

Regular Meeting-Board of Trustees
Midland College
October 14, 2025 4:00 pm
Gibson Board Room

AGENDA

Call to Order

Public Comments

Division Presentation – Organizational Management – Son Mai, Ph.D.

Consent Agenda

- A. Minutes of the Tax Rate Public Hearing on September 16, 2025
- B. Minutes of the Board Meeting on September 16, 2025
- C. Service of Alcoholic Beverages for Midland College Tennis Association Ribbon Cutting
- D. Monthly Statements of Revenues and Expenses through September 30, 2025

Discussion Items

- A. Applied Technology Facility Planning
- B. Core Values & Strategic Plan

Action Items

- A. Purchase of Ultrasound Equipment
- B. Midland Central Appraisal District Board of Directors Nominations
- C. ACCT Voting Delegate
- D. New Faculty Contract

President's Updates

- A. Monthly Donation Report
- B. Employment of Non-Contractual Full-Time Employees
- C. Resignations – Full-Time Non-Contractual and Contractual Employees at the End of the Contract Term
- D. Enrollment
- E. SB 2972
- F. Annual Title IX – CEO Report
- G. ACCT Leadership Congress
- H. Upcoming Events – Next Board Meeting November 18, 2025

Executive Session

The Board will convene into Executive Session under the provision of Texas Government Code §551.072 (Real Property). The Executive Session will not be open to the public.

Adjournment

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551, subchapters D and E or Texas Government code §418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions or decisions will be taken in open meeting.

Regular Meeting-Board of Trustees
Midland College
October 14, 2025 4:00 p.m.
Gibson Board Room-Pevehouse Administration Building

COMMUNICATIONS TO THE BOARD

- 1. **Call to Order**
- 2. **Public Comments**
- 3. **Division Presentation – Organizational Management-Son Mai, Ph.D.**
- 4. **Consent Agenda**
 - A. Minutes of the Tax Rate Public Hearing on September 16, 2025
 - B. Minutes of the Board Meeting on September 16, 2025
 - C. Service of Alcoholic Beverages for Midland College Tennis Association Ribbon Cutting
 - D. Monthly Statements of Revenues and Expenses through September 30, 2025
- 5. **Discussion Items**
 - A. Applied Technology Facility Planning
 - B. Core Values & Strategic Plan
- 6. **Action Items**
 - A. Purchase of Ultrasound Equipment

The administration recommends that the Board of Trustees award a contract to Boston Imaging, in the amount of \$129,224.08, for the purchase of two ultrasound machines. This vendor meets all the required specifications.
 - B. Midland Central Appraisal District Board of Directors Nominations
 - C. ACCT Voting Delegate
 - D. New Faculty Contract

It is recommended the Board approve the contract for the faculty member listed below. Notwithstanding said Board action, no contract of employment shall be or become in effect unless and until signed by the President, on behalf of the College, and by said employees and delivered to the President.

Mishane Hightower

Faculty-Respiratory Care
- 7. **President’s Updates**
 - A. Monthly Donation Report

Enclosed from September 9, 2025-October 3, 2025
 - B. Employment of Non-Contractual Full-Time Employees

For your information, Dr. Kennedy has approved the full-time non-contractual employment of the following individuals in the positions shown.

Ashley Bell	Academic Advisor-Pathways
Kelly Collins	Lab Instructor-Cosmetology
David Gaines	Clerk-Testing Center
Jessica Hartos	Director-Institutional Effectiveness
Alaxis Henry-Stoglin	Assistant Teach Pre-K Academy
Geraldyn Kenimer	Associate Director-Accounting
Isaac Pizarro	Academic Advisor-Pathways
Coris Williams	Assistant Coach-Men's Basketball

For your information, I have approved the full-time non-contractual employment change of the following individual to the position shown.

Irma Bueno	Advisor-Scholarships
Carlee Cadena	Lead Pathways Advisor
Stephanie Dresel	Lead Pathways Advisor

Kellina Driver	Registrar and Records Generalist
Stephanie Friel	Administrative Assistant-Cosmetology Salon
Haley McNerlin	Lead Pathways Advisor
Delma Ortega	Coordinator-Housing Operations
Jason Reeves	Coordinator-Chaparral and Fitness Center
Maricela Salgado	Administrative Assistant-Student Activities

C. Resignations – Full-Time Non-Contractual and Contractual Employees at the End of the Contract Term

For your information, the following resignations have been received and were approved from the following full-time employees who held the positions shown.

Alexis Jurado	Assistant Teacher-Pre-K Academy
Marc Kennedy	Director-Learning Commons

D. Enrollment

E. SB 2972

F. Annual Title IX – CEO Report

G. ACCT Leadership Congress

H. Upcoming Events – Next Board Meeting November 18, 2025

8. Executive Session

The Board will convene into Executive Session under the provision of Texas Government Code § 551.072 (Real Property). The Executive Session will not be open to the public.

9. Adjournment

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551, subchapters D and E or Texas Government code §418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions or decisions will be taken in open meeting.

**Public Hearing to Discuss Tax Rate
Board of Trustees
Midland College
September 16, 2025 4:00 pm**

A public hearing to discuss tax rate of the Board of Trustees of Midland College was held September 16, 2025, beginning at 4:00 p.m. in the Gibson Board Room at 3600 N. Garfield Midland, TX 79705.

Chair Steve Kiser called the meeting to order at 4:00 p.m. Other members present included Mr. Scott Lynch, Mr. Mike Oestmann, Mrs. Charlene McBride, Mrs. Christine Foreman, Mr. Larry Lawrence, Mr. Scott Kidwell, and Mr. Adrian Carrasco.

Those absent included Ms. Linda Cowden.

Public Comments

There were no public comments.

Action Items

A. Resolution Setting the 2025 Ad Valorem Tax Rate

Mrs. McBride made a motion to approve the tax rate as presented. Mr. Lawrence seconded the motion and all those present were in favor. The motion passed unanimously.

**Regular Meeting Minutes
Board of Trustees
Midland College
September 16, 2025 4:05 pm**

A regular meeting of the Board of Trustees of Midland College was held September 16, 2025, beginning at 4:05 p.m. in the Gibson Board Room at 3600 N. Garfield Midland, TX 79705.

Chair Steve Kiser called the meeting to order at 4:05 p.m. Other members present included Mr. Scott Lynch, Ms. Linda Cowden, Mr. Mike Oestmann, Mrs. Charlene McBride, Mrs. Christine Foreman, Mr. Larry Lawrence, Mr. Scott Kidwell, and Mr. Adrian Carrasco.

Those absent included Ms. Linda Cowden.

Public Comments

There were no public comments.

Presentation of Volleyball Team – Coach Kristina Gafford

Dual Credit Division Presentation – Dr. Deana Savage and Justin Bateman, J.D.

Dr. Savage, Mr. Bateman, and Mr. Jeff Horner, MISD Executive Director-CTE, reviewed dual credit partner schools and showcased dual credit enrollment growth. Mr. Horner overviewed current enrollments for CTE classes at MISD and showcased their successes.

Consent Agenda

Mrs. Foreman made a motion to approve the consent agenda. Mr. Lawrence seconded the motion and the motion carried 8-0.

- A. Minutes of the Board Meeting on August 19, 2025
- B. Dual Credit Interlocal Agreements
- C. Certification of Compliance with HB 4214
- D. Monthly Statements of Revenues and Expenses through August 31, 2025

Discussion Items

- A. Clery Report & Officer Training
Chief Borgstedt presented the Annual Security Report for reporting years 2022, 2023, and 2024. He also discussed the TCOLE training requirements as well as MC requirements. There was only one reportable crime in the above time frame falling into the Family, Dating Violence and Stalking offense type.
- B. Supplemental Appropriations Report
Mr. Chambers reviewed the 2024-2025 Appropriations Analysis.

Action Items

- A. Investment Committee Report – Quarter Ending August 31, 2025
Mrs. McBride made a motion to approve the Investment Committee Report. Mrs. Foreman seconded the motion, and the motion was carried unanimously.
- B. Continuing Education Tuition and Fees
Mr. Carrasco made a motion to approve the proposed CE tuition and fees. Mr. Oestmann seconded the motion and all approved.
- C. Purchase of O'Shaughnessy Furniture, Fixtures, and Equipment
Mr. Carrasco made a motion to award a contract to Foliot Furniture and Officewise Commercial Interiors to purchase furniture, fixtures, and equipment (FF&E) for O'Shaughnessy Hall dorm in the combined amount of \$215,602.36, funded with the fund balance. Mrs. McBride seconded the motion, and all were in favor.
- D. Design Services-Tennis Pro Shop
Mr. Kidwell made a motion to award a contract to Parkhill in the amount of \$60,400 to be funded through donations, to provide architectural services for the renovation of the Tennis Pro Shop. Mrs. Foreman seconded the motion, and the motion was approved unanimously.

- E. AG Certification
This item was struck as it is already in the Consent Agenda.

- F. New Administrative Contract
Mr. Lynch made a motion to approve the contract for Edith Reed, Executive Director-Human Resources & Payroll. Mrs. McBride seconded the motion, and all those present were in favor.

- G. New Faculty Contracts
Mr. Lawrence made a motion to approve the contracts for the faculty members listed below. Mr. Oestmann seconded the motion and there was no opposition.

Alyssa Bond	Faculty-Associate Degree Nursing
Sebastian Garza	Faculty-Biology
Norman Hoppman	Faculty-Fire Science Technology
Gilberto Acosta	Lab Instructor-Welding Technology

President’s Updates

- A. Monthly Donation Report
Enclosed from August 12, 2025-September 8, 2025

- B. Employment of Non-Contractual Full-Time Employees
Dr. Kennedy approved the full-time non-contractual employment of the following individuals in the positions shown.

Alejandro Atayde	Central Plant Foreman
Kimberlea Brandon	Coach-College & Career Connections
Trinity Diaz	Assistant Teach Pre-K Academy
Eric Juarez	Director-Transportation Training
Virginia Lara	Police Dispatcher
Norma Ruvalcaba	Associate Director-Legacy Scholars Program

For your information, I have approved the full-time non-contractual employment change of the following individual to the position shown.

Tanisha Sam	Director-Legacy Scholars Program
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- C. Resignations – Full-Time Non-Contractual and Contractual Employees at the End of the Contract Term
The following resignations were received and approved from the following full-time employees who held the positions shown.

Barbara Aldana	Pathways Advisor
Robert Heinisch	Director-Transportation Training
Jennifer Myers	Associate Vice President-Workforce Education
Jalen Variste	Assistant Coach- Men’s Basketball

- D. OCR
Dr. Kennedy provided an update on the performance plan for the OCR report. 52 out of 172 deficiencies have already been addressed.

- E. Airpark Drainage Easement

- F. Annual Board Self-Evaluation

- G. Upcoming Events – Next Board Meeting October 14, 2025

Executive Session

The Board convened into Executive Session under the provision of Texas Government Code § 551.072 (Real Property) at 5:05 p.m. The Executive Session was not open to the public.

At 5:40 p.m. the Board convened into open session. No action was taken.

Adjournment

The Board adjourned at 5:40 p.m.

DATED AND APPROVED THIS 16th DAY OF SEPTEMBER, 2025.

CHAIRPERSON, BOARD OF TRUSTEES
MIDLAND COMMUNITY COLLEGE TRUSTEES

ATTEST:

SECRETARY, BOARD OF TRUSTEES
MIDLAND COMMUNITY COLLEGE DISTRICT



Midland College

Office of the President

Memo

To: Dr. Damon Kennedy, President
From: Karisa Danley, Associate Vice President of Marketing
Re: Request to Serve Alcoholic Beverages
Date: October 14, 2025

Approval is requested to serve alcoholic beverages at the Ribbon Cutting Ceremony for Midland College Tennis Association at the College's tennis courts. Exact date and times are still being coordinated.

Midland College
Comparative Year-To-Date Operating Revenues
September 30, 2025
(8.33% of Year Completed) Unaudited

	Fiscal Year 2024-2025			Fiscal Year 2025-2026		
Source of Funds	Total Received	Actual thru September	Percent Received	Original Budget	Actual thru September	Percent Received
State Appropriation	11,512,905	875,000	7.60%	10,059,226	7,918	0.08%
Ad Valorem Taxes	42,974,986	85,795	0.20%	45,748,517	57,019	0.12%
Tuition and Fees	11,109,652	3,716,333	33.45%	11,854,813	5,161,699	43.54%
Other Income	6,296,736	566,629	9.00%	5,048,275	210,660	4.17%
Auxiliary	1,203,870	339,546	28.20%	1,355,500	558,613	41.21%
Total Unrestricted and Auxiliary	73,098,149	5,583,303	7.64%	74,066,331	5,995,909	8.10%
Restricted Funds	21,849,991	449,534	2.06%	14,485,653	4,700,845	32.45%
Total Revenue	94,948,140	6,032,837	6.35%	88,551,984	10,696,754	12.08%

Midland College

Comparative Year-To-Date Operating Expenses

September 30, 2025

(8.33% of Year Completed) Unaudited

	Fiscal Year 2024-2025			Fiscal Year 2025-2026		
	Total Expended	Actual thru September	Percent Expended	Original Budget	Actual thru September	Percent Expended
Instruction	20,191,050	1,369,296	6.78%	22,001,683	1,445,038	6.57%
Public Service/Extension	4,194,006	168,832	4.03%	4,670,362	308,390	6.60%
Academic Support	7,290,853	778,073	10.67%	8,351,451	1,149,195	13.76%
Student Services	5,135,395	297,254	5.79%	5,819,650	385,495	6.62%
Institutional Expense	12,145,865	829,576	6.83%	14,789,126	1,887,888	12.77%
Physical Plant	12,317,371	1,255,216	10.19%	11,417,632	1,440,191	12.61%
Auxiliary	4,843,884	923,451	19.06%	5,371,177	1,002,030	18.66%
Transfers	1,386,566	529,969	38.22%	1,645,250	545,503	33.16%
Total Unrestricted and Auxiliary	67,504,990	6,151,667	9.11%	74,066,331	8,163,730	11.02%
Restricted Funds	25,965,073	6,008,136	23.14%	14,485,653	6,476,362	44.71%
Total Current Fund Expenses	93,470,063	12,159,803	13.01%	88,551,984	14,640,092	16.53%

Midland College
Comparative Year-To-Date Operating Expenses
By Natural Expense Classification
Unrestricted and Auxiliary Funds Only
September 30, 2025
(8.33% of Year Completed) Unaudited

	Fiscal Year 2024-2025			Fiscal Year 2025-2026		
	Total Expended	Actual thru September	Percent Expended	Amended Budget	Actual thru September	Percent Expended
Salaries & Benefits						
Non-Faculty Salary-FT	18,706,469	773,103	4.13%	21,887,719	1,396,722	6.38%
Non-Faculty Salary-PT	1,132,416	61,786	5.46%	1,655,548	76,362	4.61%
Faculty & Lab Salaries-FT	11,454,248	946,756	8.27%	12,954,407	926,841	7.15%
Faculty & Lab Salaries-PT	4,285,918	65,095	1.52%	3,832,442	117,754	3.07%
Staff Benefits	8,460,476	572,436	6.77%	8,779,554	911,930	10.39%
Subtotal Salaries & Benefits	44,039,527	2,419,176	5.49%	49,109,670	3,429,609	6.98%
Contracted Services	5,396,189	249,126	4.62%	3,851,813	222,456	5.78%
Utilities	1,708,759	22,310	1.31%	1,945,400	2,711	0.14%
Supplies and Consumables	1,753,291	163,713	9.34%	2,047,170	97,703	4.77%
Other Operating	10,383,196	2,125,147	20.47%	12,055,500	3,222,319	26.73%
Travel & Professional Development	609,190	15,727	2.58%	829,727	22,854	2.75%
Equipment and Capital Outlay	965,622	9,319	0.97%	1,036,933	11,898	1.15%
Scholarships & Financial Aid (Unrestricted)	1,262,650	617,180	48.88%	1,544,868	608,677	39.40%
Debt Covenant and Other Transfers	1,386,566	529,969	38.22%	1,645,250	545,503	33.16%
Total Unrestricted and Auxiliary	67,504,990	6,151,667	9.11%	74,066,331	8,163,730	11.02%



Midland College

Purchase Request
Regular Board Meeting October 14, 2025
Consideration of Approval for Ultrasound Equipment
Amount: \$129,224.08

PURCHASE RECOMMENDATION

The administration recommends that the Board of Trustees award a contract to Boston Imaging, for the purchase of two ultrasound machines. This vendor meets all the required specifications.

BACKGROUND

Midland College issued a Request for Proposals to purchase two ultrasounds for the sonography department. RFPs were sent to eight vendors. Boston Imaging and Philips Healthcare responded. The RFPs were evaluated and Boston Imaging has the highest score. The price includes the trade-in of two existing ultrasound machines.

IMPACT OF THIS ACTION

Approval of this purchase will allow the Sonography Program to replace two aging ultrasound systems. Upgrading to modern technology ensures students train on equipment that matches what they will encounter at their clinical sites. This directly supports the program's Student Learning Outcomes by improving students' ability to perform entry-level exams, apply current sonographic theory, and evaluate emerging technology. It also aligns with the program's new curriculum, which now integrates vascular instruction and requires exposure to updated imaging capabilities. Investing in these systems strengthens the quality of instruction, keeps the program competitive, and ensures graduates are well prepared for certification and employment.

BUDGET INFORMATION (INCLUDING ANY STAFFING IMPLICATIONS)

\$ 129,224.08 – This expenditure will be funded with the Sim Life Manikin Replacement account subject to Board approval.

PURCHASING CONTRACT TIMELINE

The ultrasounds should be received and training held within 30 days of receiving a purchase order.

ATTACHMENTS

Proposal submitted
Spreadsheet evaluation

Proposal Acknowledgment Form

The undersigned affirms that they are duly authorized to execute this Proposal, that this company, corporation, firm, partnership or individual has not prepared this Proposal in collusion with any other Proposer, and that the contents of this Proposal as to prices, terms or conditions of said Proposal have not been communicated by the undersigned nor by any employee or agent to any other person engaged in this type of business prior to the official opening of the Proposal.

(I) (WE) certify that this firm and no employee of this firm has given, offered to give, nor intends to give at any time any economic opportunity, future employment, gift, loan gratuity, special discount, trip, favor or service to any employee of Midland College in connection with this submitted offer.

Company Name: Neurologica Corp, A Samsung Company
d/b/a-Boston Imaging

Address: 14 Electronics Avenue


City: Danvers _State: MA Zip: 01923

Phone: 440-637-7038 Email: Nestor@neurologica.com

Proposer (Signature): 
Rob Nestor Aug 27, 2025 16:23:42 CDT

Proposer (Print Name) Rob Nestor

Position with Company: Commercial Business Leader

Signature of Company Official Authorizing This Proposal: 

Company Official (Print Name): Tracy Bury

Official Position: VP Head of Ultrasound Chief Commercial Officer

Date: 09/02/25

Midland College
Request for Proposals #2026-003 - Ultrasound Machine

Pricing

		Each	Total
1.	Ultrasound Machine as specified in RFP Brand/Model: Samsung V7 Ultrasound System Attach description and pictures	2 each \$ 72,612.49	\$ 145,224.98
2.	Delivery/Setup		Included
3.	Training (one day minimum)		Included
4.	GE Voluson E8 Ultrasound, Serial Number: D17102	Less Trade-in:	\$8000
	GE Voluson E8 Ultrasound, Serial Number: D19322	Less Trade-in:	\$8000
Total:			\$ 129,224.08

Please answer the following question.

1. How many days to delivery after receipt of purchase order?
 - 30 days- if system is needed earlier arrangements can be made
2. What does your training include? (Ex. Number of hours)
 - 2 full days of initial training per system, additional training if needed.
3. Warranty offered:
 - 2-Year Standard Warranty, Optional 3-Year additional available to a total of 5-Years • 3-year Extended Warranty for Samsung V7. Warranty Coverage includes Unlimited on-site service visits, labor, and travel included. Monday-Friday, 8 am–6 pm ET (excluding U.S. holidays), Preventative maintenance will be performed as outlined in product service manuals. . (Generally, once per year.), Parts replacement: Extended warranties include unlimited replacement of all required service available parts on the system. For all parts and transducers, accidental damage is not covered. Transducer coverage is limited to transducer failure due to defect or wear resulting from normal use, operation, handling, or storage., Transducer coverage does not include lost transducers, theft, abuse, power failures, power surges, fire, improper cleaning, external damage, misuse, improper handling, bite damage (for TEE transducers), or any other use that does not conform to the manufacturer guidelines. , Upgrades, such as new application packages and hardware, are optional purchases., The warranty is available for systems purchased directly from Boston Imaging. Warranties for systems purchased from Boston Imaging authorized agents can vary
4. Service support:
 - 5 local Field Service Engineers, dedicated to Ultrasound
4. Have you signed and attached required forms on pages 14 - 20?
 - Yes

Midland College
RFP #2026-003 - Ultrasounds
Evaluation

		Boston Imaging			Philips	
Description	Qty	Each	Total		Each	Total
Ultrasound	2	72,612.49	145,224.98		109,412.13	218,824.26
Delivery/Setup			0.00			0
Training			0.00			0
Trade-in of GE Voluson E8 Ultrasounds	2	8,000.00	16,000.00			Included
Total			129,224.98			218,824.26

Criteria

		Boston Imaging	Philips
Proper submission/completeness	5 pts	5	5
Cost Effectiveness	75 pts	75	35
Ability to meet needs of the College	20 pts	20	20
		100	60



MIDLAND CENTRAL APPRAISAL DISTRICT
4631 Andrews Hwy
P. O. BOX 908002 MIDLAND, TEXAS 79708-0002
(432) 699-4991 FAX (432) 689-7185

September 11, 2025

To: All Voting Taxing Entities

Re: Selection of Board of Directors for Midland Central Appraisal District

It is time to select two members for the Board of Directors for the District. The Directors will serve terms as indicated in the attached election cycles timeline beginning January 1, 2026. You may nominate one person for each of the two (2) positions. Enclosed are the qualifications for candidates and your number of votes.

The following is the selection schedule. **The dates are deadlines.**

September 29 – Chief Appraiser calculates and notifies each taxing entity of the number of votes it may cast.

October 14 – Each taxing entity may nominate one candidate for each position. Therefore, each entity may nominate up to two candidates. The presiding officer of the taxing unit submits **the names and addresses** of the nominees by **written resolution** to the Chief Appraiser. **Before being nominated, potential nominees must sign the attached Acknowledgement of Duties form and deliver to the chief appraiser.**

October 30 – Chief Appraiser prepares and delivers ballots to each taxing entity.

The Governing body of each taxing unit entitled to cast at least five percent of the total votes must determine its vote by resolution adopted at the first or second open meeting of the governing body that is held after the date the chief appraiser delivers the ballot to the presiding officer of the governing body. The governing body must submit its vote to the chief appraiser not later than the third day following the date the resolution is adopted, per Property Tax Code Sec 6.03(k-1). Midland County, Midland ISD, The City of Midland, Greenwood ISD and Midland College have more than 5% of the total votes each.

December 14 – Taxing entities, other than those listed above, casts votes and submits them, **by resolution**, to the Chief Appraiser.

December 30 – Chief Appraiser counts votes and notifies all taxing entities and candidates of the outcome.

Sincerely,

Michelle L Berdeaux

Michelle L Berdeaux, RPA, RTA, CTA, CCA
Chief Appraiser
Midland Central Appraisal District

Current Directors are:

Kelly Cooke, Chairman

John Kennedy, Vice Chairman

Robert Kmiec, Secretary

Mary Helen Bowers, County Tax Assessor/Collector

Wesley Bownds

John Scharbauer

Manny Natividad, Elected Place 1

Pat Erdwurm, Elected Place 2

Scott Lynch, Elected Place 3

The terms ending December 31, 2025, are held by Wesley Bownds and John Scharbauer.

DIRECTOR QUALIFICATIONS

To be eligible to serve on a board of directors, an individual must be a resident of the CAD and must have resided in the CAD for at least two years immediately preceding the date of taking office. This residency requirement does not apply to the county TAC serving as a voting director.

An employee of a taxing unit that participates in the CAD is not eligible to serve on the board of directors, unless that individual also is a member of the governing body of the taxing unit or an elected official of a taxing unit. Membership on the governing body of a taxing unit does not make an otherwise eligible individual ineligible to serve on the board of directors.

Owing delinquent property taxes disqualifies a person from serving on the CAD board of directors. The person is ineligible if he or she owns property on which delinquent property taxes have been owed for more than 60 days after the date the person knew or should have known of the delinquency. This disqualification does not apply if the person is paying the delinquent taxes and any penalties and interest under an installment payment agreement or has deferred or abated a suit to collect the delinquent taxes.

A person who has appraised property for compensation for use in proceedings or represented property owners for compensation in proceedings in the CAD at any time within the preceding five years is ineligible to serve on the board of directors.

A person is ineligible to serve on the board of directors if the individual is related within the second degree of consanguinity (blood) or affinity (marriage) to the following:

- an appraiser who appraises property for use in a proceeding under the Tax Code; or
- a person who represents property owners for compensation in proceedings under the Tax Code in the CAD.

A director who continues to hold office knowing he or she is related in this manner to the above named persons commits a Class B misdemeanor offense.

An individual is not eligible to be appointed to or to serve on the board of directors if an individual has a substantial interest in a business entity that is party to a contract or the individual is a party to a contract with the CAD. This prohibition also applies to contracts with a taxing unit that participates in the CAD if the contract relates to the performance of an activity governed by the Tax Code. A CAD may not enter into a contract with a board member or with a business entity in which a board member has a substantial interest. A taxing unit may not enter into a contract relating to the performance of an activity governed by the Tax Code with a board member in which the taxing unit participates or with a business entity in which a board member has a substantial interest.

An individual has substantial interest in a business entity if:
the combined ownership of the director and the director's spouse is at least 10 percent of the voting stock or shares of the business entity;
or the director or director's spouse is a partner, limited partner or officer of the business entity.

The Chief Appraiser has neither the authority nor the duty of investigating or judging the qualifications of the nominees.

Entity Votes for Appraisal District Board of Directors

ENTITY ID	ENTITY NAME	2024 LEVY	% OF LEVY	times 1000	times 2 positions
165	Midland County	\$ 78,832,146	11.08%	111	222
CTM	City of Midland	\$ 75,815,006	10.65%	107	213
RDC	Midland College	\$ 46,060,526	6.47%	65	129
SCG	Greenwood ISD	\$ 62,657,061	8.80%	88	176
SCM	Midland ISD	\$ 441,309,546	62.00%	620	1240
CTO	City of Odessa	\$ 7,084,018	1.00%	10	20

TOTALS	\$ 711,758,304	100.00%	2000
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IT TAKES 834 VOTES TO INSURE THE CANDIDATE MAKES IT ONTO THE BOARD CHOOSING 5
 IT TAKES 751 VOTES TO INSURE THE CANDIDATE MAKES IT ONTO THE BOARD CHOOSING 3
IT TAKES 668 VOTES TO INSURE THE CANDIDATE MAKES IT ONTO THE BOARD CHOOSING 2

Here is the voting entitlement for each jurisdiction for the 2026 terms.

Entity	Votes
Midland County	222
City of Midland	213
Midland College	129
Greenwood ISD	176
Midland ISD	1240
City of Odessa	20

ACKNOWLEDGMENT OF DUTIES OF MEMBER OF APPRAISAL DISTRICT BOARD OF DIRECTORS

I hereby acknowledge that I have read and understand the duties of a member of the board of directors of an appraisal district. I understand that the statutory responsibilities include:

- (1) establishing the appraisal district office;
- (2) hiring a chief appraiser;
- (3) adopting the appraisal district's annual operating budget after filing notice and holding a public hearing;
- (4) adopting a new budget if voting taxing units disapprove of the initial budget;
- (5) determining whether to remove members of the appraisal review board if the board of directors of the appraisal district is the appointing authority and potential grounds for removal arise;
- (6) notifying voting taxing units of any vacancy in an appointive position on the board and electing a replacement from submitted nominees;
- (7) appointing a person to fill a vacancy in an elective position on the board;
- (8) electing a chairman and a secretary of the board at the first meeting each year;
- (9) holding board meetings at least quarterly;
- (10) developing and implementing policies regarding reasonable access to the board;
- (11) preparing information describing the board's functions and complaint procedures and making that information available to the public and to participating taxing units;
- (12) notifying parties to a complaint filed with the board of the status of the complaint, unless otherwise provided;
- (13) in populous counties, appointing a taxpayer liaison officer and deputy taxpayer liaison officers;
- (14) annually evaluating the performance of the taxpayer liaison officer and any deputy taxpayer liaison officers, including reviewing the timeliness of complaint resolution;
- (15) referring matters investigated by a taxpayer liaison officer relating to the appraisal review board's conduct to the local administrative district judge with a recommendation;
- (16) developing a biennial written plan for the periodic reappraisal of all property in the appraisal district, filing notice and holding a public hearing on the plan, approving the plan, and distributing copies of the plan to participating taxing units and the comptroller;
- (17) making agreements with newly formed taxing units on an estimated budget allocation for that taxing unit;

(18) having an annual financial audit prepared by an independent certified public accountant, delivering a copy of the audit to each voting taxing unit, and making the audit available for inspection at the appraisal district office;

(19) designating the appraisal district depository biennially;

(20) receiving resolutions from voting taxing units disapproving of board actions;

(21) adhering to Local Government Code requirements for purchasing and entering into contracts;

(22) providing advice and consent to the chief appraiser concerning the appointment of an agricultural appraisal advisory board and determining the number of members of that advisory board;

(23) adhering to laws concerning the preservation, microfilming, destruction, or other disposition of records; and

(24) adopting and implementing a policy for the temporary replacement of a member of an appraisal review board who violates ex-parte communication requirements.

Furthermore, I recognize that the board does not appraise property or review the value of individual properties. I acknowledge that tax rates and tax burdens are determined by applicable taxing jurisdictions, not the appraisal district board of directors.

Signature

Date

Delivered to Chief Appraiser

Received by

Date

DATE: September 9, 2025

TO: Damon Kennedy
3600 N Garfield St
Midland, TX
79705-6399

FROM: Jee Hang Lee, ACCT President and Chief Executive Officer

SUBJECT: VOTING DELEGATE NOTIFICATION FOR THE ACCT LEADERSHIP CONGRESS

According to our records, the board of Midland College is entitled to **1 vote(s)** during the Annual ACCT Leadership Congress, October 22-25, 2025, at the New Orleans Marriot, New Orleans, Louisiana.

Eligibility requirements for voting delegate(s) include:

- ✓ Fiscal year 2026 ACCT membership dues **MUST** have been received and verified at the time of delegate sign-in at Congress. If you have questions about your dues payment, please contact membershipupdates@acct.org.
- ✓ Only voting members of governing boards may serve as voting delegates (e.g., Chancellor/President, Professional Board Staff, and "trustee emeritus" may not serve as voting delegates.)
- ✓ Voting delegates must sign in and receive their voting delegate credentials at the ACCT Voting Delegate Desk, which will be located near the Congress Registration Desk on the following days:
 - **Wednesday, October 22nd, 7:30 a.m. – 6 p.m.**
 - Preservation Hall Foyer, 2nd Floor
 - **Thursday, October 23rd, 7 a.m. – 6 p.m.**
 - Preservation Hall Foyer, 2nd Floor
 - **Friday, October 24th, 7:30 a.m. – 10:30 a.m.**
 - Preservation Hall Foyer, 2nd Floor

Please note the following:

- **Ballots will be distributed only to registered voting delegates during the Regional Caucuses and Senate Meeting.**
- **Voting Delegate(s) MUST be determined by your Board or Board Chair before approaching the Voting Delegate Desk to register. ACCT staff CANNOT be involved in the selection of ANY Voting Delegate(s.)**

The Fall 2025 *Advisor* contains information on the Regional Caucuses and Meetings and the Senate Meeting. The *Advisor* also lists the candidates for Regional Directors and Directors-at-Large. Please visit www.acct.org/product/advisor to review the Fall 2025 *Advisor*.

If you have not had the opportunity to register for this year's Congress, I hope you will take the time to do so. Please register online at www.acct.org or contact congress@acct.org for registration information.

We strongly encourage all eligible ACCT member institutions to designate voting delegate(s) to participate in the Regional Caucuses and Meetings and the Senate Meeting. The process provides a crucial role for your institution in the governance of ACCT.

Thank you for your commitment to ACCT. I look forward to seeing you in New Orleans!

Voting Delegates at the ACCT Leadership Congress Frequently Asked Questions

1. Who are the voting delegates?

- a. Voting delegates are members of an ACCT Member College board that have been selected by their board to attend the ACCT Leadership Congress and vote on behalf of the institution in ACCT elections and on association-wide matters. Voting delegates must be voting members of their board.

2. Why are there voting delegates at the ACCT Leadership Congress?

- a. The ACCT Leadership Congress is not only an opportunity to learn about trusteeship and network with peers from around the world, but it is also an opportunity to participate in ACCT's internal governance. Voting delegates elect members to the ACCT Board of Directors and Nominating Committees. Additionally, voting delegates vote on matters of concern to the entire membership at the ACCT Senate meeting, including proposed Bylaws amendments and resolutions.

3. How many voting delegates can a college send?

- a. While each college can send as many individuals as they like to the ACCT Leadership Congress, the number of delegates eligible to vote on their behalf is determined by the enrollment size of the college. If you are unsure of how many delegates your college is entitled to, please contact membershipupdates@acct.org

4. How are voting delegates selected?

- a. Each college board decides for itself how to select its voting delegates. ACCT only requires that each individual must be a voting member of their board.

5. Do I need to tell ACCT in advance who the voting delegate is?

- a. No. Once they have registered at the Leadership Congress, they should go to the Voting Delegate Desk and ACCT staff will help them register as the voting delegate.

6. How do I vote?

- a. Each delegate is entitled to vote at both their Regional Caucus and the ACCT Senate meeting. Times and locations will be listed in the Leadership Congress Program and instructions will be given on site. The delegate *must* register at the Voting Delegate Desk first, where their conference attendee badge will be marked. Only individuals with marked attendee badges will be allowed to vote at the Regional Caucus and ACCT Senate meetings. Voting delegates should sit in the specially designated areas at the Regional Caucus and ACCT Senate meetings.

7. Where can I find out who the candidates are for the ACCT elections?

- a. Candidates are listed in the latest version of the *Advisor*, which is available on the ACCT website. Physical copies of the Fall *Advisor* are mailed to every ACCT member and will be available on site as well. Candidates are also allowed to run from the floor at the Leadership Congress. Candidates will be permitted to speak to the membership on their candidacies at the Regional Caucuses as well as at the ACCT Senate meeting.

8. I was my college's delegate last year; can I do it again?

- a. As long as you are still a voting member of your board, and your board chooses you as a voting delegate, there is no restriction on how many times you are selected.

9. My college selected me as a voting delegate, but I will not be able to attend the Regional Caucus and/or the Senate meeting. Can I vote by proxy?

- a. Voting delegates are not permitted to vote by proxy. Your college should designate an alternative voting member of your board attending the Leadership Congress to serve as a voting delegate. ACCT staff at the Voting Delegate Desk can assist with changing a college's voting delegate(s) if needed.



Midland College

Office of the President

MEMORANDUM

TO: Board of Trustees

FROM: Dr. Damon Kennedy, President

DATE: October 14, 2025

SUBJECT: New Faculty Contract

I recommend the Board approve the contract for the faculty member listed below. Notwithstanding said Board action, no contract of employment shall be or become in effect unless and until signed by the President, on behalf of the College, and by said employees and delivered to the President.

Mishane Hightower

Faculty-Respiratory Care



**Midland College and Midland College Foundation Donations
September 9, 2025 to October 3, 2025**

Baseball Program	\$76,717.25
<i>Friends of the Series</i>	\$6,000.00
Diesel Mechanics	\$5,000.00
Student Emergency Fund	\$1,137.42
Chap Athletic Club	\$1,000.00
Various Programs - \$1,000 or less	\$100.00
<i>Grants</i>	
College and Career Connections (C3)	\$650,000.00
<i>Scholarships</i>	
General Scholarship Fund	\$8,466.38
PEO Memorial Scholarship	\$3,950.00
Scholars' Dollars Scholarship	\$3,000.00
Young Professional in Energy Scholarship	\$1,000.00
Various Scholarships - \$1,000 donation or less	\$30.00
Total Donations	\$756,401.05



Midland College

Office of the President

MEMORANDUM

TO: Board of Trustees

FROM: Dr. Damon Kennedy, President

DATE: October 14, 2025

SUBJECT: Employment of Non-Contractual Full-Time Employees

For your information, I have approved the full-time non-contractual employment of the following individuals in the positions shown.

Ashley Bell	Academic Advisor-Pathways
Kelly Collins	Lab Instructor-Cosmetology
David Gaines	Clerk-Testing Center
Jessica Hartos	Director-Institutional Effectiveness
Alaxis Henry-Stoglin	Assistant Teach Pre-K Academy
Geraldyn Kenimer	Associate Director-Accounting
Isaac Pizarro	Academic Advisor-Pathways
Coris Williams	Assistant Coach-Men's Basketball

For your information, I have approved the full-time non-contractual employment changes of the following individual(s) to the positions shown.

Irma Bueno	Advisor-Scholarships
Carlee Cadena	Lead Pathways Advisor
Stephanie Dresel	Lead Pathways Advisor
Kellina Driver	Registrar and Records Generalist
Stephanie Friel	Administrative Assistant-Cosmetology Salon
Haley McNerlin	Lead Pathways Advisor
Delma Ortega	Coordinator-Housing Operations
Jason Reeves	Coordinator-Chaparral and Fitness Center
Maricela Salgado	Administrative Assistant-Student Activities



Midland College

Office of the President

MEMORANDUM

TO: Board of Trustees

FROM: Dr. Damon Kennedy, President

DATE: October 14, 2025

SUBJECT: Resignations
Full-Time Non-Contractual Employees and Contractual Employees at the End of
the Contract Term

For your information, the following resignations have been received and were approved from the following full-time employees who held the positions shown.

Alexis Jurado	Assistant Teacher-Pre-K Academy
Marc Kennedy	Director-Learning Commons

Chief Executive Officer Report

TO: Midland College Board of Trustees
FROM: Dr. Damon Kennedy, Chief Executive Officer
DATE: October 6, 2025
RE: Chief Executive Officer Reporting Requirements under Tex. Educ. Code § 51.253(c)

Under the Texas Education Code (TEC), Section 51.253(c), the institution's Chief Executive Officer is required to submit a report at least once during each fall or spring semester to the institution's governing body and post on the institution's internet website a report concerning the reports received by employees under the TEC, Section 51.252, concerning "sexual harassment," "sexual assault," "dating violence," or "stalking" as defined in the TEC, Section 51.251, and any disciplinary actions taken under TEC, Section 51.255.

For the purposes of complying with the Chief Executive Officer's reporting requirements under TEC, Section 51.253(c), the attached summary data report¹ includes all of the required reporting information to the **Midland College Board of Trustees** for the time period of **August 1, 2024** through **July 31, 2025**. The summary data report is categorized based on the reporting requirements under TEC, Section 51.253(c). The reports received may be applicable in multiple reporting categories, and therefore, the summary data in the categories may not add up to the totals of other categories.

The summary data report is also posted on the institution's website as per the public reporting requirements under TEC, Section 51.253(c) at <https://www.midland.edu/tix>.

Note: Any additional reports received by the Title IX Coordinator that do not meet the required reporting criteria in the Texas Education Code have been omitted for the compliance purposes of this specific report.

¹ When identifiable, duplicate reports were consolidated and counted as one report in the summary data, and confidential employee reporting is noted as a sub-set to the total number of reports received.

CEO Summary Data Report

August 1, 2024 through July 31, 2025

Texas Education Code, Section 51.252	
Number of reports received under Section 51.252	12
Number of confidential reports ² under Section 51.252	0
Number of investigations conducted under Section 51.252	3
Disposition ³ of any disciplinary processes for reports under Section 51.252:	
a. Concluded, No Finding of Policy Violation	0
b. Concluded, with Employee Disciplinary Sanction	0
c. Concluded, with Student Disciplinary Sanction	1
d. SUBTOTAL	1
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process	1

Texas Education Code, Section 51.255	
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c) :	
a. Employee termination	0
b. Institutional intent to termination, in lieu of employee resignation	0

² "Number of confidential reports" is a sub-set of the total number of reports that were received under Section 51.252, by a confidential employee or office (e.g., Counseling Center, Student Health Center, Victim Advocate for Students, or Student Ombuds).

³ "Disposition" means "final result under the institution's disciplinary process" as defined in the Texas Higher Education Coordinating Board's (THECB) rules for TEC, Section 51.259 [See 19 Texas Administrative Code, Section 3.6(3) (2019)]; therefore, pending disciplinary processes will not be listed until the final result is rendered.

Chief Executive Officer Annual Certification to THECB

Midland College

for the time period of **August 1, 2024** through **July 31, 2025**

Under Texas Education Code (TEC), Section 51.258, the institution's Chief Executive Officer is required to annually certify in writing to the Coordinating Board that the institution is in substantial compliance with TEC, Title 3, Subtitle A, Chapter 51, Subchapter E-2. Per THECB Rule 3.19, this certification is made annually in October of each year.

By signing this statement, I certify that **Midland College** is in substantial compliance with TEC, Title 3, Subtitle A, Chapter 51, Subchapter E-2.

As evidence of the institution's compliance with Subchapter E-2:

1. The annual Chief Executive Officer Report was submitted to the institution's governing board on October 14, 2025.
2. A summary data report is posted on the institution's website at <https://midland.edu/about/tix/>.

Signature of CEO: _____

Printed Name: Dr. Damon Kennedy

Date: _____



Upcoming Events

8/21 Thursday	New Resident Move-In	8:00 a.m.-5:00 p.m. Dorms
8/23 Saturday	Returning Resident Move-In	8:00 a.m.-5:00 p.m. Dorms
8/21-23 Thurs.-Sat.	MC Lady Chaps Volleyball Kick-Off Classic	All Day Chap Center
8/22 Friday	New Student Orientation	All Day Main Campus
8/25 Monday	First Class Day – Fall 2025	All Day All Campuses
8/30 Saturday	MC Tennis Association Junior Tournament	All Day MC Tennis Center
9/1 Monday	Labor Day Holiday-MC Closed	All Campuses
9/10 Wednesday	Veterans Coffee with Mil2Civ	7:00 a.m.-9:00 a.m. Carrasco Room
9/11 Thursday	College Night	6:00 p.m.-8:00 p.m. Chap Center
9/11-13 Thur.-Sat.	CCATT Annual Conference	Austin, TX
9/12-14 Fri-Sun	Mary Ann Casey Memorial Tennis Tournament & Permian Warrior Partnership Pickleball Tournament	9:00 a.m.-2:00 p.m. MC Tennis Center
9/16 Tuesday	MC Board Meeting	4:00 p.m. Gibson Board Room
9/18 Thursday	Cowan Performing Arts Series <i>presents</i> Justin Willman, Illusionist and Comedian	7:30 p.m.-10:00 p.m. Chap Center