
Recruitment Services
08/03/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Arroyo, Jade

Financial Aid Specialist
Classified Staff
Financial Aid
08/20/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Alarcon, Alexa

Administrative Associate
Classified Staff
Instructional Programs
08/03/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Avila, Adamary

Financial Aid Specialist
Classified Staff
Financial Aid
08/17/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Alcala, Socorro

Popular Education Lead Facilitator
Classified Staff
Community Education Program
D.O.E. H.E.P. 2025
Temporary Status
07/01/26 – 08/31/26
Grade E
Extension of Appointment

Castillo, Maria

Administrative Office Assistant
Classified Staff
Community Education Program
D.O.E. H.E.P. 2025
Temporary Status
07/01/26 – 08/31/26
Grade C
Extension of Appointment

Alvarado, Maria

Transition Specialist
Classified Staff
Recruitment Services
08/03/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Chico, Wendy

Testing Services Clerk
Classified Staff
Testing Services
08/10/26 – 08/31/26
Grade C
Competitive Appointment
(Replacement Action)

Exhibit 3.1
Information Items
(No Action Required)

Delgado, Ivan

Grants Specialist
Classified Staff
Grants Management Office
07/15/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Escobosa, Alma

First-Year Experience Peer Academic Coach
Classified Staff
First-Year Experience
08/03/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Delgado Alarcon, Liliana

Student Parent Assistant
Classified Staff
Family Friendly
08/03/26 – 08/31/26
Grade C
Competitive Appointment
(New Position)

Espinoza, Renee

Academic Tutor
Classified Staff
Writing Center
07/27/26 – 08/31/26
Grade C
Competitive Appointment
(Replacement Action)

Dominguez, Guadalupe

Admissions & Registration Specialist
Classified Staff
Admissions & Registration
08/24/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Fernandez, Marco

Interim Vice President, Information
Technology
Administrator
Information Technology
Temporary Status
06/01/26 – 08/31/26
Grade G
Temporary Increase in Responsibilities
(10%)

Dominguez, Leticia

Manager, College Assistance Migrant
Program
Professional Staff
Community Education Program
College Assistance Migrant Program
Temporary Status
07/01/26 – 08/31/26
Grade D
Extension of Appointment

Flores, Sabrina

Student Services Assistant
Classified Staff
Counseling
07/27/26 – 08/31/26
Grade C
Competitive Appointment
(Replacement Action)

Exhibit 3.1
Information Items
(No Action Required)

Fragoso, Maricela

Employment Specialist
Classified Staff
Human Resources
07/13/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Landeros, Erika

Popular Education Lead Facilitator
Classified Staff
Community Education Program
D.O.E. H.E.P. 2025
Temporary Status
07/01/26 – 08/31/26
Grade E
Extension of Appointment

Garcia, Jennifer

Administrative Office Assistant
Classified Staff
Center for Students with Disabilities
08/10/26 – 08/31/26
Grade C
Competitive Appointment
(Replacement Action)

Lozano Carrera, Michelle

Admissions & Registration Specialist &
International Liaison
Classified Staff
Admissions & Registration
08/03/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Heidenescher, Patricia

Manager, Academic Resources
Professional Staff
Student Success Office
08/03/26 – 08/31/26
Grade D
Competitive Appointment
(Replacement Action)

Martinez-Lizarraga, Gregorio

Director, Auxiliary Services
Administrator
Auxiliary Services
08/17/26 – 08/31/26
Grade D
Competitive Appointment
(Replacement Action)

Lamas, Oscar

Testing Services Clerk
Classified Staff
Testing Services
08/10/26 – 08/31/26
Grade C
Competitive Appointment
(Replacement Action)

McCrary, Colleen

Lab Facilities Supervisor
Professional Staff
Drama & Theater
07/27/26 – 08/31/26
Grade B
Competitive Appointment
(Replacement Action)

Exhibit 3.1
Information Items
(No Action Required)

Mendoza, Jamie

Financial Aid Specialist
Classified Staff
Financial Aid
08/17/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Sotelo, Jared

Head Softball Coach
Professional Staff
Athletics
08/03/26 – 08/31/26
Grade C
Competitive Appointment
(Replacement Action)

Moe, Keri

Associate Vice President, External Relations,
Communications & Development
Administrator
External Relations, Communications &
Development
07/01/26 – 08/31/26
Temporary Increase in Responsibilities
(10%)

Villalba, Joseph

Senior Administrative Associate
Classified Staff
Dual Credit & Early College High Schools
08/10/26 – 08/31/26
Grade F
Competitive Appointment
(Replacement Action)

Rodriguez, Melissa

Accounts Receivable Specialist
Classified Staff
Accounts Receivable
08/03/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Wells, Jarrett

Research Analyst
Professional Staff
Institutional Research
07/20/26 – 08/31/26
Grade C
Competitive Appointment
(Replacement Action)

Rodriguez, Rebecca

Admissions & Registration Specialist
Classified Staff
Admissions & Registration
08/24/26 – 08/31/26
Grade E
Competitive Appointment
(Replacement Action)

Exhibit 3.1
Information Items
(No Action Required)

Resignations:

Acosta, Brenda

Campus Coordinator, Testing Services
Testing Services
07/31/26

Apodaca, Christopher

Financial Aid Specialist- Return of Title IV
Financial Aid
07/28/26

Castillo, Alex

Peace Officer I
Police Department
07/24/26

Gleason, Kelly

Financial Aid Specialist
Financial Aid
06/22/26

Gonzalez, Laura

Instructor
Nursing
05/31/26

Hoey, Sandra

Administrative Associate
Instructional Accreditation
07/29/26

Polanco, Sarah

Administrative Assistant
Institutional Research
08/14/26

Reske, Juergen

Instructional Service Center Technician
Instructional Services Center
08/20/26

Retirements:

Ahumada, Myrna

Accounts Payable Specialist
Accounting Services
08/31/26

Gaines, Jackie

Senior Programmer Analyst
Enterprise Computing
08/31/26

Luna, Juan

Instructor
Computer Aided Design
08/31/26

Maldonado, Aquiles

Property Control Supervisor
Property Management Control
08/31/26

Miller, Lisa

Instructor
Art
08/31/26

Rudnick, Janine

Instructor
English as a Second Language
08/31/26

Salas, Jesusita

Coordinator Media Services
Information Technology- Media Services
08/31/26

Selk, Susan

Instructor
Speech
08/31/26

Exhibit 3.1
Information Items
(No Action Required)

Resignations (cont.):

Rodriguez, Adrian
Technical Support Specialist
Information Technology
07/17/26

Vallejo, Juan
Veterans Resource Specialist
Veterans Resource Center
06/26/26

Retirements (cont.):

Sosa, Alicia
Instructor
Nursing
08/31/26

Sosa, Armando
Instructor
Nursing
08/31/26

Tellez, Laura
Director, Budget
Budget Office
08/31/26

Wolff-Porras, Normina
Instructor
English as a Second Language
08/31/26

Exhibit 3.2
Tenure-Track Faculty Appointments and Extensions

Davila, Juan

Instructor
Faculty
Patient Care Technician
Tenure-Track*
08/17/26 – 05/16/27
Grade B/5
Competitive Appointment
(Replacement Action)

Servin, Christian

Instructor
Faculty
Computer Science
08/17/26 – 05/16/27
Grade H/16
Temporary Increase in Responsibilities (9%)

*Tenure-Track faculty members serve a period of five years in a faculty probationary status prior to being granted tenure status by the Board of Trustees.

Exhibit 3.2
Tenure-Track Faculty Appointments and Extensions

The following Academic Year Faculty Instructors (Lecturers) are extended for the period of 08/17/26 – 05/16/27.

<u>NAME</u>	<u>DISCIPLINE</u>	<u>GRADE</u>
Dominguez, Delia	Interior Design	B
Martinez, Jesus	Architecture	C
Prieto, Bertha	Court Reporting	B

The following Adult Vocational Instructors (AVI) are extended for the period of 08/17/26 – 08/13/27.

<u>NAME</u>	<u>DISCIPLINE</u>	<u>GRADE</u>
Almaguer-Chavez, Martha	Phlebotomy Technician	B
Stafford, Reeanna	Nursing Assistant	A

New Tenured Faculty

NAME		TITLE	RANK	GRADE
Santana	Sonia	Counselor	Associate Professor	C

Continuing Probationary Faculty

NAME		TITLE	RANK	GRADE
Al-Hanna	Jaclyn	Teacher Prep Child Dev Instructor	Assistant Professor	D
Alarcon	Edwardo	Info Technology Systems Instructor	Assistant Professor	B
Alvarez	Aaron	Philosophy Instructor	Assistant Professor	G
Ansalmo	Irma	Nursing Instructor	Assistant Professor	C
Arciniega	Astrid	Counselor	Assistant Professor	C
Arevalo	Cleopatra	Art Instructor	Assistant Professor	E
Armendariz	Jessica	English Instructor	Assistant Professor	C
Baeza	Elena	Librarian	Assistant Professor	C
Basurto	Priscilla	Librarian	Assistant Professor	C
Becker	Ashley	Respiratory Care Tech Instructor	Assistant Professor	A
Bueno	Brenda	Vocational Nursing Instructor	Assistant Professor	C
Bustamante	Fabiola	Vocational Nursing Instructor	Assistant Professor	C
Cardiel	Rocio	Government Instructor	Assistant Professor	G
Cardoza-Comer	Seleste	Counselor	Assistant Professor	C
Carlos de Ramirez	Irma	Nursing Instructor	Assistant Professor	C
Chacon	Elsa	Business Management Instructor	Assistant Professor	C
Cisneros	Vanessa	Dental Hygiene Instructor	Assistant Professor	B
Cuvelier	Nora	Engineering Instructor	Assistant Professor	G
Diaz	Kim	Philosophy Instructor	Assistant Professor	H
Diggs	Wayne	Business Management Instructor	Assistant Professor	C
Erickson Alvarado	Laura	Speech Instructor	Assistant Professor	E
Escalante-Ruiz	Rafael	Computer Science Instructor	Assistant Professor	D
Esparza Lara	Diana	English Instructor	Assistant Professor	E
Espinosa Tintos	Jose	Mathematics Instructor	Assistant Professor	H
Estrada Chavez	Hector	Diesel Mechanics Instructor	Assistant Professor	A
Fernandez	Viridiana	Mathematics Instructor	Assistant Professor	C
Flores	Adriana	Counselor	Assistant Professor	C
Flores	Eduardo	Counselor- DC/ECHS	Assistant Professor	C
Franco	Carlos	Fire Technology Instructor	Assistant Professor	A
Fuentes	Maria	Biology Instructor	Assistant Professor	H
Garcia	Armando	Physics Instructor	Assistant Professor	C
Garcia	Francisco	Automotive Technology Instructor	Assistant Professor	A
Gomez	Amanda	Librarian	Assistant Professor	C
Gomez	Carmen	Counselor	Assistant Professor	C
Guerrero	Ana	Respiratory Care Tech Instructor	Assistant Professor	B

Hanley	Marvin	Mass Communication Instructor	Assistant Professor	C
Hernandez	Veronica	Nursing Instructor	Assistant Professor	C
Holguin	Dawn	Occupational Therapy Asst Instructor	Assistant Professor	C
Hutson	Patricia	English Instructor	Assistant Professor	H
Kaplowitz	Karen	Nutrition Science Instructor	Assistant Professor	C
Karichev	Nadia	Info Technology Systems Instructor	Assistant Professor	C
Knight	Adriana	Emergency Med Services Instructor	Assistant Professor	A
Lara	Xochitl	Nursing Instructor	Assistant Professor	C
Leavitt	Veronica	Counselor	Assistant Professor	C
Ledesma	Frank	Educational Psychology Instructor	Assistant Professor	C
Longo	Catherine	Nursing Instructor	Assistant Professor	C
Lucero	Vanessa	Teacher Preparation Instructor	Assistant Professor	C
Magana	Leonor	Psychology Instructor	Assistant Professor	C
Maldonado	Delia	Surgical Technology Instructor	Assistant Professor	A
Marshall	Guadalupe	Counselor	Assistant Professor	C
Martell	Ector	Biology Instructor	Assistant Professor	C
Martinez	Sarah	Biology Instructor	Assistant Professor	H
Molina	Laura	Counselor	Assistant Professor	C
Montoya	Fania	Surgical Technology Instructor	Assistant Professor	A
Moraga	Raymond	Physical Therapy Asst Instructor	Assistant Professor	H
Morales	Gene	History Instructor	Assistant Professor	H
Moreno	Robert	Chemistry Instructor	Assistant Professor	C
Muir	Regina	English Instructor	Assistant Professor	C
Navarro	Yvette	Sociology Instructor	Assistant Professor	C
Navidomskis	J	Business Management Instructor	Assistant Professor	D
Negron	Joseph	Psychology Instructor	Assistant Professor	C
Obeso	Nicole	Nursing Instructor	Assistant Professor	C
Olgin	John	Physics Instructor	Assistant Professor	H
Olivas	Aimee	Psychology Instructor	Assistant Professor	C
Ornelas	Sandra	Counselor	Assistant Professor	C
Pacheco	Erik	Emergency Med Services Instructor	Assistant Professor	C
Parada	Daniel	Nursing Instructor	Assistant Professor	D
Pasillas	Elizabeth	Counselor- DC/ECHS	Assistant Professor	C
Payan	Ashley	Biology Instructor	Assistant Professor	H
Payne	Siobhan	Nursing Instructor	Assistant Professor	C
Pecina	Theresa	Dental Hygiene Instructor	Assistant Professor	B
Perez	Valeria	Mass Communication Instructor	Assistant Professor	C
Pownuk	Andrew	Info Technology Systems Instructor	Assistant Professor	H
Ramirez	Martha	Nursing Instructor	Assistant Professor	C
Ramirez	Suzanne	Government Instructor	Assistant Professor	C
Rico	Belen	Sign Language Interpreter Instructor	Assistant Professor	B
Rivera	Adrian	Librarian	Assistant Professor	C
Rodriguez	Janeth	Biology Instructor	Assistant Professor	C

Rubio	Javier	Fire Technology Instructor	Assistant Professor	B
Ruiz	Samuel	Librarian	Assistant Professor	C
Sanchez	Barbara	Government Instructor	Assistant Professor	H
Sanchez	Marco	Art Instructor	Assistant Professor	E
Savina	Karla	Economics Instructor	Assistant Professor	F
Schulte	Harry	Speech Instructor	Assistant Professor	C
Sigala	Adriana	Government Instructor	Assistant Professor	C
Sotelo	Diana	Dental Hygiene Instructor	Assistant Professor	C
Stepp	James	Government Instructor	Assistant Professor	C
Stives	Patricia	Sign Language Interpreter Instructor	Assistant Professor	B
Tarin	Myriam	Economics Instructor	Assistant Professor	C
Tinajero	Eloy	Diagnostic Med Sonography Instructor	Assistant Professor	A
Tobar	Maria	Nursing Instructor	Assistant Professor	C
Van Houdt	Carrie	Psychology Instructor	Assistant Professor	E
Villanueva	Irma	Fashion Technology Instructor	Assistant Professor	H
Villapana	Kathryn	Dental Hygiene Instructor	Assistant Professor	C
Watkins	Timothy	Speech Instructor	Assistant Professor	G
Welch	Donna	Paralegal Instructor	Assistant Professor	A
Wells	Claire	Biology Instructor	Assistant Professor	H
Williams	James	Echocardiography Instructor	Assistant Professor	B
Yanez	Marisel	Counselor	Assistant Professor	C

Administrative Staff Employee Contracts

NAME		TITLE	GRADE
Ambriz	Lorely	Dean Counseling & Libraries	E
Amaya	Carlos	Vice President Instruction & WF Education	G
Babic	Mirjana	Director Institutional Accreditation	D
Badillo	Maria	Dean Dual Credit ECHS	E
Barraza	Jose	Executive Director Human Resources	E
Bell	Rebekah	Director Student Learning Outcomes	C
Bogle	Barry	Director Law Enforcement Training Academy	C
Cadena	Luz	Director Distant Learning Support Services	C
Casavantes	Maria del Carmen	Director Center for College Access & Develop	C
CassoLopez	Jose	Director Center for Corporate WF Training	C
De Leon	Gloria	Comptroller	E
Dwyer	Carl	Director Veterans Resource Center	C
Elliott	Robert	Director Grants Management & Development	C
Escamilla	Rebecca	Dean Architecture Art Math & Science	E
Fernandez	Joshua	Executive Director Physical Plant	E
Fernandez	Marco	Exec Dir Network Systems & Support Services	E
Field	Maria E.	AVP Human Resources & Compliance	F
Flores	Fernando	Vice President Finance & Administration	G
Flores	Lucina	Director Senior Adult Programs	B
Frescas	Christina	Director Institutional Planning	C
Gallardo	Ruben	Director Purchasing Contract Management	D
Garcia	Heriberto	Director Student Leadership & Campus Life	D
Garcia	Laura	Director Language Institute Opportunity HSDP	C
Garza	Christina	Director Testing Services	C
Gross	Dolores	Executive Director Resource Development	E
Guerra	Daniel	Dean Communication & Performing Arts	E
Hajjar	Souraya	Campus Dean CTE Math & Science	E
Heiney	James	Director Marketing & Community Relations	D
Hubail	Abraham	Exec Dir IT Software Applications Analytics	E
Huerta	Yvette	Director Institutional Effectiveness	C
Kay	Carol	Director Institutional Research	C
Kirby	Brian	Dean Arts Communication CTE Social Science	E
Lachica-Chavez	Cassandra	Executive Director Admissions & Registrar	E
Lopez	Ines	Executive Director Student Financial Aid	E
Lopez	Maria	Director Center for Student with Disabilities	C
Mann	Terri	Campus Dean Instructional Programs	E
Marrufo	Audrey	Director Small Business Development Center	C
Martinez-Lizarraga	Gregorio	Director Auxiliary Services	D
Mitchell	Paula	AVP Instruction and Student Success	F
Moe	Keri	AVP External Relations Communication & Dev	F

Muro	Andres	Director Community Education Program	B
Nickerson	Jonathan	Dean ATC Culinary Arts Hospitality	E
Pacheco-Lucero	Jose	Dean Art Math & Science	E
Pagel	Myshie	Campus Dean Education CTE	E
Penley	Julie	Vice President Research Accred Planning	G
Primozech	Blayne	AVP Workforce & Continuing Education	F
Ramirez	Jose	Chief of Police	E
Ramos	Sergio	Director Academic Computing & Media Svcs	D
Rausch	Anthony	Director Curriculum Instructional Development	D
Rivas	Nadia	Dean Students, Student Affairs Special Projects	E
Rodarte	Susana	Dean ESL Reading Social Science	E
Rodriguez	Lucia	Director Student Success	D
Stiles	Cheryl	Director Continuing Education Health	C
Talamantes	Michael	Director Recruitment Services	C
Tena	Lydia	Campus Dean Instructional Programs	E
Valerio	Olga	Dean Industry Partnerships & WF Training	E
Villalobos	Joshua	Dean Communication Social Science CTE	E
Wolf	Ondrea	Director Quality Enhance Plan Assessment	C
Zuniga	Ana	AVP Budget & Financial Services	F

Classified Staff Employee Contracts

NAME		TITLE	GRADE
Acosta Lara	Jaime	Maintenance Worker II	C
Adame	Leticia	Acquisitions Technical Assistant	E
Adame	Paulina	Transition Specialist	E
Aguilar Favela	Abigail	Admissions & Registration Specialist	E
Akhtar	Monica	Human Resources Specialist	E
Alarcon	Alexa	Administrative Associate	E
Alarcon	Elizabeth	Accounting Specialist	F
Alcantar	Javier	Maintenance Worker II	C
Alcantar	Michael	Supervisor Automotive Shop	F
Ali	Syed	ACS Lab Assistant	C
Alvarado	Guadalupe	Senior Administrative Associate	F
Alvarado	Maria	Transition Specialist	E
Alvarado Delgado	Bertha	Payroll Specialist	E
Alvarado-Santiesteban	Angelica	Accounts Payable Specialist	E
Amendola	Juan	Campus Maintenance Technician	E
Amezcu	Jazmin	Administrative Associate	E
Anaya	Monica	Accounts Receivable Specialist	E
Anchondo	Alma	Library Assistant	E
Araiza	Vera	Lab Assistant III	E

Arango	Araseli	Cataloging Technical Assistant	E
Archut	Timothy	Academic Resource Specialist	E
Arellano	Dolores	Administrative Associate	E
Arias	Luis	Maintenance Worker II	C
Armendariz	Diann	Tuitions Assistant	E
Armendariz	Erendira	Media Services Assistant	C
Armendariz	Leslie	Senior Administrative Associate	F
Armengol	Maria	Instructional Service Center Technician	D
Arriaga	Edgar	Advanced Technology Center Lab Assistant	E
Arroyo	Jade	Financial Aid Specialist	E
Auckland	Bertha	Lab Assistant III	E
Avila	Adamary	Financial Aid Specialist	E
Avila	Beatriz	Student Services Assistant	C
Avila	Christine	Employment Specialist	E
Avila	Daniel	Maintenance Worker II	C
Avila	Jonathan	Media Services Assistant	C
Avila	Maribel	Administrative Associate	E
Ayabar Meza	Daniel	Lab Assistant III	E
Ayala	Ammy	Administrative Office Assistant	C
Ayala	Patricia	Supervisor Public Services	F
Bailon	Alfredo	Peace Officer II	E
Barba	Leslie	Occupational Education Lab Assistant	D
Barclay	Jordan	Administrative Associate	E
Barquin	Adrian	Certification Specialist	E
Barrios	Sandra	Program Assistant	D
Bautista	Barry	HVAC Controls Technician	F
Bautista	Sammuel	Detective Investigator	F
Belmontes	Francisco	Campus Maintenance Technician	E
Betancourt	Melissa	Program Assistant	D
Beuchot Cotera	Sara	Financial Aid Specialist Veterans Affairs	E
Borjon	Hector	Payroll Specialist	E
Bradley	Gisella	Administrative Assistant	D
Brown-Langloss	Trey	Peace Officer I	D
Bueno	Blanca	Administrative Associate	E
Burrola	Lydia	Human Resources Specialist	E
Cadena	Sylvia	Senior Administrative Associate	F
Caldera	Carolina	Senior Administrative Associate	F
Caldera	Ricardo	Campus Maintenance Technician	E
Calderon	Jose	Peace Officer I	D
Campbell	Jennifer	Instructional Service Center Technician	D
Campos	Brenda	Cataloging Technical Assistant	E
Campuzano	Carlotta	CD Records Graduations and Evaluations	F
Cardenas	Jasmin	Senior Administrative Associate	F

Cardenas	Lorena	Reading Lab Assistant	E
Cardona	Rene	Draftsman	F
Cardoza	Stephanie	Peace Officer I	D
Carmona	Janette	Administrative Office Assistant	C
Carrera	Ileana	Popular Education Lead Facilitator	E
Carrillo	Hugo	Shipping and Receiving Clerk	C
Carrillo	Priscilla	Enrollment Services Specialist	E
Carrillo Vazquez	Rocio	Admissions & Registration Specialist	E
Castaneda Garcia	Julio	Maintenance Worker II	C
Castillo	Esperanza	Student Services Assistant	C
Castillo	Gonzalo	Student Services Assistant	C
Castillo-Mann	Santa	Administrative Associate	E
Castro	Jessica	Senior Administrative Associate	F
Castro Ortiz	Leonel	Maintenance Worker II	C
Ceniceros	Francisco	Library Assistant	E
Chacon	Rocio	Payroll Specialist	E
Chavarria	Eloisa	Administrative Associate	E
Chavez	Daniel	Peace Officer II	E
Chavez	Rosa	Accounts Payable Specialist	E
Chavira	Isabel	Supervisor Public Services	F
Chavira	Savannah	Senior Administrative Associate	F
Chico	Wendy	Testing Services Clerk	C
Cisneros	Maria	Testing Services Specialist	D
Corral Gamboa	Omar	Student Services Assistant	C
Cortinas	Luis	Campus Cashier	D
Cravens-Perez	Nelly	Admissions & Registration Assistant	D
Crook	Raina	Senior Administrative Associate	F
Curiel	Elvia	Senior Administrative Associate	F
Curiel	Norma	Administrative Assistant	D
Curtis	Danielle	Supervisor New Student Orientation	F
De Los Reyes	Luz	Senior Administrative Associate	F
De Lucio	Silvia	Senior Administrative Associate	F
Dean	Charles	Senior Electrician	F
Del Valle	Jose	Financial Aid Specialist Veterans Affairs	E
Delarosa	Jaime	Detective Investigator	F
Delgado	Adrian	Academic Computer Services Lab Assistant	C
Delgado	Ivan	Grants Specialist	E
Delgado	Maria	Academic Computer Services Lab Assistant	C
Delgado	Teresa	Senior Administrative Associate	F
Delgado Alarcon	Liliana	Student Parent Assistant	C
DeRouen	Michele	Administrative Associate	E
Diaz	Christina	Occupational Education Lab Assistant	D
Diaz	Hilda	Grants Specialist	E

Dominguez	Eva	Registration Assistant	D
Dominguez	Guadalupe	Admissions & Registration Specialist	E
Dominguez	Martin	Senior Construction Worker	F
Dragon	Norma	Administrative Associate	E
Duenas	Cassandra	Library Assistant	E
Duran	Luis	Maintenance Worker II	C
Duron	Jaycee	Occupational Education Lab Assistant	D
Enriquez	Alejandrina	Instructional Service Center Technician	D
Escareno	Cristina	Testing Services Clerk	C
Escobosa	Alma	First-Year Experience Peer Academic Coach	E
Esparza	Norma	Scheduling Assistant	D
Espinoza	Leticia	Occupational Education Lab Assistant	D
Espinoza	Renee	Academic Tutor	C
Espinoza	Robert	Occupational Education Lab Assistant	D
Estrada	Alfredo	Peace Officer I	D
Estrada	Anakaren	Academic Tutor	C
Estrada	Daniela	Career & Transfer Services Specialist	E
Estrada	Hilario	Property Control Assistant	D
Estrada	Karen	Program Support Clerk	B
Estrada	Laura	Accounts Payable Specialist	E
Fabela	Pedro	Account Clerk	C
Fairly	Viana	Administrative Associate	E
Ferron Ferron	Gabriela	Senior Administrative Associate	F
Flores	Lourdes	Senior Administrative Associate	F
Flores	Raquel	Testing Services Specialist	D
Flores	Sabrina	Student Services Assistant	C
Fragoso	Maricela	Employment Specialist	E
Fraire	Miguel	Shipping and Receiving Clerk	C
Fraire Zamarripa	Lizeth	Academic Tutor	C
Franco	Rojelio	Pest Control Grounds Technician	E
Franco	Silvia	Lab Assistant III	E
Fuentes	Nidia	Academic Computer Services Lab Assistant	C
Gachupin	Alexandro	Peace Officer I	D
Gaither	Laura	Instructional Service Center Technician	D
Gallardo	David	Academic Computer Services Lab Assistant	C
Gallegos	Evelyn	Admissions & Registration Specialist	E
Gallo	Rodolfo	Administrative Associate	E
Gamboa	Kennya	Senior Administrative Associate	F
Gamez	Manuel	Student Services Assistant	C
Gandara	Jaime	Media Production Technician	C
Garay	Angelica	Senior Administrative Associate	F
Garay	Teresa	Library Assistant	E
Garcia	Amy	Financial Aid Coord- Student Aid Programs	G

Garcia	Aurea	Curriculum Assistant	E
Garcia	Aylin	First-Year Experience Peer Academic Coach	E
Garcia	Christopher	CSD Technician	C
Garcia	Erika	Admissions Registration Evaluations Specialist	E
Garcia	Gabriela	Sign Language Interpreter	D
Garcia	Jennifer	Administrative Office Assistant	C
Garcia	Miriam	Career Technical Education Lab Assistant TTC	D
Garcia	Miriam	Financial Aid Specialist	E
Garcia	Rebecca	Senior Administrative Associate	F
Garcia	Victor	Institutional Research Specialist	E
Garcia Aguirre	Karina	Science Lab Assistant	E
Garcia Miranda	Susana	Academic Computing Services Lab Assistant	C
Garcia-Silva	Victoria	Sign Language Interpreter	E
Garibay	Veronica	Senior Administrative Associate	F
Gaytan	Juan	Tuitions Assistant	E
Gil	Rosalia	Accounts Receivable Specialist	E
Giner	Maria	Certification Specialist	E
Gomez	Jose	Lab Assistant II	D
Gomez	Maria	Senior Administrative Associate	F
Gonzales	Nicole	Administrative Associate	E
Gonzalez	Brenda	Administrative Office Assistant	C
Gonzalez	Diana	Peace Officer I	D
Gonzalez	Laura	PREP Lab Assistant III	E
Gonzalez	Maria	Campus Cashier	D
Guerra	Javier	Peace Officer II	E
Guerrero	Ana	Bursar Clerk	C
Gutierrez	Brandon	Peace Officer I	D
Gutierrez	Claudia	Administrative Associate	E
Gutierrez	Crystal	ESOL Lab Assistant	E
Gutierrez	Joey	Financial Aid Specialist	E
Gutierrez	Karla	Senior Administrative Associate	F
Gutierrez	Nancy	Instructional Service Center Technician	D
Harrison-Flores	Samuel	Maintenance Worker II	C
Henderson	Yvette	Admissions Registration Evaluations Specialist	E
Hensgen	John	Admissions & Regis Spec Student Completion	E
Hermosillo	Griselda	Administrative Associate	E
Hernandez	Daisy	Career & Technical Education Lab Assistant	D
Hernandez	Gabriel	Career & Transfer Services Specialist	E
Hernandez	Leticia	Admissions & Registration Assistant	D
Hernandez	Maria	Administrative Associate	E
Hernandez	Miguel	Maintenance Worker II	C
Hernandez	Patricia	Coordinator Scheduling	F
Hernandez Diaz	Jessica	Senior Administrative Associate	F

Herr	Alberto	Campus Maintenance Technician	E
Herrera	Julian	Admissions Registration Evaluations Specialist	E
Herrera	Rafael	Maintenance Worker II	C
Hidalgo	Yvonne	Administrative Associate	E
Hoyos	Jose	Media Services Assistant	C
Hunter	Juanita	Occupational Education Lab Assistant	D
Ibarra	Juan	HVAC Controls Technician	F
Ibarra Castillo	Alfredo	Maintenance Worker II	C
Iniguez	Jose	Grounds Foreman	G
Jacobo	Raul	Peace Officer II	E
Jaramillo	Claudia	Admissions Registration Specialist DC ECHSP	E
Jasso	Iris	Testing Services Clerk	C
Jimenez	Breanne	Campus Cashier	D
Jimenez	Maria	Administrative Assistant	D
Jimenez	Maria	Administrative Associate	E
Johnson	Carrie	FA Coordinator Scholarships	G
Jordan	Benjamin	Campus Maintenance Technician	E
Juarez	Francie	Employment Specialist	E
Jurado	Elmo	Maintenance Worker II	C
Jurado, Jr.	Elmo	Peace Officer I	D
Knudson	Minerva	Administrative Associate	E
Lamas	Oscar	Testing Services Clerk	C
Lara Loya	Julio	Maintenance Worker II	C
Legarretta	Donna	Administrative Associate	E
Lege	Arlena	Transition Specialist	E
Leon Guerrero	Maria	Financial Aid Specialist Veteran Affairs	E
Lerma	Marisela	Administrative Associate	E
Leyva	Victor	Instructional Service Center Technician	D
Licon	Roberto	Financial Aid Specialist	E
Linder	Renato	Campus Cashier	D
Llamas	Jesus	Academic Tutor	C
Loera	Jacqueline	Admissions & Registration Specialist	E
Loera	Mayela	Human Resources Specialist	E
Lopez	Elizabeth	Admissions & Registration Specialist	E
Lopez	Yvonne	Supervisor Public Services	F
Loya	Guadalupe	Program Assistant	D
Loya	Ivette	Administrative Associate	E
Lozano	Michelle	Admissions & Registration Specialist	E
Lozano Garcia	Francisco	Maintenance Worker II	C
Lugo	Jose	Peace Officer I	D
Lujan	Kevin	Peace Officer I	D
Macias	Teresa	Administrative Assistant	D
Maldonado	Frances	Lab Assistant III	E

Maldonado	Sonia	Testing Services Clerk	C
Manjarrez	Austhon	Administrative Associate	E
Mares	Carlos	Help Desk Attendant	D
Marin	Elizabeth	Administrative Associate	E
Marquez	Alma	Community Education Program Assistant	D
Marquez	Athena	Admissions & Registration Specialist	E
Marquez	Beatriz	Security Specialist	E
Marquez	Raul	Electrician	E
Marquez	Rosemary	Clerk	A
Martell	Sophia	Financial Aid Specialist	E
Martinez	Alexandro	Learning Facilitator	E
Martinez	Daniel	Career & Technical Education Lab Assistant	D
Martinez	Daniel	Campus Maintenance Technician	E
Martinez	Eddie	Help Desk Attendant	D
Martinez	Jennifer	Student Services Assistant	C
Martinez	Josephine	Help Desk Attendant	D
Martinez	Rosalinda	WF Development Program Specialist	E
Martinez	Veronica	Student Services Assistant	C
Maxey	Irlanda	Program Assistant	D
McBroom	Kimberly	Campus Cashier	D
McGuire	Sean	Occupational Education Lab Assistant	D
Medina	Jose	Academic Tutor	C
Medina Rubio	Claudia	Administrative Office Assistant	C
Medrano	Lilia	Admissions & Registration Assistant	D
Mejia	Daniel	Testing Services Clerk	C
Mejia	Roberto	Advanced Technology Center Lab Assistant	E
Melero	Alejandro	Dispatcher	C
Mendoza	Alicia	Science Lab Assistant	E
Mendoza	Jamie	Financial Aid Specialist	E
Miranda	Itzel	Financial Aid Specialist	E
Moncayo	Sara	Media Scheduling Specialist	C
Montelongo	Sandra	Administrative Associate	E
Montes	Astrid	Library Assistant	E
Montes	Jose	Dispatcher	C
Montes	Samantha	Campus Cashier	D
Montoya	Amanda	Financial Aid Coordinator Scholarships	G
Montoya	Cecilia	Administrative Associate	E
Mora	Magdalena	Grants Specialist	E
Morales	Christina	Lab Assistant III	E
Morales	Samantha	Administrative Associate	E
Moreno	Ivette	Institutional Research Specialist	E
Moreno	Margarita	Senior Administrative Associate	F
Moreno	Norma	Grants Specialist	E

Moreno	Victor	Lab Assistant III	E
Moreno-Bitar	Sarahi	Property Control Assistant	D
Muela	Lino	Campus Maintenance Technician	E
Muniz	Nancy	Senior Administrative Associate	F
Munoz	Alma	Admissions & Registration Assistant	D
Munoz	Maria	Call Center Associate	E
Navarro	Eugene	Academic Computer Services Lab Assistant	C
Navarro	Javier	Senior Construction Worker	F
Navarro	Korina	Environmental Specialist	F
Negrete Pizzi	Marisol	Senior Administrative Associate	F
Noel	John	Academic Tutor	C
O'Kelley	Alejandra	First-Year Experience Peer Academic Coach	E
Olan	Paul	Lab Assistant III	E
Olivas	Dyana	Payroll Specialist	E
Olivas	Magdalena	Instructional Service Center Technician	D
Ontiveros	Elizabeth	Purchasing Specialist	E
Orduno	Rosa	Occupational Education Lab Assistant	D
Ornelas	Clara	Academic Resource Specialist	E
Orozco Jones	Leticia	Senior Administrative Associate	F
Ortega	Maria	Senior Administrative Associate	F
Ortega	Victoria	Admissions & Registration Specialist	E
Padron	Jonathan	Career & Technical Education Lab Assistant	D
Paiz	Elinora	Registration Assistant	D
Paredes	Giselle	Administrative Assistant	D
Parral-Taylor	Rachel	Library Assistant	E
Pasillas Jr	Salvador	Campus Cashier	D
Patterson	LaShaun	Student Parent Assistant	C
Payan	Angelica	Accounts Receivable Specialist	E
Pelko	Sandra	Admissions & Registration Assistant	D
Pena	Zulema	Financial Aid Specialist	E
Perea Irigoyen	Elva	Coordinator Language Office Institute	E
Perez	Antonio	Maintenance Worker II	C
Perez	Irene	Administrative Associate	E
Pescador	Lorena	Financial Aid Specialist Electronic Processes	E
Polanco	Britney	Career & Transfer Services Specialist	E
Polen	Lloyd	Peace Officer I	D
Powers	Elizabeth	Administrative Associate	E
Prieto	Anthony	Financial Aid Specialist	E
Pulido	Rosario	Student Services Assistant	C
Quezada	Reynaldo	Senior Carpenter	F
Quiroz	Sulamita	Administrative Associate	E
Ramirez	Belia	Senior Administrative Associate	F
Ramirez	Jessica	Purchasing Customer Service Specialist	D

Ramirez	Jesus	Administrative Associate	E
Ramirez	Orson	Academic Computer Services Lab Assistant	C
Ramirez Caballero	Angel	Coordinator Special Events & Moving	F
Ramos	Josefina	Vehicle Registration Clerk	D
Ramos	Maria	Certification Specialist	E
Ramos	Perla	Supervisor Public Services	F
Rangel	Evangelina	Student Services Assistant	C
Raphael	Marylou	Student Parent Assistant	C
Raygoza	Antonia	Purchasing Clerk	C
Realivazquez Pena	Adilene	Lab Assistant II	D
Renteria	Jomaira	Dispatcher	C
Resendez	Ana	Administrative Associate	E
Retana	Rebecca	Library Assistant	E
Reyes	Maria	Senior Administrative Associate	F
Reyes	Nancy	Administrative Associate	E
Reyes Jimenez	Elizabeth	Accounts Payable Specialist	E
Reyna	Melissa	Administrative Associate	E
Rico	Gabriel	Lab Assistant III	E
Rivera	Francisco	Administrative Associate	E
Rivera	Gilberto	HVAC Energy Management Specialist	F
Rivera	Theresa	Program Assistant	D
Roberts	Luz	Student Advisor	D
Robles	Ysela	Student Services Assistant	C
Rodarte	Hugo	Media Services Assistant	C
Rodriguez	Alan	Lab Assistant II	D
Rodriguez	Allen	Administrative Associate	E
Rodriguez	Carmen	Administrative Associate	E
Rodriguez	Gilbert	CSD Testing Specialist	D
Rodriguez	Melissa	Accounts Receivable Specialist	E
Rodriguez	Monica	Library Assistant	E
Rodriguez	Nivia	Shipping & Receiving Clerk	C
Rodriguez	Rebecca	Admissions & Registration Specialist	E
Rodriguez	Rigoberto	Construction Worker	C
Rodriguez	Veronica	Occupational Education Lab Assistant	D
Rojas	Carolina	Occupational Education Lab Assistant	D
Roldan	Joanna	Veterans Resource Specialist	E
Romero	Alma	Science Lab Assistant	E
Romero	Celia	Testing Services Specialist	D
Rosales	Gabriel	Financial Aid Specialist	E
Rosas	Lucia	Faculty Credentials Supervisor	F
Ruz	Raymond	Peace Officer II	E
Saenz	Carmen	Senior Administrative Associate	F
Salas	Ilse	Administrative Assistant	D

Salas	John	Supervisor Public Services	F
Salas	Leticia	Administrative Assistant	D
Salas	Norma	Admissions Registration Specialist DC ECHSP	E
Saldana	Rosa	Senior Administrative Associate	F
Salido	Ruben	Maintenance Worker II	C
Salinas	Liliana	Administrative Associate	E
Sanchez	Irma	Admissions & Registration Assistant	D
Sanchez	Karla	Administrative Assistant	D
Sanchez	Saul	Maintenance Specialist	F
Sanchez	Veronica	Human Resources Clerk	C
Sanchez	Viviana	Administrative Associate	E
Sanchez Portillo	Rosa	Science Lab Assistant	E
Santacruz	Elva	Administrative Associate	E
Santos	Maria	Occupational Education Lab Assistant	D
Saucedo	Brenda	Senior Administrative Associate	F
Saucedo	Juventino	Kinesiology Lab Assistant	C
Scott	Elizabeth	Administrative Associate	E
Sedeno	Leopoldo	Maintenance Worker II	C
Segovia	David	Maintenance Worker II	C
Shaner	Mary	Testing Services Clerk	C
Shin-Briseno	Yumi	Financial Aid Specialist Academic Progress	E
Simmons	Robin	Administrative Associate	E
Sosa Rodriguez	Maria	Student Parent Assistant	C
Soto	Marlyn	Campus Cashier	D
Stammer	Christopher	Academic Tutor	C
Stroessel	Cecilia	Academic Computer Services Lab Assistant	C
Syed	Mansur	Academic Computer Services Lab Assistant	C
Tacuba	Ricardo	Instructional Service Center Technician	D
Tapia	Daniela	Admissions & Registration Specialist	E
Taylor	Brad	Student Services Assistant	C
Tellez	Mariana	Admissions & Registration Specialist	E
Thomas	Edward	Peace Officer I	D
Tijerina	Guadalupe	Administrative Associate	E
Torres	Ana	Administrative Assistant	D
Torres	Debra	Student Parent Assistant	C
Torres	Jannett	Library Assistant	E
Torres	Luis	Maintenance Worker II	C
Torres	Miguel	Transition Specialist	E
Tovar	Richard	Institutional Research Assistant	C
Trevino	Martha	Lab Assistant III	E
Trevizo	Angel	Maintenance Worker II	C
Trujillo	Maria	Maintenance Worker II	C
Trujillo Torres	Pablo	Maintenance Worker II	C

Urbina	Belem	Media Services Assistant	C
Valadez	Leslie	Accounts Payable Specialist	E
Valadez	Mario	Senior Painter	F
Valdez	Michelle	Lab Assistant III	E
Valenzuela	Ismael	Peace Officer I	D
Vasquez	Gabriel	Maintenance Worker II	C
Vasquez	Osvaldo	Peace Officer II	E
Vasquez	Rebecca	Purchasing Systems Assistant	D
Vasquez	Ricardo	Senior Administrative Associate	F
Vazquez	Jose	Distributional Services Assistant	E
Vazquez Contreras	Christian	Transition Specialist	E
Vazquez Montana	Felipe	Media Services Assistant	C
Verdugo	Veronica	Career Technical Education Lab Assistant	D
Villalba	Joseph	Senior Administrative Associate	F
Villalba	Michelle	Academic Computer Services Lab Assistant	C
Wallace	Devante	Student Services Assistant	C
Wells	Yana	Lab Assistant III	E
Yalda	Jacqueline	Peace Officer II	E
Yanez	Belinda	Student Services Assistant	C
Zuniga	Sandra	Academic Resource Specialist	E

Professional Staff Employee Contracts

NAME		TITLE	GRADE
Abarca	Nikki	Testing Services Program Manager	D
Acevedo	Oscar	Academic Computing Services Supervisor	F
Acosta De Martinez	Maria	Lab Facilities Supervisor	B
Acosta Moreno	Enrique	Associate Director Student Lead Campus Life	F
Aguilar	Gabriela	Assistant Director Veterans Affairs	E
Aguirre	Cesario	Project Mgr Maintenance Construction Services	F
Aguirre	John	Academic Advisor First Year Experience	C
Aguirre	Luis	Network Specialist	H
Alarcon	Arlene	Manager Grants Management	E
Alba	Margaret	Academic Advisor	C
Al-Faleh	Sarah	Simulation Operations Specialist IPEC	C
Alvarez	Iliana	Manager First Year Experience	E
Ambriz	Francisco	Technical Support Specialist	F
Anderson	Edward	Graphics Designer	C
Anguiano	Laura	Academic Advisor First Year Experience	C
Antunez	Juanita	Associate Comptroller General Accounting	F
Araujo	Juan	Technical Support Specialist	F
Arellano	Jessie	Manager Grants Management	E

Arevalo Granados	Liliana	Budget Manager	E
Arras	Cynthia	Lab Manager	D
Arriola	Jason	Campus Coordinator Testing Services	C
Arvizo	Martha	Assistant Director Enrollment Management	D
Bagley	Beau	Associate Director Marketing Community Rel	G
Balcazar	Aaron	Academic Advisor	C
Banuelas	Israel	Coordinator Maintenance Services	C
Barquin	Caryl	Media Producer	E
Barraza	Angelina	Accountant	C
Barrera	Alfonso	Senior Network Engineer	K
Barrios	Marisela	Coordinator Customized Training	D
Bautista	Norma	Coordinator Classification and Compensation	D
Blanco	Laura	Accountant	C
Bueno	Christina	Research Analyst	C
Cabral de Amaya	Maria	Manager Student Services	C
Campbell	Sabrina	Program Manager	D
Cano	Marina	Campus Coordinator	B
Carrillo	Angel	EMT Lab Facilities Coordinator	C
Carrillo	Maria	Academic Advisor First Year Experience	C
Castanon	Margarita	Academic Advisor First Year Experience	C
Castruita	Maribel	Executive Assistant to President and BOT	F
Cepeda	Esperanza	Lab Manager	D
Cervantes	Luis	Buyer	C
Chavez	Dalila	Programmer Analyst	G
Clancy	Dolores	Lab Manager	D
Compean	Cynthia	Manager GED	C
Cordova	Enid	Executive Office Manager	D
Corona	Gloria	Asst Director FA Technical Services Reporting	E
Coronado	Stephanie	Lab Facilities Supervisor	B
Cuevas	Jose	Manager Financial Aid	D
Cullen	Kris	Web Graphics Designer	I
Davis	Diana	Manager Academic Resources	D
Del Villar	Rocio	Manager Vehicle Registration	C
Dewitt	Janice	Manager Retention Action Program	D
Diaz	Aaron	Associate Director Maintenance Operations	G
Dominguez	Hugo	Manager LMSD Education Program	I
Dorado	Jose	Research Analyst	C
Elizalde	Imelda	Manager Institutional Research	H
Erivez	Graciela	Academic Advisor	C
Espinoza	Debra	Associate Director Purchasing Contract Mgmt	F
Estrada	Elizabeth	Asst Director FA Intake Processing Services	E
Estrada	Evelyn	PREP Student Advisor	B
Estrada	John	Manager Student Parent Resource Center	D

Fallah	Ramona	Accountant	C
Favela	Norma	Academic Computing Services Supervisor	F
Flores	Aaron	Webmaster	J
Flores	Christopher	Technical Support Specialist	F
Flores	Ivan	Safety Specialist	B
Flores	Luis	Graphics Designer	C
Flores	Tomas	Lieutenant	G
Franco	Heriberto	Lieutenant	G
Galindo-Castor	Veronica	Manager Student Services	C
Gallegos	Jose	Academic Advisor First Year Experience	C
Garcia	Carmen	Assistant to VP Student Enrollment Services	F
Garcia	Eduardo	Dual Credit Academic Advisor	C
Garcia	Erick	Assistive Technology Specialist	C
Garcia	Gilbert	Coordinator Media Services	D
Garcia	Martha	Lab Manager	D
Garcia	Robert	Associate Director Admissions Registrar	F
Giner	Ana	Clinical Service Provider	G
Ginithan	Cecilia	Benefits Specialist	C
Gomez	Esperanza	Executive Office Manager	D
Gomez	Marco	Academic Advisor	C
Gonzalez	Arturo	Manager Inst Research	H
Gonzalez	Gabriel	Academic Computing Services Supervisor	F
Gonzalez	Patricia	Systems Administrator	J
Gonzalez	Roxana	Clinical Service Provider	G
Granillo	Antonia	Manager PREP	D
Guadalajara	Erika	Technical Support Specialist	F
Guadian	Liliana	Project Mgr Maintenance Construction Services	F
Guardado Ayala	Marianela	Lab Facilities Supervisor	B
Guerra	Kathryn	Dual Credit Academic Advisor	C
Guerrero	Francisco	Assistant Director NSO Transition Programs	E
Guevara	Cassandra	Buyer	C
Gutierrez	Rudolfo	Photographer	C
Guzman	Michael	Lieutenant	G
Hamdan	Nasser	Information Technology Systems Manager	K
Hart	Rachel	Instructional Designer	C
Heidenescher	Patricia	Manager Academic Resources	D
Hernandez	Isabel	Academic Advisor First Year Experience	C
Hernandez	Melinda	Manager Career & Transfer Services	D
Herrera	Velma	Academic Advisor	C
Hinojos	Norma	Executive Office Manager	D
Hubail	Asaad	Senior Systems Administrator	E
Huizar	Syndia	Clinical Service Provider	G
Iverson	Lorena	Clinical Service Provider	G

Jauregui	Mary	Buyer	C
Jimenez Estrada	Veronica	Budget Analyst	C
Juarez	Brenda	Assistant Director FA Student Aid Programs	E
Junell	Angelique	CSD Campus Coordinator	C
Jurado	Mark	Data Communication Coordinator	D
Lara	Joshua	Coordinator Physical Ed Activities Facilities	B
Lazo Cabral	Erika	Academic Advisor First Year Experience	C
Loera	Guillermo	Finance Coordinator	D
Loera	Nabil	Academic Advisor	C
Lopez	Carmelita	Manager Payroll	E
Lopez	Gabriel	Tech Coord Distance Learning Support Services	D
Lopez	Juan	Manager Distributional Services	C
Lopez	Laura	Senior Accountant	D
Luevano	Andrew	Clinical Service Provider	G
Luna	Rebecca	Associate Registrar Admissions	F
Martinez	Daniel	Coordinator Makerspace Lab	C
Martinez	Jorge	Manager Instructional Service Center	D
Martinez	Juana	Academic Advisor First Year Experience	C
Martinez	Juanita	Executive Office Manager	D
Martinez	Laura	Research Analyst	C
Martinez	Martha	Lab Facilities Supervisor	B
Martinez	Ramon	Lab Manager	D
Martinez	Sandra	PREP Student Advisor	B
Maurer	Gloria	Program Manager Center for Corp WF Training	D
McCrary	Colleen	Lab Facilities Supervisor	B
Mejia	Carlos	Academic Advisor	C
Mejia	Carlos	Coordinator Media Services	D
Mendez	David	Assistant Director Recruitment Services	E
Mendoza	Alejandra	Assistant Director Ctr for Students Disabilities	E
Mendoza	Maria	CSD Campus Coordinator	C
Mendoza	Patricia	Campus Coordinator Testing Services	C
Mendoza-Miramontes	Veronica	Campus Coordinator Testing Services	C
Meza	Suamy	Manager Community Education Program	D
Minnich	Matthew	Forensics Speech Debate Coach	B
Mireles	Valerie	Clinical Service Provider	G
Molina Torres	Carlos	Senior Programmer Analyst	I
Montoya	Edmundo	Associate Director Career Transfer Services	F
Morales	Erick	Programmer Analyst	G
Moreno	Claudia	Enterprise Systems Administrator	J
Moreno	Salvador	Manager Institutional Research	H
Moreno Delgado	Tania	Academic Advisor First Year Experience	C
Morgan	Charles	Manager Support Center	H
Munoz	Eduardo	Manager Student Talent Services	C

Munoz	Francisco	Accountant	C
Nazario	Darlina	Accounts Receivable Manager	D
Ojeda	Rebecca	Manager Calling Campaign Information	D
Olivas	Elizabeth	Manager Academic Resources	D
Ontiveros	Maria	Coordinator Media Services	D
Ornelas	Claudia	Clinical Service Provider	G
Ortega	Rachel	Curriculum Specialist	C
Ortiz	Michelle	Academic Advisor	C
Padilla	Hector	Manager Emergency Management	G
Parra	Eva	CSD Campus Coordinator	C
Perez	Gabriel	Academic Advisor	C
Perkins	Jennifer	Associate Director Employment Services	F
Porras	Karina	Assistant Director Testing Services	E
Portillo-Garcia	Jesus	Academic Advisor First Year Experience	C
Quiroz	Norma	Executive Office Manager	D
Quiroz Enriquez	Brissa	Program Manager Center for Corp WF Training	D
Ramirez	Elizabeth	Academic Advisor	C
Ramirez	Jesus	Academic Computing Services Supervisor	F
Renteria	Perla	Coordinator Resource Dev Donor Relations	C
Reyes	Maria	Human Resources Development Specialist	B
Reyes	Santiago	Manager Student Culinary Services	D
Reyna-Fernandez	Teresa	Research Associate	G
Riley	Sultaneh	Research Associate	G
Rivera	Pablo	PREP Student Advisor	B
Riveroll	Hector	Lab Manager	D
Rodarte	Natalia	Research Analyst	C
Rodriguez	David	Junior Systems Administrator	H
Rodriguez	Elizabeth	Technical Support Specialist II	G
Rodriguez	Jaime	Coordinator Media Services	D
Romero	Jesus	Technical Support Specialist	F
Rosales	Laura	Manager Instructional Service Center	D
Ruiz	Ana	Campus Coordinator Testing Services	C
Salazar	Gema	PREP Student Advisor	B
Salazar	Louie	Lab Facilities Supervisor	B
Saldana	Laura	Workers Compensation Specialist	B
Saldivar	Elizabeth	PREP Student Advisor	B
Samaniego	Roberto	Associate Director Design Construction Svcs	G
Sanchez	Marcela	Academic Advisor First Year Experience	C
Sanchez	Melissa	Manager Childrens College	D
Sanchez	Valencia	Academic Advisor First-Year Experience	C
Santana Valdez	Juan	Manager Grants Management	E
Santos	Lindsey	Project Mgr Maintenance Construction Services	F

Schirmer	Denise	Research Associate	G
Schirmer	Douglas	Information Technology Systems Manager	K
Sierra	Irene	Academic Advisor	C
Sifuentes	Angelica	Program Manager	D
Simental-Medrano	Laura	Dual Credit Academic Advisor	C
Soroa	Maximo	Coordinator Media Services	D
Sotelo	Anita	Academic Advisor	C
Sotelo	Jared	Head Softball Coach	C
Soucy	Julien	Head Baseball Coach	C
Tellez	Joy	Manager Data Payables	D
Torres	Xochitl	Benefits Administrator	D
Torres Garcia	Blanca	Associate Director Employee Relations	F
Trujillo	Alfred	Procurement Analyst	E
Truman	Della	Manager Academic Resources	D
Valdez	James	Manager Grants Management	E
Valladolid-Halladay	Irene	Educational Development Specialist	C
Vallejo	Soledad	Coord Enrollment & Specialized Admissions	D
Varela	Marisol	PREP Student Advisor	B
Vasquez	Arturo	Manager Tuition Cashiering Services	D
Vasquez	Lee	Benefits Specialist	C
Vazquez	Angeles	Manager Institutional Research	H
Veilleux	Annette	Program Manager WF Strategic Initiatives	D
Velasco	Cynthia	Manager Academic Resources	D
Viggers	Victoria	Associate Director Employee Benefits	F
Webber	John	Coordinator CSD Support Services	C
Wells	Jarrett	Research Analyst	C
Whittington	Raquel	Clinical Service Provider	G
Woon	Lillian	Associate Comptroller Bursar Services	F
Zuniga	Erika	Classification Compensation Specialist	B

Ambriz, Lorely

Dean, Counseling & Libraries
Administrator
Instruction & Student Success
08/03/26 – 08/31/26
Grade E
Competitive Appointment
(New Position)

Gonzalez, Michael

Interim Dean, Architecture, Art, Math & Science
Administrator
Architecture, Art, Math & Science
Temporary Status
01/12/26 – 08/31/26
Grade E
Noncompetitive Appointment
(Replacement Action)

Fernandez, Marco

Interim Associate Vice President, Information
Technology
Administrator
Information Technology
Temporary Status
09/01/25 – 05/31/26
Grade F
Extension of Appointment

Rivas, Nadia

Dean, Students & Student Affairs Special
Projects
Administrator
Student & Enrollment Services
03/02/26 – 08/31/26
Grade E
Competitive Appointment
(New Position)

Fernandez, Marco

Interim Vice President, Information Technology
Administrator
Information Technology
Temporary Status
06/01/26 – 08/31/26
Grade G
Noncompetitive Appointment
(Replacement Action)

Escamilla, Rebecca

Interim Vice President, Student & Enrollment
Services
Administrator
Student & Enrollment Services
Temporary Status
02/01/26 – 08/31/26
Grade G
Noncompetitive Appointment
(Replacement Action)

FINANCIAL SERVICES ABSTRACT

Item(s) to be Considered:	Discussion and action on the approval of a contract award to USI Southwest, Inc. for commercial property; automobile; general, law enforcement, educators' legal, and umbrella liability; excess crime; cyber risk; vocational student accident; and crisis management insurance.	Amount (Not to Exceed): \$1,291,698										
Requestor:	Ruben Gallardo	Area Responsible: Purchasing & Contract Management										
Resource Persons: Fernando Flores, Ruben Gallardo												
Purpose: To request approval of a one (1) year contract award for districtwide insurance for the period of September 1, 2026, through August 31, 2027. Explanation: Texas Government Code 791 allows for certain interlocal agreements, including those for certain insurance coverage and reinsurance of such coverage. The El Paso Community College Board of Trustees, having approved an interlocal agreement with the Political Subdivision Alliance of Texas in August 2021, the following insurance coverage will be procured from Liberty Mutual Insurance Company through that agreement: commercial property, including inland marine; commercial automobile, including garage keeper; and general, law enforcement, educators' legal, and umbrella liability. Liberty Mutual Insurance Company is rated "A" (excellent), with a stable outlook by A.M. Best Company. The cyber risk policy will be procured from Lexington Insurance Company, an AIG company. Lexington Insurance Company is rated "A" (excellent), with a positive outlook by A.M. Best Company. The excess crime insurance coverage will be procured from Allmerica Financial Benefit Company, a division of the Hanover Insurance Group (A, stable), the vocational student accident from National Union Fire Insurance Co., a division of AIG (A+, positive), and the crisis management from XL Specialty Insurance Company (A+, stable). This insurance will be procured through ESC Region 19's Allied States Cooperative contract #25-7525, in compliance with Texas Government Code 791. Such contracts are competitively awarded. El Paso Community College insures over 2 million square feet of occupiable space, as well as its owned contents, at a value of \$678,462,966. The following pages outline a comparison between the current, expiring insurance premium set and the proposed "renewal" insurance premium set, along with additional details. This item requests authorization to procure insurance coverage with a premium of \$1,230,189, as detailed on the following pages, and includes a 5% contingency of \$61,509 to accommodate any additional insurance requirements that may arise during the fiscal year, including, but not limited to, coverage for the upcoming Occupational Therapy Assistant Program building. The total requested authorization is therefore \$1,291,698. Funding is provided by the Insurance Property account.												
Recommendation: Approval by the Board of Trustees. Vendor: USI Southwest, Inc. 303 N. Oregon Street, Suite 310 El Paso, TX 79901	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Date:</td> <td style="text-align: right;">09/01/26</td> </tr> <tr> <td>Account:</td> <td style="text-align: right;">11000-77002</td> </tr> <tr> <td>Budget:</td> <td style="text-align: right;">\$1,413,406</td> </tr> <tr> <td>Expenditures to date:</td> <td style="text-align: right;">-0-</td> </tr> <tr> <td>Balance:</td> <td style="text-align: right;">\$1,413,406</td> </tr> </table>		Date:	09/01/26	Account:	11000-77002	Budget:	\$1,413,406	Expenditures to date:	-0-	Balance:	\$1,413,406
Date:	09/01/26											
Account:	11000-77002											
Budget:	\$1,413,406											
Expenditures to date:	-0-											
Balance:	\$1,413,406											

Premium Summary

Coverage	Expiring Term Premium	Proposed Term Premium
Property (including Inland Marine)	\$756,916	\$659,567
General Liability	\$91,265	\$94,872
Automobile	\$139,256	\$151,838
Garagekeepers – Direct Primary	Included	Included
Umbrella	\$22,023	\$24,081
Law Enforcement Liability	\$37,276	\$29,156
Educators Legal Liability	\$191,351	\$215,433
Excess Crime	\$21,844	\$15,518
Crisis Management (1 st Installment)	\$7,649	\$7,649
Cyber Liability	\$41,685	\$30,678
Student Accident - Vocational	\$1,397	\$1,397
TOTAL ESTIMATED ANNUAL PREMIUM	\$1,310,662.00	\$1,230,189.00

Renewal Changes:

- Property
 - TIV increased from \$661,069,767 to \$678,462,966
- Auto
 - Added 3 units to fleet
- Crime
 - Marketed the coverage to obtain optional quotes
 - ❖ Hanover's coverage offered \$1m sublimit for inside, outside and faithful performance/\$2m for credit card coverage for a lower premium
 - ❖ 3-year quote with \$15,518 paid annually
- Cyber Liability
 - Marketed the coverage to obtain optional quotes
 - ❖ Houston Casualty offered \$2m option with \$50k retention
 - ❖ Lexington offered \$3m option with \$50k retention

This year, the college will see a premium reduction of \$80,473, representing about a 6% savings compared to last year. The property insurance premium dropped dramatically by 12%, but we did have increases in some of the other lines of coverage.

On the Casualty side, the pricing is driven by the Auto, Sexual Misconduct, and Educators Legal Liability lines. These coverages continue to be impacted by increasing claim severity, including higher medical costs, rising vehicle repair and replacement costs, increased litigation expenses, larger jury verdicts, and the ongoing effects of social inflation. With those market conditions in mind, the rate increase reflects

This proposal is merely a descriptive summary of coverage provided by the insurance companies being proposed and should be used for reference purposes only; it is not a binder and does not amend or alter the insurance contract. Please refer to the policy contract for specific terms, conditions, limitations, and exclusions.

Proposal date: 07/16/2026 Prepared for El Paso County Community College District
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the current exposure, i.e., the increase in students and autos, and helps maintain appropriate pricing while supporting the broad coverage and long-term stability the college expects.

The savings are the result of our efforts to negotiate favorable terms and explore the best available options on your behalf. After several years of rate increases, we're also seeing signs that the insurance market is becoming more competitive. More carriers are actively pursuing business, loss trends have improved, and underwriting conditions are easing, all of which are helping drive better pricing. If these market conditions continue, we are optimistic that there may be additional opportunities for favorable renewal results in the years ahead.

This proposal is merely a descriptive summary of coverage provided by the insurance companies being proposed and should be used for reference purposes only; it is not a binder and does not amend or alter the insurance contract. Please refer to the policy contract for specific terms, conditions, limitations, and exclusions.

Proposal date: 07/16/2026 Prepared for El Paso County Community College District
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FINANCIAL SERVICES ABSTRACT

Item(s) to be Considered: Discussion and action on the approval of contract awards for printing services and promotional items/apparel.		Amount (Not to Exceed): \$1,114,878
Requestor: Ruben Gallardo	Area Responsible: Purchasing & Contract Management	
Resource Persons: Fernando Flores, Ruben Gallardo		
Purpose: To request approval to purchase printing services and promotional items/apparel for districtwide use for the period of September 1, 2026 – August 31, 2027. Explanation: This item requests permission from the Board of Trustees to purchase printing services and promotional items/apparel, on an as-needed basis only, from vendors awarded by Education Service Center (ESC) Region 19. ESC Region 19 Allied States Cooperative has competitively awarded several contracts for “Printing Services, Promotional Supplies, Apparel, and Related.” There is no fee to EPCC to use these Region 19 contracts, and there is no obligation to purchase from any vendor. The cumulative districtwide value of purchases of these commodities exceeds the threshold requiring Board of Trustees approval. There are over fifty-five (55) such vendors awarded under various contracts by Region 19, with a very large number of them being local vendors. This item requests approval to use these vendors on an as-needed basis. Printing services may include, by way of example and not limitation, digital printing, offset printing, and various other types of printing services. These services are primarily used by the Marketing & Community Relations Department for their printing needs, but they are also available for use by other college departments. Promotional items may include, by way of example and not limitation, various logoed items such as pens, water bottles, bags, backpacks, and apparel items to help promote the District. These items will assist Student and Enrollment Services in their recruitment efforts. Awards and trophies are purchased by various areas to recognize students and employees. These multiple-vendor contract awards ensure the District has access to a wide array of services and goods from a variety of vendors. Purchases conducted through the Region 19 purchasing cooperative are in compliance with Texas Education Code 44.031; and the provisions of Texas Government Code, Chapter 791 – Interlocal Cooperation Contracts. Such contracts are competitively awarded. The District reserves the right to purchase printing services and promotional items/apparel from any competitively awarded contract. Items and services are ordered on an as-needed basis only. There is no guarantee of any level of business to any vendor. Funding is provided by each individual College department’s budget. Recommendation: Approval by the Board of Trustees.		

FINANCIAL SERVICES ABSTRACT

Item(s) to be Considered:	Discussion and action on the approval of contracts with several purchasing cooperative-awarded vendors for the districtwide purchase of medical and scientific products.	Amount (Not to Exceed): \$600,000 <i>(Estimated annual aggregate amount)</i>						
Requestor:	Ruben Gallardo	Area Responsible: Purchasing & Contract Management						
Resource Persons: Fernando Flores, Ruben Gallardo								
Purpose:	To request approval of contracts with various medical and scientific product vendors as districtwide suppliers, on an as-needed basis, for the period of September 1, 2026 – August 31, 2027.							
Explanation:	The District's Health Career & Technical Education, Math & Science, and Nursing divisions use medical and scientific products on a regular basis. Items include, by way of example and not limitation, chemicals, culture media, laboratory supplies, dissecting specimens, personal protective equipment, incubators, and nursing instructional supplies. Purchases conducted through these purchasing cooperatives are in compliance with Texas Education Code 44.031; and the provisions of Texas Government Code, Chapter 791 – Interlocal Cooperation Contracts. Such contracts are competitively awarded. Awarded vendors: <table style="width: 100%; border: none;"> <tr> <td style="width: 33%; vertical-align: top;"> <i>Through OMNIA Partners</i> #2021002889 Fisher Scientific Company, LLC 300 Industry Drive Pittsburgh, PA 15275 </td> <td style="width: 33%; vertical-align: top;"> <i>Through BuyBoard #748-24</i> Carolina Biological Supply Co 2700 York Road Burlington, NC 27215 </td> <td style="width: 33%; vertical-align: top;"> <i>Through OMNIA Partners</i> #2021003157 Medline Industries, Inc. 3 Lakes Drive Northfield, IL 60093 </td> </tr> <tr> <td style="vertical-align: top;"> <i>Through Omnia Partners #R230701</i> Pocket Nurse Enterprises, Inc. 610 Frankfort Road Monaca, PA 15061-2218 </td> <td style="vertical-align: top;"> <i>Through Sourcewell #090925-MML</i> McKesson Medical-Surgical Government Solutions LLC 9954 Maryland Dr, Suite 5176 Henrico, VA 23233-1484 </td> <td></td> </tr> </table> The District reserves the right to purchase medical and scientific products under any competitively awarded contract. Items are ordered on an as-needed basis only. There is no guarantee of any level of business to any vendor. Funding is provided by each individual College department's budget.		<i>Through OMNIA Partners</i> #2021002889 Fisher Scientific Company, LLC 300 Industry Drive Pittsburgh, PA 15275	<i>Through BuyBoard #748-24</i> Carolina Biological Supply Co 2700 York Road Burlington, NC 27215	<i>Through OMNIA Partners</i> #2021003157 Medline Industries, Inc. 3 Lakes Drive Northfield, IL 60093	<i>Through Omnia Partners #R230701</i> Pocket Nurse Enterprises, Inc. 610 Frankfort Road Monaca, PA 15061-2218	<i>Through Sourcewell #090925-MML</i> McKesson Medical-Surgical Government Solutions LLC 9954 Maryland Dr, Suite 5176 Henrico, VA 23233-1484	
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<i>Through Omnia Partners #R230701</i> Pocket Nurse Enterprises, Inc. 610 Frankfort Road Monaca, PA 15061-2218	<i>Through Sourcewell #090925-MML</i> McKesson Medical-Surgical Government Solutions LLC 9954 Maryland Dr, Suite 5176 Henrico, VA 23233-1484							
Recommendation:	Approval by the Board of Trustees.							
Vendor:	Various - see above							

FINANCIAL SERVICES ABSTRACT

Item(s) to be Considered:	Discussion and action on the approval of contracts with purchasing cooperative-awarded vendors to provide copy paper for the Instructional Service Centers for the fiscal year 2026-2027.	Amount (Not To Exceed): \$105,000 <i>(Estimated annual aggregate amount)</i>						
Requestors:	Greg Martinez-Lizaraga	Area Responsible: Auxiliary Services						
Resource Persons: Fernando Flores, Ana Zúñiga, Greg Martinez-Lizarraga								
Purpose:	To request approval of contracts for the purchase of copy paper for each one of the six (6) Instructional Service Centers (ISCs) for the fiscal year 2026-2027.							
Explanation:	Instructional Service Centers (ISCs) are major facilities for instructional support. In addition to photocopying, they provide word processing, binding, message center/answering, mail distribution, and fax services, as well as distributing supplies to faculty and staff. The paper will be utilized by the ISCs for daily operations and will be available to district users outside the centers, on a charge-back basis. Purchases conducted through these purchasing cooperatives are in compliance with Texas Education Code 44.031 and the provisions of Texas Government Code, Chapter – 791 Interlocal Cooperation Contracts. Such contracts are competitively awarded. The District reserves the right to purchase copy paper under any competitively awarded contract. Items are ordered only on an as-needed basis. There is no guarantee of any level of business to any vendor.							
Awarded vendors:								
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="text-align: left;"><i>Through OMNIA Partners #19-12R</i></th> <th style="text-align: left;"><i>Through Region 19 #26-7548</i></th> <th style="text-align: left;"><i>Through Region 19 #22-7446</i></th> </tr> <tr> <td>ODP Business Solutions, LLC 6600 North Military Trail Boca Raton, FL 33496-2434</td> <td>Spectrum Paper Co., Inc 27 Concord St. El Paso, TX 79906</td> <td>El Paso Office Products, LLC 1550 Lionel Dr. El Paso, TX 79936</td> </tr> </table>	<i>Through OMNIA Partners #19-12R</i>	<i>Through Region 19 #26-7548</i>	<i>Through Region 19 #22-7446</i>	ODP Business Solutions, LLC 6600 North Military Trail Boca Raton, FL 33496-2434	Spectrum Paper Co., Inc 27 Concord St. El Paso, TX 79906	El Paso Office Products, LLC 1550 Lionel Dr. El Paso, TX 79936		
<i>Through OMNIA Partners #19-12R</i>	<i>Through Region 19 #26-7548</i>	<i>Through Region 19 #22-7446</i>						
ODP Business Solutions, LLC 6600 North Military Trail Boca Raton, FL 33496-2434	Spectrum Paper Co., Inc 27 Concord St. El Paso, TX 79906	El Paso Office Products, LLC 1550 Lionel Dr. El Paso, TX 79936						
Funding is provided by the Instructional Service Centers' operating budgets.								
Recommendation:	Approval by the Board of Trustees.							
Vendor:	Various – see above.							

Date:	09/01/26
Account:	11000
	72003.72004
	72005.72006
	72007
Budget:	\$687,624
Expenditures to date:	-0-
Balance:	\$687,624

FINANCIAL SERVICES ABSTRACT

Item(s) to be Considered: Discussion and action on the acceptance of the 2026 Certified Appraisal Roll with a net taxable value of property within the El Paso County Community College District of \$76,087,516,007 as established by the Central Appraisal District.	
Requestor: Laura Tellez	Area Responsible: Budget and Financial Services
Resource Persons: Fernando Flores, Ana Zúñiga, Laura Tellez	
Purpose: To accept the Certified Appraisal Roll for El Paso County Community College District as prepared by the Central Appraisal District for the 2026 tax year.	
Explanation: As required by the State's Property Tax Code, the Central Appraisal District prepares an annual appraisal roll for EPCC. The appraisal roll is approved by the Appraisal District's Review Board and certified by the District's Chief Appraiser. Figures contained in the appraisal roll are used by the College to compute and develop a property tax rate for the 2026 tax year. The appraisal roll reflects a net taxable value of property within the El Paso County Community College District of \$76,087,516,007, as established by the Central Appraisal District. Formal acceptance of the appraisal roll by the El Paso County Community College District is required before any property taxes are imposed during the next fiscal year.	
Recommendation: Approval by the Board of Trustees.	

THE STATE OF TEXAS
COUNTY OF EL PASO
EL PASO COUNTY COMMUNITY COLLEGE DISTRICT

CERTIFICATE FOR ORDER

We, the undersigned officers of the Board of Trustees of said District hereby certify as follows:

1. The Board of Trustees of said District convened in El Paso MEETING ON THE 26th day of August 2026, at the designated meeting place, and the roll was called of the duly constituted officers and members of said Board, to-wit:

Mr. Brian J. Haggerty, Chair	Mrs. Belen Robles
Ms. Bonnie Soria Najera, Vice Chair	Ms. Diana Mooy
Dr. Carmen Olivas Graham, Secretary	Mr. Jesus Mendez
Mr. John E. Uxer, Jr.	

and all of said persons were present, except the following absentees:

thus constituting a quorum. Whereupon, among other business the following was transacted at said Meeting.

BE IT ORDERED BY THE BOARD OF TRUSTEES OF THE EL PASO COUNTY COMMUNITY COLLEGE DISTRICT THAT THE APPRAISAL ROLL FOR THE DISTRICT FOR THE 2026 TAX YEAR BE ACCEPTED AS APPROVED BY THE 2026 APPRAISAL REVIEW BOARD AND CERTIFIED BY THE CHIEF APPRAISER AS FOLLOWS:

NET TAXABLE VALUE \$76,087,516,007

was duly introduced for the consideration of said Board and read in full. It was then duly moved and seconded that said Order be passed; and, after due discussion, said motion, carrying with it the passage of said Order, prevailed and carried by the following vote;

AYES: _____

NAYES: _____

2. That a true, full and correct copy of the aforesaid Order passed at the meeting described in the above and foregoing paragraph is attached to and follows this Certificate; that said Order has been duly recorded in said Board's minutes of said Meeting pertaining to the passage of said Order; that the persons named above in the foregoing paragraph are the duly chosen, qualified and acting officers and members of said Board as indicated herein; that each of the officers and members of said Board was duly and sufficiently notified, officially and personally in advance, of the time, place and purpose of the aforesaid Meeting, and each of said officers and members consented, in advance to the holding of said Meeting for such purpose; and that said Meeting was open to the public, and public notice of the time, place and purpose of said Meeting was given, all required by Chapter 551 of the Texas Government Code.

SIGNED AND SEALED THE 26th day of August 2026.

Mr. Brian J. Haggerty
Chair, Board of Trustees

Dr. Carmen Olivas Graham
Secretary, Board of Trustees

THE STATE OF TEXAS
COUNTY OF EL PASO
EL PASO COUNTY COMMUNITY COLLEGE DISTRICT

ORDER ACCEPTING CERTIFIED APPRAISAL ROLL

WHEREAS the Board of Trustees of said District desire that the appraisal roll for the District for the 2026 tax year be accepted and approved.

THEREFORE, BE IT ORDERED BY THE BOARD OF TRUSTEES OF THE EL PASO COUNTY COMMUNITY COLLEGE DISTRICT:

1. That the appraisal roll for the District for the 2026 tax year be accepted as approved by the 2026 Appraisal Review Board and certified by the Chief Appraiser as follows:

NET TAXABLE VALUE \$76,087,516,007

FINANCIAL SERVICES ABSTRACT

Item(s) to be Considered: Discussion and action on the adoption of the fiscal year 2026-2027 Operating Budget of \$172,681,106.	
Requestor: Laura Tellez	Area Responsible: Budget Office
Resource Persons: Fernando Flores, Ana Zúñiga, Laura Tellez	
Purpose:	To adopt the 2026-2027 Fiscal Year (FY) Operating Budget of \$172,681,106 for the El Paso County Community College District.
Explanation:	The Operating Budget, also known as the Education and General Fund Budget, serves as the funding and spending plan for the El Paso County Community College District's institutional accounts. In February 2026, the college administration began the FY 2026-2027 budget development process by distributing budget development instructions that served as guides for executive levels in preparing their respective budgets. Budget workshops for Budget Heads were conducted, and budget requests were submitted by the respective executive levels to establish a baseline budget, including some reallocation of resources within those levels. Separate requests for additional funding above the baseline budget were submitted for consideration, contingent upon the availability of funds. During the Board of Trustees' Budget Workshop and Special Meeting held on June 25 and August 3, 2026, respectively, the Board members were provided with updates on the Budget Development Process for FY 2026-2027, and the current year's projected revenues and expenses with a projected fund balance. The preliminary FY 2026-2027 operating budget was presented, supported by revenue projections with upcoming reductions in state formula funding, and included additional funding needs, and various strategies to fund the projected budget deficit. Funding for the next fiscal year has proved to be challenging. State appropriations to the community colleges were reduced by 6.5%, resulting in a \$8.0 million decrease for the College that impacts FY 2027. This decrease is the result of (1) the Texas Higher Education Coordinating Board changing the rules in calculating the value of certain performance measures and (2) the prorated reduction in funding initiated by the State. In addition to the reduction in state appropriations, decreased tuition revenue reflects the change in the mix of students, and the College has not been able to increase tuition rates due to the Governor's freeze on increasing tuition rates. The final proposed budget, as reflected in the next exhibit, includes the 2% salary increase approved by the Board of Trustees at the August 3, 2026, Special Board meeting as a cost-of-living adjustment for all eligible employees, additional funding requirements, and is in exact balance with projected revenues for the 2026-2027 fiscal year.
Recommendation:	Adoption of the FY 2026-2027 Operating Budget by the Board of Trustees.



The Best Place to Start *and Finish!*

El Paso County Community College District Fiscal Year 2026-2027 Proposed Budget

Instruction	\$	56,612,051
Research		219,815
Public Service		6,194,700
Academic Support		20,986,469
Student Services		14,036,235
Institutional Support		53,519,548
Operation & Maintenance of Physical Plant		13,531,801
Transfers		<u>7,595,255</u>
Total Baseline including Self-Supporting Programs	\$	172,695,874

Additional Funding Needs and Budget Reductions:

Must Be Funded	\$	1,350,504
2% Salary increase – COLA (eligible full-time and part-time employees)		2,120,184
2% increase to the Entry Level of the Salary Tables		88,132
2% increase to Employees Below Entry Level Salary		32,587
Freeze Vacancies 2-Year and older Not Under Recruitment		(1,922,883)
Decrease Area Budgets		(1,166,330)
Decrease Biennium Reserve		<u>(516,962)</u>
Total Proposed Budget	\$	<u>172,681,106</u>

FINANCIAL SERVICES ABSTRACT

Item(s) to be Considered: Discussion and action on the adoption of the 2026-2027 Auxiliary Fund Budget.	
Requestor: Greg Martinez-Lizarraga	Area Responsible: Auxiliary Services
Resource Persons: Fernando Flores, Ana Zuñiga, Greg Martinez-Lizarraga	
Purpose: To adopt the Auxiliary Fund Budget for the 2026-2027 fiscal year. Explanation: Auxiliary funds are considered institutional funds and must be budgeted accordingly and approved by the Board of Trustees. The attached exhibit compares budgeted revenues and expenditures for the fiscal year 2025-2026 with the proposed budget for the fiscal year 2026-2027. The Auxiliary Fund revenue stream is supported by two main sources of revenue: (1) commissions from bookstores, food courts, snacks, and beverage vending machines, and ATM services, and (2) parking permit sales and fines assessed during the year and recorded in the Vehicle Registration Fund. Since the customer base is predominantly students, the Auxiliary Fund revenues are projected to remain stable in alignment with enrollment data. The budgeted expenditures represent the minimum amounts needed to maintain safe and adequate parking services across the five campuses and the Administrative Service Center. The Vehicle Registration Fund budget includes costs for maintaining parking lots and ensuring safety through police patrols, staff support, cameras, and parking decals, which comprise the majority of the budget. Other significant expenses include the staff scholarships program, funded by commission-generated revenue. Overall, excluding a portion of the annual transfer to the Plant Funds, projected revenues are expected to cover the expenses required to maintain the level of services funded by the Auxiliary Fund. The administration will continue to closely monitor the performance of Auxiliary Fund budgets to ensure financial stability and operational efficiency.	
Recommendation: Approval by the Board of Trustees.	

**EL PASO COUNTY COMMUNITY COLLEGE DISTRICT
AUXILIARY ENTERPRISE FUND
PROPOSED BUDGET FOR FISCAL YEAR 2026/27**

	BUDGET 8/31/2026	BUDGET 8/31/2027
Beginning Fund Balance	\$ 5,824,776	\$ 5,718,907
Revenue		
Vehicle Registration	\$ 720,154	\$ 690,514
Bookstore Commissions	490,000	425,000
Pepsi-Cola Commissions	100,000	96,000
Food Court Commissions	53,000	52,000
Vending Commissions	99,000	94,000
ATM Commissions	2,310	2,250
Evolve Rental Space		12,000
Returned Check Processing Fee	1,500	1,500
Total Revenue	\$ 1,465,964	\$ 1,373,264
Expenditures		
Vehicle Registration	\$ 618,376	\$ 604,418
Staff Scholarships	300,000	300,000
Memberships	63,000	83,000
Advocacy Expense	18,000	24,500
Cafeteria Maint/Equip Replac.	125,000	35,000
Utilities Expense	65,000	65,000
Staff Educational Assistance	24,000	24,000
Auxiliary Operations	14,000	-
Classified Staff Association	3,750	3,750
Faculty Association	3,750	3,750
Professional Staff Association	3,750	3,750
Total Expenditures	\$ 1,238,626	\$ 1,147,168
Funds Transfers		
Plant Fund	\$ 325,000	\$ 325,000
Total Transfers	\$ 325,000	\$ 325,000
Increase (Decrease) in Fund Balance	\$ (97,662)	\$ (98,904)
Ending Fund Balance	\$ 5,727,114	\$ 5,620,003

FINANCIAL SERVICES ABSTRACT

Item(s) to be Considered:		Discussion and action on a proposal to increase the No-New-Revenue rate of \$0.102025 by eight (8) percent for the 2026-2027 fiscal year.																					
Requestor:		Area Responsible:																					
Ana Zúñiga		Budget and Financial Services																					
Resource Persons: Fernando Flores, Ana Zúñiga, Laura Tellez																							
Purpose: To request approval by the Board of Trustees on the proposal to increase the No-New-Revenue rate of \$0.102025 by eight percent (8%) for fiscal year 2026-2027.																							
Explanation: During the August 3, 2026, Special Meeting of the Board of Trustees, the administration presented the preliminary 2026-2027 Operating Budget, based on revenue strategies developed by the administration to fund the baseline budget and additional funding needs. As one of its revenue strategies to fund a budget deficit caused by a significant decrease in state funding for the fiscal year 2027, the administration recommended an eight percent (8%) increase in the No-New-Revenue rate to support the proposed budget. Based on the 2026 Certified Appraisal Roll, the No-New-Revenue rate has been calculated at \$0.102025 per \$100 valuation. The recommendation of the 8% tax increase of the No-New- Revenue rate yields a tax rate of \$0.110187 per \$100 valuation. In compliance with Texas Property Tax law, the Board of Trustees is required to vote on this proposal. If the motion passes, the Board of Trustees must schedule one public hearing on the proposal, which must be published in accordance with the specific requirements set forth in the Texas Comptroller of Public Accounts’ model form, <i>Notice of Public Hearing on Tax Increase</i> . The purpose of the public hearing is to give taxpayers the opportunity to express their views on the increase. At the hearing, the Board of Trustees must announce the date, time, and place of the meeting at which it will vote on the tax rate. Exhibit 4.8.2 reflects the suggested date and time of the public hearing for the Board’s consideration in compliance with required timelines. The following table illustrates how the \$0.110187 tax rate will affect homeowners in El Paso County.																							
<table><tr><td>Home Taxable Value</td><td>Current Taxes Paid to EPCC in 2025 Tax Year</td><td>Proposed Taxes Due to EPCC in 2026 Tax Year</td><td>Annual Increase over 2025 Tax Year</td></tr><tr><td>\$100,000</td><td>\$103.56</td><td>\$110.18</td><td>\$6.62</td></tr><tr><td>\$125,000</td><td>\$129.45</td><td>\$137.73</td><td>\$8.28</td></tr><tr><td>\$150,000</td><td>\$155.34</td><td>\$165.28</td><td>\$9.94</td></tr><tr><td>\$239,957</td><td>\$248.51</td><td>\$264.40</td><td>\$15.89</td></tr></table> (average home value)				Home Taxable Value	Current Taxes Paid to EPCC in 2025 Tax Year	Proposed Taxes Due to EPCC in 2026 Tax Year	Annual Increase over 2025 Tax Year	\$100,000	\$103.56	\$110.18	\$6.62	\$125,000	\$129.45	\$137.73	\$8.28	\$150,000	\$155.34	\$165.28	\$9.94	\$239,957	\$248.51	\$264.40	\$15.89
Home Taxable Value	Current Taxes Paid to EPCC in 2025 Tax Year	Proposed Taxes Due to EPCC in 2026 Tax Year	Annual Increase over 2025 Tax Year																				
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\$150,000	\$155.34	\$165.28	\$9.94																				
\$239,957	\$248.51	\$264.40	\$15.89																				
Recommendation: Approval by the Board of Trustees.																							

Statements required in notice if the proposed tax rate exceeds the no-new-revenue tax rate and the voter-approval tax rate and the de minimis rate exceeds the voter-approval rate, as prescribed by Tax Code §§26.06(b-1) and 26.063(d).

NOTICE OF PUBLIC HEARING ON TAX INCREASE

This notice applies to taxing units other than special taxing units or to a municipality with a population of less than 30,000 regardless of whether it is a special taxing unit.

A tax rate of \$ 0.110187 per \$100 valuation has been proposed by the governing body of
El Paso Community College

PROPOSED TAX RATE	\$ <u>0.110187</u> per \$100
NO-NEW-REVENUE TAX RATE	\$ <u>0.102025</u> per \$100
VOTER-APPROVAL TAX RATE	\$ <u>0.112375</u> per \$100
DE MINIMIS RATE	\$ <u>0.000000</u> per \$100

The no-new-revenue tax rate is the tax rate for the 2026 tax year that will raise the same amount
(current tax year)
of property tax revenue for El Paso Community College from the same properties in both
(name of taxing unit)
the 2025 tax year and the 2026 tax year.
(preceding tax year) (current tax year)

The voter-approval tax rate is the highest tax rate that El Paso Community College may adopt without holding
(name of taxing unit)
an election to seek voter approval of the rate, unless the de minimis rate for El Paso Community College exceeds the
(name of taxing unit)
voter-approval tax rate for El Paso Community College.
(name of taxing unit)

The de minimis rate is the rate equal to the sum of the no-new-revenue maintenance and operations rate for El Paso Community College
(name of taxing unit)
the rate that will raise \$500,000, and the current debt rate for El Paso Community College.
(name of taxing unit)

The proposed tax rate is greater than the no-new-revenue tax rate. This means that El Paso Community College is proposing
(name of taxing unit)
to increase property taxes for the 2026 tax year.
(current tax year)

A PUBLIC HEARING ON THE PROPOSED TAX RATE WILL BE HELD ON September 16, 2026 @ 4:30 p.m.
(date and time)
at 9050 Viscount, Bldg A, Room A200, El Paso, TX 79925.
(meeting place)

The proposed tax rate is greater than the voter-approval tax rate but not greater than the de minimis rate and does not exceed the rate that allows voters to petition for an election under Section 26.075, Tax Code. If El Paso Community College adopts
(name of taxing unit)
the proposed tax rate, El Paso Community College is not required to hold an election so that the voters may accept or reject
(name of taxing unit)
the proposed tax rate and the qualified voters of the El Paso Community College may not petition the El Paso Community College
(name of taxing unit) (name of taxing unit)
to require an election to be held to determine whether to reduce the proposed tax rate.

YOUR TAXES OWED UNDER ANY OF THE TAX RATES MENTIONED ABOVE CAN BE CALCULATED AS FOLLOWS:

$$\text{Property tax amount} = (\text{tax rate}) \times (\text{taxable value of your property}) / 100$$

(List names of all members of the governing body below, showing how each voted on the proposal to consider the tax increase or, if one or more were absent, indicating absences.)

FOR the proposal: _____

AGAINST the proposal: _____

PRESENT and not voting: _____

ABSENT: _____

Visit [Texas.gov/PropertyTaxes](https://www.texas.gov/PropertyTaxes) to find a link to your local property tax database on which you can easily access information regarding your property taxes, including information about proposed tax rates and scheduled public hearings of each entity that taxes your property.

The 86th Texas Legislature modified the manner in which the voter-approval tax rate is calculated to limit the rate of growth of property taxes in the state.

The following table compares the taxes imposed on the average residence homestead by El Paso Community College last year
(name of taxing unit)
to the taxes proposed to be imposed on the average residence homestead by El Paso Community College this year.
(name of taxing unit)

	2025	2026	Change
Total tax rate (per \$100 of value)	2025 adopted tax rate \$0.103563	2026 proposed tax rate \$0.110187	(Increase/Decrease) of (nominal difference between tax rate for preceding year and proposed tax rate for current year) per \$100, or (percentage difference between tax rate for preceding year and proposed tax rate for current year)% \$0.006624
Average homestead taxable value	2025 average taxable value of residence homestead \$221,726	2026 average taxable value of residence homestead \$239,957	(Increase/Decrease) of (percentage difference between average taxable value of residence homestead for preceding year and current year)% \$18,231
Tax on average homestead	2025 amount of taxes on average taxable value of residence homestead \$229.62	2026 amount of taxes on average taxable value of residence homestead \$264.40	(Increase/Decrease) of (nominal difference between amount of taxes imposed on the average taxable value of a residence homestead in the preceding year and the amount of taxes proposed on the average taxable value of a residence homestead in the current year), or (percentage difference between taxes imposed for preceding year and taxes proposed for current year)% \$34.78
Total tax levy on all properties	2025 levy \$76,080,803	(2026 proposed rate x current total value)/100 \$83,838,551	(Increase/Decrease) of (nominal difference between preceding year levy and proposed levy for current year), or (percentage difference between preceding year levy and proposed levy for current year)% \$7,757,748

(If the tax assessor for the taxing unit maintains an internet website)

For assistance with tax calculations, please contact the tax assessor for El Paso Community College
(name of taxing unit)
at (915) 771-2300 or taxassess@epcounty.com, or visit epcounty.com
(telephone number) (email address) (internet website address)
for more information.

(If the tax assessor for the taxing unit does not maintain an internet website)

For assistance with tax calculations, please contact the tax assessor for El Paso Community College
(name of taxing unit)
at (915) 771-2300 or taxassess@epcounty.com.
(telephone number) (email address)

FINANCIAL SERVICES ABSTRACT

Item(s) to be Considered:	Discussion and action on the approval of an interlocal agreement with Collin County Community College District to cooperate on the purchase of commonly used goods and services.		
Requestor:	Ruben Gallardo	Area Responsible:	Purchasing & Contract Management
Resource Persons:	Fernando Flores, Ruben Gallardo		
Purpose:	To request authorization to enter into an interlocal agreement with Collin County Community College District		
Explanation:	To increase the efficiencies of their respective procurement departments, EPCC and Collin County Community College District wish to cooperate in the purchase of various goods and services commonly used by both colleges. EPCC and Collin County Community College District often procure goods and services by publicly soliciting offers using methods required by Texas Education Code Section 44.031, including, by way of example and not limitation, Request for Proposals (RFP) and Request for Competitive Sealed Proposals (RFCSP) processes. These processes, and others allowed by Texas law, provide vendors with an opportunity to compete for our institutions' contracts. Unfortunately, these processes are also lengthy and add to administrative costs. This item, if approved by the Board of Trustees, will allow one institution to contract for goods and services using a competitive process, such as an RFP, issued and awarded by the other institution. This would be done only on an as-needed basis. Each institution would be responsible for paying for the goods and services it purchased. There would be no administrative fees associated with any purchases made under this Agreement. There would be no mandatory purchases of any kind. This interlocal agreement will allow both parties to "piggyback" on each other's contracts, if and when practical, but neither District is obligated to do so. EPCC already has interlocal agreements like this in place with our local ISDs, San Jacinto Community College District, Tarrant County College District, Dallas College, Lone Star College, McLennan Community College, and Alamo Community College District. These interlocal agreements with other Texas community colleges were approved by the Board of Trustees in 2023. Interlocal agreements are authorized under the Texas Interlocal Cooperation Act, Tex.Gov't Code Section 791.001 et seq., to increase the efficiency and effectiveness of local governments by authorizing them to contract, to the greatest possible extent, with one another and with agencies of the State. Please refer to the proposed interlocal agreement in the following pages.		
Recommendation:	Approval by the Board of Trustees.		
Interlocal Agreement with:	Collin County Community College District 3452 Spur 399 McKinney, TX 75069		

INTERLOCAL AGREEMENT

This Interlocal Agreement ("Agreement") is by and between COLLIN COUNTY COMMUNITY COLLEGE DISTRICT, a public community college district established under Chapter 130 of the Texas Education Code and political subdivision of the State of Texas ("Collin College") and EL PASO COUNTY COMMUNITY COLLEGE DISTRICT, a public community college district established under Chapter 130 of the Texas Education Code and political subdivision of the State of Texas ("EPCC"), and shall become effective as of the date of the last signature below ("Effective Date"). Collin College and EPCC may individually be referred to herein as "party" and collectively, "the Parties."

RECITALS

WHEREAS, Collin College and EPCC are both governmental entities authorized to enter into agreements in accordance with the Texas Interlocal Cooperation Act, Tex. Gov't Code Section 791.001 et seq., for the purpose of achieving efficiency in the accomplishment of governmental administrative functions, including the purchase of goods and services; and

WHEREAS, the purpose of this Agreement is to facilitate compliance with the state procurement requirements, to relieve the burdens of the governmental purchasing function, and to realize the potential economies of scale available through cooperative purchasing, including administrative cost savings to the Parties; and

WHEREAS, Chapter 791 of the Texas Government Code ("Interlocal Cooperation Act") increases efficiency and effectiveness of local governments by permitting governmental entities to contract with one another through interlocal agreements to perform a service or governmental function that each party is authorized to perform; and

WHEREAS, Collin College and EPCC wish to enter into an Interlocal Contract pursuant to Chapter 791.003 of the Texas Government Code to set forth the terms and conditions upon which Collin College and EPCC may purchase various goods and services commonly utilized by each entity; and

NOW, THEREFORE, in consideration of the mutual covenants, promises and obligations contained herein, the Parties agree as follows:

AGREEMENT

1. **Incorporation.** The above recitals are incorporated as part of the agreement between the Parties.
2. **Definitions.**
 - a. "Procuring District" shall mean the party which holds the underlying contract or solicitation agreement with the vendor and has satisfied the competitive procurement requirements of Chapter 44 of the Texas Education Code in procuring such goods, materials and services.
 - b. "Purchasing District" shall mean the party which seeks to purchase or purchases goods, materials or services under this Agreement utilizing the contracts, solicitation agreements

or pricing competitively procured and negotiated by the Procuring District.

3. **Purpose.** The Parties competitively bid and award contracts for contracted purchases to awarded vendors in accordance with purchasing procedures mandated by Texas procurement laws and regulations. The Parties' contracts are available for use and benefit of all entities that must comply with Texas purchasing laws. This Agreement will allow the Parties to extend such contracts to each other to the extent permitted by law, and in a manner agreed upon by the Parties.
4. **Administration.** No separate and distinct legal entity shall be created to conduct this undertaking.
5. **Term.** This Agreement shall commence as of the Effective Date and shall continue in effect for a period of one year from that date. The Agreement will thereafter automatically renew for successive one-year terms on the anniversary of the initial term unless the Agreement is sooner terminated in accordance with the provisions herein.
6. **Termination.** This Agreement may be terminated by either Collin College or EPCC, with or without cause, at any time, by providing thirty (30) days prior written notice by Certified Mail, Return Receipt Requested to the other party at the address provided for that party in the signature block of this Agreement or at such other address as is provided in writing by either party to the other during the term of this Agreement. Upon termination of the Agreement the Parties shall each bear the full financial responsibility for all its purchases made under or through this Agreement.
7. **Compliance with Applicable Laws.** The Parties agree to comply with all applicable laws relating to procurement of the contracted purchases.
8. **Respective Rights and Obligations of the Parties.**
 - a. Collin College and EPCC agree to cooperate in the purchase of various goods and services commonly used by the Parties, where available and applicable, and may purchase goods and services competitively procured by the other, in compliance with Chapter 44 of the Texas Education Code, from vendors under present and future contracts with Collin College or EPCC. There shall be no administrative fees associated with purchases made under this Agreement.
 - b. The Purchasing District, whether Collin College or EPCC, agrees to make timely payments to the vendor for the goods, materials and services received in accordance with the contracts, terms and conditions of the bid invitation, instructions, and all other applicable procurement documents. Payment for goods, materials and services and inspections and acceptance of goods, materials and services ordered by the Purchasing District shall be the exclusive obligation of that District and not the Procuring District. Furthermore, the Purchasing District is solely responsible for negotiating and securing ancillary agreements from the vendor on such other terms and conditions, including provisions relating to insurance or bonding, that the Purchasing District deems necessary

or desirable under state or local law, local policy or rule, or within its business judgment.

- c. The terms and conditions contained in the Procuring District's contract between it and the awarded vendor shall be incorporated into the contract between the Purchasing District and that vendor. Neither party shall be precluded from including in its contract with that vendor any supplemental terms and conditions so long as such provisions are not in conflict with those contained in the original Procuring District's contract.
- d. In the event of any dispute between the Procuring District and the awarded vendor, the respective Purchasing District will assist in resolving any issues and will make every effort to facilitate a favorable remedy.

9. General Provisions.

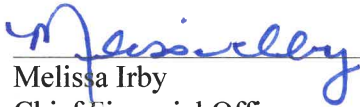
- a. Collin College and EPCC each represent and warrant to the other that its respective governing body has duly authorized its participation in this Agreement and that it will comply with all state and local laws and local district policies pertaining to purchasing of goods and services through its participation in this Agreement.
- b. The Parties agree that they will cooperate in compliance with any reasonable requests for information and/or records made by the other for purposes of compliance with purchasing laws or their respective local policies.
- c. Collin College and EPCC each represent and warrant to the other that each shall make its respective payments under this Agreement from current revenue available to the District.
- d. This Agreement supersedes all prior verbal and written agreements and understandings between the Parties with respect to the subject matter contained herein.
- e. This Agreement shall not be altered, changed or amended except by written revision or addendum executed by the Parties.
- f. This Agreement and all performance hereunder shall be governed by and interpreted in accordance with the laws of the State of Texas without regard to its choice of law or conflicts of law provisions.
- g. Each party warrants to the other the following:
 - i) It meets the definition of "Local Government" or "State Agency" under the Interlocal Cooperation Act ("Act"), Chapter 791 of the Texas Government Code;
 - ii) The functions and services to be performed under the Agreement will be limited to "Governmental Functions and services" as defined in the Act, which includes purchasing;
 - iii) Purchases made under this Agreement will satisfy all procedural procurement requirements that the purchasing party must meet under all applicable local

- policy, regulation, or state law; and
 - iv) All state, local or third-party requirements to approve, record or authorize the Agreement have been met.
- h. If any one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provisions, and the Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained in it.
- i. The Parties have participated fully in the review and revisions of this Agreement. Any rule of construction to then in effect that ambiguities are to be resolved against the drafting party shall not apply to the interpretation of this Agreement.
- j. Neither party waives or relinquishes any governmental, official, or other immunity or defense on behalf of itself, its officers, employees, and agents as a result of its execution of this Agreement or the performance under this Agreement. Further, any failure of either party to insist in any one or more cases upon the strict performance of any of the covenants of this Agreement, or to exercise any option herein contained, shall in no event be construed as a waiver or relinquishment for the future of such covenant or option. In fact, no waiver, change, modification or discharge by either party hereto of any provisions of this Agreement shall be deemed to have been made or shall be effective unless expressed in writing and signed by the party to be charged.
- k. This Agreement is not intended to waive, alter or reallocate any defense or immunity available to either party by law. Each party paying for the performance of governmental functions or services hereunder shall make such payments from current revenues available to the paying party, and all obligations entered into by the Parties in the future will be subjected to appropriation.
- l. This Agreement and all activities under this Agreement are solely for the benefit of the Parties and nothing contained herein should be construed or operate to create any third party rights including those of a third party beneficiary.
- m. This Agreement may be executed in identical separate counterparts, each of which shall be deemed an original for all purposes. The Parties also agree that facsimile signatures shall have the same effect as original signatures.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the Parties acting through their duly authorized representatives accept the Agreement as of the Effective Date:

COLLIN COUNTY COMMUNITY COLLEGE DISTRICT

By: 
Melissa Irby
Chief Financial Officer

Date: 8/7/2024

Mailing Address:
Collin County Community College District
3452 Spur 399
McKinney, TX 75069

EL PASO COUNTY COMMUNITY COLLEGE DISTRICT

By: _____
Dr. William Serrata
President

Date: _____

Mailing Address:
El Paso County Community College District
PO Box 20500
El Paso, TX 79998

CURRICULUM AND INSTRUCTION ABSTRACT

Item(s) to be Considered:	Discussion and action on the approval of a new Institutional Credential Leading to Licensure or Certification (ICLC) in Community Paramedic Certificate in the Emergency Medical Services (EMS) program.		
Requestor:	Antonio Ayub	Area Responsible:	Health Career, Tech. Edu., Math & Science
Resource Persons:	Carlos Amaya, Souraya Hajjar, Antonio Ayub		
Purpose:	To request approval for a new Institutional Credential Leading to Licensure or Certification (ICLC) in Community Paramedic Certificate as required by the Texas Higher Education Coordinating Board and SACSCOC. This Community Paramedic ICLC will fill a critical need by training qualified registered EMT's to serve the community and advance public health.		
Explanation:	This one-semester classroom and clinical education program provides education and training for paramedics who respond to specific patient health needs in a community setting. The Community Paramedics program will prepare students for roles in outreach, wellness, health screening assessments, health education, providing immunizations, wound care, recognition of mental health issues, disease management, etc. Community paramedics serve as physician extenders, providing care to underserved families and those with poor overall health. Community paramedics assist with minor and chronic health problems in the patient's home, avoiding a hospital emergency room visit, reducing readmissions, and preventing unnecessary ambulance transport. Successful completion of this program makes graduates eligible to take the International Board for Specific Certification (IBSC) CP-C Examination (Certified Community Paramedics). This ICLC consists of 10 credits under CIP code 51.0904. The degree plan contains EMSP 1163, EMSP 1471, HPRS 1202, and HPRS 2301. No additional funding is required for the implementation of this ICLC.		
Recommendation:	Approval by the Board of Trustees.		

New Certificate of Completion Application

A ***new program process request*** is initiated to propose the development and implementation of a new academic or training program. This request ensures that the proposed program aligns with institutional goals, meets industry or market demands, and complies with accreditation and regulatory requirements.

NOTE: Please ensure that faculty availability has been confirmed for the new Certificate before proceeding.

El Paso Community College: 010387

1 Are you serving as the district-wide coordinator?*

- ☒ Yes
☐ No

2 Provide the name of the discipline.*

Emergency Medical Services

3 Please indicate the new associate degree type.*

- ☐ Level One Certificate of Completion (C1)
☐ Level Two Certificate of Completion (C2)
☐ Level Three Enhanced Skills Certificate of Completion (C3)
☐ Level Four Advanced Technical Certificate of Completion (C4)
☐ Occupational Skills Award Certificate of Completion (OSA)
☒ Institutional Credential Licensing Certificate of Completion (ICLC)

4 Justification

Request to change Enhanced Skills Certificates for Community Paramedic to ICLC Certification.

5 What is the title of the degree?*

ICLC Community Paramedic Cert

6 The degree designation?*

ICLC

7 CIP Code*

51.0904

8 What is the effective date?*

Fall 2026

9 Indicate the total credit hours for the program.*

10

10 Indicate the contact hours for the program.*

224

11 Indicate the total semester hours for the program.*

10

12 Indicate what your plans are for the modality model.*

New Certificate of Completion Application

- ☒ In-person
☐ Hybrid/Blended (50%-99%, includes "full online" until Dec 1)
☐ 100%
- 13 Will this program be taught at a correctional facility?*
- ☐ Yes
☒ No
- 14 How many new courses are first-time in our inventory?*
- None.
- 15 Provide the estimated new faculty or instructor full-time equivalent (FTE) required to support the program in the first 5 years? Include the faculty's first and last name, the faculty EPCC ID number, and the faculty's status.
- Tony Ayub, Jason Taylor, Tim Groover, Juan Davila
- 16 Does the new academic associate degree align with any of the approved Texas Direct Field of Study?*
- ☐ Yes
☒ No
- 17 Planned funding model for the first 5 years of the program?*
- ☒ Formula-funded
☐ Self-supported
☐ Other (Please describe)
- 18 Please upload all necessary documentation using the link below (e.g., budget, occupational needs, faculty listing, etc.)
- Please make sure you are signed in with your EPCC credentials (email account), as access to the form is restricted to internal users only.
- [OneDrive folder](#)
- 19 Did the following administration approve the new addition?*
- ☒ Vice President of Instruction and Workforce Education
☐ Dean/Director
☐ Discipline
- 20 Please provide the following information for any new or revised current course: course title, lecture hours, lab hours, external learning hours, total contact hours, lab fee, Professional Practice Insurance fee, prerequisites, corequisites, test scores and any other requirement.

Example: ACCT 2301 - 3 lecture hours, 1 lab hour = 64 contact hours; lab fee applies.

New Certificate of Completion Application

One Semester		Credit Hours
EMSP 1163	Clinical-Emergency Medical Technology/Technician (EMT Paramedic)	1
EMSP 1471	Community Paramedic	4
HPRS 1202	Wellness and Health Promotion	2
HPRS 2301	Pathophysiology	3
		10
Total Hours		10

21 Please obtain the signatures from the Board of Trustees and the President.

Board of Trustees: _____ Date _____

President: _____ Date _____

CURRICULUM AND INSTRUCTION ABSTRACT

Item(s) to be Considered:	Discussion and action on the approval of a new Institutional Credential Leading to Licensure or Certification (ICLC) in Critical Care/Flight Paramedic Certificate in the Emergency Medical Services (EMS) program.		
Requestor:	Antonio Ayub	Area Responsible:	Health Career, Tech. Edu., Math & Science
Resource Persons:	Carlos Amaya, Souraya Hajjar, Antonio Ayub		
Purpose:	To request approval of a new Institutional Credential Leading to Licensure or Certification (ICLC) in Critical Care/Flight Paramedic Certificate as required by the Texas Higher Education Coordinating Board and SACSCOC. This Critical Care/Flight Paramedic ICLC will fill a critical need by training qualified registered EMT's to serve the community through flight transport and advance public health.		
Explanation:	This one-semester classroom and clinical education program provides education and training for paramedics who function as members of a critical care transportation team, employed in specific air medical and/or ground critical care patient treatment and transport services. This educational program is beyond the scope of the average, entry-level field paramedic. It is not intended to evaluate entry-level knowledge, but rather to measure the experienced paramedic's skills and knowledge in caring for patients requiring critical care intervention across various aspects of patient transport, including ground ambulances, helicopters, aircraft, marine/boats, and other critical care situations. Critical Care/Flight Paramedics are in high regional demand among municipal and private providers. Critical Care/Flight Paramedics function in a variety of advanced environments, where they must utilize master-level paramedic knowledge and experience in pre-hospital, inter-hospital, and hospital settings. Successful completion of this program prepares graduates to sit for the International Board for Specialty Certification (IBSC) Exams: Certified Flight Paramedic (FP-C) and Certified Critical Care Paramedic (CCP-C). This ICLC consists of 8 credits under CIP Code 51.0904. The degree plan contains EMSP 2163, EMSP 2458, and HPRS 2301. No additional funding is required for the implementation of this ICLC.		
Recommendation:	Approval by the Board of Trustees.		

New Certificate of Completion Application

A ***new program process request*** is initiated to propose the development and implementation of a new academic or training program. This request ensures that the proposed program aligns with institutional goals, meets industry or market demands, and complies with accreditation and regulatory requirements.

NOTE: Please ensure that faculty availability has been confirmed for the new Certificate before proceeding.

El Paso Community College: 010387

1 Are you serving as the district-wide coordinator?*

- ☒ Yes
☐ No

2 Provide the name of the discipline.*

Emergency Medical Services

3 Please indicate the new associate degree type.*

- ☐ Level One Certificate of Completion (C1)
☐ Level Two Certificate of Completion (C2)
☐ Level Three Enhanced Skills Certificate of Completion (C3)
☐ Level Four Advanced Technical Certificate of Completion (C4)
☐ Occupational Skills Award Certificate of Completion (OSA)
☒ Institutional Credential Licensing Certificate of Completion (ICLC)

4 Justification

Request to change Enhanced Skills Certificates for Critical Care/Flight Paramedic to ICLC Certification.

5 What is the title of the degree?*

ICLC Critical Care/Flight Paramedic Cert

6 The degree designation?*

ICLC

7 CIP Code*

51.0904

8 What is the effective date?*

Fall 2026

9 Indicate the total credit hours for the program.*

8

10 Indicate the contact hours for the program.*

192

11 Indicate the total semester hours for the program.*

8

12 Indicate what your plans are for the modality model.*

New Certificate of Completion Application

- ☒ In-person
☐ Hybrid/Blended (50%-99%, includes "full online" until Dec 1)
☐ 100%
- 13 Will this program be taught at a correctional facility?*
- ☐ Yes
☒ No
- 14 How many new courses are first-time in our inventory?*
- None.
- 15 Provide the estimated new faculty or instructor full-time equivalent (FTE) required to support the program in the first 5 years? Include the faculty's first and last name, the faculty EPCC ID number, and the faculty's status.
- Tony Ayub, Jason Taylor, Tim Groover, Juan Davila,
- 16 Does the new academic associate degree align with any of the approved Texas Direct Field of Study?*
- ☐ Yes
☒ No
- 17 Planned funding model for the first 5 years of the program?*
- ☒ Formula-funded
☐ Self-supported
☐ Other (Please describe)
- 18 Please upload all necessary documentation using the link below (e.g., budget, occupational needs, faculty listing, etc.)
- Please make sure you are signed in with your EPCC credentials (email account), as access to the form is restricted to internal users only.
- [OneDrive folder](#)
- 19 Did the following administration approve the new addition?*
- ☒ Vice President of Instruction and Workforce Education
☐ Dean/Director
☐ Discipline
- 20 Please provide the following information for any new or revised current course: course title, lecture hours, lab hours, external learning hours, total contact hours, lab fee, Professional Practice Insurance fee, prerequisites, corequisites, test scores and any other requirement.

Example: ACCT 2301 - 3 lecture hours, 1 lab hour = 64 contact hours; lab fee applies.

New Certificate of Completion Application

One Semester		Credit Hours
EMSP 2163	Clinical-Emergency Medical Technology/Technician (EMT Paramedic)	1
EMSP 2458	Critical Care Paramedic	4
HPRS 2301	Pathophysiology	3
		8
Total Hours		8

21 Please obtain the signatures from the Board of Trustees and the President.

Board of Trustees: _____ Date _____

President: _____ Date _____

CURRICULUM AND INSTRUCTION ABSTRACT

Item(s) to be Considered:	Discussion and action on the acceptance of a contract award from the City of El Paso.	Amount: \$760,159
Requestor:	Blayne Primozych	Area Responsible: Workforce and Continuing Education
Resource Persons:	Carlos Amaya, Blayne Primozych, Jonathan Nickerson, Robert Elliott	
Purpose:	To approve the acceptance of a contract award from the City of El Paso under the Build Back Better Regional Challenge (BBBRC) Grant.	
Explanation:	Under the BBBRC contract, EPCC will support the City's development of an Innovation Network for Advanced Manufacturing, Aerospace, and Defense through a proposal to train 24 individuals in Welding, Machining, and Instrumentation, plus provide six-week internships with regional employers. Contract funding will cover all participant tuition, fees, tools, and supplies, fund college training equipment, and provide participant stipends. Participants will receive 280 hours of hands-on training and a 120-hour internship across a sixteen-week program. The contract proposal engages two subcontractors with strong ties to the El Paso region's military, aerospace, and defense sectors to assist EPCC in support of the BBBRC Grant's goal to expand the network of regional manufacturers. The Texas Space Coalition is a regionally based organization that will be contracted to identify internship opportunities for participants and host conferences, webinars, career fairs, and networking events for regional stakeholders. CFP Engineering will conduct a regional skills gap analysis and assist EPCC with specialized curriculum development and the development of new programs designed to meet the current and future needs of the region's aerospace and defense manufacturers. The cost category of fringe represents those employer benefit costs that vary based upon an employee's actual salary and benefit options chosen by each employee. Benefits choices include the health/dental insurance plan and retirement programs. Other employer benefit costs normally borne by the institution and charged to the grant also apply, like workers' compensation, state unemployment insurance, life insurance, and long-term disability insurance.	
	Budget Account Number: 23963-P23963 Budget Summary: \$760,159 August 1, 2026 – April 30, 2027 Detailed Budget Overview:	
	61000 Instructor PT 62000 Fringe Benefits ¹ 73101 Equipment > 5,000 Grant 71130 Instructional Supplies 71313 Subcontractors: Texas Space Coalition CFP Engineering & Solutions 71650 Other:10% Contingency 74604 Tuition/Spec Prog 74606 Student Stipend TOTAL	\$31,360 3,920 140,000 57,000 86,441 166,533 69,105 81,000 124,800 \$760,159
	¹ Full-time fringe benefit rate is 12.5%, and overall composite fringe benefit rate is 12.5%	
Recommendation:	Approval by the Board of Trustees.	

STUDENT SERVICES ABSTRACT

Item(s) to be Considered: Discussion and action on the approval of Continuing Education (CE) tuition rates for new courses.	
Requestor: Blayne Primozych	Area Responsible: Workforce and Continuing Education
Resource Persons: Carlos Amaya, Blayne Primozych	
Purpose: To approve tuition rates for new CE courses.	
Explanation: As new courses are brought into the inventory, the Workforce and Continuing Education Department requests the Board of Trustees' approval for the associated tuition rates.	
Recommendation: Approval by the Board of Trustees.	

COURSE	TITLE	HOURS	TUITION
Language Institute			
IEP 508	Conversation ESL SP	15	\$95

STUDENT SERVICES ABSTRACT

Item(s) to be Considered: Discussion and action on the approval of Continuing Education (CE) tuition rates for revised courses.	
Requestor: Blayne Primozych	Area Responsible: Workforce and Continuing Education
Resource Persons: Carlos Amaya, Blayne Primozych	
Purpose: To approve tuition rates for revised CE courses.	
Explanation: The Workforce and Continuing Education Department is requesting approval for changes in tuition. The comments column provides an explanation for each revised rate.	
Recommendation: Approval by the Board of Trustees.	

COURSE	TITLE	OLD HOURS	OLD TUITION	NEW HOURS	NEW TUITION	COMMENTS
Center for College Access and Development						
WPL 380	ESL Bridge Grammar & College Readiness Course	92	\$60	92	\$90	A tuition increase will cover the higher program costs and continue to ensure quality instruction.