

Regular Meeting-Board of Trustees
Midland College
February 17, 2026 4:00 pm
Gibson Board Room

AGENDA

Call to Order

Public Comments

Introduction of Women's Softball and Men's Baseball Teams – Coach Angel Castro and Coach Hector Rodriguez

Division Presentation – Kids' College-Kori Chisham

Consent Agenda

- A. Minutes of the Board Meeting on January 20, 2026
- B. Monthly Statements of Revenues and Expenses through January 31, 2026

Presentations

- A. Key Performance Indicators – Tom Glenn
- B. Racial Profiling Report – Chief Borgstedte

Action Items

- A. Midland County Hazard Mitigation
- B. Quarterly Investment Committee Report
- C. Instructure (Canvas) Licenses
- D. CMAR Vendor for Fire Suppression
- E. Local Policy Updates – BA-College District Governance, BAA- College District Governance: Board Legal Status, BAAA-Board Legal Status: Powers, Duties, Responsibilities, BBE- Board Members: Authority, BD-Board Meetings, BGC- Administrative Organization: Councils and Faculty Senates, CDB-Accounting: Inventories, CL- Facilities Planning, CM-Facilities Construction, CRB- Technology Resources: Artificial Intelligence, CS-Information Security, DC-Employment Practices, DGBA-Personnel-Management Relations: Employee Grievances, DGC-Employee Rights and Privileges: Employee Expression and Use of College Facilities, DH-Employee Standards of Conduct, DHB- Employee Standards of Conduct: Child Abuse and Neglect Reporting, DJA-Assignment, Work Load, and Schedules: Telework, DM- Termination of Employment, EFAA-Instructional Programs and Courses: Academic Courses, EFB- Curriculum Design: Degrees and Certificates, EGA-Academic Achievement: Grading and Credit, FB- Admissions, FC-Registration and Attendance, FLA- Student Rights and Responsibilities: Student Expression and Use of College Facilities, FLB-Student Rights and Responsibilities: Student Conduct, FLBE- Student Conduct: Alcohol and Drug Use, FLD-Student Rights and Responsibilities: Student Complaints, GB- Public Complaints and Hearings, GD-Community Expression and Use of College Facilities
- F. New Administrative Contracts
- G. Faculty Contracts

President's Updates

- A. Monthly Donation Report
- B. Employment of Non-Contractual Full-Time Employees
- C. Resignations
- D. Board Annual Training Plan-2026
- E. Upcoming Events – Next Board Meeting March 17th, 2026

Executive Session

The Board will convene into Executive Session under the provision of Texas Government Code §551.072 (Real Property) and §551.01 (Consultation with Attorney). The Executive Session will not be open to the public.

Acknowledgement of Outgoing Board Member

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
February 17, 2026 4:00 pm
Gibson Board Room-Pevehouse Administration Building

COMMUNICATIONS TO THE BOARD

1. Call to Order

2. Public Comments

3. Introduction of Women's Softball and Men's Baseball Teams – Coach Angel Castro and Coach Hector Rodriguez

4. Division Presentation – Kids' College-Kori Chisham

5. Consent Agenda

- A. Minutes of the Board Meeting on January 20, 2026
- B. Monthly Statements of Revenues and Expenses through January 31, 2026

6. Presentations

- A. Key Performance Indicators – Tom Glenn
- B. Racial Profiling Report – Chief Borgstedte

7. Action Items

A. Midland County Hazard Mitigation

Approval from the County of Midland is sought for the Midland County Hazard Mitigation Plan. The plan in its entirety can be found in the Canvas Dashboard. Midland County will make a short presentation and be available for any questions.

B. Quarterly Investment Committee Report

C. Instructure (Canvas) License

The administration recommends that the Board of Trustees award a contract to Instructure to purchase Canvas Licenses for the campus in the amount of \$257,244.18. This vendor meets all the required specifications and purchase will be made through our Omnia Partner Cooperative.

D. CMAR Vendor for Fire Suppression

The administration recommends that the Board of Trustees pursue an agreement for CMAR services with McGough Construction. This vendor meets all the required specifications.

E. Local Policy Updates – BA-College District Governance, BAA- College District Governance: Board Legal Status, BAAA-Board Legal Status: Powers, Duties, Responsibilities, BBE- Board Members: Authority, BD-Board Meetings, BGC- Administrative Organization: Councils and Faculty Senates, CDB-Accounting: Inventories, CL- Facilities Planning, CM-Facilities Construction, CRB- Technology Resources: Artificial Intelligence, CS-Information Security, DC- Employment Practices, DGBA-Personnel- Management Relations: Employee Grievances, DGC- Employee Rights and Privileges: Employee Expression and Use of College Facilities, DH-Employee Standards of Conduct, DHB- Employee Standards of Conduct: Child Abuse and Neglect Reporting, DJA- Assignment, Work Load, and Schedules: Telework, DM- Termination of Employment, EFAA-Instructional Programs and Courses: Academic Courses, EFB- Curriculum Design: Degrees and Certificates, EGA-Academic Achievement: Grading and Credit, FB- Admissions, FC-Registration and Attendance, FLA- Student Rights and Responsibilities: Student Expression and Use of College Facilities, FLB-Student Rights and Responsibilities: Student Conduct, FLBE- Student Conduct: Alcohol and Drug Use, FLD-Student Rights and Responsibilities: Student Complaints, GB- Public Complaints and Hearings, GD-Community Expression and Use of College Facilities

Enclosed are proposed changes to the above listed Local Policies. These updates are recommended by the administration and have been developed with the assistance of TASB personnel. Explanations for policy changes are included.

F. New Administrative Contracts

Dr. Kennedy recommends the Board approve the contracts for the following individuals in

the positions shown. 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 employee and delivered to the President.

Lauren Callo	Associate Vice President-Accounting Services
Charles Roberts	Director-Facilities
Gene White	Executive Director-Special Projects and Partnerships

G. Faculty Contracts

Dr. Kennedy recommends the Board approve the contracts for the following faculty members 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 employee and delivered to the President.

Anthony Cummins	Faculty-Automation
Megan Gooding	Faculty-History
Danievia Rolon	Faculty-Health Sciences-WRTTC
Daniel Rusert	Faculty-Natural Gas Compression

8. President's Updates

A. Monthly Donation Report

Enclosed from January 13, 2026-February 5, 2026

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.

Erica Castrillo	Assistant Teacher-Pre-K Academy
Margarita Rezunenko	Coordinator AHEC
Xsenia Salmon	Specialist-Technical Services

For your information, Dr. Kennedy approved the full-time non-contractual employment changes of the following individual(s) to the position(s) shown.

Ashley Bell	Lead Dual Credit Advisor
Courtney Fairchild	Director of Compliance and Operations
Juan Gomez	Pathways Advisor
Amy Webb	Director of Dual Credit Services
Kathryn Zimmerhanel	Registrar

C. Resignations

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

Ida Jean Curiel	Associate Director First Generation Initiatives
Priscilla Gomez	Teacher/Lab Instructor HLGCC
Andres Hernandez	Police Officer
Jesus Machuca	Groundskeeper I
Timothy Roberts	Faculty Automotive Technology
Linda Scott	Police Officer
Darian Villarreal	Coordinator Operations Chaparral Center

D. Board Annual Training Plan-2026

E. Upcoming Events – Next Board Meeting March 17th, 2026

9. Executive Session

The Board will convene into Executive Session under the provision of Texas Government Code §551.072 (Real Property) and §551.071 (Consultation with Attorney). The Executive Session will not be open to the public.

10. Acknowledgement of Outgoing Board Member

11. 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
January 20, 2026 4:00 pm**

A regular meeting of the Board of Trustees of Midland College was held January 20, 2026, 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, Ms. Linda Cowden, Mr. Mike Oestmann, Mrs. Charlene McBride, Mrs. Christine Foreman, Mr. Larry Lawrence, Mr. Scott Kidwell, and Ms. Linda Cowden.

Those absent include Mr. Adrian Carrasco.

Public Comments

There were no public comments.

Introduction of Men's and Women's Basketball Teams – Coach Isaac Fontenot-Amedee and Coach Ron Jones

Division Presentation – Respiratory Care-Kally Eddison and Holly Baker

The Board heard from Kally Eddison, Program Chair, and Holly Baker, Clinical Director, regarding the Respiratory Care program. Several recent improvements have been made to the program, including updates to the application process, strengthened recruitment and advising, enhanced guidance and retention practices, and better alignment of curriculum, clinical experiences, and accreditation requirements. These changes have supported higher board exam success and increased graduation continuation.

Program outreach efforts are expanding through multiple communication channels and active community engagement, helping meet local hospital workforce needs. Outcomes have improved steadily over the past five years, with a significant rise in program demand, applications increasing from 15 to 81, and corresponding gains in enrollment and graduates.

Graduate placement remains strong, with most students securing employment within the local community, reinforcing the program's role in supporting regional healthcare staffing needs.

Consent Agenda

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

- A. Minutes of the Board Meeting on December 18, 2025
- B. 2026-2027 Academic Calendar
- C. Monthly Statements of Revenues and Expenses through December 31, 2025

Presentation

- A. Proposed Local Policies
Dr. Deana Savage reviewed major local policy revisions that will be brought to the Board for approval beginning next month.

Action Items

- A. Faculty Contracts
Mr. Oestmann made a motion to approve the contract(s) for the faculty member(s) listed below. Mr. Lynch seconded the motion and the motion passed unanimously.

Robert Custer
Hector Montes

Faculty-Diesel Technology
Faculty-Automotive Technology

- B. New Administrative Contract
Mrs. Foreman made a motion to approve the contract(s) for the following individual(s) in the position(s) shown. Mrs. McBride seconded the motion and the motion passed unanimously.

Crystal Velasquez

Executive Director-Digital Transformation

President's Updates

- A. Monthly Donations

Enclosed from December 10, 2025-January 12, 2026

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.

Ethan Hedges	Analyst-Research & Data
Daisy Marquez	Assistant Teacher-Pre-K Academy
Shelby Marquez	Specialist-Records

For your information, Dr. Kennedy approved the full-time non-contractual employment changes of the following individual(s) to the position(s) shown.

Daisy DeLucas	Director of Accounting-Foundation
Geraldyn Kenimer	Director of Accounting
Beronica Villegas	Administrative Assistant-Business & Information Technology

D. Resignations & Retirements

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

Anwar Arlufaye	Assistant Teacher-Pre K Academy
Edna Garcia	Academic Advisor Pathways
Justin Gonzalez	Faculty-Mathematics

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

Sylvia Cevallos	Coordinator, Accounts Payable/Purchasing
Curt Pervier	Associate Vice President-CTE Planning & Coordination

E. Upcoming Events – Next Board Meeting February 20, 2026

It was noted that the above date for the next Board Meeting is incorrect. The next regular meeting of the Board will be held on February 17, 2026.

Executive Session

The Board convened into Executive Session at 4:58 p.m. under the provision of Texas Government Code §551.072 (Real Property) and §551.071 (Consultation with Attorney). The Executive Session was not open to the public.

At 5:46 p.m. the Board convened into open session. No action was taken.

Adjournment

The Board adjourned at 5:47 p.m.

Midland College
Comparative Year-To-Date Operating Revenues
January 31, 2026
(41.67% of Year Completed) Unaudited

	Fiscal Year 2024-2025			Fiscal Year 2025-2026		
Source of Funds	Total Received	Actual thru January	Percent Received	Original Budget	Actual thru January	Percent Received
State Appropriation	11,731,083	6,196,212	52.82%	10,059,226	5,112,047	50.82%
Ad Valorem Taxes	43,127,550	21,423,165	49.67%	45,748,517	22,146,964	48.41%
Tuition and Fees	10,763,428	8,274,073	76.87%	11,854,813	9,730,084	82.08%
Other Income	6,387,071	2,998,091	46.94%	5,048,275	1,656,462	32.81%
Auxiliary	1,211,830	933,625	77.04%	1,355,500	1,127,821	83.20%
Total Unrestricted and Auxiliary	73,220,962	39,825,166	54.39%	74,066,331	39,773,378	53.70%
Restricted Funds	23,263,908	6,143,186	26.41%	14,485,653	7,405,096	51.12%
Total Revenue	96,484,870	45,968,352	47.64%	88,551,984	47,178,474	53.28%

Midland College

Comparative Year-To-Date Operating Expenses

January 31, 2026

(41.67% of Year Completed) Unaudited

	Fiscal Year 2024-2025			Fiscal Year 2025-2026		
	Total Expended	Actual thru January	Percent Expended	Original Budget	Actual thru January	Percent Expended
Instruction	20,261,148	8,357,427	41.25%	22,001,683	5,038,464	22.90%
Public Service/Extension	4,283,332	1,307,732	30.53%	4,670,362	1,095,451	23.46%
Academic Support	7,420,744	3,164,615	42.65%	8,351,451	2,170,353	25.99%
Student Services	5,296,080	2,017,687	38.10%	5,819,650	1,116,661	19.19%
Institutional Expense	13,023,339	5,003,053	38.42%	14,789,126	4,033,887	27.28%
Physical Plant	13,427,252	4,075,681	30.35%	11,417,632	6,137,363 *	53.75%
Auxiliary	5,213,201	2,603,522	49.94%	5,371,177	2,501,784	46.58%
Transfers	3,820,193	686,001	17.96%	1,645,250	545,503	33.16%
Total Unrestricted and Auxiliary	72,745,289	27,215,718	37.41%	74,066,331	22,639,466	30.57%
Restricted Funds	24,182,716	15,623,431	64.61%	14,485,653	15,368,426	106.09%
Total Current Fund Expenses	96,928,005	42,839,149	44.20%	88,551,984	38,007,892	42.92%

* See Dorm Project Expenditure Report

Midland College
Comparative Year-To-Date Operating Expenses
By Natural Expense Classification
Unrestricted and Auxiliary Funds Only
January 31, 2026
(41.67% of Year Completed) Unaudited

	Fiscal Year 2024-2025			Fiscal Year 2025-2026		
	Total Expended	Actual thru January	Percent Expended	Amended Budget	Actual thru January	Percent Expended
Salaries & Benefits						
Non-Faculty Salary-FT	19,200,022	6,888,889	35.88%	21,887,719	4,354,240	19.89%
Non-Faculty Salary-PT	1,171,513	440,101	37.57%	1,655,548	219,393	13.25%
Faculty & Lab Salaries-FT	11,454,248	4,727,421	41.27%	12,954,407	2,789,251	21.53%
Faculty & Lab Salaries-PT	4,304,995	1,599,938	37.16%	3,832,442	1,213,897	31.67%
Staff Benefits	8,554,036	3,388,551	39.61%	8,779,554	1,794,506	20.44%
Subtotal Salaries & Benefits	44,684,814	17,044,900	38.14%	49,109,670	10,371,287 **	21.12%
Contracted Services	5,618,388	2,338,427	41.62%	3,851,813	1,399,324	36.33%
Utilities	1,806,358	509,730	28.22%	1,945,400	703,639	36.17%
Supplies and Consumables	1,805,374	731,061	40.49%	2,047,170	589,430	28.79%
Other Operating	8,443,999	4,304,567	50.98%	12,055,500	4,628,929	38.40%
Travel & Professional Development	610,983	219,832	35.98%	829,727	151,203	18.22%
Equipment and Capital Outlay	4,642,766	182,381	3.93%	1,036,933	2,993,506 *	288.69%
Scholarships & Financial Aid (Unrestricted)	1,312,414	1,198,819	91.34%	1,544,868	1,256,645	81.34%
Debt Covenant and Other Transfers	3,820,193	686,001	17.96%	1,645,250	545,503	33.16%
Total Unrestricted and Auxiliary	72,745,289	27,215,718	37.41%	74,066,331	22,639,466	30.57%

* See Dorm Project Expenditure Report

Midland College
Approved Projects from Net Position Reported in Operating Expenses
January 31, 2026
(41.67% of Year Completed) Unaudited

	Fiscal Year 2025-2026			
	<u>Original Approved</u>	<u>2024-2025 Actual</u>	<u>Actual thru January</u>	<u>Percent Expended</u>
Dorm Renovation Project Reported within Physical Plant / Equipment & Capital Outlay	10,430,154	2,810,910	2,930,519 *	55.05%

Racial Profiling Report | Full

Agency Name: MIDLAND COLLEGE POLICE DEPT.
Reporting Date: 01/28/2026
TCOLE Agency Number: 329005

Chief Administrator: ASHLEY D BORGSTEDTE

Agency Contact Information:
Phone: (432) 685-4734
Email: aborgstedte@midland.edu

Mailing Address:
3600 N GARFIELD ST, MIDLAND, TX, 797056329

This Agency filed a full report

MIDLAND COLLEGE POLICE DEPT. has adopted a detailed written policy on racial profiling. Our policy:

- 1) clearly defines acts constituting racial profiling;
- 2) strictly prohibits peace officers employed by the MIDLAND COLLEGE POLICE DEPT. from engaging in racial profiling;
- 3) implements a process by which an individual may file a complaint with the MIDLAND COLLEGE POLICE DEPT. if the individual believes that a peace officer employed by the MIDLAND COLLEGE POLICE DEPT. has engaged in racial profiling with respect to the individual;
- 4) provides public education relating to the agency's complaint process;
- 5) requires appropriate corrective action to be taken against a peace officer employed by the MIDLAND COLLEGE POLICE DEPT. who, after an investigation, is shown to have engaged in racial profiling in violation of the MIDLAND COLLEGE POLICE DEPT. policy;
- 6) requires collection of information relating to motor vehicle stops in which a warning or citation is issued and to arrests made as a result of those stops, including information relating to:
 - a. the race or ethnicity of the individual detained;
 - b. whether a search was conducted and, if so, whether the individual detained consented to the search;
 - c. whether the peace officer knew the race or ethnicity of the individual detained before detaining that individual;
 - d. whether the peace officer used physical force that resulted in bodily injury during the stop;
 - e. the location of the stop;
 - f. the reason for the stop.
- 7) requires the chief administrator of the agency, regardless of whether the administrator is elected, employed, or appointed, to submit an annual report of the information collected under Subdivision (6) to:
 - a. the Commission on Law Enforcement; and
 - b. the governing body of each county or municipality served by the agency, if the agency is an agency of a county, municipality, or other political subdivision of the state.

The MIDLAND COLLEGE POLICE DEPT. has satisfied the statutory data audit requirements as prescribed in Article 2.133(c), Code of Criminal Procedure during the reporting period.

Executed by: Ashley Borgstedte
Chief of Police

Date: 01/28/2026

Total stops: 777

Street address or approximate location of the stop

City street	57
US highway	0
County road	0
State highway	31
Private property or other	689

Was race or ethnicity known prior to stop?

Yes	2
No	775

Race / Ethnicity

Alaska Native / American Indian	2
Asian / Pacific Islander	29
Black	64
White	279
Hispanic / Latino	403

Gender

Female	363
Alaska Native / American Indian	2
Asian / Pacific Islander	17
Black	33
White	126
Hispanic / Latino	185
Male	414
Alaska Native / American Indian	0
Asian / Pacific Islander	12
Black	31
White	153
Hispanic / Latino	218

Reason for stop?

Violation of law	2
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0

Hispanic / Latino	2
Preexisting knowledge	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Moving traffic violation	411
Alaska Native / American Indian	0
Asian / Pacific Islander	22
Black	32
White	160
Hispanic / Latino	197
Vehicle traffic violation	364
Alaska Native / American Indian	2
Asian / Pacific Islander	7
Black	32
White	119
Hispanic / Latino	204
Was a search conducted?	
Yes	4
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	1
Hispanic / Latino	3
No	773
Alaska Native / American Indian	2
Asian / Pacific Islander	29
Black	63
White	279
Hispanic / Latino	400
Reason for Search?	
Consent	2
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0

Hispanic / Latino	2				
Contraband	0				
Alaska Native / American Indian	0				
Asian / Pacific Islander	0				
Black	0				
White	0				
Hispanic / Latino	0				
Probable	1				
Alaska Native / American Indian	0				
Asian / Pacific Islander	0				
Black	1				
White	0				
Hispanic / Latino	0				
Inventory	0				
Alaska Native / American Indian	0				
Asian / Pacific Islander	0				
Black	0				
White	0				
Hispanic / Latino	0				
Incident to arrest	1				
Alaska Native / American Indian	0				
Asian / Pacific Islander	0				
Black	0				
White	0				
Hispanic / Latino	1				
Was Contraband discovered?					
Yes	0				
		Did the finding result in arrest?			
		(total should equal previous column)			
Alaska Native / American Indian	0	Yes	0	No	0
Asian / Pacific Islander	0	Yes	0	No	0
Black	0	Yes	0	No	0
White	0	Yes	0	No	0
Hispanic / Latino	0	Yes	0	No	0
No	4				
Alaska Native / American Indian	0				
Asian / Pacific Islander	0				
Black	1				
White	0				
Hispanic / Latino	3				

Description of contraband	
Drugs	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Weapons	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Currency	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Alcohol	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Stolen property	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Other	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Result of the stop	
Verbal warning	197

Alaska Native / American Indian	1
Asian / Pacific Islander	6
Black	15
White	73
Hispanic / Latino	102
Written warning	213
Alaska Native / American Indian	1
Asian / Pacific Islander	7
Black	18
White	95
Hispanic / Latino	92
Citation	365
Alaska Native / American Indian	0
Asian / Pacific Islander	16
Black	31
White	110
Hispanic / Latino	205
Written warning and arrest	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Citation and arrest	2
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	1
Hispanic / Latino	1
Arrest	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Arrest based on	
Violation of Penal Code	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0

Black	0
White	0
Hispanic / Latino	0
Violation of Traffic Law	2
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	1
Hispanic / Latino	1
Violation of City Ordinance	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Outstanding Warrant	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0

Was physical force resulting in bodily injury used during stop?

Yes	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Resulting in Bodily Injury To:	
Suspect	0
Officer	0
Both	0
No	777
Alaska Native / American Indian	2
Asian / Pacific Islander	29
Black	64
White	279
Hispanic / Latino	403

Number of complaints of racial profiling

Total	0
Resulted in disciplinary action	0
Did not result in disciplinary action	0

Comparative Analysis

Use TCOLE's auto generated analysis	<input type="checkbox"/>
Use Department's submitted analysis	<input type="checkbox"/>

Optional Narrative

N/A

Submitted electronically to the



The Texas Commission on Law Enforcement



SECTION 1

INTRODUCTION

SECTION 1: INTRODUCTION

Background.....	1
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Authority.....	2
Summary of Sections	3

BACKGROUND

Midland County is located on the southern edge of the High Plains in west Texas. The largest city and county seat, Midland, is approximately 23 miles northeast of Odessa. Martin County borders the northern portion of the county, Glasscock County is to the east, Ector County is to the west, Andrews County is adjacent to the northwest, Upton County is to the south, and Reagan County is to the southeast.

Texas is prone to extremely heavy rains and flooding, with half of the world record rainfall rates (48 hours or less).¹ While flooding is a well-known risk, Midland County is susceptible to a wide range of natural hazards, including but not limited to tornadoes, extreme heat, wildfire, and drought. These life-threatening hazards can destroy property, disrupt the economy, and lower the overall quality of life for individuals.

While it is impossible to prevent an event from occurring, the impacts to people and property can be minimized through effective mitigation. The Federal Emergency Management Agency (FEMA) defines mitigation as *sustained actions taken to reduce or eliminate long-term risk to people and property from hazards and their effects*.² Communities participate in hazard mitigation by developing Hazard Mitigation Action Plans (HMAPs). The Texas Division of Emergency Management (TDEM) is required to review the plan, and FEMA has the authority to review and approve hazard mitigation plans through the Disaster Mitigation Act of 2000.

Midland County selected H2O Partners, Inc. to write and develop the 2025 HMAP Plan, hereinafter titled: “Midland County Hazard Mitigation Action Plan 2025: Maintaining a Safe, Secure, and Sustainable Community” (Plan). This is a multi-jurisdictional plan; the participating jurisdictions include:

- | | |
|-------------------|-----------------------------|
| ○ Midland County | ○ Midland ISD |
| ○ City of Midland | ○ Midland College |
| ○ Greenwood ISD | ○ Midland Memorial Hospital |

Hazard mitigation activities are an investment in a community’s safety and sustainability. It is widely accepted that the most effective hazard mitigation measures are implemented at the local government level, where decisions on the regulation and control of development are ultimately made. A comprehensive review of a hazard mitigation plan addresses vulnerabilities to hazards that exist today and in the foreseeable future. Therefore, it is essential that a plan identify projected patterns of how future development will increase or decrease a community’s overall hazard vulnerability. The HMAP planning process provided an opportunity for Midland

¹ Source: <http://www.floodsafety.com/texas/regional-info/san-antonio-flooding/>

² Source: <http://www.fema.gov/hazard-mitigation-planning-resources>

SECTION 1: INTRODUCTION

County to evaluate successful mitigation actions and explore opportunities to avoid future disaster loss.

SCOPE

The focus of the Plan is to identify activities to mitigate hazards classified as “high” or “moderate” risk, as determined through a detailed hazard risk assessment conducted for Midland County and the participating jurisdiction, educational institutions and special district. The hazard classification enables the County and participating jurisdiction, educational institutions and special district to prioritize mitigation actions based on hazards that can present the greatest risk to lives and property in the geographic scope.

PURPOSE

The Plan was prepared by Midland County, the participating jurisdiction, educational institutions, special district, and H2O Partners, Inc. The purpose of the Plan is to protect people and structures and to minimize the costs of disaster response and recovery. The goal of the Plan is to minimize or eliminate long-term risks to human life, property, operations, and the environment from known hazards by identifying risks and implementing cost-effective hazard mitigation actions. The planning process is an opportunity for participating jurisdictions, educational institutions, and special district within Midland County, stakeholders, and the general public to evaluate and develop successful hazard mitigation actions to reduce future risk of loss of life and damage to property resulting from a disaster in Midland County.

The Mission Statement of the Plan is “*Maintaining a secure and sustainable future through the revision and development of targeted hazard mitigation actions to protect life and property.*”

Participating jurisdictions, educational institutions and special district within Midland County, and planning participants identified 11 natural hazards to be addressed by the Plan. The specific goals of the Plan are to:

- Minimize disruption to participating jurisdictions, educational institutions and special district within Midland County following a disaster;
- Streamline disaster recovery by articulating actions to be taken before a disaster strikes to reduce or eliminate future damage;
- Demonstrate a firm local commitment to hazard mitigation principles;
- Serve as a basis for future funding that may become available through grants and technical assistance programs offered by the State or Federal government. The Plan will enable participating jurisdictions, educational institutions and special district within Midland County to take advantage of rapidly developing mitigation grant opportunities as they arise; and
- Ensure that participating jurisdictions, educational institutions and special district within Midland County maintain eligibility for the full range of future Federal disaster relief.

AUTHORITY



The Plan is tailored specifically for participating jurisdictions, educational institutions and special district within Midland County and plan participants, including Planning Team members,

SECTION 1: INTRODUCTION

stakeholders, and the general public who participated in the Plan development process. The Plan complies with all requirements promulgated by the Texas Division of Emergency Management (TDEM) and all applicable provisions of the Robert T. Stafford Disaster Relief and Emergency Assistance Act, Section 104 of the Disaster Mitigation Act of 2000 (DMA 2000) (P.L. 106-390), and the Bunning-Bereuter-Blumenauer Flood Insurance Reform Act of 2004 (P.L. 108-264), which amended the National Flood Insurance Act (NFIA) of 1968 (42 U.S.C. 4001, et al). Additionally, the Plan complies with the Interim Final Rules for the Hazard Mitigation Planning and Hazard Mitigation Grant Program (44 CFR, Part 201), which specify the criteria for approval of mitigation plans required in Section 322 of the DMA 2000 and standards found in FEMA’s “Local Mitigation Planning Policy Guide” (April 2025), and the “Local Mitigation Planning Handbook” (June 2025).

SUMMARY OF SECTIONS

Sections 1 and 2 of the Plan outline the Plan’s purpose and development, including how Planning Team members, stakeholders, and members of the general public were involved in the planning process. Section 3 profiles the planning area’s population and economy.

Sections 4 through 15 present a hazard overview and information on individual natural hazards in the planning area. For each hazard, the Plan presents a description of the hazard, a list of historical hazard events, and the results of the vulnerability and risk assessment process.

Section 16 presents hazard mitigation goals and objectives. Section 17 presents hazard mitigation actions for Midland County and the participating jurisdiction, educational institutions, and special district. Section 18 identifies Plan maintenance mechanisms.

Human-caused hazards are included in Appendix A. The list of Planning Team members and stakeholders is located in Appendix B. Public survey results are presented in Appendix C. Appendix D contains a detailed list of critical facilities for the area. Appendix E contains information regarding dam locations within Midland County. Appendix F contains information regarding workshops and meeting documentation. Capability Assessment results for the Plan participants are in Appendix G. Appendix H includes State and Federal Funding Opportunities. Resolutions denoting adoption of the Plan are located at the end of this document.³

³ Information contained in some of these appendices is exempt from public release under the Freedom of Information Act (FOIA).



Midland College

Purchase Request
Regular Board Meeting February 11, 2026
Consideration of Approval to Purchase Canvas Licenses
Amount: \$257,244.18

PURCHASE RECOMMENDATION

The administration recommends that the Board of Trustees award a contract to Instructure to purchase Canvas Licenses for the campus. This vendor meets all the required specifications and purchase will be made through our Omnia Partner Cooperative.

IMPACT OF THIS ACTION

If approved, this will allow the College to continue using Instructure under a new 3-year agreement for the licensing of Canvas Learning Management Services.

BUDGET INFORMATION (INCLUDING ANY STAFFING IMPLICATIONS)

\$257,244.18 (total for 3 years) - This expenditure will be funded within the Information Technology Software budget, subject to Board approval.

PURCHASING CONTRACT TIMELINE

These licenses will be for the term of March 26, 2026 through March 25, 2029.

ATTACHMENTS

Quote submitted.



Instructure, Inc.
6330 South 3000 East, Suite 700
Salt Lake City, UT 84121
United States

Order Form

Order: Q-533784-5

Date: 2026-02-10

Order Valid Through: 2026-03-25

Order Form for Midland College

Bill to Information

Entity Name: Midland College
Address: 3600 North Garfield
City: Midland
State/Province: Texas
Zip/Postal Code: 79705
Country: United States

Billing Contact

Name:

Email:

Phone:

Ship to Information

Entity Name: Midland College
Address: 3600 North Garfield
City: Midland
State/Province: Texas
Zip/Postal Code: 79705
Country: United States

Shipping Contact

Name: Karissa Kienast

Email: kkienast@midland.edu

Phone: +1 432 685 4500

Billing Information

Billing Frequency: Annual Upfront

Billing Frequency Term: Non-Recurring items will be invoiced upon signing. Recurring items will be invoiced 30 days prior to the annual start date.

Payment Terms: Net 30

Year 1								
Ref	Description	Start Date	End Date	Invoice	Metric	Qty	Price	Amount
S1	Canvas LMS Cloud Subscription	2026-03-26	2027-03-25	Recurring	FTE	3,759	USD 15.60	USD 58,640.40
S2	Additional Canvas LMS Instance	2026-03-26	2027-03-25	Recurring	Per Each	1	USD 1,593.75	USD 1,593.75
S3	Canvas Studio Cloud Subscription	2026-03-26	2027-03-25	Recurring	FTE	3,759	USD 5.13	USD 19,283.67
S4	Additional Ticketing System License	2026-03-26	2027-03-25	Recurring	Per Each	3	USD 567.10	USD 1,701.30

Year 2								
Ref	Description	Start Date	End Date	Invoice	Metric	Qty	Price	Amount
S1	Canvas LMS Cloud Subscription	2027-03-26	2028-03-25	Recurring	FTE	3,759	USD 16.54	USD 62,173.86
S2	Additional Canvas LMS Instance	2027-03-26	2028-03-25	Recurring	Per Each	1	USD 1,673.44	USD 1,673.44
S3	Canvas Studio Cloud Subscription	2027-03-26	2028-03-25	Recurring	FTE	3,759	USD 5.39	USD 20,261.01
S4	Additional Ticketing System License	2027-03-26	2028-03-25	Recurring	Per Each	3	USD 595.46	USD 1,786.38

Year 3								
Ref	Description	Start Date	End Date	Invoice	Metric	Qty	Price	Amount
S1	Canvas LMS Cloud Subscription	2028-03-26	2029-03-25	Recurring	FTE	3,759	USD 17.36	USD 65,256.24
S2	Additional Canvas LMS Instance	2028-03-26	2029-03-25	Recurring	Per Each	1	USD 1,740.38	USD 1,740.38

S3	Canvas Studio Cloud Subscription	2028-03-26	2029-03-25	Recurring	FTE	3,759	USD 5.66	USD 21,275.94
S4	Additional Ticketing System License	2028-03-26	2029-03-25	Recurring	Per Each	3	USD 619.27	USD 1,857.81

Billing Summary			
Segment	Recurring	Non-Recurring	Total
Year 1	USD 81,219.12	USD 0.00	USD 81,219.12
Year 2	USD 85,894.69	USD 0.00	USD 85,894.69
Year 3	USD 90,130.37	USD 0.00	USD 90,130.37
Total	USD 257,244.18	USD 0.00	USD 257,244.18

Products	Description	Qty
Canvas LMS Cloud Subscription	Canvas LMS Cloud Subscription: Per FTE	3,759.00
Additional Canvas LMS Instance	Add an additional Instance of Canvas.	1.00
Canvas Studio Cloud Subscription	Canvas Studio Cloud Subscription: Per FTE	3,759.00
Additional Ticketing System License	Additional Ticketing System license per year	3.00

Quote Special Terms

The services provided under this Order Form shall begin on the first year Start Date set forth above and continue through the last year End Date set forth above, provided, however, that Instructure may provide certain implementation related services prior to the first year Start Date at its sole discretion.

Payment Terms - Renewal Order Form: In the event that Customer fails to execute this Order Form prior to the Start Date listed above, all fees shall become due payable upon Customer's receipt of an invoice.

Non-Recurring Expiration: Unless otherwise stated in an applicable Statement of Work or this Order Form, Non-Recurring Products and 3rd Party Products must be completed within 12 months beginning on the later of the last date of signature or the Initial Start Date specified in this Order Form.

Product Special Terms

Instructure's support terms are available as follows: <https://www.instructure.com/canvas/support-terms>

Terms and Conditions

Governing Terms: This Order Form shall be governed by the Master Terms and Conditions which can be found here: <https://www.instructure.com/policies/mastertermsconditions>

Data Processing Addendum: The data processing addendum between the parties is available at: <https://www.instructure.com/policies/data-processing-addendum>

Conflict Clause: In the event of any conflict between this Master Terms and Conditions and any addendum thereto and this Order Form, the provisions of this Order Form shall control.

Product Supplement Terms: Product Specific Supplements which can be found here: <https://www.instructure.com/policies/product-supplements>, govern the use of the applicable product and/or feature offerings listed in this Order Form and/or utilized by Customer, and are incorporated into the Master Terms and Conditions.

Notes:

Omnia Agreement Number R250502

PURCHASE ORDER INFORMATION	TAX INFORMATION
Is a Purchase Order required for the purchase or payment of the products on this order form? Please Enter (Yes or No):	Check here if your company is exempt from US state sales tax:
If Yes, please enter PO Number:	<i>Please email all US state sales tax exemption certifications to ar@instructure.com</i>

Customer purchasing documentation, such as Purchase Orders, shall only be used as proof of acceptance of the Order Form referenced therein, and the associated Master Terms and Conditions. Any terms and conditions included in any such Customer purchasing documentation are hereby expressly disclaimed by Instructure, shall be void and of no effect, and shall in all cases be superseded by the applicable Master Terms and Conditions.

By executing this Order Form, each party agrees to be legally bound by this Order Form.

Midland College

Signature: _____

Name: Jeff Chambers

Title: VP of Administrative Services Office

Date: _____

Instructure, Inc. (USA/CAN)

Signature: _____

Name: _____

Title: _____

Date: _____



Midland College

Qualification Request
Regular Board Meeting February 17, 2026
Consideration of Approval of CMAR Vendor for Fire Suppression

QUALIFICATION RECOMMENDATION

The administration recommends that the Board of Trustees to pursue an agreement for CMAR services with McGough Construction. This vendor meets all the required specifications.

BACKGROUND

Midland College wishes to construct a fire suppression loop for dorms and possible expansion to the north area of campus through the CMAR method approved in December. Proposals were received from McGough Construction and The Robins and Morton Group.

IMPACT OF THIS ACTION

If approved, Midland College will work with McGough and DLR to develop a full construction proposal for the Board to approve at the March meeting.

BUDGET INFORMATION (INCLUDING ANY STAFFING IMPLICATIONS)

No budget impact at this time.

PURCHASING CONTRACT TIMELINE

We plan on bringing a CMAR contract to the Board in March for approval.

ATTACHMENTS

Fees and Overhead Comparison
McGough Proposal



MIDLAND COLLEGE
CONSTRUCTION MANAGER at RISK COMPARISON MATRIX
FIRE TANK AND PUMP FEE AND GENERAL CONDITIONS



	McGough	Robins & Morton
PROPOSED CMAR FEES AND OVERHEAD		
CONSTRUCTION FEE		
CMAR Fee Proposed as percentage of Cost of Work (CoW)	5.25%	3.75%
CMAR Fee Calculated based on \$750k CoW (approx)	\$ 39,375	\$ 28,125
CONSTRUCTION OVERHEAD COST		
General Conditions (Lump Sum Cost) based on \$750k CoW and 5 months	\$ 115,153	\$ 212,288
Insurance (General Liability & Builder's Risk) (approx)	\$ 9,375	\$ 9,375
TOTAL PROPOSED CONSTRUCTION FEE & OVERHEAD (approx, if awarded)	\$ 163,903	\$ 249,788



Midland College Fire Tank and Pump House GC and Fee Budget Proposal Midland, TX

GC and Fee Proposal

February 6, 2026

General Conditions: \$115,153

GCs/Month: Approx. \$ 23,031 per month
based on a 5 month schedule

General Liability Insurance: 0.95% of Contract Value

Builder's Risk Insurance 0.30% of Contract Value

SDI: 1.20% of C.O.W.

Contractor's Overhead & Profit 5.25% of Sum of C.O.W., GC's, GR's, & Insurances

Qualifications

Proposal is preliminary and subject to change once contract documents, including drawings, specifications, draft contract, schedule, and insurance requirements have been received and reviewed by McGough.

This proposal assumes that the will work take place concurrently with our current project, the Texas Tech PA Addition building and will be utilizing the same project team.



Midland College

Office of the President

Memo

Date: February 11, 2026

To: Board of Trustees

From: Dr. Deana Savage, Chief of Staff

Re: Local Policy Updates

Attached are proposed changes to Local Policies BA-College District Governance, BAA- College District Governance: Board Legal Status, BAAA-Board Legal Status: Powers, Duties, Responsibilities, BBE- Board Members: Authority, BD-Board Meetings, BGC- Administrative Organization: Councils and Faculty Senates, CDB-Accounting: Inventories, CL- Facilities Planning, CM-Facilities Construction, CRB- Technology Resources: Artificial Intelligence, CS- Information Security, DC- Employment Practices, DGBA-Personnel-Management Relations: Employee Grievances, DGC- Employee Rights and Privileges: Employee Expression and Use of College Facilities, DH-Employee Standards of Conduct, DHB- Employee Standards of Conduct: Child Abuse and Neglect Reporting, DJA-Assignment, Work Load, and Schedules: Telework, DM- Termination of Employment, EFAA-Instructional Programs and Courses: Academic Courses, EFB- Curriculum Design: Degrees and Certificates, EGA-Academic Achievement: Grading and Credit, FB- Admissions, FC-Registration and Attendance, FLA- Student Rights and Responsibilities: Student Expression and Use of College Facilities, FLB-Student Rights and Responsibilities: Student Conduct, FLBE- Student Conduct: Alcohol and Drug Use, FLD-Student Rights and Responsibilities: Student Complaints, GB- Public Complaints and Hearings, and GD-Community Expression and Use of College Facilities.

These updates are recommended by the administration and have been developed with the assistance of TASB personnel.

Explanations for policy changes are included.

Instruction Sheet

Community College Localized Policy Manual Update 50

Midland College

Code	Type	Action To Be Taken	Note
ATTN	(NOTE)	No policy enclosed	See explanatory note
BA	(LOCAL)	DELETE policy	See explanatory note
BAA	(LOCAL)	Replace policy	Revised policy
BAAA	(LOCAL)	ADD policy	See explanatory note
BBE	(LOCAL)	Replace policy	Revised policy
BD	(LOCAL)	Replace policy	Revised policy
BGC	(LOCAL)	Replace policy	Revised policy
CDB	(LOCAL)	Replace policy	Revised policy
CL	(LOCAL)	ADD policy	See explanatory note
CM	(LOCAL)	Replace policy	Revised policy
CRB	(LOCAL)	ADD policy	See explanatory note
CS	(LOCAL)	Replace policy	Revised policy
DC	(LOCAL)	Replace policy	Revised policy
DGBA	(LOCAL)	Replace policy	Revised policy
DGC	(LOCAL)	Replace policy	Revised policy
DH	(LOCAL)	Replace policy	Revised policy
DHB	(LOCAL)	Replace policy	Revised policy
DJA	(LOCAL)	ADD policy	See explanatory note
DM	(LOCAL)	Replace policy	Revised policy
EFAA	(LOCAL)	ADD policy	See explanatory note
EFB	(LOCAL)	Replace policy	Revised policy
EGA	(LOCAL)	Replace policy	Revised policy
FB	(LOCAL)	Replace policy	Revised policy
FC	(LOCAL)	Replace policy	Revised policy
FLA	(LOCAL)	Replace policy	Revised policy
FLB	(LOCAL)	Replace policy	Revised policy
FLBE	(LOCAL)	Replace policy	Revised policy
FLD	(LOCAL)	Replace policy	Revised policy
GB	(LOCAL)	Replace policy	Revised policy
GD	(LOCAL)	Replace policy	Revised policy

Explanatory Notes

Community College Localized Policy Manual Update 50

Midland College

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 and second special session, as well as amendments to 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.

BA(LOCAL)

COLLEGE DISTRICT GOVERNANCE

Language from this policy has been moved to policy BAA to accommodate the reorganization of policies related to college district governance.

BAA(LOCAL)

COLLEGE DISTRICT GOVERNANCE: BOARD LEGAL STATUS

Language from policy BA has been moved to this policy to accommodate the reorganization of policies related to college district governance.

Language from this policy code has been moved to policy BAAA.

BAAA(LOCAL)

BOARD LEGAL STATUS: POWERS, DUTIES, RESPONSIBILITIES

Language from policy BAA has been moved to this policy to accommodate the reorganization of policies related to college district governance.

BBE(LOCAL)

BOARD MEMBERS: AUTHORITY

Recommended revisions to this policy address HB 4310, which establishes a procedure for board members to access records maintained by the college while preserving the Confidentiality of those records.

Additional changes have been made for clarity.

BD(LOCAL)

BOARD MEETINGS

Recommended revisions to this policy incorporate HB 1522, which updates the meeting notice requirements under the Open Meetings Act to require that notice of a meeting be posted three business days before the scheduled date of a meeting, at Notice to Members.

BGC(LOCAL)

ADMINISTRATIVE ORGANIZATION: COUNCILS AND FACULTY SENATES

Recommended revisions address SB 37, which establishes the requirements for a Faculty Senate, including requirements related to Membership, Officers, Compensation, Governing Documents, Faculty Senate Meetings, and Communications, as well as the requirement that policies and procedures remain in Harmony with Law.

At Removal, recommended language incorporates the requirement from the bill that a member may be removed on recommendation of the provost. The title for the employee who serves in the role as provost reflects the information submitted by the college.

A fill-in specifying the number of representatives of each academic unit that will serve on the faculty senate has been added. The policy issued to the college recommends that each academic unit be represented by three members. To update the number of faculty members who will represent each academic unit of the college, please contact your college's policy consultant.

Explanatory Notes

Community College Localized Policy Manual Update 50

Midland College

CDB(LOCAL) ACCOUNTING: INVENTORIES

Recommended revisions address the [Budget Requirements and Annual Financial Reporting Requirements for Texas Public Community Colleges, Fiscal Year 2025](#), which was recently released by the Coordinating Board. The document updates the definition of *capital assets* to recommend, rather than require as in prior years, a minimum capitalization threshold of \$5,000. The revisions permit a community college to choose the threshold at which assets are capitalized. If your college would like to update the threshold for classifying capital assets, please contact the college's policy consultant.

CL(LOCAL) FACILITIES PLANNING

This new policy addresses SB 8 from the second special session, which requires a community college to designate certain private spaces by sex consistent with the bill's provisions.

CM(LOCAL) FACILITIES CONSTRUCTION

Recommended revisions address SB 1173, which increases the contract value threshold at which a community college is required to utilize a statutory competitive procurement method for Construction Contracts from \$50,000 or above to \$100,000 or above.

CRB(LOCAL) TECHNOLOGY RESOURCES: ARTIFICIAL INTELLIGENCE

This new recommended local policy includes information related to AI Use by Employees and Students, including the parameters for use; compliance with privacy and data security law, policies, and regulations; and prohibitions on use of AI tools to harm, bully, or harass others.

CS(LOCAL) INFORMATION SECURITY

Recommended revisions to this policy incorporate HB 150, which requires a college to notify affected persons of cybersecurity incidents, formerly referred to as security incidents.

DC(LOCAL) EMPLOYMENT PRACTICES

Recommended revisions address SB 37, which requires the board to approve hiring decisions for certain positions and allows the board to overturn hiring decisions for certain positions. The titles for the employees who serve in the specified positions reflect the information submitted by the college.

Language related to dismissal of noncontractual employees has been moved to policy DM to consolidate language related to at-will termination.

DGBA(LOCAL) PERSONNEL-MANAGEMENT RELATIONS: EMPLOYEE GRIEVANCES

Language has been reorganized to clarify the structure of grievance processes.

Recommended revisions require the college to provide Notice to Employees on the college's website.

At Formal Process, language has been added to clarify that certain complaints must begin at the board level.

Provisions have been added to provide clarity about what the Record includes, to allow a college to Remand a complaint for an incomplete record, and to allow an employee to make an Audio Recording of a hearing under this policy.

A cross reference has been updated to incorporate the reorganization of policies related to security personnel.

Additional changes have been made for clarity.

Explanatory Notes

Community College Localized Policy Manual Update 50

Midland College

DGC(LOCAL)

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

Recommended revisions throughout this policy incorporate SB 2972, which addresses the regulation of expressive activities on college campuses. A definition of Expressive Activities has been added. At Prohibited Speech and Conduct, existing content from Limitations on Content, Approval, and Common Outdoor Areas has been consolidated and updated to reflect language from the bill prohibiting certain expressive activities on campus.

Also, from SB 2972, language has been added at Time, Place, and Manner Restrictions prohibiting the distribution of materials in a manner that is materially and substantially disruptive to college operations. Language has been added to clarify when Identification must be provided. Employees and employee organizations distributing materials or using college facilities must provide identification to a college representative.

Recommended revisions provide that the Distribution of Literature by faculty and other instructional personnel as part of instruction or other classroom activities is not governed by that section.

Additional changes have been made for clarity.

DH(LOCAL)

EMPLOYEE STANDARDS OF CONDUCT

Recommended revisions address HB 46, which prohibits a college from restricting the storage of low-THC cannabis authorized by state law.

Additional changes have been made for clarity.

DHB(LOCAL)

EMPLOYEE STANDARDS OF CONDUCT: CHILD ABUSE AND NEGLECT REPORTING

Recommended revisions incorporate SB 571, which requires the Reporting of instances of child abuse or neglect to a law enforcement agency within 24 hours and amends the definition of *law enforcement agency*.

DJA(LOCAL)

ASSIGNMENT, WORK LOAD, AND SCHEDULES: TELEWORK

This new recommended local policy addresses SB 2615. It permits employees to telework only under certain specified circumstances.

DM(LOCAL)

TERMINATION OF EMPLOYMENT

Language related to dismissal of noncontractual employees has been moved to this policy to consolidate language related to termination of At-Will Employees.

EFAA(LOCAL)

INSTRUCTIONAL PROGRAMS AND COURSES: ACADEMIC COURSES

This new recommended local policy clarifies the process for the development and adoption of a Core Curriculum by the college.

It also addresses the SB 37 requirement that the board conduct a comprehensive review of the college's general education curriculum, providing that the review must occur every five years, with more frequent reviews at the board's discretion.

It also establishes a process for the submission of an annual update on general education curriculum changes to the board and reflects the board's choice to reserve the right to overturn decisions regarding changes to the curriculum.

Explanatory Notes

Community College Localized Policy Manual Update 50

Midland College

EFB(LOCAL) CURRICULUM DESIGN: DEGREES AND CERTIFICATES

Recommended revisions incorporate SB 37, requiring the college's chief executive officer to develop procedures addressing a Low-Enrollment Certificate Program Review.

EGA(LOCAL) ACADEMIC ACHIEVEMENT: GRADING AND CREDIT

A cross reference has been added to policy code FB to incorporate provisions related to the Academic Fresh Start program.

FB(LOCAL) ADMISSIONS

Recommended revisions address SB 37, clarifying that the board must develop admission procedures in collaboration with the college's chief executive officer.

The recommended revisions address SB 365, permitting the college to disregard course credits and grades earned by an applicant for admission 5-10 years prior to the start of the semester if chosen by the applicant, at Academic Fresh Start. Existing law requires a college to disregard credits earned 10 years prior to the start of the semester for an applicant under the Academic Fresh Start program. The number of years prior to admission at which credits will be disregarded reflects information submitted by the college.

A cross reference has been added to policy code EGA to incorporate provisions related to transfer of credit.

FC(LOCAL) REGISTRATION AND ATTENDANCE

Recommended revisions to this policy address administrative procedures related to registration.

FLA(LOCAL) STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT EXPRESSION AND USE OF COLLEGE FACILITIES

Recommended revisions throughout this policy incorporate SB 2972, which addresses the regulation of expressive activities on college campuses. A definition of Expressive Activities has been added. At Prohibited Speech and Conduct, existing content from Limitations on Content, Approval, and Common Outdoor Areas has been consolidated and updated to reflect language from the bill prohibiting certain expressive activities on campus.

Also, from SB 2972, language has been added at Time, Place, and Manner Restrictions prohibiting the distribution of materials in a manner that is materially and substantially disruptive to college operations. Language has been added to clarify when Identification must be provided. Students and student organizations distributing materials or using college facilities must provide identification to a college representative.

Additional changes have been made for clarity.

FLB(LOCAL) STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT CONDUCT

At Behavior Targeting Others, a cross reference has been added to policy code FM to incorporate the definition of *antisemitism* required to be used in discipline for Student Code of Conduct violations, as provided by SB 326.

FLBE(LOCAL) STUDENT CONDUCT: ALCOHOL AND DRUG USE

Recommended revisions address HB 46, which prohibits a college from restricting the storage of low-THC cannabis authorized by state law.

Additional changes have been made for clarity.

Explanatory Notes

Community College Localized Policy Manual Update 50

Midland College

FLD(LOCAL)

STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT COMPLAINTS

Language has been reorganized to clarify the structure of grievance processes.

Recommended revisions require the college to provide Notice to Students on the college's website to ensure appropriate due process.

At Formal Process, language has been added to clarify that certain complaints must begin at the board level.

Provisions have been added to provide clarity about what the Record includes, to allow a college to Remand a complaint for an incomplete record, and to allow a student to make an Audio Recording of a hearing under this policy.

A cross reference has been updated to incorporate the reorganization of policies related to security personnel.

Additional changes have been made for clarity.

GB(LOCAL)

PUBLIC COMPLAINTS AND HEARINGS

Language has been reorganized to clarify the structure of grievance processes.

At Formal Process, language has been added to clarify that certain complaints must begin at the board level.

Provisions have been added to provide clarity about what the Record includes, to allow a college to Remand a complaint for an incomplete record, and to allow an individual to make an Audio Recording of a hearing under this policy.

A cross reference has been updated to incorporate the reorganization of policies related to security personnel.

Additional changes have been made for clarity.

GD(LOCAL)

COMMUNITY EXPRESSION AND USE OF COLLEGE FACILITIES

Recommended revisions throughout this policy incorporate SB 2972, which addresses the regulation of expressive activities on college campuses. A definition of Expressive Activities has been added. At Prohibited Speech and Conduct, existing content from Approval, Designated Public Forums, and Limitations on Content has been consolidated and updated to reflect language from the bill prohibiting certain expressive activities on campus.

Also, from SB 2972, language has been added at Time, Place, and Manner Restrictions prohibiting the distribution of materials in a manner that is materially and substantially disruptive to college operations. Language has been added to clarify when Identification must be provided. Community members and organizations distributing materials or using college facilities must provide identification to a college representative.

Language related to Designated Public Forums has been added to require the board to designate common outdoor areas where community members may engage in permissible expressive activities and publish those areas on the college's website and in other publications.

Additional changes have been made for clarity.

Midland College
165501

BOARD LEGAL STATUS

BA
(LOCAL)

~~The official title of the governing body of the College District shall be the Midland College Board of Trustees, herein referred to as "the Board."~~

~~BOARD LEGAL STATUS~~ COLLEGE DISTRICT GOVERNANCE
~~POWERS, DUTIES, RESPONSIBILITIES~~ BOARD LEGAL STATUS

BAA
(LOCAL)

~~In addition to the duties required by law, the Board shall approve membership to the Foundation Board of Directors.~~

The official title of the governing body of the College District shall be the Midland College Board of Trustees, herein referred to as "the Board."

Midland College
165501

BOARD LEGAL STATUS
POWERS, DUTIES, RESPONSIBILITIES

BAAA
(LOCAL)

In addition to the duties required by law, the Board shall approve membership to the Foundation Board of Directors.

BOARD MEMBERS
AUTHORITY

BBE
(LOCAL)

Board Authority	The Board has final authority to determine and interpret the policies that govern the College District and, within the limits imposed by other legal authorities, has complete and full control of the College District.
Transacting Business	Official Board action shall be taken only in meetings that comply with the Open Meetings Act. When a proposal is presented to the Board, the Board shall hold a discussion and reach a decision. The affirmative vote of a majority of all Board members shall be required to transact business. [See BD] Although there may be dissenting votes, which are a matter of public record, each action of the Board supported by the majority is binding on the whole Board.
Individual Authority for Committing the Board	Board members as individuals shall not exercise authority over the College District, its property, or its employees. Except for appropriate duties and functions of the Board President, an individual member may act on behalf of the Board only with the express authorization of the Board. Without such authorization, no individual member may commit the Board on any issue. [See BCAB]
Individual Access to Information	An individual Board member, acting in the member's official capacity, shall have the right to seek information pertaining to College District fiscal affairs, business transactions, governance, operations , and personnel matters, including information that properly may be withheld from members of the general public in accordance with the Public Information Act. [See GCA]
Limitations	<p>If a Board member is not acting in the member's official capacity, the Board member has no greater right to College District records than a member of the public.</p> <p>An individual member shall not have access to information subject to attorney-client privilege unless the attorney-client relationship upon which the privilege is based applies to the member.</p> <p>An individual member shall not have access to confidential student records unless the member is acting in the member's official capacity and has a legitimate educational interest in the records in accordance with policies FJ(LEGAL) and law and policy FJ(LOCAL).</p>
Requests for Records	<p>Individual members shall seek access to records or request copies of records from the College President or other designated custodian of records. When a custodian of records other than the College President provides access to records or copies of records to individual Board members, the provider shall inform the College President of the records provided.</p> <p>A Board member who is denied access to a record under this policy may ask the Board to determine whether the record should be</p>

BOARD MEMBERS
AUTHORITY

BBE
(LOCAL)

	<p>provided or may file a request under the Public Information Act. [See GCA]</p>
<p>Requests for Reports</p>	<p>No individual Board member shall direct or require College District employees to prepare reports derived from an analysis of information in existing College District records or to create a new record compiled from information in existing College District records.</p> <p>Directives to the College President or other College District staff regarding the preparation of reports that will, in the opinion of the College President, require excessive staff time or expense shall be authorized by action of the Board.</p>
<p>Confidentiality <i>Request to Redact</i> <i>Confidentiality Agreement</i></p>	<p>If requested by the Board member, information that is confidential under law shall be redacted from records provided to the Board member.</p> <p>At the time Board members are provided access to confidential records or to reports compiled from such records, the College President or other College District employee shall advise them of their responsibility to comply with confidentiality requirements and the College District's information security controls.</p> <p>The Board member shall sign a confidentiality agreement requiring that the confidential information remain undisclosed, be labeled as confidential, and be kept securely. The agreement must also require that any copies of the information or related notes be appropriately disposed of or retained as confidential consistent with the agreement.</p>
<p>Referring Complaints</p>	<p>If employees, students, or citizens bring a concern or complaint to an individual Board member, the Board member shall refer them to the College President or designee, who shall proceed according to appropriate Board policy. [See DGBA, FLD, and GB]</p> <p>When the concern or complaint directly pertains to the Board's own actions or policy, for which there is no administrative remedy, the Board member may request that the issue be placed on the agenda.</p>
<p>Staff Authority</p>	<p>Except as authorized by these policies, no employee or agent shall have the authority to bind the College District contractually.</p>

BOARD MEETINGS

BD
(LOCAL)

**Meeting Place
and Time**

The notice for a Board meeting shall reflect the date, time, and location of the meeting.

Regular Meetings

Regular meetings of the Board shall typically be held on the ~~third Tuesday~~ ~~third Tuesday~~ of each month at ~~4:00 p.m. except for July and December.~~ ~~4:00 p.m. except for July and December.~~ When determined necessary and for the convenience of Board members, the Board Chairperson may change the date, time, or location of a regular meeting with proper notice.

Special or
Emergency
Meetings

The Board Chairperson shall call a special meeting at the Board Chairperson's discretion or on request by ~~one of the~~ ~~one of the~~ members of the Board.

The Board Chairperson shall call an emergency meeting when it is determined by the Board Chairperson or ~~one of the~~ ~~one of the~~ members of the Board that an emergency or urgent public necessity, as defined by law, warrants the meeting.

Agenda

Submission of
Topics

A Board member may request that a subject be included on the agenda for a meeting. The deadline for submitting items for inclusion on the agenda is the fourth business day before regular meetings and the fourth business day before special meetings.

Preparation

The College President shall compile for review by the Board Chairperson all topics timely submitted by Board members, topics requested by the Board, and topics suggested by the College President.

The Board Chairperson and the College President shall confer regarding the proposed topics, and the Board Chairperson shall determine the topics for the official meeting agenda. The Board Chairperson shall ensure that any topic the Board or individual Board members have requested be addressed are either on the meeting agenda or scheduled for deliberation at an appropriate time in the near future. The Board Chairperson shall not refuse to assign a topic requested by a Board member to an agenda and, once assigned, shall not have the authority to remove the topic from the agenda without that Board member's specific authorization.

Consent Agenda

When the agenda is prepared, the Board Chairperson shall determine items, if any, that qualify to be placed on the consent agenda. A consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. For each item listed as part of a consent agenda, the Board shall be furnished with background material. All such items shall be acted upon by one vote without separate discussion, unless a Board member re-

BOARD MEETINGS

BD
(LOCAL)

quests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote.

Notice to Members

Members of the Board shall be given notice of regular and special meetings at least ~~72 hours~~ **three business days** prior to the scheduled ~~time~~ **date** of the meeting and at least one hour prior to the time of an emergency meeting.

Closed Meeting

Notice of all meetings shall provide for the possibility of a closed meeting during an open meeting, as provided by law. The Board may conduct a closed meeting when the agenda subject is one that may properly be discussed in closed meeting. [See BDA]

Order of Business

The order of business for regular Board meetings shall be as set out in the agenda accompanying the notice of the meeting. At the meeting, the order in which posted agenda items are taken may be changed by consensus of Board members present.

Rules of Order

The Board shall observe the parliamentary procedures as found in *Robert's Rules of Order, Newly Revised*, except as otherwise provided in Board procedural rules or by law. Procedural rules may be suspended at any Board meeting by majority vote of the members present.

Voting

Voting shall be by voice vote or show of hands, as directed by the Board Chairperson. Any member may abstain from voting, and a member's vote or failure to vote shall be recorded upon that member's request.

Minutes

Board action shall be carefully recorded by the Board Secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the Board Chairperson and the Board Secretary.

The official minutes of the Board shall be retained on file in the office of the College President and shall be available for examination during regular office hours.

Discussions and Limitation

Discussions shall be addressed to the Board Chairperson and then the entire membership. Discussion shall be directed solely to the business currently under deliberation, and the Board Chairperson shall halt discussion that does not apply to the business before the Board.

The Board Chairperson shall also halt discussion if the Board has agreed to a time limitation for discussion of an item, and that time limit has expired. Aside from these limitations, the Board Chairperson shall not interfere with debate so long as members wish to address themselves to an item under consideration.

ADMINISTRATIVE ORGANIZATION
COUNCILS AND FACULTY SENATES

BGC
(LOCAL)

President's Cabinet

The College President shall convene and appoint members to the ~~president's cabinet. The president's cabinet~~President's Cabinet Executive Leadership. The President's Cabinet Executive Leadership shall assist the College President with the development and approval of administrative regulations [see BH] and the strategic plan and annual budget [see CC], in addition to other duties and responsibilities delegated by the College President [see BFA].

Faculty Senate

The faculty senate ~~shall represent all full- and part-~~is the assembly of representatives of the full-time faculty at the College District. ~~and The faculty senate shall serve only in an advisory role to the administration. The faculty senate shall be composed of representatives from each of the College District's instructional divisions and shall be responsible for determining its specific membership composition (officer positions, qualifications, and duties) and organizational protocols.~~capacity.

Membership

Each academic unit or combination of academic units of the College District shall be represented by three members. One member shall be appointed by the College President, and the remaining members shall be elected by a vote of the faculty of the member's respective academic unit or units, in accordance with procedures established by the College President or designee.

Term Limits

Appointed
Faculty
Members

A member of the faculty senate appointed by the College President may serve up to six consecutive one-year terms and then may only be reappointed after the second anniversary of the last day of the member's most recent term.

Elected Faculty
Members

An elected member of the faculty senate shall serve a two-year term, staggered in a manner that allows approximately one-half of the elected members to be elected each year, and may only be reelected after the second anniversary of the last day of the member's most recent term.

Removal

A member of the faculty senate may be immediately removed from the faculty senate for:

1. Violating applicable law, College District policy or regulations, or the faculty senate governing documents;
2. Failing to attend meetings; or
3. Engaging in other similar misconduct.

A member may be removed on recommendation of the provost and approval by the College President.

Officers

The College President shall appoint a presiding officer from the members of the faculty senate to preside over faculty senate

ADMINISTRATIVE ORGANIZATION
COUNCILS AND FACULTY SENATES

BGC
(LOCAL)

	<u>meetings and represent the faculty senate in communications with the College District administration. The College President shall also appoint an associate presiding officer and secretary from the membership.</u>
<u>Compensation</u>	<u>A faculty member shall not be compensated for service on the faculty senate.</u>
<u>Expense Reimbursement</u>	<u>A member of the faculty senate may be reimbursed for reasonable expenses made on behalf of the College District and approved by the College President or designee in accordance with administrative regulations.</u>
<u>Governing Documents</u>	<u>The faculty senate shall adopt a constitution, bylaws, or other governing documents consistent with law, this policy, and associated regulations, including the rules for establishing a quorum.</u>
<u>Faculty Senate Meetings</u>	<u>The College President shall develop regulations addressing faculty senate meeting procedures, in accordance with law.</u>
<u>Notice</u>	<u>No more than seven days before a meeting, the faculty senate shall post on the College District's website:</u> <u>1. An agenda for the meeting indicating the items that will be discussed or subject to a vote; and</u> <u>2. Any curriculum proposals that will be discussed or voted on at the meeting.</u>
<u>Open Meetings</u>	<u>Meetings at which a quorum is present shall be open to the public.</u>
<u>Meeting Broadcast</u>	<u>The faculty senate shall communicate concerns and recommendations to the president's cabinet through the vice president of instruction broadcast a meeting online in accordance with law if more than 50 percent of the faculty senate members are in attendance.</u>
<u>Recording Attendance</u>	<u>The faculty senate shall record the names of members in attendance at a meeting in which the faculty senate conducts business related to a vote of no confidence regarding a College District administrator or policies related to curriculum and academic standards.</u>
<u>Communications</u>	<u>The faculty senate shall not issue any statement or publish a report using the College District's official seal, trademark, or resources funded by the College District on any matter not directly related to the faculty senate's advisory duties.</u>
<u>Harmony with Law</u>	<u>Nothing in this policy or associated regulations may be construed to limit a faculty member from exercising the faculty member's right to freedom of association protected by the U.S. Constitution or Texas Constitution.</u>

**Capitalization
Threshold**

The capitalization threshold for purposes of classifying individual capital assets shall be ~~\$5,000~~~~\$5,000~~\$10,000.

The College President or designee shall determine the capitalization threshold for a group of assets, the individual cost of which does not exceed the capitalization threshold above but for which the cost in the aggregate is significant.

**Designation and Use
of Private Spaces**

The Board shall ensure that the College President, or appropriate staff as determined by the College President, designates private spaces in accordance with law. [See FG for student housing]

The College President shall develop administrative regulations to ensure compliance with law and policy regarding the use of private spaces in College District facilities.

FACILITIES CONSTRUCTION

CM
(LOCAL)

Compliance with Law

The College President or designee shall establish procedures ensuring that all facilities within the College District comply with applicable laws and local building codes.

Construction Contracts

Prior to advertising, the Board shall determine the project delivery/contract award method to be used for each construction contract valued at or above ~~\$50~~\$100,000. To assist the Board, the College President shall recommend the project delivery/contract award method that the College President determines provides the best value to the College District. [See CM series]

For construction contracts valued at or above ~~\$50,000~~\$100,000, the College President shall also submit the resulting contract to the Board for approval. Lesser expenditures for construction and construction-related materials or services shall be at the discretion of the College President and consistent with law and policy. [See also CF]

Emergency Exception

In the event of a catastrophe, emergency, or natural disaster affecting the College District, the Board delegates to the ~~College President~~College President the authority to contract for the replacement, construction, or repair of College District equipment or facilities in accordance with law if emergency replacement, construction, or repair is necessary for the health and safety of College District students and staff. The ~~College President~~College President shall report to the Board at the next regular meeting any contract made under this authority.

Change Orders

Change orders permitted by law shall be approved by the Board or its designee prior to executing any changes in the approved plans or in the actual construction of the facility.

Project Administration

All construction projects shall be administered by the College President or designee.

The College President or designee shall keep the Board informed concerning construction projects and also shall provide information to the general public.

Final Payment

The College District shall not make final payments for the construction or the supervision of construction until the work has been completed, and the College District has accepted the work.

**AI Use by Employees
and Students**

Employees and students shall be permitted to explore artificial intelligence (AI) and implement its use in and out of the classroom in accordance with policy and administrative regulations. The use of AI shall only be as a support tool to enhance student outcomes or as necessary to engage in research and shall never take the place of faculty, staff, and student decision-making. Any use of AI must comply with law, policy, and administrative regulations relating to student and employee privacy and data security.

A student shall only use AI tools with faculty permission and shall be expected to produce original work and properly credit sources, including AI tools used in creating the work.

Employees or students who use AI tools to deceptively harm, bully, or harass others shall be disciplined in accordance with policy.
[See DH, DIA series, FFD series, FFE, FLB, and the FM series]

The College President is responsible for the security of the College District's information resources. The College President or designee shall develop procedures for ensuring the College District's compliance with applicable law.

Information Security Officer

The College President or designee shall designate an information security officer (ISO) who is authorized to administer the information security requirements under law. The College President or designee must notify the Department of Information Resources (DIR) of the individual designated to serve as the ISO.

Information Security Program

The College President or designee shall annually review and approve an information security program designed in accordance with law by the ISO to address the security of the information and information resources owned, leased, or under the custodianship of the College District against unauthorized or accidental modification, destruction, or disclosure. The program shall include procedures for risk assessment and for information security awareness education for employees when hired and an ongoing program for all users.

The information security program must be submitted biennially for review by an individual designated by the College President and who is independent of the program to determine if the program complies with the mandatory security controls defined by DIR and any controls developed by the College District in accordance with law.

College District Website and Mobile Application Security

The College President or designee shall adopt procedures addressing the privacy and security of the College District's website and mobile applications and submit the procedures to DIR for review.

The procedures must require the developer of a website or application for the College District that processes confidential information to submit information regarding the preservation of the confidentiality of the information. The College District must subject the website or application to a vulnerability and penetration test before deployment.

Covered Social Media Applications

The College President or designee shall adopt procedures prohibiting the installation or use of a covered application, as defined by law, on a device owned or leased by the College District and requiring the removal of any covered applications from the device.

Exception

The procedures shall permit the installation and use of a covered application for purposes of law enforcement and the development and implementation of information security measures. The procedures must address risk mitigation measures during the permitted

	use of the covered application and the documentation of those measures.
Reports	
Effectiveness of Policies, Procedures, and Practices	The ISO shall report annually to the College President on the effectiveness of the College District's information security policies, procedures, and practices in accordance with law and administrative procedures.
Biennial Information Security Plan	The College District shall submit a biennial information security plan to DIR in accordance with law.
Information Security Assessment	In accordance with law, at least every two years, the College District shall submit the results of its information security assessment to DIR and, if requested, the office of the governor, lieutenant governor, and speaker of the house of representatives.
Security Incidents	The College District shall assess the significance of a security incident and report it to DIR and law enforcement in accordance with law and, if applicable, DIR requirements.
<i>By the College District</i>	
Generally	
Security Breach and Cybersecurity Incident Notification	Upon discovering or receiving notification of a breach of system security or a security cybersecurity incident, as defined by law, the College District shall disclose the breach or incident to affected persons or entities in accordance with the time frames established by law.
	The College District shall give notice by using one or more of the following methods:
	<ol style="list-style-type: none">1. Written notice.2. Electronic mail, if the College District has electronic mail addresses for the affected persons.3. Conspicuous posting on the College District's website.4. Publication through broadcast media.
<i>By Vendors and Third Parties</i>	The College District shall include in any vendor or third-party contract the requirement that the vendor or third party report information security incidents to the College District in accordance with law and administrative procedures.

EMPLOYMENT PRACTICES

DC
(LOCAL)

Posting Vacancies	The College President or designee shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current College District employees may apply for any vacancy for which they have appropriate qualifications.
Applications	All applicants shall complete the application form supplied by the College District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position.
Employment of Contractual Personnel	<p>The College President has sole authority to make recommendations to the Board regarding the selection of contractual personnel.</p> <p>The Board retains final authority for employment of contractual personnel, including those serving as provost, vice president, dean, or a similar position. [See DCA]</p>
Employment of Noncontractual Personnel	The Board delegates to the College President final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCC]
Employment of Certain Law Enforcement Personnel	<p>The College President or designee and the College District police department shall develop regulations, in accordance with law, for the employment of peace officers and telecommunicators. The regulations shall address:</p> <ol style="list-style-type: none">1. The investigation of the applicant's background;2. Medical and psychological examination and drug screening of the applicant;3. The applicant's qualification to carry a firearm, if applicable;4. A provisional hiring period applicable upon employment; and5. The submission of any required forms to the Texas Commission on Law Enforcement (TCOLE).
Criminal History Records / Consumer Background Investigation Reports	Criminal history records and consumer credit reports shall be obtained in accordance with law and College District administrative procedures.

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE GRIEVANCES

DGBA
(LOCAL)

Guiding Principles

Informal Process

~~The Board encourages employees to discuss their concerns with their supervisor or other appropriate administrator who has the authority to address the concerns.~~

~~Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.~~

~~Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.~~

Formal Process

~~An employee may initiate the formal process described below by timely filing a written complaint form.~~

~~Even after initiating the formal complaint process, employees are encouraged to seek informal resolution of their concerns. An employee whose concerns are resolved may withdraw a formal complaint at any time.~~

~~The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.~~

Complaints Against Supervisors

~~Complaints alleging a violation of law by a supervisor may be made to the College President or designee. Complaint forms alleging a violation of law by the College President may be submitted directly to the Board or designee.~~

Notice to Employees

~~The College District shall inform employees of this policy through appropriate College District publications.~~

Freedom from Retaliation

~~Neither the Board nor any College District employee shall unlawfully retaliate against an employee for bringing a concern or complaint.~~

Whistleblower Complaints

~~Whistleblower complaints shall be filed within the time specified by law. Such complaints shall first be filed in accordance with Level Three, below. Time lines for the employee and the College District set out in this policy may be shortened to allow the Board to make a final decision within 60 days of the initiation of the complaint.~~
~~[See DG]~~

Complaints

In this policy, the terms "complaint" and "grievance" shall have the same meaning.

Other Complaint Processes

Employee complaints shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with DGBA after the relevant complaint process:

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE GRIEVANCES

DGBA
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1. Complaints alleging discrimination, including violations of Title IX (gender), Title VII (sex, race, color, religion, national origin), ADEA (age), or Section 504 (disability). [See DIAA and DIAB]
2. Complaints alleging certain forms of harassment, including harassment by a supervisor and violations of Title VII. [See DIAA and DIAB]
3. Complaints concerning retaliation relating to discrimination and harassment. [See DIAA and DIAB]
4. Complaints concerning a commissioned peace officer who is an employee of the College District. [See [GHACGF](#)]
5. Complaints concerning an employment preference for former foster children. [See DC]
6. Complaints arising from the dismissal of term contract faculty members. [See DMAA]
7. Complaints concerning the nonrenewal of term contract employees and those arising from the nonrenewal of term contract faculty members. [See DMAB]
8. Complaints concerning the withdrawal of consent to remain on campus. [See GDA]

Notice to Employees

The College District shall inform employees of this policy through appropriate College District publications and on the College District's website.

Informal Process

The Board encourages employees to discuss their concerns with their supervisor or other appropriate administrator who has the authority to address the concerns.

Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Formal Process

An employee may initiate the formal process described below by filing a written complaint form within 15 business days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE GRIEVANCES

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(LOCAL)

	<p><u>College President, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.</u></p> <p><u>If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.</u></p> <p><u>The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.</u></p>
<u>Option to Continue Informal Process</u>	<p><u>Even after initiating the formal complaint process, employees are encouraged to seek informal resolution of their concerns. An employee whose concerns are resolved may withdraw a formal complaint at any time.</u></p>
<u>Freedom from Retaliation</u>	<p><u>Neither the Board nor any College District employee shall unlawfully retaliate against an employee for bringing a concern or complaint.</u></p>
<u>Whistleblower Complaints</u>	<p><u>Whistleblower complaints shall be filed within the time specified by law. Such complaints shall first be filed in accordance with Level Three, below. Timelines for the employee and the College District set out in this policy may be shortened to allow the Board to make a final decision within 60 days of the initiation of the complaint. [See DG]</u></p>
<u>Complaints Against Supervisors</u>	<p><u>Complaints alleging a violation of law by a supervisor may be made to the College President or designee. Complaint forms alleging a violation of law by the College President may be submitted directly to the Board or designee.</u></p>
General Provisions	
Filing	<p>Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.</p>
Scheduling Conferences	<p>The College District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If the employee fails to</p>

PERSONNEL-MANAGEMENT RELATIONS
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(LOCAL)

appear at a scheduled conference, the College District may hold the conference and issue a decision in the employee's absence.

Response At Levels One, Two, and Three, "response" shall mean a written communication to the employee from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the employee's email address of record, or sent by U.S. Mail to the employee's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Days "Days" shall mean College District business days, unless otherwise noted. In calculating ~~time lines~~ timelines under this policy, the day a document is filed is "day zero." The following business day is "day one."

Representative "Representative" ~~means~~ shall mean any person who or an organization that does not claim the right to strike and is designated by the employee to represent ~~him or her~~ the employee in the complaint process.

The employee may designate a representative through written notice to the College District at any level of this process. If the employee designates a representative with fewer than three days' notice to the College District before a scheduled conference or hearing, the College District may reschedule the conference or hearing to a later date, if desired, in order to include the College District's counsel. The College District may be represented by counsel at any level of the process.

Consolidating Complaints Complaints arising out of an event or a series of related events shall be addressed in one complaint. Employees shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.

When two or more complaints are sufficiently similar in nature and remedy sought to permit their resolution through one proceeding, the College District may consolidate the complaints.

Untimely Filings All time limits shall be strictly followed unless modified by mutual written consent.

If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the employee, at any point during the complaint process. The employee may appeal the dismissal by seeking review in writing within ~~ten~~ 10 days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE GRIEVANCES

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(LOCAL)

Costs Incurred

Each party shall pay its own costs incurred in the course of the complaint.

Complaint and
Appeal Forms

Complaints and appeals under this policy shall be submitted in writing on a form provided by the College District.

Copies of any documents that support the complaint should be attached to the complaint form. If the employee does not have copies of these documents, they copies may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the employee unless the employee did not know the documents existed before the Level One conference.

A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refile is within the designated time for filing.

Level One

~~Complaint forms must be filed:~~

- ~~1. Within 15 days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and~~
- ~~2. With the lowest level administrator who has the authority to remedy the alleged problem.~~

~~In most circumstances, employees shall file Level One complaints with their immediate supervisor. If the only administrator who has authority to remedy the alleged problem is the Level Two or Level Three administrator, the complaint may begin at Level Two or Level Three, respectively, following the procedure, including deadlines, for filing the complaint form at Level One.~~

~~If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.~~

~~The appropriate administrator shall investigate as necessary and schedule a conference with the employee within ten~~
Record

A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the employee who filed the complaint, documents determined relevant by College District personnel, and the decision.

A complaint or appeal form that is incomplete in any material aspect shall be refiled, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.

If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at

PERSONNEL-MANAGEMENT RELATIONS
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	<u>the Board level of review an adequate record has not been developed.</u>
<u>Investigation</u>	<u>The College District may conduct an investigation at any level in the complaint process. If the College District and the employee mutually agree, all deadlines shall be suspended during an investigation.</u>
<u>Audio Recording</u>	<u>As provided by law, an employee shall be permitted to make an audio recording of a hearing under this policy at which the substance of the employee's complaint is discussed. The employee shall notify all attendees present that an audio recording is taking place.</u>
<u>Complaint Levels</u>	<u>The appropriate administrator shall schedule a conference with the employee within 10 days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.</u>
<u>Level One</u>	<p>Absent extenuating circumstances, the administrator shall provide the employee a written response within ten10 days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.</p>
Level Two	<p>If the employee did not receive the relief requested at Level One or if the time for a response has expired, the employee may request a conference with the president's cabinet<u>President's Cabinet appropriate member of the Executive Leadership</u> or designee to appeal the Level One decision.</p> <p>The appeal notice must be filed in writing, on a form provided by the College District, within ten10 days of the date of the written Level One response or, if no response was received, within ten10 days of the Level One response deadline.</p> <p>After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The employee may request a copy of the Level One record.</p> <p>The Level One record shall include:</p> <ol style="list-style-type: none">1. The original complaint form and any attachments.2. All other documents submitted by the employee at Level One.3. The written response issued at Level One and any attachments.

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4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

The Level Two administrator shall schedule a conference within ~~ten~~10 days after the appeal notice is filed. The conference shall be limited to the issues and documents ~~presented by the employee~~considered at Level One and identified in the Level Two appeal notice. At the conference, the employee may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Level Two administrator may set reasonable time limits for the conference.

The Level Two administrator shall provide the employee a written response within ~~ten~~10 days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Level Two administrator may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Level Two administrator believes will help resolve the complaint.

Recordings of the Level One and Level Two conferences, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the employee did not receive the relief requested at Level Two or if the time for a response has expired, the employee may request a conference with the College President or designee to appeal the Level Two decision.

The appeal notice must be filed in writing, on a form provided by the College District, within ~~ten~~10 days ~~after receipt of a~~of the date of the written Level Two response or, if no response was received, within ~~ten~~10 days of the ~~response deadline at~~ Level Two response deadline.

After receiving notice of the appeal, the Level Two administrator shall prepare and forward a record of the Level Two complaint to the Level Three administrator. The employee may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The written response issued at Level Two and any attachments.
3. All other documents relied upon by the Level Two administrator in reaching the Level Two decision.

The Level Three administrator shall schedule a conference within ~~ten~~10 days after the appeal notice is filed. The conference shall be

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limited to the issues and documents considered at Level Two. At the conference, the employee may provide information concerning any documents or information relied upon by the administration for the Level Two decision. The Level Three administrator or designee may set reasonable time limits for the conference.

The Level Three administrator shall provide the employee a written response within ~~ten~~10 days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Level Three administrator may consider the Level One and Level Two records, information provided at the Level Three conference, and any other relevant documents or information the Level Three administrator believes will help resolve the complaint.

Recordings of the Level One, Level Two, and Level Three conferences, if any, shall be maintained with the Level One, Level Two, and Level Three records.

Level Four

If the employee did not receive the relief requested at Level Three or if the time for a response has expired, the employee may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the College District, within ~~ten~~10 days after receipt of ~~the written~~ Level Three response or, if no response was received, within ~~ten~~10 days of the Level Three response deadline.

The College President or designee shall inform the employee of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The College President or designee shall provide the Board ~~with~~ the record of the Level Three complaint. The employee may request a copy of the Level Three record.

The Level Three record shall include:

1. The Level One record.
2. The Level Two record.
3. The written response issued at Level Three and any attachments.
4. All other documents relied upon by the Level Three administrator in reaching the Level Three decision.

The appeal shall be limited to the issues and documents considered at Level Three, except that if at the Level Four hearing the administration intends to rely on evidence not included in the Level Three record, the administration shall provide the employee notice

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of the nature of the evidence at least three days before the hearing.

The College District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BD]

The presiding officer may set reasonable time limits and guidelines for the presentation including an opportunity for the employee and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Four presentation. The Level Four presentation, including the presentation by the employee or the employee's representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If for any reason the Board ~~does not make~~fails to reach a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Three.

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Note: For expression and use of College District facilities and grounds by students and registered student organizations, see FLA. For expression and use of College District facilities and grounds by the community, including by nonstudents and organizations that are not registered student organizations, see GD. For use of the College District's internal mail system, see CHE.

Academic Freedom

Faculty members are entitled to academic freedom in the conduct of research and teaching and are tasked with the associated responsibilities.

The Board shall address faculty academic freedom and the associated responsibilities in appropriate College District publications.

Complaints regarding alleged violations of the right to academic freedom shall be filed in accordance with DGBA(LOCAL).

Expressive Activities

Employees and employee organizations may engage in expressive activities in accordance with this policy. "Expressive activities" means any speech or expressive conduct protected by the First Amendment to the U.S. Constitution or by Texas Constitution Article I, Section 8, and includes assemblies, protests, speeches, the distribution of written material, the carrying of signs, and the circulation of petitions.

Prohibited Speech and Conduct

The term "expressive activities" does not include the following speech and conduct, which is prohibited on College District facilities and grounds and through the use of College District technology and networks:

1. Defamatory statements about public figures or others;
2. Prohibited harassment [see DIAA, DIAB, FFDA, and FFDB];
3. Incitement to imminent lawless or disruptive activity;
4. Obscenity; or
5. Threats to engage in unlawful activity.

The following conduct is also prohibited:

1. Engaging in unlawful conduct.
2. Engaging in expressive activities that materially and substantially disrupt College District operations at any time, including from 10:00 p.m. to 8:00 a.m. and during the last two weeks of each semester or term.

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3. Engaging in expressive activities that materially and substantially disrupt College District operations by inviting speakers to speak on campus or by using drums or other percussive instruments during the last two weeks of a semester or term.
4. Using a sound amplification device while engaging in expressive activities during class hours, between 10:00 p.m. to 8:00 a.m., and during the last two weeks of each semester or term to intimidate others, interfere with campus operations, or interfere with a College District employee's or a peace officer's lawful performance of a duty.
1. Camping or erecting tents or other living accommodations, with the exception of reasonable use and modifications of assigned College District housing consistent with administrative regulations. This prohibition applies to shelters that are erected for the purpose of residing within the shelter. It does not apply to other shelters that are erected on a temporary basis to provide protection from the weather or, with approval granted by the vice president of administrative services in accordance with administrative procedures, for special events.
2. Wearing a disguise or other means of concealing a person's identity while engaging in expressive activities with the intent, as determined by the vice president of administrative services or a law enforcement officer to:
 - a. Obstruct the enforcement of law or College District policies and regulations by avoiding identification;
 - b. Intimidate others; or
 - c. Interfere with a College District employee's or a peace officer's lawful performance of a duty.
3. Lowering the College District's U.S. or Texas flag with the intent to raise another nation's flag or the flag representing an organization or group of people.
4. Engaging in expressive activities in a manner that would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts.
5. Damaging or defacing property.

**Distribution of
Literature**

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the College District shall not be sold, circulated, distributed, or posted

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on any College District premises by any employee or employee organization, except in accordance with this policy.

The College District shall not be responsible for, nor shall the College District endorse, the contents of any materials distributed by an employee or employee organization.

Materials distributed by faculty and other instructional personnel as a part of instruction or other authorized classroom activities shall not be governed by this section.

Limitations on
Content

Materials shall not be distributed by an employee or employee organization on College District property if:

- ~~1. The materials are obscene;~~
- ~~2. The materials contain defamatory statements about public figures or others;~~
- ~~3. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action;~~
1. The materials are considered prohibited harassment [see DIA series and FFD series]; constitute prohibited speech, described above;
2. The materials constitute nonpermissible solicitation [see DHC]; or
3. The materials infringe upon intellectual property rights of the College District [see CT].

Time, Place, and
Manner Restrictions

Distribution of materials shall be conducted in a manner that:

1. Is not materially and substantially disruptive to College District operations;
2. Does not impede reasonable access to College District facilities;
3. Does not result in damage to College District property;
4. Does not interfere with the rights of others; and
5. Does not violate local, state, or federal laws or College District policies and procedures.

The distributor shall clean the area around which the literature was distributed of any materials that were discarded or leftover.

The ~~College President~~ College President shall designate times, locations, and means by which materials that are appropriate for distribution, as provided in this policy, may be made available or dis-

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tributed by employees or employee organizations to employees or others in College District facilities and areas that are not considered common outdoor areas.

**Use of Facilities and
Grounds**

The facilities and grounds of the College District shall be made available to employees or employee organizations when such use does not conflict with use by, or any of the policies and procedures of, the College District. The requesting employees or employee organization shall pay all expenses incurred by their use of the facilities in accordance with a fee schedule developed by the Board.

An "employee organization" is an organization composed only of College District faculty and staff or an employee professional organization.

**Requests to Use
Facilities**

To request permission to meet or host a speaker in College District facilities, interested employees or employee organizations shall file a written request with the ~~vice president of administrative services~~ vice president of administrative services in accordance with administrative procedures.

The employees or the employee organization making the request shall indicate that they have read and understand the policies and rules governing use of College District facilities and that they will abide by those rules.

Approval

The ~~vice president of administrative services~~ vice president of administrative services shall approve or reject the request in accordance with provisions and deadlines set out in this policy and administrative procedures, without regard to the religious, political, philosophical, ideological, academic viewpoint, or other content of the speech likely to be associated with the employees' or employee organization's use of the facility.

Approval shall not be granted when the official has reasonable grounds to believe that ~~the use would be prohibited conduct, described above, or that:~~

1. The College District facility requested is unavailable, inadequate, or inappropriate to accommodate the proposed use at the time requested;
2. The applicant is under a disciplinary penalty or sanction prohibiting the use of the facility;
3. The proposed use includes nonpermissible solicitation [see DHC];
4. ~~The proposed use would constitute an immediate and actual danger to the peace or security of the College District that~~

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~~available law enforcement officials could not control with reasonable efforts;~~

~~5.4. The applicant owes a monetary debt to the College District, and the debt is considered delinquent;~~

~~6. The proposed activity would disrupt or disturb the regular academic program;~~

~~7.5. The proposed use would result in damage to or defacement of property or the applicant has previously damaged College District property; or~~

~~8.6. The proposed activity would constitute an unauthorized joint sponsorship with an outside group.~~

The ~~vice president of administrative services~~vice president of administrative services shall provide the applicant a written statement of the grounds for rejection if a request is denied.

Common Outdoor
Area
ExceptionAreas

~~Common outdoor areas are traditional public forums and are not subject to the approval procedures.~~ Employees and employee organizations may engage in expressive activities in common outdoor areas, ~~unless:~~

~~9. The person's conduct is unlawful;~~

~~10. The use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;~~

~~11. The use would materially or substantially disrupt or disturb the regular academic program; or~~

~~The use would result in damage to or defacement of property without prior approval, unless the activities constituted prohibited speech or conduct described above.~~

Announcements
and Publicity

In accordance with administrative procedures, all employees and employee organizations shall be given access on the same basis for making announcements and publicizing their meetings and activities.

Identification

Employees and employee organizations ~~distributing materials on campus or~~ using College District facilities must provide identification when requested to do so by a College District representative ~~engaging in official duties.~~

Violations

Failure to comply with ~~law or~~ this policy and associated procedures shall result in appropriate administrative action, including but not limited to, suspension of an employee's or employee organization's use of College District facilities and/or other disciplinary action in

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	accordance with the College District's policies and procedures and the employee handbook.
Interference with Expression	Faculty, students, or student organizations that interfere with the expressive activities permitted by this policy shall be subject to disciplinary action in accordance with the College District's discipline policies and procedures. [See DH, FM, and FMA]
Appeals	Decisions made by the administration under this policy may be appealed in accordance with DGBA(LOCAL) and FLD(LOCAL) as applicable.
Publication	This policy and associated procedures must be posted on the College District's website and distributed in the employee and student handbooks and other appropriate publications.

EMPLOYEE STANDARDS OF CONDUCT

DH
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All College District employees shall perform their duties in accordance with state and federal law, College District policy, and ethical standards.

All College District personnel shall recognize and respect the rights of students, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the College District.

Employees wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

Ethical Standards

The College District holds all employees to the ethical standards set out in this policy.

As a Citizen

An employee shall treat all persons with dignity and respect.

An employee shall accept all rights and responsibilities of citizenship, always avoiding use of the privileges of the employee's public position for private or partisan advantage.

As an Educator

An employee shall strive to help each student realize the student's full potential as a learner and as a human being.

An employee shall by example and action encourage and defend the unfettered pursuit of truth by all persons employed by the College District in the educational enterprise and students supporting the free exchange of ideas, observing the highest standards of academic honesty and integrity, and seeking always an attitude of scholarly objectivity and tolerance of other viewpoints.

An employee shall work to enhance cooperation and collegiality among students, faculty, administrators, and other personnel.

An employee shall maintain competence through continued professional development, shall demonstrate that competence through consistently adequate performance, and shall seek to enhance that competence by accepting and appropriating constructive criticism and evaluation.

As a Colleague

An employee shall recognize and preserve the confidential nature of professional relationships, neither disclosing nor encouraging the disclosure of information or rumor, which might damage or embarrass or violate the privacy of any other person.

An employee shall support the right of all colleagues to academic freedom and due process and defend and assist a professional colleague accused of wrongdoing, incompetence, or other serious offense so long as the colleague's innocence may reasonably be maintained.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

An employee shall not support a colleague whose persistently unethical conduct or professional incompetence has been demonstrated through due process.

As a Member of the
College District

An employee shall make the most judicious and effective use of the College District's time and resources.

An employee shall fulfill the employment agreement both in spirit and in fact, shall give reasonable notice upon resignation, and shall neither accept tasks for which the employee is not qualified nor assign tasks to unqualified persons.

An employee shall support the goals and ideals of the College District and shall act in public affairs in such a manner as to bring credit to the College District.

An employee shall not engage in unlawful discrimination or harassment of students or colleagues and shall adhere to the College District's policies on unlawful discrimination and harassment and other conduct.

An employee shall observe the stated policies and procedures of the College District, reserving the right to seek revision in a judicious and appropriate manner.

An employee shall participate in the governance of the College District by accepting a fair share of committee and institutional responsibilities.

REFERENCE: derived from the [Texas Community College Teachers Association Code of Professional Ethics \(PDF\)](#).¹

Violations

Employees shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to their status as College District employees. Violation of any policies, regulations, or guidelines may result in disciplinary action, including termination of employment. [See DCC, DIAA, and DM series]

**Misconduct by
Certain Law
Enforcement
Personnel**

The College President or designee and the College District police department shall develop regulations, in accordance with law, addressing the investigation of allegations of misconduct by peace officers and telecommunicators.

Electronic Media

Electronic media includes all forms of social media, such as text messaging, instant messaging, electronic mail (email), web logs (blogs), electronic forums (chat rooms), video-sharing websites, editorial comments posted on the internet, and social network sites. Electronic media also includes all forms of telecommunication, such as landlines, cell phones, and web-based applications.

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Record Retention	An employee shall comply with the College District's requirements for records retention and destruction to the extent those requirements apply to electronic media. [See CIA and GCB]
Personal Use	Employees shall be held to the same professional standards in their public use of electronic media as they are for any other public conduct. If an employee's use of electronic media violates state or federal law or College District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.
Safety Requirements	All employees shall adhere to College District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.
Tobacco and E-cigarettes	<p>An employee shall not use tobacco products or e-cigarettes on College District property outside of the approved areas, in College District vehicles, or at College District-related activities, unless authorized by the College President or designee. [See FLBD]</p> <p>An employee shall not give or sell tobacco products or e-cigarettes to a person in violation of law.</p>
Alcohol and Drugs	<p>A copy of this policy, the purpose of which is to eliminate drug abuse from the workplace, shall be provided to each employee at the beginning of each year or upon employment.</p> <p>Employees shall be prohibited from using, possessing, controlling, storing, manufacturing, transmitting, distributing, dispensing, selling, or being under the influence of any of the following substances while conducting College District business or while on College District property, in College District vehicles, or at College District-related activities, whether during or outside of usual working hours:</p> <ol style="list-style-type: none">1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.2. Alcohol or any alcoholic beverage.3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.4. Any performance-enhancing substance, including steroids.5. Any designer drug.6. Any other intoxicant, or mood-changing, mind-altering, or behavior-altering drugs.

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The transmittal, sale, or attempted sale of what is represented to be any of the above-listed substances shall also be prohibited under this policy.

An employee need not be legally intoxicated to be considered "under the influence" of alcohol or a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, controls, **stores**, sells, transmits, distributes, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses ~~or possesses~~, **possesses**, or **stores** a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use;
3. Possesses or **stores** a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian;
4. Cultivates, possesses, transports, or sells hemp as authorized by law; or
5. Possesses, sells, or distributes Dextromethorphan.

With the prior consent of the Board or the College President, the alcohol provisions may be waived with respect to a specific location on College District property or a specific event that is sponsored by the College District.

State law shall be strictly enforced at all times on all property controlled by the College District in regard to the possession and consumption of alcoholic beverages.

Paraphernalia

The use, possession, control, **storage**, manufacture, transmission, distribution, dispensation, or sale of paraphernalia related to any prohibited substance is prohibited.

Notice

Each employee shall be given a copy of the College District's notice regarding a drug-free workplace. [See DI(EXHIBIT)]

Arrests, Indictments, Convictions, and Other Adjudications

An employee shall notify the director of human resources/payroll within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony or offense involving moral turpitude.

Moral Turpitude

Moral turpitude includes but is not limited to:

1. Dishonesty, fraud, deceit, theft, or misrepresentation;
2. Deliberate violence;

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3. Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
4. Felony possession, transfer, sale, distribution, or conspiracy to possess, transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
5. Acts constituting public intoxication, operating a motor vehicle while under the influence of alcohol, or disorderly conduct, if any two or more acts are committed within any 12-month period; or
6. Acts constituting abuse under the Texas Family Code.

¹ Texas Community College Teachers Association Code of Professional Ethics (PDF): <https://drive.google.com/file/d/1hOLs-YhIWH4ccH7VtAMwks2GGy9KqqlR/view>

EMPLOYEE STANDARDS OF CONDUCT
CHILD ABUSE AND NEGLECT REPORTING

DHB
(LOCAL)

Reporting

Any person who has reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect has a responsibility under state law to immediately report the suspected abuse or neglect to an appropriate authority.

As defined in state law, child abuse and neglect include both sex and labor trafficking of a child.

A professional who has reasonable cause to believe that a child has been or may be abused or neglected or may have been a victim of indecency with a child has an additional legal obligation to submit a written or oral report within 48~~24~~ hours after the professional first has reasonable cause to believe the abuse or neglect has occurred or may be occurring. A "professional" is anyone licensed or certified by the state who has direct contact with children in the normal course of duties for which the individual is licensed or certified.

A person is required to make a report if the person has reasonable cause to believe that an adult was a victim of abuse or neglect as a child and the person determines in good faith that disclosure of the information is necessary to protect the health and safety of another child or an elderly or disabled person.

Oral Reports

As required by law, an oral report made to the Texas Department of Family and Protective Services (DFPS) is recorded.

Making a Report

Reports may be made to any of the following:

1. A ~~state or local~~ law enforcement agency, [as defined by law](#);
2. The Child Protective Services (CPS) division of DFPS at (800) 252-5400 or the [Texas Abuse Hotline Website](#)¹;
3. A local CPS office; or
4. If applicable, the state agency operating, licensing, certifying, or registering the facility in which the suspected abuse or neglect occurred.

However, if the suspected abuse or neglect involves a person responsible for the care, custody, or welfare of the child, the report must be made to DFPS, unless the report is to the state agency that operates, licenses, certifies, or registers the facility where the suspected abuse or neglect took place; or the report is to the Texas Juvenile Justice Department as a report of suspected abuse or neglect in a juvenile justice program or facility.

An individual does not fulfill the person's responsibilities under the law by only reporting suspicion of abuse or neglect to the College

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President or another College District staff member. The College District shall not require an employee to first report the employee's suspicion to a College District or campus administrator.

In accordance with law, an individual must provide the individual's name and telephone number. If the individual making the report is a professional, as defined by law, the individual must also provide the individual's business address and profession.

Confidentiality

The identity of a person making a report of suspected child abuse or neglect shall be kept confidential and shall be disclosed only in accordance with law and the rules of the investigating agency.

Immunity

A person who in good faith reports or assists in the investigation of a report of child abuse or neglect is immune from civil or criminal liability.

Failure to Report

By failing to report suspicion of child abuse or neglect, an employee:

1. May be placing a child at risk of continued abuse or neglect;
2. Violates the law and may be subject to legal penalties, including criminal sanctions for knowingly failing to make a required report; and
3. Violates Board policy and may be subject to disciplinary action, including possible termination of employment.

It is a criminal offense to coerce someone into suppressing or failing to report child abuse or neglect.

**Responsibilities
Regarding
Investigations**

In accordance with law, College District officials shall be prohibited from:

1. Denying an investigator's request to interview a child on campus in connection with an investigation of child abuse or neglect;
2. Requiring a parent or College District employee be present during the interview; or
3. Coercing someone into suppressing or failing to report child abuse or neglect.

College District personnel shall cooperate fully and without parental consent with an investigation of reported child abuse or neglect.

**Adverse
Employment Action
Prohibited**

The College District prohibits any adverse employment action, including termination or discrimination, against any employee who in

EMPLOYEE STANDARDS OF CONDUCT
CHILD ABUSE AND NEGLECT REPORTING

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good faith reports child abuse or neglect or participates in a related investigation.

Training

The College District shall provide training to employees as required by law. Training shall address reporting requirements and techniques to prevent and recognize sexual abuse, trafficking, and all other maltreatment of children.

¹ Texas Abuse Hotline Website: <https://www.txabusehotline.org>

ASSIGNMENT, WORK LOAD, AND SCHEDULES
TELEWORK

DJA
(LOCAL)

Eligible employees may be permitted to telework in accordance with procedures developed by the College President.

TERMINATION OF EMPLOYMENT

DM
(LOCAL)

At-Will Employees

The Board delegates to the College President final authority to dismiss noncontractual employees on an at-will basis. At-will employees may be dismissed at any time for any reason not prohibited by law or for no reason, as determined by the needs of the College District.

At-will employees who are dismissed may request review of that decision through DGBA(LOCAL) and shall receive pay through the end of the last day worked.

INSTRUCTIONAL PROGRAMS AND COURSES
ACADEMIC COURSES

EFAA
(LOCAL)

Core Curriculum	The College District is responsible for the development of its core curriculum, subject to the approval of the College President and the Board.
General Education Curriculum Review	"General education curriculum" means a core curriculum and any other curriculum or competency all undergraduate students of the College District are required to complete before receiving an undergraduate degree.
Comprehensive Review	<p>The Board shall comprehensively review the College District's general education curriculum every five years but may review it more frequently at the Board's discretion. The Board shall consider the potential costs the curriculum may impose on students and ensure courses in the curriculum:</p> <ol style="list-style-type: none">1. Are foundational and fundamental to a sound postsecondary education;2. Are necessary to prepare students for civic and professional life;3. Equip students for participation in the workforce and in the betterment of society;4. Ensure a breadth of knowledge in compliance with applicable accreditation standards; and5. Meet any other relevant criteria, as determined by the Board.
Review of Curriculum Changes	The College President or designee shall annually submit an update regarding any changes to the College District's general education curriculum to the Board 45 days before submitting changes to the Coordinating Board, or July 15, whichever is earlier. The Board may overturn any decision regarding changes to the general education curriculum.
Advisory Committee	The Board may appoint a committee to assist in its review of the general education curriculum. Members of the committee may include full-time faculty, College District administrators, community leaders, industry representatives, and other individuals selected by the Board.

The Board shall determine the types of degrees and certificates to be awarded by the College District. The degrees and certificates offered by the College District and the associated recommended course sequences developed by the College District administration shall be described in the College District catalog and on the College District website.

**Low-Enrollment
Certificate Program
Review**

The College President shall develop procedures for reviewing certificate programs with low enrollment that may require consolidation or elimination. The criteria for review must require that certificate programs have specific industry data to substantiate workforce demand to avoid consideration for consolidation or elimination. The College President shall conduct a review once every five years.

The Board shall approve or deny any decision made by the College President to consolidate or eliminate a certificate program as a result of the review.

ACADEMIC ACHIEVEMENT
GRADING AND CREDIT

EGA
(LOCAL)

The Board shall establish the manner by which grades shall be determined and credit shall be awarded. These provisions shall include the methods for reporting student grades, the calculation of a student's grade point average (GPA), the classification of students based on credits earned, the transfer of credits, student standards of performance, grade appeal procedures, and any other relevant matters. The provisions shall be published in the College District catalog. The ~~College President~~College President shall develop written procedures to implement the grading and credit provisions adopted by the Board. [For class rank calculations and honors determinations, see EGB]. For transfer of credit under the Academic Fresh Start program, see FB.]

**Admissions
Generally**

The College District has an open admissions policy that ensures that all persons who can benefit from postsecondary education have an opportunity to enroll. The College District shall not discriminate on the basis of race, color, sex, national origin, religion, disability, age, or military status in admissions.

Admission to the College District does not guarantee admittance to a particular course or program of study. A student may be required to satisfy certain requirements before enrolling in particular courses of study.

The Board, in collaboration with the ~~College President~~ College President, shall develop procedures for student admissions, including any additional course admission requirements. The procedures shall be published in the College District catalog and other relevant College District publications.

**Academic Fresh
Start**

A resident of Texas may apply for admission and enroll as a student under the Academic Fresh Start program pursuant to the admissions procedures.

If an applicant elects to seek admission under the Academic Fresh Start program, the College District, in considering an applicant for admission, shall not consider academic course credits or grades earned by the applicant 10 or more years prior to the starting date of the semester in which the applicant seeks to enroll. The College District shall disregard all course credits or grades earned during the 10 years prior to the student's enrollment and may not award any credit for those courses. [See EGA]

REGISTRATION AND ATTENDANCE

FC
(LOCAL)

The ~~College President~~ College President shall develop procedures addressing registration and attendance requirements, including procedures for all excused absences consistent with applicable law. The registration and attendance procedures shall be published in the College District catalog, official bulletins, and other appropriate publications.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT EXPRESSION AND USE OF COLLEGE FACILITIES

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(LOCAL)

Note: For expression and use of College District facilities and grounds by employees and employee organizations, see DGC. For expression and use of College District facilities and grounds by the community, including by nonstudents and organizations that are not registered student organizations, see GD.

Expressive Activities

Students and student organizations may engage in expressive activities in accordance with this policy. "Expressive activities" means any speech or expressive conduct protected by the First Amendment to the U.S. Constitution or by Texas Constitution Article I, Section 8, and includes assemblies, protests, speeches, the distribution of written material, the carrying of signs, and the circulation of petitions.

Prohibited Speech and Conduct

The term "expressive activities" does not include the following speech and conduct, which is prohibited on College District facilities and grounds and through the use of College District technology and networks:

1. Defamatory statements about public figures or others;
2. Prohibited harassment [see DIAA, DIAB, FFDA, and FFDB];
3. Incitement to imminent lawless or disruptive activity;
4. Obscenity; or
5. Threats to engage in unlawful activity.

The following conduct is also prohibited:

1. Engaging in unlawful conduct.
2. Engaging in expressive activities that materially and substantially disrupt College District operations at any time, including from 10:00 p.m. to 8:00 a.m. and during the last two weeks of each semester or term.
3. Engaging in expressive activities that materially and substantially disrupt College District operations by inviting speakers to speak on campus or by using drums or other percussive instruments during the last two weeks of a semester or term.
4. Using a sound amplification device while engaging in expressive activities during class hours, between 10:00 p.m. to 8:00 a.m., and during the last two weeks of each semester or term to intimidate others, interfere with campus operations, or interfere with a College District employee's or a peace officer's lawful performance of a duty.

STUDENT RIGHTS AND RESPONSIBILITIES
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1. Camping or erecting tents or other living accommodations, with the exception of reasonable use and modifications of assigned College District housing consistent with administrative regulations. This prohibition applies to shelters that are erected for the purpose of residing within the shelter. It does not apply to other shelters that are erected on a temporary basis to provide protection from the weather or, with approval granted by the vice president of student services in accordance with administrative procedures, for special events.
2. Wearing a disguise or other means of concealing a person's identity while engaging in expressive activities with the intent, as determined by the vice president of student services or a law enforcement officer, to:
 - a. Obstruct the enforcement of law or College District policies and regulations by avoiding identification;
 - b. Intimidate others; or
 - c. Interfere with a College District employee's or a peace officer's lawful performance of a duty.
3. Lowering the College District's U.S. or Texas flag with the intent to raise another nation's flag or the flag representing an organization or group of people.
4. Engaging in expressive activities in a manner that would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts.
5. Damaging or defacing property.

**Distribution of
Literature**

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the College District shall not be sold, circulated, distributed, or posted on any College District premises by any College District student or registered student organization [see FKC], except in accordance with this policy.

The College District shall not be responsible for, nor shall the College District endorse, the contents of any materials distributed by students or registered student organizations that is not sponsored by the College District.

Materials distributed under the supervision of instructional personnel as a part of instruction or other authorized classroom activities shall not be governed by this policy.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT EXPRESSION AND USE OF COLLEGE FACILITIES

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Limitations on
Content

Materials shall not be distributed by students or registered student organizations on College District property if:

- ~~1. The materials are obscene.~~
- ~~2. The materials contain defamatory statements about public figures or others.~~
- ~~3. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.~~
- ~~4.1. The materials are considered prohibited harassment. [See DIAA, DIAB, FFDA, and FFDB]~~ constitute prohibited speech, described above.
- ~~5.2.~~ The materials constitute nonpermissible solicitation. [See FI]
- ~~6.3.~~ The materials infringe upon intellectual property rights of the College District. [See CT]

Time, Place, and
Manner Restrictions

Distribution of the materials shall be conducted in a manner that:

1. Is not materially and substantially disruptive to College District operations; [See FLB]
2. Does not impede reasonable access to College District facilities;
3. Does not result in damage to College District property;
4. Does not coerce, badger, or intimidate a person;
5. Does not interfere with the rights of others; and
6. Does not violate local, state, or federal laws or College District policies and procedures.

The distributor shall clean the area around which the literature was distributed of any materials that were discarded or leftover.

The ~~vice president of student services~~ vice president of student services shall designate times, locations, and means by which materials that are appropriate for distribution, as provided in this policy, may be made available or distributed by students or registered student organizations to students or others in College District facilities and in areas that are not considered common outdoor areas.

Posting of Signs

For the purposes of this policy, "sign" shall be defined as a billboard, decal, notice, placard, poster, banner, or any kind of hand-held sign; and "posting" shall be defined as any means used for displaying a sign.

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Except for signs that violate the restrictions in this policy and administrative procedures, a student or registered student organization may publicly post a sign on College District property in common outdoor areas and in areas or locations designated by the ~~vice president of student services~~ vice president of student services. No object other than a sign may be posted on College District property.

Restrictions	<p>A sign shall not be larger than 22 inches by 28 inches, unless authorized by the vice president of student services vice president of student services. A sign shall not be attached or posted:</p> <ol style="list-style-type: none">1. To a shrub or plant;2. To a tree, except by string to its trunk;3. To a permanent sign installed for another purpose;4. To a fence or chain or its supporting structure;5. To a brick, concrete, or masonry structure;6. To a statue, monument, or similar structure;7. On or adjacent to a fire hydrant; or8. In a College District building, except on a bulletin board designated for that purpose.
Removal	<p>A student or registered student organization shall remove each sign not later than 14 days after posting or, if it relates to an event, not longer than 24 hours after the event to which it relates has ended.</p> <p>A sign posted in accordance with this section shall not be removed without permission from the vice president of student services vice president of student services, the student, or the registered student organization.</p>
Disclaimer	<p>Materials distributed by a registered student organization must include a disclaimer indicating that the materials are not sponsored by the College District and do not represent the views of the College District or College District officials, faculty, or staff.</p>
Use of Facilities and Grounds	<p>The facilities and grounds of the College District shall be made available to students or registered student organizations [see FKC] when such use does not conflict with use by, or any of the policies and procedures of, the College District. The requesting students or student organization shall pay all expenses incurred by their use of facilities in accordance with a fee schedule developed by the Board.</p>

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Requests to Use
Facilities

To request permission to meet or host a speaker in College District facilities, interested students or registered student organizations shall file a written request with the ~~vice president of student services~~ vice president of student services in accordance with administrative procedures.

The students or the registered student organization making the request shall indicate that they have read and understand the policies and rules governing use of College District facilities and that they will abide by those rules.

Approval

The ~~vice president of student services~~ vice president of student services shall approve or reject the request in accordance with provisions and deadlines set out in this policy and administrative procedures, without regard to the religious, political, philosophical, ideological, academic viewpoint, or other content of the speech likely to be associated with the student's or registered student organization's use of the facility.

Approval shall not be granted when the official has reasonable grounds to believe that ~~the use would be prohibited conduct, described above, or that:~~

1. The College District facility requested is unavailable, inadequate, or inappropriate to accommodate the proposed use at the time requested;
2. The applicant is under a disciplinary penalty or sanction prohibiting the use of the facility;
3. The proposed use includes nonpermissible solicitation [see F];
- ~~4. The proposed use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;~~
- ~~5.~~4. The applicant owes a monetary debt to the College District and the debt is considered delinquent;
- ~~6. The proposed activity would disrupt or disturb the regular academic program;~~
- ~~7.~~5. ~~The proposed use would result in damage to or defacement of property or the~~ applicant has previously damaged College District property; or
- ~~8.~~6. The proposed activity would constitute an unauthorized joint sponsorship with an outside group.

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	<p>The vice president of student servicesvice president of student services shall provide the applicant a written statement of the grounds for rejection if a request is denied.</p>
<p>Common Outdoor Area ExceptionAreas</p>	<p>Common outdoor areas are traditional public forums and are not subject to the approval procedures. Students and student organizations may engage in expressive activities in common outdoor areas, unless:</p> <p>9. The person's conduct is unlawful;</p> <p>10. The use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;</p> <p>11. The use would materially or substantially disrupt or disturb the regular academic program; or</p> <p>The use would result in damage to or defacement of property without prior approval, unless the activities constituted prohibited speech or conduct described above.</p>
<p>Announcements and Publicity</p>	<p>In accordance with administrative procedures, all students and registered student organizations shall be given access on the same basis for making announcements and publicizing their meetings and activities.</p>
<p>Identification</p>	<p>Students or registered student organizations distributing materials on campus or using College District facilities shall provide identification when requested to do so by a College District representative engaging in official duties.</p>
<p>Violations of Policy</p>	<p>Failure to comply with law or this policy and associated procedures shall result in appropriate administrative action, including but not limited to, confiscation of nonconforming materials, suspension of a student's or registered student organization's use of College District facilities, and/or other disciplinary action in accordance with the College District's discipline policies and procedures [see FM and FMA].</p>
<p>Interference with Expression</p>	<p>Faculty members, students, or student organizations that interfere with the expressive activities permitted by this policy shall be subject to disciplinary action in accordance with the College District's discipline policies and procedures [see DH, FM, and FMA].</p>
<p>Appeals</p>	<p>Decisions made by the administration in accordance with this policy may be appealed in accordance with DGBA(LOCAL) or FLD(LOCAL), as applicable.</p>
<p>Publication</p>	<p>This policy and associated procedures must be posted on the College District's website and distributed in the student and employee</p>

STUDENT RIGHTS AND RESPONSIBILITIES
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handbooks and other appropriate publications. They must also be distributed to students at orientation.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT CONDUCT

FLB
(LOCAL)

Definitions

Definitions of terms used in this policy shall be as follows.

Student

A "student" shall mean an individual who is currently enrolled in the College District and any prospective or former student who has been accepted for admission or readmission to any component institution while on the premises of any component institution.

Premises

The "premises" of the College District is defined as all real property over which the College District has possession and control.

Scholastic Dishonesty

"Scholastic dishonesty" shall include, but not be limited to, cheating, plagiarism, and collusion.

"Cheating" shall include, but not be limited to:

1. Copying from another student's test or class work;
2. Using test materials not authorized by the person administering the test;
3. Collaborating with or seeking aid from another student during a test without permission from the test administrator;
4. Knowingly using, buying, selling, stealing, or soliciting, in whole or in part, the contents of an unadministered test, paper, or another assignment;
5. The unauthorized transporting or removal, in whole or in part, of the contents of the unadministered test;
6. Substituting for another student, or permitting another student to substitute for oneself, to take a test;
7. Bribing another person to obtain an unadministered test or information about an unadministered test; or
8. Manipulating a test, assignment, or final course grades.

"Plagiarism" shall be defined as the appropriating, buying, receiving as a gift, or obtaining by any means another's work and the unacknowledged submission or incorporation of it in one's own written work.

"Collusion" shall be defined as the unauthorized collaboration with another person in preparing written work for fulfillment of course requirements.

Disorderly Conduct

"Disorderly conduct" shall include any of the following activities occurring on premises owned or controlled by the College District:

1. Behavior of a boisterous and tumultuous character such that there is a clear and present danger of alarming persons where no legitimate reason for alarm exists.

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2. Interference with the peaceful and lawful conduct of persons under circumstances in which there is reason to believe that such conduct will cause or provoke a disturbance.
3. Violent and forceful behavior at any time such that there is a clear and present danger that free movement of other persons will be impaired.
4. Behavior involving personal abuse or assault when such behavior creates a clear and present danger of causing assaults or fights.
5. Violent, abusive, indecent, profane, boisterous, unreasonably loud, or otherwise disorderly conduct under circumstances in which there is reason to believe that such conduct will cause or provoke a disturbance.
6. Willful and malicious behavior that interrupts the speaker of any lawful assembly or impairs the lawful right of others to participate effectively in such assembly or meeting when there is reason to believe that such conduct will cause or provoke a disturbance.
7. Willful and malicious behavior that obstructs or causes the obstruction of any doorway, hall, or any other passageway in a College District building to such an extent that the employees, officers, and other persons, including visitors, having business with the College District are denied entrance into, exit from, or free passage in such building.

Responsibility

Each student shall be charged with notice and knowledge of, and shall be required to comply with, the contents and provisions of the College District's rules and regulations concerning student conduct.

All students shall obey the law, show respect for properly constituted authority, and observe correct standards of conduct. Each student shall be expected to:

1. Demonstrate courtesy, even when others do not;
2. Behave in a responsible manner, always exercising self-discipline;
3. Attend all classes, regularly and on time;
4. Prepare for each class and take appropriate materials and assignments to class;
5. Obey all classroom rules;

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6. Respect the rights and privileges of students, faculty, and other College District staff and volunteers;
7. Respect the property of others, including College District property and facilities; and
8. Cooperate with and assist the College District staff in maintaining safety, order, and discipline.

Prohibited Conduct

Federal, State, and
Local Law

Violations of federal, state, or local law or College District policies, procedures, or rules, including the student handbook shall be prohibited.

Prohibited Weapons
and Devices

Possession, distribution, sale, or use of firearms, location-restricted knives, clubs, knuckles, firearm silencers, or other prohibited weapons or devices in violation of law or College District policies and procedures shall be prohibited. [See CHF]

Drugs and Alcohol

Behaviors regarding drugs and alcohol and associated paraphernalia shall be prohibited as described in policy FLBE.

Debts

Owing a monetary debt to the College District that is considered delinquent or writing an "insufficient funds" check to the College District shall be prohibited.

Disruptions

"Disorderly conduct," as defined above, or disruptive behavior shall be prohibited.

Behavior Targeting
Others

The following behavior targeting others shall be prohibited:

1. Threatening another person, including a student or employee;
2. Intentionally, knowingly, or negligently causing physical harm to any person;
3. Engaging in conduct that constitutes harassment, sexual assault, dating violence, stalking, or bullying directed toward another person, including a student or employee; [See DIA series, FFD series, FFE, and FFEFM as appropriate]
4. Hazing with or without the consent of a student; [See FLBC]
5. Initiations by organizations that include features that are dangerous, harmful, or degrading to the student, a violation of which also renders the organization subject to appropriate discipline; and
6. Endangering the health or safety of members of the College District community or visitors to the premises.

Property

The following behavior regarding property shall be prohibited:

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1. Intentionally, knowingly, or negligently defacing, damaging, misusing, or destroying College District property or property owned by others;
2. Stealing from the College District or others; and
3. Theft, sabotage, destruction, distribution, or other use of the intellectual property of the College District or third parties without permission.

Directives Failure to comply with directives given by College District personnel, and failure to provide identification when requested to do so by College District personnel shall be prohibited.

Tobacco and E-cigarettes Possession or use of tobacco products or e-cigarettes on College District property without authorization shall be prohibited. [See FLBD]

Misuse of Technology The following behavior regarding misuse of technology shall be prohibited:

1. Violating policies, rules, or agreements signed by the student regarding the use of technology resources;
2. Attempting to access or circumvent passwords or other security-related information of the College District, students, or employees or uploading or creating computer viruses;
3. Attempting to alter, destroy, disable, or restrict access to College District technology resources including but not limited to computers and related equipment, College District data, the data of others, or other networks connected to the College District's system without permission;
4. Using the internet or other electronic communications to threaten College District students, employees, or volunteers;
5. Sending, posting, or possessing electronic messages that are abusive, obscene, sexually oriented, threatening, harassing, damaging to another's reputation, or illegal;
6. Using electronic means to engage in or encourage illegal behavior or threaten the safety of the College District, students, employees, or visitors; and
7. Possessing published or electronic material that is designed to promote or encourage illegal behavior or that could threaten the safety of the College District, students, employees, or visitors.

Dishonesty The following behavior regarding dishonesty shall be prohibited:

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1. Scholastic dishonesty, as defined above;
2. Making false accusations or perpetrating hoaxes regarding the safety of the College District, students, employees, or visitors;
3. Intentionally or knowingly providing false information to the College District; and
4. Intentionally or knowingly falsifying records, passes, or other College District-related documents.

**Gambling and Other
Conduct**

Gambling or engaging in any other conduct that College District officials might reasonably believe will substantially disrupt the College District program or incite violence shall be prohibited.

Discipline

A student shall be subject to discipline, including suspension, in accordance with FM and FMA if the student violates this policy:

1. While on College District premises;
2. While attending a College District activity; or
3. While elsewhere if the behavior adversely impacts the educational environment or otherwise interferes with the College District's operations or objectives.

Publication

The student conduct rules contained in this policy and any other conduct rules of the College District developed by the College President shall be published in the student handbook.

STUDENT CONDUCT
ALCOHOL AND DRUG USE

FLBE
(LOCAL)

Alcohol

A student shall be prohibited from using, possessing, controlling, manufacturing, transmitting, distributing, selling, or being under the influence of intoxicating beverages on College District property, in College District vehicles, and at College District-related activities. With the prior consent of the Board or the ~~College President~~ College President, these provisions may be waived with respect to a specific location on College District property or a specific event that is sponsored by the College District.

State law shall be strictly enforced at all times on all property controlled by the College District in regard to the possession and consumption of alcoholic beverages.

**Controlled
Substances**

No student shall possess, use, control, ~~store~~, manufacture, transmit, distribute, sell, or attempt to possess, use, control, ~~store~~, manufacture, transmit, distribute, sell, or be under the influence of, any of the following substances on College District property, in College District vehicles, or at College District-related activities:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Any abusable glue, aerosol paint, or any other volatile chemical substance for inhalation.
3. Any performance-enhancing substance, including steroids.
4. Any designer drug.
5. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

The transmittal, sale, or attempted sale of what is represented to be any of the above-listed substances shall also be prohibited under this policy.

Exceptions

It shall not be considered a violation of this policy if the student:

1. Uses ~~or possesses~~, possesses, or stores a controlled substance or drug authorized by a licensed physician through a prescription specifically for that student's use;
2. Possesses or stores a controlled substance or drug that a licensed physician has prescribed for the student's child or other individual for whom the student is a legal guardian;
3. Cultivates, possesses, transports, or sells hemp as authorized by law; or
4. Possesses, sells, or distributes Dextromethorphan.

STUDENT CONDUCT
ALCOHOL AND DRUG USE

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Paraphernalia

The use, possession, control, [storage](#), manufacture, transmission, distribution, or sale of paraphernalia related to any prohibited substance is prohibited.

Violation

Students who violate this policy shall be subject to appropriate disciplinary action. [See FM and FMA] Such disciplinary action may include referral to drug and alcohol counseling or rehabilitation programs or student assistance programs, suspension, expulsion, and referral to appropriate law enforcement officials for prosecution.

Notice

Each student taking one or more classes for any type of academic credit except for continuing education units shall be given a copy of the College District's policy prohibiting the unlawful possession, use, or distribution of illicit drugs and alcohol, a description of the applicable legal sanctions under local, state, or federal law, and a description of the health risks associated with the use of illicit drugs and the abuse of alcohol.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT COMPLAINTS

FLD
(LOCAL)

Guiding Principles	The College District encourages students to discuss their concerns with the appropriate instructor or other campus administrator who has the authority to address the concerns.
Informal Process	Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level. Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.
Formal Process	A student may initiate the formal process described below by timely filing a written complaint form. Even after initiating the formal complaint process, students are encouraged to seek informal resolution of their concerns. A student whose concerns are resolved may withdraw a formal complaint at any time. The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.
Freedom from Retaliation	Neither the Board nor any College District employee shall unlawfully retaliate against any student for bringing a concern or complaint.
Notice to Students	The College District shall inform students of this policy through appropriate College District publications.
Complaints	In this policy, the terms "complaint" and "grievance" shall have the same meaning.
Other Complaint Processes	Student complaints shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with FLD after the relevant complaint process: <ol style="list-style-type: none">1. Complaints alleging discrimination or harassment based on race, color, sex, gender, national origin, disability, age, or religion. [See FFDA and FFDB]2. Complaints concerning retaliation relating to discrimination and harassment. [See FFDA and FFDB]3. Complaints concerning disciplinary decisions. [See FMA]4. Complaints concerning a commissioned peace officer who is an employee of the College District. [See CHACGF]5. Complaints concerning the withdrawal of consent to remain on campus. [See GDA]

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6. Complaints concerning course grades. [See FLDB]

Notice to Students

The College District shall inform students of this policy through appropriate College District publications and on the College District's website.

Informal Process

The College District encourages students to discuss their concerns with the appropriate faculty member or campus administrator who has the authority to address the concerns.

Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Formal Process

A student may initiate the formal process described below by filing a written complaint form within 15 business days of the date the student first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the College President, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.

**Option to Continue
Informal Process**

Even after initiating the formal complaint process, students are encouraged to seek informal resolution of their concerns. A student whose concerns are resolved may withdraw a formal complaint at any time.

**Freedom from
Retaliation**

Neither the Board nor any College District employee shall unlawfully retaliate against any student for bringing a concern or complaint.

STUDENT RIGHTS AND RESPONSIBILITIES
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General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, [by](#) electronic communication, including email and fax, or [by](#) U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.

**Scheduling
Conferences**

The College District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If a student fails to appear at a scheduled conference, the College District may hold the conference and issue a decision in the student's absence.

Response

At Levels One, Two, and Three, "response" shall mean a written communication to the student from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the student's email address of record, or sent by U.S. Mail to the student's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Days

"Days" shall mean College District business days, [unless otherwise noted](#). In calculating ~~time lines~~ [timelines](#) under this policy, the day a document is filed is "day zero." The following [business](#) day is "day one."

Representative

"Representative" shall mean any person who or organization that is designated by the student to represent the student in the complaint process.

The student may designate a representative through written notice to the College District at any level of this process. If the student designates a representative with fewer than three days' notice to the College District before a scheduled conference or hearing, the College District may reschedule the conference or hearing to a later date, if desired, in order to include the College District's counsel. The College District may be represented by counsel at any level of the process.

**Consolidating
Complaints**

Complaints arising out of an event or a series of related events shall be addressed in one complaint. A student shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.

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	Untimely Filings When two or more complaints are sufficiently similar in nature and remedy sought to permit their resolution through one proceeding, the College District may consolidate the complaints.
Untimely Filings	<p>All time limits shall be strictly followed unless modified by mutual written consent.</p> <p>If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the student, at any point during the complaint process. The student may appeal the dismissal by seeking review in writing within ten 10 days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.</p>
Costs Incurred	Each party shall pay its own costs incurred in the course of the complaint.
Complaint and Appeal Forms	<p>Complaints and appeals under this policy shall be submitted in writing on a form provided by the College District.</p> <p>Copies of any documents that support the complaint should be attached to the complaint form. If the student does not have copies of these documents, copies may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the student unless the student did not know the documents existed before the Level One conference.</p> <p>A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.</p>
Level One	<p>Complaint forms must be filed:</p> <p>7. Within 15 days of the date the student first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and</p> <p>8. With the lowest level administrator who has the authority to remedy the alleged problem.</p> <p>In most circumstances, students shall file Level One complaints with the department dean. If the only administrator who has authority to remedy the alleged problem is the Level Two or Level Three administrator, the complaint may begin at Level Two or Level Three, respectively, following the procedure, including deadlines, for filing the complaint form at Level One.</p>

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	<p>If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.</p>
<p>The appropriate administrator shall investigate as necessary and schedule a conference with the student within tenRecord</p>	<p>A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the student who filed the complaint, documents determined relevant by College District personnel, and the decision.</p> <p>A complaint or appeal form that is incomplete in any material aspect shall be refiled, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.</p> <p>If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.</p>
Investigation	<p>The College District may conduct an investigation at any level in the complaint process. If the College District and the student mutually agree, all deadlines shall be suspended during an investigation.</p>
Audio Recording	<p>As provided by law, a student shall be permitted to make an audio recording of a hearing under this policy at which the substance of the student's complaint is discussed. The student shall notify all attendees present that an audio recording is taking place.</p>
Complaint Levels Level One	<p>The appropriate administrator shall schedule a conference with the student within 10 days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.</p> <p>Absent extenuating circumstances, the administrator shall provide the student a written response within ten10 days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.</p>
Level Two	<p>If the student did not receive the relief requested at Level One or if the time for a response has expired, the student may request a conference with the academic dean or dean of students to appeal the Level One decision.</p> <p>The appeal notice must be filed in writing, on a form provided by the College District, within ten10 days of the date of the written</p>

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Level One response or, if no response was received, within ~~ten~~10 days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The student may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the student at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

The Level Two administrator shall schedule a conference within ~~ten~~10 days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level One and identified in the Level Two appeal notice. At the conference, the student may provide information concerning any documents or information relied ~~on~~upon by the administration for the Level One decision. The Level Two administrator may set reasonable time limits for the conference.

The Level Two administrator shall provide the student a written response within ~~ten~~10 days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Level Two administrator may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Level Two administrator believes will help resolve the complaint.

Recordings of the Level One and Level Two conferences, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the student did not receive the relief requested at Level Two or if the time for a response has expired, the student may request a conference with the College President or designee to appeal the Level Two decision.

The appeal notice must be filed in writing, on a form provided by the College District, within ~~ten~~10 days of the date of the written Level Two response or, if no response was received, within ~~ten~~10 days of the Level Two response deadline.

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After receiving notice of the appeal, the Level Two administrator shall prepare and forward a record of the Level Two complaint to the Level Three administrator. The student may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The written response issued at Level Two and any attachments.
3. All other documents relied upon by the Level Two administrator in reaching the Level Two decision.

The Level Three administrator shall schedule a conference within ~~ten~~10 days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level Two. At the conference, the student may provide information concerning any documents or information relied ~~on~~upon by the administration for the Level Two decision. The Level Three administrator may set reasonable time limits for the conference.

The Level Three administrator shall provide the student a written response within ~~ten~~10 days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Level Three administrator may consider the Level One and Level Two records, information provided at the Level Three conference, and any other relevant documents or information the Level Three administrator believes will help resolve the complaint.

Recordings of the Level One, Level Two, and Level Three conferences, if any, shall be maintained with the Level One, Level Two, and Level Three records.

Level Four

If the student did not receive the relief requested at Level Three or if the time for a response has expired, the student may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the College District, within ~~ten~~10 days after receipt of the written Level Three response, or, if no response was received, within ~~ten~~10 days of the Level Three response deadline.

The College President or designee shall inform the student of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The College President or designee shall provide the Board the record of the Level Three complaint. The student may request a copy of the Level Three record.

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The Level Three record shall include:

1. The Level One record.
2. The Level Two record.
3. The written response issued at Level Three and any attachments.
4. All other documents relied upon by the ~~administration~~Level Three administrator in reaching the Level Three decision.

The appeal shall be limited to the issues and documents considered at Level Three, except that if at the Level Four hearing the administration intends to rely on evidence not included in the Level Three record, the administration shall provide the student notice of the nature of the evidence at least three days before the hearing.

The College District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BD]

The presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the student and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Four presentation. The Level Four presentation, including the presentation by the student or the student's representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If for any reason the Board fails to reach a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Three.

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Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Complaints from the public shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with GB after the relevant complaint process:

1. Complaints concerning a commissioned peace officer who is an employee of the College District. [See CGF]
2. Complaints concerning the withdrawal of consent to remain on campus. [See GDA]

Guiding Principles
Informal Process

The Board encourages the public to discuss concerns with an appropriate administrator who has the authority to address the concerns.

Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Formal Process

An individual may initiate the formal process described below by ~~timely~~ filing a written complaint form within 15 business days of the date the individual first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

~~Even after initiating the formal complaint process, individuals are encouraged to seek informal resolution of their concerns. An individual whose concerns are resolved may withdraw a formal complaint at any time~~ The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the College President, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board

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	policy, nor to require a full evidentiary hearing or “mini-trial” at any level.
Option to Continue Informal Process	Even after initiating the formal complaint process, individuals are encouraged to seek informal resolution of their concerns. An individual whose concerns are resolved may withdraw a formal complaint at any time.
Freedom from Retaliation	Neither the Board nor any College District employee shall unlawfully retaliate against any individual for bringing a concern or complaint.
Complaints	In this policy, the terms “complaint” and “grievance” shall have the same meaning.
Other Complaint Processes	Complaints from the public shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with GB after the relevant complaint process: 1. Complaints concerning a commissioned peace officer who is an employee of the College District. [See CHA] Complaints concerning the withdrawal of consent to remain on campus. [See GDA]
General Provisions	
Filing	Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.
Scheduling Conferences	The College District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If the individual fails to appear at a scheduled conference, the College District may hold the conference and issue a decision in the individual's absence.
Response	At Levels One and Two, “response” shall mean a written communication to the individual from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the individual's email address of record, or sent by U.S. Mail to the individual's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.

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Days	<p>"Days" shall mean College District business days, unless otherwise noted. In calculating time linestimelines under this policy, the day a document is filed is "day zero." The following business day is "day one."</p>
Representative	<p>"Representative" shall mean any person who or organization that is designated by an individual to represent the individual in the complaint process.</p> <p>The individual may designate a representative through written notice to the College District at any level of this process. If the individual designates a representative with fewer than three days' notice to the College District before a scheduled conference or hearing, the College District may reschedule the conference or hearing to a later date, if desired, in order to include the College District's counsel. The College District may be represented by counsel at any level of the process.</p>
Consolidating Complaints	<p>Complaints arising out of an event or a series of related events shall be addressed in one complaint. An individual shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.</p> <p>When two or more complaints are sufficiently similar in nature and remedy sought to permit their resolution through one proceeding, the College District may consolidate the complaints.</p>
Untimely Filings	<p>All time limits shall be strictly followed unless modified by mutual written consent.</p> <p>If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the individual, at any point during the complaint process. The individual may appeal the dismissal by seeking review in writing within ten10 days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.</p>
Costs Incurred	<p>Each party shall pay its own costs incurred in the course of the complaint.</p>
Complaint and Appeal Forms	<p>Complaints and appeals under this policy shall be submitted in writing on a form provided by the College District.</p> <p>Copies of any documents that support the complaint should be attached to the complaint form. If the individual does not have copies of these documents, theycopies may be presented at the Level One conference. After the Level One conference, no new docu-</p>

ments may be submitted by the individual unless the individual did not know the documents existed before the Level One conference.

A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refile is within the designated time for filing.

Level One

~~Complaint forms must be filed:~~

- ~~2. Within 15 days of the date the individual first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and~~
- ~~3. With the lowest level administrator who has the authority to remedy the alleged problem.~~

~~If the only administrator who has authority to remedy the alleged problem is the College President or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.~~

~~The appropriate administrator shall investigate as necessary and schedule a conference with the individual within ten~~
Remand
Record

A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the individual who filed the complaint, documents determined relevant by College District personnel, and the decision.

A complaint or appeal form that is incomplete in any material aspect shall be refiled, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.

If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.

Investigation

The College District may conduct an investigation at any level in the complaint process. If the College District and the complainant mutually agree, all deadlines shall be suspended during an investigation.

Audio Recording

As provided by law, an individual shall be permitted to make an audio recording of a hearing under this policy at which the substance of the individual's complaint is discussed. The individual shall notify all attendees present that an audio recording is taking place.

Complaint Levels

Level One

The appropriate administrator shall schedule a conference with the individual within 10 days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.

Absent extenuating circumstances, the administrator shall provide the individual a written response within ~~ten~~10 days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.

Level Two

If the individual did not receive the relief requested at Level One or if the time for a response has expired, ~~he or she~~the individual may request a conference with the ~~College President~~College President or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the College District, within ~~ten~~10 days of the date of the written Level One response or, if no response was received, within ~~ten~~10 days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The individual may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the individual at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

The Level Two administrator shall schedule a conference within ~~ten~~10 days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level One and identified in the Level Two appeal notice. At the conference, the individual may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Level Two administrator may set reasonable time limits for the conference.

The Level Two administrator shall provide the individual a written response within ~~ten~~10 days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Level Two administrator may consider the Level One record, information provided at the Level Two conference, and any

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other relevant documents or information the Level Two administrator believes will help resolve the complaint.

Recordings of the Level One and Level Two conferences, if any, shall be maintained with the Level One and Level Two records.

If the individual did not receive the relief requested at Level Two or if the time for a response has expired, ~~he or she~~ the individual may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the College District, within ~~ten~~10 days of the date of the written Level Two response or, if no response was received, within ~~ten~~10 days of the Level Two response deadline.

The ~~College President~~College President or designee shall inform the individual of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The ~~College President~~College President or designee shall provide the Board with the record of the Level Two complaint. The individual may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The written response issued at Level Two and any attachments.
3. All other documents relied upon by the ~~administration~~Level Two administrator in reaching the Level Two decision.

The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the individual notice of the nature of the evidence at least three days before the hearing.

The College District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BD]

The presiding officer may set reasonable time limits and guidelines for the presentation including an opportunity for the individual and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the individual or ~~his or her~~ **the individual's** representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If **for any reason** the Board ~~does not make~~ **fails to reach** a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.

Note: For expression and use of College District facilities and distribution of literature by students and registered student organizations, see FLA. For expression and use of College District facilities by employees and employee organizations, see DGC. For use of the College District's internal mail system, see CHE.

Expressive Activities

Community members and community organizations may engage in expressive activities in accordance with this policy. "Expressive activities" means any speech or expressive conduct protected by the First Amendment to the U.S. Constitution or by Texas Constitution Article I, Section 8, and includes assemblies, protests, speeches, the distribution of written material, the carrying of signs, and the circulation of petitions.

Prohibited Speech and Conduct

The term "expressive activities" does not include the following speech and conduct, which is prohibited on College District facilities and grounds and through the use of College District technology and networks:

1. Defamatory statements about public figures or others;
2. Prohibited harassment [see DIAA, DIAB, FFDA, and FFDB];
3. Incitement to imminent lawless or disruptive activity;
4. Obscenity; or
5. Threats to engage in unlawful activity.

The following conduct is also prohibited:

1. Engaging in unlawful conduct.
2. Engaging in expressive activities that materially and substantially disrupt College District operations at any time, including from 10:00 p.m. to 8:00 a.m. and during the last two weeks of each semester or term.
3. Engaging in expressive activities that materially and substantially disrupt College District operations by inviting speakers to speak on campus or by using drums or other percussive instruments during the last two weeks of a semester or term.
4. Using a sound amplification device while engaging in expressive activities during class hours, between 10:00 p.m. to 8:00 a.m., and during the last two weeks of each semester or term to intimidate others, interfere with campus operations, or interfere with a College District employee's or a peace officer's lawful performance of a duty.

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1. Camping or erecting tents or other living accommodations, with the exception of reasonable use and modifications of assigned College District housing consistent with administrative regulations. This prohibition applies to shelters that are erected for the purpose of residing within the shelter. It does not apply to other shelters that are erected on a temporary basis to provide protection from the weather or, with approval granted by the vice president of administrative services in accordance with administrative procedures, for special events.
2. Wearing a disguise or other means of concealing a person's identity while engaging in expressive activities with the intent, as determined by the vice president of administrative services or a law enforcement officer to:
 - a. Obstruct the enforcement of law or College District policies and regulations by avoiding identification;
 - b. Intimidate others; or
 - c. Interfere with a College District employee's or a peace officer's lawful performance of a duty.
3. Lowering the College District's U.S. or Texas flag with the intent to raise another nation's flag or the flag representing an organization or group of people.
4. Engaging in expressive activities in a manner that would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts.
5. Damaging or defacing property.

**Use of College
District Facilities**

The grounds and facilities of the College District shall be made available to members of the College District community and community organizations, including College District support organizations, when such use is for educational, recreational, civic, or social activities and the use does not conflict with use by, or any of the policies and procedures of, the College District.

**Requests to Use
Facilities**

To request permission to meet in College District facilities, interested community members or organizations shall file a written request with the ~~vice president of administrative services~~ **vice president of administrative services** in accordance with administrative procedures.

The community members or organization making the request shall indicate that they have read and understand the policies and rules

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governing use of College District facilities and that they will abide by those rules.

Approval

Requests for community use of College District facilities shall be considered on a first-come, first-served basis.

The ~~vice president of administrative services~~ vice president of administrative services shall approve or reject the request in accordance with provisions of and deadlines set out in this policy and administrative procedures, without regard to the religious, political, philosophical, ideological, academic viewpoint, or other content of the speech likely to be associated with the community members' or organization's use of the facility.

Approval shall not be granted when the official has reasonable grounds to believe that ~~the use would be prohibited conduct, described above, or that:~~

1. The College District facility requested is unavailable, inadequate, or inappropriate to accommodate the proposed use at the time requested;
- ~~4.—~~ The applicant is subject to a sanction [see Violations of Policy, below] prohibiting the use of the facility;
- ~~2.1.—~~ ~~The proposed use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;~~
- ~~3.—~~ The applicant owes a monetary debt to the College District and the debt is considered delinquent;
- ~~4.2.—~~ ~~The proposed activity would disrupt or disturb the regular academic program;~~ or
- ~~5.3.—~~ ~~The proposed use would result in damage to or defacement of property or the~~ applicant has previously damaged College District property.

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<i>Common Outdoor Area Exception</i> Common outdoor areas are traditional public forums and are not subject to the approval procedures. Community Designated Public Forums	<p>The Board shall designate common outdoor areas where community members and organizations may engage in expressive activities in common outdoor areas, unless:</p> <p>6. The person's conduct is unlawful;</p> <p>7. The use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;</p> <p>8. The use would materially or substantially disrupt or disturb the regular academic program; or</p> <p>The use would result in damage to or defacement of property, without prior approval, in expressive activities that do not constitute prohibited speech or conduct. Those areas will be published on the College District website and in other appropriate publications.</p>
<i>For-Profit Use</i>	The College District shall not permit individuals or for-profit organizations to use its facilities for financial gain; however, the College District shall permit private academic instruction, as well as public performances or presentations so long as no admission fee is charged, when these activities do not conflict with College District use or with this policy.
<i>Nonprofit Use</i>	The College District shall permit nonprofit organizations to conduct fundraising events on College District property when these activities do not conflict with College District use or with this policy.
<i>Campaign-Related Use</i>	Except to the extent a College District facility is used as an official polling place, College District facilities shall not be available for use by individuals or groups for political advertising, campaign communications, or electioneering, as those terms are used in state law.
<i>No Approval Required</i>	No approval shall be required for nonschool-related recreational use of the College District's unlocked, outdoor recreational facilities, such as the track, tennis courts, and the like, when the facilities are not in use by the College District or for another scheduled purpose.
<i>Written Notice if Request Rejected</i>	The vice president of administrative services vice president of administrative services shall provide the applicant a written statement of the grounds for rejection if a request is denied.
<i>Emergency Use</i>	In case of emergencies or disasters, the College President College President may authorize the use of College District facilities by civil defense, health, or emergency service authorities.
<i>Repeated Use</i>	The College District shall permit repeated use by any community member or organization in accordance with administrative procedures.

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<i>Exception</i>	Any limitations on repeated use by a community member or organization shall not apply to any group or organization when the primary participants in the activities are College District students, faculty, or staff.
Scheduling	Academic and extracurricular activities sponsored by the College District shall always have priority when any use is scheduled. The vice president of administrative services vice president of administrative services shall have authority to cancel a scheduled use by a community member or organization if an unexpected conflict arises with a College District activity.
Use Agreement	Any community member or organization approved for a nonschool use of College District facilities shall be required to complete a written agreement indicating receipt and understanding of this policy and any applicable administrative regulations, and acknowledging that the College District is not liable for any personal injury or damages to personal property related to the nonschool use.
Fees for Use	<p>A community member or organization authorized to use College District facilities shall be charged a fee for the use of designated facilities.</p> <p>The Board shall establish and publish a schedule of fees based on the cost of the physical operation of the facilities, as well as any applicable personnel costs for supervision, custodial services, food services, security, and technology services.</p>
<i>Exception</i>	Fees shall not be charged when College District buildings are used for public meetings sponsored by state or local governmental agencies.
Required Conduct	<p>Community members and organizations using College District facilities shall:</p> <ol style="list-style-type: none">1. Conduct business in an orderly manner;2. Provide identification when requested to do so by a College District representative;3. Abide by all laws, policies, and procedures, including, but not limited to, those prohibiting the use, sale, or possession of alcoholic beverages, illegal drugs, and firearms, and the use of tobacco products or e-cigarettes on College District property; [See CHF and GDA]4. Make no alteration, temporary or permanent, to College District property without prior written consent from the College President College President; and

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5. Be responsible for the cost of repairing any damages incurred during use and shall be required to indemnify the College District for the cost of any such repairs.

Distribution of Literature

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the College District shall not be sold, circulated, distributed, or posted on any College District premises by any community member or organization, including a College District support organization except in accordance with this policy.

The College District shall not be responsible for, nor shall the College District endorse, the contents of any materials distributed by a community member or organization.

Limitations on Content

Materials shall not be distributed by a community member or organization on College District property if:

- ~~1.~~ The materials ~~are obscene;~~
- ~~2.~~ The materials ~~contain defamatory statements about public figures or others;~~
- ~~3.~~ The materials ~~advocate imminent lawless or disruptive action and are likely to incite or produce such action;~~
- ~~4.1.~~ The materials ~~are considered prohibited harassment [see DIA series and FFD series]~~ constitute prohibited speech, described above;
- ~~5.2.~~ The materials constitute unauthorized solicitation [see Use of College District Facilities, above]; or
- ~~6.3.~~ The materials infringe upon intellectual property rights of the College District [see CT].

Time, Place, and Manner Restrictions

Distribution of materials shall be conducted in a manner that:

1. Is not materially and substantially disruptive to College District operations [see FLB];
2. Does not impede reasonable access to College District facilities;
3. Does not result in damage to College District property;
4. Does not coerce, badger, or intimidate a person;
5. Does not interfere with the rights of others; and
6. Does not violate local, state, or federal laws or College District policies and procedures.

COMMUNITY EXPRESSION AND USE OF COLLEGE FACILITIES

GD
(LOCAL)

The distributor shall clean the area around which the literature was distributed of any materials that were discarded or leftover.

The ~~vice president of administrative services~~ vice president of administrative services shall designate times, locations, and means by which materials that are appropriate for distribution, as provided in this policy, may be made available or distributed by community members or organizations to others in College District facilities and in areas that are not considered common outdoor areas.

Posting of Signs

For the purposes of this policy, "sign" shall be defined as a billboard, decal, notice, placard, poster, banner, or any kind of hand-held sign; and "posting" shall be defined as any means used for displaying a sign.

No signs may be posted on College District property by a community member or organization unless the posting qualifies as a permitted campaign-related use or is in a common outdoor area subject to administrative procedures.

Exception

A College District support organization may post a sign in College District facilities with prior approval of the ~~vice president of administrative services~~ vice president of administrative services in accordance with the procedures developed for that purpose.

Identification

A community member or organization distributing materials on campus or using College District facilities shall provide identification when requested to do so by a College District representative engaging in official duties.

Violations of Policy

Failure to comply with law or this policy and associated procedures shall result in appropriate administrative action, including but not limited to, the suspension of the individual's or organization's use of College District facilities and the confiscation of nonconforming materials.

Interference with
Expression

Faculty members, students, or student organizations that interfere with the expressive activities permitted by this policy shall be subject to disciplinary action in accordance with the College District's discipline policies and procedures. [See DH, FM, and FMA]

Appeals

Decisions made by the administration in accordance with this policy may be appealed in accordance with GB(LOCAL), DGBA(LOCAL), and FLD(LOCAL) as applicable.

Publication

This policy and associated procedures must be posted on the College District's website and distributed in the employee and student handbooks and other appropriate publications.



Midland College

Office of the President

MEMORANDUM

TO: Board of Trustees

FROM: Dr. Damon Kennedy, President

DATE: February 17, 2026

SUBJECT: New Administrative Contracts

I recommend the Board approve the contracts for the following individuals in the positions and years shown. 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.

Lauren Callo
Charles Roberts
Gene White

Associate Vice President-Accounting Services
Executive Director-Facilities
Executive Director-Special Projects and Partnerships



Midland College

Office of the President

MEMORANDUM

TO: Board of Trustees

FROM: Dr. Damon Kennedy, President

DATE: February 17, 2026

SUBJECT: New Faculty Contracts

I recommend the Board approve the contracts for the faculty members 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.

Anthony Cummins
Megan Gooding
Danievia Rolon
Daniel Rusert

Faculty-Automation
Faculty-History
Faculty-Health Science-WRTTC
Faculty-Natural Gas Compression



Midland College and Midland College Foundation Donations
January 13 to February 5, 2026

<i>Friends of the Series</i>	\$20,300.00
Tennis Facility Upgrade: Gifts/Donations	\$5,000.00
Chap Athletic Club: Sponsorship	\$3,500.00
Employee Payroll Deductions	\$1,288.42
Chaparral Endowment Fund	\$1,000.00
Chap Athletic Club Memberships	\$880.00
Chap Food Pantry	\$800.00
<i>Scholarships</i>	
General Scholarship Fund	\$7,962.50
Scholars' Dollars	\$2,750.00
Young Professionals in Energy	\$1,000.00
Various Scholarships - \$1,500 donation or less	\$230.00
Total Donations	\$44,710.92



Midland College

Office of the President

MEMORANDUM

TO: Board of Trustees

FROM: Dr. Damon Kennedy, President

DATE: February 17, 2026

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.

Erica Castrillo	Assistant Teacher-Pre-K Academy
Margarita Rezunenko	Coordinator AHEC
Xsenia Salmon	Specialist-Technical Services

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

Ashley Bell	Lead Dual Credit Advisor
Courtney Fairchild	Director of Compliance and Operations
Juan Gomez	Pathways Advisor
Amy Webb	Director of Dual Credit Services
Kathryn Zimmerhanel	Registrar



Midland College

Office of the President

MEMORANDUM

TO: Board of Trustees

FROM: Dr. Damon Kennedy, President

DATE: February 17, 2026

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.

Ida Jean Curiel	Associate Director First Generation Initiatives
Priscilla Gomez	Teacher/Lab Instructor HLGCC
Andres Hernandez	Police Officer
Jesus Machuca	Groundskeeper I
Timothy Roberts	Faculty Automotive Technology
Linda Scott	Police Officer
Darian Villarreal	Coordinator Operations Chaparral Center



BOARD OF TRUSTEES 2026 ANNUAL TRAINING PLAN

1. ASSOCIATION LED CONFERENCES AND WORKSHOPS

- **COMMUNITY COLLEGE ASSOCIATION OF TEXAS TRUSTEES (CCATT) ANNUAL CONFERENCE**
– SEPTEMBER 17-19, 2026 | HYATT REGENCY BAYTOWN, TX
- **ASSOCIATION OF COMMUNITY COLLEGE TRUSTEES (ACCT) LEADERSHIP CONGRESS –**
OCTOBER 21-24, 2026 | HYATT REGENCY CHICAGO, IL
- **TEXAS HIGHER EDUCATION COORDINATING BOARD (THECB) HIGHER EDGE - TBA**

2. COLLEGE LED WORKSHOPS – AS NEEDED

3. ACCT BOARD RETREAT - TBA

4. DIVISION/DEPARTMENT PRESENTATIONS

- REGULAR MEETINGS

5. ADMINISTRATIVE UPDATES

- PRESENTATIONS OF COLLEGE INFORMATION DURING REGULAR MEETINGS



Upcoming Events

2/23 Monday	Lady Chaps Basketball & Chaps Basketball v New Mexico Junior College	5:45 p.m. & 7:30 p.m. Chap Center
2/27 Friday	Lady Chaps Softball v Blinn College	1:00 p.m. Double Header Lady Chaps Field
2/27 Friday	Chaps Baseball v Temple College	3 p.m. Christensen Stadium
2/27 Friday	Music Faculty Recital	7:00 p.m. Wagner & Brown
2/28 Saturday	Lady Chaps Softball v Lamar Community College	11:00 a.m. Double Header Lady Chaps Field
2/28 Saturday	Chaps Baseball v Weatherford College	12:00 p.m. Double Header Christensen Stadium
2/28 Saturday	Esports Tournament	12:00 p.m. – 8:00 p.m. Esports Arena
3/2 Monday	Lady Chaps Basketball & Chaps Basketball v Western Texas College	5:45 p.m. & 7:30 p.m. Chap Center
3/3 Tuesday	Lady Chaps Softball v Wayland Baptist University	1:00 p.m. Double Header Lady Chaps Field
3/5 Thursday	Lady Chaps Softball v Arizona Western College	12:00 p.m. Double Header Lady Chaps Field
3/6 Friday	Chaps Baseball v Frank Phillips College	12:00 p.m. Double Header Christensen Stadium
3/7 Saturday	Chaps Baseball v Frank Phillips College	12:00 p.m. Double Header Christensen Stadium

3/8-10 Sun-Tues	Chaps Golf – TankLogix Green Tree Invitational	All Day Green Tree Country Club
3/9-13 Mon-Fri	Spring Break – MC Campuses Closed	All Day All Campuses
3/13 Friday	Chaps Baseball v Amarillo College	12:00 p.m. Double Header Christensen Stadium
3/14 Saturday	Chaps Baseball v Amarillo College	12:00 p.m. Double Header Christensen Stadium
3/17 Tuesday	Lady Chaps Softball v Colby Community College	2:00 p.m. Double Header Lady Chaps Field
3/17 Tuesday	Chaps Baseball v Odessa College	3:00 p.m. Double Header Christensen Stadium
3/17 Tuesday	Midland College Board of Trustees Meeting	4:00 p.m. Gibson Board Room
4/21 Tuesday	Midland College Board of Trustees Retreat	9:00 a.m.-3:00 p.m. Midland Country Club
4/21 Tuesday	Midland College Board of Trustees Meeting	4:00 p.m. Gibson Board Room