

Regular Meeting-Board of Trustees
Midland College
November 18, 2025 4:00 pm
Gibson Board Room

AGENDA

Call to Order

Public Comments

Division Presentation – Welding-Pete Avalos and Yesenia Martinez

Consent Agenda

- A. Minutes of the Board Meeting on October 14, 2025
- B. Approval to Serve Alcoholic Beverages
- C. Monthly Statements of Revenues and Expenses through October 31, 2025

Action Items

- A. Design of Water Suppression System
- B. Election of Board of Directors for Midland Central Appraisal District

President's Updates

- A. Monthly Donation Report
- B. Employment of Non-Contractual Full-Time Employees
- C. Resignations and Retirement– Full-Time Non-Contractual and Contractual Employees at the End of the Contract Term
- D. Enrollment
- E. TASB LEGAL Update 50
- F. Resolution by Representative Craddick
- G. Upcoming Events – Next Board Meeting December 16th, 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
November 18, 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 – Welding-Pete Avalos and Yesenia Martinez

4. Consent Agenda

- A. Minutes of the Board Meeting on October 14, 2025
- B. Approval to Serve Alcoholic Beverages
- C. Monthly Statements of Revenues and Expenses through October 31, 2025

5. Action Items

A. Design of Water Suppression System

The administration recommends that the Board of Trustees approve the attached proposal from DLR Group of Texas (DLR) in the amount of \$99,000 to provide additional services for design and construction administration for fire suppression system to serve the Northwest area of the Midland College Campus. This amount includes a not to exceed amount of \$8,000 for reimbursable expenses.

All costs associated with these services will be funded from the institution's facility planning budget.

B. Election of Board of Directors for Midland Central Appraisal District

A resolution is included for the Board of Trustees to cast its vote for a member of the Board of Directors of the Midland Central Appraisal District.

6. President's Updates

A. Monthly Donation Report

Enclosed from October 4, 2025-November 11, 2025

B. 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.

Kayle Baltier	Academic Advisor-Pathways
Mara Bland	Director- Digital Engagement
Edna Garcia	Academic Advisor-Pathways
Dallas McWilliams	Manager-Residence Hall
Gitsy Moron Vasquez	Director-Business and Economic Development (BEDC)
Chase Ross	Academic Success Coach
Luis Sanchez	Director-Cogdell Learning Center
Brendan Saunders	Police Officer
Summer Telck	Academic Advisor-Pathways
Vivian Torres	Assistant Athletic Trainer

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

Geneva Duarte-Diaz	Lead Pathways Advisor
Haley McNerlin	Director-Student Engagement & Leadership

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.

David Bray	Faculty-Aviation Maintenance Technology
------------	---

Adrianna Chavez	Administrative Assistant-Dean Business & Computer Information Systems
Abigail Mercer	Assistant Teacher-Pre-K Academy
Alejandra Navarrete	Specialist-Accounts Payable

For your information, the following resignation has been received and was not approved from the following full-time employee who held the position shown.

Roberto Garcia	Specialist-Shipping & Receiving
----------------	---------------------------------

For your information, the following retirement has been received and was approved from the following full-time employee who held the position shown.

Barbara Fennell	Director-Purchasing & Payables
-----------------	--------------------------------

D. Enrollment

E. TASB LEGAL Update 50

F. Resolution by Representative Craddick

G. Upcoming Events – Next Board Meeting December 16th, 2025

7. 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.

8. 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 Minutes
Board of Trustees
Midland College
October 14, 2025 4:00 pm**

A regular meeting of the Board of Trustees of Midland College was held October 14, 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. Adrian Carrasco, Mrs. Charlene McBride, Mr. Larry Lawrence, Mr. Mike Oestmann, Ms. Linda Cowden, Mr. Scott Lynch, and Mrs. Christine Foreman.

Those absent included Mr. Scott Kidwell.

Public Comments

There were no public comments.

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

Dr. Mai presented information regarding the BAS in Organizational Management. Over the last 10 years, a decline in enrollment in this program has been attributed to barriers in place. Redundancies are being removed to encourage a rebuilding of enrollment. Most currently enrolled students carry backgrounds primarily in business management, general studies and office systems technology.

Consent Agenda

Ms. McBride made a motion to approve the consent agenda. Ms. Cowden seconded the motion and the motion carried 8-0.

- 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

Dr. Savage presented a plan to move forward in the absence of the bond passage. The need of CTE facilities still exists. MISD projects an increase of 1,365 dual credit CTE students by 2028. If adequate space were available, the college projects an increase of approximately 1,200 nondual CTE students. MISD Health Sciences enrollment increase started this fall and impacts MC facilities in fall 2026.

An assessment of current facilities is being conducted to see if current facilities can accommodate expansion of Welding, Automotive, Diesel, and Natural Gas Compression, immediate growth in Health Sciences, emerging needs in Automation, Petroleum Energy Technology, HVAC, and Construction Trades, classroom and lab space for CADD, and a continued partnership with SkillPoint Alliance.

Strategies to meet these enrollment needs include relocating or co-locating programs, remodeling labs and classrooms, change of pedagogy, and purchasing space. To accommodate heavy equipment lab needs, the administration is exploring pre-engineered metal buildings. For 3 buildings with 124,800 sq. ft., the estimated soft cost to include a 2-yr escalation at 5% per year is \$78,133,493. These buildings would house Diesel, Natural Gas Compression, Petroleum Energy Technology, Automation and Welding Technology.

- B. Core Values & Strategic Plan

Mr. Glen provided an update on the Strategic Plan. 2024-2025 saw the full implementation of C3, facilities planning, data capacity, and enrollment growth. Midland College's highest enrollment was in Fall 2010 at 7,195. Fall 2023 enrollment was reported at 5,518 and Fall 2024 enrollment was 6,100. Current enrollment sits at 7,336! 2025-2026 Strategic Priorities focus on turning strategy into action with a focus on dual credit, the student journey, and the employee experience. Dr. Vega shared the College's recent core values development and the new core values: Yes-embracing possibilities, Students-remaining our purpose, and Act-delivering meaningful results.

Action Items

- A. Purchase of Ultrasound Equipment
Mr. Lawrence made a motion to 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. Mr. Oestmann seconded the motion and the motion was carried unanimously.

- B. Midland Central Appraisal District Board of Directors Nominations
As Mr. Lynch currently sits as an appointed Board Member with the Midland Central Appraisal District, the Board unanimously made the decision to not nominate any other members from Midland College.

- C. ACCT Voting Delegate
Mr. Lawrence made a motion to elect Mrs. Foreman as the ACCT Voting Delegate. Ms. Cowden seconded the motion and all those present were in favor.

- D. New Faculty Contract
Mr. Lynch made a motion to approve the contract for Mishane Hightower – Faculty-Respiratory Care. 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. Mr. Carrasco seconded the motion, and the motion was approved unanimously.

President’s Updates

- A. Monthly Donation Report
Enclosed from September 9, 2025-October 3, 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.

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 individuals 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

- 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.

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

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 5:41 p.m.

DATED AND APPROVED THIS 18th DAY OF NOVEMBER, 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: Dr. Adrian Vega, Vice President of Institutional Advancement
Re: Request to Serve Alcoholic Beverages
Date: November 18, 2025

Approval is requested to serve alcoholic beverages at the Employee Holiday Party for Midland College to be held on December 5th, 2025 at 6p in the F. Marie Hall Academic Building Atrium.

Midland College
Comparative Year-To-Date Operating Revenues
October 31, 2025
(16.67% of Year Completed) Unaudited

	Fiscal Year 2024-2025			Fiscal Year 2025-2026		
Source of Funds	Total Received	Actual thru October	Percent Received	Original Budget	Actual thru October	Percent Received
State Appropriation	11,030,729	6,196,211	56.17%	10,059,226	5,038,684	50.09%
Ad Valorem Taxes	43,127,550	1,058,557	2.45%	45,748,517	827,541	1.81%
Tuition and Fees	11,463,782	4,368,241	38.10%	11,854,813	7,079,473	59.72%
Other Income	6,384,738	955,466	14.96%	5,048,275	415,797	8.24%
Auxiliary	1,211,830	357,059	29.46%	1,355,500	566,091	41.76%
Total Unrestricted and Auxiliary	73,218,629	12,935,534	17.67%	74,066,331	13,927,586	18.80%
Restricted Funds	23,214,040	4,311,015	18.57%	14,485,653	5,281,191	36.46%
Total Revenue	96,432,669	17,246,549	17.88%	88,551,984	19,208,777	21.69%

Midland College

Comparative Year-To-Date Operating Expenses

October 31, 2025

(16.67% of Year Completed) Unaudited

	Fiscal Year 2024-2025			Fiscal Year 2025-2026		
	Total Expended	Actual thru October	Percent Expended	Original Budget	Actual thru October	Percent Expended
Instruction	20,261,148	3,219,157	15.89%	22,001,683	3,146,849	14.30%
Public Service/Extension	4,283,332	451,505	10.54%	4,670,362	609,273	13.05%
Academic Support	7,420,744	1,390,780	18.74%	8,351,451	1,630,040	19.52%
Student Services	5,296,080	710,824	13.42%	5,819,650	635,098	10.91%
Institutional Expense	13,023,339	1,946,953	14.95%	14,789,126	2,533,050	17.13%
Physical Plant	13,427,252	1,972,950	14.69%	11,417,632	2,757,940	24.16%
Auxiliary	5,213,201	1,187,095	22.77%	5,371,177	1,387,823	25.84%
Transfers	3,820,193	686,001	17.96%	1,645,250	545,503	33.16%
Total Unrestricted and Auxiliary	72,745,289	11,565,265	15.90%	74,066,331	13,245,576	17.88%
Restricted Funds	24,182,716	7,153,275	29.58%	14,485,653	8,094,908	55.88%
Total Current Fund Expenses	96,928,005	18,718,540	19.31%	88,551,984	21,340,484	24.10%

Midland College
Comparative Year-To-Date Operating Expenses
By Natural Expense Classification
Unrestricted and Auxiliary Funds Only
October 31, 2025
(16.67% of Year Completed) Unaudited

	Fiscal Year 2024-2025			Fiscal Year 2025-2026		
	Total Expended	Actual thru October	Percent Expended	Amended Budget	Actual thru October	Percent Expended
Salaries & Benefits						
Non-Faculty Salary-FT	19,200,022	2,266,474	11.80%	21,887,719	2,599,394	11.88%
Non-Faculty Salary-PT	1,171,513	156,140	13.33%	1,655,548	124,041	7.49%
Faculty & Lab Salaries-FT	11,454,248	1,895,107	16.55%	12,954,407	1,856,835	14.33%
Faculty & Lab Salaries-PT	4,304,995	490,257	11.39%	3,832,442	718,656	18.75%
Staff Benefits	8,554,036	1,268,060	14.82%	8,779,554	1,084,441	12.35%
Subtotal Salaries & Benefits	44,684,814	6,076,038	13.60%	49,109,670	6,383,367	13.00%
Contracted Services	5,618,388	697,882	12.42%	3,851,813	645,211	16.75%
Utilities	1,806,358	100,672	5.57%	1,945,400	159,019	8.17%
Supplies and Consumables	1,805,374	291,851	16.17%	2,047,170	316,326	15.45%
Other Operating	8,443,999	2,952,119	34.96%	12,055,500	3,675,554	30.49%
Travel & Professional Development	610,983	80,589	13.19%	829,727	58,604	7.06%
Equipment and Capital Outlay	4,642,766	53,663	1.16%	1,036,933	845,156	81.51%
Scholarships & Financial Aid (Unrestricted)	1,312,414	632,444	48.19%	1,544,868	616,836	39.93%
Debt Covenant and Other Transfers	3,820,193	680,007	17.80%	1,645,250	545,503	33.16%
Total Unrestricted and Auxiliary	72,745,289	11,565,265	15.90%	74,066,331	13,245,576	17.88%



Midland College

**Additional Services Recommendation
Regular Board Meeting November 18, 2025
Consideration for the Design of a Fire Suppression System**

RECOMMENDATION

The administration recommends that the Board of Trustees approve the attached proposal from DLR Group of Texas (DLR) to provide additional services for design and construction administration for fire suppression system to serve the Northwest area of the Midland College Campus.

COSTS OF ADDITIONAL SERVICES

The proposed services for design and construction administration total \$99,000, which includes a not to exceed amount of \$8,000 for reimbursable expenses.

All costs associated with these services will be funded from the institution's facility planning budget.

ATTACHMENTS

Proposal from DLR



DLR Group inc. of Texas
a Texas corporation

1000 Louisiana Street, Suite 1100
Houston, TX 77002

July 28, 2025

PROPOSAL:
Midland College Fire Tank and Pump House

ATTENTION:
Dr. Damon Kennedy
Midland College President
3600 N. Garfield
Midland, TX 79705

ARCHITECT:
DLR Group
aka DLR Group inc. of Texas
1000 Louisiana Street, Suite 1100
Houston, TX 77002

Midland College is here in after referred to as "Client" and DLR Group is hereinafter referred to as "Architect".

A. PROJECT:
Fire Tank and Pump House

The design of a Fire Water Storage Tank, Pump House, and backup generator to serve the Northwest area of the Midland College campus.

B. GENERAL SCOPE OF SERVICES:

Architect will provide the following services:

B.SD Schematic Design / Design Development

SCHEMATIC DESIGN / DESIGN DEVELOPMENT

Schematic Design / Design Development Meetings:

- Biweekly virtual project meetings
- One in person project meeting/ Design Workshop
- Final Schematic Design Review Meeting, to take place at least 1 week after the final SD package is submitted.

Architect will combine the Architect's concept to develop a schematic design and refined design recommendations and details for the project. This will include the development of the pre-engineered tank and building components to illustrate the proposed aesthetics, construction, systems, utilities, services, and accessories.

Tasks:

- Finalize arrangements of tank, outbuilding and generator spaces
- Review and confirm Campus standards
- Finalize structural and envelop design
- Finalize building systems design
- Determine if any early release packages are required

ELEVATE *the*
HUMAN EXPERIENCE
THROUGH DESIGN

Schematic Design / Design Development Deliverables:

- One (1) 50% Design package "Schematic Design" package
- One (1) 100% Design Package "Design Development" package
- Two (2) Design Renderings

B.C D Contract Documents

CONSTRUCTION DOCUMENTS

- Biweekly virtual project meetings
- Monthly in person project meetings

Following Client's written approval of Design Development materials, Architect will develop one (1) Final set of Contract Documents detailing the construction work to be performed, resulting in a completed product ready to be used for construction.

Tasks:

- Complete all system coordination, including resolving detected BIM clashes
- Confirm all Campus standards are documented

Construction Document Deliverables:

- One (1) 100% Construction Documents package
- Update Two (2) DD Presentation Renderings if necessary

B.B A Contract Administration

Construction of the Tank and outbuilding being between 6 continuous months

Following the award of contracts for construction, Architect will provide intermittent observation of the construction process to confirm work proceeds in accordance with the Contract Documents.

Construction Meetings:

- Monthly in person progress meetings
- Virtual Pre-install meetings, unless coordinated with progress meeting travel
- Up to three (3) additional construction site visits per building at the request of the Client

REVIEW SHOP DRAWINGS AND SUBMITTALS

Architect will receive and review two (2) versions of shop drawings and submittals to confirm consistency and confirm conformance to design intent.

Shop drawings and submittals are required to be reviewed by CMAR before sending to Architect. If submittal is incomplete or has not been reviewed by CMAR, it will be returned by Architect without review

CONTRACTOR COORDINATION

Architect will transmit required information and directives to contractor to confirm conformance of construction/design intent and transmit copies of correspondences to Client and Client's Project Manager/Construction Manager.

PUNCH LIST

Architect will conduct one (1) final punch list walk-through per building upon notification of construction completion of each phase. The punch list walk-through will be followed up with one (1) progress/completion walk-through/report per building.

Deliverables:

- Two (2) Rounds (maximum) of Shop Drawings and Submittals Reviews
- Six (6) Separate On-site Visits based on six (6) month Construction Period
- Report of Each Site Visit
- One (1) Punch List per building
- One (1) Punch List Follow Up per building.

C. ARCHITECT'S COMPENSATION:**C.1 Project Fee**

The Project Fee has been established as \$91,000. Fees will be invoiced as a percentage of completion each month during the project phase.

C.1.1 Project Fee by Phase

BASE SERVICES			
PHASE	DESCRIPTION	FEE	PERCENT
B.SD / DD	Schematic Design / Design Development	\$31,850	35%
B.CD	Contract Documents	\$40,950	45%
B.CA	Contract Administration	\$18,200	20%
SUBTOTAL		\$91,000	100%

C.1.1 Project Fee by Discipline

BASE SERVICES		
DISCIPLINE	FEE	PERCENTAGE
DLR Group		
Architecture/Project Management	\$18,000	20%
Structural Engineering	\$10,000	11%
CONSULTANT SERVICES		
Civil Engineering	\$35,000	38%
MEPF Engineering	\$28,000	31%
TOTAL		\$91,000

27,30

C.2 Reimbursable Expenses

In addition to the preceding fee, Architect will invoice Client for the following out-of-pocket expenses.

C.2.2 Travel Expenses Including travel, hotel and meals Not to Exceed \$8,000 (over 8 months)

C.3 Adjustment of "Project Fee"

The following services shall be invoiced to Client as additional services. These additional charges shall be computed on the basis of fees and expenses set forth in Sections C.1, C.2 and C.3.

Supplemental Architectural Services:

- Detailed Energy Modeling
- Any Services not included nor described in this Agreement.

Supplemental Civil Services

- Base Fee is assuming civil work required to accommodate pre-engineered tank and outbuilding designs;
- Civil utility plans beyond the connection of the fire tank to the three (3) student housing buildings and planning for branch connection for future buildings;
- Landscape, tree mitigation, and irrigation plans;
- Design of retaining walls or other structures unless specifically noted in the scope;

Supplemental MEP Engineering Services

- Life-cycle cost analysis
- Engineering responsibility beyond electrical circuiting for third-party lighting designs, including selections, scheduling, and photometrics

Supplemental Structural Engineering Services

- Base Fee is assuming structural engineering services that are limited to tank foundation and outbuilding or other limited areas of work.
- Full structural review of existing structures
- Design of extensive sitework such as retention systems, pools, fountains etc.

Program Changes /Out of Sequence Changes:

- Revisions in planning and/or design due to Client activated program changes.
- Changes in work requested after approval granted and authorized by Client.

Rendering(s) and/or Scale Model – Exceeding 3 presentation renderings included in base fee

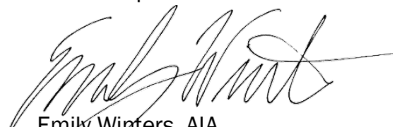
Expanded Design and/or Construction Administration:

- Design is based on a one and a half (1.5) month design period.
- Construction Administration is based on a six (6) month construction period. If construction extends beyond 9 month time frame, construction administration fee will be increased, and additional services will apply.

DLR Group and our partners look forward to working with Midland College on this important project.

Sincerely,

DLR Group inc. of Texas



Emily Winters, AIA
Vice President



DLR Group inc. of Texas
a Texas corporation

1000 Louisiana Street, Suite 1100
Houston, TX 77002

Midland College Fire Tank and Outbuilding

SCHEDULE r4

Design Phases

Description	Date
SD/DD Phase Start (3 weeks)	Nov 17, 2025
SD/DD Package Issue – Deadline	Dec 8, 2025
Midland College Review	Dec 8, 2025 thru Dec 12, 2025
CD Phase Start (3 weeks)	Dec 15, 2025
CD 100% Package Issue – Deadline	Jan 9 2026
Midland College Review	Jan 12, 2026 thru Jan 16, 2026
Permit / Bid Set Issued – Deadline	Jan 21, 2026
Construction Start (20 weeks)	Feb 2, 2025
Substantial Completion	June 26, 2026

ELEVATE *the*
HUMAN EXPERIENCE
THROUGH DESIGN



MIDLAND CENTRAL APPRAISAL DISTRICT

4631 ANDREWS HWY.

P.O. BOX 908002 MIDLAND, TEXAS 79708-0002

(432) 699-4991 FAX (432) 689-7185

Mr. Jeff Chambers, VP Admin Services
Midland College
3600 N. Garfield
Midland, Texas 79705

RE: Ballot for the Election of Board of Directors for Midland Central Appraisal District

Mr. Chambers,

Enclosed please find an Official Ballot and a (sample) Resolution for the election of the Board of Directors for the Midland Central Appraisal District.

Each voting entity must cast its vote by written Resolution and submit it to the Chief Appraiser before December 15, 2025. The entity may cast its votes amongst any number of candidates. A voting entity may only cast its votes for a nominee that is listed on the ballot, there is no provision for a write-in candidate. The nominees with the most votes will be appointed to the Board of Directors in January of 2026.

If you have any questions, please feel free to contact me.

Respectfully,

Michelle L Berdeaux

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

Ballot for Midland Central Appraisal District
Board of Directors 2026 Term

Entity	Votes	NOMINEES	Number of Votes
Midland County	222	Wesley Bounds	
City of Midland	213	John Scharbauer	
Midland College	129		
Greenwood ISD	176		
Midland ISD	1240		
City of Odessa	20		

1. Place the number of votes you wish to cast for a candidate in the block beside that name under your entity heading.

2. Attach this ballot to the adopted resolution and return to this office before December 15, 2025.



Midland College and Midland College Foundation Donations
October 4 - November 11, 2025

Softball Program	\$7,642.25
<i>Friends of the Series</i>	\$3,350.00
Chap Athletic Club: Memberships	\$3,090.00
Chap Helping Chaps (formerly Student Emergency Fund)	\$2,980.00
Basketball Programs (Men & Lady Chaps)	\$2,000.00
Employee Payroll Deductions	\$818.42
Various Programs - \$1,000 or less	\$800.00
<i>Grants</i>	
Wells Fargo Foundation	\$10,000.00
Rea Charitable Trust	\$75,000.00
Caterpillar Foundation	\$5,000.00
<i>Scholarships</i>	
Monta Jo Glass and Ted C. Johnson Athletic Endowment Scholarship	\$100,000.00
Midland Memorial Hospital	\$48,233.20
Dr. Leslie M. Williams Humanities & Fine Arts Endowed Scholarship	\$6,000.00
Scholars' Dollars Scholarship	\$4,250.00
Chili Cook-Off/Chap Champion Scholarship	\$1,194.00
PEO Memorial Scholarship	\$1,175.00
Various Scholarships - \$1,000 donation or less	\$30.00
Total Donations	\$271,562.87



Midland College

Office of the President

MEMORANDUM

TO: Board of Trustees

FROM: Dr. Damon Kennedy, President

DATE: November 18, 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.

Kayle Baltier	Academic Advisor-Pathways
Mara Bland	Director-Digital Engagement
Edna Garcia	Academic Advisor-Pathways
Dallas McWilliams	Manager-Residence Hall
Gitsy Moron Vasquez	Director-Business and Economic Development (BEDC)
Chase Ross	Academic Success Coach
Luis Sanchez	Director-Cogdell Learning Center
Brendan Saunders	Police Officer
Summer Telck	Academic Advisor-Pathways
Vivian Torres	Assistant Athletic Trainer

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

Geneva Duarte-Diaz	Lead Pathways Advisor
Haley McNerlin	Director-Student Engagement & Leadership



Midland College

Office of the President

MEMORANDUM

TO: Board of Trustees

FROM: Dr. Damon Kennedy, President

DATE: November 18, 2025

SUBJECT: Resignations & Retirements
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.

David Bray	Faculty-Aviation Maintenance Technology
Adrianna Chavez	Administrative Assistant-Dean of Business & Computer Information Systems
Abigail Mercer	Assistant Teacher-Pre-K Academy
Alejandra Navarrete	Specialist-Accounts Payable

For your information, the following resignation has been received and was not approved from the following full-time employee who held the position shown.

Roberto Garcia	Specialist-Shipping & Receiving
----------------	---------------------------------

For your information, the following retirement has been received and was approved from the following full-time employee who held the position shown.

Barbara Fennell	Director-Purchasing & Payables
-----------------	--------------------------------

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

ATTN(NOTE)

GENERAL INFORMATION ABOUT THIS UPDATE

Revisions to legal frameworks incorporate clarification of existing materials and new materials arising from the 89th Regular Legislative Session, as well as amendments to federal statutes and federal and state rules.

Unless otherwise noted, references to legislative bills throughout these explanatory notes refer to Senate Bills (SB) or House Bills (HB) from the 89th Regular Legislative Session. All referenced bills have already gone into effect unless otherwise noted.

A18(INTRO)

INTRODUCTION

The introduction has been revised to use the term legal framework throughout to refer to legal materials in the CCPRM.

AB(LEGAL)

COLLEGE DISTRICT NAME AND DEFINITIONS

Revisions incorporate the repeal of Coordinating Board rules addressing the procedure for Filing and Change of Name for a community college.

AD(LEGAL)

EDUCATIONAL ROLE, MISSION, PURPOSE, AND RESPONSIBILITY

Revisions at Purpose incorporate the repeal of Coordinating Board rules addressing the development of a community college's purpose, role, and mission statement.

At Institutional Responsibility, a citation has been updated to incorporate revisions to the Education Code by SB 37, which addresses the governance and oversight of institutions of higher education.

AF(LEGAL)

INSTITUTIONAL EFFECTIVENESS

SB 37 establishes the Coordinating Board Office of the Ombudsman to investigate complaints submitted by students, faculty, and staff that a community college or other institution of higher education has failed to comply with certain Education Code requirements.

These provisions are effective January 1, 2026.

Additional changes have been made for clarity.

AFA(LEGAL)

INSTITUTIONAL EFFECTIVENESS: PERFORMANCE AND INSTITUTION REPORTS

The link to the Coordinating Board Management Reporting and Procedures Manual for Texas Community, Technical, and State Colleges for the purposes of Academic Reporting has been updated to the most recent version.

B(LEGAL)

LOCAL GOVERNANCE

The table of contents has been updated to accommodate the reorganization of policies related to local governance. Legal framework BA now addresses College District Governance. Content on Board Legal Status in legal framework BA has been moved to legal framework BAA, and content on the board's Powers, Duties, and Responsibilities from legal framework BAA has been moved to new policy code BAAA.

BA(LEGAL)

COLLEGE DISTRICT GOVERNANCE

This legal framework now addresses College District Governance. SB 37 requires a community college to be governed by the principle of Shared Governance.

These provisions are effective January 1, 2026.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

Language related to Board Legal Status has been moved to legal framework BAA.

BAA(LEGAL) COLLEGE DISTRICT GOVERNANCE: BOARD LEGAL STATUS

Language from BA on Board Legal Status has been moved to this legal framework to accommodate the reorganization of policies related to college district governance.

BAAA(LEGAL) BOARD LEGAL STATUS: POWERS, DUTIES, RESPONSIBILITIES

Language from BAA on the board of trustees' Powers, Duties, and Responsibilities has been moved to this legal framework to accommodate the reorganization of policies related to college district governance.

HB 1620 redesignated several statutes, resulting in citation changes at Regulation of Energy Sources and Regulation of Engines.

SB 1362 prohibits community colleges from engaging in the Regulation of Extreme Risk Protective Orders by restricting a person's access to a firearm under certain conditions.

At the Note, a cross reference to policy GH has been added to address HB 2674, which prohibits educational institutions from adopting a policy that allows regulation of home schools.

SB 37 requires the board to conduct a Curriculum Review every five years to ensure courses meet certain standards. It requires the board to approve or deny the hiring of a Provost and permits the board to overturn a hiring decision for the position of Vice President or Dean. The board must submit a Report on its actions to the legislature. The bill also establishes the office of the ombudsman at the Coordinating Board to ensure institutions of higher education are in Compliance with new requirements and may penalize the college by Withholding Funds. These provisions are effective January 1, 2026.

BBB(LEGAL) BOARD MEMBERS: ELECTIONS

At General Election Dates, SB 1494 allows certain political subdivisions that hold a general election on a date other than the November uniform election date to change the date of the general election to the November uniform election date in odd-numbered years.

Education Code 130.082 requires community colleges to hold elections in even-numbered years; this requirement has been included for clarity at Methods of Election.

Additional changes have been made for clarity.

BBBA(LEGAL) ELECTIONS: CONDUCTING AN ELECTION

At Election Order, Election Notice, and Temporary Branch, SB 2753 modifies election procedures, including by consolidating the early voting period and election day to establish a single voting period.

SB 506 requires the language of Propositions to be clear and neutral to ensure voters are not misled.

HB 521 modifies procedures for curbside voting to accommodate voters with a disability, including by prohibiting Electioneering within 20 feet of a parking space designated for curbside voting.

HB 3909 reduces the radius of the prohibition on wireless communication devices to prohibit devices only in a room in which voting is taking place.

Citations have also been updated throughout the framework.

BBD(LEGAL) BOARD MEMBERS: ORIENTATION AND TRAINING

SB 37 requires the Training Content for new board members to include an overview of the legislature, the General Appropriations Act, and the state budget and an emphasis on the commitment board members are making to the college, the state, and taxpayers.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

These provisions are effective January 1, 2026.

HB 1500 amends the Cybersecurity Training requirement to clarify that the requirement applies to each elected or appointed official who has access to the college's information resources or information resources technologies.

HB 150 redesignates sections related to Cybersecurity Training.

Additional Exceptions have been added to clarify the officials who are not subject to the cybersecurity training requirements.

BBE(LEGAL) BOARD MEMBERS: AUTHORITY

HB 4310 codifies board members' right to Access to Information when acting in the board members' official capacity. It establishes procedures for granting access to Confidential Information.

Additional changes were made for clarity.

BD(LEGAL) BOARD MEETINGS

At Time of Notice and Accessibility, HB 1522 updates the requirements for the notice required by the Open Meetings Act before holding a board meeting. The notice must be posted for at least three business days before the scheduled date of the meeting.

The bill requires that, at a Meeting at Which Board Will Discuss or Adopt Budget, the meeting will include a discussion or adoption of the budget, the notice must include a physical copy of the proposed budget, unless the proposed budget is clearly accessible on the college's website. The notice must also include a taxpayer impact statement.

At Meeting to Cancel Bond Election Due to Disaster, HB 2253 addresses procedures for a board meeting convened solely to deliberate whether to cancel a bond election due to the issuance of a disaster declaration.

BDA(LEGAL) BOARD MEETINGS: CLOSED MEETINGS

HB 3112 allows a board of trustees to deliberate in a closed meeting a measure, policy, or contract intended to address Cybersecurity to Protect a Critical Infrastructure Facility.

Additional changes were made for clarity.

BDB(LEGAL) BOARD MEETINGS: PUBLIC PARTICIPATION

HB 5238 expands the offense of disrupting a lawful meeting or procession to include the Disruption of a virtual meeting or virtual component of an in-person meeting and to clarify that the disturbance may be electronic.

BF(LEGAL) CHIEF EXECUTIVE OFFICER

SB 37 requires Executive Search Committees for community college presidents and chancellors to include at least two members of the board of trustees with at least one member serving as chair.

These provisions are effective January 1, 2026.

Additional changes have been made for clarity.

BFB(LEGAL) CHIEF EXECUTIVE OFFICER: CONTRACT

A Note has been added to reference DEA, which incorporates requirements related to the content and publication of severance agreements established in HB 762 and SB 2237.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

BGC(LEGAL)

ADMINISTRATIVE ORGANIZATION: COUNCILS AND FACULTY SENATES

SB 37 establishes requirements for a Faculty Council or Senate, including requirements related to eligibility, Authority, Compensation or Reimbursement, Term Limits, Officers, Meetings, and Removal of council or senate members, as well as a prohibition on the restriction of a faculty member's right to Freedom of Association.

These provisions are effective September 1, 2025.

BI(LEGAL)

REPORTS

SB 37 requires a board to annually submit a report to named officials regarding the hiring decisions for the position of vice president or dean. A community college is required to annually submit a report to the board regarding changes to the college's general education curriculum. The college president is required to conduct annual evaluations of certain individuals and report any decision to remove an individual to the board. These provisions are effective January 1, 2026.

HB 3526 requires a college to submit reports to the Bond Review Board regarding certain bond election information and the amount of voter-approved but unissued bonds.

HB 1500 requires a college to report the results of the data governance assessment to the Department of Information Resources and certain elected officials upon request.

A college is required to report the academic duties and services performed by each member of the faculty to the board under existing law.

SB 3909 requires the report to the Coordinating Board and the legislature related to students who transferred to a general academic teaching institution to include students who completed a field of study curriculum.

Additional changes have been made for clarity.

CAAA(LEGAL)

STATE AND FEDERAL REVENUE SOURCES: STATE

At Appropriations, revisions have been made to incorporate recently adopted Coordinating Board rules that clarify the limits on corrections to data used in calculating community college formula funding.

CAAB(LEGAL)

STATE AND FEDERAL REVENUE SOURCES: FEDERAL

Revisions have been made to incorporate amendments to U.S. Department of Health and Human Services rules that give regulatory affect to the U.S. Office of Management and Budget (OMB) Guidance for Federal Financial Assistance.

CAD(LEGAL)

APPROPRIATIONS AND REVENUE SOURCES: BOND ISSUES

SB 506 requires the language of Propositions to be clear and neutral to ensure voters are not misled.

At Cancellation of Election Due to a Disaster, HB 2253 permits a college to cancel a bond election by the 74th day before election day if the governor issues a disaster declaration within 90 days before the election and describes the required procedure.

HB 4395, effective January 1, 2026, addresses the documentation that must be submitted electronically for Attorney General Review and Approval.

HB 3526 requires a college to provide a Bond Election Report and an Unissued Securities Report to the Bond Review Board and describe the Bond Database maintained by the Bond Review Board.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

HB 103 requires a college to provide certain current and historical data to the comptroller for the purposes of the development of a Bond, Tax, and Project Database.

Additional changes have been made for clarity.

CAI(LEGAL) APPROPRIATIONS AND REVENUE SOURCES: AD VALOREM TAXES

HB 3093 addresses the Addendum Requirement for Certain College Districts that meet specific criteria and exclude certain information from the Tax Rate Calculation for the community college as well as information included in the Property Tax Database.

SB 1025 requires a Proposition in an election on a tax rate increase to include a statement declaring that the proposition is a tax increase.

HB 103 requires a college to provide certain current and historical data to the comptroller for the purposes of the development of a Bond, Tax, and Project Database.

CAID(LEGAL) AD VALOREM TAXES: APPRAISAL DISTRICT

At Ownership or Lease of Real Property, SB 2073 permits an appraisal district board of directors to finance a purchase or construction related to improvements necessary to operate the appraisal office without the approval of relevant taxing units and provides that, if a governing body fails to timely act on certain proposals, the proposal will be treated as approved.

CAK(LEGAL) APPROPRIATIONS AND REVENUE SOURCES: INVESTMENTS

At Investments in Scrutinized Companies, HB 34 prohibits a college from acquiring a security issued by a country of concern or an entity controlled by or under the jurisdiction of a country of concern and requires notice of divestment to scrutinized companies.

Additional changes have been made for clarity.

CAL(LEGAL) APPROPRIATIONS AND REVENUE SOURCES: SALE, TRADE, OR LEASE OF COLLEGE-OWNED PROPERTY

Revisions include language related to the Right to Repurchase property by a person from whom a real property interest is acquired through eminent domain. HB 2011 expands the situations in which a person may repurchase property.

HB 5435 clarifies that the requirement that Lease Terms must require a timely notice of commencement does not apply to a lease between a college and another person regarding public property.

CC(LEGAL) ANNUAL OPERATING BUDGET

Revisions incorporate a reference to the report required upon the Adoption of an itemized budget by a college from SB 1, the General Appropriations Act, and a link to the budget reporting document.

CDA(LEGAL) ACCOUNTING: FINANCIAL REPORTS AND STATEMENTS

Revisions incorporate amendments from Coordinating Board rules related to the Annual Financial Report to include additional guidance documents.

The reference to the handbook for reporting tuition and fee financial data through the Integrated Fiscal Reporting System has been updated to reference the current version of the document.

Additional changes have been made for clarity.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

CDC(LEGAL)

ACCOUNTING: AUDITS

The link to the manual related to reporting requirements for a community college's Annual Audit Report has been updated to reference the most recent version.

CF(LEGAL)

PURCHASING AND ACQUISITION

SB 1173 increases the threshold for purchases for which a college is required to utilize a competitive purchasing method to apply to Purchases Valued at or Above \$100,000.

HB 150 redesignates statutes related to certain cybersecurity requirements, including requirements for vendors who provide Cloud Computing Services, and transfers responsibilities related to cybersecurity to the Texas Cyber Command.

HB 1500 adds a definition of *technology services* that is referenced as Commodity Items.

CFE(LEGAL)

PURCHASING AND ACQUISITION: VENDOR RELATIONS

A Note has been added to reference DEA, which incorporates requirements related to the content and publication of severance agreements established in HB 762.

CFF(LEGAL)

PURCHASING AND ACQUISITION: PAYMENT PROCEDURES

HB 3005 clarifies that a bona fide dispute for the purposes of the Exceptions to Government Code Chapter 2251 does not include an audit of the public work project that continues for more than 60 days after the substantial completion of the project.

CFG(LEGAL)

PURCHASING AND ACQUISITION: REAL PROPERTY AND IMPROVEMENTS

HB 2011 expands the list of situations in which a person whose property is taken by eminent domain may repurchase the property.

CGA(LEGAL)

SAFETY PROGRAM: SAFETY AND SECURITY AUDITS

HB 33 requires the Safety and Security Audit of a college's facilities to include a security review to determine whether the facility meets certain requirements.

HB 121 provides that the community college must maintain a copy of the report of the results of the safety and security audit signed by the college president or chancellor.

CGC(LEGAL)

SAFETY PROGRAM: EMERGENCY PLANS AND ALERTS

HB 33 clarifies that when a community college's Emergency Operations Plan addresses recovery after an incident, it must provide for the prompt recovery of services provided by the college and addresses requirements for communication during an emergency.

HB 121 requires the Emergency Operations Plan to address reunification along with other requirements established by the TxSSC and clarifies that requirements related to substitute teachers do not apply to community colleges.

At Emergency Response and Evacuation Procedures, HB 4361 requires the Coordinating Board to adopt rules regarding standardized procedures for timely issuing of emergency notifications in accordance with the federal Clery Act.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

CGE(LEGAL)

SAFETY PROGRAM: MEDICAL TREATMENT

SB 1619 updates statutory references from epinephrine auto-injectors to epinephrine delivery systems to allow community colleges to administer epinephrine nasal sprays.

HB 1620 redesignated several statutes, resulting in citation changes at Coronavirus Preventative Measures.

CGFA(LEGAL)

SECURITY PERSONNEL: COMMISSIONED PEACE OFFICERS

HB 33 requires each Law Enforcement Agency to have access to certain protective equipment and allows the law enforcement agency to enter into a mutual aid agreement with certain other agencies to share equipment. The bill also revises provisions addressing patrol vehicles and policies related to active shooters.

At Apprehension of Certain Individuals, SB 1164 expands the situations in which a peace officer, including a community college police officer, may take a person exhibiting mental illness into custody and transfer the person to certain health-care providers.

SB 1619 updates statutory references from epinephrine auto-injectors to Epinephrine Delivery Systems to allow law enforcement agencies to administer epinephrine nasal sprays.

CGFC(LEGAL)

SECURITY PERSONNEL: SCHOOL MARSHALS

At Regulations and Possession and Use of a Handgun, SB 870 addresses the carry and possession of handguns by school marshals.

CH(LEGAL)

SITE MANAGEMENT

HB 4224 requires a covered entity, including a community college, that collects or stores protected health information, to prominently post detailed Information Regarding Consumer Access to Health Records and Complaints on the entity's website.

CHC(LEGAL)

SITE MANAGEMENT: TRAFFIC AND PARKING CONTROLS

At Parking Privileges of Disabled Veterans, SB 2001 permits a peace officer who received specialty license plates because the officer is disabled due to an injury incurred during the course and scope of the officer's work to park in disabled parking spaces.

HB 4215 incorporates requirements for delivery network companies and delivery persons into provisions addressing Transportation Network Companies.

SB 2807 updates provisions regulating the operation of Automated Vehicles and Driving Systems.

CHF(LEGAL)

SITE MANAGEMENT: WEAPONS

SB 1596 removes short-barrel firearms from the list of Prohibited Weapons.

CIB(LEGAL)

EQUIPMENT AND SUPPLIES MANAGEMENT: DISPOSAL OF PROPERTY

SB 60 allows the Donation of Library Materials by a community college to any person or organization if the materials meet certain requirements.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

CJ(LEGAL)

TRANSPORTATION MANAGEMENT

At Student Travel, the citation has been updated to reference SB 1, the General Appropriations Act, which maintains the requirement that a community college adopt a policy regulating certain travel by one or more students.

CK(LEGAL)

INSURANCE AND ANNUITIES MANAGEMENT

SB 1173 increases the threshold for the aggregate value of insurance contracts for which a community college is prohibited from using a Designated Broker of Record from \$50,000 to \$100,000.

CKD(LEGAL)

INSURANCE AND ANNUITIES MANAGEMENT: HEALTH AND LIFE INSURANCE

SB 1409 permits a community college to offer optional Health Benefits for Students and Their Families.

CL(LEGAL)

FACILITIES PLANNING

SB 8 from the Second Special Session becomes effective December 4, 2025. In addition to providing definitions, it requires community colleges to designate each multiple-occupancy private space for use only by individuals of one sex and to take every reasonable step to ensure an individual does not enter the wrong private space. SB 8 also provides for investigations by the attorney general, private causes of action, and civil penalties.

CM(LEGAL)

FACILITIES CONSTRUCTION

SB 1173 increases the threshold for contracts for which a college is required to utilize a competitive procurement method to apply to Contracts Valued at or Above \$100,000.

HB 1620 redesignated several statutes, resulting in citation changes at Experience Modifiers.

At Professional Services, SB 687 adds land surveyors to the indemnification limitations found in Local Government Code Chapter 271.

CRA(LEGAL)

TECHNOLOGY RESOURCES: WEBSITE POSTINGS

SB 1619 updates statutory references from epinephrine auto-injectors to epinephrine delivery systems.

HB 4224 requires a college that collects or stores protected health information to post detailed information for consumers on the college's website.

HB 762 and SB 2237 require a college that enters into a contract or an employment agreement with an employee or independent contractor to post each severance agreement on the college's website.

SB 3039 requires a college to post the five majors or degree and certificate programs and select courses for which transfer credit is most frequently denied or not applied on the admissions page of the college's website.

SB 365 requires a college to post on its website a policy regarding the admissions made by the college under the Academic Fresh Start program.

SB 2614 and newly adopted Coordinating Board rules require a college to post prominently on the college's admissions website a link to MyTexasFuture.Org with a notice to students that they can use the common application form and information about free college application week and the fee waiver.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

CRB(LEGAL)

TECHNOLOGY RESOURCES: ARTIFICIAL INTELLIGENCE

HB 149 establishes a requirement for the Disclosure of Use of Artificial Intelligence (AI) for a community college that uses AI systems and prohibits the use of AI for the purposes of Manipulation of Human Behavior, infringement on an individual's Constitutional Protection, or Unlawful Discrimination.

CS(LEGAL)

INFORMATION SECURITY

HB 150 establishes the Texas Cyber Command and transfers duties related to cybersecurity to the command from the Department of Information Resources (DIR). A community college is required to have a designated Information Security Officer who possesses the training and experience required to ensure the college complies with requirements from the command.

Additional revisions incorporate the redesignation of statutes related to cybersecurity from HB 150.

D(LEGAL)

PERSONNEL

The table of contents has been revised to accommodate a code created to address legal requirements related to telework.

DBA(LEGAL)

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: CREDENTIALS AND RECORDS

HB 229 requires a community college that collects Vital Statistics that identify an individual's sex for certain purposes to identify the individual as male or female as defined by the Government Code.

DC(LEGAL)

EMPLOYMENT PRACTICES

SB 37 addresses requirements for a board of trustees related to Administrator Hiring. A board of trustees is required to approve or deny individuals for select positions and is permitted to overturn certain hiring decisions. The board must submit a report to the legislature reporting decisions related to hiring, and faculty members are prohibited from having final decision-making authority on the hiring of certain administrative positions.

These provisions are effective January 1, 2026.

HB 1620 redesignated several statutes, resulting in a citation change at Hiring of Legal Permanent Resident for TCOLE Licensed Positions.

DCA(LEGAL)

EMPLOYMENT PRACTICES: TERM CONTRACTS

A Note has been added to reference DEA, which incorporates requirements related to the content and publication of severance agreements established in HB 762 and SB 2237.

DCB(LEGAL)

EMPLOYMENT PRACTICES: TENURE

This new legal framework incorporates HB 762, which addresses requirements for a community college that enters into a contract or employment agreement with an employee or independent contractor that contain a Severance Pay Provision, including certain restrictions on severance pay and the requirement that a college post the agreement on the college's website.

DEA(LEGAL)

COMPENSATION AND BENEFITS: COMPENSATION PLAN

HB 762 and SB 2237 address requirements for a community college that enters into a contract or employment agreement with an employee or independent contractor that contain a Severance Pay Provision, including certain restrictions on severance pay and the requirement that a college post the agreement on the college's website.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

HB 2 repeals a provision prohibiting a reporting employer from passing the cost of TRS retirement contributions for an employed retiree to the retiree.

DEB(LEGAL)

COMPENSATION AND BENEFITS: FRINGE BENEFITS

HB 4144 requires a community college with a law enforcement agency that employs at least 50 peace officers to provide an officer who retires with Benefits for Cancer, Acute Myocardial Infarction, or Stroke if the officer receives a diagnosis for one of the specified conditions within three years of the officer's retirement.

DGBA(LEGAL)

PERSONNEL-MANAGEMENT RELATIONS: EMPLOYEE GRIEVANCES

SB 37 clarifies that only the college president or designee may be involved in decision making regarding review of Faculty Grievances.

This provision is effective January 1, 2026.

DGC(LEGAL)

EMPLOYEE RIGHTS AND PRIVILEGES: EMPLOYEE EXPRESSION AND USE OF COLLEGE FACILITIES

SB 2972 updates provisions addressing the regulation of expressive activities on community college campuses, including:

- At Protected Expression on Campus Under State Law, *expressive activities* are defined.
- The Policy Required for colleges detailing rights and responsibilities regarding expressive activities must address certain restrictions and requirements.
- The right to engage in expressive activities in Common Outdoor Areas is limited to students and employees.
- A college is authorized to adopt a policy that imposes reasonable Time, Place, and Manner Restrictions on expressive activities of college students and employees.
- At Designated Public Forums, a college is required to establish public forums.
- At Harmony with Law, restrictions may not be construed to infringe on a person's rights under the U.S. or Texas Constitution.

DH(LEGAL)

EMPLOYEE STANDARDS OF CONDUCT

HB 46 prohibits a community college from restricting the storage of Low-THC Cannabis.

SB 37 specifies that only a president or provost or their designees may be involved in decision making regarding the Faculty Discipline process.

This provision is effective January 1, 2026.

DHB(LEGAL)

EMPLOYEE STANDARDS OF CONDUCT: CHILD ABUSE AND NEGLECT REPORTING

SB 571 revises provisions addressing Reporting Abuse or Neglect to require a professional who has reasonable cause to believe a child has been or may be abused or neglected or a victim of certain offenses to make a report within 24 hours instead of 48 and defines *law enforcement agency* for the purposes of the reporting requirement.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

DI(LEGAL) EMPLOYEE WELFARE

HB 1620 updated a reference at Peace Officer Wellness Program from vehicle accident to vehicle collision.

DIAA(LEGAL) FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION: SEX AND SEXUAL VIOLENCE

SB 800 requires the Orientation on Policy for new students to include a video with resources for students who have experienced sexual harassment, sexual assault, dating violence, or stalking and applicable reporting procedures.

DJ(LEGAL) ASSIGNMENT, WORK LOAD, AND SCHEDULES

Revisions incorporate existing requirements related to faculty workload reports for clarity.

DJA(LEGAL) ASSIGNMENT, WORK LOAD, AND SCHEDULES: TELEWORK

This new legal framework incorporates SB 2615, which places restrictions on telework by faculty and other staff.

DK(LEGAL) PROFESSIONAL DEVELOPMENT

HB 150 requires each employee and each elected official to annually complete Cybersecurity Training and transfers responsibilities related to cybersecurity from DIR to the Texas Cyber Command.

DLA(LEGAL) EMPLOYEE PERFORMANCE: EVALUATION

SB 37 requires the college president or chancellor to conduct annual Administrator Evaluations and report to the board any decision to remove one of those individuals.

These provisions are effective January 1, 2026.

EBA(LEGAL) ALTERNATE METHODS OF INSTRUCTION: DISTANCE EDUCATION

Revisions at Applicability of Subchapter J incorporate amendments to Coordinating Board rules to clarify the submission deadline for an Institutional Plan for Distance Education.

Additional changes have been made for clarity.

ECC(LEGAL) INSTRUCTIONAL ARRANGEMENTS: COURSE LOAD AND SCHEDULES

Language related to deadlines for Adding/Dropping Courses has been updated in response to the repeal of Coordinating Board rules.

EF(LEGAL) CURRICULUM DESIGN

This new legal framework incorporates SB 37, which clarifies the board's oversight over curriculum and degree programs.

EFA(LEGAL) CURRICULUM DESIGN: INSTRUCTIONAL PROGRAMS AND COURSES

SB 37 allows a governing board to exclude courses that were not taught as an organized class or provided through individual instruction for the two preceding years from its Annual List of Courses.

This provision is effective January 1, 2026.

SB 3039 requires a community college to include courses taken by students who completed a field of study curriculum and other information required by the Coordinating Board in the required Course Report.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

EFAA(LEGAL) INSTRUCTIONAL PROGRAMS AND COURSES: ACADEMIC COURSES

SB 37 addresses the process for the governing board to review the college's General Education Curriculum and any changes to the curriculum.

These provisions are effective January 1, 2026.

EFAB(LEGAL) INSTRUCTIONAL PROGRAMS AND COURSES: CAREER TECHNICAL/WORKFORCE COURSES

SB 530 replaces a reference to the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) with a general reference to an institution of higher education's recognized accrediting agency at Career and Technical Education Program of Study Curricula.

EFB(LEGAL) CURRICULUM DESIGN: DEGREES AND CERTIFICATES

SB 3039 requires the Coordinating Board to adopt rules regarding Transparency in Certificate and Degree Program Requirements applicable to community colleges.

SB 37 requires a college president or chancellor to adopt and implement a process for reviewing Low-Enrollment Minor Degree and Certificate Programs every five years to identify programs that may require consolidation or elimination.

These provisions are effective January 1, 2026.

EFBA(LEGAL) DEGREES AND CERTIFICATES: ASSOCIATE DEGREES AND CERTIFICATES

Revisions incorporate amendments to Coordinating Board rules related to Criteria for approval of a New Career and Technical Education Certificate.

HB 2786 authorizes a state agency to enter into an agreement with a community college to offer a program leading to a State Information Technology Apprenticeship Credential.

SB 530 replaces a reference to SACSCOC with a general reference to an institution of higher education's recognized accrediting agency at Limitation on SCH Requirements.

Additional changes have been made for clarity.

EFBB(LEGAL) DEGREES AND CERTIFICATES: BACCALAUREATE DEGREES

SB 530 replaces a reference to SACSCOC with a general reference to an institution of higher education's recognized accrediting agency at Application.

At Study Abroad, SB 2431 requires a community college that offers as part of a bachelor's degree program a study abroad component or program in a location where a language other than English is primarily spoken to provide an option for enrolled students to earn foreign language credit.

EFCC(LEGAL) SPECIAL PROGRAMS: ELEMENTARY AND SECONDARY STUDENTS

SB 2 establishes the Educational Savings Account program and requires that the comptroller establish a process to approve a community college as a provider or vendor for participation in the program.

EFCE(LEGAL) SPECIAL PROGRAMS: COMMUNITY EDUCATION PROGRAMS

Language prohibiting the use of state funds for avocational courses has been replaced in response to the repeal of Coordinating Board rules.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

EFCF(LEGAL)

SPECIAL PROGRAMS: DRIVER EDUCATION

Language addressing Driver Education Courses has been revised, and language addressing Commercial Driver's License Training Programs has been added in response to the repeal and adoption of Coordinating Board rules.

EGA(LEGAL)

ACADEMIC ACHIEVEMENT: GRADING AND CREDIT

At Denial of Transfer Credit, SB 3039 requires a community college to publish a list on the college's website of the five majors or degree or certificate programs with the highest number of courses for which academic credit is denied or not applied and certain related courses.

EGC(LEGAL)

ACADEMIC ACHIEVEMENT: GRADUATION

At Diploma Designation in Event of Merger, Acquisition, or Name Change, HB 5180 requires a community college that changes its name or merges with another institution to provide certain students two diplomas at no additional charge.

EI(LEGAL)

TESTING PROGRAMS

SB 2786 adds certain emergency medical technicians, fire protection personnel, and peace officers to the list of students who qualify for Exceptions to the Texas Success Initiative assessment requirements.

EJC(LEGAL)

MISCELLANEOUS INSTRUCTIONAL POLICIES: ACADEMIC BOYCOTTS

A citation has been updated to reference SB 1, the General Appropriations Act, which maintains the requirement that a community college adopt a policy prohibiting certain academic boycotts.

F(LEGAL)

STUDENTS

The table of contents has been revised to reflect that content at policy code FC now addresses Registration and Attendance.

FB(LEGAL)

ADMISSIONS

SB 37 requires a governing board to set campus Admissions Standards in collaboration with college administrators.

At Right to an Academic Fresh Start, SB 365 allows a community college to disregard academic credits earned by an applicant for admission between five to 10 years before the first day of the start of the semester.

Additional revisions incorporate recently adopted Coordinating Board rules related to Free College Application Week.

HB 3041 provides a procedure for a college that uses class rank in the undergraduate admission review process to assign a class rank to Students with Nontraditional Secondary Education.

FC(LEGAL)

REGISTRATION AND ATTENDANCE

HB 102 requires a community college that permits any student to register early for courses to allow Early Registration for Students in Military-Related Programs.

Language from FAA on Registration for Parenting Students has been added to this legal framework to accommodate the reorganization of policies related to registration.

At Religious Holy Days, a citation has been updated in response to the repeal of Coordinating Board rules.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

Additional changes have been made for clarity.

FD(LEGAL) TUITION AND FEES

HB 5646 requires a community college to charge the rate of Resident Tuition for Students in Military-Related Programs, such as an ROTC program or corps of cadets.

Additional revisions incorporate the repeal, consolidation, and amendment of Coordinating Board rules related to tuition and fees.

FD(EXHIBIT) TUITION AND FEES

HB 1105 creates a tuition and fee exemption for students employed as paramedics by a Texas political subdivision who are enrolled in certain courses.

FEA(LEGAL) FINANCING EDUCATION: FINANCIAL AID AND SCHOLARSHIPS

Revisions to citations have been made throughout in response to the repeal and relocation of Coordinating Board rules related to scholarships for relatives of board members.

SB 2995 requires a community college to include a link to Financial Aid Displacement Information developed by the Coordinating Board in the college's admission application form.

Additional revisions incorporate Coordinating Board amendments related to Records Retention to remove redundant information.

FEB(LEGAL) FINANCING EDUCATION: WORK STUDY

Revisions at Texas College Work-Study Program incorporate amendments to Coordinating Board rules intended to eliminate unnecessary definitions and align eligibility criteria more closely with defined terms.

Additional revisions incorporate amendments to Coordinating Board rules related to the authority to Transfer funds between certain state grant and work-study programs.

FFAA(LEGAL) WELLNESS AND HEALTH SERVICES: IMMUNIZATIONS

Revisions incorporate amendments to Department of State Health Services rules addressing Exceptions from vaccination requirements applicable to applicants for admission.

FFC(LEGAL) STUDENT WELFARE: STUDENT-SUPPORT SERVICES

SB 3039 requires a community college to designate a Transfer Liaison for current or incoming students who will transfer into or out of the college to serve as the point of contact regarding transfer issues.

FFDA(LEGAL) FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION: SEX AND SEXUAL VIOLENCE

SB 800 requires the Orientation on Policy for new students to include a video with resources for students who have experienced sexual harassment, sexual assault, dating violence, or stalking and applicable reporting procedures.

FJ(LEGAL) STUDENT RECORDS

HB 229 requires a community college that collects Vital Statistics that identify an individual's sex for certain purposes to identify the individual as male or female as defined by the Government Code.

SB 800 requires a Student Identification Card issued by a college to contain contact information for the National Sexual Assault Hotline.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

FLA(LEGAL)

STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT EXPRESSION AND USE OF COLLEGE FACILITIES

SB 2972 updates provisions addressing the regulation of expressive activities on community college campuses, including:

- At Protected Expression on Campus Under State Law, *expressive activities* are defined.
- The Policy Required for colleges detailing rights and responsibilities regarding expressive activities must address certain restrictions and requirements.
- The right to engage in expressive activities in Common Outdoor Areas is limited to students and employees.
- A college is authorized to adopt a policy that imposes reasonable Time, Place, and Manner Restrictions on expressive activities of college students and employees.
- At Harmony with Law, restrictions may not be construed to infringe on a person's rights under the U.S. or Texas Constitution.

FLBD(LEGAL)

STUDENT CONDUCT: TOBACCO USE

SB 2024 expands the definition of *E-cigarette Product* to include any consumable material aerosolized or vaporized during the use of an electronic cigarette, regardless of whether the material contains nicotine, and excepts certain prescribed substances.

FLBE(LEGAL)

STUDENT CONDUCT: ALCOHOL AND DRUG USE

HB 46 prohibits a college from restricting the storage of Low-THC Cannabis as authorized by the Health and Safety Code.

FLC(LEGAL)

STUDENT RIGHTS AND RESPONSIBILITIES: INTERROGATIONS AND SEARCHES

SB 1497 clarifies that a peace officer does not need a warrant to conduct Searches of Telecommunications / Electronic Devices manufactured for the purpose of illicitly obtaining payment card information or identifying information.

FM(LEGAL)

DISCIPLINE AND PENALTIES

SB 326 requires a college to use the definition of *antisemitism* provided by Government Code 448.001 in determining whether a student's behavior was motivated by antisemitism for the purpose of taking Anti-semitism Disciplinary Action.

GB(LEGAL)

PUBLIC COMPLAINTS AND HEARINGS

HB 5238 expands the offense of disrupting a lawful meeting or procession to include the Disruption of a virtual meeting or virtual component of an in-person meeting and to clarify that the disturbance may be electronic.

GCA(LEGAL)

PUBLIC INFORMATION PROGRAM: ACCESS TO INFORMATION

SB 1569 adds community college board members and presidents to the list at Elected Public Officers, Peace Officers, and Certain Officials identifying individuals for whom certain personal information is confidential under the PIA upon written request and to the list of officials whose Contact Information is excepted from mandatory disclosure under the PIA.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

SB 1540 adds current or former election officials to the list at Elected Public Officers, Peace Officers, and Certain Officials identifying individuals for whom certain personal information is confidential under the PIA upon written request.

SB 2601 expands the compensation program for Employees Who Are Victims of Certain Crimes to include property owners impacted by border-related crime and provides that certain application information is confidential.

HB 150 redesignates provisions related to cybersecurity, including provisions related to the Biennial Information Security Plan.

HB 1500 renames the information security assessment required by DIR to the Data Governance Assessment.

HB 132 expands the type of information related to Security System Specifications, Operations, and Locations that is protected from disclosure under the PIA to include information related to hostile acts by foreign adversaries.

SB 765 provides that information related to Fraud Detection and Deterrence Measures is confidential under the PIA.

HB 1620 redesignated several statutes, resulting in citation changes at Certain Crime Information.

At Motor Vehicle Record Information, HB 1893 provides that License Plate Numbers captured in a video recording maintained by a law enforcement agency are not confidential under the PIA.

HB 3112 provides that information related to certain Cybersecurity Measures is excepted from disclosure under the PIA.

GCB(LEGAL)

PUBLIC INFORMATION PROGRAM: REQUESTS FOR INFORMATION

At Designated Address, HB 4214 requires a community college to provide the current mailing address and email address designated for PIA requests to the office of the attorney general no later than October 1.

HB 4219 establishes a procedure for responding to a PIA request when a college has No Information Responsive to a Request or when the request relates to Information Subject to a Previous Determination and a procedure for requestors to file a complaint regarding a Failure to Respond to a Requestor.

Also, At Time for Request, a college seeking an attorney general determination to withhold information under the PIA must state the specific exceptions that apply.

GD(LEGAL)

COMMUNITY EXPRESSION AND USE OF COLLEGE FACILITIES

SB 2972 updates provisions addressing the regulation of expressive activities on community college campuses, including:

- At Protected Expression on Campus Under State Law, *expressive activities* are defined.
- The Policy Required for colleges detailing rights and responsibilities regarding expressive activities must address certain restrictions and requirements.
- The right to engage in expressive activities in Common Outdoor Areas is limited to students and employees.
- A college is authorized to adopt a policy that imposes reasonable Time, Place, and Manner Restrictions on expressive activities of college students and employees.
- At Harmony with Law, restrictions may not be construed to infringe on a person's rights under the U.S. or Texas Constitution.

Explanatory Notes

Community College Policy Reference Manual Update 50

Community College Policy Reference Manual

At Use by Religious Organizations, SB 2986 permits a college to allow religious organizations to use the college's facilities to host worship, services, sermons, or assemblies if certain criteria are met.

GG(LEGAL) RELATIONS WITH GOVERNMENTAL AGENCIES AND AUTHORITIES

HB 150 redesignates certain statutes related to cybersecurity, resulting in citation changes at Cybersecurity Training for Contractors.

GGB(LEGAL) RELATIONS WITH GOVERNMENTAL AGENCIES AND AUTHORITIES: INTERLOCAL COOPERATION CONTRACTS

SB 480 allows a college to enter into an interlocal contract with certain governmental entities to participate in Water Research or Planning.

GGD(LEGAL) RELATIONS WITH GOVERNMENTAL AGENCIES AND AUTHORITIES: FEDERAL GOVERNMENTAL AUTHORITIES

At Intergovernmental Support Agreements with U.S. Armed Forces, a citation was updated to incorporate amendments to federal statutes related to appropriations for armed forces.

GH(LEGAL) RELATIONS WITH SCHOOLS AND DISTRICTS

SB 1786 broadens the Student Eligibility requirements to allow certain students to enroll in a course under the FAST Program upon a showing that the students were economically disadvantaged and to apply provisions to students in grades 9-12.

HB 120 and HB 2 allow certain students enrolled in a P-TECH school or R-PEP program to enroll in a course under the FAST Program and allow a school district participating in the Rural Pathway Excellence Partnership to continue participation regardless of the district's average daily student attendance.

HB 2674 prohibits a college district from adopting a rule or policy that regulates an educational program of a home school.

SB 571 redesignates certain statutes, resulting in revisions at Background Check Procedure.

Revisions incorporate amendments to Coordinating Board rules addressing legislative changes, as well as the repeal, consolidation, and amendment of Coordinating Board rules related to partnerships between colleges and school districts.

Additional changes have been made for clarity.

GK(LEGAL) RELATIONS WITH EDUCATIONAL ACCREDITATION AGENCIES

SB 530 replaces a reference to SACSCOC with a general reference to a community college's recognized accrediting agency.

GL(LEGAL) RELATIONS WITH BUSINESSES AND THE COMMUNITY

HB 33 expands the Prohibited Transactions between a community college and Abortion Providers and Affiliates to include a transaction with an abortion assistance entity or to provide Logistical Support for abortion assistance. Definitions have been amended for the purposes of the prohibited transactions.

SB 856 adds the Texas A&M Engineering Experiment Station to the list of organizations eligible to use funds from the Texas Skills Development Fund for job training purposes.



HOUSE OF REPRESENTATIVES

The State of Texas



RESOLUTION

WHEREAS, Scott Spark of the Midland College golf team achieved great distinction by finishing in second place in the 2025 Grier Jones Shocker Invitational, held October 6 to 8 in Newton, Kansas; and

WHEREAS, Joining other top college golfers at Sand Creek Station Golf Course, Mr. Spark turned in an outstanding performance, carding a three-day total of 207 to finish just four strokes behind the leader; his strong play helped the Chaparrals place fifth, which was the highest among the junior college teams in the field; and

WHEREAS, A native of Oldmeldrum, Scotland, Mr. Spark attended Meldrum Academy and is currently a sophomore studying business at Midland College; during his remarkable freshman season, he recorded eight top-10 finishes, captured the South Central District championship, and helped the Chapparals claim the 2025 National Junior College Athletic Association Division I men's title; and

WHEREAS, Mr. Spark has garnered a number of notable honors, including a No. 3 national ranking among NJCAA competitors and selection as a First Team PING All-American; in addition, he received the 2025 NJCAA Division I Phil Mickelson Outstanding Freshman Award and was chosen as one of six finalists for the prestigious Gary Player International Golfer of the Year Award by the Golf Coaches Association of America; and

WHEREAS, With his dedication and unwavering commitment to excellence, Scott Spark has proven himself an athlete of exceptional ability, and he is poised for further success with the Midland College golf team in the year ahead; now, therefore, be it

RESOLVED, That Scott Spark be congratulated on his performance at the Grier Jones Shocker Invitational and that he be extended sincere best wishes for the future.





Tom Craddick
State Representative
District 82



Upcoming Events

11/20 Thursday	Lady Chaps Basketball vs Snow College	7:00 p.m.-9:30 p.m. Chap Center
11/21 Friday	Lady Chaps Basketball vs Salt Lake Community College	6:00 p.m.-8:30 p.m. Chap Center
11/21-22 Fri-Sat	The Cherry Orchard presented by the Midland College Theatre Department	7:30 p.m.-9:00 p.m. Wagner & Brown
11/22 Saturday	Lady Chaps Basketball vs Paris Junior College	4:00 p.m.-6:30 p.m. Chap Center
11/23 Sunday	The Cherry Orchard presented by the Midland College Theatre Department	2:30 p.m.-4:00 p.m. Wagner & Brown
11/26-28 Wed.-Fri.	Thanksgiving Holiday – MC Closed	All Campuses
12/1 Monday	Chaps Basketball vs Weatherford College	5:00 p.m.-7:30 p.m. Chap Center
12/2 Tuesday	Lady Chaps Basketball vs. Wayland Baptist JV	6:00 p.m.-8:30 p.m. Chap Center
12/3 Wednesday	Lady Chaps Basketball vs. Wayland Baptist JV	6:00 p.m.-8:30 p.m. Chap Center
12/4 Thursday	Holiday Evening	4:00 p.m.-8:30 p.m. Allison Fine Arts
12/12 Friday	December Graduation	6:00 p.m.-7:30 p.m. Chap Center
12/16 Tuesday	Board of Trustees Meeting	4:00 p.m. Gibson Board Room
12/18-1/2 Thur.-Fri.	Christmas Break – MC Closed	All Campuses
1/19 Monday	Martin Luther King, Jr. Day – MC Closed	All Campuses
1/20	Board of Trustees Meeting	4:00 p.m. Gibson Board Room