



## MEETING OF THE BOARD OF TRUSTEES MEETING AS A COMMITTEE OF THE WHOLE

TUESDAY, JANUARY 13, 2026  
6:00 PM

Alamo Colleges District  
Dr. Bruce H. Leslie Boardroom  
2222 N. Alamo St.  
San Antonio, TX 78215

NOTICE IS HEREBY GIVEN THAT THE COMMITTEE OF THE WHOLE MEETING OF THE BOARD OF TRUSTEES OF THE ALAMO COMMUNITY COLLEGE DISTRICT WILL BE HELD AT THE PHYSICAL LOCATION REFERENCED ABOVE ON TUESDAY, JANUARY 13, 2026. ONE OR MORE TRUSTEES MAY ATTEND REMOTELY BY VIDEOCONFERENCE PROVIDED THAT A QUORUM OF TRUSTEES ATTEND BY PHYSICAL PRESENCE AS AUTHORIZED BY TEXAS GOVERNMENT CODE SECTION 551.127. THE COMMITTEE OF THE WHOLE MEETING OF THE BOARD WILL CONVENE IN OPEN SESSION AT 6:00 PM.

This Meeting as a Committee of the Whole of the Board of Trustees, being held for the reasons listed below, is authorized in accordance with the Texas Government Code, §§ 551.001 - 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of the Chancellor. Executive Session, if required, is authorized by Chapter 551 and will be conducted prior to the conclusion of the meeting. If it is decided during the course of the meeting that discussion of any item listed on the agenda should be held in Executive Session, the Committee will convene in Executive Session in accordance with Tex. Govt. Code §§ 551.071 - 551.094. In order to vote on items discussed in Executive Session, the Board of Trustees must take action in the open portion of the meeting on items discussed in the Executive Session. The Committee will consider, discuss, and take appropriate action regarding the following items:

### AGENDA

1. **CALL TO ORDER**
2. **CERTIFICATION AND POSTING OF NOTICE**
3. **ROLL CALL**
4. **PLEDGE OF ALLEGIANCE**
5. **CITIZENS TO BE HEARD**
  - 5.A. Registration: 5:00 PM - 5:55 PM
6. **CHAIR'S REPORT - *Dr. Clint Kingsbery***
  - 6.A. Community Outreach: ACD 80th Celebration at San Antonio College, TAMUSA Dream Maker Scholarship Boots and Boas, Palo Alto College State of the College, THECB Higher Edge Conference, Northwest Vista College Fall 2025 Commencement, St. Philip's College Fall 2025 Commencement, San Antonio College Fall 2025 Commencement, ACD 80th Celebration at Northwest Vista College, The Fabulous GED Brunch, Alamo Colleges

Foundation Holiday Reception, and The Greater San Antonio Chamber Gala

**7. NEW BUSINESS**

7.A. Discussion and Possible Action to Approve an Order Calling for a General Election for Trustees of Single Member Districts 4, 8, and 9 to be held on May 2, 2026

**Presenter:** Roxella Cavazos

**8. STUDENT SUCCESS COMMITTEE, *Dr. Lorraine Pulido, Chair***

8.A. Palo Alto College Program Highlight: Advanced Manufacturing Technology (AMT)

**Presenter:** Cynthia Galvan

**9. AUDIT, BUDGET AND FINANCE COMMITTEE, *Gerald Lopez, Chair***

9.A. Discussion and Possible Action on FY2024-25 Annual Comprehensive Financial Report for the Alamo Colleges District

**Presenter:** Patrick Vrba

9.B. Clifton Larson Allen LLP Audit Results and Required Communication

**Presenter:** Daniel Persaud and Chad Lassen

9.C. Discussion and Possible Action on Acceptance of the FY2025-2026 Fund Balance & Budget Amendments

**Presenter:** Shayne West

9.D. Internal Audit Semi-Annual Update

**Presenter:** Frank Cortez

9.E. Discussion and Possible Action on Approval of the Internal Audit Charter

**Presenter:** Frank Cortez

9.F. Discussion and Possible Action on Approval of the Audit Committee Charter

**Presenter:** Frank Cortez

**10. WORKFORCE DEVELOPMENT COMMITTEE, *Dr. Gene Sprague, Chair***

10.A. Workforce Development Committee Report

**Presenter:** Xavier Urrutia

10.B. Discussion and Possible Action on the Approval of Northeast Lakeview College Associate of Applied Science Degree in Electrician Technician

**Presenter:** Will Fanning and Keith Collins

**11. CONSENT AGENDA REPORTS**

11.A. Discussion and Possible Action on Monthly Contracts Report

11.B. Discussion and Possible Action on Monthly Grants and Contracts Report

11.C. Discussion and Possible Action on Approval of Construction Reports

11.D. Discussion and Possible Action on Approval of Financial Reports

11.E. Discussion and Possible Action on Approval of Monthly Report on Cooperative Purchases in Excess of \$200,000

11.F. Discussion and Possible Action on Approval of Investment Report Through November 30, 2025

11.G. Discussion and Possible Action on Funding for Northeast Lakeview College New Braunfels and Veteran's Center Facilities

11.H. Discussion and Possible Action on Award of Guaranteed Maximum Price to Upgrade the Electrical Plant Switchgear at St. Philip's College

11.I. Discussion and Possible Action on Approval of Report of Policies Reviewed with No Substantive Changes

11.J. Discussion and Possible Action on Affirmation of Policy Revisions Approved by Chancellor Under Board-Delegated Authority

11.K. Discussion and Possible Action on Application for a Grant from Texas Office of the Governor, Criminal Justice Division, Public Safety Office

**12. EXECUTIVE SESSION**

12.A. The Committee of the Whole may go into Executive Session to deliberate on any item referenced in this agenda for open session or executive session based on the following potential exceptions under the Act.

- 12.B. Pursuant to §551.071, Texas Government Code, the Committee of the Whole may consult with its attorneys to seek their advice on matter(s) in which the duty of the attorney(s) to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.
- 12.C. Pursuant to § 551.071, Texas Government Code, the Committee of the Whole may consult with its attorneys about pending and threatened litigations.
- 12.D. Pursuant to § 551.071, Texas Government Code, the Committee of the Whole may consult with its attorneys about pending EEOC charges.
- 12.E. Pursuant to §551.072, Texas Government Code, the Committee of the Whole may deliberate the purchase, exchange, lease or value of real property.
- 12.F. Pursuant to §551.073, Texas Government Code, the Committee of the Whole may deliberate regarding a negotiated contract for prospective gift or donation.
- 12.G. Pursuant to §551.074, Texas Government Code, the Committee of the Whole may deliberate the appointment, employment, evaluation, reassignment, duties, performance of duties, discipline, or dismissal of a public officer or employee(s), including, without limitation, the Chancellor and the Associate Vice Chancellor for Finance and Fiscal.
- 12.H. Pursuant to §551.076, Texas Government Code, the Committee of the Whole may deliberate the deployment, or specific occasions for implementation, of security personnel or devices, or a security audit.
- 12.I. Any action on these matters will be taken in Open Session.
- 12.J. **RECONVENE OPEN MEETING**
  - 12.J.1) Discussion and Possible Action on Items Discussed in Executive Session.

**13. ADJOURNMENT**

POSTED AT THE  
 ALAMO COMMUNITY COLLEGE DISTRICT  
 2222 N. Alamo St.; San Antonio, TX 78215 at  
 POSTED AT 5:00 PM ON THIS 7TH DAY OF JANUARY 2026

This meeting site is wheelchair accessible. The accessible entrance is located at the side entrance of Dr. Bruce H. Leslie Boardroom. Accessible parking spaces are located in front of the Alamo Colleges Center for Excellence and Student Success, located in the parking lot that faces N. Alamo Street. Auxiliary aids and services are available upon request (interpreters for the hearing impaired must be requested twenty-four hours prior to the meeting) by contacting the Board of Trustees Office at [dst-board@alamo.edu](mailto:dst-board@alamo.edu).

“The following notices apply to this meeting.

Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun.

Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly.

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Dr. Mike Flores  
Chancellor

**TO BE READ BY BOARD CHAIR BEFORE CTBH ITEM**

**Citizens To Be Heard Standard Statement**

All individuals wishing to address the Board should have signed up to do so.

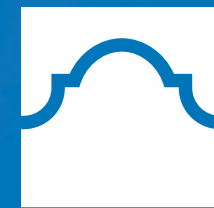
Comments relating to general matters shall be presented during the Citizens To Be Heard portion of the meeting. Comments relating to a specific item or items on the Board's agenda may be presented (a) during the Citizens To Be Heard portion of the meeting or (b) during consideration of the specific agenda item or items.

- No presentations shall exceed three (3) minutes.
- If ten (10) or more person sign up to comment on a specific item, each speaker may be limited to two (2) minutes by majority vote of the Board.
- Individuals needing a translator will have a six-minute time period.
- No individual is allowed to transfer his or her time to another individual.
- When the timer beeps, please finish your sentence so that we can allow others to have their voice heard.
- Please introduce yourself by name and state whether you represent yourself, an organization or an employer.

Please know that your right to speak may be withdrawn by the Board Chairman if you are discourteous, disrespectful, or are otherwise likely to impede, interfere with or otherwise obstruct this meeting.

State law limits Trustee response to public comments.

# Discussion and Possible Action to Approve an Order Calling for a General Election of Trustees for Single-Member Districts 4, 8, and 9 to Be Held on Saturday, May 2, 2026



ALAMO  
COLLEGES  
DISTRICT

**Roxella Cavazos**

Associate General Counsel

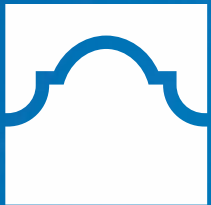


# Action Requested

Approve the attached Order (i) Calling for a General Election to be held on the Uniform Election Date of Saturday, May 2, 2026 for the Alamo Community College District to elect Trustees for Single-Member Districts Four (4), Eight (8), and Nine (9) to serve six-year terms; and (ii) Approving that Bexar County Elections Administration will provide election services and conduct the Trustee elections jointly with other political subdivisions as determined by Bexar County Elections Administration and other related matters



# Thank you.



ALAMO  
COLLEGES  
DISTRICT



Discussion and Possible Action to Approve an Order Calling for a General Election of Trustees for Single-Member Districts 4, 8, and 9 to Be Held on Saturday, May 2, 2026

Presented to the Board Acting as Committee of the Whole on January 13, 2026 and now presented to the Board for approval at a regular meeting on January 20, 2026.

**MINUTE ORDER:**

*“The Board hereby approves the attached Order (i) Calling for a General Election to be held on the Uniform Election Date of Saturday, May 2, 2026 for the Alamo Community College District to elect Trustees for Single-Member Districts Four (4), Eight (8), and Nine (9) to serve six-year terms; and (ii) Approving that Bexar County Elections Administration will provide election services and conduct the Trustee elections jointly with other political subdivisions as determined by Bexar County Elections Administration and other related matters.”*

**PURPOSE:**

To call and order a General Election to elect Trustees for Single-Member Districts Four (4), Eight (8) and Nine (9), whose current terms expire in May 2026, to serve new terms to expire in May 2032; and to authorize contracting with Bexar County Elections Administration to provide elections services and conduct the Trustee Elections, jointly with other entities as determined by Bexar County Elections Administration, in accordance with the attached Order.

**BACKGROUND:**

To comply with the Texas Election Code and the Texas Education Code, it is necessary for the Board to call a general election to elect Trustees for Single-Member Districts Four (4), Eight (8) and Nine (9) whose terms expire in May 2026; and approve that the Trustee general election be held on the Uniform Election Date of Saturday, May 2, 2026 and be conducted by Bexar County Elections Administration, jointly with other political subdivisions.

**IMPLICATIONS:**

Financial: Election Costs To Be Determined

**ATTACHMENTS:** Exhibit 1 – Order Calling a Trustee General Election on the Uniform Election Day of Saturday, May 2, 2026

Approved and Adopted on January 20, 2026:

\_\_\_\_\_  
Clint Kingsbery  
Chair, Board of Trustees  
Alamo Community College District



**ORDER CALLING A TRUSTEE GENERAL ELECTION  
ON THE UNIFORM ELECTION DAY OF SATURDAY, MAY 2, 2026**

**WHEREAS**, the six-year terms of office of Trustees for single-member Districts Four (4), Eight (8), and Nine (8) in the Alamo Community College District (“ACCD”) will expire in May 2026; and

**WHEREAS**, the ACCD Board of Trustees (the “Board”) is required and has the authority to call a General Election on May 2, 2026, a uniform election day, for Trustees to serve six-year terms for single-member Districts Four (4), Eight (8), and Nine (9); and

**WHEREAS**, per the Texas Election Code, Saturday, May 2, 2026, is the uniform election day for local non-county political subdivisions such as ACCD; and

**WHEREAS**, other local non-county political subdivisions will hold elections on the uniform election day of Saturday, May 2, 2026; and

**WHEREAS**, the Board has the authority, pursuant to Chapter 271 of the Texas Election Code and Chapter 791 of the Texas Government Code, to enter into a contract for election services with Bexar County, Texas and joint election agreements with other entities holding elections on the same date.

IT IS, THEREFORE, ORDERED BY THE BOARD OF TRUSTEES OF THE ALAMO COMMUNITY COLLEGE DISTRICT AS FOLLOWS:

**Section 1. Call of Election; Date; Eligible Electors; and Hours.** The Board hereby CALLS and ORDERS that a General Election (the “Election”) shall be held on Saturday, May 2, 2026, which is seventy-eight (78) or more days from the date of the adoption of this Order (the “Order”) within the territory of ACCD for Trustees to serve six-year terms for single-member Districts Four (4), Eight (8), and Nine. The current terms for Trustee positions in Districts Four (4), Eight (8), and Nine (9) expire in May 2026, and the new terms will expire in May 2032. All resident, qualified and registered voters of ACCD shall be entitled to vote for candidates for the ACCD Board Trustee positions at issue. The Board hereby finds that holding the Election on Saturday, May 2, 2026, which is a uniform election date, is in the public interest. The hours during which the polling places are to be open on Election Day for the Election shall be from 7:00 a.m. to 7:00 p.m.

**Section 2. Conduct of Election, Election Services Agreements and Appointment of Election Officers.** The Election shall be conducted by election officers, in accordance with the Texas Education Code, the Texas Election Code and the Constitution and laws of the State of Texas and the United States of America. An electronic voting system, as defined and described in Title 8, Chapter 123 of the Texas Election Code, shall be utilized for the Elections.

Pursuant to Chapter 31 of the Texas Election Code, the Board ORDERS that the Election be conducted under the terms and conditions of a Contract for Election Services between Bexar County, Texas and the Alamo Community College District, which will be adopted at a subsequent meeting of the Board. Under said agreement, Bexar County, under the direction of the Bexar

County Elections Administrator, will conduct a joint election for one or more entities, including the Alamo Community College District. The Board approves Roxella Cavazos, ACCD Associate General Counsel, as the ACCD Elections Administrator and liaison with Bexar County.

Chapter 271 of the Texas Election Code provides that the authorities of two or more local political subdivisions which have ordered elections for the same day in all or part of the same territory may enter into an agreement to hold the elections jointly in election precincts that can be served by common polling places, and the Board is expressly authorizing this action. A Joint Election Agreement will be approved at a subsequent meeting of the Board.

**Section 3. Voting Precincts.** Except as otherwise provided herein, the presently existing boundaries and territory of the respective Bexar County Election Precincts, which are wholly or partially within the territorial boundaries of ACCD, are hereby designated as the voting precincts of ACCD for the Elections. The precinct numbers for ACCD's election precincts shall be the corresponding Bexar County Election Precinct Number of each precinct that is wholly or partially within the College District. The Board acknowledges that Bexar County participates in a county-wide polling place program and approves of voting as provided by that program.

**Section 4. Early Voting Polling Places and Times.** The early voting polling places and times for early voting will be determined by Bexar County Elections Administration and will be approved at a subsequent meeting of the Board. The Board approves that each of its colleges may be designated as voting sites for early voting and election day voting.

**Section 5. Election Day Polling Places.** The Election Day polling places for the Election for each of the respective precincts in Bexar County will be approved at a subsequent meeting of the board. Section 271.003 of the Texas Election Code provides that voters of a particular election precinct or a political subdivision may be served in a joint election by a common polling place located outside the boundary of the election precinct or political subdivision if the location can adequately and conveniently serve the affected voters and will facilitate the orderly conduct of the election. To the extent any polling place utilized by the District and designated at a subsequent meeting of the Board for the conduct of the Election is located outside the boundaries of an election precinct, the Board specifically finds that the polling places selected by the College District are convenient and will adequately serve the voters of the District.

**Section 6. Presiding Judges and Alternates.** The Board approves the presiding judges and alternate presiding judges designated and appointed by Bexar County Elections Administration for the respective election precincts. The presiding judge at each precinct shall have authority to retain and deputize clerks for the conduct of the Elections in accordance with the directives established by the Bexar County Elections Administrator for these elections.

In the event that Bexar County shall determine from time to time (a) that the polling places hereby established and designated shall become unavailable or unsuitable for such use, or it would be in the College District's best interest to relocate the polling places, or (b) that the Presiding Election Judge or Alternate Presiding Judges appointed or hereinafter designated shall become disqualified or unavailable, Bexar County is hereby authorized to designate and appoint in writing substitute polling places, Presiding Election Judges or Alternate Presiding Election Judges, giving such notice as is required by the Texas Election Code and as deemed sufficient. Furthermore, Bexar County is hereby authorized to allow Presiding Election Judges or Alternate Presiding

Election Judges, upon request, to designate and appoint such additional clerks as may be required from time to time to assist at polling places in order to efficiently carry out the duties of the office, giving such notice as is required by the Texas Election Code and as deemed sufficient.

**Section 7. Election Information to Be Provided in Spanish.** Except as otherwise provided by the Contract for Election Services or Texas Election Code, the Bexar County Elections Administrator shall be responsible for the preparation of notices, instructions, orders, ballots and other written material pertaining to the Elections, and shall cause each such document to be translated into and furnished to voters in both the English language and the Spanish language, in order to aid and assist voters speaking Spanish as a primary or an alternative language to properly participate in the election process. In addition, the Bexar County Elections Administrator is hereby authorized and directed to make available to the voters an individual capable of acting as a translator and speaking both English and Spanish languages who will assist Spanish speaking voters in understanding and participating in the election process. The ACCD Elections Administrator is hereby authorized and directed to post at ACCD any required notices or other written materials in English and Spanish.

**Section 8. Appointment of ACCD Custodian of Records and Agent.** To the extent not otherwise provided for in the Contract for Election Services, the Board hereby appoints Denise Wilson, Board Liaison, and Patricia Meurin, Coordinator of the Office of Legal Services, as the ACCD Custodians of Records and agents to the Board Secretary to perform the duties related to the conduct and maintenance of records of the Election as required under the Texas Election Code during the period beginning the fiftieth (50th) day before Election Day for the Election, and ending not earlier than the fortieth (40th) day after the day of the Election. In particular, the ACCD Custodians shall provide applications for candidates for a place on the ballot, accept such applications from candidates, determine the order in which names will appear on the ballot for the Trustee positions based on a drawing, and accept and maintain records regarding campaign expenditures that may be filed with ACCD. The ACCD Custodians shall be supported by Roxella Cavazos, ACCD Elections Administrator and Associate General Counsel-Office of Legal Services.

The ACCD Custodians shall maintain an office open for election duties for at least three hours each day, during regular office hours, on regular College District business days during the period required by law or as otherwise provided by Texas Secretary of State. The ACCD Custodians shall post notice of the location and hours of their offices as required by the Texas Election Code. The ACCD Custodians shall be the primary persons designated to receive documents on behalf of ACCD that are required by the Texas Election Code. They shall ensure that the documents, records and other items relating to the election are kept and maintained in the Office of Legal Services.

**Section 9. Appointment of General Custodian of Election Records.** Pursuant to Section 271.010 of the Texas Election Code and Election Services Agreement, the Board approves and appoints Michele Carew, Bexar County Elections Administrator, as General Custodian of Election Records (“General Custodian”). The General Custodian shall secure all ballot boxes and voting equipment and preserve all voted ballots securely in a locked room in the locked ballot boxes or as otherwise permitted for the period for preservation required by the Election Code. The General Custodian shall secure all electronic voting equipment, voting cards and mail-in ballots.

**Section 10. Early Voting by Mail.** The Board appoints Michele Carew, Bexar County Elections Administrator, as ACCD's Early Voting Clerk. Applications for ballot by mail and ballots voted by mail shall be addressed to ACCD's Early Voting Clerk at the following addresses:

*By regular mail:*

Michele Carew  
Early Voting Clerk  
1103 S. Frio, Suite 200  
San Antonio, Texas 78207

*By contract carrier:*

Michele Carew  
Bexar County Elections Administrator  
1103 S. Frio, Suite 100  
San Antonio, Texas 78207

Additional contact information for ACCD's Early Voting Clerk:

Phone: 210-335-0850

Email: [BexarCountyElections@bexar.org](mailto:BexarCountyElections@bexar.org)

Website: <https://www.bexar.org/1568/Elections-Department>

The ACCD Joint Early Voting Clerk shall collect all applications for ballots received at the above addresses during the period allowed by the Texas Election Code.

**Section 11. Early Voting Ballots.** The presiding judge of the Bexar County Early Voting Ballot Board shall count and return early voting ballots in accordance with the Texas Election Code. The presiding judge of the Early Voting Ballot Board shall appoint two or more election clerks, and such judge and clerks shall constitute the early voting ballot board and shall perform the duties set forth for such board in the Texas Election Code.

**Section 12. Canvassing of Returns, Declaring Results.** The General Custodian shall provide a written return of the Election results to the ACCD Elections Administrator. The ACCD Elections Administrator shall make a written return of the Election results to the Board in accordance with the Election Code. The Board shall canvass the returns and declare the results of the Election.

If the Board finds, at the time of canvassing the election results, that no candidate for a particular District for trustee has received the votes of a majority of the resident, qualified voters voting at the Elections, including those voting early, then a runoff election will be ordered by the Board between the two candidates receiving the highest number of votes for the particular District and at a date and under procedures appropriate under the Texas Election Code and as determined by the Bexar County Elections Administrator.

**Section 13. Notice of Election.** Notice of the Elections, stating in substance the contents of this Order, shall be published one time in the English and Spanish languages, in a newspaper published within ACCD's territory, at least 10 days and no more than 30 days before the Elections and as otherwise may be required by the Texas Election Code. Notice of the Elections shall also

be posted on the bulletin board used by the Board to post notices of the Board’s meetings no later than the 21st day before the Elections and at any other place required by the Texas Election Code, including websites.

**Section 14. Training of Election Officials.** Pursuant to the Texas Election Code, a public school of instruction for all election officers shall be held as provided by the Election Services Agreement with Bexar County Elections Administration.

**Section 15. Authorization to Execute.** The Chair of the Board is authorized to execute and the Secretary, Assistant Secretary or Deputy Secretary of the Board is authorized to attest this Order on behalf of the Board. The Chair of the Board is authorized to do all other things legal and necessary in connection with the holding and consummation of the Election.

**Section 16. Effective Date.** This Order is effective immediately upon its passage and approval.

**PASSED AND APPROVED** the 20th day of January, 2026.

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Clint Kingsbery  
Chair, Board of Trustees  
Alamo Community College District

**ATTEST:**

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Anna Uriegas Bustamante  
Secretary, Board of Trustees  
Alamo Community College District

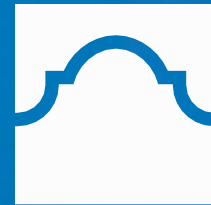
OR

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Gloria Ray  
Assistant Secretary, Board of Trustees  
Alamo Community College District

# Building Future-Ready Skills:

## PAC Advanced Manufacturing Technology (AMT) and Texas Federation for Advanced Manufacturing Education (TX FAME) Partnership



ALAMO  
COLLEGES  
DISTRICT

**CYNTHIA GALVAN**

Academic Program Director



## Board Policies in Support of Charges

- Policy A.01.03 College District Vision, Mission, Values and Goals Policy
- Policy E.1.3 Core Curriculum and Degrees

## Organizational Charges to the Chancellor

- Student Success - Support equitable educational outcomes for all students
- Credentials of Value – Increase degrees and certificates achieved
- Economic and Workforce Development



# Future Ready Skills for a High-Tech Workforce

## Industry and college partnerships leading to student success

- Palo Alto College Partnering with **TX FAME-Toyota** to build a skilled workforce
- **Cross-college collaboration** with the St. Philip's College AMT program and their successful TX FAME partnership

## Highly successful initial cohort

- **85%** program retention rate
- **100 %** of students employed after graduation!

## Building Skills in and out of the classroom

- **AMT Student Ambassadors** lead program tours, mentor students, and communicate with industry partners



# Texas Federation of Advanced Manufacturing Education (TX FAME)

- **TX FAME** – The New American Model of Manufacturing Skills Training
- **Apprenticeship-style** training program where PAC students earn while they learn
  - PAC students work at Toyota three days per week while taking classes at PAC two days per week
- More than 1,800 hours of **hands-on experience** in the field complemented by **rigorous academics and lab training**



# Powering the Future of Advanced Manufacturing

## Significant enrollment growth

- 29 in Fall 2023 to 84 in Fall 2025
- Goal of 120+ student in Fall 2026

## Building capacity for continued growth

- Daytime and Evening classes
- Offering both TX FAME and non-TX FAME cohorts

## Student support system built for success

- Dedicated staff focused on student academic progress and completion along with ***wrap around services*** that help power student outcomes



# Powering Growth through Collaboration

## Expanding our impact through partnerships

- Increasing TX FAME industry **partnerships**

## Community investment and collaboration

- Alamo College **bond investment** to power new AMT labs and specialized training at Brooks City Base

## Building community Awareness

- **PAC Manufacturing Day**: 500+ student and 20+ industry partners

## Driving innovation and student success

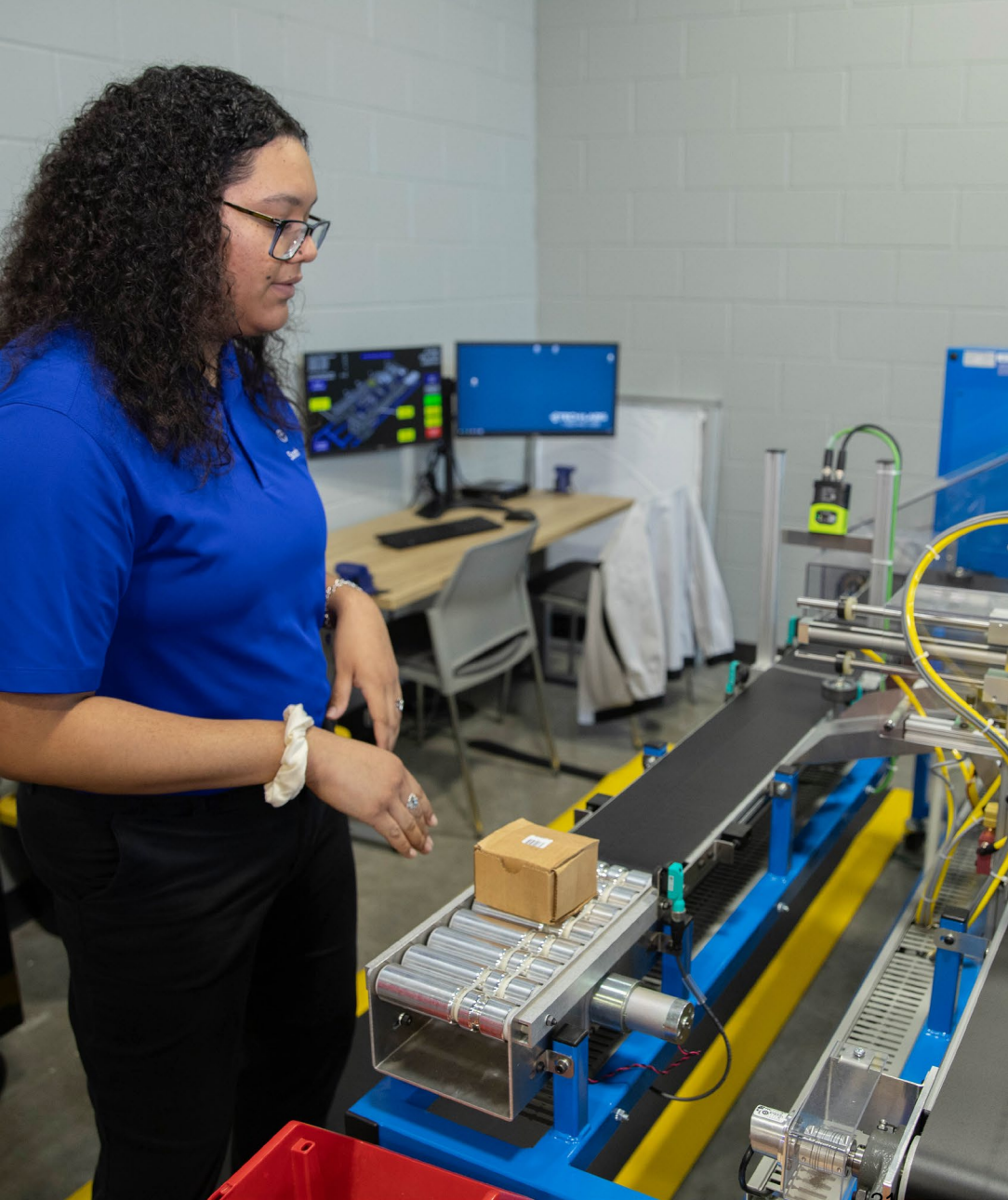
- Palo Alto College is becoming the **southside hub for Advanced Manufacturing training** in San Antonio



# High Wage Salaries in Advanced Manufacturing

Job Title	Typical Entry-Level Education	2024 Median Annual Wage*
Industrial Engineering Technologies & Technicians	Associates Degree and Certificates	\$64,790
Manufacturing Engineering Technologists/Technicians	Associates Degree and Certificates	\$69,780
Engineering Technologist & Technicians	Associates Degree and Certificates	\$75,290
Industrial Production Managers	Associates Degree and BAT Degree	\$121,440

\*(Bureau of Labor Statistics)



# Partnering to Build a Workforce Pipeline

## Building a talent pipeline

- Expanding **high school pathways** into Advanced Manufacturing

## Powering Success

- Continue to **strengthen industry partnerships** through mentorships, internships, and student engagement

## Combating poverty through workforce education

- AMT students gain **access to high-wage, high-demand careers**





## Liliana Cortez



*“Joining TXFAME at Palo Alto College has been an eye-opening experience, giving me new knowledge and hands on skills that I can use in my future career.”*

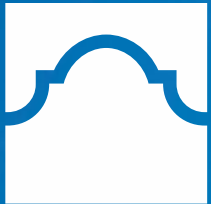
## Sarah Gonzalez



*“Since joining the AMT program, I’ve been able to turn my hands on training into real, job-ready skills, making me a more confident and competitive worker.”*



# Thank you.

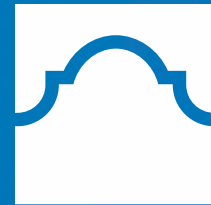


ALAMO  
COLLEGES  
DISTRICT



# Annual Financial Report Highlights for the Fiscal Year Ended August 31, 2025

Patrick F. Vrba, Jr., CPA  
Controller



ALAMO  
COLLEGES  
DISTRICT









# Required Board Actions

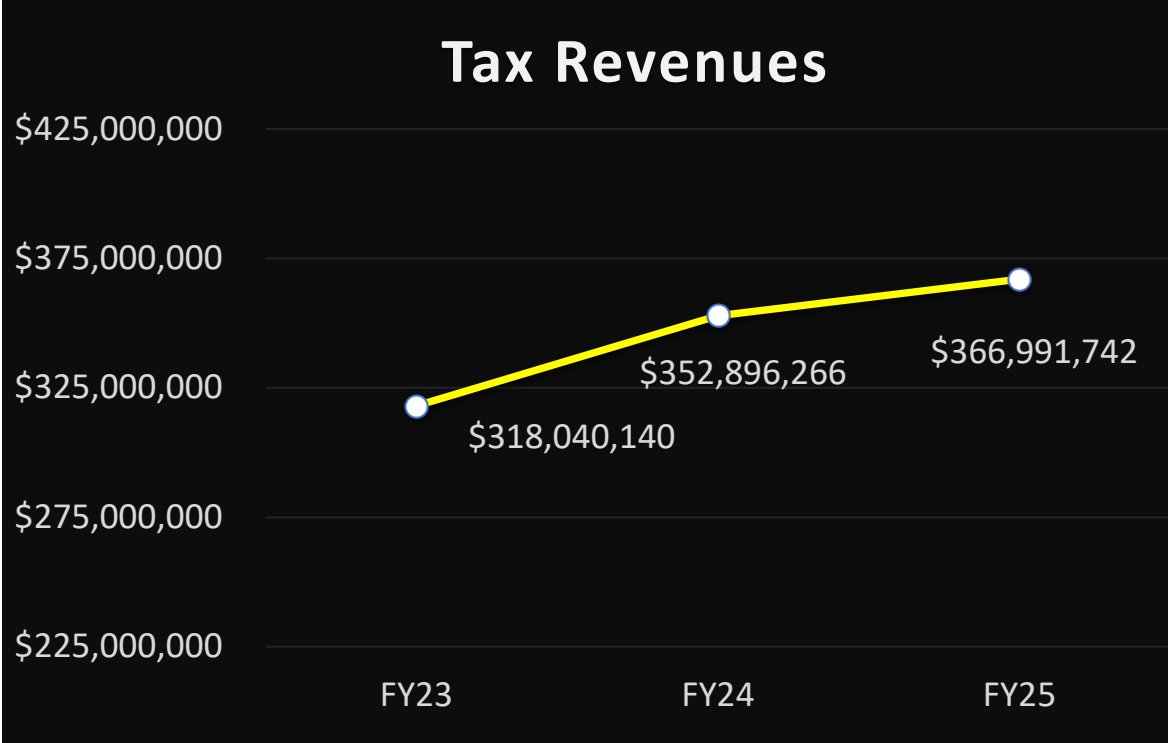
Annually, the Board of Trustees is required to approve the financial reports and accept the audit results for the prior fiscal year for the District, including the District's component units – Alamo Colleges Foundation and ACCD Public Facility Corporation.

# Financial Highlights for Fiscal Year Ended August 31, 2025

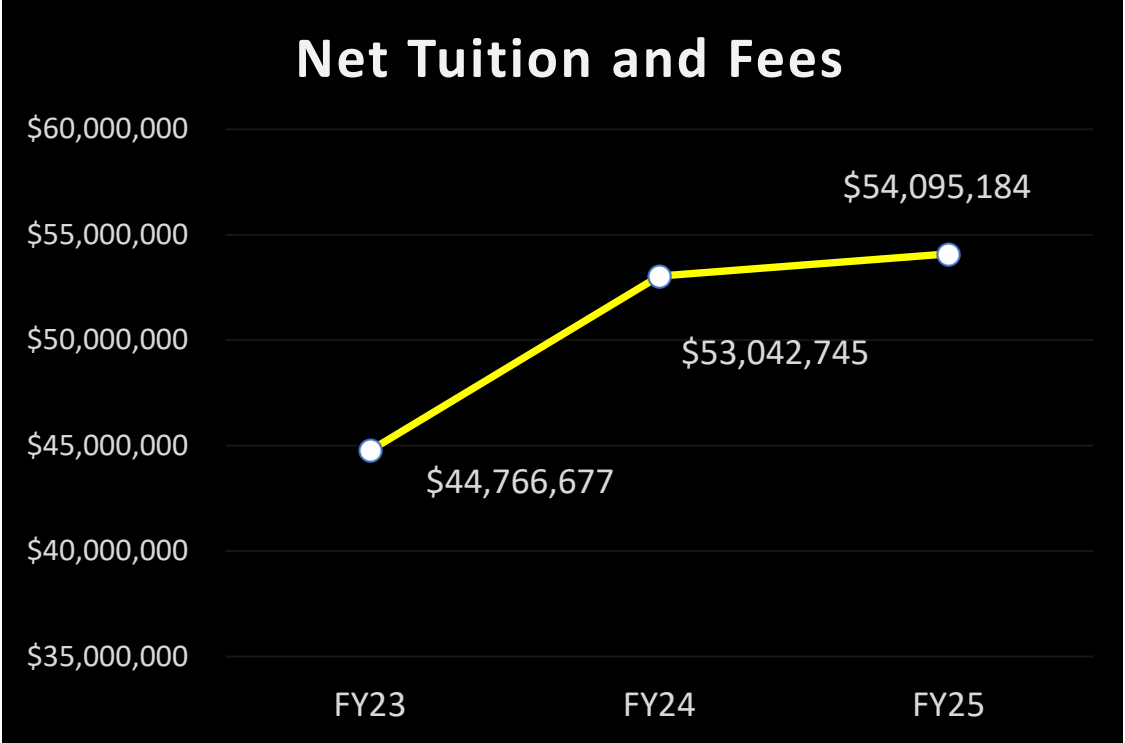
Alamo Colleges Continues to be **financially strong**

	Experienced and stable financial leadership
	Net tuition and fees increased \$1.1M (2.0%) from prior year
	Revenues > expenses by \$44.5 million due to timing of capital expenditures
	Increasing tax base due to San Antonio's continued growth – Ad valorem tax revenues up \$14.1 million
	Alamo G.O. bonds are rated AAA by both Moody's and S&P – <b>1 of only 3 in Texas and 1 of only 10 community colleges in the nation with AAA ratings from both agencies.</b> Revenue bonds also rated AAA by S&P.
	<b>Unmodified (clean) audit opinion on both Financial Audit and Single Audit</b>

# Tax Revenue & Net Tuition Growth – Last 3 Fiscal Years



**4% Increase**



**2% Increase**



# Strategic Application of Revenue Growth

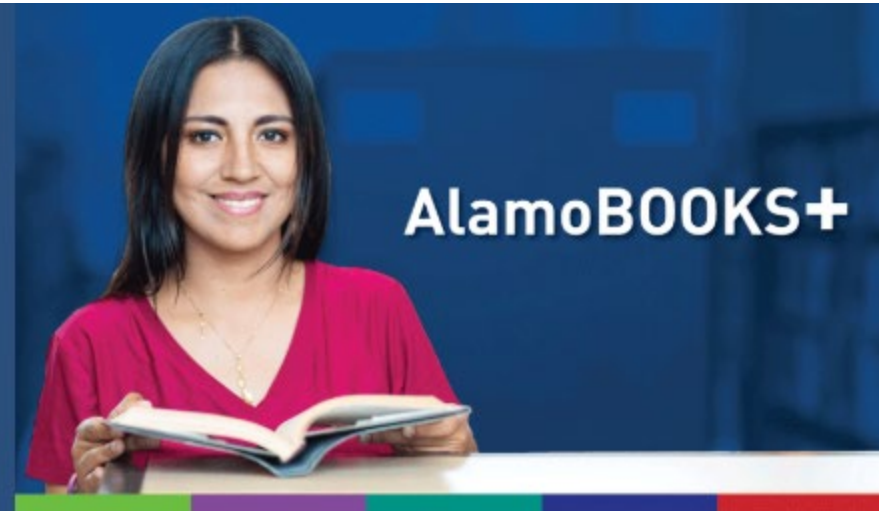


## AlamoADVISE



**Don't worry about buying books.**

AlamoBOOKS+ provides easy textbook rentals for eligible students through Barnes & Noble College, so students can have all required books and other instructional materials by the first day of class.



- **Financial Reports** – prepared by Finance and Fiscal Services staff
  - **Includes all financial activities** – operating budget results, construction, grants, etc.
  
- **Audit Opinions** – issued by an independent audit firm – CliftonLarsonAllen for FY2025



**ANNUAL COMPREHENSIVE FINANCIAL REPORT**  
 FOR THE YEARS ENDED AUGUST 31, 2025 AND 2024  
 ALAMO COMMUNITY COLLEGE DISTRICT  
 SAN ANTONIO, TEXAS



# Financial Statement Audit Results

- **Financial Statement Opinion:** Unmodified (clean) opinion on financial statements; **BEST opinion available**
- **Report on Internal Control over Financial Reporting:** Auditors provide management letter on internal controls
  - Purpose: To determine audit procedures appropriate for the purpose of expressing an opinion on the fair presentation of the financial statements (not to issue an opinion on effectiveness of internal controls)
  - **No deficiencies (findings) in internal controls were identified as part of their consideration of internal control over financial reporting**

# Single Audit Results

- **Single Audit Opinion:** Unmodified (clean) opinion on major Federal and State programs; **BEST opinion available**
- **Reports on Compliance for each Major Federal and State Programs:**
  - Auditors concluded we “complied, in all material respects, with the compliance requirements that could have a direct and material effect on the federal and state programs selected for audit.”
  - However, the auditors identified 2 instances of noncompliance (findings) considered to be significant deficiencies, but these internal control issues did not rise to the level where they could not issue an unmodified opinion.

# Single Audit Results Overview

## Single Audit: Compliance Audit of Federal and State Programs (Grants)

	Grants Subcategory	FY25 Expenses	# of Grants	# of Findings
*	Student Financial Aid Cluster - Federal	\$ 185,992,832	4	2 **
	Other Grants - Federal	26,411,128	27	-
	<b>Total Grants - Federal</b>	<b>\$ 212,403,960</b>	<b>31</b>	<b>2</b>
*	Texas Educational Opportunity Grant - State	\$ 6,641,587	2	-
	Other Grants - State	4,975,853	17	-
	<b>Total Grants - State</b>	<b>\$ 11,617,440</b>	<b>18</b>	<b>-</b>
	<b>Total Federal and State Grants</b>	<b>\$ 224,021,400</b>	<b>49</b>	<b>2</b>

\* Audited in FY25

\*\* Total of 0.027% of SFA expenditures (\$5,048)



# Single Audit Finding # 1

## Unmodified (clean) opinion on compliance issued for Student Financial Aid grants

### Finding (1):

- A Banner system defect prompted management to disable standard attending hours functionality and require manual Pell grant adjustments. An enrollment change that required a manual Pell grant adjustment was missed, resulting in an over-award of \$1,849 to one student.

### Corrective action plan:

- SFA implemented exception reports to monitor students whose enrollment status changed after initial disbursement while the attending hours functionality is turned off due to the Banner student system defect. Enhanced reviews of the exception reports will be performed to ensure timely identification and evaluation of Pell grant eligibility, eliminating over-awarding of Pell grants.



# Single Audit Finding #2

## Unmodified (clean) opinion on compliance issued for Student Financial Aid grants

### Finding (1):

- A student withdrew using the mobile app which bypassed required advisor approval and prevented the Return to Title IV (R2T4) workflow from recognizing the withdrawal. As such, the R2T4 calculation for one out of 60 students tested was not performed in a timely manner. The dollar amount related to this finding was \$3,199.

### Corrective action plan:

- Targeted reviews of all students who withdrew using the mobile app were performed and SFA is now actively monitoring withdrawals via the mobile app to ensure R2T4 calculations are reviewed and performed timely.



# GFOA Certificate of Achievement for Excellence in Financial Reporting



Government Finance Officers Association

Certificate of  
Achievement  
for Excellence  
in Financial  
Reporting

Presented to

**Alamo Community College District  
Texas**

For its Annual Comprehensive  
Financial Report  
For the Fiscal Year Ended

August 31, 2024

*Christopher P. Morill*

Executive Director/CEO

- For FY2024 ACFR submitted last year, the District earned its **sixteenth consecutive** Certificate of Achievement from the GFOA
- We will submit our FY25 ACFR for the Certificate immediately following Board approval



ALAMO  
COLLEGES  
DISTRICT



# Actions Requested by Board

## Approve FY 2025 financial statements

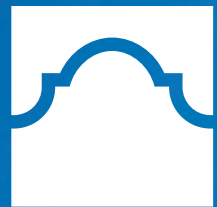
- Annual Comprehensive Financial Report for the Alamo Colleges District

## Accept CLA's audit opinions and reports for:

- Financial report for the District
- Internal controls report for the District



# Thank you.



ALAMO  
COLLEGES  
DISTRICT



**Discussion and Possible Action on FY2024-25 Annual Comprehensive Financial Report for the Alamo Colleges District**

Presented to the Board acting as Committee of the Whole on January 13, 2026 and now presented to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES for approval on January 20, 2026.

**MINUTE ORDER**

**“The Board of Trustees approves the attached drafts of the Annual Comprehensive Financial Report for the Alamo Colleges District for the year ended August 31, 2025; and accepts the drafts of the: 1) Independent Auditor’s Report for Alamo Colleges District; 2) Independent Auditor’s Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards* for Alamo Colleges District; 3) Independent Auditor’s Report on Compliance for Each Major Federal Program and Report on Internal Control over Compliance Required by the Uniform Guidance; 4) Independent Auditor’s Report on Compliance for Each Major State Program and Report on Internal Control Over Compliance Required by the Texas Grant Management Standards.”**

**PURPOSE**

To comply with state reporting and federal auditing requirements.

**BACKGROUND**

The Annual Comprehensive Financial Report (ACFR) for the Alamo Colleges District was recently completed by your Finance and Administration staff. The ACFR for the Alamo Colleges District includes financial activities of the five colleges—San Antonio College, St. Philip’s College, Palo Alto College, Northwest Vista College and Northeast Lakeview College. The reports:

- Are prepared in accordance with generally accepted accounting principles and the Governmental Accounting Standards Board (GASB); and
- Comply with the requirements of Annual Financial Reporting Requirements for Texas Public Community and Junior Colleges as set forth by the Texas Higher Education Coordinating Board (THECB).

The reports include the audit opinion drafts from CliftonLarsonAllen LLP.

<b>Report</b>	<b>Opinion</b>
Independent Auditor’s Report for Alamo Colleges District	Unmodified
Independent Auditor’s Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with <i>Government Auditing Standards</i>	Unmodified
Independent Auditor’s Report on Compliance for Each Major Federal Program and Report on Internal Control over Compliance Required by the Uniform Guidance	Unmodified
Independent Auditor’s Report on Compliance for Each Major State Program and Report on Internal Control over Compliance Required by the Texas Grant Management Standards	Unmodified

State statute requires an annual audit by independent certified public accountants. The purpose of an independent audit is to provide assurance, based on independent review and testing, that the basic financial statements and accompanying notes are fairly stated in all material respects.

This is the seventeenth year the Alamo Colleges District will submit the ACFR for the Alamo Colleges District to the Government Finance Officers Association (GFOA) for consideration for the Certificate of Achievement for Excellence in Financial Reporting. In order to be awarded this certificate, a governmental entity must publish a financial report that meets the GFOA standards and requirements. Alamo Colleges District was awarded its sixteenth Certificate of Achievement for Excellence in Financial Reporting for the FY2024 ACFR.

**IMPLICATIONS**

Financial:	As agreed to in the Master Engagement Letter
Strategic Plan:	Goals I (Student Success) and III (Performance Excellence)
Human Resources:	N/A

**ATTACHMENTS**

1. Draft of ACFR for Alamo Colleges District, includes CliftonLarsonAllen LLP’s audit opinions and reports.

\_\_\_\_\_  
Lisa L. Mazure, MSA, CPA, CGFM      Date  
Associate Vice Chancellor for  
Finance and Fiscal Services

\_\_\_\_\_  
Dr. Thomas Cleary      Date  
Interim Vice Chancellor for Finance & Administration

\_\_\_\_\_  
Dr. Mike Flores, Chancellor      Date



*We'll get you there.*

CPAs | CONSULTANTS | WEALTH ADVISORS

# Alamo Community College District

Audit Presentation  
Year-Ended August 31, 2025

# *Agenda*

- Audit Scope and Process
- Audit Results
- Governance Communication Letter



# Audit Scope



Provide an opinion  
on the financial  
statements as a  
whole



Understand  
internal controls  
but do not opine  
on the controls



Communicate  
significant or  
greater control  
issues observed  
during the audit  
process



Report on internal  
control over  
compliance with  
major program  
requirements  
(federal and state  
awards) – ACCD  
only



# Audit Process

RISK-BASED APPROACH

Internal Controls

Revenue Recognition

Information  
Technology

Debt and Covenants

Significant Estimates

Pension Liability/OPEB  
& Deferred  
Inflows/Outflows

Property, Plant and  
Equipment

Salary and Related  
Benefits (including  
Compensable Abs)





## AUDIT OPINIONS

### Financial statement

Financial statement audit opinion is **unmodified**

### Federal awards (ACCD only)

Federal awards audit opinion is **unmodified**.



## AUDIT RESULTS

### Financial statement

No material weaknesses noted

### Federal and state awards (ACCD only)

No material weaknesses noted.  
Two significant deficiencies noted.



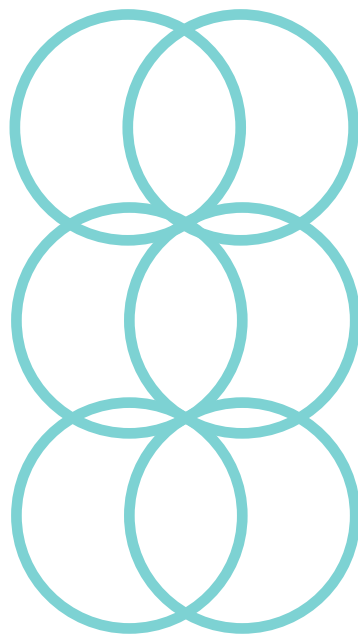
# Governance Communications

## Overall

- Purpose is to provide an update since our planning meeting
- No changes in the scope of our audit
- GASBs 101 and 102

## Difficulties

- No difficulties or disagreements
- No other findings to report



## Estimates

- We are comfortable with management's estimates

## Other

- No material audit adjustments
- Two passed adjustments



*Upcoming Event*  
2026 Higher Education  
Virtual Conference





# *Questions and Feedback*

We appreciate the opportunity to serve you and welcome any feedback relative to our performance and to the engagement.



Daniel Persaud, CPA  
Principal  
[Daniel.Persaud@claconnect.com](mailto:Daniel.Persaud@claconnect.com)

Chad Lassen, CPA  
Principal  
[Chad.Lassen@claconnect.com](mailto:Chad.Lassen@claconnect.com)



CLAcconnect.com

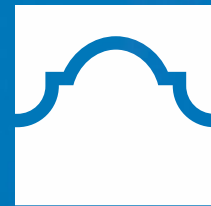


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Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.

# BUDGET UPDATE PRESENTATION

*Committee of the Whole January 13, 2026*



ALAMO  
COLLEGES  
DISTRICT

**SHAYNE WEST**

AVC Financial Planning & Auxiliary Services



# Positioning ACD for the Future

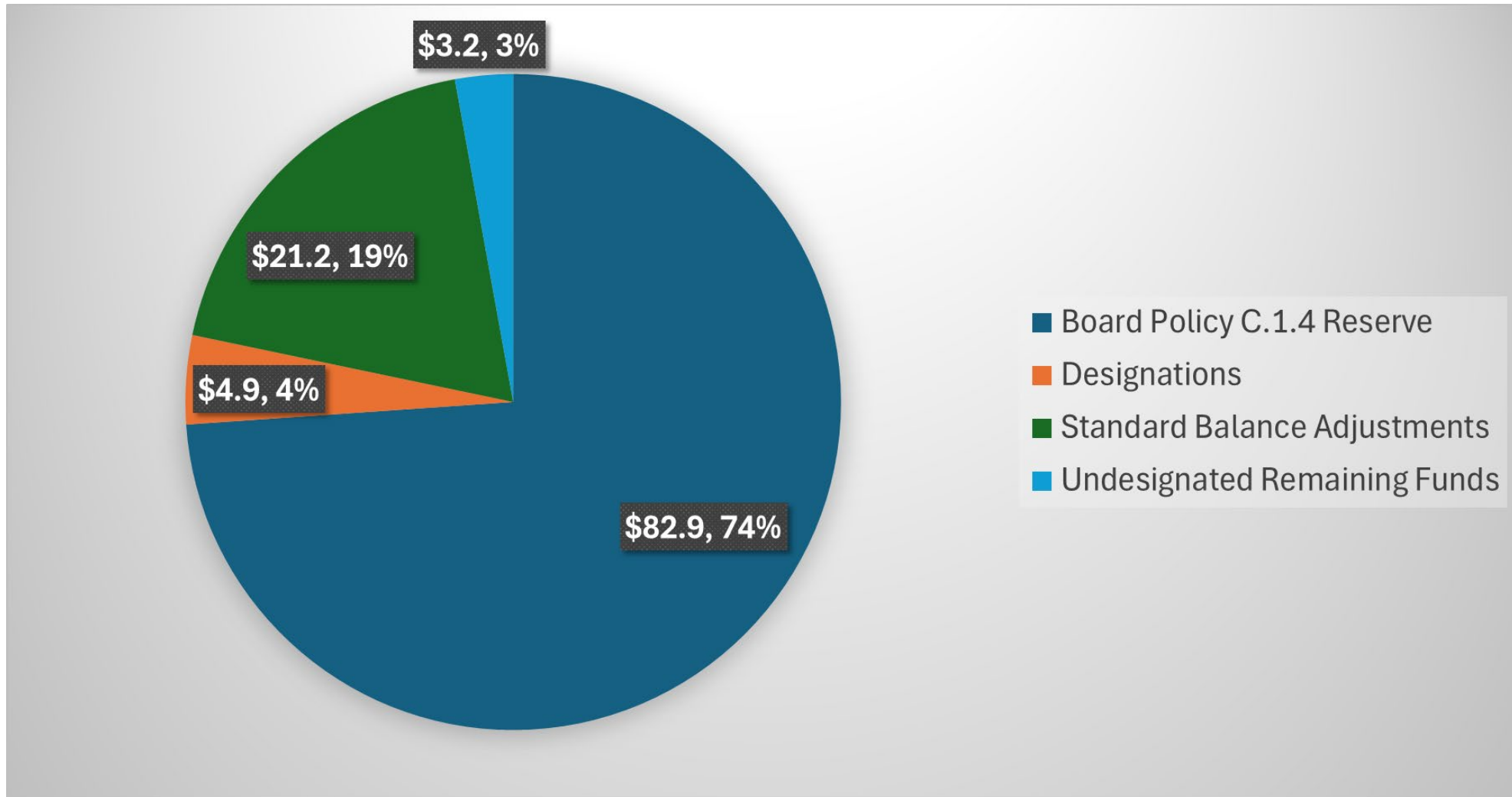
## Presentation Overview

With the financial audit complete for the prior fiscal year (FY2025) and the current fiscal year (FY2026) underway, we bring to the Board the following items:

1. Overview of the beginning FY26 Unrestricted Fund Balance of \$112.2M, effective 9/1/2025
2. Reserve & Utilization of the Unrestricted Fund Balance
  - Board Policy Reserve
  - Standard Designations & Balance Roll-forwards
  - Operating Adjustments & Recommended Investments

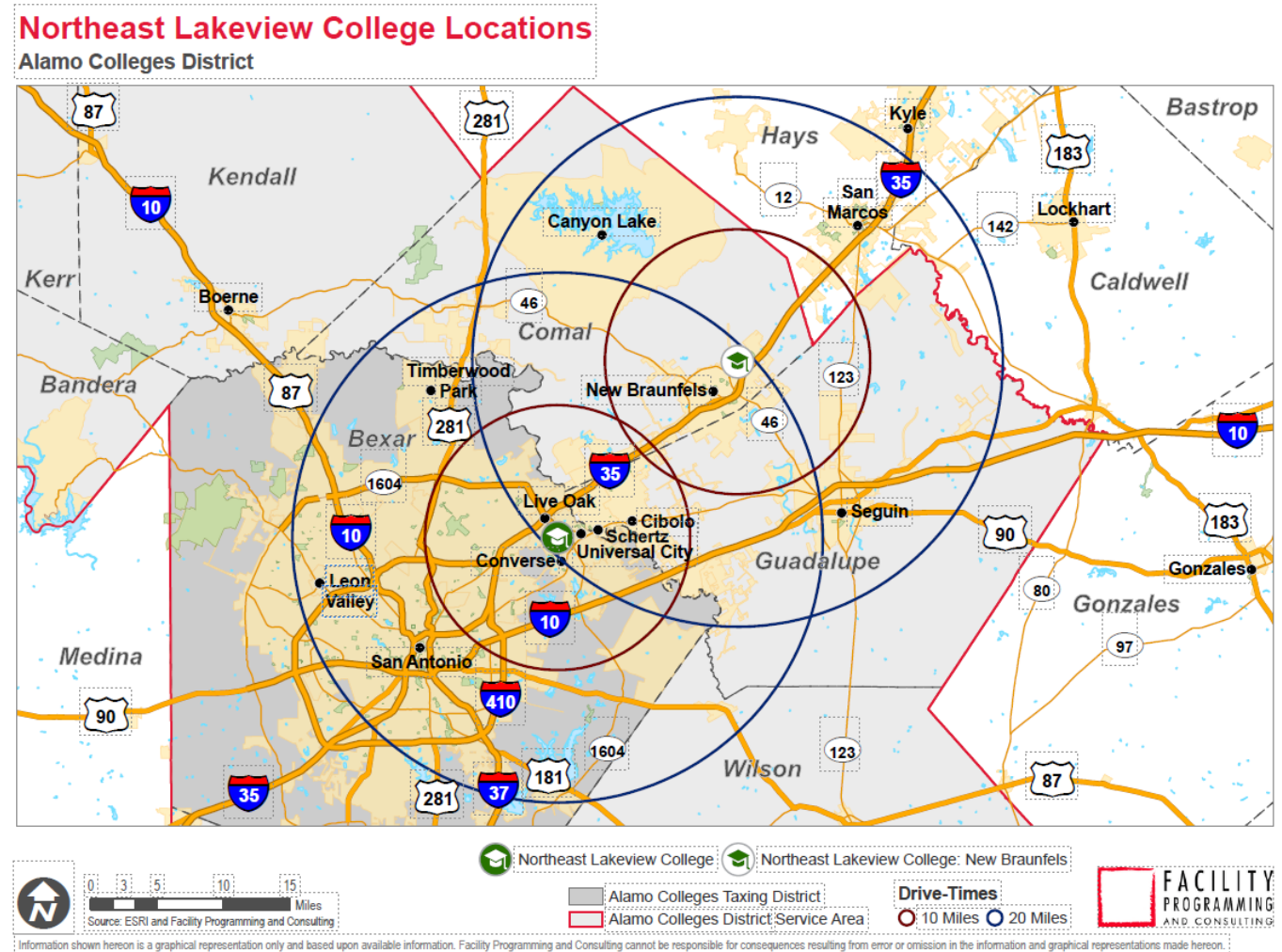


# Unrestricted Fund Balance \$112.2M



# RECAP: FY25 Investment

- **Opportunity**
  - Comal & Guadalupe Counties expected to grow 75%+ between now and 2040
  - In early 2025, ACD purchased the Sundance Pkwy facility
- **Board Approved Action:** utilizing \$14.25M from prior year savings in the Unrestricted Fund Balance
- **Impact:** Expand the ACD footprint, enhancing educational & training in our service area



# Fund Balance Designations \$4.9M



## Multi-Year Student Work Study \$1.6M

- Policy F.2.4
- 25% of FSEOG & FCWS Award set aside in Institutional funds

FSEOG Federal Supplemental Education Opportunity Grant  
FCWS Federal College Work Study

## Worker's Compensation Reserve \$3.3M

- Amount determined by external actuarial data



Workers  
Compensation



ALAMO  
COLLEGES  
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# Standard Balance Adjustments \$21.2M

- **Student Activity Fees \$2.0M**

- Multi-year in nature, remaining funds roll over each fiscal year
- \$3 per SCH charged for specific student-related activities

- **Departmental & Auxiliary Activities \$4.6M**

- Multi-year in nature, remaining funds roll over each fiscal year
- Non-instructional activities that generate revenue for a specific purpose
- Examples: Auditorium & Facility rentals, SAC Challenger Learning Center

- **Special Program Tuition \$8.3M**

- Multi-year in nature, remaining funds roll over each fiscal year
- Additional tuition charged to offset high-cost equipment, materials and high-wage/high-demand faculty stipends in certain programs
- Examples: Nursing & Allied Health programs, various Workforce programs (Automotive & Diesel Technology, Welding, Industrial Technology)

- **Prior Year Savings Incentive \$6.3M**

- Policy C.1.4, allows for 50% of prior year operating savings to roll forward to the new year, providing supplemental operating funds to College & ACCESS departments

# IMPACT: AlamoPROMISE Endowment

- **Opportunity:** Partnering with the Alamo Colleges Foundation to provide a recurring source of funds to enhance AlamoPROMISE scholarships
- **Recommendation:** Allocate **\$2,500,000** from ACD to Alamo Colleges Foundation, Inc., using prior year (FY25) operating savings (\$10M cumulative allocated to endowment)
- **IMPACT:** With a projected average return of 7%, the endowment will earn approximately **\$700,000** annually, providing PROMISE scholarship funding for 200+ students each year.



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DISTRICT

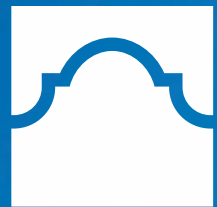


# Board Action Requested on January 20, 2026

## Discussion and Possible Action on Acceptance of FY2025 Fund Balance and FY2026 Budget Amendments



# Thank you.



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DISTRICT





**ALAMO COLLEGES**  
**BUDGET AMENDMENT # 4 REVENUE FOOTNOTE DETAILS**

**UNRESTRICTED**

<b>Amendment</b>	<b>Description</b>	<b>Campus</b>	<b>REVENUE</b>
<b>Instruction and General</b>			
Jan 2026	Fall 2025 Smart Growth	Colleges	(1,285,427)
<b>Total</b>			<b>(1,285,427)</b>
<b>Public Service</b>			
<b>Total</b>			<b>-</b>
<b>Scholarships and Fellowships</b>			
<b>Total</b>			<b>-</b>
<b>Auxiliary Enterprises</b>			
<b>Total</b>			<b>-</b>
<b>Student Activity Fee</b>			
<b>Total</b>			<b>-</b>
<b>Other Transfers</b>			
<b>Total</b>			<b>-</b>
<b>TOTAL REVENUE AMENDMENT</b>			<b>(1,285,427)</b>
<b>RESTRICTED</b>			
<b>Amendment</b>	<b>Description</b>	<b>Campus</b>	<b>REVENUE</b>
<b>Instruction and General</b>			
<b>Total</b>			<b>-</b>
<b>TOTAL REVENUE AMENDMENT - RESTRICTED</b>			<b>-</b>
<b>TOTAL REVENUE</b>			<b>(1,285,427)</b>
Note: Dollar amounts are rounded			

**ALAMO COLLEGES**  
**BUDGET AMENDMENT # 4 EXPENSE FOOTNOTE DETAILS**

**UNRESTRICTED**

<b>Amendment</b>	<b>Description</b>	<b>Campus</b>	<b>EXPENSE</b>
<b>Instruction and General</b>			
Jan 2026	Fall 2025 Smart Growth	Colleges	(1,285,427)
Jan 2026	FY25 50% Savings Incentive	Colleges	1,313,353
Jan 2026	FY25 50% Savings Incentive	Access	4,997,866
Jan 2026	Capital Budget Carry Over(s)	ACD	36,871
<b>Total</b>			<b>5,062,663</b>
<b>Public Service</b>			
<b>Total</b>			<b>-</b>
<b>Scholarships and Fellowships</b>			
<b>Total</b>			<b>-</b>
<b>Auxiliary Enterprises</b>			
<b>Total</b>			<b>-</b>
<b>Student Activity Fee</b>			
Jan 2026	Student Activity Fee Carry Over - Fund 111003	SAC	-
Jan 2026	Student Activity Fee Carry Over - Fund 112003	SPC	-
Jan 2026	Student Activity Fee Carry Over - Fund 113003	PAC	-
Jan 2026	Student Activity Fee Carry Over - Fund 114003	NVC	-
Jan 2026	Student Activity Fee Carry Over - Fund 115003	NLC	-
<b>Total</b>			<b>-</b>

**ALAMO COLLEGES**  
**BUDGET AMENDMENT # 4 EXPENSE FOOTNOTE DETAILS**

**UNRESTRICTED**

<b>Amendment</b>	<b>Description</b>	<b>Campus</b>	<b>EXPENSE</b>
<b>Other Transfers</b>			
Jan 2026	SAC General Scholarships US - Fund 151001	SAC	-
Jan 2026	SPC General Scholarships US - Fund 152001	SPC	-
Jan 2026	PAC General Scholarships US - Fund 153001	PAC	-
Jan 2026	NVC General Scholarships US - Fund 154001	NVC	-
Jan 2026	NLC General Scholarships US - Fund 155001	NLC	-
Jan 2026	DWD - General Scholarships US - Fund 159001	ACCESS	-
Jan 2026	GEN - Unrestricted Scholarships US - Fund 159501	ACD	-
Jan 2026	SAC Parking Rentals - Fund 171001	SAC	-
Jan 2026	SAC Koehler Reimbursable Exp - Fund 171002	SAC	-
Jan 2026	SAC Student Publications - Fund 171003	SAC	-
Jan 2026	SAC RG FED-CTE Cybernet-Muschalek - Fund 171004	SAC	-
Jan 2026	SAC McAllister Auditorium Rental - Fund 171005	SAC	-
Jan 2026	SAC Scobee Planetarium - Fund 171006	SAC	-
Jan 2026	SAC CLCSA - Fund 171007	SAC	-
Jan 2026	SAC Miscellaneous Rentals - Fund 171009	SAC	-
Jan 2026	SAC Tech Store - Fund 171010	SAC	-
Jan 2026	SAC Eco Centro - Fund 171011	SAC	-
Jan 2026	SAC Mortuary - Fund 171012	SAC	-
Jan 2026	SAC Statement Level Adjustments - Fund 171099	SAC	-
Jan 2026	SPC Miscellaneous Rentals - Fund 172001	SPC	-
Jan 2026	SPC Auditorium Rental - Fund 172002	SPC	-
Jan 2026	SPC Fine Arts Designated Revenue - Fund 172003	SPC	-
Jan 2026	SPC Bowling Alley - Fund 172004	SPC	-
Jan 2026	SPC GSVOTC Rentals - Fund 172005	SPC	-
Jan 2026	SPC SWC Center of Excellence Math - Fund 172006	SPC	-
Jan 2026	SPC Artemisia's Restaurant - Fund 172007	SPC	-
Jan 2026	SPC Statement Level Adjustments - Fund 172099	SPC	-
Jan 2026	PAC Gym Rental - Fund 173001	PAC	-
Jan 2026	PAC Performing Arts Center - Fund 173002	PAC	-
Jan 2026	PAC Miscellaneous Rentals - Fund 173003	PAC	-
Jan 2026	PAC Food Truck Park - Fund 173004	PAC	-
Jan 2026	NVC Fine Arts Designated Revenue - Fund 174003	NVC	-
Jan 2026	NVC Movie Night Events - Fund 174004	NVC	-
Jan 2026	NVC Fundraising Events - Fund 174005	NVC	-
Jan 2026	NLC Wellness Facility Rental - Fund 175001	NLC	-

**ALAMO COLLEGES**  
**BUDGET AMENDMENT # 4 EXPENSE FOOTNOTE DETAILS**

**UNRESTRICTED**

<b>Amendment</b>	<b>Description</b>	<b>Campus</b>	<b>EXPENSE</b>
Jan 2026	NLC NPAC Auditorium Rental - Fund 175002	NLC	-
Jan 2026	NLC NPAC Box Office - Fund 175003	NLC	-
Jan 2026	NLC Facilities Rental - Fund 175004	NLC	-
Jan 2026	Tees Energy Conservation - Fund 179001	ACD	-
Jan 2026	Student Success Strategies Fund - Fund 179002	ACD	-
Jan 2026	DIS Multi-Year Student Work-Study - Fund 179003	ACD	120,795
Jan 2026	Int'l Program Education Fee - Fund 119004	ACD	-
Jan 2026	Int'l Program Education Fee - Fund 119001	ACD	-
Jan 2026	Int'l Program Student Abroad Admin - Fund 119001	ACD	-
Jan 2026	Int'l Program Foreign Student App - Fund 119001	ACD	-
Jan 2026	Int'l Program Exchanges - Fund 119001	ACD	-
<b>Total</b>			<b>120,795</b>
<b>TOTAL EXPENSE AMENDMENT - UNRESTRICTED</b>			<b>5,183,458</b>
<b>RESTRICTED</b>			
<b>Amendment</b>	<b>Description</b>	<b>Campus</b>	<b>EXPENSE</b>
<b>Instruction and General</b>			
<b>Total</b>			<b>-</b>
<b>TOTAL EXPENSE AMENDMENT - RESTRICTED</b>			<b>-</b>
<b>TOTAL EXPENSE</b>			<b>5,183,458</b>
Note: Dollar amounts are rounded			

**ALAMO COLLEGES**  
**BUDGET AMENDMENT # 4 TRANSFERS FOOTNOTE DETAILS**

**UNRESTRICTED**

<b>Amendment</b>	<b>Description</b>	<b>Campus</b>	<b>TRANSFERS</b>
<b>Instruction and General</b>			
Jan 2026	Fall 2025 Smart Growth	Colleges	1,285,427
Jan 2026	FY25 50% Savings Incentive	Colleges	(1,313,353)
Jan 2026	FY25 50% Savings Incentive	Access	(4,997,866)
Jan 2026	Capital Budget Carry Over(s)	ACD	(36,871)
0		0	-
0		0	-
0		0	-
0		0	-
0		0	-
<b>Total</b>			<b>(5,062,663)</b>
<b>Public Service</b>			
<b>Total</b>			<b>-</b>
<b>Scholarships and Fellowships</b>			
<b>Total</b>			<b>-</b>
<b>Auxiliary Enterprises</b>			
<b>Total</b>			<b>-</b>
<b>Student Activity Fee</b>			
Jan 2026	Student Activity Fee Carry Over - Fund 111003	SAC	-
Jan 2026	Student Activity Fee Carry Over - Fund 112003	SPC	-
Jan 2026	Student Activity Fee Carry Over - Fund 113003	PAC	-
Jan 2026	Student Activity Fee Carry Over - Fund 114003	NVC	-
Jan 2026	Student Activity Fee Carry Over - Fund 115003	NLC	-
<b>Total</b>			<b>-</b>
<b>Other Transfers</b>			
Jan 2026	SAC General Scholarships US - Fund 151001	SAC	-
Jan 2026	SPC General Scholarships US - Fund 152001	SPC	-

**ALAMO COLLEGES**  
**BUDGET AMENDMENT # 4 TRANSFERS FOOTNOTE DETAILS**

**UNRESTRICTED**

<b>Amendment</b>	<b>Description</b>	<b>Campus</b>	<b>TRANSFERS</b>
Jan 2026	PAC General Scholarships US - Fund 153001	PAC	-
Jan 2026	NVC General Scholarships US - Fund 154001	NVC	-
Jan 2026	NLC General Scholarships US - Fund 155001	NLC	-
Jan 2026	DWD - General Scholarships US - Fund 159001	ACCESS	-
Jan 2026	GEN - Unrestricted Scholarships US - Fund 159501	ACD	-
Jan 2026	SAC Parking Rentals - Fund 171001	SAC	-
Jan 2026	SAC Koehler Reimbursable Exp - Fund 171002	SAC	-
Jan 2026	SAC Student Publications - Fund 171003	SAC	-
Jan 2026	SAC RG FED-CTE Cybernet-Muschalek - Fund 171004	SAC	-
Jan 2026	SAC McAllister Auditorium Rental - Fund 171005	SAC	-
Jan 2026	SAC Scobee Planetarium - Fund 171006	SAC	-
Jan 2026	SAC CLCSA - Fund 171007	SAC	-
Jan 2026	SAC Miscellaneous Rentals - Fund 171009	SAC	-
Jan 2026	SAC Tech Store - Fund 171010	SAC	-
Jan 2026	SAC Eco Centro - Fund 171011	SAC	-
Jan 2026	SAC Mortuary - Fund 171012	SAC	-
Jan 2026	SAC Statement Level Adjustments - Fund 171099	SAC	-
Jan 2026	SPC Miscellaneous Rentals - Fund 172001	SPC	-
Jan 2026	SPC Auditorium Rental - Fund 172002	SPC	-
Jan 2026	SPC Fine Arts Designated Revenue - Fund 172003	SPC	-
Jan 2026	SPC Bowling Alley - Fund 172004	SPC	-
Jan 2026	SPC GSVOTC Rentals - Fund 172005	SPC	-
Jan 2026	SPC SWC Center of Excellence Math - Fund 172006	SPC	-
Jan 2026	SPC Artemisia's Restaurant - Fund 172007	SPC	-
Jan 2026	SPC Statement Level Adjustments - Fund 172099	SPC	-
Jan 2026	PAC Gym Rental - Fund 173001	PAC	-
Jan 2026	PAC Performing Arts Center - Fund 173002	PAC	-
Jan 2026	PAC Miscellaneous Rentals - Fund 173003	PAC	-
Jan 2026	PAC Food Truck Park - Fund 173004	PAC	-
Jan 2026	NVC Fine Arts Designated Revenue - Fund 174003	NVC	-
Jan 2026	NVC Movie Night Events - Fund 174004	NVC	-
Jan 2026	NVC Fundraising Events - Fund 174005	NVC	-
Jan 2026	NLC Wellness Facility Rental - Fund 175001	NLC	-
Jan 2026	NLC NPAC Auditorium Rental - Fund 175002	NLC	-
Jan 2026	NLC NPAC Box Office - Fund 175003	NLC	-
Jan 2026	NLC Facilities Rental - Fund 175004	NLC	-
Jan 2026	Tees Energy Conservation - Fund 179001	ACD	-

**ALAMO COLLEGES**  
**BUDGET AMENDMENT # 4 TRANSFERS FOOTNOTE DETAILS**

**UNRESTRICTED**

<b>Amendment</b>	<b>Description</b>	<b>Campus</b>	<b>TRANSFERS</b>
Jan 2026	Student Success Strategies Fund - Fund 179002	ACD	-
Jan 2026	DIS Multi-Year Student Work-Study - Fund 179003	ACD	(120,795)
Jan 2026	Int'l Program Education Fee - Fund 119004	ACD	-
Jan 2026	Int'l Program Education Fee - Fund 119001	ACD	-
Jan 2026	Int'l Program Student Abroad Admin - Fund 119001	ACD	-
Jan 2026	Int'l Program Foreign Student App - Fund 119001	ACD	-
Jan 2026	Int'l Program Exchanges - Fund 119001	ACD	-
<b>Total</b>			<b>(120,795)</b>
<b>TOTAL TRANSFER AMENDMENT - UNRESTRICTED</b>			<b>(5,183,458)</b>
<b>RESTRICTED</b>			
<b>Amendment</b>	<b>Description</b>	<b>Campus</b>	<b>EXPENSE</b>
<b>Other Transfers</b>			
<b>Total</b>			-
<b>TOTAL EXPENSE AMENDMENT - RESTRICTED</b>			-
<b>TOTAL TRANSFER</b>			<b>(5,183,458)</b>
Note: Dollar amounts are rounded			

**Alamo College District**

**FY26 Budget Amendment**

**Board Action: January 20, 2026**

	June 14th Approved Budget	Adjustment 1	Adjustment 2	September 16th Approved Budget	Adjustment 3	November 18th Adjusted Budget	Adjustment 4	January 20th Adjusted Budget
<b>Unrestricted</b>								
Revenue	\$558,877,373	\$3,885,098	-\$10,000,000	\$552,762,471	\$347,834	\$553,110,305	(\$1,285,427)	\$551,824,878
Expense	\$558,877,373	\$3,885,098	-\$10,000,000	\$552,762,471	\$16,751,490	\$569,513,961	\$5,183,458	\$574,697,419
<b>Restricted</b>								
Revenue	\$489,842,704	\$0	\$0	\$489,842,704	\$0	\$489,842,704	\$0	\$489,842,704
Expense	\$465,617,948	\$0	\$10,000,000	\$475,617,948	\$0	\$475,617,948	\$0	\$475,617,948
<b>ALL FUNDS</b>								
Revenue	\$1,048,720,077	\$3,885,098	-\$10,000,000	\$1,042,605,175	\$347,834	\$1,042,953,009	(\$1,285,427)	\$1,041,667,582
Expense	\$1,024,495,321	\$3,885,098	\$0	\$1,028,380,419	\$16,751,490	\$1,045,131,910	\$5,183,458	\$1,050,315,367

**ALAMO COLLEGES DISTRICT**

**ADOPTED FY 2025-2026 ALL FUNDS BUDGET AS OF JANUARY 20, 2026**

Description	FY25 Adopted	FY26 Sept. Amended	FY26 Nov. Amended	FY26 Jan. Amended
<b>General Operating Revenues</b>				
M&O Property Tax Revenue	\$ 271.4	\$ 268.9	\$ 268.9	\$ 268.9
State Appropriations	113.8	125.3	125.3	125.3
Tuition & Fees	110.4	123.3	123.3	122.0
All Other Revenue	33.0	35.2	35.6	35.6
<u>Additional Resources</u>				
Designated Fund Balance	-	-	-	-
<b>Total General Operating Revenues</b>	<b>\$ 528.6</b>	<b>\$ 552.8</b>	<b>\$ 553.1</b>	<b>\$ 551.8</b>
<b>Operating Expenses</b>				
College Formula	\$ 209.4	\$ 221.0	\$ 221.3	\$ 221.4
ACCESS Formula	137.9	136.3	139.6	139.7
Utilities	11.8	12.2	12.2	12.2
Preventative Maintenance	13.5	-	-	-
Capital	5.3	5.3	6.0	6.0
College Non-Formula	13.1	14.9	27.4	27.4
Enterprise-wide	35.9	50.0	50.0	55.0
Fringe Benefits	74.9	82.3	82.3	82.3
AlamoBOOKS+	21.9	24.6	24.6	24.6
AlamoPROMISE	5.0	5.0	5.0	5.0
Schools & Centers	-	1.0	1.0	1.0
Talent Strategies	-	-	-	-
<b>Total Operating Expenses</b>	<b>\$ 528.6</b>	<b>\$ 552.8</b>	<b>\$ 569.5</b>	<b>\$ 574.7</b>
<b>Restricted Revenues</b>				
Student Financial Aid	\$ 94.8	\$ 101.9	\$ 101.9	\$ 101.9
Federal, State & Non-Gov't Grants	40.6	38.1	38.1	38.1
Capital Projects	44.4	237.1	237.1	237.1
Debt Service	102.9	112.6	112.6	112.6
<b>Total Restricted Revenues</b>	<b>\$ 282.7</b>	<b>\$ 489.8</b>	<b>\$ 489.8</b>	<b>\$ 489.8</b>
<b>Restricted Expenses</b>				
Student Financial Aid	\$ 94.8	\$ 101.9	\$ 101.9	\$ 101.9
Federal, State & Non-Gov't Grants/Contract	40.6	38.1	38.1	38.1
Capital Projects	208.1	222.9	222.9	222.9
Debt Service	104.8	112.6	112.6	112.6
<b>Total Restricted Expenses</b>	<b>\$ 448.3</b>	<b>\$ 475.6</b>	<b>\$ 475.6</b>	<b>\$ 475.6</b>
<b>TOTAL All Funds Revenue</b>	<b>\$ 811.3</b>	<b>\$ 1,042.6</b>	<b>\$ 1,043.0</b>	<b>\$ 1,041.7</b>
<b>TOTAL All Funds Expense</b>	<b>\$ 976.9</b>	<b>\$ 1,028.4</b>	<b>\$ 1,045.1</b>	<b>\$ 1,050.3</b>

Figures shown above are presented in millions.

**Alamo College District**

**Taxpayer Impact Statement**

**HB1522 Compliance - Open Meeting Notice Requirements**

**Section 2.C.2**

	<b>Actual</b>	<b>Budget/Proposed</b>	<b>No New Revenue</b>	
<b>Tax Year</b>	<b>2024</b>	<b>2025</b>	<b>2025</b>	
<b>Fiscal Year</b>	<b>2025</b>	<b>2026</b>	<b>2026</b>	<b>% Δ Budget v NNR</b>
Total Tax Rate per \$100 of valuation	\$0.149150	\$0.149150	\$0.151134	-1.31%
Average Homestead Taxable Value	\$318,392	\$325,740	\$325,740	
Tax on Average Homestead	\$474.88	\$485.84	\$492.30	-1.31%

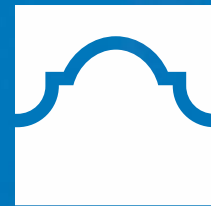
NOTE: Median Homestead Taxable Value - not provided by Bexar County Appraisal District (BCAD)

# Internal Audit Update and Required Communications

January 13, 2026

**Frank Cortez**

District Director of Internal Audit



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award

Award Recipient  
2024 2018



Great  
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To  
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MAR 2024-MAR 2025  
USA

# Board Policies in Support of Charges

## C.01.02 Audit Services

- Internal Audits
  - The Internal Audit Department will help the District accomplish its objectives by bringing a systematic, disciplined approach to evaluating and improving the effectiveness of risk management, control, and governance processes.

# Charges to the Chancellor

This policy applies across all strategic charges delegated to the Chancellor.



# Strategic Audit Infrastructure & Progress

To ensure long-term effectiveness and alignment with Global Internal Audit Standards, the following initiatives were performed:

- **Mission Alignment:** Developed a multi-year audit strategy plan that aligns audit activities with the District's mission and strategic plan.
- **Operational Excellence:** Standardized Internal Audit and Quality Assurance & Improvement Program (QAIP) manuals for consistent delivery.
- **Standardization:** Deployed updated audit templates to drive departmental efficiency and consistency.
- **Validated Quality:** Confirmed conformance with IIA Standards.
- **Advisory Support:** Actively engaged in Advisory Reviews to provide guidance to management.

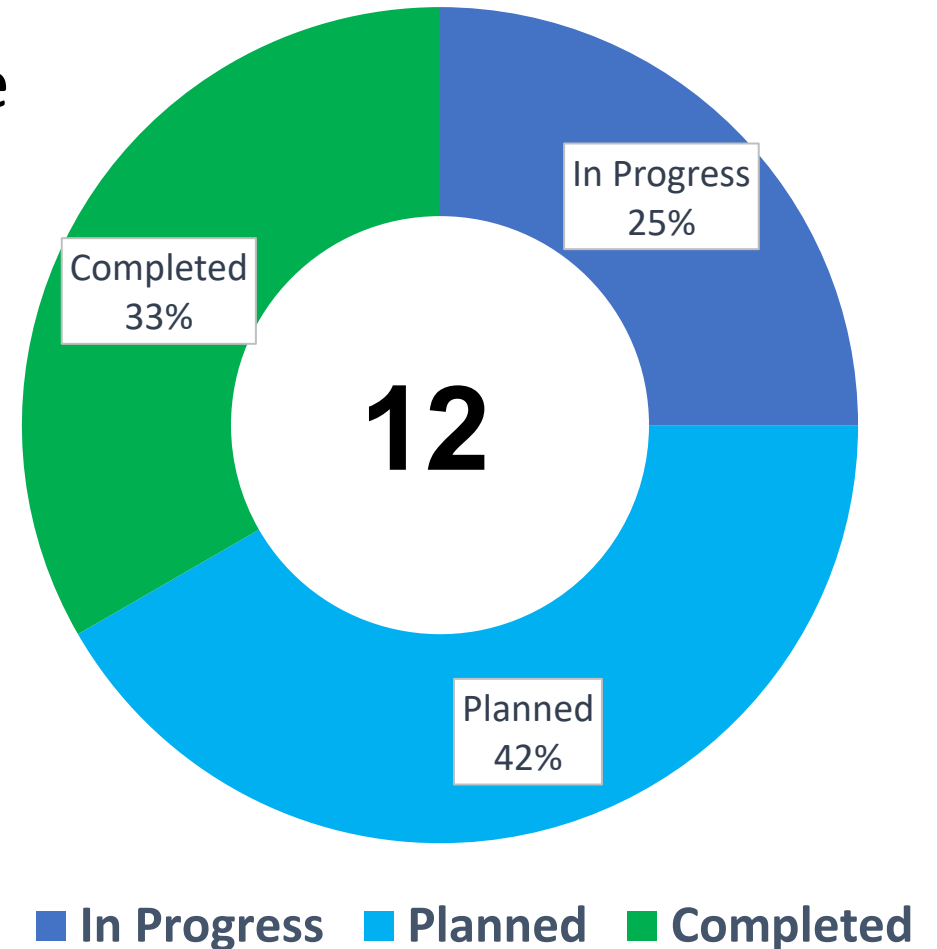
# 2026 Audit Plan Progress

Per Global Internal Audit Standard 8.3, we are monitoring 12 total projects to address risk areas identified in the Board-approved audit plan.

- Completed (33%): 4 projects
- In Progress (25%): 3 projects
- Planned (42%): 5 projects

**Summary:** The department remains on track to address all key risk areas identified in the annual audit plan.

### Audit Completed vs Plan



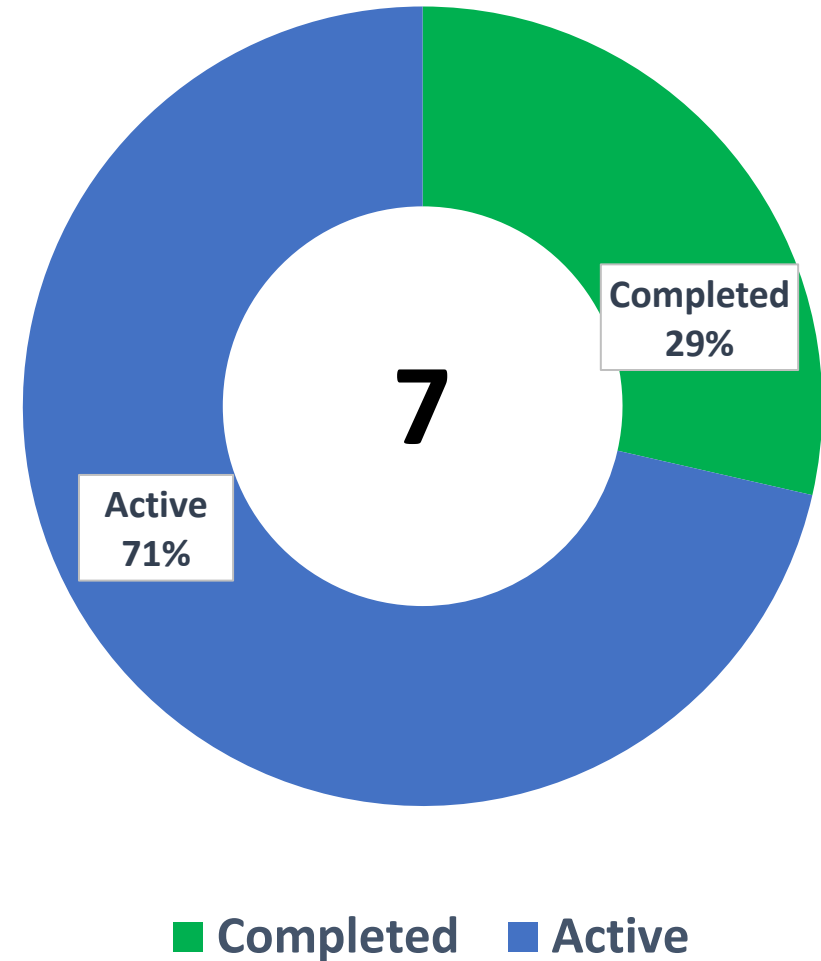
# Internal Audit Inquiry Activity

As of December 2025, Internal Audit was assigned 7 inquiry projects focused on fact-finding regarding District matters.

- Completed Reviews: 2 inquiries finalized with formal reports issued to leadership.
- Active Reviews: 5 inquiries underway.

**Resource Allocation:** Between September and December 2025, the department dedicated 5% of total resources to these inquiry activities.

Inquiry Status



# Management Action Plan Status

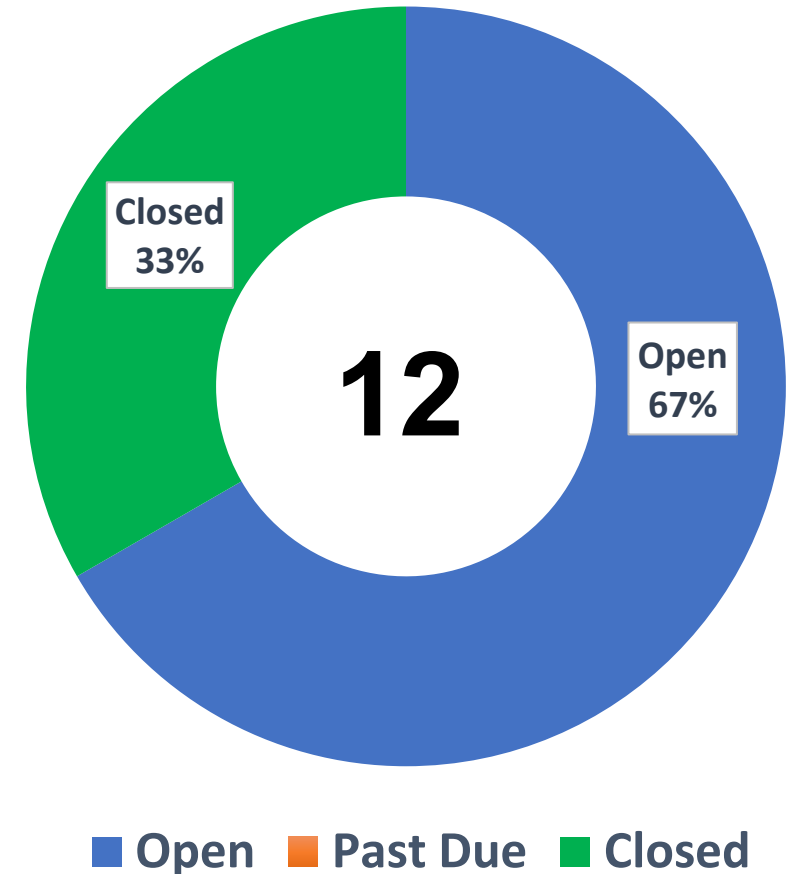
Per Global Internal Audit Standard 8.3, we are monitoring the status of 12 management action plans.

- Closed: 4 (Verified Remediation)
- Open: 8 (Active resolution being addressed)

**Compliance Note:** No items are past due, demonstrating strong management accountability and effective internal control governance.

*\*The count excludes informal verbal recommendations.*

## Management Action Plans Status



# Board Action Items – Charters Reapproval

A review of the audit-related charters has been completed per Global Internal Audit Standards:

**Internal Audit Charter:** Updated using the IIA model for the public sector with no substantive amendments recommended.

**Audit Committee Charter:** Clarified core purpose and broadened the requirement to review all audit-related external reports.

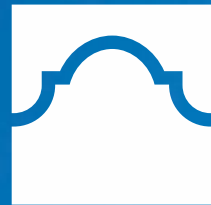
**Next Step:** Seeking approval of minute orders for the Internal Audit Charter and the Audit Committee Charter at the January 20 Regular Board Meeting



Thank you.

Learn more at

**alamo.edu**



ALAMO  
COLLEGES  
DISTRICT



**ALAMO COLLEGES DISTRICT  
INTERNAL AUDIT DEPARTMENT CHARTER  
Effective January 20, 2026**

**Purpose**

The purpose of the internal audit function is to strengthen Alamo Colleges District's ability to create, protect, and sustain value by providing the board and management with independent, risk-based, and objective assurance, advice, insight, and foresight.

The internal audit function enhances Alamo Colleges District's:

- Successful achievement of its objectives.
- Governance, risk management, and control processes.
- Decision-making and oversight.
- Reputation and credibility with its stakeholders.
- Ability to serve the public interest.

Alamo Colleges District's internal audit function is most effective when:

- Internal auditing is performed by competent professionals in conformance with The Institute of Internal Auditors (IIA) Global Internal Audit Standards, which are set in the public interest.
- The internal audit function is independently positioned with direct accountability to the Board of Trustees.
- Internal auditors are free from undue influence and committed to making objective assessments.

***Commitment to Adhering to the Global Internal Audit Standards***

The Alamo Colleges District's internal audit function will adhere to the mandatory elements of IIA's International Professional Practices Framework, which are the Global Internal Audit Standards and Topical Requirements. The chief audit executive will report annually to the board and senior management regarding the internal audit function's conformance with the Standards, which will be assessed through a quality assurance and improvement program.

**Mandate**

***Authority***

The Alamo Colleges District's Board of Trustees grants the internal audit function the mandate to provide the board and senior management with objective assurance, advice, insight, and foresight through C.01.02 Audit Services Policy and the establishment of the Alamo Colleges Internal Audit Protocol.

The internal audit function's authority is created by its direct reporting relationship to the Board. Such authority allows for unrestricted access to the Board. The Board authorizes the internal audit function to:

- Have full and unrestricted access to all functions, data, records, information, physical property, and personnel pertinent to carrying out internal audit responsibilities. Internal auditors are accountable for confidentiality and safeguarding records and information.
- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques, and issue communications to accomplish the function's objectives.
- Obtain assistance from the necessary personnel of Alamo Colleges District and other specialized services from within or outside Alamo Colleges District to complete internal audit services.

**ALAMO COLLEGES DISTRICT  
INTERNAL AUDIT DEPARTMENT CHARTER  
Effective January 20, 2026**

***Independence, Organizational Position, and Reporting Relationships***

The District Director of Internal Audit is the chief audit executive at the Alamo Colleges District. The chief audit executive will be positioned at a level in the organization that enables internal audit services and responsibilities to be performed without interference from management, thereby establishing the independence of the internal audit function. (See “Mandate” section.) The chief audit executive will report functionally to the Board and administratively (for example, day-to-day operations) to the Chancellor. This positioning provides the organizational authority and status to bring matters directly to senior management and escalate matters to the board, when necessary, without interference and supports the internal auditors’ ability to maintain objectivity.

The chief audit executive will confirm to the Board, at least annually, the organizational independence of the internal audit function. If the governance structure does not support organizational independence, the chief audit executive will document the characteristics of the governance structure limiting independence and any safeguards employed to achieve the principle of independence. The chief audit executive will disclose to the Board any interference internal auditors encounter related to the scope, performance, or communication of internal audit work and results. The disclosure will include communicating the implications of such interference on the internal audit function’s effectiveness and ability to fulfill its mandate.

***Changes to the Mandate and Charter***

Circumstances may justify a follow-up discussion between the chief audit executive, board, and senior management on the internal audit mandate or other aspects of the internal audit charter. Such circumstances may include but are not limited to:

- A significant change in the Global Internal Audit Standards.
- A significant acquisition or reorganization within the organization.
- Significant changes in the chief audit executive, board, and/or senior management.
- Significant changes to the organization’s strategies, objectives, risk profile, or the environment in which the organization operates.
- New laws or regulations that may affect the nature and/or scope of internal audit services.

**Board Oversight**

To establish, maintain, and ensure that Alamo Colleges District’s internal audit function has sufficient authority to fulfill its duties, the board will:

- Discuss the appropriate authority, role, responsibilities, scope, and services (assurance and advisory) of the internal audit function with the chief audit executive and senior management.
- To the extent permitted by the Texas Open Meetings Act, ensure the chief audit executive has unrestricted access to and communicates and interacts directly with the board, including in private meetings without senior management present.
- Discuss with the chief audit executive and senior management other topics that should be included in the internal audit charter.
- Participate in discussions with the chief audit executive and senior management about the “essential conditions,” described in the Global Internal Audit Standards, which establish the foundation that enables an effective internal audit function.

**ALAMO COLLEGES DISTRICT  
INTERNAL AUDIT DEPARTMENT CHARTER  
Effective January 20, 2026**

- Review and approve the internal audit function’s charter, which includes the internal audit mandate and the scope and types of internal audit services.
- Approve the risk-based internal audit plan.
- Approve the internal audit function’s resources plan.
- Approve the internal audit function’s budget.
- Collaborate with senior management to determine the qualifications and competencies the organization expects in a chief audit executive, as described in the Global Internal Audit Standards.
- Authorize the appointment and removal of the chief audit executive.
- Approve the remuneration of the chief audit executive.
- Review the chief audit executive’s performance.
- Receive communications from the chief audit executive about the internal audit function, including its performance relative to its plan.
- Ensure a quality assurance and improvement program has been established and review the results annually.
- Make appropriate inquiries of senior management and the chief audit executive to determine whether scope or resource limitations are inappropriate.

**Chief Audit Executive Roles and Responsibilities**

***Ethics and Professionalism***

The chief audit executive will ensure that internal auditors:

- Conform with the Global Internal Audit Standards, including the principles of Ethics and Professionalism: integrity, objectivity, competency, due professional care, and confidentiality.
- Understand, respect, meet, and contribute to the legitimate and ethical expectations of the organization and be able to recognize conduct that is contrary to those expectations.
- Encourage and promote an ethics-based culture in the organization.
- Report organizational behavior that is inconsistent with the organization’s ethical expectations, as described in applicable policies and procedures.

***Objectivity***

The chief audit executive will ensure that the internal audit function remains free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of engagement selection, scope, procedures, frequency, timing, and communication. If the chief audit executive determines that objectivity may be impaired in fact or appearance, the details of the impairment will be disclosed to appropriate parties.

Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively such that they believe in their work product, do not compromise quality, and do not subordinate their judgment on audit matters to others, either in fact or appearance.

Internal auditors will have no direct operational responsibility or authority over any of the activities they review. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, or engage in other activities that may impair their judgment, including:

- Assessing specific operations for which they had responsibility within the previous year.
- Performing operational duties for Alamo Colleges District or its affiliates.
- Initiating or approving transactions external to the internal audit function.

**ALAMO COLLEGES DISTRICT**  
**INTERNAL AUDIT DEPARTMENT CHARTER**  
**Effective January 20, 2026**

- Directing the activities of any Alamo Colleges District employee that is not employed by the internal audit function, except to the extent that such employees have been appropriately assigned to internal audit teams or to assist internal auditors.

Internal auditors will:

- Disclose impairments of independence or objectivity, in fact or appearance, to appropriate parties and at least annually, such as the chief audit executive, board, management, or others.
- Exhibit professional objectivity in gathering, evaluating, and communicating information.
- Make balanced assessments of all available and relevant facts and circumstances.
- Take necessary precautions to avoid conflicts of interest, bias, and undue influence.

***Managing the Internal Audit Function***

The chief audit executive has the responsibility to:

- At least annually, develop a risk-based internal audit plan that considers the input of the board and senior management. Discuss the plan with the board and senior management and submit the plan to the board for review and approval.
- Communicate the impact of resource limitations on the internal audit plan to the board and senior management.
- Review and adjust the internal audit plan, as necessary, in response to changes in Alamo Colleges District's business, risks, operations, programs, systems, and controls.
- Communicate with the board and senior management if there are significant interim changes to the internal audit plan.
- Ensure internal audit engagements are performed, documented, and communicated in accordance with the Global Internal Audit Standards.
- Follow up on engagement findings and confirm the implementation of recommendations or action plans and communicate the results of internal audit services to the board and senior management biannually and for each engagement as appropriate.
- Ensure the internal audit function collectively possesses or obtains the knowledge, skills, and other competencies and qualifications needed to meet the requirements of the Global Internal Audit Standards and fulfill the internal audit mandate.
- Identify and consider trends and emerging issues that could impact Alamo Colleges District and communicate to the board and senior management as appropriate.
- Consider emerging trends and successful practices in internal auditing.
- Establish and ensure adherence to methodologies designed to guide the internal audit function.
- Ensure adherence to Alamo Colleges District's relevant policies and procedures unless such policies and procedures conflict with the internal audit charter or the Global Internal Audit Standards. Any such conflicts will be resolved or documented and communicated to the board and senior management.
- Coordinate activities and consider relying upon the work of other internal and external providers of assurance and advisory services. If the chief audit executive cannot achieve an appropriate level of coordination, the issue must be communicated to senior management and if necessary escalated to the board.
- Ensure compliance with Texas Government Code, Section 2102.015: *Publication of Audit Plan and Annual Report on the Internet.*

**ALAMO COLLEGES DISTRICT  
INTERNAL AUDIT DEPARTMENT CHARTER  
Effective January 20, 2026**

***Communication with the Board and Senior Management***

The chief audit executive will report at least annually to the board and senior management regarding:

- The internal audit function's mandate.
- The internal audit plan and performance relative to its plan.
- Internal audit budget.
- Significant revisions to the internal audit plan and budget.
- Potential impairments to independence, including relevant disclosures as applicable.
- Results from the quality assurance and improvement program, which include the internal audit function's conformance with The IIA's Global Internal Audit Standards and action plans to address the internal audit function's deficiencies and opportunities for improvement.
- Significant risk exposures and control issues, including fraud risks, governance issues, and other areas of focus for the board.
- Results of assurance and advisory services.
- Resource requirements.
- Management's responses to risk that the internal audit function determines may be unacceptable or acceptance of a risk that is beyond Alamo Colleges District's risk appetite.

***Quality Assurance and Improvement Program***

The chief audit executive will develop, implement, and maintain a quality assurance and improvement program that covers all aspects of the internal audit function. The program will include external and internal assessments of the internal audit function's conformance with the Global Internal Audit Standards, as well as performance measurement to assess the internal audit function's progress toward the achievement of its objectives and promotion of continuous improvement. The program also will assess, if applicable, compliance with laws and/or regulations relevant to internal auditing. Also, if applicable, the assessment will include plans to address the internal audit function's deficiencies and opportunities for improvement.

Annually, the chief audit executive will communicate with the board and senior management about the internal audit function's quality assurance and improvement program, including the results of internal assessments (ongoing monitoring and periodic self-assessments) and external assessments. External assessments will be conducted at least once every five years by a qualified, independent assessor or assessment team from outside Alamo Colleges District; qualifications must include at least one assessor holding an active Certified Internal Auditor® credential.

***Scope and Types of Internal Audit Services***

The scope of internal audit services covers the entire breadth of the organization, including all Alamo Colleges District's activities, assets, and personnel. The scope of internal audit activities also encompasses but is not limited to objective examinations of evidence to provide independent assurance and advisory services to the board and management on the adequacy and effectiveness of governance, risk management, and control processes for Alamo Colleges District.

The nature and scope of advisory services may be agreed with the party requesting the service, provided the internal audit function does not assume management responsibility. Opportunities for improving the efficiency of governance, risk management, and control processes may be identified during advisory engagements. These opportunities will be communicated to the appropriate level of management.

Internal audit engagements may include evaluating whether:

**ALAMO COLLEGES DISTRICT  
INTERNAL AUDIT DEPARTMENT CHARTER  
Effective January 20, 2026**

- Risks relating to the achievement of Alamo Colleges District’s strategic objectives are appropriately identified and managed.
- The actions of Alamo Colleges District’s officers, directors, management, employees, faculty, students, contractors, or other relevant parties comply with Alamo Colleges District’s policies, procedures, and applicable laws, regulations, and governance standards.
- The results of operations and programs are consistent with established goals and objectives.
- Operations and programs are being carried out effectively and efficiently.
- Established processes and systems enable compliance with the policies, procedures, laws, and regulations that could significantly impact Alamo Colleges District.
- The integrity of information and the means used to identify, measure, analyze, classify, and report such information is reliable.
- Resources and assets are acquired economically, used efficiently and sustainably, and protected adequately.

Approval/Signatures

Mr. Frank Cortez Chief Audit Executive District Director of Internal Audit	Date
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Mr. Gerald Lopez Topic Chairman, Audit, Budget, & Finance, Committee of the Whole	Date
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Dr. Mike Flores Chancellor	Date
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**Related Procedure:**  
[Alamo Colleges Internal Audit Protocol](#)

**ALAMO COLLEGES DISTRICT**  
**INTERNAL AUDIT DEPARTMENT CHARTER**  
**Effective January 20~~18~~, 20~~25~~**

## **Purpose**

The purpose of the internal audit function is to strengthen Alamo Colleges District's ability to create, protect, and sustain value by providing the board and management with independent, risk-based, and objective assurance, advice, insight, and foresight.

The internal audit function enhances Alamo Colleges District's:

- Successful achievement of its objectives.
- Governance, risk management, and control processes.
- Decision-making and oversight.
- Reputation and credibility with its stakeholders.
- Ability to serve the public interest.

Alamo Colleges District's internal audit function is most effective when:

- Internal auditing is performed by competent professionals in conformance with The Institute of Internal Auditors (IIA) Global Internal Audit Standards, which are set in the public interest.
- The internal audit function is independently positioned with direct accountability to the Board of Trustees.
- Internal auditors are free from undue influence and committed to making objective assessments.

## ***Commitment to Adhering to the Global Internal Audit Standards***

The Alamo Colleges District's internal audit function will adhere to the mandatory elements of IIA's International Professional Practices Framework, which are the Global Internal Audit Standards and Topical Requirements. The chief audit executive will report annually to the board and senior management regarding the internal audit function's conformance with the Standards, which will be assessed through a quality assurance and improvement program.

## **Mandate**

### ***Authority***

The Alamo Colleges District's Board of Trustees grants the internal audit function the mandate to provide the board and senior management with objective assurance, advice, insight, and foresight through C.01.02 Audit Services Policy and the establishment of the Alamo Colleges Internal Audit Protocol.

The internal audit function's authority is created by its direct reporting relationship to the Board. Such authority allows for unrestricted access to the Board. The Board authorizes the internal audit function to:

- Have full and unrestricted access to all functions, data, records, information, physical property, and personnel pertinent to carrying out internal audit responsibilities. Internal auditors are accountable for confidentiality and safeguarding records and information.
- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques, and issue communications to accomplish the function's objectives.
- Obtain assistance from the necessary personnel of Alamo Colleges District and other specialized services from within or outside Alamo Colleges District to complete internal audit services.

**ALAMO COLLEGES DISTRICT**  
**INTERNAL AUDIT DEPARTMENT CHARTER**  
**Effective January 2018, 202625**

***Independence, Organizational Position, and Reporting Relationships***

The District Director of Internal Audit is the chief audit executive at the Alamo Colleges District. The chief audit executive will be positioned at a level in the organization that enables internal audit services and responsibilities to be performed without interference from management, thereby establishing the independence of the internal audit function. (See “Mandate” section.) The chief audit executive will report functionally to the Board and administratively (for example, day-to-day operations) to the Chancellor. This positioning provides the organizational authority and status to bring matters directly to senior management and escalate matters to the board, when necessary, without interference and supports the internal auditors’ ability to maintain objectivity.

The chief audit executive will confirm to the Board, at least annually, the organizational independence of the internal audit function. If the governance structure does not support organizational independence, the chief audit executive will document the characteristics of the governance structure limiting independence and any safeguards employed to achieve the principle of independence. The chief audit executive will disclose to the Board any interference internal auditors encounter related to the scope, performance, or communication of internal audit work and results. The disclosure will include communicating the implications of such interference on the internal audit function’s effectiveness and ability to fulfill its mandate.

***Changes to the Mandate and Charter***

Circumstances may justify a follow-up discussion between the chief audit executive, board, and senior management on the internal audit mandate or other aspects of the internal audit charter. Such circumstances may include but are not limited to:

- A significant change in the Global Internal Audit Standards.
- A significant acquisition or reorganization within the organization.
- Significant changes in the chief audit executive, board, and/or senior management.
- Significant changes to the organization’s strategies, objectives, risk profile, or the environment in which the organization operates.
- New laws or regulations that may affect the nature and/or scope of internal audit services.

**Board Oversight**

To establish, maintain, and ensure that Alamo Colleges District’s internal audit function has sufficient authority to fulfill its duties, the board will:

- Discuss the appropriate authority, role, responsibilities, scope, and services (assurance and advisory) of the internal audit function with the chief audit executive and senior management.
- To the extent permitted by the Texas Open Meetings Act, ensure the chief audit executive has unrestricted access to and communicates and interacts directly with the board, including in private meetings without senior management present.
- Discuss with the chief audit executive and senior management other topics that should be included in the internal audit charter.
- Participate in discussions with the chief audit executive and senior management about the “essential conditions,” described in the Global Internal Audit Standards, which establish the foundation that enables an effective internal audit function.

**ALAMO COLLEGES DISTRICT**  
**INTERNAL AUDIT DEPARTMENT CHARTER**  
**Effective January 20~~18~~, 20~~25~~**

- Review and Approve the internal audit function's charter, which includes the internal audit mandate and the scope and types of internal audit services.
- ~~• Review the internal audit charter annually with the chief audit executive to consider changes affecting the organization, such as the employment of a new chief audit executive or changes in the type, severity, and interdependencies of risks to the organization; and approve the internal audit charter annually.~~
- Approve the risk-based internal audit plan.
- Approve the internal audit function's resources plan.
- Approve the internal audit function's budget.
- Collaborate with senior management to determine the qualifications and competencies the organization expects in a chief audit executive, as described in the Global Internal Audit Standards.
- Authorize the appointment and removal of the chief audit executive.
- Approve the remuneration of the chief audit executive.
- Review the chief audit executive's performance.
- Receive communications from the chief audit executive about the internal audit function, including its performance relative to its plan.
- Ensure a quality assurance and improvement program has been established and review the results annually.
- Make appropriate inquiries of senior management and the chief audit executive to determine whether scope or resource limitations are inappropriate.

## **Chief Audit Executive Roles and Responsibilities**

### ***Ethics and Professionalism***

The chief audit executive will ensure that internal auditors:

- Conform with the Global Internal Audit Standards, including the principles of Ethics and Professionalism: integrity, objectivity, competency, due professional care, and confidentiality.
- Understand, respect, meet, and contribute to the legitimate and ethical expectations of the organization and be able to recognize conduct that is contrary to those expectations.
- Encourage and promote an ethics-based culture in the organization.
- Report organizational behavior that is inconsistent with the organization's ethical expectations, as described in applicable policies and procedures.

### ***Objectivity***

The chief audit executive will ensure that the internal audit function remains free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of engagement selection, scope, procedures, frequency, timing, and communication. If the chief audit executive determines that objectivity may be impaired in fact or appearance, the details of the impairment will be disclosed to appropriate parties.

Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively such that they believe in their work product, do not compromise quality, and do not subordinate their judgment on audit matters to others, either in fact or appearance.

**ALAMO COLLEGES DISTRICT**  
**INTERNAL AUDIT DEPARTMENT CHARTER**  
**Effective January 20~~18~~, 2026~~25~~**

Internal auditors will have no direct operational responsibility or authority over any of the activities they review. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, or engage in other activities that may impair their judgment, including:

- Assessing specific operations for which they had responsibility within the previous year.
- Performing operational duties for Alamo Colleges District or its affiliates.
- Initiating or approving transactions external to the internal audit function.
- Directing the activities of any Alamo Colleges District employee that is not employed by the internal audit function, except to the extent that such employees have been appropriately assigned to internal audit teams or to assist internal auditors.

Internal auditors will:

- Disclose impairments of independence or objectivity, in fact or appearance, to appropriate parties and at least annually, such as the chief audit executive, board, management, or others.
- Exhibit professional objectivity in gathering, evaluating, and communicating information.
- Make balanced assessments of all available and relevant facts and circumstances.
- Take necessary precautions to avoid conflicts of interest, bias, and undue influence.

***Managing the Internal Audit Function***

The chief audit executive has the responsibility to:

- At least annually, develop a risk-based internal audit plan that considers the input of the board and senior management. Discuss the plan with the board and senior management and submit the plan to the board for review and approval.
- Communicate the impact of resource limitations on the internal audit plan to the board and senior management.
- Review and adjust the internal audit plan, as necessary, in response to changes in Alamo Colleges District's business, risks, operations, programs, systems, and controls.
- Communicate with the board and senior management if there are significant interim changes to the internal audit plan.
- Ensure internal audit engagements are performed, documented, and communicated in accordance with the Global Internal Audit Standards.
- Follow up on engagement findings and confirm the implementation of recommendations or action plans and communicate the results of internal audit services to the board and senior management biannually and for each engagement as appropriate.
- Ensure the internal audit function collectively possesses or obtains the knowledge, skills, and other competencies and qualifications needed to meet the requirements of the Global Internal Audit Standards and fulfill the internal audit mandate.
- Identify and consider trends and emerging issues that could impact Alamo Colleges District and communicate to the board and senior management as appropriate.
- Consider emerging trends and successful practices in internal auditing.
- Establish and ensure adherence to methodologies designed to guide the internal audit function.
- Ensure adherence to Alamo Colleges District's relevant policies and procedures unless such policies and procedures conflict with the internal audit charter or the Global Internal Audit Standards. Any such conflicts will be resolved or documented and communicated to the board and senior management.
- Coordinate activities and consider relying upon the work of other internal and external providers of assurance and advisory services. If the chief audit executive cannot achieve an appropriate

**ALAMO COLLEGES DISTRICT**  
**INTERNAL AUDIT DEPARTMENT CHARTER**  
**Effective January 20~~18~~, 2026~~25~~**

level of coordination, the issue must be communicated to senior management and if necessary escalated to the board.

- Ensure compliance with Texas Government Code, Section 2102.015: *Publication of Audit Plan and Annual Report on the Internet*.

### ***Communication with the Board and Senior Management***

The chief audit executive will report at least annually to the board and senior management regarding:

- The internal audit function's mandate.
- The internal audit plan and performance relative to its plan.
- Internal audit budget.
- Significant revisions to the internal audit plan and budget.
- Potential impairments to independence, including relevant disclosures as applicable.
- Results from the quality assurance and improvement program, which include the internal audit function's conformance with The IIA's Global Internal Audit Standards and action plans to address the internal audit function's deficiencies and opportunities for improvement.
- Significant risk exposures and control issues, including fraud risks, governance issues, and other areas of focus for the board.
- Results of assurance and advisory services.
- Resource requirements.
- Management's responses to risk that the internal audit function determines may be unacceptable or acceptance of a risk that is beyond Alamo Colleges District's risk appetite.

### ***Quality Assurance and Improvement Program***

The chief audit executive will develop, implement, and maintain a quality assurance and improvement program that covers all aspects of the internal audit function. The program will include external and internal assessments of the internal audit function's conformance with the Global Internal Audit Standards, as well as performance measurement to assess the internal audit function's progress toward the achievement of its objectives and promotion of continuous improvement. The program also will assess, if applicable, compliance with laws and/or regulations relevant to internal auditing. Also, if applicable, the assessment will include plans to address the internal audit function's deficiencies and opportunities for improvement.

Annually, the chief audit executive will communicate with the board and senior management about the internal audit function's quality assurance and improvement program, including the results of internal assessments (ongoing monitoring and periodic self-assessments) and external assessments. External assessments will be conducted at least once every five years by a qualified, independent assessor or assessment team from outside Alamo Colleges District; qualifications must include at least one assessor holding an active Certified Internal Auditor® credential.

### ***Scope and Types of Internal Audit Services***

The scope of internal audit services covers the entire breadth of the organization, including all Alamo Colleges District's activities, assets, and personnel. The scope of internal audit activities also encompasses but is not limited to objective examinations of evidence to provide independent assurance and advisory services to the board and management on the adequacy and effectiveness of governance, risk management, and control processes for Alamo Colleges District.

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Effective January 2018, 202625**

The nature and scope of advisory services may be agreed with the party requesting the service, provided the internal audit function does not assume management responsibility. Opportunities for improving the efficiency of governance, risk management, and control processes may be identified during advisory engagements. These opportunities will be communicated to the appropriate level of management.

Internal audit engagements may include evaluating whether:

- Risks relating to the achievement of Alamo Colleges District’s strategic objectives are appropriately identified and managed.
- The actions of Alamo Colleges District’s officers, directors, management, employees, faculty, students, contractors, or other relevant parties comply with Alamo Colleges District’s policies, procedures, and applicable laws, regulations, and governance standards.
- The results of operations and programs are consistent with established goals and objectives.
- Operations and programs are being carried out effectively and efficiently.
- Established processes and systems enable compliance with the policies, procedures, laws, and regulations that could significantly impact Alamo Colleges District.
- The integrity of information and the means used to identify, measure, analyze, classify, and report such information is reliable.
- Resources and assets are acquired economically, used efficiently and sustainably, and protected adequately.

Approval/Signatures

Mr. Frank Cortez Chief Audit Executive District Director of Internal Audit	Date
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Mr. Gerald Lopez Topic Chairman, Audit, Budget, & Finance, Committee of the Whole	Date
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Dr. Mikechaet Flores Chancellor	Date
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**Related Procedure:**  
[Alamo Colleges Internal Audit Protocol](#)

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER  
Effective: January 20, 2026**

This Charter applies when the Alamo Colleges District Board of Trustees, acting as a Committee of the Whole, functions as the Alamo Colleges District Audit, Budget, and Finance Committee (“the Committee”).

**PURPOSE**

The Committee is an essential part of the risk management and internal control infrastructure of Alamo Colleges District. Its primary responsibilities are to assist and advise the Board of Trustees in the following matters:

- Oversight of management activities and processes put in place to manage business risk to the institution’s mission(s) and objectives.
- Oversight and direction of the internal audit function to ensure alignment of activities with areas of high risks and/or high potential for adding organizational value.
- Oversight of any external audit firms and review of their results.
- Evaluation of risks identified by management or through audits, advising management and elevating reporting of risk management and audit activities to the Board.

**AUTHORITY**

The Committee, acting through its Topic Chairperson, has authority to conduct or authorize investigations into any matters within its scope of responsibility. In discharging its responsibilities, the committee will have unrestricted access to members of management, employees, and relevant information it considers necessary to discharge its duties. It is empowered to:

- Appoint, compensate, and oversee the work of any registered public accounting firm employed by the organization.
- Resolve any disagreements between management and the external auditor regarding financial reporting and other matters.
- Pre-approve all auditing and non-audit services performed by the external auditor.
- Retain independent counsel, accountants, or others to advise the committee or assist in the conduct of an investigation.
- Retain independent counsel or other advisors as deemed necessary to carry out the Board’s audit duties.
- Seek any information it requires from employees - all of whom are directed to cooperate with the committee’s requests – internal audit or external parties.
- Meet with Alamo Colleges District Management and Staff, external auditors, or outside counsel, as necessary.

**COMPOSITION**

The composition of the Committee will be determined from time to time by the Board of Trustees. At present, the Alamo Colleges District Board of Trustees, acting as a Committee of the Whole, functions as the Committee. The Board’s Chairperson will appoint Committee Chairs and Vice-Chairs.

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER  
Effective: January 20, 2026**

**MEETINGS**

The Committee will meet at least four times a year, with authority to convene additional meetings, as circumstances require. Committee members are expected to attend each meeting. The Committee will invite the Chancellor and Alamo Colleges District Management, Board members, auditors, and other appropriate parties to attend meetings and provide pertinent information, as necessary. In compliance with the Texas Open Meetings Act, it will hold executive sessions with auditors as deemed appropriate. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. Minutes will be prepared.

**RESPONSIBILITIES**

The Committee's specific responsibilities in carrying out its oversight and reporting roles are as follows:

**Oversight of Business, Technology and Financial Risk Management**

- Review significant accounting and reporting issues, including complex or unusual transactions and highly judgmental areas, and recent professional and regulatory pronouncements, and understand the pronouncements' impact on the financial statements.
- Review with the administration and the external auditors the results of the annual financial audit, including any difficulties encountered.
- Review other sections of the annual report and related regulatory filings before release and consider the accuracy and completeness of the information.
- Review with the administration and the external auditors all matters required to be communicated to the Committee under generally accepted accounting and auditing standards.
- Review interim financial reports with Alamo Colleges District Management and the external auditors before filing with regulators, and consider whether the proposed reports are complete and consistent with the information known to Committee Members.
- Consider the effectiveness of the Alamo Colleges District's internal control systems, including information technology security and controls.
- Consider the scope of internal and external auditors' review of internal controls over financial reporting, and obtain reports on significant findings and recommendations, together with the Chancellor's and District Management's responses.

**Oversight of the Internal Audit Activity**

- Approve an Internal Audit charter that is consistent with the IIA's Global Standards.
- Approve the risk-based Internal Audit plan and changes thereto.
- Approve the Internal Audit Department's budget and resource plan.
- Receive communications from the Chief Audit Executive on the Internal Audit Department's performance relative to its plan and other matters.
- Monitor the status of management action plans for recommendations to findings.
- Approve decisions regarding the appointment and removal of the Chief Audit Executive.
- At least once per year, review the performance of the Chief Audit Executive.
- Approve the remuneration of the Chief Audit Executive.
- Review the effectiveness of the Internal Audit Department.
- Make appropriate inquiries of management and the Chief Audit Executive to determine whether there are inappropriate scope or resource limitations.

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER  
Effective: January 20, 2026**

**Oversight of External Firms**

- Review any external audit firm’s proposed audit scope and approach and coordinate external audit efforts with the Vice Chancellor for Finance and Administration.
- Review the performance of the external auditors and recommend to the Board the appointment or discharge of the auditors.
- Review and confirm the independence of the external auditors by obtaining statements from the auditors on relationships between the auditors and the Alamo Colleges District, including non-audit services, and discussing the relationships with the auditors.
- Review the reports of any external audit firms contracted by Alamo Colleges District to perform any audits, reviews, or other work.
- In compliance with Texas Open Meetings Act meet on a regular basis separately with the external auditors to discuss any matters that the Committee believes can and should be discussed privately.

**Oversight of Compliance Activities**

- Review the effectiveness of the system for monitoring compliance with laws and regulations and the results of the Chancellor’s and Alamo Colleges District Management’s investigation and follow-up (including disciplinary action) of any instances of noncompliance.
- Review the findings of any examinations by regulatory agencies and any auditors’ observations.
- Review the process for communicating the code of conduct to Alamo Colleges District’s personnel and for monitoring compliance therewith.
- Obtain regular updates from the Chancellor, the Director of Ethics, Compliance, and Policy, and the Alamo Colleges District Office of Legal Services regarding compliance matters.

**Reporting Responsibilities**

- As appropriate, the Committee will review and report to the Board of Trustees about its activities, issues, and related recommendations.
- As appropriate, provide an open avenue of communication among internal audit, the external auditors, and the Board of Trustees.
- Review any other reports the District issues that relate to Committee responsibilities, including all outside consultant reports.

**Other Responsibilities**

- Perform other activities related to this Charter as requested by the Board of Trustees.
- Institute and oversee special investigations as needed.
- Review and assess the adequacy of the Committee Charter annually, requesting board approval for proposed changes, and ensure appropriate disclosure as may be required by law or regulation.
- Confirm annually that all responsibilities outlined in this charter have been carried out.

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER  
Effective: January 20, 2026**

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Alamo Colleges District  
Mr. Gerald Lopez  
Topic Chairman, Audit, Budget and Finance  
Committee of the Whole

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Date

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Alamo Colleges District  
Dr. Clint Kingsbery  
Board of Trustees Chair

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Date



ALAMO  
COLLEGES  
DISTRICT

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER**  
Effective: January 2~~80~~, 20~~25~~

This Charter applies when the Alamo Colleges District Board of Trustees, acting as a Committee of the Whole, functions as the Alamo Colleges District Audit, Budget, and Finance Committee (“~~the Audit~~ Committee”).

## **PURPOSE**

~~The Committee is an essential part of the risk management and internal control infrastructure of Alamo Colleges District. Its primary responsibilities are to~~ To assist and advise the Board of Trustees in the following matters: fulfilling its oversight responsibilities for the financial reporting process, the system of internal control, the audit process, and the organization's process for monitoring compliance with laws and regulations and the code of conduct.

- Oversight of management activities and processes put in place to manage business risk to the institution's mission(s) and objectives.
- Oversight and direction of the internal audit function to ensure alignment of activities with areas of high risks and/or high potential for adding organizational value.
- Oversight of any external audit firms and review of their results.
- Evaluation of risks identified by management or through audits, advising management and elevating reporting of risk management and audit activities to the Board.
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## **AUTHORITY**

The ~~Audit~~ Committee, acting through its Topic Chairperson, has authority to conduct or authorize investigations into any matters within its scope of responsibility. In discharging its responsibilities, the ~~audit~~ committee will have unrestricted access to members of management, employees, and relevant information it considers necessary to discharge its duties. It is empowered to:

- Appoint, compensate, and oversee the work of any registered public accounting firm employed by the organization.
- Resolve any disagreements between management and the external auditor regarding financial reporting and other matters.
- Pre-approve all auditing and non-audit services performed by the external auditor.
- Retain independent counsel, accountants, or others to advise the committee or assist in the conduct of an investigation.
- Retain independent counsel or other advisors as deemed necessary to carry out the Board's audit duties.
- Seek any information it requires from employees - all of whom are directed to cooperate with the committee's requests – internal audit or external parties.
- Meet with Alamo Colleges District Management and Staff, external auditors, or outside counsel, as necessary.

## **COMPOSITION**

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER  
Effective: January 28, 2025**

The composition of ~~Audit~~the Committee will be determined from time to time by the Board of Trustees. At present, the Alamo Colleges District Board of Trustees, acting as a Committee of the Whole, functions as the ~~Audit~~Committee. The Board's Chairperson will appoint ~~Audit~~Committee Chairs and Vice-Chairs.

## MEETINGS

The Committee will meet at least four times a year, with authority to convene additional meetings, as circumstances require. Committee members are expected to attend each meeting. The Committee will invite the Chancellor and Alamo Colleges District Management, Board members, auditors, and other appropriate parties to attend meetings and provide pertinent information, as necessary. In compliance with the Texas Open Meetings Act, it will hold executive sessions with auditors as deemed appropriate. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. Minutes will be prepared.

## RESPONSIBILITIES

The Committee's ~~specific will carry out the following~~ responsibilities in carrying out its oversight and reporting roles are as follows:

### Oversight of Business, Technology and Financial Risk Management Statements

- Review significant accounting and reporting issues, including complex or unusual transactions and highly judgmental areas, and recent professional and regulatory pronouncements, and understand the pronouncements' impact on the financial statements.
- Review with the administration and the external auditors the results of the annual financial audit, including any difficulties encountered.
- ~~Review the annual financial statements and consider whether they are complete, consistent with information known to Committee Members, and reflect the application of appropriate accounting principles.~~
- Review other sections of the annual report and related regulatory filings before release and consider the accuracy and completeness of the information.
- Review with the administration and the external auditors all matters required to be communicated to the ~~Audit~~Committee under generally accepted accounting and auditing standards.
- ~~Understand how management develops interim financial information, and the nature and extent of external auditor involvement.~~
- Review interim financial reports with Alamo Colleges District Management and the external auditors before filing with regulators, and consider whether the proposed reports are complete and consistent with the information known to Committee Members.

### **Internal Control**

- Consider the effectiveness of the Alamo Colleges District's internal control systems, including information technology security and controls.

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER  
Effective: January 280, 202625**

- Consider the scope of internal and external auditors' review of internal controls over financial reporting, and obtain reports on significant findings and recommendations, together with the Chancellor's and District Management's responses.

**Oversight of the Internal Audit Activity**

- Approve ~~thean~~ Internal Audit ~~Department's~~ charter that is consistent with the IIA's Global Standards.
- Approve the risk-based Internal Audit plan and changes thereto.
- Approve the Internal Audit Department's budget and resource plan.
- Receive communications from the Chief Audit Executive on the Internal Audit Department's performance relative to its plan and other matters.
- Monitor the status of management action plans for recommendations to findings.
- Approve decisions regarding the appointment and removal of the Chief Audit Executive.
- At least once per year, review the performance of the Chief Audit Executive.
- Approve the remuneration of the Chief Audit Executive.
- Review the effectiveness of the Internal Audit Department.
- Make appropriate inquiries of management and the Chief Audit Executive to determine whether there are inappropriate scope or resource limitations.

**Oversight of External Firms-Audit**

- Review ~~theany~~ external audit firmauditors's proposed audit scope and approach, and coordinate external audit efforts with the Vice Chancellor for Finance and Administration.
- Review the performance of the external auditors and recommend to the Board the appointment or discharge of the auditors.
- Review and confirm the independence of the external auditors by obtaining statements from the auditors on relationships between the auditors and the Alamo Colleges District, including non-audit services, and discussing the relationships with the auditors.
- Review the reports of any external audit firms contracted by Alamo Colleges District to perform any audits, reviews, or other work.
- In compliance with Texas Open Meetings Act meet on a regular basis separately with the external auditors to discuss any matters that the Committee believes can and should be discussed privately.

**Oversight of Compliance Activities**

- Review the effectiveness of the system for monitoring compliance with laws and regulations and the results of the Chancellor's and Alamo Colleges District Management's investigation and follow-up (including disciplinary action) of any instances of noncompliance.
- Review the findings of any examinations by regulatory agencies and any auditors' observations.
- Review the process for communicating the code of conduct to Alamo Colleges District's personnel and for monitoring compliance therewith.
- Obtain regular updates from the Chancellor, the Director of Ethics, Compliance, and Policy, and the Alamo Colleges District Office of Legal Services regarding compliance matters.

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER**  
Effective: January 2~~80~~, 20~~25~~

**Reporting Responsibilities**

- As appropriate, the Committee will review and report to the Board of Trustees about its activities, issues, and related recommendations.
- As appropriate, provide an open avenue of communication among internal audit, the external auditors, and the Board of Trustees.
- Review any other reports the District issues that relate to Committee responsibilities, including all outside consultant reports.

**Other Responsibilities**

- Perform other activities related to this Charter as requested by the Board of Trustees.
- Institute and oversee special investigations as needed.
- Review and assess the adequacy of the Committee Charter annually, requesting board approval for proposed changes, and ensure appropriate disclosure as may be required by law or regulation.
- Confirm annually that all responsibilities outlined in this charter have been carried out.

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Alamo Colleges District  
Mr. Gerald Lopez  
Topic Chairman, Audit, Budget and Finance  
Committee of the Whole

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Date

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Alamo Colleges District  
Dr. Clint Kingsbery  
Board of Trustees Chair

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Date





**ALAMO COLLEGES DISTRICT**  
**INTERNAL AUDIT DEPARTMENT CHARTER**  
**Effective January 20~~18~~, 20~~25~~**

## **Purpose**

The purpose of the internal audit function is to strengthen Alamo Colleges District's ability to create, protect, and sustain value by providing the board and management with independent, risk-based, and objective assurance, advice, insight, and foresight.

The internal audit function enhances Alamo Colleges District's:

- Successful achievement of its objectives.
- Governance, risk management, and control processes.
- Decision-making and oversight.
- Reputation and credibility with its stakeholders.
- Ability to serve the public interest.

Alamo Colleges District's internal audit function is most effective when:

- Internal auditing is performed by competent professionals in conformance with The Institute of Internal Auditors (IIA) Global Internal Audit Standards, which are set in the public interest.
- The internal audit function is independently positioned with direct accountability to the Board of Trustees.
- Internal auditors are free from undue influence and committed to making objective assessments.

## ***Commitment to Adhering to the Global Internal Audit Standards***

The Alamo Colleges District's internal audit function will adhere to the mandatory elements of IIA's International Professional Practices Framework, which are the Global Internal Audit Standards and Topical Requirements. The chief audit executive will report annually to the board and senior management regarding the internal audit function's conformance with the Standards, which will be assessed through a quality assurance and improvement program.

## **Mandate**

### ***Authority***

The Alamo Colleges District's Board of Trustees grants the internal audit function the mandate to provide the board and senior management with objective assurance, advice, insight, and foresight through C.01.02 Audit Services Policy and the establishment of the Alamo Colleges Internal Audit Protocol.

The internal audit function's authority is created by its direct reporting relationship to the Board. Such authority allows for unrestricted access to the Board. The Board authorizes the internal audit function to:

- Have full and unrestricted access to all functions, data, records, information, physical property, and personnel pertinent to carrying out internal audit responsibilities. Internal auditors are accountable for confidentiality and safeguarding records and information.
- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques, and issue communications to accomplish the function's objectives.
- Obtain assistance from the necessary personnel of Alamo Colleges District and other specialized services from within or outside Alamo Colleges District to complete internal audit services.

**ALAMO COLLEGES DISTRICT**  
**INTERNAL AUDIT DEPARTMENT CHARTER**  
**Effective January 2018, 202625**

***Independence, Organizational Position, and Reporting Relationships***

The District Director of Internal Audit is the chief audit executive at the Alamo Colleges District. The chief audit executive will be positioned at a level in the organization that enables internal audit services and responsibilities to be performed without interference from management, thereby establishing the independence of the internal audit function. (See “Mandate” section.) The chief audit executive will report functionally to the Board and administratively (for example, day-to-day operations) to the Chancellor. This positioning provides the organizational authority and status to bring matters directly to senior management and escalate matters to the board, when necessary, without interference and supports the internal auditors’ ability to maintain objectivity.

The chief audit executive will confirm to the Board, at least annually, the organizational independence of the internal audit function. If the governance structure does not support organizational independence, the chief audit executive will document the characteristics of the governance structure limiting independence and any safeguards employed to achieve the principle of independence. The chief audit executive will disclose to the Board any interference internal auditors encounter related to the scope, performance, or communication of internal audit work and results. The disclosure will include communicating the implications of such interference on the internal audit function’s effectiveness and ability to fulfill its mandate.

***Changes to the Mandate and Charter***

Circumstances may justify a follow-up discussion between the chief audit executive, board, and senior management on the internal audit mandate or other aspects of the internal audit charter. Such circumstances may include but are not limited to:

- A significant change in the Global Internal Audit Standards.
- A significant acquisition or reorganization within the organization.
- Significant changes in the chief audit executive, board, and/or senior management.
- Significant changes to the organization’s strategies, objectives, risk profile, or the environment in which the organization operates.
- New laws or regulations that may affect the nature and/or scope of internal audit services.

**Board Oversight**

To establish, maintain, and ensure that Alamo Colleges District’s internal audit function has sufficient authority to fulfill its duties, the board will:

- Discuss the appropriate authority, role, responsibilities, scope, and services (assurance and advisory) of the internal audit function with the chief audit executive and senior management.
- To the extent permitted by the Texas Open Meetings Act, ensure the chief audit executive has unrestricted access to and communicates and interacts directly with the board, including in private meetings without senior management present.
- Discuss with the chief audit executive and senior management other topics that should be included in the internal audit charter.
- Participate in discussions with the chief audit executive and senior management about the “essential conditions,” described in the Global Internal Audit Standards, which establish the foundation that enables an effective internal audit function.

**ALAMO COLLEGES DISTRICT**  
**INTERNAL AUDIT DEPARTMENT CHARTER**  
**Effective January 20~~8~~, 20~~26~~25**

- Review and Approve the internal audit function's charter, which includes the internal audit mandate and the scope and types of internal audit services.
- ~~• Review the internal audit charter annually with the chief audit executive to consider changes affecting the organization, such as the employment of a new chief audit executive or changes in the type, severity, and interdependencies of risks to the organization; and approve the internal audit charter annually.~~
- Approve the risk-based internal audit plan.
- Approve the internal audit function's resources plan.
- Approve the internal audit function's budget.
- Collaborate with senior management to determine the qualifications and competencies the organization expects in a chief audit executive, as described in the Global Internal Audit Standards.
- Authorize the appointment and removal of the chief audit executive.
- Approve the remuneration of the chief audit executive.
- Review the chief audit executive's performance.
- Receive communications from the chief audit executive about the internal audit function, including its performance relative to its plan.
- Ensure a quality assurance and improvement program has been established and review the results annually.
- Make appropriate inquiries of senior management and the chief audit executive to determine whether scope or resource limitations are inappropriate.

## **Chief Audit Executive Roles and Responsibilities**

### ***Ethics and Professionalism***

The chief audit executive will ensure that internal auditors:

- Conform with the Global Internal Audit Standards, including the principles of Ethics and Professionalism: integrity, objectivity, competency, due professional care, and confidentiality.
- Understand, respect, meet, and contribute to the legitimate and ethical expectations of the organization and be able to recognize conduct that is contrary to those expectations.
- Encourage and promote an ethics-based culture in the organization.
- Report organizational behavior that is inconsistent with the organization's ethical expectations, as described in applicable policies and procedures.

### ***Objectivity***

The chief audit executive will ensure that the internal audit function remains free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of engagement selection, scope, procedures, frequency, timing, and communication. If the chief audit executive determines that objectivity may be impaired in fact or appearance, the details of the impairment will be disclosed to appropriate parties.

Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively such that they believe in their work product, do not compromise quality, and do not subordinate their judgment on audit matters to others, either in fact or appearance.

**ALAMO COLLEGES DISTRICT**  
**INTERNAL AUDIT DEPARTMENT CHARTER**  
**Effective January 20~~18~~, 2026~~25~~**

Internal auditors will have no direct operational responsibility or authority over any of the activities they review. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, or engage in other activities that may impair their judgment, including:

- Assessing specific operations for which they had responsibility within the previous year.
- Performing operational duties for Alamo Colleges District or its affiliates.
- Initiating or approving transactions external to the internal audit function.
- Directing the activities of any Alamo Colleges District employee that is not employed by the internal audit function, except to the extent that such employees have been appropriately assigned to internal audit teams or to assist internal auditors.

Internal auditors will:

- Disclose impairments of independence or objectivity, in fact or appearance, to appropriate parties and at least annually, such as the chief audit executive, board, management, or others.
- Exhibit professional objectivity in gathering, evaluating, and communicating information.
- Make balanced assessments of all available and relevant facts and circumstances.
- Take necessary precautions to avoid conflicts of interest, bias, and undue influence.

***Managing the Internal Audit Function***

The chief audit executive has the responsibility to:

- At least annually, develop a risk-based internal audit plan that considers the input of the board and senior management. Discuss the plan with the board and senior management and submit the plan to the board for review and approval.
- Communicate the impact of resource limitations on the internal audit plan to the board and senior management.
- Review and adjust the internal audit plan, as necessary, in response to changes in Alamo Colleges District's business, risks, operations, programs, systems, and controls.
- Communicate with the board and senior management if there are significant interim changes to the internal audit plan.
- Ensure internal audit engagements are performed, documented, and communicated in accordance with the Global Internal Audit Standards.
- Follow up on engagement findings and confirm the implementation of recommendations or action plans and communicate the results of internal audit services to the board and senior management biannually and for each engagement as appropriate.
- Ensure the internal audit function collectively possesses or obtains the knowledge, skills, and other competencies and qualifications needed to meet the requirements of the Global Internal Audit Standards and fulfill the internal audit mandate.
- Identify and consider trends and emerging issues that could impact Alamo Colleges District and communicate to the board and senior management as appropriate.
- Consider emerging trends and successful practices in internal auditing.
- Establish and ensure adherence to methodologies designed to guide the internal audit function.
- Ensure adherence to Alamo Colleges District's relevant policies and procedures unless such policies and procedures conflict with the internal audit charter or the Global Internal Audit Standards. Any such conflicts will be resolved or documented and communicated to the board and senior management.
- Coordinate activities and consider relying upon the work of other internal and external providers of assurance and advisory services. If the chief audit executive cannot achieve an appropriate

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**INTERNAL AUDIT DEPARTMENT CHARTER**  
**Effective January 2018, 202625**

level of coordination, the issue must be communicated to senior management and if necessary escalated to the board.

- Ensure compliance with Texas Government Code, Section 2102.015: *Publication of Audit Plan and Annual Report on the Internet.*

***Communication with the Board and Senior Management***

The chief audit executive will report at least annually to the board and senior management regarding:

- The internal audit function's mandate.
- The internal audit plan and performance relative to its plan.
- Internal audit budget.
- Significant revisions to the internal audit plan and budget.
- Potential impairments to independence, including relevant disclosures as applicable.
- Results from the quality assurance and improvement program, which include the internal audit function's conformance with The IIA's Global Internal Audit Standards and action plans to address the internal audit function's deficiencies and opportunities for improvement.
- Significant risk exposures and control issues, including fraud risks, governance issues, and other areas of focus for the board.
- Results of assurance and advisory services.
- Resource requirements.
- Management's responses to risk that the internal audit function determines may be unacceptable or acceptance of a risk that is beyond Alamo Colleges District's risk appetite.

***Quality Assurance and Improvement Program***

The chief audit executive will develop, implement, and maintain a quality assurance and improvement program that covers all aspects of the internal audit function. The program will include external and internal assessments of the internal audit function's conformance with the Global Internal Audit Standards, as well as performance measurement to assess the internal audit function's progress toward the achievement of its objectives and promotion of continuous improvement. The program also will assess, if applicable, compliance with laws and/or regulations relevant to internal auditing. Also, if applicable, the assessment will include plans to address the internal audit function's deficiencies and opportunities for improvement.

Annually, the chief audit executive will communicate with the board and senior management about the internal audit function's quality assurance and improvement program, including the results of internal assessments (ongoing monitoring and periodic self-assessments) and external assessments. External assessments will be conducted at least once every five years by a qualified, independent assessor or assessment team from outside Alamo Colleges District; qualifications must include at least one assessor holding an active Certified Internal Auditor® credential.

***Scope and Types of Internal Audit Services***

The scope of internal audit services covers the entire breadth of the organization, including all Alamo Colleges District's activities, assets, and personnel. The scope of internal audit activities also encompasses but is not limited to objective examinations of evidence to provide independent assurance and advisory services to the board and management on the adequacy and effectiveness of governance, risk management, and control processes for Alamo Colleges District.

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INTERNAL AUDIT DEPARTMENT CHARTER  
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The nature and scope of advisory services may be agreed with the party requesting the service, provided the internal audit function does not assume management responsibility. Opportunities for improving the efficiency of governance, risk management, and control processes may be identified during advisory engagements. These opportunities will be communicated to the appropriate level of management.

Internal audit engagements may include evaluating whether:

- Risks relating to the achievement of Alamo Colleges District’s strategic objectives are appropriately identified and managed.
- The actions of Alamo Colleges District’s officers, directors, management, employees, faculty, students, contractors, or other relevant parties comply with Alamo Colleges District’s policies, procedures, and applicable laws, regulations, and governance standards.
- The results of operations and programs are consistent with established goals and objectives.
- Operations and programs are being carried out effectively and efficiently.
- Established processes and systems enable compliance with the policies, procedures, laws, and regulations that could significantly impact Alamo Colleges District.
- The integrity of information and the means used to identify, measure, analyze, classify, and report such information is reliable.
- Resources and assets are acquired economically, used efficiently and sustainably, and protected adequately.

Approval/Signatures

Mr. Frank Cortez Chief Audit Executive District Director of Internal Audit	Date
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Mr. Gerald Lopez Topic Chairman, Audit, Budget, & Finance, Committee of the Whole	Date
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Dr. Mikechaet Flores Chancellor	Date
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**Related Procedure:**  
[Alamo Colleges Internal Audit Protocol](#)

**ALAMO COLLEGES DISTRICT  
INTERNAL AUDIT DEPARTMENT CHARTER  
Effective January 20, 2026**

**Purpose**

The purpose of the internal audit function is to strengthen Alamo Colleges District’s ability to create, protect, and sustain value by providing the board and management with independent, risk-based, and objective assurance, advice, insight, and foresight.

The internal audit function enhances Alamo Colleges District’s:

- Successful achievement of its objectives.
- Governance, risk management, and control processes.
- Decision-making and oversight.
- Reputation and credibility with its stakeholders.
- Ability to serve the public interest.

Alamo Colleges District’s internal audit function is most effective when:

- Internal auditing is performed by competent professionals in conformance with The Institute of Internal Auditors (IIA) Global Internal Audit Standards, which are set in the public interest.
- The internal audit function is independently positioned with direct accountability to the Board of Trustees.
- Internal auditors are free from undue influence and committed to making objective assessments.

***Commitment to Adhering to the Global Internal Audit Standards***

The Alamo Colleges District’s internal audit function will adhere to the mandatory elements of IIA’s International Professional Practices Framework, which are the Global Internal Audit Standards and Topical Requirements. The chief audit executive will report annually to the board and senior management regarding the internal audit function’s conformance with the Standards, which will be assessed through a quality assurance and improvement program.

**Mandate**

***Authority***

The Alamo Colleges District’s Board of Trustees grants the internal audit function the mandate to provide the board and senior management with objective assurance, advice, insight, and foresight through C.01.02 Audit Services Policy and the establishment of the Alamo Colleges Internal Audit Protocol.

The internal audit function’s authority is created by its direct reporting relationship to the Board. Such authority allows for unrestricted access to the Board. The Board authorizes the internal audit function to:

- Have full and unrestricted access to all functions, data, records, information, physical property, and personnel pertinent to carrying out internal audit responsibilities. Internal auditors are accountable for confidentiality and safeguarding records and information.
- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques, and issue communications to accomplish the function’s objectives.
- Obtain assistance from the necessary personnel of Alamo Colleges District and other specialized services from within or outside Alamo Colleges District to complete internal audit services.

**ALAMO COLLEGES DISTRICT  
INTERNAL AUDIT DEPARTMENT CHARTER  
Effective January 20, 2026**

***Independence, Organizational Position, and Reporting Relationships***

The District Director of Internal Audit is the chief audit executive at the Alamo Colleges District. The chief audit executive will be positioned at a level in the organization that enables internal audit services and responsibilities to be performed without interference from management, thereby establishing the independence of the internal audit function. (See “Mandate” section.) The chief audit executive will report functionally to the Board and administratively (for example, day-to-day operations) to the Chancellor. This positioning provides the organizational authority and status to bring matters directly to senior management and escalate matters to the board, when necessary, without interference and supports the internal auditors’ ability to maintain objectivity.

The chief audit executive will confirm to the Board, at least annually, the organizational independence of the internal audit function. If the governance structure does not support organizational independence, the chief audit executive will document the characteristics of the governance structure limiting independence and any safeguards employed to achieve the principle of independence. The chief audit executive will disclose to the Board any interference internal auditors encounter related to the scope, performance, or communication of internal audit work and results. The disclosure will include communicating the implications of such interference on the internal audit function’s effectiveness and ability to fulfill its mandate.

***Changes to the Mandate and Charter***

Circumstances may justify a follow-up discussion between the chief audit executive, board, and senior management on the internal audit mandate or other aspects of the internal audit charter. Such circumstances may include but are not limited to:

- A significant change in the Global Internal Audit Standards.
- A significant acquisition or reorganization within the organization.
- Significant changes in the chief audit executive, board, and/or senior management.
- Significant changes to the organization’s strategies, objectives, risk profile, or the environment in which the organization operates.
- New laws or regulations that may affect the nature and/or scope of internal audit services.

**Board Oversight**

To establish, maintain, and ensure that Alamo Colleges District’s internal audit function has sufficient authority to fulfill its duties, the board will:

- Discuss the appropriate authority, role, responsibilities, scope, and services (assurance and advisory) of the internal audit function with the chief audit executive and senior management.
- To the extent permitted by the Texas Open Meetings Act, ensure the chief audit executive has unrestricted access to and communicates and interacts directly with the board, including in private meetings without senior management present.
- Discuss with the chief audit executive and senior management other topics that should be included in the internal audit charter.
- Participate in discussions with the chief audit executive and senior management about the “essential conditions,” described in the Global Internal Audit Standards, which establish the foundation that enables an effective internal audit function.

**ALAMO COLLEGES DISTRICT  
INTERNAL AUDIT DEPARTMENT CHARTER  
Effective January 20, 2026**

- Review and approve the internal audit function’s charter, which includes the internal audit mandate and the scope and types of internal audit services.
- Approve the risk-based internal audit plan.
- Approve the internal audit function’s resources plan.
- Approve the internal audit function’s budget.
- Collaborate with senior management to determine the qualifications and competencies the organization expects in a chief audit executive, as described in the Global Internal Audit Standards.
- Authorize the appointment and removal of the chief audit executive.
- Approve the remuneration of the chief audit executive.
- Review the chief audit executive’s performance.
- Receive communications from the chief audit executive about the internal audit function, including its performance relative to its plan.
- Ensure a quality assurance and improvement program has been established and review the results annually.
- Make appropriate inquiries of senior management and the chief audit executive to determine whether scope or resource limitations are inappropriate.

**Chief Audit Executive Roles and Responsibilities**

***Ethics and Professionalism***

The chief audit executive will ensure that internal auditors:

- Conform with the Global Internal Audit Standards, including the principles of Ethics and Professionalism: integrity, objectivity, competency, due professional care, and confidentiality.
- Understand, respect, meet, and contribute to the legitimate and ethical expectations of the organization and be able to recognize conduct that is contrary to those expectations.
- Encourage and promote an ethics-based culture in the organization.
- Report organizational behavior that is inconsistent with the organization’s ethical expectations, as described in applicable policies and procedures.

***Objectivity***

The chief audit executive will ensure that the internal audit function remains free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of engagement selection, scope, procedures, frequency, timing, and communication. If the chief audit executive determines that objectivity may be impaired in fact or appearance, the details of the impairment will be disclosed to appropriate parties.

Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively such that they believe in their work product, do not compromise quality, and do not subordinate their judgment on audit matters to others, either in fact or appearance.

Internal auditors will have no direct operational responsibility or authority over any of the activities they review. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, or engage in other activities that may impair their judgment, including:

- Assessing specific operations for which they had responsibility within the previous year.
- Performing operational duties for Alamo Colleges District or its affiliates.
- Initiating or approving transactions external to the internal audit function.

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Effective January 20, 2026**

- Directing the activities of any Alamo Colleges District employee that is not employed by the internal audit function, except to the extent that such employees have been appropriately assigned to internal audit teams or to assist internal auditors.

Internal auditors will:

- Disclose impairments of independence or objectivity, in fact or appearance, to appropriate parties and at least annually, such as the chief audit executive, board, management, or others.
- Exhibit professional objectivity in gathering, evaluating, and communicating information.
- Make balanced assessments of all available and relevant facts and circumstances.
- Take necessary precautions to avoid conflicts of interest, bias, and undue influence.

***Managing the Internal Audit Function***

The chief audit executive has the responsibility to:

- At least annually, develop a risk-based internal audit plan that considers the input of the board and senior management. Discuss the plan with the board and senior management and submit the plan to the board for review and approval.
- Communicate the impact of resource limitations on the internal audit plan to the board and senior management.
- Review and adjust the internal audit plan, as necessary, in response to changes in Alamo Colleges District's business, risks, operations, programs, systems, and controls.
- Communicate with the board and senior management if there are significant interim changes to the internal audit plan.
- Ensure internal audit engagements are performed, documented, and communicated in accordance with the Global Internal Audit Standards.
- Follow up on engagement findings and confirm the implementation of recommendations or action plans and communicate the results of internal audit services to the board and senior management biannually and for each engagement as appropriate.
- Ensure the internal audit function collectively possesses or obtains the knowledge, skills, and other competencies and qualifications needed to meet the requirements of the Global Internal Audit Standards and fulfill the internal audit mandate.
- Identify and consider trends and emerging issues that could impact Alamo Colleges District and communicate to the board and senior management as appropriate.
- Consider emerging trends and successful practices in internal auditing.
- Establish and ensure adherence to methodologies designed to guide the internal audit function.
- Ensure adherence to Alamo Colleges District's relevant policies and procedures unless such policies and procedures conflict with the internal audit charter or the Global Internal Audit Standards. Any such conflicts will be resolved or documented and communicated to the board and senior management.
- Coordinate activities and consider relying upon the work of other internal and external providers of assurance and advisory services. If the chief audit executive cannot achieve an appropriate level of coordination, the issue must be communicated to senior management and if necessary escalated to the board.
- Ensure compliance with Texas Government Code, Section 2102.015: *Publication of Audit Plan and Annual Report on the Internet.*

**ALAMO COLLEGES DISTRICT  
INTERNAL AUDIT DEPARTMENT CHARTER  
Effective January 20, 2026**

***Communication with the Board and Senior Management***

The chief audit executive will report at least annually to the board and senior management regarding:

- The internal audit function's mandate.
- The internal audit plan and performance relative to its plan.
- Internal audit budget.
- Significant revisions to the internal audit plan and budget.
- Potential impairments to independence, including relevant disclosures as applicable.
- Results from the quality assurance and improvement program, which include the internal audit function's conformance with The IIA's Global Internal Audit Standards and action plans to address the internal audit function's deficiencies and opportunities for improvement.
- Significant risk exposures and control issues, including fraud risks, governance issues, and other areas of focus for the board.
- Results of assurance and advisory services.
- Resource requirements.
- Management's responses to risk that the internal audit function determines may be unacceptable or acceptance of a risk that is beyond Alamo Colleges District's risk appetite.

***Quality Assurance and Improvement Program***

The chief audit executive will develop, implement, and maintain a quality assurance and improvement program that covers all aspects of the internal audit function. The program will include external and internal assessments of the internal audit function's conformance with the Global Internal Audit Standards, as well as performance measurement to assess the internal audit function's progress toward the achievement of its objectives and promotion of continuous improvement. The program also will assess, if applicable, compliance with laws and/or regulations relevant to internal auditing. Also, if applicable, the assessment will include plans to address the internal audit function's deficiencies and opportunities for improvement.

Annually, the chief audit executive will communicate with the board and senior management about the internal audit function's quality assurance and improvement program, including the results of internal assessments (ongoing monitoring and periodic self-assessments) and external assessments. External assessments will be conducted at least once every five years by a qualified, independent assessor or assessment team from outside Alamo Colleges District; qualifications must include at least one assessor holding an active Certified Internal Auditor® credential.

***Scope and Types of Internal Audit Services***

The scope of internal audit services covers the entire breadth of the organization, including all Alamo Colleges District's activities, assets, and personnel. The scope of internal audit activities also encompasses but is not limited to objective examinations of evidence to provide independent assurance and advisory services to the board and management on the adequacy and effectiveness of governance, risk management, and control processes for Alamo Colleges District.

The nature and scope of advisory services may be agreed with the party requesting the service, provided the internal audit function does not assume management responsibility. Opportunities for improving the efficiency of governance, risk management, and control processes may be identified during advisory engagements. These opportunities will be communicated to the appropriate level of management.

Internal audit engagements may include evaluating whether:

**ALAMO COLLEGES DISTRICT  
INTERNAL AUDIT DEPARTMENT CHARTER  
Effective January 20, 2026**

- Risks relating to the achievement of Alamo Colleges District’s strategic objectives are appropriately identified and managed.
- The actions of Alamo Colleges District’s officers, directors, management, employees, faculty, students, contractors, or other relevant parties comply with Alamo Colleges District’s policies, procedures, and applicable laws, regulations, and governance standards.
- The results of operations and programs are consistent with established goals and objectives.
- Operations and programs are being carried out effectively and efficiently.
- Established processes and systems enable compliance with the policies, procedures, laws, and regulations that could significantly impact Alamo Colleges District.
- The integrity of information and the means used to identify, measure, analyze, classify, and report such information is reliable.
- Resources and assets are acquired economically, used efficiently and sustainably, and protected adequately.

Approval/Signatures

\_\_\_\_\_  
Mr. Frank Cortez  
Chief Audit Executive  
District Director of Internal Audit

\_\_\_\_\_  
Date

\_\_\_\_\_  
Mr. Gerald Lopez  
Topic Chairman, Audit, Budget, & Finance,  
Committee of the Whole

\_\_\_\_\_  
Date

\_\_\_\_\_  
Dr. Mike Flores  
Chancellor

\_\_\_\_\_  
Date

**Related Procedure:**  
[Alamo Colleges Internal Audit Protocol](#)



**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER**  
Effective: January 2~~80~~, 20~~25~~

This Charter applies when the Alamo Colleges District Board of Trustees, acting as a Committee of the Whole, functions as the Alamo Colleges District Audit, Budget, and Finance Committee (“~~the Audit~~ Committee”).

## **PURPOSE**

~~The Committee is an essential part of the risk management and internal control infrastructure of Alamo Colleges District. Its primary responsibilities are to~~ To assist and advise the Board of Trustees in the following matters: fulfilling its oversight responsibilities for the financial reporting process, the system of internal control, the audit process, and the organization's process for monitoring compliance with laws and regulations and the code of conduct.

- Oversight of management activities and processes put in place to manage business risk to the institution's mission(s) and objectives.
- Oversight and direction of the internal audit function to ensure alignment of activities with areas of high risks and/or high potential for adding organizational value.
- Oversight of any external audit firms and review of their results.
- Evaluation of risks identified by management or through audits, advising management and elevating reporting of risk management and audit activities to the Board.
- \_\_\_\_\_

## **AUTHORITY**

The ~~Audit~~ Committee, acting through its Topic Chairperson, has authority to conduct or authorize investigations into any matters within its scope of responsibility. In discharging its responsibilities, the ~~audit~~ committee will have unrestricted access to members of management, employees, and relevant information it considers necessary to discharge its duties. It is empowered to:

- Appoint, compensate, and oversee the work of any registered public accounting firm employed by the organization.
- Resolve any disagreements between management and the external auditor regarding financial reporting and other matters.
- Pre-approve all auditing and non-audit services performed by the external auditor.
- Retain independent counsel, accountants, or others to advise the committee or assist in the conduct of an investigation.
- Retain independent counsel or other advisors as deemed necessary to carry out the Board's audit duties.
- Seek any information it requires from employees - all of whom are directed to cooperate with the committee's requests – internal audit or external parties.
- Meet with Alamo Colleges District Management and Staff, external auditors, or outside counsel, as necessary.

## **COMPOSITION**

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER  
Effective: January 28, 2025**

The composition of ~~Audit~~the Committee will be determined from time to time by the Board of Trustees. At present, the Alamo Colleges District Board of Trustees, acting as a Committee of the Whole, functions as the ~~Audit~~Committee. The Board's Chairperson will appoint ~~Audit~~Committee Chairs and Vice-Chairs.

## MEETINGS

The Committee will meet at least four times a year, with authority to convene additional meetings, as circumstances require. Committee members are expected to attend each meeting. The Committee will invite the Chancellor and Alamo Colleges District Management, Board members, auditors, and other appropriate parties to attend meetings and provide pertinent information, as necessary. In compliance with the Texas Open Meetings Act, it will hold executive sessions with auditors as deemed appropriate. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. Minutes will be prepared.

## RESPONSIBILITIES

The Committee's ~~specific will carry out the following~~ responsibilities in carrying out its oversight and reporting roles are as follows:

### Oversight of Business, Technology and Financial Risk Management Statements

- Review significant accounting and reporting issues, including complex or unusual transactions and highly judgmental areas, and recent professional and regulatory pronouncements, and understand the pronouncements' impact on the financial statements.
- Review with the administration and the external auditors the results of the annual financial audit, including any difficulties encountered.
- ~~Review the annual financial statements and consider whether they are complete, consistent with information known to Committee Members, and reflect the application of appropriate accounting principles.~~
- Review other sections of the annual report and related regulatory filings before release and consider the accuracy and completeness of the information.
- Review with the administration and the external auditors all matters required to be communicated to the ~~Audit~~Committee under generally accepted accounting and auditing standards.
- ~~Understand how management develops interim financial information, and the nature and extent of external auditor involvement.~~
- Review interim financial reports with Alamo Colleges District Management and the external auditors before filing with regulators, and consider whether the proposed reports are complete and consistent with the information known to Committee Members.

### **Internal Control**

- Consider the effectiveness of the Alamo Colleges District's internal control systems, including information technology security and controls.

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER  
Effective: January 28, 2025**

- Consider the scope of internal and external auditors' review of internal controls over financial reporting, and obtain reports on significant findings and recommendations, together with the Chancellor's and District Management's responses.

**Oversight of the Internal Audit Activity**

- Approve ~~the~~ Internal Audit ~~Department's~~ charter that is consistent with the IIA's Global Standards.
- Approve the risk-based Internal Audit plan and changes thereto.
- Approve the Internal Audit Department's budget and resource plan.
- Receive communications from the Chief Audit Executive on the Internal Audit Department's performance relative to its plan and other matters.
- Monitor the status of management action plans for recommendations to findings.
- Approve decisions regarding the appointment and removal of the Chief Audit Executive.
- At least once per year, review the performance of the Chief Audit Executive.
- Approve the remuneration of the Chief Audit Executive.
- Review the effectiveness of the Internal Audit Department.
- Make appropriate inquiries of management and the Chief Audit Executive to determine whether there are inappropriate scope or resource limitations.

**Oversight of External Firms-Audit**

- Review ~~the~~ external audit firm auditors's proposed audit scope and approach, and coordinate external audit efforts with the Vice Chancellor for Finance and Administration.
- Review the performance of the external auditors and recommend to the Board the appointment or discharge of the auditors.
- Review and confirm the independence of the external auditors by obtaining statements from the auditors on relationships between the auditors and the Alamo Colleges District, including non-audit services, and discussing the relationships with the auditors.
- Review the reports of any external audit firms contracted by Alamo Colleges District to perform any audits, reviews, or other work.
- In compliance with Texas Open Meetings Act meet on a regular basis separately with the external auditors to discuss any matters that the Committee believes can and should be discussed privately.

**Oversight of Compliance Activities**

- Review the effectiveness of the system for monitoring compliance with laws and regulations and the results of the Chancellor's and Alamo Colleges District Management's investigation and follow-up (including disciplinary action) of any instances of noncompliance.
- Review the findings of any examinations by regulatory agencies and any auditors' observations.
- Review the process for communicating the code of conduct to Alamo Colleges District's personnel and for monitoring compliance therewith.
- Obtain regular updates from the Chancellor, the Director of Ethics, Compliance, and Policy, and the Alamo Colleges District Office of Legal Services regarding compliance matters.

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER**  
Effective: January 2~~80~~, 20~~26~~25

**Reporting Responsibilities**

- As appropriate, the Committee will review and report to the Board of Trustees about its activities, issues, and related recommendations.
- As appropriate, provide an open avenue of communication among internal audit, the external auditors, and the Board of Trustees.
- Review any other reports the District issues that relate to Committee responsibilities, including all outside consultant reports.

**Other Responsibilities**

- Perform other activities related to this Charter as requested by the Board of Trustees.
- Institute and oversee special investigations as needed.
- Review and assess the adequacy of the Committee Charter annually, requesting board approval for proposed changes, and ensure appropriate disclosure as may be required by law or regulation.
- Confirm annually that all responsibilities outlined in this charter have been carried out.

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Alamo Colleges District  
Mr. Gerald Lopez  
Topic Chairman, Audit, Budget and Finance  
Committee of the Whole

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Date

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Alamo Colleges District  
Dr. Clint Kingsbery  
Board of Trustees Chair

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Date



**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER  
Effective: January 20, 2026**

This Charter applies when the Alamo Colleges District Board of Trustees, acting as a Committee of the Whole, functions as the Alamo Colleges District Audit, Budget, and Finance Committee (“the Committee”).

**PURPOSE**

The Committee is an essential part of the risk management and internal control infrastructure of Alamo Colleges District. Its primary responsibilities are to assist and advise the Board of Trustees in the following matters:

- Oversight of management activities and processes put in place to manage business risk to the institution’s mission(s) and objectives.
- Oversight and direction of the internal audit function to ensure alignment of activities with areas of high risks and/or high potential for adding organizational value.
- Oversight of any external audit firms and review of their results.
- Evaluation of risks identified by management or through audits, advising management and elevating reporting of risk management and audit activities to the Board.

**AUTHORITY**

The Committee, acting through its Topic Chairperson, has authority to conduct or authorize investigations into any matters within its scope of responsibility. In discharging its responsibilities, the committee will have unrestricted access to members of management, employees, and relevant information it considers necessary to discharge its duties. It is empowered to:

- Appoint, compensate, and oversee the work of any registered public accounting firm employed by the organization.
- Resolve any disagreements between management and the external auditor regarding financial reporting and other matters.
- Pre-approve all auditing and non-audit services performed by the external auditor.
- Retain independent counsel, accountants, or others to advise the committee or assist in the conduct of an investigation.
- Retain independent counsel or other advisors as deemed necessary to carry out the Board’s audit duties.
- Seek any information it requires from employees - all of whom are directed to cooperate with the committee’s requests – internal audit or external parties.
- Meet with Alamo Colleges District Management and Staff, external auditors, or outside counsel, as necessary.

**COMPOSITION**

The composition of the Committee will be determined from time to time by the Board of Trustees. At present, the Alamo Colleges District Board of Trustees, acting as a Committee of the Whole, functions as the Committee. The Board’s Chairperson will appoint Committee Chairs and Vice-Chairs.

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER  
Effective: January 20, 2026**

**MEETINGS**

The Committee will meet at least four times a year, with authority to convene additional meetings, as circumstances require. Committee members are expected to attend each meeting. The Committee will invite the Chancellor and Alamo Colleges District Management, Board members, auditors, and other appropriate parties to attend meetings and provide pertinent information, as necessary. In compliance with the Texas Open Meetings Act, it will hold executive sessions with auditors as deemed appropriate. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. Minutes will be prepared.

**RESPONSIBILITIES**

The Committee's specific responsibilities in carrying out its oversight and reporting roles are as follows:

**Oversight of Business, Technology and Financial Risk Management**

- Review significant accounting and reporting issues, including complex or unusual transactions and highly judgmental areas, and recent professional and regulatory pronouncements, and understand the pronouncements' impact on the financial statements.
- Review with the administration and the external auditors the results of the annual financial audit, including any difficulties encountered.
- Review other sections of the annual report and related regulatory filings before release and consider the accuracy and completeness of the information.
- Review with the administration and the external auditors all matters required to be communicated to the Committee under generally accepted accounting and auditing standards.
- Review interim financial reports with Alamo Colleges District Management and the external auditors before filing with regulators, and consider whether the proposed reports are complete and consistent with the information known to Committee Members.
- Consider the effectiveness of the Alamo Colleges District's internal control systems, including information technology security and controls.
- Consider the scope of internal and external auditors' review of internal controls over financial reporting, and obtain reports on significant findings and recommendations, together with the Chancellor's and District Management's responses.

**Oversight of the Internal Audit Activity**

- Approve an Internal Audit charter that is consistent with the IIA's Global Standards.
- Approve the risk-based Internal Audit plan and changes thereto.
- Approve the Internal Audit Department's budget and resource plan.
- Receive communications from the Chief Audit Executive on the Internal Audit Department's performance relative to its plan and other matters.
- Monitor the status of management action plans for recommendations to findings.
- Approve decisions regarding the appointment and removal of the Chief Audit Executive.
- At least once per year, review the performance of the Chief Audit Executive.
- Approve the remuneration of the Chief Audit Executive.
- Review the effectiveness of the Internal Audit Department.
- Make appropriate inquiries of management and the Chief Audit Executive to determine whether there are inappropriate scope or resource limitations.

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER  
Effective: January 20, 2026**

**Oversight of External Firms**

- Review any external audit firm’s proposed audit scope and approach and coordinate external audit efforts with the Vice Chancellor for Finance and Administration.
- Review the performance of the external auditors and recommend to the Board the appointment or discharge of the auditors.
- Review and confirm the independence of the external auditors by obtaining statements from the auditors on relationships between the auditors and the Alamo Colleges District, including non-audit services, and discussing the relationships with the auditors.
- Review the reports of any external audit firms contracted by Alamo Colleges District to perform any audits, reviews, or other work.
- In compliance with Texas Open Meetings Act meet on a regular basis separately with the external auditors to discuss any matters that the Committee believes can and should be discussed privately.

**Oversight of Compliance Activities**

- Review the effectiveness of the system for monitoring compliance with laws and regulations and the results of the Chancellor’s and Alamo Colleges District Management’s investigation and follow-up (including disciplinary action) of any instances of noncompliance.
- Review the findings of any examinations by regulatory agencies and any auditors’ observations.
- Review the process for communicating the code of conduct to Alamo Colleges District’s personnel and for monitoring compliance therewith.
- Obtain regular updates from the Chancellor, the Director of Ethics, Compliance, and Policy, and the Alamo Colleges District Office of Legal Services regarding compliance matters.

**Reporting Responsibilities**

- As appropriate, the Committee will review and report to the Board of Trustees about its activities, issues, and related recommendations.
- As appropriate, provide an open avenue of communication among internal audit, the external auditors, and the Board of Trustees.
- Review any other reports the District issues that relate to Committee responsibilities, including all outside consultant reports.

**Other Responsibilities**

- Perform other activities related to this Charter as requested by the Board of Trustees.
- Institute and oversee special investigations as needed.
- Review and assess the adequacy of the Committee Charter annually, requesting board approval for proposed changes, and ensure appropriate disclosure as may be required by law or regulation.
- Confirm annually that all responsibilities outlined in this charter have been carried out.

**ALAMO COLLEGES DISTRICT  
AUDIT COMMITTEE CHARTER  
Effective: January 20, 2026**

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Alamo Colleges District  
Mr. Gerald Lopez  
Topic Chairman, Audit, Budget and Finance  
Committee of the Whole

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Date

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Alamo Colleges District  
Dr. Clint Kingsbery  
Board of Trustees Chair

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Date



# Workforce Committee Report

## January 13, 2026

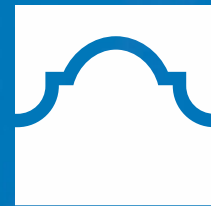
**Xavier Urrutia**

Vice Chancellor for External Affairs and Chief of Staff

**Dr. Sammi Morrill**

Associate Vice Chancellor

Economic and Workforce Development



ALAMO  
COLLEGES  
DISTRICT



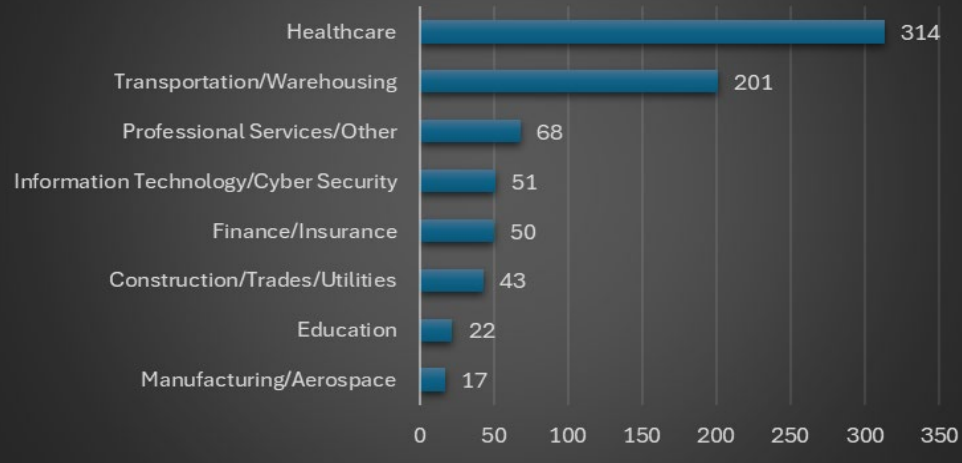
# Partner Updates

## Romanita Matta-Barrera, Chief Business Advancement Officer, Greater: SATX

- **Workforce Programming and Student Engagement planned for February**
  - Launch of workforce programming for the year - focusing on work-based learning opportunities for high school students
  - Encouraging participation from Alamo Colleges District – individual colleges, and partner organizations – with the aim to inspire students to pursue higher education as a career pathway
  - Participation could involve hosting a student groups or P-TEC cohorts
- **Job Shadowing and Hiring Opportunities at USAA**
  - Organizing a job shadowing event for Alamo College students – focus on veterans
  - Event will include a visit to USAA - currently has open job opportunities and is interested in hiring veterans
  - Alamo College students and veterans are encouraged to participate
- **Regional Business Needs Survey**
  - Ongoing collaboration with chamber partners and trade associations (BioMedSA, SAMA) to distribute an annual survey to employers and investors
  - Survey objectives: gather data to support business growth in the San Antonio region
  - Focus areas: workforce needs and air connectivity (domestic and international flights)
  - Survey closes later this month; results will be analyzed and shared once available



## Total By Industry



<b>Qualifying Jobs (\$31,200 Yr/Benefits)</b>	<b>724</b>
Non-Qualifying Jobs: Make less than \$31,200 yr or benefits not offered	42
<b>Overall jobs (Qualifying &amp; Non-Qualifying)</b>	<b>766</b>

Targets	Annual Target	YTD Total	% Met
% Placed in Qualifying Job w/in 6 Months	80%	58%	73%
% Placed in Qualifying Job w/in 12 Months		73%	

Average Earnings		
Avg Annual Income at Enrollment	Avg Annual Salary in New Job	Avg Hourly Wage in New Job
\$10,131	\$44,835	\$21.76

Employers Who Hired
384

Data as of 12/17/2025

# Melvin Hall

Company  
City of San Antonio Public Works

Position  
Equipment Operator

Occupational Code  
53-3032

Program  
Professional Truck Driver (CDL)



“I faced transportation and housing issues and struggled with time management. With the help of Ready to Work, I pushed through at all costs to finish what I started. The program gave me an opportunity to set myself up to get in a position to succeed and it worked! Never give up!”



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# Economic and Workforce Development

## ■ Vendor Development Academy & Mentor Recognition

- December 11: Hosted the newly renamed Vendor Development Academy (formerly Mentor Protege program) with COSA
- Launched in 2011, the program has graduated 103 participants who have completed 24 hours of coursework and a two-year mentorship designed to strengthen business capacity
- This year's cohort achieved outstanding results, completing 83 professional development courses, receiving 156 hours of mentorship, and reporting an average 150% increase in revenue and 200% growth in employment
- 8 small business employers graduated from the program
- Participating companies included Noble Construction, Best Buy, HDR Engineering, and Goettl HVAC



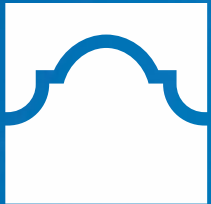
# Economic and Workforce Development

## ■ **Methodist Partnership Extension**

- Methodist extended their partnership to support the career navigator role
- Career navigator sources talent for high-need areas across academic and continuing education (CE) programs
- Originally planned as a one-year extension; now extended for two years due to program success



# Thank you.



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DISTRICT



# ELECTRICIAN TECHNICIAN

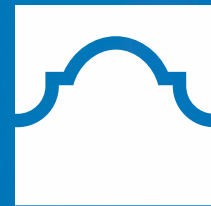
## Associate of Applied Science

**WILL FANNING**

Dean for Academic Success, NLC

**DR. KEITH COLLINS**

Workforce Chair, NLC



ALAMO  
COLLEGES  
DISTRICT



## Board Policies in Support of Charges

- E.1.4: Core Curriculum and Degrees
- E.1.6: Program and Course Offerings

## Organizational Charges to the Chancellor

- Continue progress toward the Texas Higher Education Coordinating Board (THECB) and State of Texas's strategic goals as outlined in the "Building a Talent Strong Texas" plan by increasing our yearly goal of 14,000 degrees and certificates achieved.



# ELECTRICIAN WORKFORCE DEVELOPMENT

*A CRITICAL NEED!*



Aligns with the Alamo Colleges work around “Unlocking Opportunities”



Over 600 job openings a year in San Antonio



20% growth in Electrician jobs 2022-2032 in the Alamo Region



18% growth in Electrician jobs in Texas



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DISTRICT





# ELECTRICIAN TECHNICIAN A.A.S.

The program will be offered in an 8-week (flex) format and the full AAS will be designed for completion within 16 months

The Program will be housed at the new NLC at New Braunfels facility

Expected to add 140 annual completers to the workforce in the first 5 years

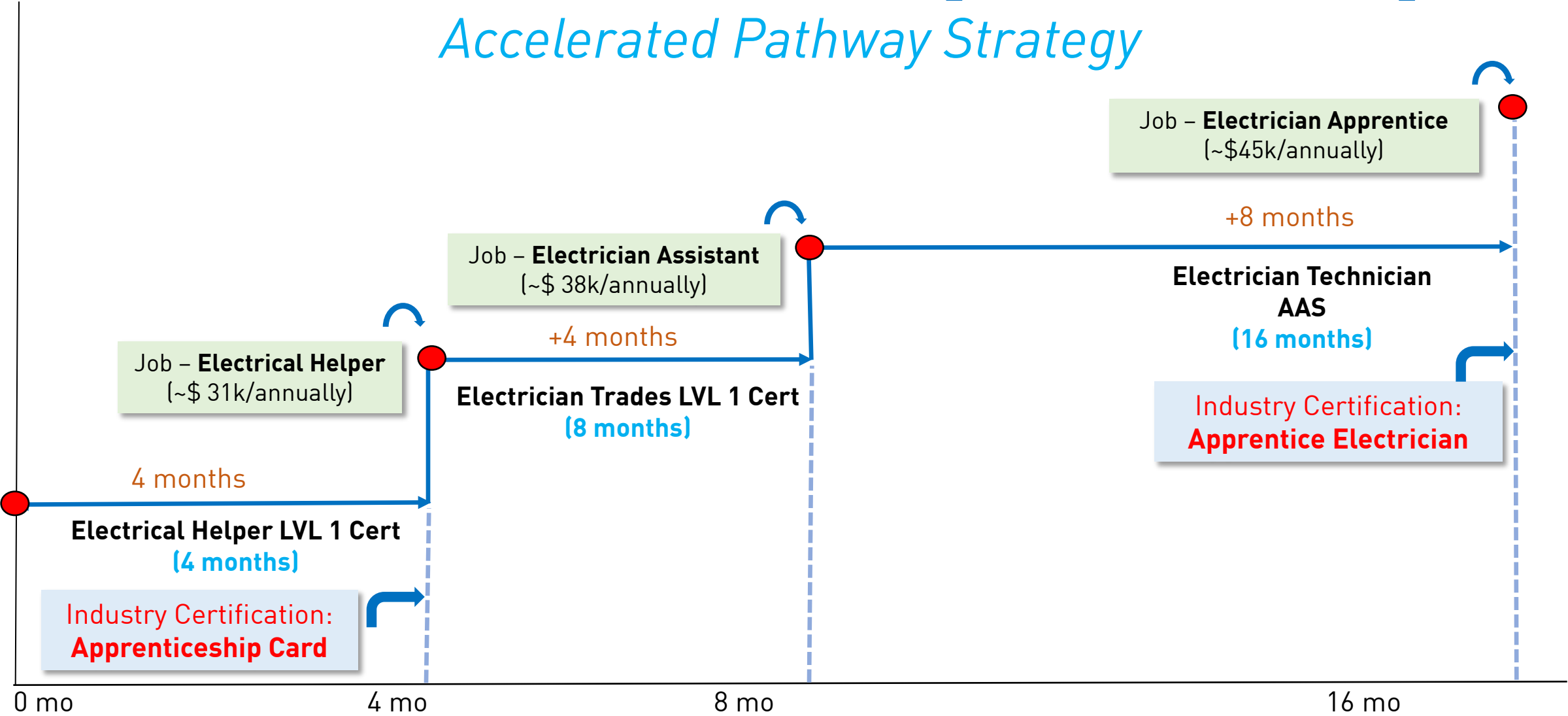


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# ELECTRICIAN TECHNICIAN [0 – 16 MONTHS]

## Accelerated Pathway Strategy



# INDUSTRY ADVISORY COMMITTEE

- Gary Rosenstiel, Sunbelt Electric
- Tucker Edwards , Circle Electric
- Robert Schrade, Verturo
- Paul Garza, Alterman
- Jason Garner, Alterman
- Mike Hernandez, Alterman



***CIRCLE ELECTRIC CO.***



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# PROGRAM EXPENSE AND REVENUE

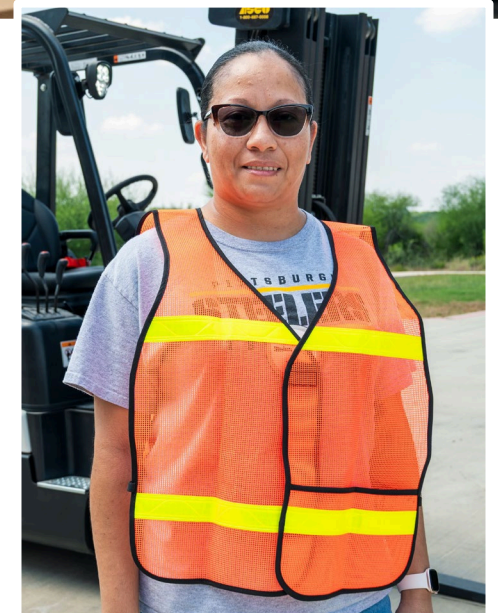
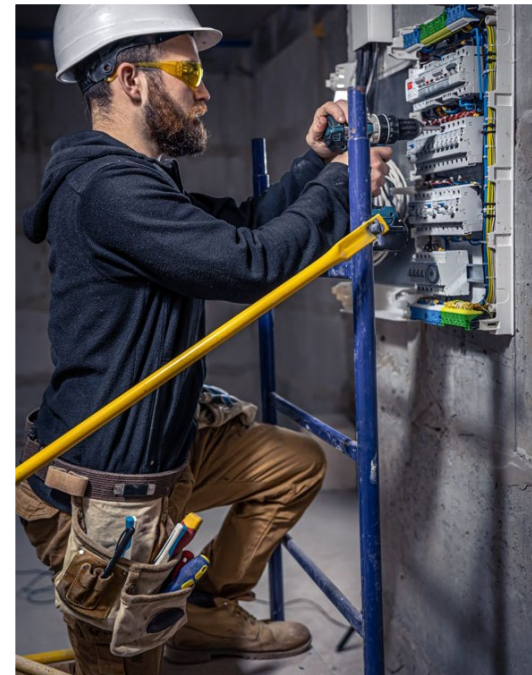


- **Demonstrated ROI for enrollment projections (32 students)**
- **Estimated 5-Year Expenses: \$848,994**
  - **Equipment:** Equipment purchased in partnership with New Braunfels Economic Development Corporation
  - **Facilities:** New remodeled space in New Braunfels
  - **Faculty:** 1 new FTE and adjunct support
- **Estimated 5-Year Revenue: \$1,234,572**
- **Net Income: \$385,578**

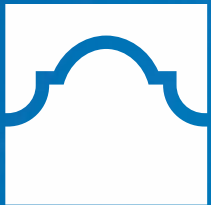


# ACTION REQUESTED

Approve the submission to the Texas Higher Education Coordinating Board and SACSCOC of a new workforce education program of study leading to two new Level 1 Certificates and an **Electrician Technician Associate Applied Science degree**



# Thank you.



ALAMO  
COLLEGES  
DISTRICT



## **Discussion and Possible Action on the Approval of Northeast Lakeview College Associate of Applied Science Degree in Electrician Technician**

Presented to the Board Acting as a Committee of the Whole on 1/13/26 and now presented to the Board for approval on 1/20/26.

### **MINUTE ORDER**

**"The Alamo Colleges Board of Trustees hereby approves the submission to the Texas Higher Education Coordinating Board and SACSCOC of a new workforce education program of study leading to two new Level 1 Certificates and an Electrician Technician Associate Applied Science degree."**

### **PURPOSE**

The purpose of this Minute Order is to authorize the President of Northeast Lakeview College or her designee to submit to the Texas Higher Education Coordinating Board a program of studies of 60 semester credit hours for the college to deliver an Electrician Technician Associate of Applied Science Degree.

### **BACKGROUND**

The Associate of Applied Science Degree in Commercial and Residential Electrician is designed to equip students with comprehensive knowledge and practical skills in the fields of Commercial and Residential Electrician. The program aims to provide students with a solid foundation in Basic AC-DC, residential wiring, commercial wiring, industrial wiring, motor controls, programmable logic controllers, transformers and electrical codes. The Commercial and Residential Electrician program fosters critical thinking, problem-solving abilities, and ethical considerations, preparing graduates for entry-level positions in the field of Commercial and Residential Electricians.

Start-up equipment will be funded through a partnership with New Braunfels Economic Development Corporation.

Electrician positions have a projected growth of 20% between 2022-32 with 600 annual job openings in the Alamo region. The entry level wage is \$31,000-\$45,000 a year. Enrollment projections are for 32 new students annually.

### **IMPLICATIONS**

<b>Financial:</b>	<b>Five Year Projection:</b> 5- year positive net income of <u>\$385,578</u>
<b>Strategic Plan:</b>	Strategic Objective I: Student Success
<b>Human Resources:</b>	Faculty, and Adjunct Faculty
<b>Attachments:</b>	Exhibit 1, Business Plan Summary Exhibit 2, Program Curriculum - Degree Plan Exhibit 3, Pre-application

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Dr. Veronica Garcia  
President, Northeast Lakeview College

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Dr. George Railey, Jr.  
Vice Chancellor for Academic Success

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Dr. Michael Flores  
Chancellor



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DISTRICT

**NEW PROGRAM DEVELOPMENT  
PRE-APPLICATION CHECKLIST  
for Northeast Lakeview College (NLC)**

**Program Title: Commercial and Residential Electrician, A.A.S.**

CIP: 46.0302

**A. Program Objectives:**

The Associate of Applied Science Degree in Commercial and Residential Electrician is designed to equip students with comprehensive knowledge and practical skills in the fields of Commercial and Residential Electrician. The program aims to provide students with a solid foundation in Basic AC-DC, residential wiring, commercial wiring, industrial wiring, motor controls, programmable logic controllers, transformers and electrical codes. The Commercial and Residential Electrician program fosters critical thinking, problem-solving abilities, and ethical considerations, preparing graduates for entry-level positions in the field of Commercial and Residential Electricians.

**Program Student Learning Outcomes:**

- Compute the circuit sizes needed for the installation of branch circuits, feeders, and service entrance conductors; explain the proper installation of wiring devices according to electrical codes; demonstrate grounding methods; install ground and arc fault circuits; identify residential wiring methods; and demonstrate proper safety procedures.
- Interpret electrical blueprints/drawings; compute the circuit sizes and overcurrent protection needed for the installation of branch circuits, feeders, and service entrance conductors; explain the proper installation of wiring devices according to the National Electrical Code (NEC) and local electrical codes; demonstrate grounding methods; identify commercial wiring methods including conduit bending; and demonstrate proper safety procedures.
- Interpret electrical blueprints/drawings; compute circuit sizes and overcurrent protection for the installation of branch circuits, feeders, and service entrance conductors; explain the proper installation of wiring devices according to electrical codes; demonstrate grounding methods; identify industrial wiring methods including conduit bending; and demonstrate proper safety procedures.
- Locate and interpret the sections in the NEC that pertain to electrical installations; calculate the size of conductors, boxes, raceways, and overcurrent protective devices for branch circuits supplying electrical equipment; calculate conductors, overcurrent protection, and service equipment as applied to facility services; and compute the size of branch circuits, feeders, and equipment for motors.
- List estimating procedures; formulate material and labor costs; identify types of bids; calculate cost adjustments and job costs; and demonstrate the use of estimating forms.

## B. Existing program information for initiating college:

There are currently no Commercial and Residential Electrician programs within the Alamo Colleges District.

## C. Occupational Need:

1. Is the number of employment opportunities in this job growing? Yes  No   
*Supporting evidence: Overall employment of Electricians is projected to grow 11 percent from 2023 to 2033, faster than the average for all occupations.*

*(Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Electrician, at <https://www.bls.gov/oes/current/oes472111.htm> (visited January 30, 2025).*

2. Will the need for trained personnel be sustained over the next five years?  
Yes  No   
*Supporting evidence: About 639 openings for Electricians in the Alamo area is projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.*

*(Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Electricians, at <https://www.bls.gov/oes/current/oes472111.htm#tab-6> (visited January 30, 2025).*

3. What information is available from local and/or state labor market sources concerning this occupational title?

### Alamo Local Labor Market Information

- Estimated Employment 2022: 5,544
- Projected Employment 2032: 6,630
- Change in Employment: 1,086
- Percent Change: 19.59%
- Annualized Percent Growth: 1.81
- Annual Openings: 639

### Texas Labor Market Information

- Estimated Employment 2022: 68,932
- Projected Employment 2032: 81,435
- Change in Employment: 12,503
- Percent Change: 18.14%

- Annualized Percent Growth: 1.68
- Annual Openings: 7,798

Source: Texas Labor Market Information website – [texaslmi.com](http://texaslmi.com) SOC Code 15.245 NAICS Code 10  
 (Projections: View and generate a 10-year forecast for employment by industry and occupation for the state of Texas and each of the 28 workforce development areas.)

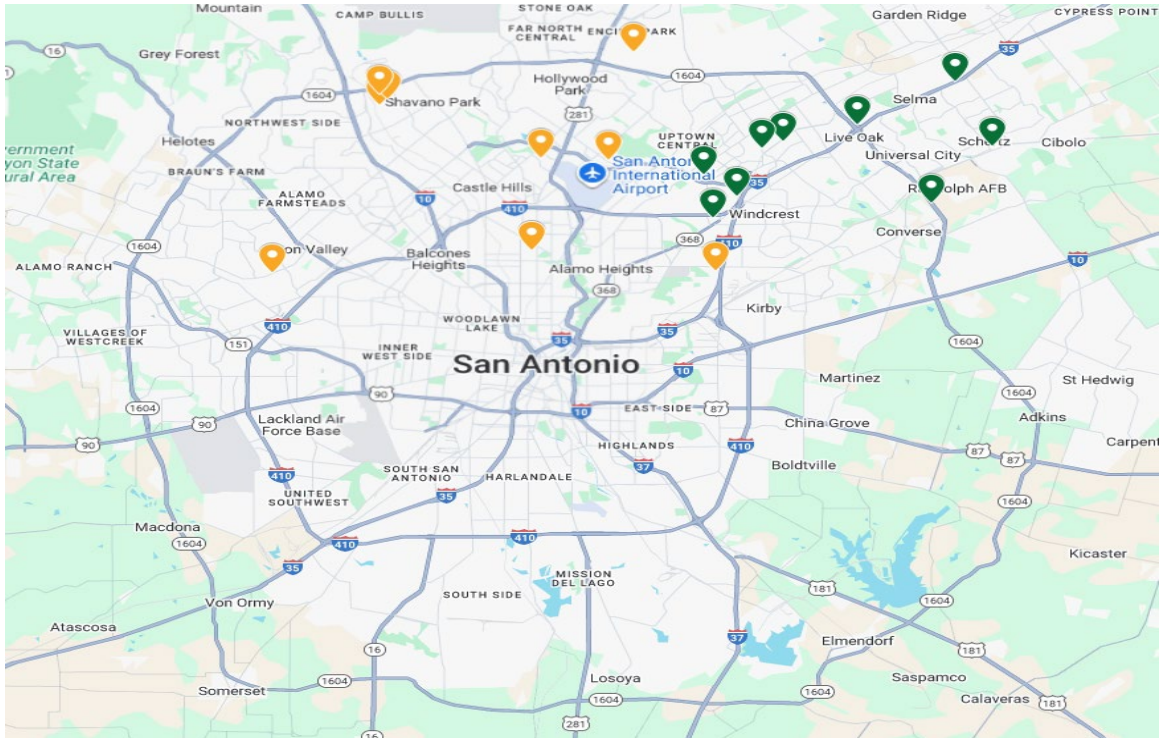
- Is this occupational title on the Demand Occupations List? Yes  No
- Indicate the entry-level salary for this occupational title (Electrical & Electronics Technician):
  - \$19.00 entry-level hourly wage
  - Commercial and Residential Electrician entry-level salary is roughly \$39,133K annually

#### **D. Assessment of Employer Support – ADVISORY BOARD COMMITTEE INPUT**

- How many companies will show preference to hiring completers of this program?
- How many companies will provide employees incentive to complete this training by providing:
  - Higher pay? \_\_\_\_\_
  - Opportunity for promotion? \_\_\_\_\_
  - Tuition or other financial support? \_\_\_\_\_

#### **E. Assessment of Training Capacity**

- Geographic implications for program location
  - On a map, indicate the companies that would support and/or be served by the Development of a new program for this occupational title.



b. On the same map used in “item a” above, indicate locations of institutions with currently existing programs within a fifty-mile radius, if applicable. Please use a legend.

2. Suitability of campus resources to support this program

a. Does the college currently have the following resources to begin this program?

- Equipment                      Yes X      No \_
- Facilities                        Yes X      No \_
- Faculty                          Yes \_      No X
- Instructional resources      Yes X      No \_
- First-year budget            Yes \_      No X

If “No” to any of the above areas, describe the resource commitment needed.

- Qualified faculty
- Operating Expenses

b. Should this program be provided by more than one college? Yes X No \_

**F. College Commitment to Develop a New Program**

Based on the above information and the attachments, the administration of this college is committed to the full development, implementation, and sustained operation of the program until the demand has been fully satisfied.

Signature \_\_\_\_\_

Date \_\_\_\_\_

Title \_\_\_\_\_

**FROM:** William Fanning, Dean for Academic Success: STEM

**Subject:** Business Plan – New Workforce Program: Electrician (Commercial and Residential)

**TO:** SLT

**1. Program Name:** Electrician, A.A.S.

**2. Program Purpose:**

The Associate of Applied Science Degree in Commercial and Residential Electrician is designed to equip students with comprehensive knowledge and practical skills in the fields of Commercial and Residential Electrician. The program aims to provide students with a solid foundation in designing, developing, testing, and supervising the manufacture of electrical equipment, such as electric motors, radar and navigation systems, communications systems, or power generation equipment. Through a combination of theoretical instruction and hands-on experience, students will develop proficiency in leveraging cutting-edge technologies and methodologies to solve real-world problems across various industries. The Commercial and Residential Electrician program fosters critical thinking, problem-solving abilities, and ethical considerations, preparing graduates for entry-level positions in data-driven organizations or for further academic pursuits in related fields.

**3. Program Outcomes:**

- Compute the circuit sizes needed for the installation of branch circuits, feeders, and service entrance conductors; explain the proper installation of wiring devices according to electrical codes; demonstrate grounding methods; install ground and arc fault circuits; identify residential wiring methods; and demonstrate proper safety procedures.
- Interpret electrical blueprints/drawings; compute the circuit sizes and overcurrent protection needed for the installation of branch circuits, feeders, and service entrance conductors; explain the proper installation of wiring devices according to the National Electrical Code (NEC) and local electrical codes; demonstrate grounding methods; identify commercial wiring methods including conduit bending; and demonstrate proper safety procedures.

- Interpret electrical blueprints/drawings; compute circuit sizes and overcurrent protection for the installation of branch circuits, feeders, and service entrance conductors; explain the proper installation of wiring devices according to electrical codes; demonstrate grounding methods; identify industrial wiring methods including conduit bending; and demonstrate proper safety procedures.
- Locate and interpret the sections in the NEC that pertain to electrical installations; calculate the size of conductors, boxes, raceways, and overcurrent protective devices for branch circuits supplying electrical equipment; calculate conductors, overcurrent protection, and service equipment as applied to facility services; and compute the size of branch circuits, feeders, and equipment for motors.
- List estimating procedures; formulate material and labor costs; identify types of bids; calculate cost adjustments and job costs; and demonstrate the use of estimating forms.

**4. Five-Year Costs/Investment:**

- Equipment: Grant Funded
- Faculty: \$540,625
- Facility Impacts: New facilities in New Braunfels
- Other Costs: \$308,369
- Total Five-Year Expenses: \$848,994

**5. Five-Year Revenue Generated:**

- Projected Enrollment:
  - 100 students over five years
  - 65 students completing the program over a five-year period
- Projected Accumulated Credit Hours: 8,510
- Regular Tuition: \$762,012
- Student Outcome Funding: \$472,560
- Total Five-Year Revenue: \$1,234,572

**6. Job/Employer Demand:** 155 per year

**7. Five-Year Projected Job Placement:** 15 per year

**8. Projected Program Milestones:**

- Year 1: 20 Declared Majors
- Year 2: 40 Cumulative Declared Majors 18 program completers 90% job placement
- Year 3: 60 Cumulative Declared Majors 36 program graduates 90% job placement
- Year 4: 80 Cumulative Declared Majors 54 program completers 90% job placement
- Year 5: 100 Cumulative Declared Majors 72 program completers 90% job placement

**9. Other Pertinent Information:**

- Proposing AAS (60 hrs.)

## New AAS or Certificate Degree Plan Form

**Degree Plan Title:** Commerical and Residential Electricians  
**Major Code:** 47-2111  
*(assigned by CSI)*

**College:** NLC  
**Effective Term:** \_\_\_\_\_  
**ApplyTexas:** \_\_\_\_\_  
*(assigned by CSI)*

**Degree Plan Description:**

The Associate of Applied Science Degree designed to prepare the student for a career in the electrical trades. The program prepares students to service existing electrical service and install electrical systems in new construction. Topics include basic AC-DC, residential wiring, commercial wiring, industrial wiring, motor controls, programmable logic controllers, transformers and electrical codes.

**Degree CIP:** 46.0302  
**Dept to assign program to:** Commerical and Residential Electricians

**Is this an addition of an award  
to an existing CIP?** no

	Lecture Hours	Lab Hours	External Hours (Practicum, Internship)	Contact Hours	Credit Hours
<b>Semester 1 (Fall)</b>					
ELPT 1411-Basic Electrical Theory	3	4		80	4
ELPT 1429-Residential Wiring	3	4		80	4
ELPT 1445-Commercial Wiring	3	4		80	4
	<b>9</b>	<b>12</b>		<b>240</b>	<b>12</b>
<b>Semester 2 (Spring)</b>					
ENGL 1301- Composition I	3	0		48	3
ELPT 1457-Industrial Wiring	3	4		80	4
ELPT 1441-Motor Control	3	3		80	4
ELPT 1451-Electrical Machines	3	3		80	3
	<b>12</b>	<b>10</b>	<b>0</b>	<b>288</b>	<b>14</b>
<b>Semester 3 (Summer)</b>					
PHYS 1305-Introductory Physics I Lecture or select 1 course from Life and Physical Science (30) core	3	0		48	3

MATH 1332-Contemporary Mathematics/Quantitative Reasoning or select 1 course from mathematics (20) core	3	0		48	3
	<b>6</b>	<b>0</b>	<b>0</b>	<b>96</b>	<b>6</b>
<b>Semester 4 (Fall)</b>					
PHIL 2306-Introduction to Ethics	3	0		48	3
ELPT 2419-Programmable Logic Controllers I	3	4		80	3
ELPT 2423-Transformers	3	4		80	3
ELPT 2365-Practicum (or Field Experience)-Electrical and Power Transmission Installation/Installer, General	0	21	560	560	3
	<b>9</b>	<b>29</b>	<b>560</b>	<b>768</b>	<b>12</b>
<b>Semester 5 (Spring)</b>					
ECON 1301-Introduction to Economics or select 1 course from Social and Behavioral Sciences (80) core	3	0		48	3
RBPT 2345 - Onsite Power Generation and Renewabl Energy	3	0		48	3
ELPT 1325-National Electrical Code I	3	0		48	3
ELPT 2325-National Electrical Code II	3	0		48	3
ELPT 2437-Electrical Planning and Estimating	3	3		80	4
	<b>15</b>	<b>3</b>	<b>0</b>	<b>272</b>	<b>16</b>
<b>Total Degree Plan</b>	<b>48</b>	<b>54</b>	<b>560</b>	<b>1,616</b>	<b>60</b>
<b>Total Degree Plan hours (above)</b>					

Note: Consider pre-requisites when sequencing courses

Do other colleges offer this program?

NLC	NVC	PAC	SAC	SPC
	N	N	N	Y

## Discussion and Possible Action on Monthly Contracts Report

Presented to the Board Acting as Committee of the Whole on January 13, 2026, and now presented to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on January 20, 2026.

### MINUTE ORDER

**“The Alamo Colleges District Board of Trustees hereby approves this report on non-grant contracts (public) made to the Alamo Colleges District for the period of November 1 through December 31, 2025.”**

### PURPOSE

To provide a monthly report on non-grant contracts received by the Alamo Colleges District.

### BACKGROUND

Contracts – Non-grant contracts are contracts in which Alamo Colleges District receives funds to provide special or negotiated services or training to private corporations. For the period November 1 through December 31, 2025, there is a total of one contract that totals \$24,730.00 in external funding. Through existing contracts, twenty-six courses were provided to 206 students.

### OBJECTIVE/FACT

To supplement activities not funded by Institutional Funds.

### IMPLICATIONS

**Financial:** Yes  
**Strategic Plan:** Goal III. Performance Excellence  
**Human Resources:** Yes

**ATTACHMENTS:** YTD Contract (Non-Grant) Summary Report.

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Sammi Morrill, Associate Vice Chancellor  
of Operations, Economic Workforce Development

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Xavier Urrutia, Interim Vice  
Chancellor for Economic & Workforce  
Development

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Dr. Mike Flores, Chancellor

## ALAMO COLLEGES DISTRICT

### Year-To-Date Contract (Non-Grant) Summary Report

Status: November 1, 2025 - December 31, 2025

#### I. Current Month Contracts District Wide:

No.	Contract Recipient (District Wide)	No. of Courses	Monthly No. Students to be Served	YTD No. Students to be Served
1	Business and Industry Solutions	26	206	473
	<b>Total</b>	<b>26</b>	<b>206</b>	<b>473</b>

#### II. Year-to-Date Number of Contracts in Selected Dollar Ranges:

No.	Contract Recipient	\$.01-\$9,999.99	\$10,000-\$99,999.99	\$100,000 and Higher	Total
1	Business and Industry Solutions	13	4	2	19
	<b>Total</b>				

Source: All data provided by Business and Industry Solutions-Continuing Education Department.



**ALAMO COLLEGES DISTRICT**  
**FY2025 MONTHLY (MTD) GRANT AWARD ACTIVITY REPORT**  
 October 01, 2025-November 30, 2025

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
1	219890	District	<u>Texas Workforce Commission, Project Title: "Adult Education and Literacy Service Provider Grant".</u>	The Alamo Adult Education (AEL) program provides access and opportunity for adult learner's to participate in AEL activities and career training/Workforce preparation activities leading to a Texas Certificate High School Equivalency, English language acquisition and industry recognized certifications to include stackable certificates and micro credentials aligned to high demand, high wage careers in target occupations in the Alamo workforce area. <i>Additional Funding in the amount of \$811,569.</i>	9/1/2024	\$0	\$0	\$811,569	941	1.0
2	219910	District	<u>Public Allies Inc., Project Title: "Public Allies San Antonio".</u>	Purpose of this grant is to develop our ability to meet the needs of the community by increasing our opportunity to work with community-based organizations. The partnership with the organizations will help develop a co-hort of young social service leaders who can facilitate transformational change leading to the improvement of their communities.	9/1/2025	\$525,306	\$27,027	\$502,243	31	3.00
<b>2</b>			<b>Total Dist.- MTD Single Year Grants</b>			<b>\$525,306</b>	<b>\$27,027</b>	<b>\$1,313,812</b>	<b>31</b>	<b>3.00</b>
				<b>Total MTD Single Year Grants</b>		<b>\$525,306</b>	<b>\$27,027</b>	<b>\$1,313,812</b>	<b>31</b>	<b>3.00</b>
				<b>Multi Year Grants</b>						
1	219121	District	<u>University of Texas at San Antonio, Project Title: "Bexar County Fostering Educational Success." Year 7 of 7.</u>	Bexar County Fostering Program is to support Foster and Adopted Youth/adults using the tuition waiver letter and enroll at Alamo Colleges. The PATH Advocates will help students with enrolling and staying enrolled with wraparound services thru the advocacy centers.	9/1/2025	\$0	\$0	\$301,300	301,300	4.50
2	219166	District	<u>U.S. Department of Education; Project Title: "Alamo Colleges District Educational Opportunity Centers Program". Year 5 of 5.</u>	The program will provide over 850 low-income and potential first-generation college students with academic programming and supportive services to help them attain job skills, leading to a more meaningful employment. Project will also offer services to improve the financial economic literacy of participants, counsel participants on financial aid options and assist in the application process to increase the number of adults who enroll in postsecondary education institutions.	8/23/2021	\$0	\$17,876	\$241,332	850	3.00
3	219171	District	<u>City of San Antonio, Project Title: "Ready to Work". Year 1 of 3.</u>	SA Ready to Work program includes the following objectives: Increase access to industry recognized certification training and college; provide wrap around services and emergency funding to ensure successful completion of training and career placement, increase collaboration within the workforce ecosystem and promote accountability and adaptability through the process.	4/1/2022	\$0	\$0	\$8,248,324.55	1,977	36.00
<b>3</b>			<b>Total Dist.-MTD Multi Year Grants</b>			<b>\$0</b>	<b>\$17,876</b>	<b>\$8,790,956</b>	<b>303,277</b>	<b>40.50</b>
1	211160	San Antonio College	<u>City of San Antonio, Project Title: "Educational Access Channel". Year 3 of 5.</u>	Goal of Educational Access Channel is to provide educational programming to the citizens of San Antonio and surrounding areas. Objectives: provide cable/video at least 8 hours of daily educational programming; provide transmissions of educational programming to cable/video providers in a manner that can be accepted and transmitted and communicate with designated city staff regularly regarding the on-going operation.	10/1/2025	\$0	\$0	\$200,000	10,000	-
2	211164	San Antonio College	<u>City of San Antonio, Project Title: "Educational Access Channel (PEG)". Year 1 of 2.</u>	Goal of Educational Access Channel is to provide educational programming to the citizens of San Antonio and surrounding areas. Objectives: provide cable/video at least 8 hours of daily educational programming; provide transmissions of educational programming to cable/video providers in a manner that can be accepted and transmitted and communicate with designated city staff regularly regarding the on-going operation.	10/1/2025	\$0	\$0	\$50,000	10,000	-
3	211168	San Antonio College	<u>U.S. Department of Education, Project Title: "San Antonio College's (SAC) FY21 Title III, Part F HSI STEM and Articulation Project Bolstering Undergraduate Inquiry, Learning, and Determination (BUILD)". Year 5 of 5.</u>	The HSI STEM and Articulation Project, BUILD, aims to enhance SAC's support for Hispanic and underrepresented STEM majors, particularly in high-challenge courses like College Algebra and Calculus. The project focuses on improving graduation and transfer rates through embedded tutoring and fostering inclusive classroom environments. By adopting effective teaching methods, BUILD seeks to make STEM education more accessible and beneficial for all students.	10/1/2021	\$0	\$186,014	\$1,348,630	1,000	7.00
4	211553	San Antonio College	<u>Texas Higher Education Coordinating Board (THECB), Project Title: "FY25 Nursing Shortage Reduction Program Grant (NSRP)". Year 1 of 2.</u>	Goal of this project is to increase the number of faculty, enhance the program curriculum and instruction, increase enrollment and promote retention and completion of the nursing program. Also to recognize and support the current needs of the program to support the demand for nurses in healthcare.	8/13/2025	\$0	\$0	\$1,317,684	778	6.00
<b>4</b>			<b>Total SAC-MTD Multi Year Grants</b>			<b>\$0</b>	<b>\$186,014</b>	<b>\$2,916,314</b>	<b>21,778</b>	<b>13.00</b>

1	212639	St. Philip's College	U.S. Department of Education, <u>Project Title:</u> "Historically Black Colleges and Universities Program". Year 5 of 5.	St. Philip's College (SPC) will utilize Title III Part B-2 funds to serve its student body by enhancing and operating (8) Legislative Allowable Activities: 1. Project Administration and Research Development, 2. Centers of Excellence in Mathematics and Science, 3. Capital Improvement Project, 4. Information and Communication technology, 5. Institute for Teaching Excellence and Staff Development, 6. Student Services, 7. Good Samaritan Veterans Outreach and Transition Center and 8. Cybersecurity Innovation Center. <i>Additional funding in the amount of \$14,568,731.</i>	9/11/2025	\$0	\$0	\$28,697,676	20,906	0.00
2	212662	St. Philip's College	Washington Headquarters Services Acquisition Directorate, <u>Project Title:</u> "Department of Defense Cyber Service Academy". Year 1 of 5.	The St. Philip's College Cyber-Workforce scholar program through will contribute to our nation's security by developing the human capital of three cyber leader scholars to serve in the Department of Defense as knowledgeable and highly skilled cybersecurity practitioners. These candidates will contribute to the social good, but they will set an example for other students at St. Philip's College, as well as those beyond the confines of the college.	9/10/2025	\$0	\$7,820	\$63,479	1	3.00
3	212663	St. Philip's College	National Science Foundation, <u>Project Title:</u> "Advanced Technologies Education". Year 1 of 3.	Goal of the grant project is to develop programs to educate, train and increase the number of unmanned aerial systems (drones) pilots that the local area, state and nation will need in the aviation technologies workforce. The project will create a Career and Technical Education pathway within the Aviation Program from a high school dual credit program to a level 1 certification to an Associate of Applied Science (AAS) degree in commercial drone operations.	7/11/2025	\$0	\$0	\$475,000	20	2.00
4	212664	St. Philip's College	U.S. Department of Education, <u>Project Title:</u> "FUTURE Act 2025-2030 Comprehensive Development Plan: Building Capacity, Advancing Excellence St. Philip's College uses FUTURE Act funding to expand capacity, support students and strengthen services". Year 1 of 5.	St. Philip's College (SPC) will utilize its FUTURE Act (Non-Competitive Continuation Part F) grant award to implement and operate three activities that will support and strengthen the overall institution's deliver of services to students. Funds are being used to support (1) Project Administration and Research Development, (2) Campus Renovation & Technology Improvements and (3) Student Services.	9/12/2025	\$0	\$0	\$1,852,639	20,000	13.00
4			<b>Total SPC-YTD Multi-Year Grants</b>			\$0	\$7,820	\$31,088,794	40,927	18.00
1	213099	Palo Alto College	U.S. Department of Education, <u>Project Title:</u> "Palo Alto College Talent Search: Southwest High School". Year 5 of 5.	The TRIO Talent Search at Southwest ISD project will provide participants with academic support in tutoring and advising, information on financial literacy, financial aid programs, completing financial aid applications and support applying to college. Participants will be provided support for their diverse academic and non-cognitive needs to ensure that they persist, succeed and graduate from high school completed a rigorous secondary school program of study and enroll in college to complete post-secondary education.	9/1/2025	\$0	\$23,077	\$288,470	500	3.00
2	213102	Palo Alto College	U.S. Department of Education, <u>Project Title:</u> "Palo Alto College Talent Search: South San Antonio and Somerset ISD". Year 5 of 5.	The PAC Talent Search project will provide participants with academic support in tutoring and advising, information on financial literacy, financial aid programs, completing financial aid applications and support applying to college. Participants will be provided support for their diverse academic and non-cognitive needs to ensure that they persist, succeed and graduate from high school completed a rigorous secondary school program of study and enroll in college to complete post-secondary education.	10/1/2025	\$0	\$23,078	\$288,470	500	3.00
3	213110	Palo Alto College	U.S. Department of Education, <u>Project Title:</u> "Palo Alto College Upward Bound 2022". Year 4 of 5.	Palo Alto College (PAC) Upward Bound will provide participants from Poteet, Pleasanton, Lytle and Jourdanton High Schools with academic instruction, tutoring and advising information on financial aid programs, assistance in completing financial aid applications and support for applying for college enrollment. Participants will be provided support for their diverse academic and non-cognitive needs to ensure that they persist, succeed and graduate from high school completing a rigorous secondary school program, enrolling college and graduate with a college degree.	9/1/2022	\$0	\$20,015	\$271,943	77	3.00
3			<b>Total PAC-MTD Multi Year Grants</b>			\$0	\$66,170	\$848,883	1,077	9.00
1	214055	Northwest Vista College	U.S. Department of Education, <u>Project Title:</u> "Portal leading to Undergraduate Success in Science, Technology, Engineering & Math Project (PLUS+STEM Project)". Year 5 of 5.	Goal of the project is to implement evidence-based approaches that increase the interest, participation and success of Hispanic, low-income and other underrepresented students to pursue STEM studies, Goal 2: Develop and implement models for increasing the competency, retention, persistence and completion of Hispanic, low-income and other underrepresented students in advancing to higher level STEM courses including those transferring from a two-year institution. Goal 3: enhance faculty capacity and student opportunities to conduct STEM research and/or engage in STEM internship opportunities.	9/17/2021	\$0	\$169,149	\$1,000,000	190	14.00
1			<b>Total NVC-MTD Multi Year Grants</b>			\$0	\$169,149	\$1,000,000	190	18

1	215518	Northeast Lakeview College	U.S. Department of Education, Project Title: "TRIO Student Support Services (SSS) Program". Year 1 of 5.	Goal of TRIO SSS is to increase college retention and graduation rates for its participants. The program offers a series of services that include academic support, financial aid guidance and career counseling.	9/25/2025	\$0	\$19,502	\$272,364	140	4
1			<b>Total NLC-MTD Multi Year Grants</b>			\$0	\$19,502	\$272,364	140	4
16				<b>Total MTD Multi-Year Grants</b>		\$0	\$493,558	\$44,917,311	63,782	40.00
18				<b>GRAND TOTAL-MTD SINGLE AND MULTI-YEAR GRANTS</b>		\$525,306	\$520,585	\$46,231,123	63,813	43.00

# ALAMO COLLEGES DISTRICT

## FY 2025 YTD Grant Award Summary Report

Includes All Single Year Grants and the Current Year of Multi-Year Grants

September 1, 2025 -November 30, 2025

No.	College	No. of Grants	Match Amounts	Indirect Cost Received	YTD Funding Amount	No. of Students Served	No. of FTEs
1	District Grants	6	\$ 525,306	\$ 44,903	\$ 12,968,344	309,099	60.00
2	San Antonio College	6	\$ -	\$ 226,364	\$ 3,461,042	22,018	19.00
3	St. Philip's College	6	\$ -	\$ 10,965	\$ 31,423,700	41,152	19.50
4	Palo Alto College	4	\$ -	\$ 87,754	\$ 1,158,388	1,137	11.00
5	Northwest Vista College	1	\$ -	\$ 169,149	\$ 1,000,000	190	14.00
6	Northeast Lakeview College	1	\$ -	\$ 19,502	\$ 272,364	140	4.00
<b>GRAND TOTAL</b>		<b>24</b>	<b>\$ 525,306</b>	<b>\$ 558,637</b>	<b>\$ 50,283,838</b>	<b>373,736</b>	<b>127.50</b>

**ALAMO COLLEGES DISTRICT**  
**FY 2026 Monthly & YTD Grant Award Funding Activity Report with Award Description**  
September 1, 2025 -November 30, 2025

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
1	219888	District	Texas Higher Education Coordinating Board, Project Title: "THECB (Perkins Basic)".	The Perkins Basic Grant Program supports awarded applicants in educating students who enrolled in CTE courses and programs for high-skill, high-wage, or high-demanded occupations. The success of an awarded applicant in educating these students will be measured by its ability to meet state-determined performance targets for each of three core indicators approved by the U.S. Department of Education.	9/1/2025	\$0	\$0	\$2,863,576	4,000	12.50
2	219890	District	Texas Workforce Commission, Project Title: "Adult Education and Literacy Service Provider Grant".	The Alamo Adult Education (AEL) program provides access and opportunity for adult learner's to participate in AEL activities and career training/Workforce preparation activities leading to a Texas Certificate High School Equivalency, English language acquisition and industry recognized certifications to include stackable certificates and micro credentials aligned to high demand, high wage careers in target occupations in the Alamo workforce area. Additional Funding in the amount of \$811,569.	9/1/2024	\$0	\$0	811,569	941	1.00
3	219910	District	Public Allies Inc., Project Title: "Public Allies San Antonio".	Purpose of this grant is to develop our ability to meet the needs of the community by increasing our opportunity to work with community-based organizations. The partnership with the organizations will help develop a co-hort of young social service leaders who can facilitate transformational change leading to the improvement of their communities.	9/1/2025	\$525,306	\$27,027	\$502,243	31	3.00
	3		Total Dist.- YTD Single Year Grants			\$525,306	\$27,027	\$4,177,388	4,972	16.50
	3			Total YTD Single Year Grants		\$525,306	\$27,027	\$4,177,388	4,972	16.50
				Multi-Year Grants						
1	219121	District	University of Texas at San Antonio, Project Title: "Bexar County Fostering Educational Success." Year 7 of 7.	Bexar County Fostering Program is to support Foster and Adopted Youth/adults using the tuition waiver letter and enroll at Alamo Colleges. The PATH Advocates will help students with enrolling and staying enrolled with wraparound services thru the advocacy centers.	9/1/2025	\$0	\$0	\$301,300	301,300	4.50
2	219166	District	U.S. Department of Education; Project Title: "Alamo Colleges District Educational Opportunity Centers Program". Year 5 of 5.	The program will provide over 850 low-income and potential first-generation college students with academic programming and supportive services to help them attain job skills, leading to a more meaningful employment. Project will also offer services to improve the financial economic literacy of participants, counsel participants on financial aid options and assist in the application process to increase the number of adults who enroll in postsecondary education institutions.	8/23/2021	\$0	\$17,876	\$241,332	850	3.00
3	219171	District	City of San Antonio, Project Title: "Ready to Work". Year 1 of 3.	SA Ready to Work program includes the following objectives: Increase access to industry recognized certification training and college; provide wrap around services and emergency funding to ensure successful completion of training and career placement, increase collaboration within the workforce ecosystem and promote accountability and adaptability through the process.	4/1/2022	\$0	\$0	\$8,248,324.55	1,977	36.00
	3		Total Dist.-MTD Multi Year Grants			\$0	\$17,876	\$8,790,956	304,127	43.50
1	211160	San Antonio College	City of San Antonio, Project Title: "Educational Access Channel". Year 3 of 5.	Goal of Educational Access Channel is to provide educational programming to the citizens of San Antonio and surrounding areas. Objectives: provide cable/video at least 8 hours of daily educational programming; provide transmissions of educational programming to cable/video providers in a manner that can be accepted and transmitted and communicate with designated city staff regularly regarding the on-going operation.	10/1/2025	\$0	\$0	\$200,000	10,000	0.00
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**ALAMO COLLEGES DISTRICT**  
**FY 2026 Monthly & YTD Grant Award Funding Activity Report with Award Description**  
September 1, 2025 -November 30, 2025

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
2	211164	San Antonio College	City of San Antonio, Project Title: "Educational Access Channel (PEG)". Year 1 of 2.	Goal of Educational Access Channel is to provide educational programming to the citizens of San Antonio and surrounding areas. Objectives: provide cable/video at least 8 hours of daily educational programming; provide transmissions of educational programming to cable/video providers in a manner that can be accepted and transmitted and communicate with designated city staff regularly regarding the on-going operation.	10/1/2025	\$0	\$0	\$50,000	10,000	0.00
3	211168	San Antonio College	U.S. Department of Education, Project Title: "San Antonio College's (SAC) FY21 Title III, Part F HSI STEM and Articulation Project Bolstering Undergraduate Inquiry, Learning, and Determination (BUILD)". Year 5 of 5.	The HSI STEM and Articulation Project, BUILD, aims to enhance SAC's support for Hispanic and underrepresented STEM majors, particularly in high-challenge courses like College Algebra and Calculus. The project focuses on improving graduation and transfer rates through embedded tutoring and fostering inclusive classroom environments. By adopting effective teaching methods, BUILD seeks to make STEM education more accessible and beneficial for all students.	10/1/2021	\$0	\$186,014	\$1,348,630	1,000	7.00
4	211548	San Antonio College	U.S. Department of Education, Project Title: "San Antonio College TRIO SSS Veterans". Year 1 of 5.	San Antonio College proposes to serve at least 120 low income, first generation, and /or disabled Veteran students each year through Project Valor. The program will significantly increase eligible students' chances of success by providing year round tutoring and prescribed tutoring plans, academic and college readiness instruction, advice and assistance with postsecondary course selection. Participants will also receive education in financial aid/financial literacy as well as peer mentoring, career exploration and educational workshops that will help them successfully adapt to college life.	7/7/2025	\$0	\$20,175	\$272,364	120	2.50
5	211549	San Antonio College	U.S. Department of Education, Project Title: "San Antonio College SSS STEM and Health Sciences". Year 1 of 5.	The program will significantly increase eligible students' chances of success by providing year round tutoring and prescribed tutoring plans, academic and college readiness instruction, advice and assistance with postsecondary course selection. Participants will also receive education in financial aid/financial literacy as well as peer mentoring, career exploration and educational workshops that will help them successfully adapt to college life.	7/7/2025	\$0	\$20,175	\$272,364	120	3.50
6	211553	San Antonio College	Texas Higher Education Coordinating Board (THECB), Project Title: "FY25 Nursing Shortage Reduction Program Grant (NSRP)". Year 1 of 2.	Goal of this project is to increase the number of faculty, enhance the program curriculum and instruction, increase enrollment and promote retention and completion of the nursing program. Also to recognize and support the current needs of the program to support the demand for nurses in healthcare.	8/13/2025	\$0	\$0	\$1,317,684	778	6.00
	6		<b>Total SAC.-YTD Multi-Year Grants</b>			\$0	\$226,364	\$3,461,042	22,018	19.00
1	212639	St. Philip's College	U.S. Department of Education, Project Title: "Historically Black Colleges and Universities Program". Year 5 of 5.	St. Philip's College (SPC) will utilize Title III Part B-2 funds to serve its student body by enhancing and operating (8) Legislative Allowable Activities: 1. Project Administration and Research Development, 2. Centers of Excellence in Mathematics and Science, 3. Capital Improvement Project, 4. Information and Communication technology, 5. Institute for Teaching Excellence and Staff Development, 6. Student Services, 7. Good Samaritan Veterans Outreach and Transition Center and 8. Cybersecurity Innovation Center. Additional funding in the amount of \$14,568,731.	9/11/2025	\$0	\$0	\$28,697,676	20,906	0.00

**ALAMO COLLEGES DISTRICT**  
**FY 2026 Monthly & YTD Grant Award Funding Activity Report with Award Description**  
September 1, 2025 -November 30, 2025

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
2	212652	St. Philip's College	U.S. Department of Agriculture thru the University of Texas at San Antonio, <u>Project Title:</u> "Advancing Minoritized students through Regenerative Agriculture and Community Engaged Study Abroad". Year 2 of 4.	Purpose of HSI Education grants program is to encourage innovative teaching or education proposals with potential to impact and become models for other institutions that serve underrepresented students at the regional or national level. To promote and strengthen the ability of HSI's to carry out higher education programs to attract, retain and graduate outstanding students capable of enhancing the nation's food, agriculture, natural resources, and human sciences professional and scientific workforce.	9/15/2023	\$0	\$3,145	\$52,882.00	25	0.00
3	212661	St. Philip's College	Texas Higher Education Coordinating Board, <u>Project Title:</u> "Nursing Shortage Reduction Program". Year 1 of 2.	The primary objective of this project is to increase enrollment in the St. Philip's College Generic and LVN and Military Mobility registered Nurse AAS Programs.	8/1/2025	\$0	\$0	\$282,023.60	200	1.50
4	212662	St. Philip's College	Washington Headquarters Services Acquisition Directorate, <u>Project Title:</u> "Department of Defense Cyber Service Academy". Year 1 of 5.	The St. Philip's College Cyber-Workforce scholar program through will contribute to our nation's security by developing the human capital of three cyber leader scholars to serve in the Department of Defense as knowledgeable and highly skilled cybersecurity practitioners. These candidates will contribute to the social good, but they will set an example for other students at St. Philip's College, as well as those beyond the confines of the college.	9/10/2025	\$0	\$7,820	\$63,479	1	3.00
5	212663	St. Philip's College	National Science Foundation, <u>Project Title:</u> "Advanced Technologies Education". Year 1 of 3.	Goal of the grant project is to develop programs to educate, train and increase the number of unmanned aerial systems (drones) pilots that the local area, state and nation will need in the aviation technologies workforce. The project will create a Career and Technical Education pathway within the Aviation Program from a high school dual credit program to a level 1 certification to an Associate of Applied Science (AAS) degree in commercial drone operations.	7/1/2025	\$0	\$0	\$475,000	20	2.00
6	212664	St. Philip's College	U.S. Department of Education, <u>Project Title:</u> "FUTURE Act 2025-2030 Comprehensive Development Plan: Building Capacity, Advancing Excellence St. Philip's College uses FUTURE Act funding to expand capacity, support students and strengthen services". Year 1 of 5.	St. Philip's College (SPC) will utilize its FUTURE Act (Non-Competitive Continuation Part F) grant award to implement and operate three activities that will support and strengthen the overall institution's deliver of services to students. Funds are being used to support (1) Project Administration and Research Development, (2) Campus Renovation & Technology Improvements and (3) Student Services.	9/12/2025	\$0	\$0	\$1,852,639	20,000	13.00
	<b>6</b>		<b>Total SPC-YTD Multi-Year Grants</b>			<b>\$0</b>	<b>\$10,965</b>	<b>\$31,423,700</b>	<b>41,152</b>	<b>20</b>
1	213099	Palo Alto College	U.S. Department of Education, <u>Project Title:</u> "Palo Alto College Talent Search: Southwest High School". Year 5 of 5.	The TRIO Talent Search at Southwest ISD project will provide participants with academic support in tutoring and advising, information on financial literacy, financial aid programs, completing financial aid applications and support applying to college. Participants will be provided support for their diverse academic and non-cognitive needs to ensure that they persist, succeed and graduate from high school completed a rigorous secondary school program of study and enroll in college to complete post-secondary education.	9/1/2025	\$0	\$23,077	\$288,470	500	3.00

**ALAMO COLLEGES DISTRICT**  
**FY 2026 Monthly & YTD Grant Award Funding Activity Report with Award Description**  
September 1, 2025 -November 30, 2025

Item No.	Grant Code	College	Funding Source/Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs
2	213102	Palo Alto College	U.S. Department of Education, <u>Project Title: "Palo Alto College Talent Search: South San Antonio and Somerset ISD"</u> . Year 5 of 5.	The PAC Talent Search project will provide participants with academic support in tutoring and advising, information on financial literacy, financial aid programs, completing financial aid applications and support applying to college. Participants will be provided support for their diverse academic and non-cognitive needs to ensure that they persist, succeed and graduate from high school completed a rigorous secondary school program of study and enroll in college to complete post-secondary education.	10/1/2025	\$0	\$23,078	\$288,470	500	3.00
3	213109	Palo Alto College	U.S. Department of Education, <u>Project Title: "Palo Alto College Upward Bound Math Science Project 2022"</u> . Year 4 of 5.	Palo Alto College (PAC) Upward Bound Math and Science (UBMS) will provide participants from East Central High School with academic instruction; tutoring and advising; information on financial aid programs, assistance in completing financial aid applications, financial literacy and support for applying for college enrollment.	9/1/2025	\$0	\$21,584	\$309,505	60	2.00
4	213110	Palo Alto College	U.S. Department of Education, <u>Project Title: "Palo Alto College Upward Bound 2022"</u> . Year 4 of 5.	Palo Alto College (PAC) Upward Bound will provide participants from Poteet, Pleasanton, Lytle and Jourdanton High Schools with academic instruction, tutoring and advising information on financial aid programs, assistance in completing financial aid applications and support for applying for college enrollment. Participants will be provided support for their diverse academic and non-cognitive needs to ensure that they persist, succeed and graduate from high school completing a rigorous secondary school program, enrolling college and graduate with a college degree.	9/1/2022	\$0	\$20,015	\$271,943	77	3.00
	4		<b>Total PAC-YTD Multi-Year Grants</b>			\$0	\$87,754	\$1,158,388	1,137	11.00
1	214055	Northwest Vista College	U.S. Department of Education, <u>Project Title: "Portal leading to Undergraduate Success in Science, Technology, Engineering &amp; Math Project (PLUS+STEM Project)"</u> . Year 5 of 5.	Goal of the project is to implement evidence-based approaches that increase the interest, participation and success of Hispanic, low-income and other underrepresented students to pursue STEM studies, Goal 2: Develop and implement models for increasing the competency, retention, persistence and completion of Hispanic, low-income and other underrepresented students in advancing to higher level STEM courses including those transferring from a two-year institution. Goal 3: enhance faculty capacity and student opportunities to conduct STEM research and/or engage in STEM internship opportunities.	9/17/2021	\$0	\$169,149	\$1,000,000	190	14.00
	1		<b>Total NVC-YTD Multi-Year Grants</b>			\$0	\$169,149	\$1,000,000	190	14.00
1	215518	Northeast Lakeview College	U.S. Department of Education, <u>Project Title: "TRIO Student Support Services (SSS) Program"</u> . Year 1 of 5.	Goal of TRIO SSS is to increase college retention and graduation rates for its participants. The program offers a series of services that include academic support, financial aid guidance and career counseling.	9/25/2025	\$0	\$19,502	\$272,364	140	4
	1		<b>Total NLC-MTD Multi Year Grants</b>			\$0	\$19,502	\$272,364	140	4.00
	21		<b>Total YTD Multi-Year Grants</b>			\$0	\$531,610	\$46,106,450	368,764	111.00
	24		<b>GRAND TOTAL-YTD SINGLE AND MULTI-YEAR GRANTS</b>			\$525,306	\$558,637	\$50,283,838	373,736	127.50

**ALAMO COLLEGES DISTRICT**  
**FY 2026 Monthly (MTD) Restricted Contract Activity Report**  
September 01, 2025 - November 30,2025

Item No.	Grant Code	College	Funding Source / Grant	Description/Function	Date of Award Letter	Match Amount	Indirect Cost	Funding Amount	Students Served	No. of FTEs	
1	249519	District	American Association of Collegiate Registrars and Admissions Officers (AACRAO), <u>Project Title: "LER Accelerator Cohort"</u> .	To advance the planning and development of Learning and Employment Records (LERs) within Alamo Colleges District, supporting institutional efforts to modernize credentialing and promote learner mobility.	7/11/2025	\$0	\$0	\$12,500	-	0.00	
2	249520	District	Alamo Colleges Foundation, <u>Project Title: "Lennar-Construction Career Training"</u> .	The Alamo College District's Department of Economic and Workforce Development-Adult and Continuing Education Division aims to provide a short-term Construction Career Skills training program to unemployed, underemployed, or underserved residents to obtain high demand, wll-paid careers in the residential and construction industry.	11/1/2025	\$0	\$0	\$230,000	100	0.00	
	2		<b>Total Dist. MTD Restricted Contracts</b>			<b>\$0</b>	<b>\$0</b>	<b>\$242,500</b>	<b>100</b>	<b>0.00</b>	
1	211552	San Antonio College	FirstGen, <u>Project Title: "Celebrate FistGen Grant"</u> .	To recognize and celebrate the achievements, resilience and contributions of first-generation college students at San Antonio College (SAC). Build connections among first-gen students, faculty and staff who share similar experiences and promote awareness of the challenges and strengths first-gen students bring to higher education. Highlight resources available to support first-gen student success.	8/25/2025	\$0	\$0	\$2,500	300	0.00	
	1		<b>Total SAC MTD Restricted Contracts</b>			<b>\$0</b>	<b>\$0</b>	<b>\$2,500</b>	<b>300</b>	<b>0.00</b>	
1	244500	Northwest Vista College	Andrew W. Mellon Foundation thru the University of Texas at San Antonio, <u>Project Title: "Democratizing Racial Justice: Remembering Histories, Transforming Futures"</u> .	Democratizing Racial Justices project will champion community partnerships in advancing racial justice by supporting visionary, unconventional, experimental, and groundbreaking projects that address the long-exisiting fault lines of racism, inequality, and injustice within democracy and civil society. <i>Additional funding in the amount of \$2,339.</i>	4/7/2025	\$0	\$0	\$2,339	0	0.00	
	1		<b>Total NVC MTD Restricted Contracts</b>			<b>\$0</b>	<b>\$0</b>	<b>\$2,339</b>	<b>0</b>	<b>0.00</b>	
	4		<b>GRAND TOTAL-MTD RESTRICTED CONTRACTS</b>				<b>\$0</b>	<b>\$0</b>	<b>\$247,339</b>	<b>400</b>	<b>-</b>

**ALAMO COLLEGES DISTRICT**  
**FY 2026 YTD Restricted Contract (Non-Grant) Summary Report**  
September 1, 2025 -November 30, 2025

No.	Contract Recipient	No. of Contracts Executed for the Year	YTD Total Amount of Contracts	No. Students to be Served
1	District Restricted Contracts	3	\$642,500	0
2	San Antonio College	1	2,500	300
3	St. Philip's College			
4	Palo Alto College			
5	Northwest Vista College	1	2,339	0
6	Northeast Lakeview College			
	<b>Total</b>	<b>5</b>	<b>\$647,339</b>	<b>300</b>

**Year-to-Date Number of Contracts in Selected Dollar Ranges:**

No.	Contract Recipient	\$.01-\$9,999.99	\$10,000- \$99,999	\$100,000 and Higher	Total
1	District Restricted Contracts		1	2	3
2	San Antonio College	1			1
3	St. Philip's College				
4	Palo Alto College				
5	Northwest Vista College	1			1
6	Northeast Lakeview College				
	<b>Total</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>5</b>

## Discussion and Possible Action on Approval of Construction Reports

Presented to the Board acting as Committee of the Whole on January 13, 2026, and now presented to the Board for approval on January 20, 2026.

### MINUTE ORDER

**“The Alamo Colleges Board of Trustees hereby accepts the construction reports as presented.”**

### PURPOSE

The following financial reports are presented to the Board of Trustees for informational and approval purposes for October 31, 2025, and November 30, 2025.

### BACKGROUND

1. 2017 Capital Improvement Program Overview Chart(s)
2. 2017 CIP General Obligation Bond / Maintenance Tax Note Summary and Detail Report

### IMPLICATIONS

Financial: N/A

Strategic Plan: Strategic Objective III Performance Excellence

Human Resources: N/A

**ATTACHMENTS:** Construction Reports

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Lisa L. Mazure, MSA, CPA  
Associate Vice Chancellor for Finance and  
Fiscal Services

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Dr. Thomas Cleary  
Interim Vice Chancellor for Finance and  
Administration

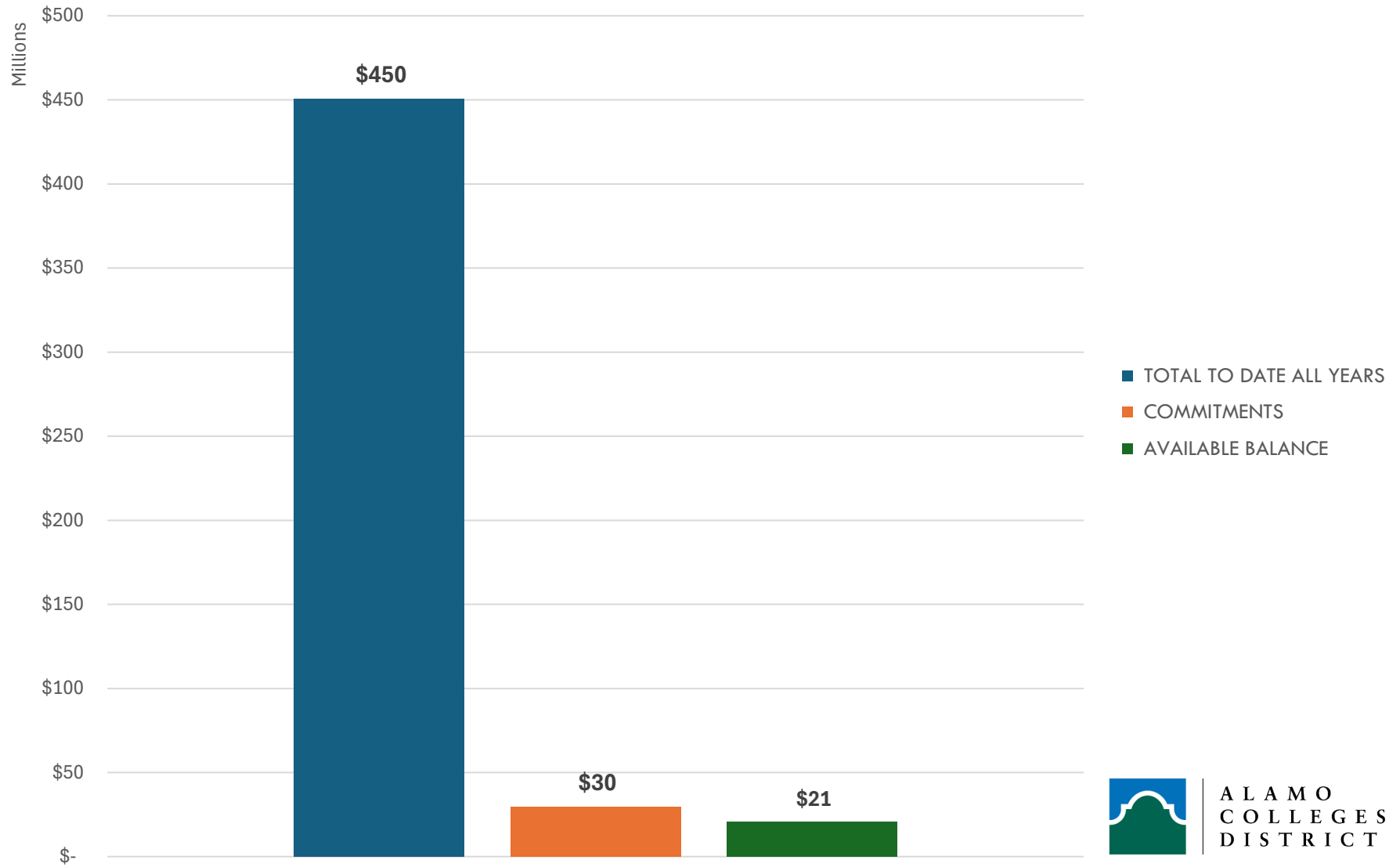
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Dr. Mike Flores  
Chancellor

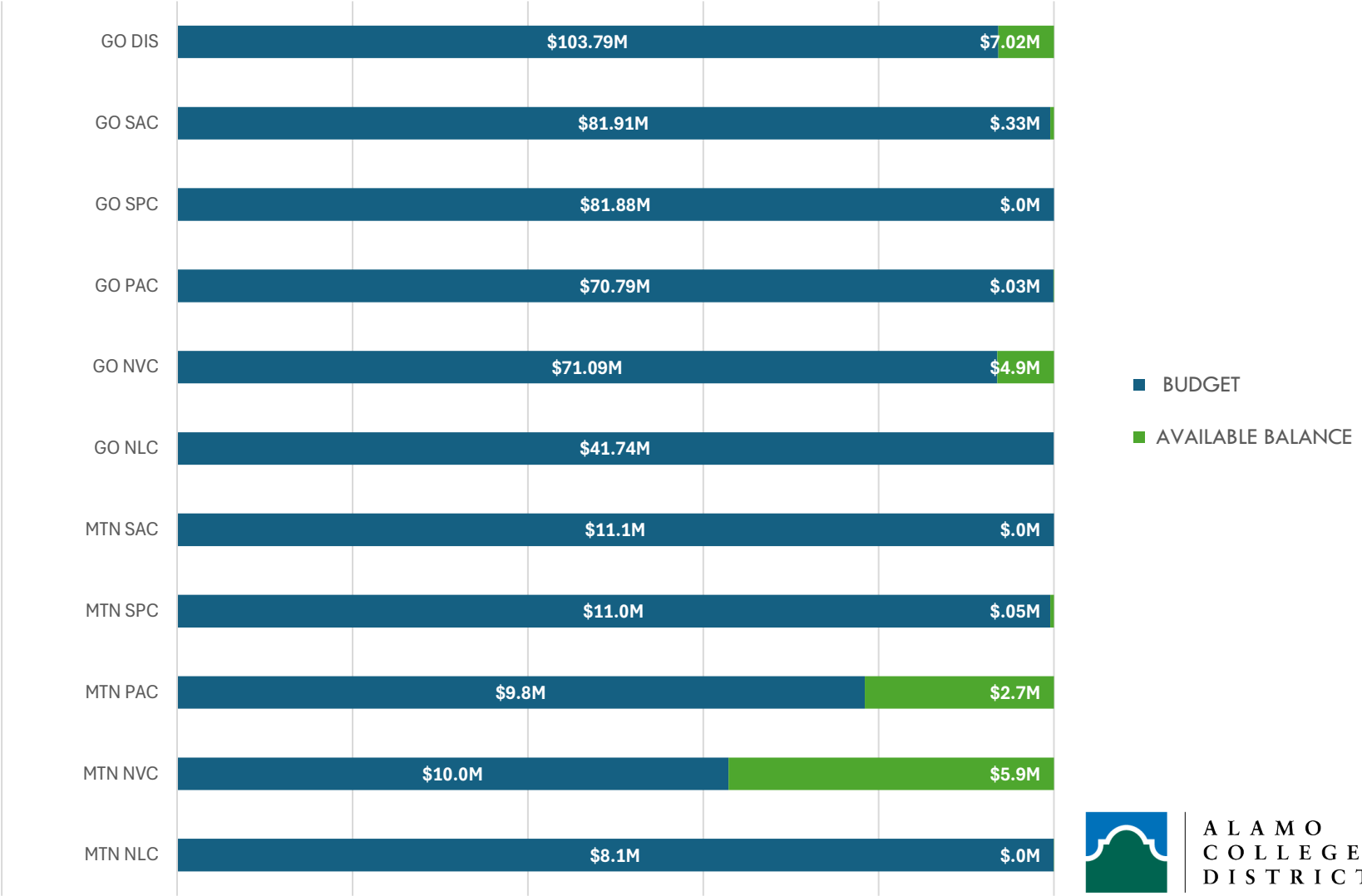


ALAMO  
COLLEGES  
DISTRICT

## Budget vs Actuals - Overview (GO & MTN) Inception to October 31, 2025



# Budget vs Available Balance Inception to October 31, 2025



**ALAMO COLLEGES DISTRICT**  
**2017 - CAPITAL IMPROVEMENT PROGRAM SUMMARY**  
**As of October 31, 2025**

FUNDING SOURCES	GO 2017 Limited Tax Bonds	MTN 2020 Maintenance Tax Bonds	GO 2021 Limited Tax Bonds	GO 2022 Limited Tax Bonds	TOTAL
General Obligation Bonds	\$ 173,000,000	\$ -	\$ 225,000,000	\$ 52,000,000	\$ 450,000,000
Maintenance Tax Note Bonds	\$ -	\$ 50,000,000	\$ -	\$ -	\$ 50,000,000
<b>TOTAL FUNDING SOURCES</b>	<b>\$ 173,000,000</b>	<b>\$ 50,000,000</b>	<b>\$ 225,000,000</b>	<b>\$ 52,000,000</b>	<b>\$ 500,000,000</b>

BY LOCATION	BUDGET	CURRENT YEAR TOTAL	PRIOR YEARS' TOTAL	TOTAL TO DATE ALL YEARS	COMMITMENTS	AVAILABLE BALANCE
DISTRICT & DISTRICT WIDE - 2017 G.O. BOND	\$ 103,791,213	\$ (79,615)	\$ 79,190,219	\$ 79,110,604	\$ 17,658,431	\$ 7,022,178
SAN ANTONIO COLLEGE - 2017 G.O. BOND	\$ 81,910,701	\$ 1,282	\$ 81,554,163	\$ 81,555,445	\$ 22,566	\$ 332,690
ST. PHILIP'S COLLEGE & SWC - 2017 G.O. BOND	\$ 81,882,071	\$ -	\$ 81,882,071	\$ 81,882,071	\$ -	\$ -
PALO ALTO COLLEGE - 2017 G.O. BOND	\$ 70,787,164	\$ 1,450,479	\$ 60,248,835	\$ 61,699,314	\$ 9,056,376	\$ 31,474
NORTHWEST VISTA COLLEGE - 2017 G.O. BOND	\$ 71,085,324	\$ 2,226,664	\$ 62,287,184	\$ 64,513,847	\$ 1,671,509	\$ 4,899,968
NORTHEAST LAKEVIEW COLLEGE - 2017 G.O. BOND	\$ 41,741,692	\$ 23,404	\$ 41,730,981	\$ 41,754,385	\$ -	\$ (12,693)
<b>General Obligation Bond Totals</b>	<b>\$ 451,198,165</b>	<b>\$ 3,622,213</b>	<b>\$ 406,893,452</b>	<b>\$ 410,515,666</b>	<b>\$ 28,408,882</b>	<b>\$ 12,273,618</b>
SAN ANTONIO COLLEGE - 2020 MTN BOND	\$ 11,100,000	\$ -	\$ 11,100,000	\$ 11,100,000	\$ -	\$ -
ST. PHILIP'S COLLEGE & SWC - 2020 MTN BOND	\$ 11,000,000	\$ 15,446	\$ 10,937,817	\$ 10,953,263	\$ -	\$ 46,737
PALO ALTO COLLEGE - 2020 MTN BOND	\$ 9,800,000	\$ -	\$ 7,103,425	\$ 7,103,425	\$ -	\$ 2,696,575
NORTHWEST VISTA COLLEGE - 2020 MTN BOND	\$ 10,000,000	\$ 4,450	\$ 3,115,853	\$ 3,120,303	\$ 983,405	\$ 5,896,292
NORTHEAST LAKEVIEW COLLEGE - 2020 MTN BOND	\$ 8,100,000	\$ 8,478	\$ 7,678,967	\$ 7,687,445	\$ 409,868	\$ 2,687
<b>MTN Bond Totals</b>	<b>\$ 50,000,000</b>	<b>\$ 28,374</b>	<b>\$ 39,936,062</b>	<b>\$ 39,964,437</b>	<b>\$ 1,393,272</b>	<b>\$ 8,642,291</b>
<b>TOTAL FOR ALL 2017 CIP BONDS</b>	<b>\$ 501,198,166</b>	<b>\$ 3,650,588</b>	<b>\$ 446,829,515</b>	<b>\$ 450,480,102</b>	<b>\$ 29,802,154</b>	<b>\$ 20,915,909</b>

**ALAMO COLLEGES DISTRICT**  
**2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT**  
**As of October 31, 2025**

<b>General Obligation Bonds</b>							
<b>PROJECT TITLE</b>	<b>Adjusted Budget</b>	<b>Current Month Expenses</b>	<b>Current Yr Expenses</b>	<b>Prior Yrs Expenses</b>	<b>Total to Date All Yrs Expenses</b>	<b>Commitments</b>	<b>Available Balance</b>
DIS-WETC GO17 - T1	23,909,169	-	-	23,852,168	23,852,168	28,000	29,000
DIS-SETC GO17 - T1	21,333,872	-	-	21,138,839	21,138,839	38,032	157,000
DIS-N. 281 Property purch - GO17 - T1	5,000,000	-	-	5,000,000	5,000,000	-	-
DIS I-10 NW Ed and Train Ctr. - GO17 - T2	25,636,289	202,802	(250,615)	1,458,328	1,207,712	17,592,399	6,836,177.63
SWC- Redund Police Dpatch @ SWC - GO17 - T1	2,955,408	-	-	2,955,408	2,955,408	-	-
DIS MOKA Prog. MGT. - GO17	7,254	-	-	7,254	7,254	-	-
<b>TOTAL FOR DISTRICT</b>	<b>\$ 78,841,991</b>	<b>\$ 202,802</b>	<b>\$ (250,615)</b>	<b>\$ 54,411,997</b>	<b>\$ 54,161,382</b>	<b>\$ 17,658,431</b>	<b>7,022,177.78</b>
DIS Instructional Tech GO17 - T1	2,528,109	-	-	2,528,109	2,528,109	-	-
DIS Infrastructural & ACOL GO17 T1	12,249,196	-	-	12,249,196	12,249,196	-	-
DIS Comm. & Collaboration Tools GO17 T1	3,997,214	-	-	3,997,214	3,997,214	-	-
Reporting and Analysis - T3	843,897	-	171,000	672,897	843,897	-	-
DIS Mobile Tech & Security GO17 - T3	5,330,805	-	-	5,330,805	5,330,805	-	-
<b>TOTAL FOR DISTRICT WIDE INFO. TECH.</b>	<b>\$ 24,949,222</b>	<b>\$ -</b>	<b>\$ 171,000</b>	<b>\$ 24,778,222</b>	<b>\$ 24,949,222</b>	<b>\$ -</b>	<b>-</b>
<b>TOTAL FOR DISTRICT / DISTRICT WIDE</b>	<b>\$ 103,791,213</b>	<b>\$ 202,802</b>	<b>\$ (79,615)</b>	<b>\$ 79,190,219</b>	<b>\$ 79,110,604</b>	<b>\$ 17,658,431</b>	<b>7,022,177.78</b>
SAC-Parking Garage GO17 - T1	18,554,111	-	-	18,554,111	18,554,111	-	-
SAC-Childcare Bldg GO17 - T1	16,240,954	-	-	16,073,454	16,073,454	-	167,500.00
SAC Law Enforce/ 1st Responder - GO17 - T2	19,870,694	-	-	19,816,655	19,816,655	20,000	34,038.46
SAC Fletcher St Success Ren w/ Main Entry - GO17 - T2	9,689,076	-	-	9,689,076	9,689,076	-	-
SAC Physical Plant - GO17 - T3	2,471,654	-	-	2,471,654	2,471,654	-	-
SAC Chance Academic Ren - GO17 - T3	3,604	-	-	3,604	3,604	-	-
SAC MFA Ren - GO17 - T3	47,808	-	-	47,808	47,808	-	-
SAC NEW SCIENCE BLDG - GO17	15,032,801	-	1,282	14,897,801	14,899,083	2,566	131,152.00
<b>TOTAL FOR SAC</b>	<b>\$ 81,910,701</b>	<b>\$ -</b>	<b>\$ 1,282</b>	<b>\$ 81,554,163</b>	<b>\$ 81,555,445</b>	<b>\$ 22,566</b>	<b>332,690.46</b>
SPC Culinary Arts Center Exc GO17 -T1	29,997,330	-	-	29,997,330	29,997,330	-	-
SPC Norris Tech Renovation GO17 - T2	14,851,838	-	-	14,851,838	14,851,838	-	-
SPC Bowden Renovation GO17 - T3	13,690,846	-	-	13,690,846	13,690,846	-	-
<b>TOTAL FOR SPC</b>	<b>\$ 58,540,014</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 58,540,014</b>	<b>\$ 58,540,014</b>	<b>\$ -</b>	<b>-</b>
SPC Welding and Auto Body Fac -GO17 -T2	23,342,058	-	-	23,342,058	23,342,058	-	-
<b>TOTAL FOR SWC</b>	<b>\$ 23,342,058</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 23,342,058</b>	<b>\$ 23,342,058</b>	<b>\$ -</b>	<b>-</b>
<b>TOTAL FOR SPC / SWC</b>	<b>\$ 81,882,071</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 81,882,071</b>	<b>\$ 81,882,071</b>	<b>\$ -</b>	<b>-</b>

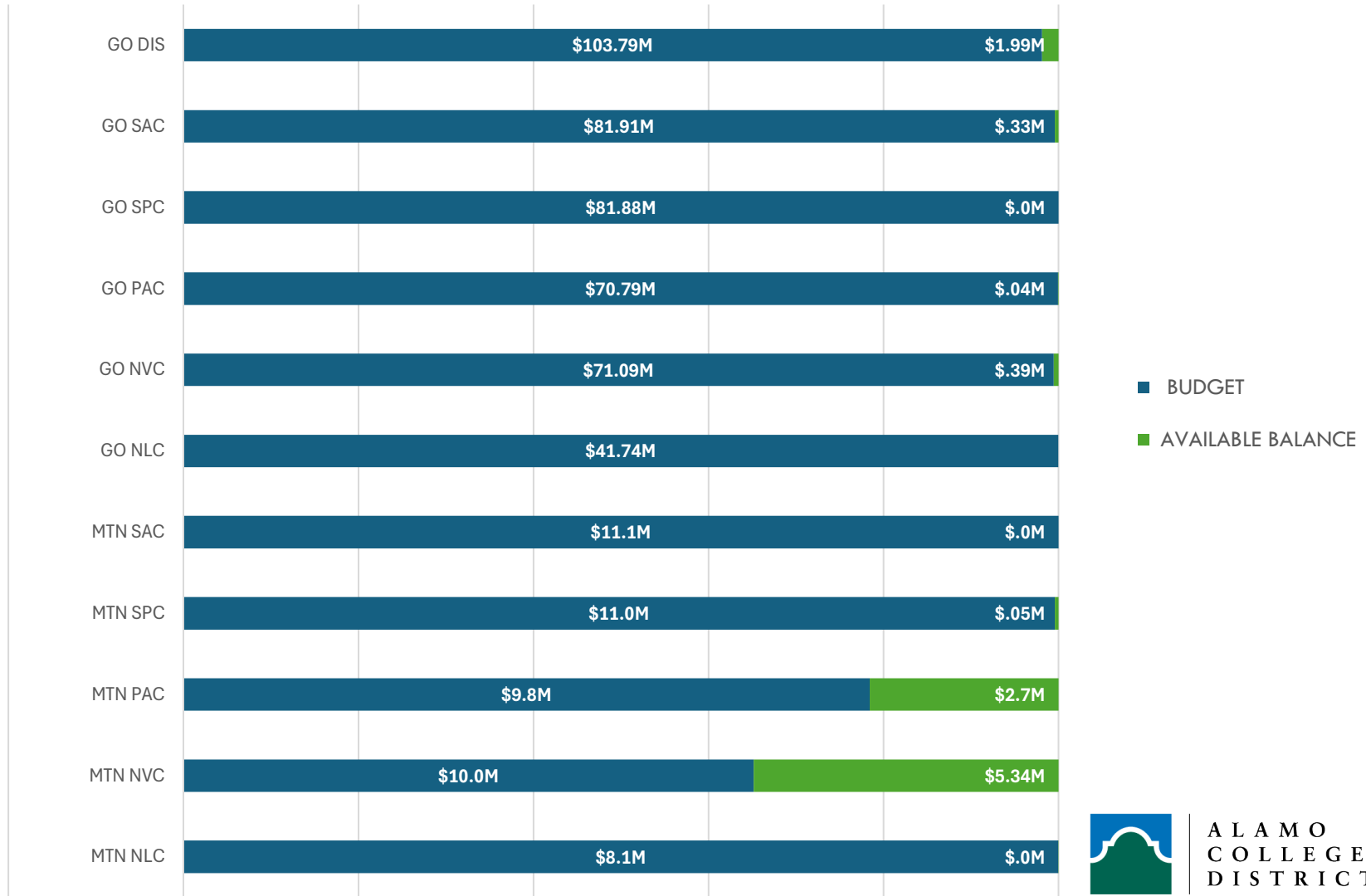
**ALAMO COLLEGES DISTRICT**  
**2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT**  
**As of October 31, 2025**

<b>General Obligation Bonds</b>							
<b>PROJECT TITLE</b>	<b>Adjusted Budget</b>	<b>Current Month Expenses</b>	<b>Current Yr Expenses</b>	<b>Prior Yrs Expenses</b>	<b>Total to Date All Yrs Expenses</b>	<b>Commitments</b>	<b>Available Balance</b>
PAC Manufacturing Bldg GO17 - T1	48,288,022	-	-	48,245,097	48,245,097	11,451	31,474
PAC Real Estate Purchase (under district funding) GO17 - T1	5,118,242	-	-	5,118,242	5,118,242	-	0
PAC Student Engagement & Welcome Ctr GO17 - T2	4,780	-	-	4,780	4,780	-	-
PAC Natatorium and Gym Ren GO17 - T2	13,769,259	1,450,479	1,450,479	3,273,855	4,724,334	9,044,925	0
PAC Physical Plant GO17 - T3	3,606,862	-	-	3,606,862	3,606,862	-	(0)
<b>TOTAL FOR PAC</b>	<b>\$ 70,787,164</b>	<b>\$ 1,450,479</b>	<b>\$ 1,450,479</b>	<b>\$ 60,248,835</b>	<b>\$ 61,699,314</b>	<b>\$ 9,056,376</b>	<b>\$ 31,474</b>
NVC Parking Garage GO17 - T1	9,472,467	-	-	9,472,467	9,472,467	-	-
NVC Welcome Ctr. GO17 - T1	15,711,143	-	-	15,711,143	15,711,143	-	-
NVC Cultural Prog Ctr Excellen GO17 - T2	14,617,051	4,523,385	2,226,664	5,818,910	8,045,573	1,671,509	4,899,968
NVC STEM GO17 - T3	28,566,234	-	-	28,566,234	28,566,234	-	-
NVC Physical Plant GO17 - T3	2,718,430	-	-	2,718,430	2,718,430	-	-
<b>TOTAL FOR NVC</b>	<b>\$ 71,085,324</b>	<b>\$ 4,523,385</b>	<b>\$ 2,226,664</b>	<b>\$ 62,287,184</b>	<b>\$ 64,513,847</b>	<b>\$ 1,671,509</b>	<b>\$ 4,899,968</b>
NLC Tech Ctr Excellence/Science Building GO17 - T2	41,741,692	-	23,404	41,730,981	41,754,385	-	(12,693)
<b>TOTAL FOR NLC</b>	<b>\$ 41,741,692</b>	<b>\$ -</b>	<b>\$ 23,404</b>	<b>\$ 41,730,981</b>	<b>\$ 41,754,385</b>	<b>\$ -</b>	<b>\$ (12,693)</b>
<b>TOTAL 2017 G.O. BONDS</b>	<b>\$ 451,198,165</b>	<b>\$ 6,176,665</b>	<b>\$ 3,622,213</b>	<b>\$ 406,893,452</b>	<b>\$ 410,515,666</b>	<b>\$ 28,408,882</b>	<b>\$ 12,273,618</b>

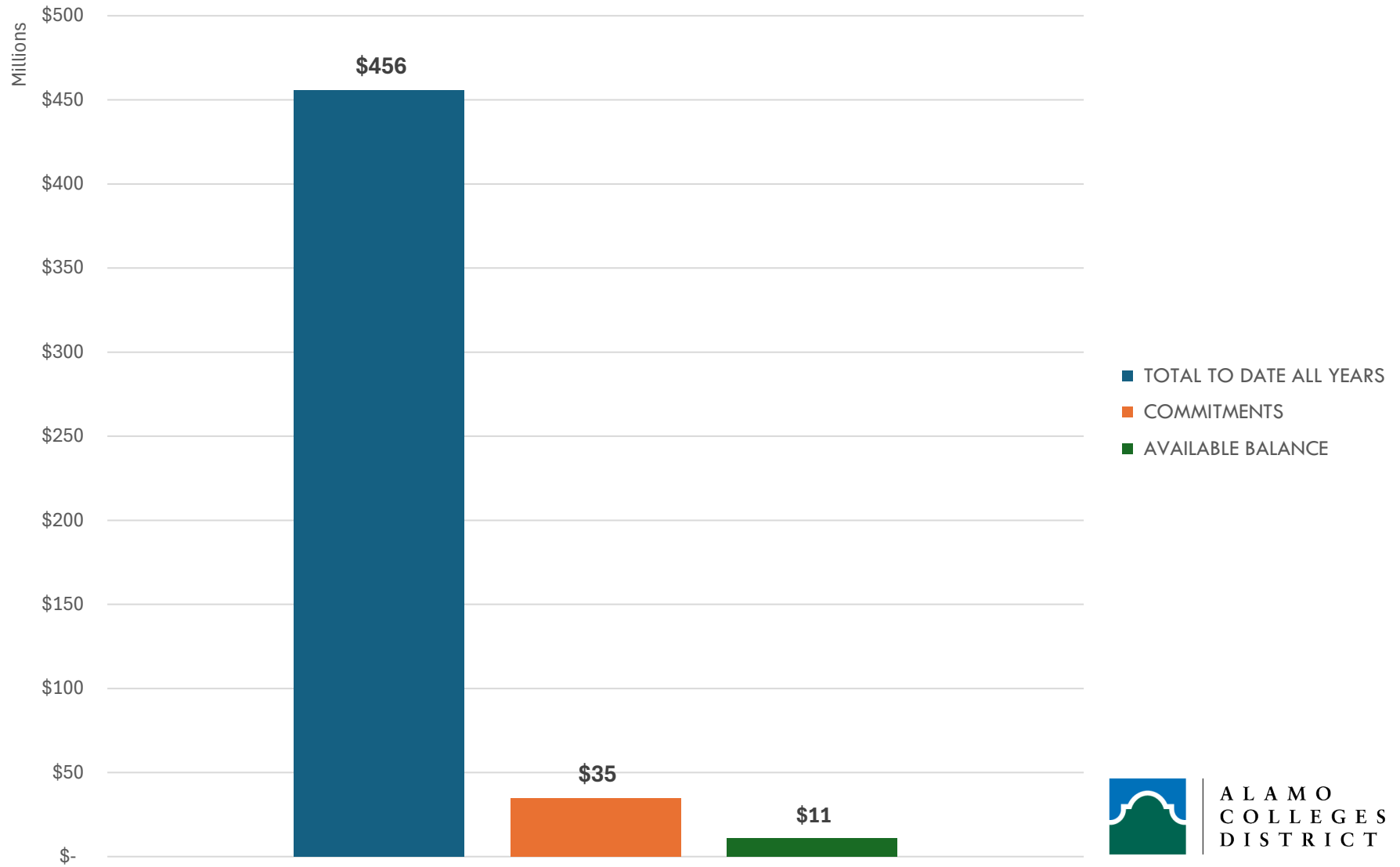
**ALAMO COLLEGES DISTRICT**  
**2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT**  
**As of October 31, 2025**

<b>Maintenance Tax Notes</b>							
<b>PROJECT TITLE</b>	<b>Adjusted Budget</b>	<b>Current Month Expenses</b>	<b>Current Yr Expenses</b>	<b>Prior Yrs Expenses</b>	<b>Total to Date All Yrs Expenses</b>	<b>Commitments</b>	<b>Available Balance</b>
SAC FLETCH ST SCSS MTN20	11,100,000	-	-	11,100,000	11,100,000	-	-
<b>TOTAL FOR SAC</b>	<b>\$ 11,100,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 11,100,000</b>	<b>\$ 11,100,000</b>	<b>\$ -</b>	<b>\$ -</b>
SPC THCA Culinary-MTN20	2,135,269	-	-	2,135,269	2,135,269	-	-
SPC NORRIS TECH MTN20	8,448,279	-	-	8,448,279	8,448,279	-	-
SPC WELD & AUTO MTN20	354,269	-	-	354,269	354,269	-	-
SPC UNALLOCATED MTN20	62,183	15,446	15,446	-	15,446	-	46,737
<b>TOTAL FOR SPC / SWC</b>	<b>\$ 11,000,000</b>	<b>\$ 15,446</b>	<b>\$ 15,446</b>	<b>\$ 10,937,817</b>	<b>\$ 10,953,263</b>	<b>\$ -</b>	<b>\$ 46,737</b>
PAC NATA & GYM IMP - MTN20	9,800,000	-	-	7,103,425	7,103,425	-	2,696,575
<b>TOTAL FOR PAC</b>	<b>\$ 9,800,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 7,103,425</b>	<b>\$ 7,103,425</b>	<b>\$ -</b>	<b>\$ 2,696,575</b>
NVC CUL PRGMS CYP REN - MTN20	8,181,147	4,450	4,450	1,297,000	1,301,450	983,405	5,896,292
NVC WELCOME CTR - MTN20	1,818,853	-	-	1,818,853	1,818,853	-	0
<b>TOTAL FOR NVC</b>	<b>\$ 10,000,000</b>	<b>\$ 4,450</b>	<b>\$ 4,450</b>	<b>\$ 3,115,853</b>	<b>\$ 3,120,303</b>	<b>\$ 983,405</b>	<b>\$ 5,896,292</b>
NLC SCI/TECH CTR of EXEL - MTN20	5,424,101	-	-	5,424,101	5,424,101	-	-
NLC VETERANS CENTER FFE - MTN20	421,033	8,478	8,478	-	8,478	409,868	2,687
NLC ACA BLDG I ELEV - MTN20	1,260,941	-	-	1,260,941	1,260,941	-	-
NLC NLIB Elev & L Ren - MTN20	143,926	-	-	143,926	143,926	-	-
NLC STU COM MOIST BAR - MTN20	850,000	-	-	850,000	850,000	-	-
<b>TOTAL FOR NLC</b>	<b>\$ 8,100,000</b>	<b>\$ 8,478</b>	<b>\$ 8,478</b>	<b>\$ 7,678,967</b>	<b>\$ 7,687,445</b>	<b>\$ 409,868</b>	<b>\$ 2,687</b>
<b>TOTAL 2020 MTN BONDS</b>	<b>\$ 50,000,000</b>	<b>\$ 28,374</b>	<b>\$ 28,374</b>	<b>\$ 39,936,062</b>	<b>\$ 39,964,437</b>	<b>\$ 1,393,272</b>	<b>\$ 8,642,291</b>
<b>TOTAL 2017 CIP G.O. &amp; MTN BONDS</b>	<b>\$ 501,198,166</b>	<b>\$ 6,205,040</b>	<b>\$ 3,650,588</b>	<b>\$ 446,829,515</b>	<b>\$ 450,480,102</b>	<b>\$ 29,802,154</b>	<b>\$ 20,915,909</b>

## Budget vs Available Balance Inception to November 30, 2025



## Budget vs Actuals - Overview (GO & MTN) Inception to November 30, 2025



**ALAMO COLLEGES DISTRICT**  
**2017 - CAPITAL IMPROVEMENT PROGRAM SUMMARY**  
**As of November 30, 2025**

FUNDING SOURCES	GO 2017 Limited Tax Bonds	MTN 2020 Maintenance Tax Bonds	GO 2021 Limited Tax Bonds	GO 2022 Limited Tax Bonds	TOTAL
General Obligation Bonds	\$ 173,000,000	\$ -	\$ 225,000,000	\$ 52,000,000	\$ 450,000,000
Maintenance Tax Note Bonds	\$ -	\$ 50,000,000	\$ -	\$ -	\$ 50,000,000
<b>TOTAL FUNDING SOURCES</b>	<b>\$ 173,000,000</b>	<b>\$ 50,000,000</b>	<b>\$ 225,000,000</b>	<b>\$ 52,000,000</b>	<b>\$ 500,000,000</b>

BY LOCATION	BUDGET	CURRENT YEAR TOTAL	PRIOR YEARS' TOTAL	TOTAL TO DATE ALL YEARS	COMMITMENTS	AVAILABLE BALANCE
DISTRICT & DISTRICT WIDE - 2017 G.O. BOND	\$ 103,791,213	\$ 1,652,091	\$ 82,525,545	\$ 84,177,636	\$ 17,620,399	\$ 1,993,178
SAN ANTONIO COLLEGE - 2017 G.O. BOND	\$ 81,910,701	\$ (21,756)	\$ 81,577,201	\$ 81,555,445	\$ 22,566	\$ 332,691
ST. PHILIP'S COLLEGE & SWC - 2017 G.O. BOND	\$ 81,882,071	\$ -	\$ 81,882,071	\$ 81,882,071	\$ -	\$ -
PALO ALTO COLLEGE - 2017 G.O. BOND	\$ 70,787,164	\$ 1,457,361	\$ 60,241,952	\$ 61,699,313	\$ 9,049,493	\$ 38,357
NORTHWEST VISTA COLLEGE - 2017 G.O. BOND	\$ 71,085,324	\$ 2,248,818	\$ 62,476,764	\$ 64,725,581	\$ 5,968,158	\$ 391,585
NORTHEAST LAKEVIEW COLLEGE - 2017 G.O. BOND	\$ 41,741,692	\$ 23,404	\$ 41,730,981	\$ 41,754,385	\$ -	\$ (12,693)
<b>General Obligation Bond Totals</b>	<b>\$ 451,198,165</b>	<b>\$ 5,359,918</b>	<b>\$ 410,434,513</b>	<b>\$ 415,794,431</b>	<b>\$ 32,660,616</b>	<b>\$ 2,743,118</b>
SAN ANTONIO COLLEGE - 2020 MTN BOND	\$ 11,100,000	\$ -	\$ 11,100,000	\$ 11,100,000	\$ -	\$ -
ST. PHILIP'S COLLEGE & SWC - 2020 MTN BOND	\$ 11,000,000	\$ 15,446	\$ 10,937,817	\$ 10,953,263	\$ -	\$ 46,737
PALO ALTO COLLEGE - 2020 MTN BOND	\$ 9,800,000	\$ -	\$ 7,103,425	\$ 7,103,425	\$ -	\$ 2,696,575
NORTHWEST VISTA COLLEGE - 2020 MTN BOND	\$ 10,000,000	\$ 34,700	\$ 3,115,853	\$ 3,150,552	\$ 1,507,691	\$ 5,341,756
NORTHEAST LAKEVIEW COLLEGE - 2020 MTN BOND	\$ 8,100,000	\$ 8,478	\$ 7,678,967	\$ 7,687,445	\$ 409,868	\$ 2,687
<b>MTN Bond Totals</b>	<b>\$ 50,000,000</b>	<b>\$ 58,624</b>	<b>\$ 39,936,062</b>	<b>\$ 39,994,686</b>	<b>\$ 1,917,559</b>	<b>\$ 8,087,755</b>
<b>TOTAL FOR ALL 2017 CIP BONDS</b>	<b>\$ 501,198,166</b>	<b>\$ 5,418,542</b>	<b>\$ 450,370,575</b>	<b>\$ 455,789,118</b>	<b>\$ 34,578,175</b>	<b>\$ 10,830,873</b>

**ALAMO COLLEGES DISTRICT**  
**2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT**  
**As of November 30, 2025**

<b>General Obligation Bonds</b>							
<b>PROJECT TITLE</b>	<b>Adjusted Budget</b>	<b>Current Month Expenses</b>	<b>Current Yr Expenses</b>	<b>Prior Yrs Expenses</b>	<b>Total to Date All Yrs Expenses</b>	<b>Commitments</b>	<b>Available Balance</b>
DIS-WETC GO17 - T1	23,909,169	29,000	29,000	23,852,168	23,881,168	28,000	0
DIS-SETC GO17 - T1	21,333,872	38,032	38,032	21,138,839	21,176,872	-	157,000
DIS-N. 281 Property purch - GO17 - T1	5,000,000	-	-	5,000,000	5,000,000	-	-
DIS I-10 NW Ed and Train Ctr. - GO17 - T2	25,636,289	-	1,414,059	4,793,653	6,207,712	17,592,399	1,836,177.94
SWC- Redund Police Dpatch @ SWC - GO17 - T1	2,955,408	-	-	2,955,408	2,955,408	-	-
DIS MOKA Prog. MGT. - GO17	7,254	-	-	7,254	7,254	-	-
<b>TOTAL FOR DISTRICT</b>	<b>\$ 78,841,991</b>	<b>\$ 67,032</b>	<b>\$ 1,481,091</b>	<b>\$ 57,747,323</b>	<b>\$ 59,228,414</b>	<b>\$ 17,620,399</b>	<b>1,993,178.09</b>
DIS Instructional Tech GO17 - T1	2,528,109	-	-	2,528,109	2,528,109	-	-
DIS Infrastructural & ACOL GO17 T1	12,249,196	-	-	12,249,196	12,249,196	-	-
DIS Comm. & Collaboration Tools GO17 T1	3,997,214	-	-	3,997,214	3,997,214	-	-
Reporting and Analysis - T3	843,897	-	171,000	672,897	843,897	-	-
DIS Mobile Tech & Security GO17 - T3	5,330,805	-	-	5,330,805	5,330,805	-	-
<b>TOTAL FOR DISTRICT WIDE INFO. TECH.</b>	<b>\$ 24,949,222</b>	<b>\$ -</b>	<b>\$ 171,000</b>	<b>\$ 24,778,222</b>	<b>\$ 24,949,222</b>	<b>\$ -</b>	<b>-</b>
<b>TOTAL FOR DISTRICT / DISTRICT WIDE</b>	<b>\$ 103,791,213</b>	<b>\$ 67,032</b>	<b>\$ 1,652,091</b>	<b>\$ 82,525,545</b>	<b>\$ 84,177,636</b>	<b>\$ 17,620,399</b>	<b>1,993,178.09</b>
SAC-Parking Garage GO17 - T1	18,554,111	-	-	18,554,111	18,554,111	-	-
SAC-Childcare Bldg GO17 - T1	16,240,954	-	-	16,073,454	16,073,454	-	167,500.00
SAC Law Enforce/ 1st Responder - GO17 - T2	19,870,694	(23,038)	(23,038)	19,839,693	19,816,655	20,000	34,038.56
SAC Fletcher St Success Ren w/ Main Entry - GO17 - T2	9,689,076	-	-	9,689,076	9,689,076	-	-
SAC Physical Plant - GO17 - T3	2,471,654	-	-	2,471,654	2,471,654	-	-
SAC Chance Academic Ren - GO17 - T3	3,604	-	-	3,604	3,604	-	-
SAC MFA Ren - GO17 - T3	47,808	-	-	47,808	47,808	-	-
SAC NEW SCIENCE BLDG - GO17	15,032,801	-	1,282	14,897,801	14,899,083	2,566	131,152.00
<b>TOTAL FOR SAC</b>	<b>\$ 81,910,701</b>	<b>\$ (23,038)</b>	<b>\$ (21,756)</b>	<b>\$ 81,577,201</b>	<b>\$ 81,555,445</b>	<b>\$ 22,566</b>	<b>332,690.56</b>
SPC Culinary Arts Center Exc GO17 -T1	29,997,330	-	-	29,997,330	29,997,330	-	-
SPC Norris Tech Renovation GO17 - T2	14,851,838	-	-	14,851,838	14,851,838	-	-
SPC Bowden Renovation GO17 - T3	13,690,846	-	-	13,690,846	13,690,846	-	-
<b>TOTAL FOR SPC</b>	<b>\$ 58,540,014</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 58,540,014</b>	<b>\$ 58,540,014</b>	<b>\$ -</b>	<b>-</b>
SPC Welding and Auto Body Fac -GO17 -T2	23,342,058	-	-	23,342,058	23,342,058	-	-
<b>TOTAL FOR SWC</b>	<b>\$ 23,342,058</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 23,342,058</b>	<b>\$ 23,342,058</b>	<b>\$ -</b>	<b>-</b>
<b>TOTAL FOR SPC / SWC</b>	<b>\$ 81,882,071</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 81,882,071</b>	<b>\$ 81,882,071</b>	<b>\$ -</b>	<b>-</b>

**ALAMO COLLEGES DISTRICT**  
**2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT**  
**As of November 30, 2025**

<b>General Obligation Bonds</b>							
<b>PROJECT TITLE</b>	<b>Adjusted Budget</b>	<b>Current Month Expenses</b>	<b>Current Yr Expenses</b>	<b>Prior Yrs Expenses</b>	<b>Total to Date All Yrs Expenses</b>	<b>Commitments</b>	<b>Available Balance</b>
PAC Manufacturing Bldg GO17 - T1	48,288,022	6,883	6,883	48,238,214	48,245,097	4,568	38,357
PAC Real Estate Purchase (under district funding) GO17 - T1	5,118,242	-	-	5,118,242	5,118,242	-	0
PAC Student Engagement & Welcome Ctr GO17 - T2	4,780	-	-	4,780	4,780	-	-
PAC Natatorium and Gym Ren GO17 - T2	13,769,259	-	1,450,479	3,273,855	4,724,334	9,044,925	0
PAC Physical Plant GO17 - T3	3,606,862	-	-	3,606,862	3,606,862	-	(0)
<b>TOTAL FOR PAC</b>	<b>\$ 70,787,164</b>	<b>\$ 6,883</b>	<b>\$ 1,457,361</b>	<b>\$ 60,241,952</b>	<b>\$ 61,699,313</b>	<b>\$ 9,049,493</b>	<b>\$ 38,357</b>
NVC Parking Garage GO17 - T1	9,472,467	-	-	9,472,467	9,472,467	-	-
NVC Welcome Ctr. GO17 - T1	15,711,143	-	-	15,711,143	15,711,143	-	-
NVC Cultural Prog Ctr Excellen GO17 - T2	14,617,051	18,423	2,248,818	6,008,490	8,257,308	5,968,158	391,585
NVC STEM GO17 - T3	28,566,234	-	-	28,566,234	28,566,234	-	-
NVC Physical Plant GO17 - T3	2,718,430	-	-	2,718,430	2,718,430	-	-
<b>TOTAL FOR NVC</b>	<b>\$ 71,085,324</b>	<b>\$ 18,423</b>	<b>\$ 2,248,818</b>	<b>\$ 62,476,764</b>	<b>\$ 64,725,581</b>	<b>\$ 5,968,158</b>	<b>\$ 391,585</b>
NLC Tech Ctr Excellence/Science Building GO17 - T2	41,741,692	-	23,404	41,730,981	41,754,385	-	(12,693)
<b>TOTAL FOR NLC</b>	<b>\$ 41,741,692</b>	<b>\$ -</b>	<b>\$ 23,404</b>	<b>\$ 41,730,981</b>	<b>\$ 41,754,385</b>	<b>\$ -</b>	<b>\$ (12,693)</b>
<b>TOTAL 2017 G.O. BONDS</b>	<b>\$ 451,198,165</b>	<b>\$ 69,300</b>	<b>\$ 5,359,918</b>	<b>\$ 410,434,513</b>	<b>\$ 415,794,431</b>	<b>\$ 32,660,616</b>	<b>\$ 2,743,118</b>

**ALAMO COLLEGES DISTRICT**  
**2017 - CAPITAL IMPROVEMENT PROGRAM EXPENDITURES BY PROJECT**  
**As of November 30, 2025**

<b>Maintenance Tax Notes</b>							
<b>PROJECT TITLE</b>	<b>Adjusted Budget</b>	<b>Current Month Expenses</b>	<b>Current Yr Expenses</b>	<b>Prior Yrs Expenses</b>	<b>Total to Date All Yrs Expenses</b>	<b>Commitments</b>	<b>Available Balance</b>
SAC FLETCH ST SCSS MTN20	11,100,000	-	-	11,100,000	11,100,000	-	-
<b>TOTAL FOR SAC</b>	<b>\$ 11,100,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 11,100,000</b>	<b>\$ 11,100,000</b>	<b>\$ -</b>	<b>\$ -</b>
SPC THCA Culinary-MTN20	2,135,269	-	-	2,135,269	2,135,269	-	-
SPC NORRIS TECH MTN20	8,448,279	-	-	8,448,279	8,448,279	-	-
SPC WELD & AUTO MTN20	354,269	-	-	354,269	354,269	-	-
SPC UNALLOCATED MTN20	62,183	-	15,446	-	15,446	-	46,737
<b>TOTAL FOR SPC / SWC</b>	<b>\$ 11,000,000</b>	<b>\$ -</b>	<b>\$ 15,446</b>	<b>\$ 10,937,817</b>	<b>\$ 10,953,263</b>	<b>\$ -</b>	<b>\$ 46,737</b>
PAC NATA & GYM IMP - MTN20	9,800,000	-	-	7,103,425	7,103,425	-	2,696,575
<b>TOTAL FOR PAC</b>	<b>\$ 9,800,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 7,103,425</b>	<b>\$ 7,103,425</b>	<b>\$ -</b>	<b>\$ 2,696,575</b>
NVC CUL PRGMS CYP REN - MTN20	8,181,147	30,250	34,700	1,297,000	1,331,700	1,507,691	5,341,756
NVC WELCOME CTR - MTN20	1,818,853	-	-	1,818,853	1,818,853	-	0
<b>TOTAL FOR NVC</b>	<b>\$ 10,000,000</b>	<b>\$ 30,250</b>	<b>\$ 34,700</b>	<b>\$ 3,115,853</b>	<b>\$ 3,150,552</b>	<b>\$ 1,507,691</b>	<b>\$ 5,341,756</b>
NLC SCI/TECH CTR of EXEL - MTN20	5,424,101	-	-	5,424,101	5,424,101	-	-
NLC VETERANS CENTER FFE - MTN20	421,033	-	8,478	-	8,478	409,868	2,687
NLC ACA BLDG I ELEV - MTN20	1,260,941	-	-	1,260,941	1,260,941	-	-
NLC NLIB Elev & L Ren - MTN20	143,926	-	-	143,926	143,926	-	-
NLC STU COM MOIST BAR - MTN20	850,000	-	-	850,000	850,000	-	-
<b>TOTAL FOR NLC</b>	<b>\$ 8,100,000</b>	<b>\$ -</b>	<b>\$ 8,478</b>	<b>\$ 7,678,967</b>	<b>\$ 7,687,445</b>	<b>\$ 409,868</b>	<b>\$ 2,687</b>
<b>TOTAL 2020 MTN BONDS</b>	<b>\$ 50,000,000</b>	<b>\$ 30,250</b>	<b>\$ 58,624</b>	<b>\$ 39,936,062</b>	<b>\$ 39,994,686</b>	<b>\$ 1,917,559</b>	<b>\$ 8,087,755</b>
<b>TOTAL 2017 CIP G.O. &amp; MTN BONDS</b>	<b>\$ 501,198,166</b>	<b>\$ 99,550</b>	<b>\$ 5,418,542</b>	<b>\$ 450,370,575</b>	<b>\$ 455,789,118</b>	<b>\$ 34,578,175</b>	<b>\$ 10,830,873</b>

## Discussion and Possible Action on Approval of Financial Reports

Presented to the Board acting as Committee of the Whole on January 13, 2026 and now presented to the Board for approval on January 20, 2026.

### MINUTE ORDER

**“The Alamo Colleges Board of Trustees hereby accepts the financial reports as presented.”**

### PURPOSE

The following financial reports are presented to the Board of Trustees for informational and approval purposes for October 31, 2025, and November 30, 2025.

### BACKGROUND

1. Financial Charts
2. Comparison of Year-to-Date Actual Revenues/Expenditures

### IMPLICATIONS

**Financial:** N/A

**Strategic Plan:** Strategic Objective III Performance Excellence

**Human Resources:** N/A

**ATTACHMENTS:** Financial Reports

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Lisa L. Mazure, MSA, CPA  
Associate Vice Chancellor for Finance and  
Fiscal Services

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Dr. Thomas Cleary  
Interim Vice Chancellor for Finance and  
Administration

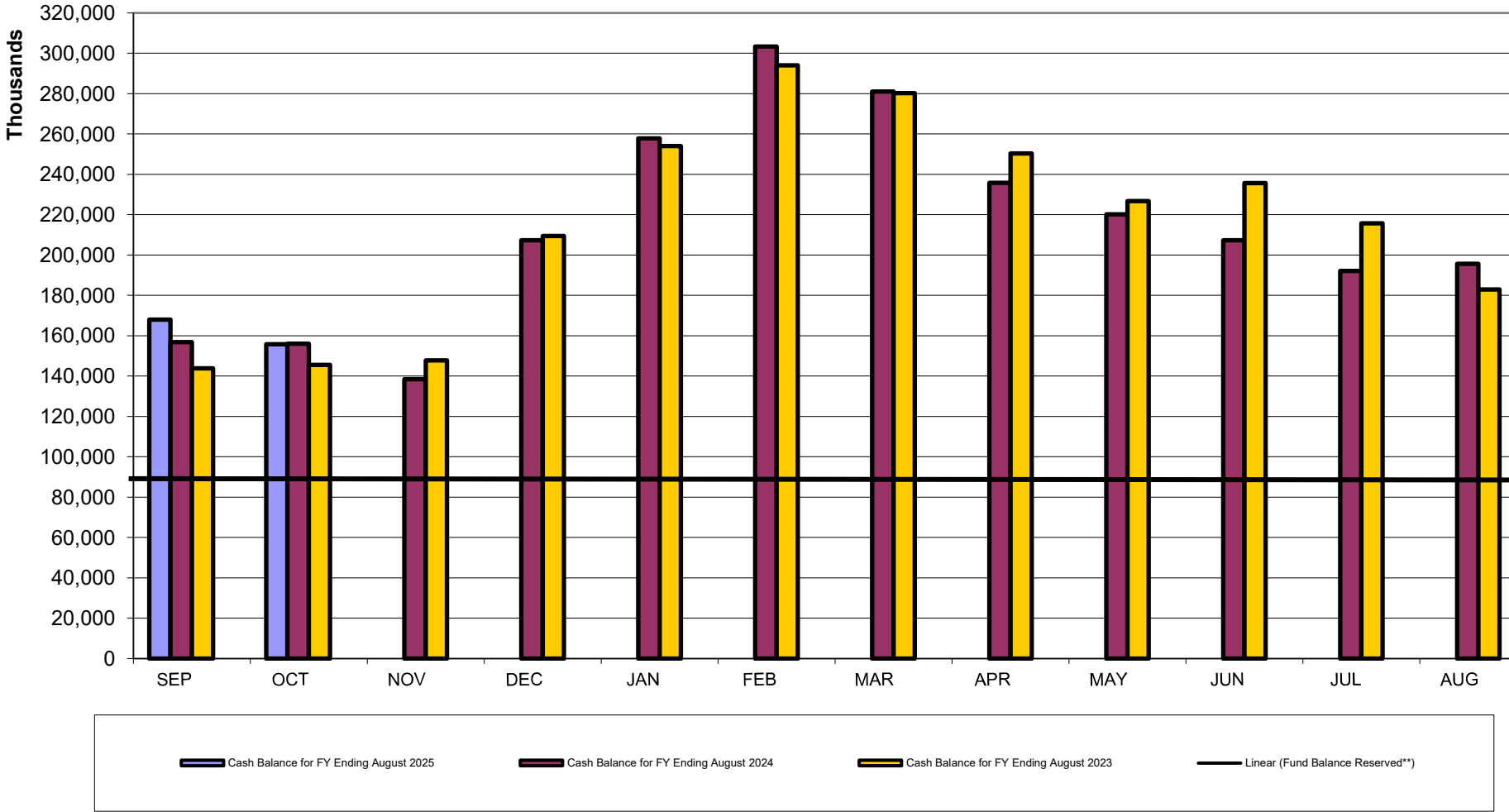
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Dr. Mike Flores, Chancellor



ALAMO  
COLLEGES  
DISTRICT

**Alamo Colleges District  
Current Operating Fund Cash Analysis**  
(For Fiscal Years Ending August 2026, 2025 and 2024)  
Through October 2025



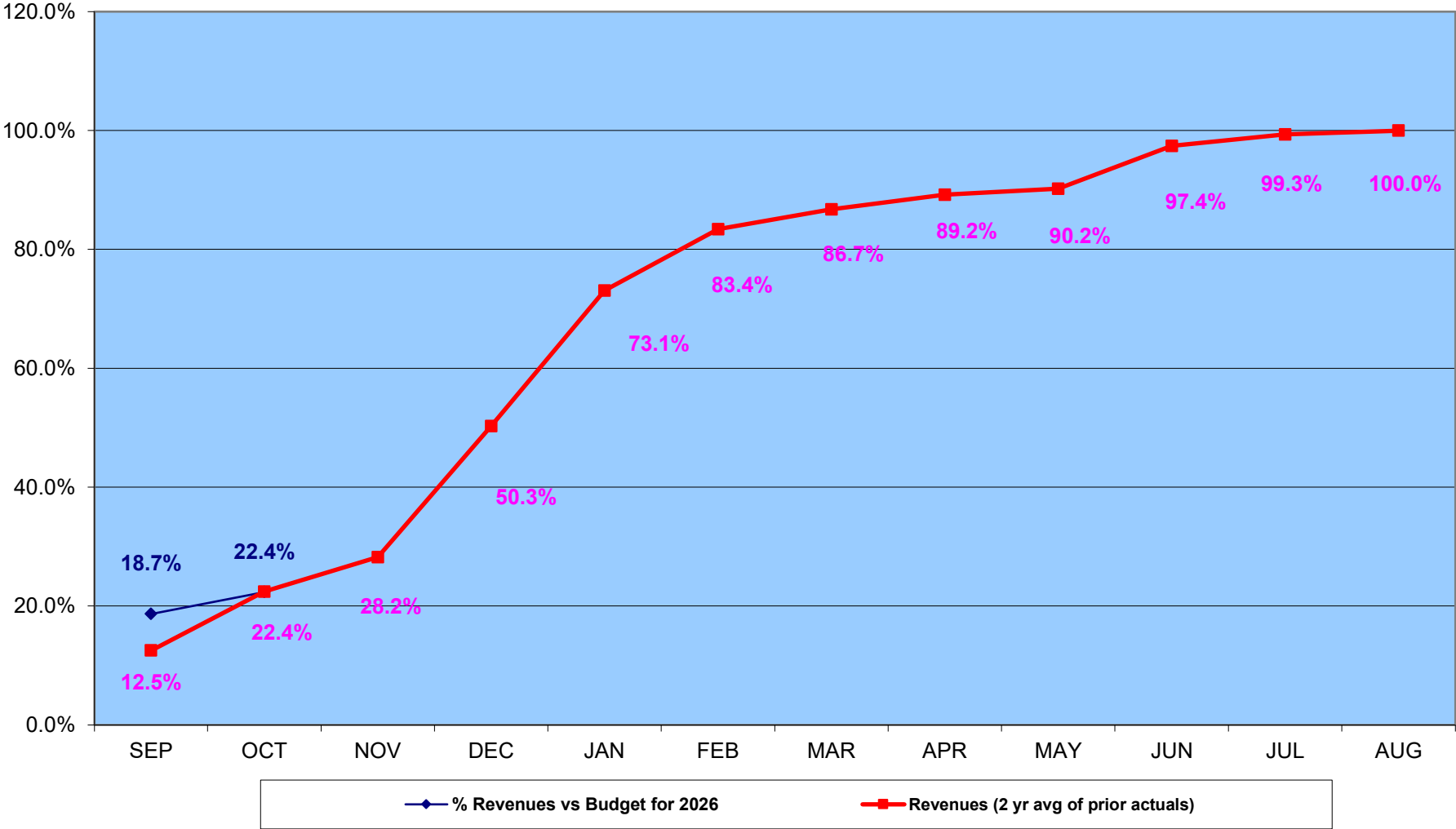
\*Includes Cash and Investments.

Chart excludes cash balances for capital construction and debt service.

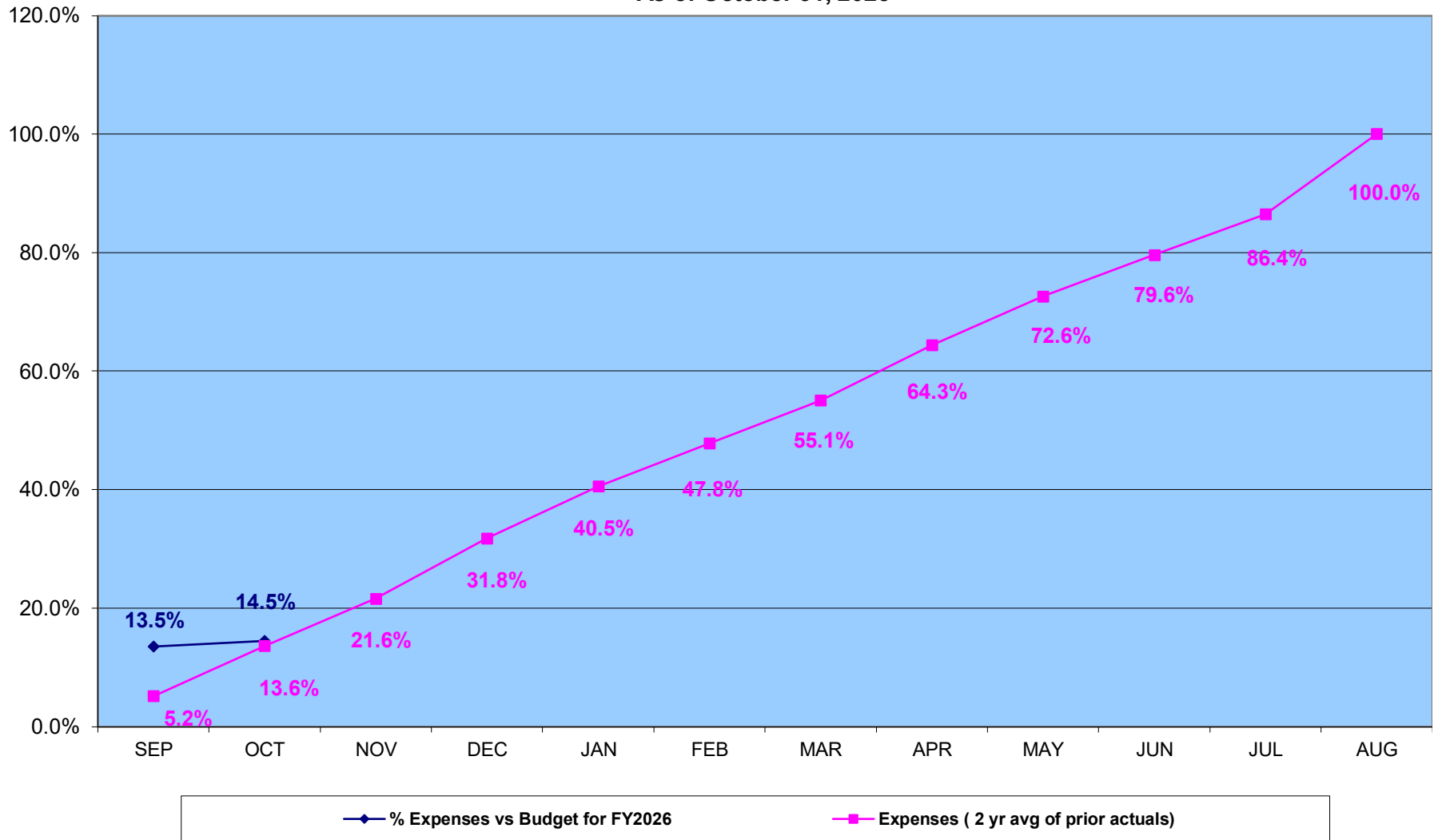
August includes Fall Tuition collections.

\*\*Fund Balance Reserved excludes encumbrances and operating commitments.

**Alamo Colleges District  
 Unrestricted Operating Actual Revenues as % of Adjusted Budgeted Revenues  
 Compared to Average of Two Prior Years Actual Revenues  
 As of October 2025**



**Alamo Colleges District**  
**Unrestricted Operating Actual Expenses and Transfers as % of Adjusted Budgeted Expenses and Transfers**  
**Compared to Average of Two Prior Years Actual Expenses and Transfers**  
**As of October 31, 2025**



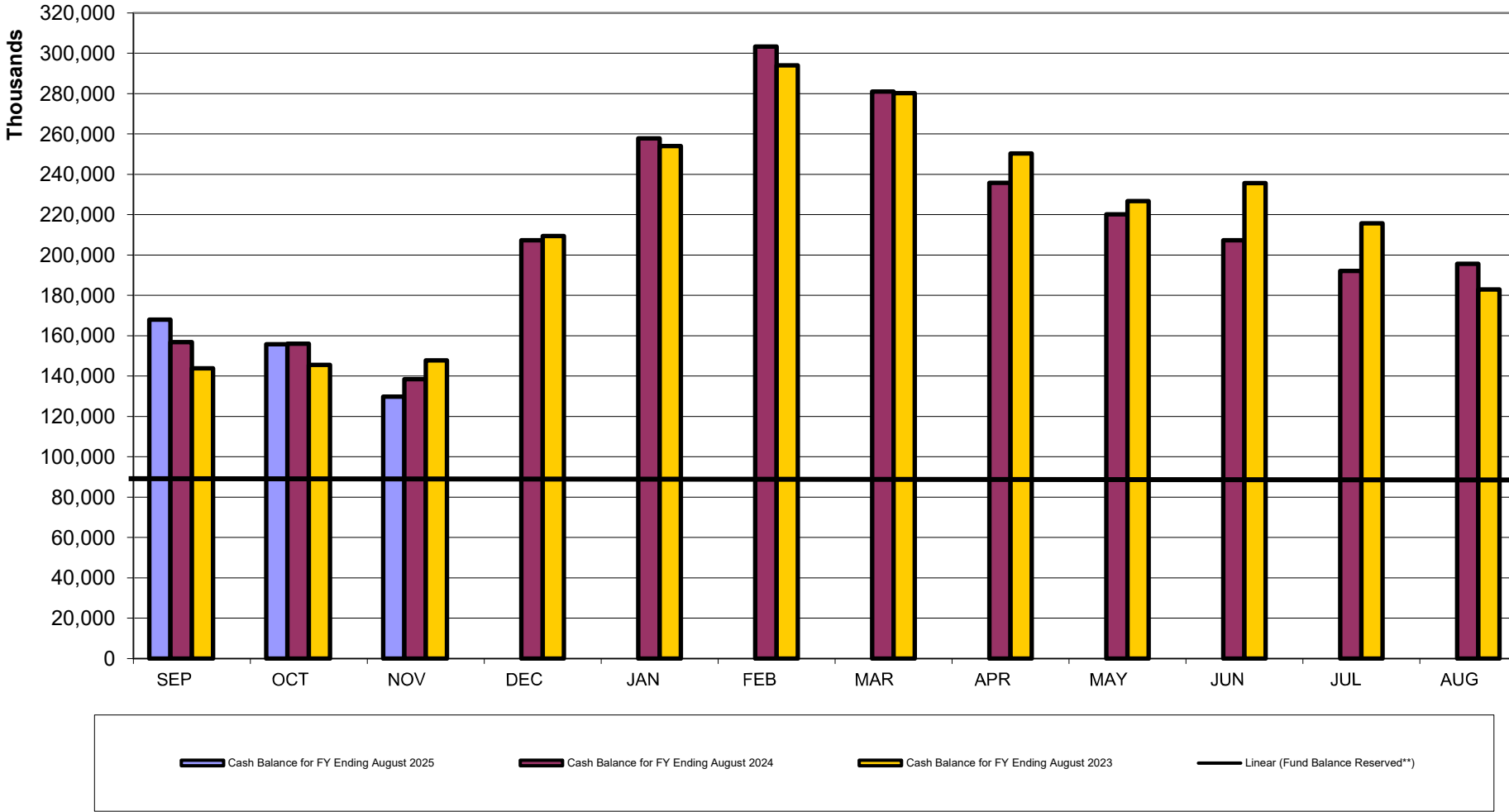
ALAMO COLLEGES DISTRICT  
FY 2025-2026 ALL FUNDS BUDGET VS ACTUALS REPORT

	Adjusted Budget 2025-2026 As of October 2025		YTD Actuals 2025-2026 As of October 2025	
	Unrestricted	Restricted	Unrestricted	Restricted
<b>REVENUES</b>				
Instruction and General	545,227,217.00	38,141,295.21	121,069,139.82	3,269,709.52
Public Service	-	-	-	-
Scholarships and Fellowships	-	101,927,172.92	-	8,906,667.17
Auxiliary Enterprises	4,362,244.00	-	1,244,556.58	-
Student Activity Fee	3,173,010.00	-	1,401,001.25	-
Other (Use of Fund Balance)	-	-	-	-
<b>Subtotal Current Funds</b>	<b>552,762,471.00</b>	<b>140,068,468.13</b>	<b>123,714,697.65</b>	<b>12,176,376.69</b>
Capital Outlay	-	55,134,325.98	-	1,671,430.20
Renewals & Replacements				
Building	-	181,995,910.02	-	-
Furniture & Equipment	-	-	-	1,063,904.85
Debt Services	-	112,645,000.00	-	2,489,754.38
<b>Subtotal Plant Funds</b>	<b>-</b>	<b>349,775,236.00</b>	<b>-</b>	<b>5,225,089.43</b>
<b>TOTAL REVENUES</b>	<b>552,762,471.00</b>	<b>489,843,704.13</b>	<b>123,714,697.65</b>	<b>17,401,466.12</b>
<b>BEGINNING FUND BALANCES (B)</b>				
Instruction and General	95,345,504.16	2,319,247.00	158,017,404.23	19,665,097.46
Public Service	-	-	-	-
Scholarships and Fellowships	(35,220,508.53)	8,227,907.00	(12,253,989.55)	(5,455,226.19)
Auxiliary Enterprises	13,409,131.00	-	10,644,074.82	-
Student Activity Fee	8,130,693.00	-	7,245,191.03	-
Other (Use of Fund Balance)	-	-	-	-
<b>Subtotal Current Funds</b>	<b>81,664,819.63</b>	<b>10,547,154.00</b>	<b>163,652,680.53</b>	<b>14,209,871.27</b>
Capital Outlay	(1,257,452.00)	65,420,900.44	-	50,212,551.50
Renewals & Replacements				
Building	(51,000.00)	166,458,288.32	-	129,940,529.38
Furniture & Equipment	(15,331,720.00)	22,775,651.25	-	49,045,692.18
Debt Services	(6,400,000.00)	10,816,204.00	-	21,248,211.63
<b>Subtotal Plant Funds</b>	<b>(23,040,172.00)</b>	<b>265,471,044.00</b>	<b>-</b>	<b>250,446,984.69</b>
<b>TOTAL BEGINNING FUND BALANCES</b>	<b>58,624,647.63</b>	<b>276,018,198.00</b>	<b>163,652,680.53</b>	<b>264,656,855.96</b>
<b>TOTAL AVAILABLE (Revenues + Beg. Fund Balance)</b>				
Instruction and General	640,572,721.16	40,460,542.21	279,086,544.05	22,934,806.98
Public Service	-	-	-	-
Scholarships and Fellowships	(35,220,508.53)	110,155,079.92	(12,253,989.55)	3,451,440.98
Auxiliary Enterprises	17,771,375.00	-	11,888,631.40	-
Student Activity Fee	11,303,703.00	-	8,646,192.28	-
Other (Use of Fund Balance)	-	-	-	-
<b>Subtotal Current Funds</b>	<b>634,427,290.63</b>	<b>150,615,622.13</b>	<b>287,367,378.18</b>	<b>26,386,247.96</b>
Capital Outlay	(1,257,452.00)	120,555,226.42	-	51,883,981.70
Renewals & Replacements				
Building	(51,000.00)	348,454,198.34	-	129,940,529.38
Furniture & Equipment	(15,331,720.00)	22,775,651.25	-	50,109,597.03
Debt Services	(6,400,000.00)	123,461,204.00	-	23,737,966.01
<b>Subtotal Plant Funds</b>	<b>(23,040,172.00)</b>	<b>615,246,280.00</b>	<b>-</b>	<b>255,672,074.12</b>
<b>TOTAL AVAILABLE</b>	<b>611,387,118.63</b>	<b>765,861,902.13</b>	<b>287,367,378.18</b>	<b>282,058,322.08</b>

ALAMO COLLEGES DISTRICT  
FY 2025-2026 ALL FUNDS BUDGET VS ACTUALS REPORT

	Adjusted Budget 2025-2026 As of October 2025		YTD Actuals 2025-2026 As of October 2025	
	Unrestricted	Restricted	Unrestricted	Restricted
<b>EXPENDITURES</b>				
Instruction and General	543,403,912.77	38,141,295.21	79,945,011.26	4,818,346.01
Public Service	-	-	-	-
Scholarships and Fellowships	9,358,558.23	101,927,172.92	558,081.95	10,033,114.88
Auxiliary Enterprises	-	-	-	-
Student Activity Fee	-	-	-	-
Other (Use of Fund Balance)	-	-	-	-
Subtotal Current Funds	552,762,471.00	140,068,468.13	80,503,093.21	14,851,460.89
Capital Outlay		29,320,333.54		(2,070,157.57)
Renewals & Replacements				
Building	-	188,648,750.70	-	6,065,826.14
Furniture & Equipment	-	4,936,395.75	-	-
Debt Services	-	112,645,000.00	-	-
Subtotal Plant Funds	-	335,550,480.00	-	3,995,668.57
<b>TOTAL EXPENDITURES</b>	<b>552,762,471.00</b>	<b>475,618,948.13</b>	<b>80,503,093.21</b>	<b>18,847,129.46</b>
<b>TRANSFERS (IN) OUT</b>				
Instruction and General				
Public Service				
Scholarships and Fellowships				
Auxiliary Enterprises				
Student Activity Fee				
Other (Use of Fund Balance)				
Subtotal Current Funds	-	-	-	-
Capital Outlay				
Renewals & Replacements				
Building				
Furniture & Equipment				
Debt Services				
Subtotal Plant Funds	-	-	-	-
<b>NET TRANSFERS</b>	-	-	-	-
<b>TOTAL EXPENSE &amp; TRANSFERS</b>	<b>552,762,471.00</b>	<b>475,618,948.13</b>	<b>80,503,093.21</b>	<b>18,847,129.46</b>
<b>ENDING FUND BALANCES</b>				
Instruction and General	97,168,808.39	2,319,247.00	199,141,532.79	18,116,460.97
Public Service	-	-	-	-
Scholarships and Fellowships	(44,579,066.76)	8,227,907.00	(12,812,071.50)	(6,581,673.90)
Auxiliary Enterprises	17,771,375.00	-	11,888,631.40	-
Student Activity Fee	11,303,703.00	-	8,646,192.28	-
Other (Use of Fund Balance)	-	-	-	-
Subtotal Current Funds	81,664,819.63	10,547,154.00	206,864,284.97	11,534,787.07
Capital Outlay	(1,257,452.00)	91,234,892.88	-	53,954,139.27
Renewals & Replacements				
Building	(51,000.00)	159,805,447.63	-	123,874,703.24
Furniture & Equipment	(15,331,720.00)	17,839,255.49	-	50,109,597.03
Debt Services	(6,400,000.00)	10,816,204.00	-	23,737,966.01
Subtotal Plant Funds	(23,040,172.00)	279,695,800.00	-	251,676,405.55
<b>TOTAL ENDING FUND BALANCES</b>	<b>58,624,647.63</b>	<b>290,242,954.00</b>	<b>206,864,284.97</b>	<b>263,211,192.62</b>
<b>TOTAL EXP, TRF &amp; BALANCES</b>	<b>611,387,118.63</b>	<b>765,861,902.13</b>	<b>287,367,378.18</b>	<b>282,058,322.08</b>

**Alamo Colleges District**  
**Current Operating Fund Cash Analysis**  
 (For Fiscal Years Ending August 2026, 2025 and 2024)  
 Through November 2025



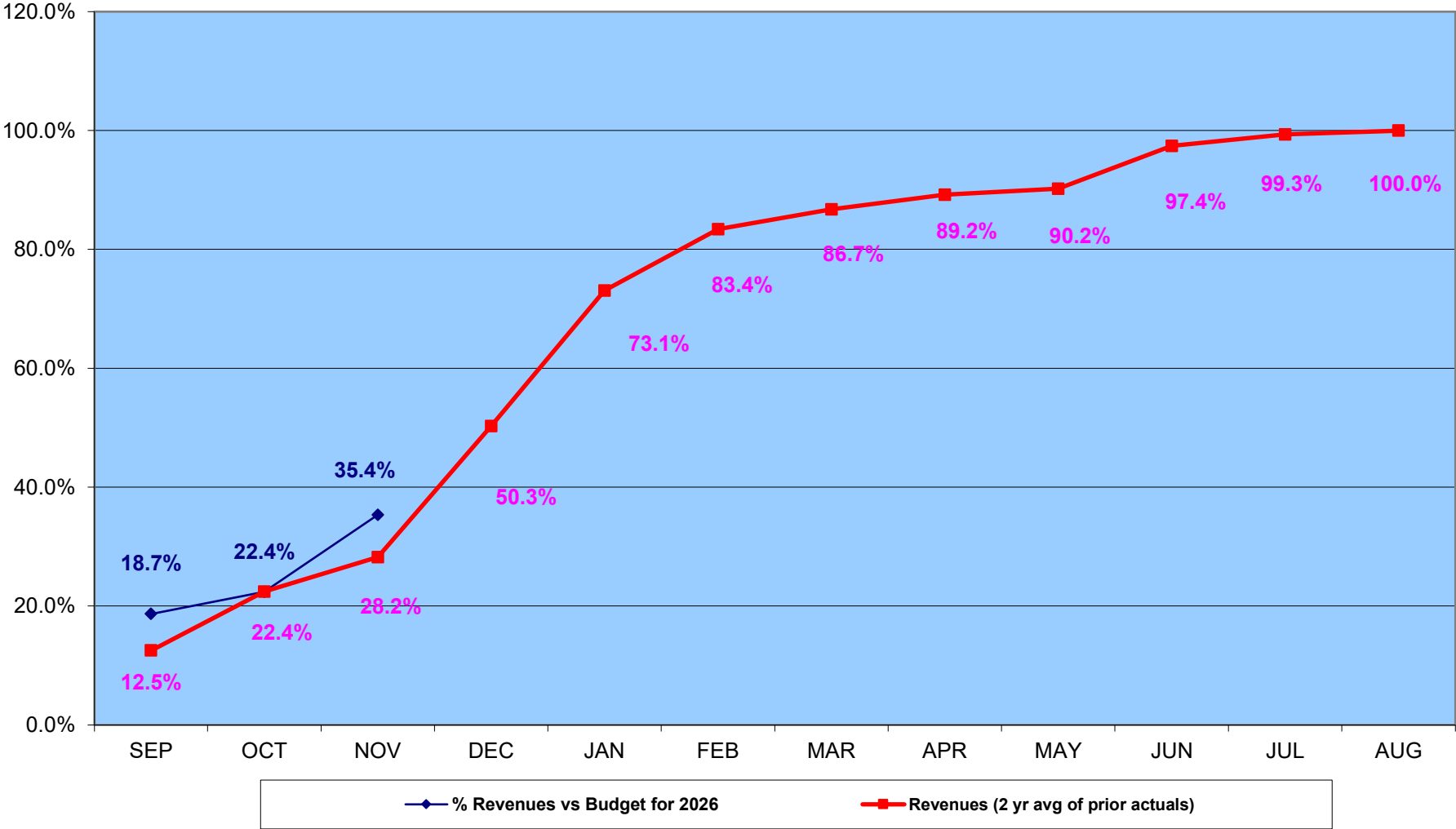
\*Includes Cash and Investments.

Chart excludes cash balances for capital construction and debt service.

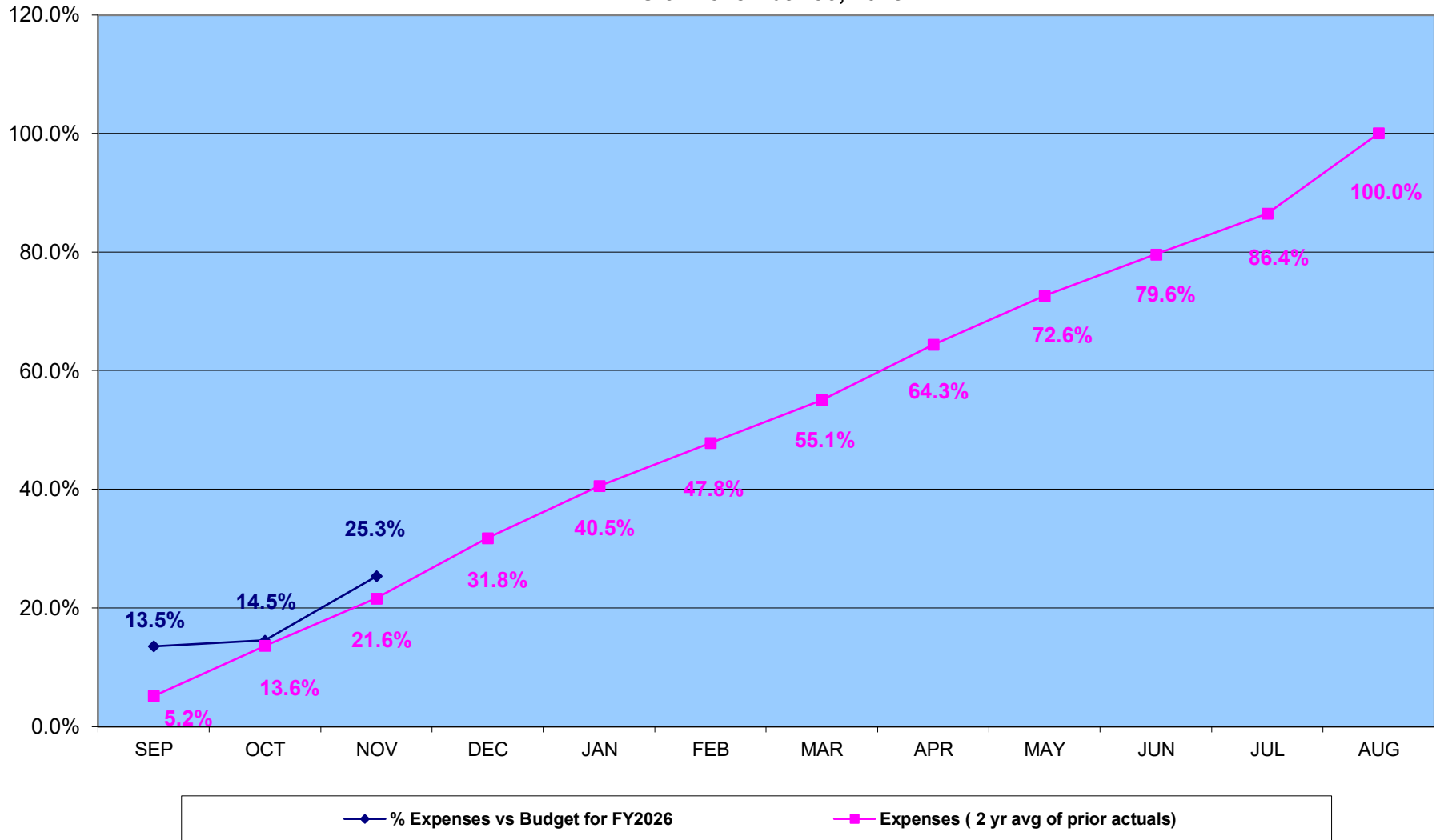
August includes Fall Tuition collections.

\*\*Fund Balance Reserved excludes encumbrances and operating commitments.

**Alamo Colleges District  
 Unrestricted Operating Actual Revenues as % of Adjusted Budgeted Revenues  
 Compared to Average of Two Prior Years Actual Revenues  
 As of November 2025**



**Alamo Colleges District**  
**Unrestricted Operating Actual Expenses and Transfers as % of Adjusted Budgeted Expenses and Transfers**  
**Compared to Average of Two Prior Years Actual Expenses and Transfers**  
**As of November 30, 2025**



ALAMO COLLEGES DISTRICT  
FY 2025-2026 ALL FUNDS BUDGET VS ACTUALS REPORT

	Adjusted Budget 2025-2026 As of November 2025		YTD Actuals 2025-2026 As of November 2025	
	Unrestricted	Restricted	Unrestricted	Restricted
<b>REVENUES</b>				
Instruction and General	545,575,051.00	38,141,295.21	190,820,482.67	5,005,726.24
Public Service	-	-	-	-
Scholarships and Fellowships	-	101,927,172.92	-	5,006,749.79
Auxiliary Enterprises	4,362,244.00	-	2,194,569.31	-
Student Activity Fee	3,173,010.00	-	2,435,495.70	-
Other (Use of Fund Balance)	-	-	-	-
<b>Subtotal Current Funds</b>	<b>553,110,305.00</b>	<b>140,068,468.13</b>	<b>195,450,547.68</b>	<b>10,012,476.03</b>
Capital Outlay	-	55,134,325.98	-	2,389,010.36
Renewals & Replacements				
Building	-	181,995,910.02	-	-
Furniture & Equipment	-	-	-	1,366,133.93
Debt Services	-	112,645,000.00	-	10,929,881.40
<b>Subtotal Plant Funds</b>	<b>-</b>	<b>349,775,236.00</b>	<b>-</b>	<b>14,685,025.69</b>
<b>TOTAL REVENUES</b>	<b>553,110,305.00</b>	<b>489,843,704.13</b>	<b>195,450,547.68</b>	<b>24,697,501.72</b>
<b>BEGINNING FUND BALANCES (B)</b>				
Instruction and General	97,168,808.39	2,319,247.00	183,006,912.18	18,116,460.97
Public Service	-	-	-	-
Scholarships and Fellowships	(44,579,066.76)	8,227,907.00	(12,852,538.09)	(6,581,673.90)
Auxiliary Enterprises	17,771,375.00	-	12,488,805.16	-
Student Activity Fee	11,303,703.00	-	9,373,814.18	-
Other (Use of Fund Balance)	-	-	-	-
<b>Subtotal Current Funds</b>	<b>81,664,819.63</b>	<b>10,547,154.00</b>	<b>192,016,993.43</b>	<b>11,534,787.07</b>
Capital Outlay	(1,257,452.00)	91,234,892.88	-	53,954,139.27
Renewals & Replacements				
Building	(51,000.00)	159,805,447.63	-	123,874,703.24
Furniture & Equipment	(15,331,720.00)	17,839,255.49	-	50,109,597.03
Debt Services	(6,400,000.00)	10,816,204.00	-	23,737,966.01
<b>Subtotal Plant Funds</b>	<b>(23,040,172.00)</b>	<b>279,695,800.00</b>	<b>-</b>	<b>251,676,405.55</b>
<b>TOTAL BEGINNING FUND BALANCES</b>	<b>58,624,647.63</b>	<b>290,242,954.00</b>	<b>192,016,993.43</b>	<b>263,211,192.62</b>
<b>TOTAL AVAILABLE (Revenues + Beg. Fund Balance)</b>				
Instruction and General	642,743,859.39	40,460,542.21	373,827,394.85	23,122,187.21
Public Service	-	-	-	-
Scholarships and Fellowships	(44,579,066.76)	110,155,079.92	(12,852,538.09)	(1,574,924.11)
Auxiliary Enterprises	22,133,619.00	-	14,683,374.47	-
Student Activity Fee	14,476,713.00	-	11,809,309.88	-
Other (Use of Fund Balance)	-	-	-	-
<b>Subtotal Current Funds</b>	<b>634,775,124.63</b>	<b>150,615,622.13</b>	<b>387,467,541.11</b>	<b>21,547,263.10</b>
Capital Outlay	(1,257,452.00)	146,369,218.85	-	56,343,149.63
Renewals & Replacements				
Building	(51,000.00)	341,801,357.65	-	123,874,703.24
Furniture & Equipment	(15,331,720.00)	17,839,255.49	-	51,475,730.96
Debt Services	(6,400,000.00)	123,461,204.00	-	34,667,847.41
<b>Subtotal Plant Funds</b>	<b>(23,040,172.00)</b>	<b>629,471,036.00</b>	<b>-</b>	<b>266,361,431.24</b>
<b>TOTAL AVAILABLE</b>	<b>611,734,952.63</b>	<b>780,086,658.13</b>	<b>387,467,541.11</b>	<b>287,908,694.34</b>

ALAMO COLLEGES DISTRICT  
FY 2025-2026 ALL FUNDS BUDGET VS ACTUALS REPORT

	Adjusted Budget 2025-2026 As of November 2025		YTD Actuals 2025-2026 As of November 2025	
	Unrestricted	Restricted	Unrestricted	Restricted
<b>EXPENDITURES</b>				
Instruction and General	557,292,593.59	38,141,295.21	139,737,018.51	7,585,937.57
Public Service	-	-	-	-
Scholarships and Fellowships	12,221,367.87	101,927,172.92	901,420.76	8,474,898.21
Auxiliary Enterprises	-	-	-	-
Student Activity Fee	-	-	-	-
Other (Use of Fund Balance)	-	-	-	-
Subtotal Current Funds	569,513,961.46	140,068,468.13	140,638,439.27	16,060,835.78
Capital Outlay		29,320,333.54		(1,058,187.73)
Renewals & Replacements				
Building	-	188,648,750.70	-	10,335,241.36
Furniture & Equipment	-	4,936,395.75	-	-
Debt Services	-	112,645,000.00	-	-
Subtotal Plant Funds	-	335,550,480.00	-	9,277,053.63
<b>TOTAL EXPENDITURES</b>	<b>569,513,961.46</b>	<b>475,618,948.13</b>	<b>140,638,439.27</b>	<b>25,337,889.41</b>
<b>TRANSFERS (IN) OUT</b>				
Instruction and General				
Public Service				
Scholarships and Fellowships				
Auxiliary Enterprises				
Student Activity Fee				
Other (Use of Fund Balance)				
Subtotal Current Funds	-	-	-	-
Capital Outlay				
Renewals & Replacements				
Building				
Furniture & Equipment				
Debt Services				
Subtotal Plant Funds	-	-	-	-
<b>NET TRANSFERS</b>	-	-	-	-
<b>TOTAL EXPENSE &amp; TRANSFERS</b>	<b>569,513,961.46</b>	<b>475,618,948.13</b>	<b>140,638,439.27</b>	<b>25,337,889.41</b>
<b>ENDING FUND BALANCES</b>				
Instruction and General	85,451,265.80	2,319,247.00	234,090,376.34	15,536,249.64
Public Service	-	-	-	-
Scholarships and Fellowships	(56,800,434.63)	8,227,907.00	(13,753,958.85)	(10,049,822.32)
Auxiliary Enterprises	22,133,619.00	-	14,683,374.47	-
Student Activity Fee	14,476,713.00	-	11,809,309.88	-
Other (Use of Fund Balance)	-	-	-	-
Subtotal Current Funds	65,261,163.17	10,547,154.00	246,829,101.84	5,486,427.32
Capital Outlay	(1,257,452.00)	117,048,885.31	-	57,401,337.36
Renewals & Replacements				
Building	(51,000.00)	153,152,606.95	-	113,539,461.88
Furniture & Equipment	(15,331,720.00)	12,902,859.74	-	51,475,730.96
Debt Services	(6,400,000.00)	10,816,204.00	-	34,667,847.41
Subtotal Plant Funds	(23,040,172.00)	293,920,556.00	-	257,084,377.61
<b>TOTAL ENDING FUND BALANCES</b>	<b>42,220,991.17</b>	<b>304,467,710.00</b>	<b>246,829,101.84</b>	<b>262,570,804.93</b>
<b>TOTAL EXP, TRF &amp; BALANCES</b>	<b>611,734,952.63</b>	<b>780,086,658.13</b>	<b>387,467,541.11</b>	<b>287,908,694.34</b>

**Discussion and Possible Action on Approval of Monthly Report on Cooperative Purchases in Excess of \$200,000**

Presented to the Board Acting as Committee of the Whole on January 13, 2026, and now presented to the Board for approval on January 20, 2026.

**MINUTE ORDER**

**“The Alamo Colleges District Board of Trustees hereby approves the monthly Cooperative Purchase Report as presented.”**

**PURPOSE**

The purpose of this Minute Order is to provide a monthly report of purchases exceeding \$200,000 and any fees charged by the various local, state, and national providers of Cooperative Purchasing (COOP) programs during August 2025 and December 2025. Not all COOP programs charge fees, and some COOP’s offer cash rebates paid directly to Alamo Colleges. The Purchasing and Contract Administration Department utilizes the COOP programs to gain greater access to goods and services, cost savings through leveraged buying, and reduced administration costs by issuing fewer competitive bids and proposals. The combined buying power of public institutions throughout the State of Texas nationally translates into savings and provides an efficient, cost effective and legal means for providing goods and services to departments throughout the Alamo Colleges in an expedited fashion.

**BACKGROUND**

Vendor contracts awarded through approved federal, state, or cooperative purchasing agreements are a statutorily approved alternative to competitively procured vendor contracts. Only the following contract purchases require prior Board approval:

- a. Purchases valued at \$200,000 or more in any 12-month period that will result in additional gross square footage (permanent or otherwise) that will require cleaning and maintaining and have at least two utilities present.
- b. Purchases valued at \$200,000 or more in any 12-month period that in the judgment of the Chancellor or Purchasing & Contract Administration would commit the College District or one of the colleges to an entirely new technology that would be pervasive for subsequent years.

For any cooperative purchasing contract valued at \$25,000 or more, Purchasing & Contract Administration shall document any contract-related fee, including any management fee. At least annually, Purchasing & Contract Administration shall present a written report regarding any contract-related fees, including any management fees, to the Board of Trustees at a properly posted open meeting.

**IMPLICATIONS**

Financial: None  
Strategic Plans: Goal I-Student Success; and Goal III-Performance Excellence  
Employee Services: None  
Attachments: Cooperative Contract Purchases over \$200,000

  
\_\_\_\_\_  
Jody M. Eastland, MBA, FAHRMM, CMRP  
Director, Purchasing & Contract Administration

\_\_\_\_\_  
Lisa Mazure, CPA  
Associate Vice Chancellor for  
Finance and Fiscal Services

\_\_\_\_\_  
Dr. Thomas Cleary

\_\_\_\_\_  
Dr. Mike Flores



**COOPERATIVE CONTRACT PURCHASES OVER \$200,000**

Location	Type of Funding	Description	Purpose/Why	COOP Admin Fee	Total Cost	Vendor/ Co-Op
District Service Operations	Service Departments	Purchase of Jaggaer LLC Subscription for the Office of Information Technology	Provide cloud-based software service for source-to-pay (S2P) solutions for businesses to manage their procurement, from finding suppliers to paying invoices, using tools for spend analysis, sourcing, contracts, and supplier management, all aiming to cut costs, improve efficiency, and enhance supply chain visibility through automation and AI. It digitizes the entire buying process, enforcing compliance and centralizing data to help companies buy smarter and manage risks better. Jaggaer subscription term is till December 12, 2028.	\$0.00	\$455,783.00	Jaggaer LLC / E&I CNR01204: eProcurement Software
District Service Operations	Service Departments	Purchase of CrowdStrike Falcon Renewal Subscription for the Office of Information Technology	Provide cloud-based cybersecurity platforms that provide endpoint protection, threat intelligence, and response, replacing traditional antivirus with AI-powered detection. Subscription term is till December 24, 2026	\$0.00	\$258,269.60	Solid Border, Inc DIR-CPO-4850

Information Technologies	District Enterprise-Wide IT - GO25	Purchase of VSP One Block 28 Node Systems for the Office of Information Technology	This purchase will provide multiple VSP One Block 28 block storage appliance systems for advanced storage and data services throughout the Alamo College District Information Technology Department	\$0.00	\$714,218.00	Reverent Technologies Inc/Omnia Contract R200803
Information Technologies	Service Departments	Purchase of Oracle Software License and Support Renewal Subscription for the Office of Information Technology	This purchase will provide an enterprise-grade foundation for ACD core digital infrastructure for academic work with simplified access	\$0.00	\$460,162.90	Oracle America, Inc DIR-CPO-5439








## Discussion and Possible Action on Approval of Investment Report Through November 30, 2025

Recommended for approval to the ALAMO COLLEGES DISTRICT BOARD OF TRUSTEES on January 20, 2026.

### MINUTE ORDER

**“The Alamo Colleges District Board of Trustees hereby accepts the Investment Report as presented.”**

### PURPOSE

The following investment report is presented to the Board of Trustees for informational and approval purposes for the quarter ending November 30, 2025.

### BACKGROUND

1. Quarterly Investment Report as required by the *Texas Government Code Public Funds Investment Act 2256.023* (“PFIA”) – Quarter Ending November 30, 2025.
2. A detailed listing of investments.
3. An informational dashboard view and summary of the investments held by the District as of November 30, 2025 for operations and construction assets including both required information per the PFIA and other information, such as allocation, issuers, statistics etc.
4. A summary as of November 30, 2025 of all funds held by the District in the Texas State Auditor’s Office format.
5. A summary of the current status of Investment Officer training.

### IMPLICATIONS

**Financial:** N/A  
**Strategic Objective:** Goal III Performance Excellence  
**Human Resources:** N/A

### ATTACHMENT

Quarterly Investment Report

---

Lisa L. Mazure, MSA, CPA      Date  
Assoc. Vice Chancellor of Finance  
and Fiscal Services

---

Dr. Thomas Cleary      Date  
Interim Vice Chancellor for Finance  
Administration

---

Dr. Mike Flores      Date  
Chancellor





**Quarterly Investment Report**  
September 1, 2025 - November 30, 2025  
Portfolio Summary

Portfolio as of August 31, 2025		Portfolio as of September 1, 2025		Benchmark Comparison	
Beginning Book Value	689,194,484	Ending Book Value	581,740,830	<b>Portfolio's Avg. YTM for quarter<sup>2</sup>:</b>	<b>3.65%</b>
Beginning Market Value	689,398,647	Ending Market Value	582,095,578	Avg. Daily Net Yield of LGIP <sup>3</sup> :	4.13%
		Net Income	5,795,684	Avg. Yield 6-month Treasury Bill:	3.82%
		Change in Market Value <sup>1</sup>	(107,303,068)	Avg. Yield 1-year Treasury Bill:	3.66%
Unrealized Gain/(Loss)	204,162	Unrealized Gain/(Loss)	354,748	Avg. Yield 2-year Treasury Note	3.56%
		Change in Unrealized Gain/(Loss)	150,586		
		WAM <sup>2</sup> at Ending Period Date	221 days		

**Quarterly Market Summary:**

From September through November 2025, the U.S. economy exhibited slowing momentum, particularly in labor market conditions and consumer spending. In response, the Federal Reserve implemented a cumulative 50 basis points of interest rate cuts to support economic growth and employment, despite inflation remaining above its long-run target. Financial markets reacted to the evolving policy outlook, mixed economic data, and reporting disruptions associated with a federal government shutdown, resulting in heightened volatility across risk assets and interest rate expectations.

**CERTIFICATION:**

All transactions and holdings of the Alamo Colleges District investment portfolio are in compliance with the Public Funds Investment Act (Chapter 2256) and the District's Board approved Investment Policy and strategy.

Dr. Thomas Cleary  
Interim Vice Chancellor  
for Finance & Administration

Lisa L. Mazure, MSA CPA  
Digitally signed by Lisa L. Mazure, MSA CPA  
Date: 2026.01.06 17:17:21 -06'00'

Lisa L. Mazure, MSA, CPA  
Associate Vice Chancellor,  
Finance & Fiscal Services

Patrick F. Vrba, Jr., CPA  
Digitally signed by Patrick F. Vrba, Jr., CPA  
Date: 2026.01.06 16:53:11 -06'00'

Patrick F. Vrba, Jr., CPA  
Controller

Sean P. Mullen, CTP  
Digitally signed by Sean P. Mullen, CTP  
Date: 2026.01.05 10:05:27 -06'00'

Sean Mullen, CTP, CFP®  
Treasurer

<sup>1</sup>"Change in Market Value" is required data and includes all investments plus all interest and non-interest bearing bank accounts per State Auditor's Office definition and will primarily reflect the receipt and expenditure of the District's funds from quarter to quarter.

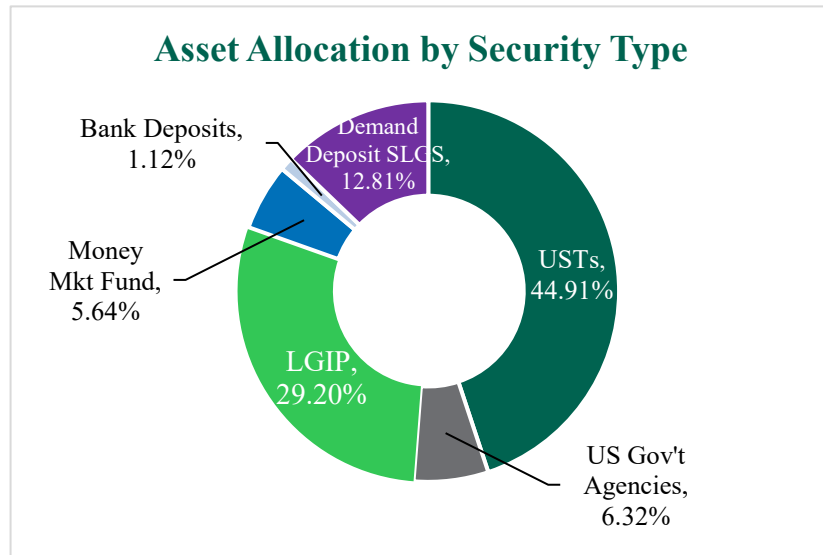
<sup>2</sup>Avg. Yield to Maturity (YTM) and Weighted Avg. Maturity (WAM) are weighted by Ending Book Value.

<sup>3</sup>Local Government Investment Pools (LGIP) are designed for funds that may be required for immediate expenditure, seeks to offer daily liquidity and to maintain a net asset value of one dollar. The District currently utilizes TexPool and TexPool Prime. For more info, visit <https://www.texpool.com>

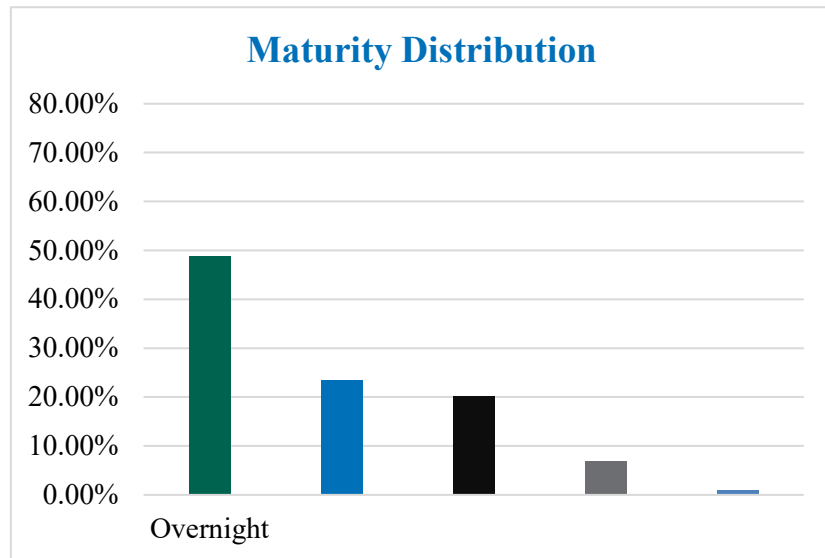


- **Chart 1** shows the portfolio's diversification by security type. A diversified portfolio contains a variety of asset types in an attempt to limit exposure to any single asset or risk.
- **Chart 2** illustrates the portfolio's diversification by maturity and will correspond to the liquidity needs of the District throughout the year.

**Chart 1**



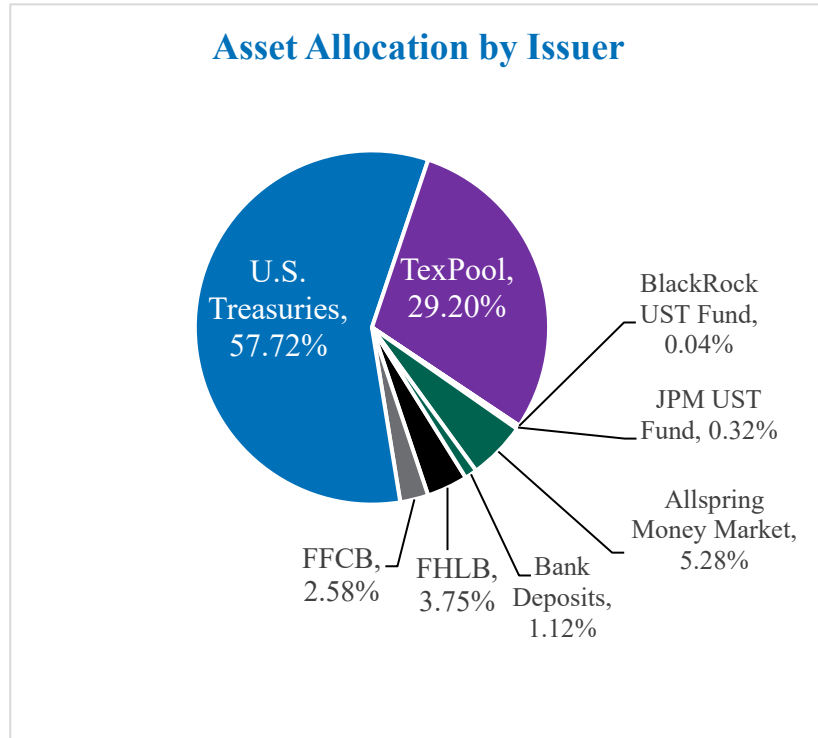
**Chart 2**



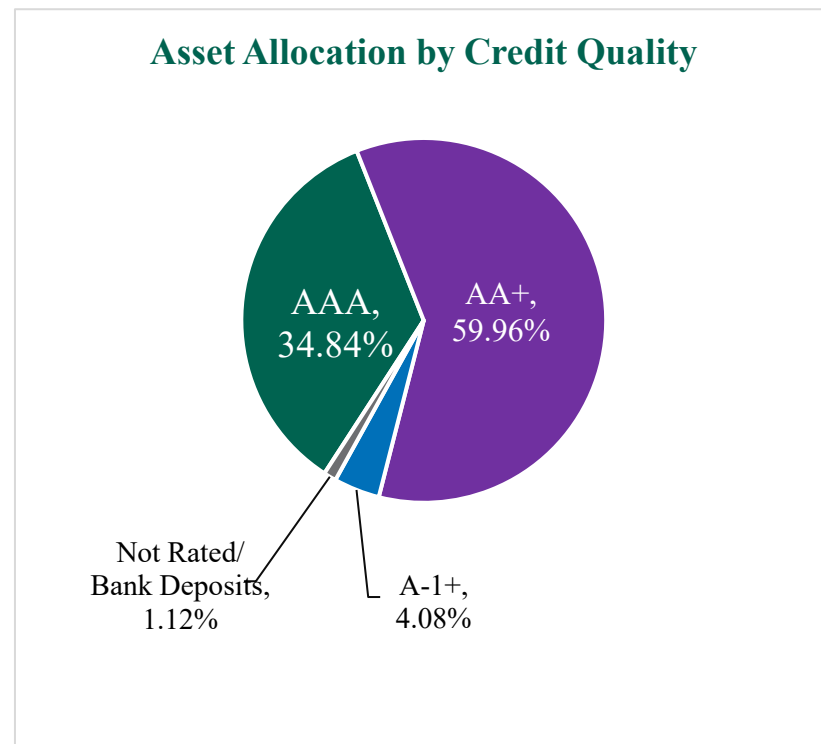


- **Chart 3** shows diversification by issuer and will change over time as new investments are purchased and existing investments mature. Diversification by issuer reduces the impact an issuer's default will have on the portfolio.
- **Chart 4** illustrates diversification by credit quality and provides a view of the portfolio's exposure to credit/default risk.

**Chart 3**



**Chart 4**

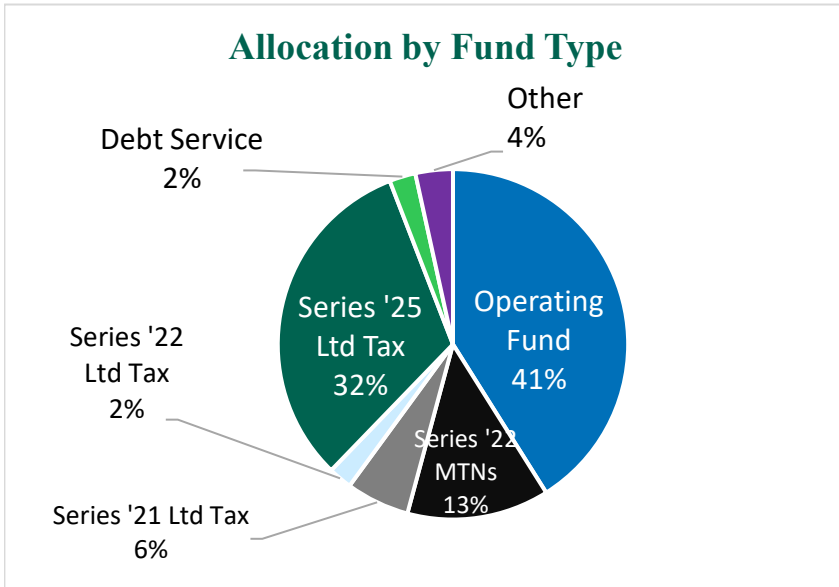




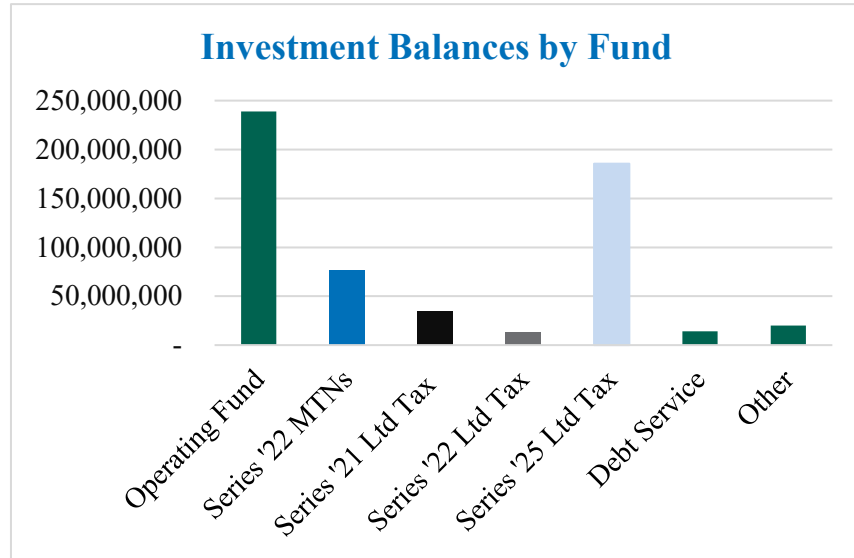
• **Chart 5** illustrates the portfolio's composition by fund type. The District's Operating Fund will ebb and flow as revenues and expenditures occur. The District's construction funds from bond proceeds will be spent as capital improvement plans are completed.

• **Chart 6** shows the total balance of each fund as of the period end.

**Chart 5**



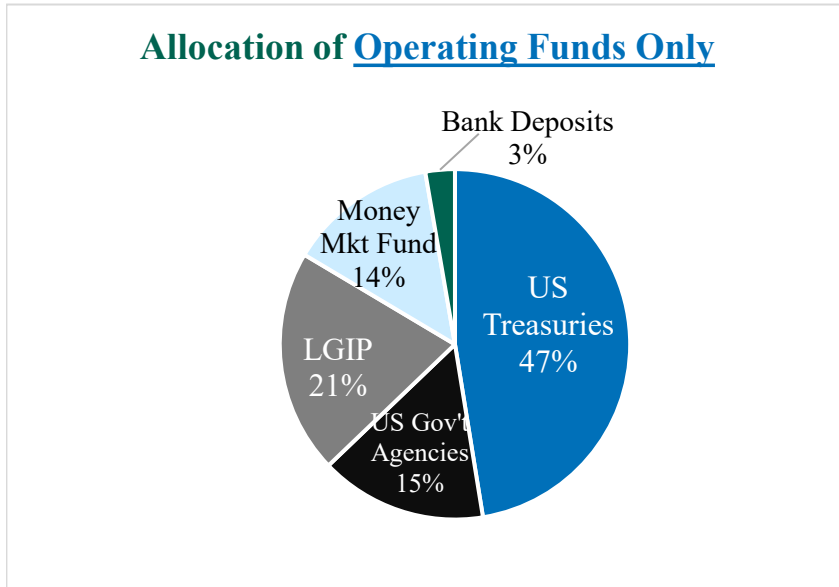
**Chart 6**



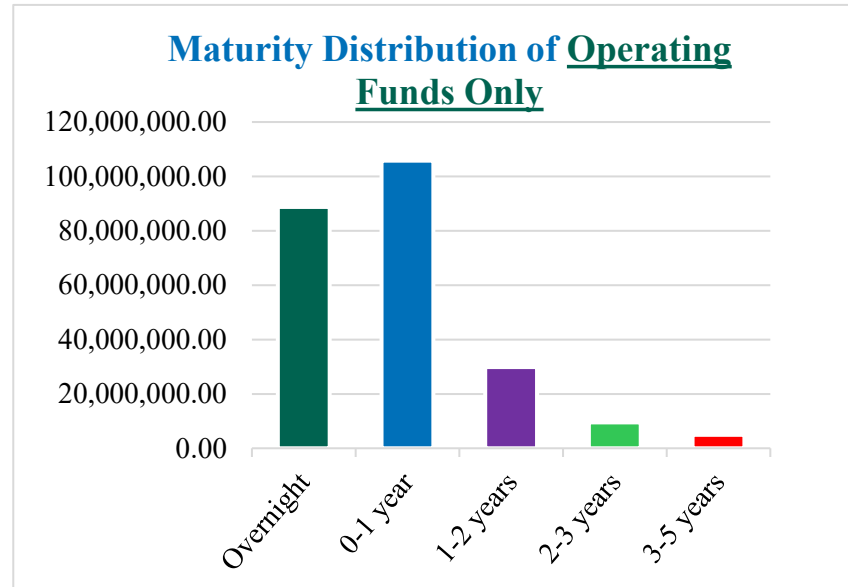


- **Chart 5** illustrates the portfolio's composition by fund type. The District's Operating Fund will ebb and flow as revenues and expenditures occur. The District's construction funds from bond proceeds will be spent as capital improvement plans are completed.
- **Chart 6** shows the total balance of each fund as of the period end.

**Chart 5**



**Chart 6**



Settlement Date	Security Type	Security Description	CPN %	Maturity Date	Next Call	Call Type	Par Value	Book Value	Market Value	Days to Mty	YTM %	Credit Rating
<b>Operating Funds</b>												
10/29/2025	AGCY	FHLB	0.000	03/06/2026	---	---	7,000,000.00	6,931,745.14	6,930,413.00	96	3.796	A-1+
06/12/2024	AGCY	FFCB	4.750	03/10/2026	---	---	5,000,000.00	4,997,638.79	5,012,300.00	100	4.927	AA+
05/27/2021	AGCY	FHLB	1.250	05/27/2026	---	Expired	10,000,000.00	10,000,000.00	9,879,790.00	178	1.097	AA+
06/16/2021	AGCY	FHLB	1.050	06/16/2026	---	Expired	5,000,000.00	5,000,000.00	4,928,165.00	198	0.938	AA+
04/10/2025	AGCY	FHLB	1.020	07/14/2026	01/14/2026	Quarterly	5,000,000.00	4,912,989.04	4,915,700.00	226	3.894	AA+
01/06/2025	AGCY	FFCB	4.125	12/17/2029	---	---	5,000,000.00	4,949,484.02	5,092,600.00	1,478	4.400	AA+
Subtotal							37,000,000.00	36,791,856.99	36,758,968.00			
02/13/2024	US GOVT	U.S. Treasury Note	1.625	02/15/2026	---	---	15,000,000.00	14,914,198.51	14,931,445.35	77	4.456	AA+
01/31/2025	US GOVT	U.S. Treasury Note	3.750	04/15/2026	---	---	5,000,000.00	4,991,338.77	4,999,804.70	136	4.227	AA+
10/29/2025	US GOVT	U.S. Treasury Bill	0.000	04/23/2026	---	---	7,000,000.00	6,899,065.83	6,897,814.56	144	3.747	A-1+
11/25/2024	US GOVT	U.S. Treasury Note	3.625	05/15/2026	---	---	5,000,000.00	4,983,904.28	4,996,289.05	166	4.347	AA+
10/02/2025	US GOVT	U.S. Treasury Note	4.125	06/15/2026	---	---	10,000,000.00	10,020,684.59	10,021,875.00	197	3.732	AA+
10/02/2025	US GOVT	U.S. Treasury Note	4.375	07/31/2026	---	---	10,000,000.00	10,041,963.80	10,040,625.00	243	3.727	AA+
03/18/2025	US GOVT	U.S. Treasury Note	4.375	08/15/2026	---	---	12,000,000.00	12,024,373.85	12,054,843.72	258	4.080	AA+
10/09/2025	US GOVT	U.S. Treasury Note	4.625	09/15/2026	---	---	10,000,000.00	10,072,628.86	10,072,656.20	289	3.678	AA+
02/05/2025	US GOVT	U.S. Treasury Note	4.250	03/15/2027	---	---	5,000,000.00	5,000,721.89	5,041,015.60	470	4.238	AA+
03/18/2025	US GOVT	U.S. Treasury Note	4.250	03/15/2027	---	---	10,000,000.00	10,027,898.62	10,082,031.20	470	4.025	AA+
01/06/2025	US GOVT	U.S. Treasury Note	4.500	04/15/2027	---	---	5,000,000.00	5,015,540.15	5,061,328.10	501	4.264	AA+
10/09/2025	US GOVT	U.S. Treasury Note	2.375	05/15/2027	---	---	10,000,000.00	9,826,010.07	9,833,203.10	531	3.613	AA+
02/05/2025	US GOVT	U.S. Treasury Note	3.625	03/31/2028	---	---	5,000,000.00	4,929,023.41	5,015,039.05	852	4.272	AA+
01/06/2025	US GOVT	U.S. Treasury Note	1.125	08/31/2028	---	---	5,000,000.00	4,586,390.77	4,691,601.55	1005	4.355	AA+
Subtotal							114,000,000.00	113,333,743.39	113,739,572.18			
<b>Subtotal Separate Operating Investments</b>							<b>151,000,000.00</b>	<b>150,125,600.38</b>	<b>150,498,540.18</b>			
	LGIP	TEXPOOL - General Fund					30,166,330.70	30,166,330.70	30,166,330.70	1	4.037	AAA
	LGIP	TEXPOOL PRIME - General Fund					19,296,543.84	19,296,543.84	19,296,543.84	1	4.146	AAA
	Tsy Sweep	BLACKROCK T-FUND					213,076.00	213,076.00	213,076.00	1	2.857	AAA
	MMFUND	ALLSPRING:GOVT MM SEL					30,715,747.65	30,715,747.65	30,715,747.65	1	3.710	AAA
	Tsy Sweep	JPM Sweep					1,873,727.54	1,873,727.54	1,873,727.54	1	3.440	AAA
<b>Total Operating</b>							<b>233,265,425.73</b>	<b>232,391,026.11</b>	<b>232,763,965.91</b>			
<b>Debt Service Fund</b>												
	LGIP	TEXPOOL - Debt Service					14,082,920.42	14,082,920.42	14,082,920.42	1	4.037	AAA
<b>Total Debt Service</b>							<b>14,082,920.42</b>	<b>14,082,920.42</b>	<b>14,082,920.42</b>			
<b>CIP/MTN Construction Series 2025 Ltd Tax</b>												
09/18/2025	US GOVT	U.S. Treasury Bill	0.000	03/12/2026	---	---	10,000,000.00	9,895,894.25	9,896,615.30	102	3.831	A-1+
09/18/2025	US GOVT	U.S. Treasury Note	4.125	06/15/2026	---	---	10,000,000.00	10,020,502.83	10,021,875.00	197	3.735	AA+
09/18/2025	US GOVT	U.S. Treasury Note	4.625	09/15/2026	---	---	10,000,000.00	10,072,743.73	10,072,656.20	289	3.678	AA+
09/18/2025	US GOVT	U.S. Treasury Note	4.375	12/15/2026	---	---	14,000,000.00	14,106,571.87	14,106,093.68	380	3.620	AA+
09/18/2025	US GOVT	U.S. Treasury Note	4.250	03/15/2027	---	---	23,000,000.00	23,192,838.36	23,188,671.76	470	3.577	AA+
09/17/2025	US GOVT	U.S. Treasury Note	4.625	06/15/2027	---	---	25,000,000.00	25,401,309.28	25,398,437.50	562	3.543	AA+
09/17/2025	US GOVT	U.S. Treasury Note	3.375	09/15/2027	---	---	25,000,000.00	24,947,348.17	24,935,546.75	654	3.498	AA+

Settlement Date	Security Type	Security Description	CPN %	Maturity Date	Next Call	Call Type	Par Value	Book Value	Market Value	Days to Mty	YTM %	Credit Rating
09/17/2025	US GOVT	U.S. Treasury Note	4.000	12/15/2027	---	---	10,000,000.00	10,100,406.86	10,098,437.50	745	3.485	AA+
09/17/2025	US GOVT	U.S. Treasury Note	3.875	03/15/2028	---	---	10,000,000.00	10,086,235.86	10,085,546.90	836	3.479	AA+
09/17/2025	US GOVT	U.S. Treasury Note	3.875	06/15/2028	---	---	10,000,000.00	10,093,533.67	10,095,312.50	928	3.486	AA+
<b>Subtotal Separate Series 2025 Investments</b>							<b>147,000,000.00</b>	<b>147,917,384.87</b>	<b>147,899,193.09</b>			
	LGIP	TEXPOOL PRIME - 2025 LTD TAX CONSTRUCTION					37,617,046.15	37,617,046.15	37,617,046.15	1	4.146	AAA
	LGIP	TEXPOOL- 2022 LTD TAX CONSTRUCTION					12,676,025.06	12,676,025.06	12,676,025.06	1	4.037	AAA
	LGIP	TEXPOOL- 2021 LTD TAX CONSTRUCTION					34,106,933.88	34,106,933.88	34,106,933.88	1	4.037	AAA
	LGIP	TEXPOOL-2022 MTN CONSTRUCTION					1,854,355.57	1,854,355.57	1,854,355.57	1	4.037	AAA
	SLGS	Demand Deposit SLGS - 2022 MTN CONSTRUCTION					74,512,969.20	74,512,969.20	74,512,969.20	1	2.950	AA+
<b>Total CIP/MTN Construction</b>							<b>307,767,329.86</b>	<b>308,684,714.73</b>	<b>308,666,522.95</b>			
<b>Total Operating/Debt Service/CIP Construction</b>							<b>555,115,676.01</b>	<b>555,158,661.27</b>	<b>555,513,409.28</b>			
<b>Other</b>												
	LGIP	TEXPOOL- Rev Bond Construction					180,076.40	180,076.40	180,076.40	1	4.037	AAA
	LGIP	TEXPOOL - GO Bonds Construction					251,276.53	251,276.53	251,276.53	1	4.037	AAA
	LGIP	TEXPOOL - MTN 2020 Construction					13,537,639.25	13,537,639.25	13,537,639.25	1	4.037	AAA
	LGIP	TEXPOOL - Restricted Scholarship					4,164,739.34	4,164,739.34	4,164,739.34	1	4.037	AAA
	LGIP	TEXPOOL - CPSB Escrow					1,204,546.91	1,204,546.91	1,204,546.91	1	4.037	AAA
	LGIP	TEXPOOL- Pac Nat Major Repairs					743,890.52	743,890.52	743,890.52	1	4.037	AAA
<b>Total Investments</b>							<b>575,197,844.96</b>	<b>575,240,830.22</b>	<b>575,595,578.23</b>			
<b>Other Bank Deposits</b>												
		BANK DEPOSITS - Bank of America					4,000,000.00	4,000,000.00	4,000,000.00	1	-	
		BANK DEPOSITS - JP Morgan Chase					2,500,000.00	2,500,000.00	2,500,000.00	1	-	
<b>Total Investments/Bank Deposits</b>							<b>581,697,844.96</b>	<b>581,740,830.22</b>	<b>582,095,578.23</b>			



Settlement Date	Fund Type	Transaction Type	Security Type	Security Description	CPN %	Maturity Date	Amount	YTM %
<b>Maturities</b>								
09/08/2025	Operating	Maturity	CP	Royal Bank of Canada	-	09/08/2025	10,000,000.00	4.397
09/12/2025	Operating	Maturity	AGCY	FHLB	5.125	09/12/2025	10,000,000.00	5.080
09/15/2025	Operating	Maturity	US GOVT	U.S. Treasury Note	3.500	09/15/2025	10,000,000.00	4.268
10/09/2025	Operating	Maturity	US GOVT	U.S. Treasury Bill	-	10/09/2025	10,000,000.00	4.158
11/15/2025	Operating	Maturity	US GOVT	U.S. Treasury Note	2.250	11/15/2025	10,000,000.00	4.270
<b>Total Maturities Received</b>							<b>50,000,000.00</b>	
<b>Coupons</b>								
09/10/2025	Operating	Coupon	AGCY	FFCB	4.750	03/10/2026	118,750.00	4.927
09/12/2025	Operating	Coupon	AGCY	FHLB	5.125	09/12/2025	256,250.00	5.080
09/15/2025	Operating	Coupon	US GOVT	U.S. Treasury Note	3.500	09/15/2025	175,000.00	4.268
09/15/2025	Operating	Coupon	US GOVT	U.S. Treasury Note	4.250	03/15/2027	318,750.00	4.132
09/30/2025	Operating	Coupon	US GOVT	U.S. Treasury Note	3.625	03/31/2028	90,625.00	4.272
10/15/2025	Operating	Coupon	US GOVT	U.S. Treasury Note	3.750	04/15/2026	93,750.00	4.227
10/15/2025	Operating	Coupon	US GOVT	U.S. Treasury Note	4.500	04/15/2027	112,500.00	4.264
11/15/2025	Operating	Coupon	US GOVT	U.S. Treasury Note	2.250	11/15/2025	112,500.00	4.270
11/15/2025	Operating	Coupon	US GOVT	U.S. Treasury Note	3.625	05/15/2026	90,625.00	4.347
11/15/2025	Operating	Coupon	US GOVT	U.S. Treasury Note	2.375	05/15/2027	118,750.00	3.613
11/27/2025	Operating	Coupon	AGCY STEP	FHLB	1.250	05/27/2026	62,500.00	1.097
<b>Total Coupons Received</b>							<b>1,550,000.00</b>	
<b>Purchases</b>								
10/02/2025	Operating	Buy	US GOVT	U.S. Treasury Note	4.125	06/15/2026	(10,149,410.86)	3.732
10/02/2025	Operating	Buy	US GOVT	U.S. Treasury Note	4.375	07/31/2026	(10,126,851.23)	3.727
10/9/2025	Operating	Buy	US GOVT	U.S. Treasury Note	4.625	09/15/2026	(10,116,600.48)	3.678
10/9/2025	Operating	Buy	US GOVT	U.S. Treasury Note	2.375	05/15/2027	(9,903,855.30)	3.613
10/29/2025	Operating	Buy	AGCY	FHLB	-	03/06/2026	(6,908,035.56)	3.796
10/29/2025	Operating	Buy	US GOVT	U.S. Treasury Bill	-	04/23/2026	(6,875,773.33)	3.747
9/17/2025	2025 Ltd. Tax	Buy	US GOVT	U.S. Treasury Note	4.625	06/15/2027	(25,749,108.82)	3.543
9/17/2025	2025 Ltd. Tax	Buy	US GOVT	U.S. Treasury Note	3.375	09/15/2027	(24,946,067.85)	3.498
9/17/2025	2025 Ltd. Tax	Buy	US GOVT	U.S. Treasury Note	4.000	12/15/2027	(10,212,497.87)	3.485
9/17/2025	2025 Ltd. Tax	Buy	US GOVT	U.S. Treasury Note	3.875	03/15/2028	(10,095,890.88)	3.479
9/17/2025	2025 Ltd. Tax	Buy	US GOVT	U.S. Treasury Note	3.875	06/15/2028	(10,199,912.49)	3.486
9/18/2025	2025 Ltd. Tax	Buy	US GOVT	U.S. Treasury Bill	-	03/12/2026	(9,819,618.75)	3.831
9/18/2025	2025 Ltd. Tax	Buy	US GOVT	U.S. Treasury Note	4.125	06/15/2026	(10,134,804.05)	3.735
9/18/2025	2025 Ltd. Tax	Buy	US GOVT	U.S. Treasury Note	4.625	09/15/2026	(10,095,239.12)	3.678
9/18/2025	2025 Ltd. Tax	Buy	US GOVT	U.S. Treasury Note	4.375	12/15/2026	(14,285,310.37)	3.620
9/18/2025	2025 Ltd. Tax	Buy	US GOVT	U.S. Treasury Note	4.250	03/15/2027	(23,230,913.33)	3.577
<b>Total Purchases Made</b>							<b>(202,849,890.29)</b>	

**ALAMO COMMUNITY COLLEGE DISTRICT**  
**Quarterly Investment Report (Including Deposits)**  
**FOR PERIOD BEGINNING September 1, 2025 - November 30, 2025**

**November 30, 2025**  
**Market Value**

**Investment or Deposit Type**

**Publicly Traded Equity and Similar Investments**

Common Stock (U.S. and foreign stocks held in separately managed accounts or internally managed by institution investment staff; exclude mutual or commingled funds)	
Equity/Stock Mutual Funds	
Balanced Mutual Funds (where target allocation is > 50% equities)	
"Commonfund" Equity Commingled Funds	
Other Equity Commingled Funds (if primarily invested in publicly traded equities)	
Preferred Stock	
Other - list by type	
<b>Total Publicly Traded Equity and Similar Investments</b>	<b>0</b>

**"Other" Investments- Other than Publicly Traded Equity and Debt Investments**

Real Estate (include direct ownership & investments in real estate limited partnerships, private REITs, or similar vehicles; include a portfolio of publicly traded REITs if managed as a separate asset allocation category rather than comprising part of a broadly diversified stock portfolio )	
Other Real Asset Investment (e.g. investments in infrastructure funds)	
Private Equity	
Hedge Funds	
"Commonfund" Alternative Asset Commingled Funds (Real Estate, Private Equity, Hedge Funds, Commodities, etc.)	
Annuities	
Commodities	
Collectibles	
Other - list by type	
<b>Total "Other" Investments - Other than Publicly Traded Equity &amp; Debt Investments</b>	<b>0</b>

**Publicly Traded Debt & Similar Investments>1 year maturity**

U.S. Government Securities ("Treasuries")	157,632,265
U.S. Government Agency Securities ("Agencies")	5,092,600
Mortgage Pass-Throughs - "Agency"	
Mortgage Pass-Throughs - "Private Label"	
Asset-Backed Securities (ABS) (other than mortgage-backed securities)	
Sovereign Debt (non-U.S.)	
Municipal Obligations	
Collateralized Mortgage Obligations (CMOs) - list below by category	
Interest Only Strips (IOS)	
Principal Only Strips (POs)	
Inverse Floaters	
Stated Final Maturity longer than 10 years	
Other CMOs- "Agency"	
Other CMOs- "Private Label"	
Corporate Obligations (U.E. or foreign companies- list below by rating)	
Highly Rated (AAA/AA or equivalent)	
Other Investment Grade (A/BBB or equivalent)	
High Yield Bonds (<BBB or equivalent)	
Not Rated (NR)	
Fixed Income/Bond Mutual Funds (longer term; registered with the SEC)	
Balanced Mutual Funds (where target allocation is > 50% bonds or other debt securities)	
"Commonfund" Fixed Income/Bond Commingled Funds	
Other Fixed Income/Bond Commingled Funds (primarily invested in publicly traded debt securities; not registered with the SEC)	
GICs (Guaranteed Investment Contracts)	
<b>Total Publicly Traded Debt &amp; Similar Investments &gt;1 year</b>	<b>162,724,865</b>

**Short-Term Investments & Deposits**

U.S. Government Securities ("Treasuries")	178,519,469
U.S. Government Agency Securities ("Agencies")	31,666,368
Banker's Acceptances	
Commercial Paper - A1/P1 (or equivalent)	
Other Commercial Paper - lower rated	
Repurchase Agreements (Repos)	
Money Market Mutual Funds (registered with the SEC)	30,715,748
Short-Term Mutual Funds Other than Money Market Mutual Funds (registered with the SEC)	
Public Funds Investment Pool Created to Function as a Money Market Mutual Fund (not registered w/ SEC but "2a7-like")	
TexPool (and TexPool Prime)	169,882,325
Other Public Funds Investment Pools Functioning as Money Market Mutual Funds	
Other Investment Pools - Short-Term (not created to function as a money market mutual fund)	
Certificates of Deposit (CD) - Nonnegotiable	
Certificates of Deposit (CD) - Negotiable	
Bank Deposits	6,500,000
Cash Held at State Treasury	
Securities Lending Collateral Reinvestments (direct investments or share of pooled collateral)	
Other- Municipal Securities	
Other - Bank Sweep (Treasury Fund)	
<b>Total Short-Term Investments &amp; Deposits</b>	<b>2,086,804</b>

<b>TOTAL INVESTMENTS and DEPOSITS</b>	<b>419,370,713</b>
	<b>582,095,578</b>

<b>TOTAL EXCLUDING BANK DEPOSITS</b>	<b>575,595,578</b>
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Name	Title	Most Recent PFIA Training	Officer Designation
Dr. Thomas Cleary	Interim Vice Chancellor for Finance and Administration	February 2024	Investment officer in absence of Associate Vice Chancellor
Lisa L. Mazure MSA, CPA	Assoc. Vice Chancellor, Finance and Fiscal Services (1)	June 2024	Designated investment officer by Board of Trustees
Patrick F. Vrba, Jr., CPA	Controller	June 2024	Investment officer
Sean Mullen, CTP, CFP®	Treasurer	February 2025	Investment officer- delegated management of investment activity

Per Policy C.1.7 Investments: The Associate Vice Chancellor of Finance and Fiscal Services is designated as the investment officer of the College District by Board authority delegated through the Chancellor. In the absence of the Associate Vice Chancellor of Finance and Fiscal Services, the Vice Chancellor for Finance and Administration is deemed to be the investment officer. The investment officer shall be responsible for the investment of funds consistent with the investment policy adopted by the Board. The Associate Vice Chancellor of Finance and Fiscal Services may delegate management responsibility for daily investment transactions to the Controller or Treasurer.

*Requirement: 5 hours of training each biennium. Biennium during reporting period 9-1-25 to 8-31-27.  
New Investment Officers must take training within 6 months.*

## **Discussion and Possible Action on Funding for Northeast Lakeview College New Braunfels and Veteran’s Center Facilities**

Presented to the Board Acting as Committee of the Whole on January 13, 2026, and presented to the Board for approval on January 20, 2026.

### **MINUTE ORDER**

**“The Alamo Colleges Board of Trustees hereby authorizes amendments to District revolving capital project fund internal loans: 1) Increase the Northeast Lakeview College at New Braunfels loan balance by \$2,000,000, and 2) Extend the Northeast Lakeview College Veteran’s Center loan payment term to 20 years.”**

### **PURPOSE**

To increase by \$2 million the District revolving capital project fund internal loan to augment funding for renovating and making ready for use the Northeast Lakeview College at New Braunfels facility.

Additional financing is necessary to fully complete the New Braunfels project and as a result of the increased loan balances, the longer term for the Veteran’s Center will allow for better fiscal management of Northeast Lakeview College’s capital funds.

### **IMPLICATIONS**

**Financial:** \$2,000,000 from revolving capital project fund

**Strategic Plan:** Student Success, Performance Excellence

**Human Resources:** N/A

### **ATTACHMENTS:**

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Dr. Veronica Garcia  
President – Northeast Lakeview College

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Lisa Mazure, CPA, Assoc. Vice Chancellor  
for Finance & Fiscal Services

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Dr. Mike Flores  
Chancellor



ALAMO  
COLLEGES

Alamo Colleges  
Internal Financing Agreement  
Amendment 1

Project Description: Renovation of Northeast Lakeview College at New Braunfels.

College/District Department: Northeast Lakeview College

Amount of Loan: \$3,000,000

Purpose of Loan: Finance NLC

Repayment Source: Primary: NLC Capital Budget  
Secondary: NLC Institutional Budget

Interest Rate: None

Loan Duration: 20 years

Annual Payments: Loan may be prepaid.

Due Dates/Amounts:	9/1/2026	\$150,000	9/1/2036	\$150,000
	9/1/2027	\$150,000	9/1/2037	\$150,000
	9/1/2028	\$150,000	9/1/2038	\$150,000
	9/1/2029	\$150,000	9/1/2039	\$150,000
	9/1/2030	\$150,000	9/1/2040	\$150,000
	9/1/2031	\$150,000	9/1/2041	\$150,000
	9/1/2032	\$150,000	9/1/2042	\$150,000
	9/1/2033	\$150,000	9/1/2043	\$150,000
	9/1/2034	\$150,000	9/1/2044	\$150,000
	9/1/2035	\$150,000	9/1/2045	\$150,000

Payments will be transferred into the Revolving Capital Project Account.

**Northeast Lakeview College**



Dr. Veronica Garcia, President

**Alamo Colleges**

**Lisa L. Mazure,**  
**MSA CPA**

Digitally signed by Lisa  
L. Mazure, MSA CPA  
Date: 2025.12.02  
09:35:24 -06'00'

Lisa L. Mazure, Associate Vice Chancellor  
Finance & Fiscal Services

Alamo Colleges  
Internal Financing Agreement  
Amendment 1

Project Description: Construction of Northeast Lakeview College Veterans Center.

College/District Department: Northeast Lakeview College

Amount of Loan: \$2,500,000

Purpose of Loan: Finance NLC Veterans Center

Repayment Source: Primary: NLC Capital Budget  
Secondary: NLC Institutional Budget

Interest Rate: None

Loan Duration: 20 years

Annual Payments: Loan may be prepaid.

Due Dates/Amount:	9/1/2025 \$125,000	9/1/2035 \$125,000
	9/1/2026 \$125,000	9/1/2036 \$125,000
	9/1/2027 \$125,000	9/1/2037 \$125,000
	9/1/2028 \$125,000	9/1/2038 \$125,000
	9/1/2029 \$125,000	9/1/2039 \$125,000
	9/1/2030 \$125,000	9/1/2040 \$125,000
	9/1/2031 \$125,000	9/1/2041 \$125,000
	9/1/2032 \$125,000	9/1/2042 \$125,000
	9/1/2033 \$125,000	9/1/2043 \$125,000
	9/1/2034 \$125,000	9/1/2044 \$125,000

Payments will be transferred into the Revolving Capital Project Account.

**Northeast Lakeview College**



Dr. Veronica Garcia, President

**Alamo Colleges**

**Lisa L. Mazure,**  
**MSA CPA**

Digitally signed by Lisa  
L. Mazure, MSA CPA  
Date: 2025.12.02  
09:34:38 -06'00'

Lisa L. Mazure, Associate Vice Chancellor  
Finance & Fiscal Services

## Discussion and Possible Action on Award of Guaranteed Maximum Price to Upgrade the Electrical Plant Switchgear at St. Philip's College

Presented to the Board Acting as Committee of the Whole on January 13, 2026, and now presented to the Board for approval on January 20, 2026.

### MINUTE ORDER

"The Board of Trustees hereby authorizes the award of a contract for a guaranteed maximum price of \$1,700,000\_ for GMP One, primarily for early equipment procurement and preparation, to construction manager at risk Structure Tone Southwest to upgrade the electrical plant switchgear at St Philip's College, subject to subsequent execution of contractual instruments acceptable to District counsel by Chancellor or delegate, as requested by the Associate Vice Chancellor for Facilities Operations and Construction Management."

### PURPOSE

To award a contract for a critical upgrade of electrical plant switchgear at St. Philip's College.

### BACKGROUND

The Project consists of the design, acquisition and construction required for a phased replacement of the existing 5kV electrical switchgear, 5kV-480V unit-substation/switchgear, medium voltage (MV) chiller transformers, and CPSE transformers/metering located at Electrical Plant #15 (West) which has reached the end of its projected useful life. This project will require high-level coordination with CPS Energy for the upgrade of their electrical service equipment from 5kV to 13.2kV. This enhancement of the existing West Campus Plant will increase the life of the Plant.

Equipment manufacturing and delivery timelines range from 9 to 12 months for the required specialized electrical equipment, risking the plan to perform the most disruptive work activities during the December 2026 to January 2027 winter break to minimize impact to scheduled classes. This minute order is presented pending receipt of a guaranteed maximum price proposal. If an acceptable proposal is not received before the regular Board meeting, Administration will recommend inaction on this item and resort to February ratification to enable earlier emergency contract award and project commencement.

Structure Tone Southwest was competitively qualified pursuant to RFQS2023-0027 and then selected as the best value from among 5 qualified vendors invited to submit proposals pursuant to the 2-step CMAR selection process of Texas Government Code § 2269.253(e).

### IMPLICATIONS

**Financial:** \$1,700,000

**Strategic Plan:** Goal II – Principle-Centered Leadership; Goal III Performance Excellence

**Employee Services:** None

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Lisa L. Mazure, MSA, CPA.  
Assoc Vice Chancellor for Finance and  
Fiscal Services

---

Gregory L. McClure  
Assoc. Vice Chancellor for Facilities Operations  
and Construction Management

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Dr. Thomas S. Cleary  
Interim Vice Chancellor for Finance & Admin.

---

Dr. Mike Flores  
Chancellor







ALAMO  
COLLEGES  
DISTRICT

**Board Policies Reviewed with No Substantive Change**  
January 20, 2026

Policy No.	Policy Title	Responsible Department	Review Date
<b><u>Policy Section D: Personnel</u></b>			
Policy D.11.01	Emergency Leave Bank	Talent, Organization & Strategic Innovation	1/20/2026

### **D.11.01 Emergency Leave Bank Policy**

Responsible Department: ~~Talent/Org/Strategic Innovation~~[Talent, Organization & Strategic Innovation](#)

Board Adoption: 12/14/2010

Last Board Action: 03/19/2019

[Reviewed: 1/20/26](#)

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In accordance with Sections 661.001 – 661.008 of the Texas Government Code, the Alamo Colleges Board of Trustees established an **Emergency Leave Bank** for its employees, as follows:

#### **Purpose**

The Emergency Leave Bank is intended to alleviate hardship to an employee in the event the employee or immediate family member experiences a catastrophic illness or injury causing the employee to exhaust all accrued leave time.

#### **Leave Contribution**

The Emergency Leave Bank is established by employee contributions of sick leave to the bank in increments of one-day (8 hours) to a maximum of five days (40 hours) per fiscal year. An employee wishing to contribute to the bank must submit an Emergency Leave Bank Donation Form to the ~~Human Resources~~[Talent, Organization, and Strategic Innovation \(TOSI\), Benefits & Department](#).

#### **Administrator**

The Chancellor is responsible for establishing a procedure to administer the emergency leave bank and may establish procedures to permit leave bank participation for adjunct faculty, CE instructors and part-time employees. The ~~Associate~~ Vice Chancellor of ~~Human Resources and Organizational Development~~[TOSI](#) or ~~her~~[their](#) designee will administer the Emergency Leave Bank program, in accordance with Policy [D.05.03](#) – Holidays, Leaves and Absences.

#### **Provision**

Employees may apply to withdraw sick leave from a shared pool when they have exhausted all their accrued sick, vacation, or personal leave time either because they are suffering from a catastrophic illness or they are caring for a family member who has a catastrophic illness.

#### **Emergency Leave Bank Committee**

One Emergency Leave Bank Committee will be established to consider applications for all withdrawals from the pool and recommend the award of hours in accordance with the provisions of the program and hours available for distribution.

### **D.11.01 Emergency Leave Bank Policy**

Responsible Department: Talent, Organization & Strategic Innovation

Board Adoption: 12/14/2010

Last Board Action: 03/19/2019

Reviewed: 1/20/26

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#### **Administrator**

The Chancellor is responsible for establishing a procedure to administer the emergency leave bank and may establish procedures to permit leave bank participation for adjunct faculty, CE instructors and part-time employees. The Vice Chancellor of TOSI or their designee will administer the Emergency Leave Bank program, in accordance with Policy [D.05.03](#) – Holidays, Leaves and Absences.

#### **Provision**

Employees may apply to withdraw sick leave from a shared pool when they have exhausted all their accrued sick, vacation, or personal leave time either because they are suffering from a catastrophic illness or they are caring for a family member who has a catastrophic illness.

#### **Emergency Leave Bank Committee**

One Emergency Leave Bank Committee will be established to consider applications for all withdrawals from the pool and recommend the award of hours in accordance with the provisions of the program and hours available for distribution.

## **Discussion and Possible Action on Affirmation of Policy Revisions Approved by Chancellor Under Board-Delegated Authority**

Presented to the Board Acting as Committee of the Whole on January 13, 2026, and now presented to the Board for approval on January 20, 2026.

### **MINUTE ORDER**

**"The Alamo Colleges Board of Trustees hereby affirms the policy revisions approved by the Chancellor Trustees since the last Board meeting under authority delegated by the Board."**

### **PURPOSE**

To review and affirm policy revision approval actions taken by the Chancellor under authority delegated by the Board of Trustees, as attached.

### **BACKGROUND**

The three 2025 sessions of the Texas Legislature enacted numerous mandates requiring the adoption, and revision of institutional policies. Administration requested delegated authority for the Chancellor to approve the necessary policy updates to ensure timely compliance with these statutory requirements. This delegation was approved by the Board at its November 2025 meeting. The Board retains authority to review all actions taken under this delegation. The attached revised policies are presented to enable review and potential modification.

### **IMPLICATIONS**

**Financial:** None

**Strategic Plan:** Priority IV. – Performance Excellence

**Employee Services:** None

**ATTACHMENTS** B.2.1 Organizational Plan Policy  
B.5.1 Board Responsibilities Policy  
D. 2.2 Hiring Practices Policy  
D. 2.5 Hiring Authority, Status, Assignments and Duties Policy  
D.5.1 Employee Compensation Exempt/Non-Exempt Status Policy  
D.5.3 Holidays, Leaves, and Absences Policy  
D.10.3 Retirement Policy  
E.1.6. Program and Course Offerings Policy  
H.3.1. State Law Prohibitions Policy

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Dr. Daphene Carson  
Director of Ethics, Compliance & Policy

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Linda Boyer-Owens  
Vice Chancellor for People, Organization & Policy

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Ross Laughead  
General Counsel

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Dr. Mike Flores  
Chancellor



## **B.2.1 (Policy) Organizational Plan**

Responsible Department: Office of the Chancellor

Board Adoption: 8-18-09

Last Board Action: 12-13-16 Last Amended: 1-9-19, 8-12-25, 1-5-26

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### **College District**

The organizational structure of the College District shall encompass a system of cooperating colleges designed to fulfill the College District's mission.

#### **Organization Chart**

The College District ~~and college~~-organization charts can be found at:

<https://www.alamo.edu/siteassets/district/about-us/leadership/alamo-colleges-organization-chart.pdf>

#### **Decision Making Framework**

The decision-making framework of the College District provides a clear, efficient, process by which strategic and operating decisions are made to guide the system in fulfillment of the College District's mission.

The College District decision-making framework can be found at:

<https://www.alamo.edu/about-us/leadership/shared-governance/>

### **Chancellor**

The Chancellor is the Chief Executive Officer and principal administrative official responsible for the direction of all operations of the College District. Specific responsibilities include, but are not limited to, the following:

1. Act as chief executive officer of the College District, charged with implementing the policies of the Board.
2. Assume overall responsibility for College District programs and services, including administration, organization, personnel, education and instruction, student services, and business affairs.
3. Provide leadership through analysis of needs, identification of priorities, effective action, evaluation and adjustment.
4. Work with the Board to develop a strategic plan and be responsible for the implementation of that plan.
5. Recommend administrator and full-time faculty initial appointments, annual reappointments and contracts to the Board (exceptions: District Director of Internal Audit and Chancellor contracts - see D.2.5 and D.2.5.1).
6. Develop, review, recommend, and implement procedures and policies regarding recruitment, development, evaluation, promotion, and termination of College District employees.
7. Submit to the Board and administer an annual College District budget and make recommendation to the Board for budget changes.
8. Review educational programs on a continuing basis and recommend adoption

## **B.2.1 (Policy) Organizational Plan**

Responsible Department: Office of the Chancellor

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of courses of instruction and changes that will improve the quality and scope of education and community services.

9. Oversee maintenance and development of physical facilities required by the College District.
10. In cooperation with Board and staff, represent and interpret the College District to the public, the media, community, and professional organizations, other educational institutions, legislative bodies, business and industry.
11. Lend influence in the development of local, state, and national educational policies.
12. Assume overall responsibility for formulation of all reports required by local, state, and federal agencies.
- [13.](#) Inform the Board regarding the College District and its needs.
- [13:14.](#) Serve as final adjudicating official for all termination and non-renewal appeals of full-time administrators, staff and faculty in accordance with TEC §51.9431, unless the employee reports directly to the Chancellor.
- [14:15.](#) Perform such other duties as the Board may assign.

### **Presidents**

Each Alamo Colleges' President serves as the Chief Executive Officer of his/her respective College under the leadership and direction of the Board of Trustees and the Chancellor and in conjunction with the Vice Chancellors. College Presidents are responsible for advancing the mission, vision, and values of the Alamo Colleges, and directing all operational areas of their respective Colleges. College Presidents are selected in accordance with [TEC §51.352, Policy D.2.2 and Procedure D.2.2.1](#) – Hiring Practices by the Chancellor, subject to appointment by the Board of Trustees.

### **Vice Chancellors**

The Vice Chancellors serve as the senior administrative leaders responsible for the day-to-day operations of their respective area of responsibility and they support the Presidents, Chancellor and Board of Trustees in developing and implementing the strategic plan and initiatives of the District. They are the subject matter experts who provide leadership within their fields of expertise to the District managers and College administrators. Vice Chancellors are selected by the Chancellor, ~~in~~ in accordance with [TEC §51.352, Policy D.2.2 and Procedure D.2.2.1](#), subject to appointment by the Board of Trustees.

### **Faculty Senate, and Staff Senates**

## **B.2.1 (Policy) Organizational Plan**

Responsible Department: Office of the Chancellor

Board Adoption: 8-18-09

Last Board Action: 12-13-16 Last Amended: 1-9-19, 8-12-25, [1-5-26](#)

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In the interest of maintaining open communication and encouraging participative decision making, the Board wishes to provide avenues for the faculty and staff of the College District to be appropriately involved in an advisory capacity to the governance of the institution. With that intent, the Board sets forth the following policy guidelines:

1. The senates have the right to gather for the purpose of discussing issues and concerns of particular importance to the respective group in accordance with Texas Education Code §51.3522 and Policy B.2.2 Faculty Senate Establishment and Governance, which outline the processes for representation, appointment, meeting transparency, and advisory functions within the Alamo Colleges District.
2. Each senate shall have a clear constitution approved by the Chancellor and the membership shall be selected according to its provisions.
3. The Chancellor may include representatives of various employee groups on committees appointed by the Chancellor. The senates may be represented on major College District and college committees by which they may be significantly affected, as appointed by the Chancellor.
4. The role of an individual in decision making is prescribed through:
  - a. The position description for each assigned role in the institution.
  - b. Participation in ongoing activities (planning, budgeting, and the like) of a College District or college unit or division.
  - c. Participation as a member of a committee or task force with defined advisory responsibilities.

*Legal Reference - TACC Policy Reference Manual*

*Legal Reference – Texas Education Code, including:*

§51.913

§51.9431

§51.352

§51.3522

§51.315

BF(LEGAL) - Chief Executive Officer

BFA(LEGAL) - Chief Executive Officer: Qualifications and Duties

BFB(LEGAL) - Chief Executive Officer: Contract

BFC(LEGAL) - Chief Executive Officer: Termination of Employment

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Responsible Department: Office of the Chancellor

Board Adoption: 8-18-09

Last Board Action: 12-13-16 Last Amended: 1-9-19, 8-12-25, 1-5-26

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3. Provide leadership through analysis of needs, identification of priorities, effective action, evaluation and adjustment.
4. Work with the Board to develop a strategic plan and be responsible for the implementation of that plan.
5. Recommend administrator and full-time faculty initial appointments, annual reappointments and contracts to the Board (exceptions: District Director of Internal Audit and Chancellor contracts - see D.2.5 and D.2.5.1).
6. Develop, review, recommend, and implement procedures and policies regarding recruitment, development, evaluation, promotion, and termination of College District employees.
7. Submit to the Board and administer an annual College District budget and make recommendation to the Board for budget changes.
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Responsible Department: Office of the Chancellor

Board Adoption: 8-18-09

Last Board Action: 12-13-16 Last Amended: 1-9-19, 8-12-25, 1-5-26

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9. Oversee maintenance and development of physical facilities required by the College District.
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11. Lend influence in the development of local, state, and national educational policies.
12. Assume overall responsibility for formulation of all reports required by local, state, and federal agencies.
13. Inform the Board regarding the College District and its needs.
14. Serve as final adjudicating official for all termination and non-renewal appeals of full-time administrators, staff and faculty in accordance with TEC §51.9431, unless the employee reports directly to the Chancellor.
15. Perform such other duties as the Board may assign.

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### **Faculty Senate, and Staff Senates**

## **B.2.1 (Policy) Organizational Plan**

Responsible Department: Office of the Chancellor

Board Adoption: 8-18-09

Last Board Action: 12-13-16 Last Amended: 1-9-19, 8-12-25, 1-5-26

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2. Each senate shall have a clear constitution approved by the Chancellor and the membership shall be selected according to its provisions.
3. The Chancellor may include representatives of various employee groups on committees appointed by the Chancellor. The senates may be represented on major College District and college committees by which they may be significantly affected, as appointed by the Chancellor.
4. The role of an individual in decision making is prescribed through:
  - a. The position description for each assigned role in the institution.
  - b. Participation in ongoing activities (planning, budgeting, and the like) of a College District or college unit or division.
  - c. Participation as a member of a committee or task force with defined advisory responsibilities.

*Legal Reference - TACC Policy Reference Manual*

*Legal Reference – Texas Education Code, including:*

§51.913

§51.9431

§51.352

§51.3522

§51.315

BF(LEGAL) - Chief Executive Officer

BFA(LEGAL) - Chief Executive Officer: Qualifications and Duties

BFB(LEGAL) - Chief Executive Officer: Contract

BFC(LEGAL) - Chief Executive Officer: Termination of Employment

### B.5.1 (Policy) Board Responsibilities

Responsible Department: Office of the Chancellor

Board Adoption: 8-18-09

Last Board Action: 12-17-13

Last Amended: 11-18-16, 1-5-26

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Board responsibilities shall be to:

1. Adopt and periodically review a statement of philosophy which clarifies basic educational beliefs and educational responsibilities of the College District to the community.
2. Exercise its stewardship responsibilities to the public through its administrators and employees.
3. Enhance the public image of the Alamo Colleges.
- ~~3.~~ Determine the quality of professional leadership needed to carry out the philosophy and objectives of the College District; select, appoint, and evaluate performance of the Chancellor in accordance with §51.913, and the District Director of Internal Audit.
4. Consider and act upon administrative recommendations concerning appointment, reappointment or retention, ~~or dismissal of other administrators, and of non-tenured, tenured and tenure track full-time regular status faculty in accordance with §51.9431.~~
- ~~4.~~5. Consider and act upon administrative recommendations concerning appointment, reappointment or retention, of administrators in accordance with §51.352.
- ~~2.~~6. Approve substantive changes to job descriptions for the chancellor and District Director for Internal Audit, ~~vice chancellors, presidents, vice presidents and faculty.~~
- ~~3.~~7. Establish clearly defined personnel policies for all employees of the College District.
- ~~4.~~8. Approve uniform policies regarding admission, retention, scholastic standards, record keeping, registration practices, and regulations for student conduct.
- ~~5.~~9. Review and take appropriate action on matters relating to site selection and physical plant development.
- ~~6.~~10. Provide ways and means of financial support; approve the annual budget; review and approve expenditures; approve the tuition and fees schedule; and set the tax rate.
- ~~7.~~11. Approve courses and curricula for inclusion in educational programs of the colleges in accordance with §- 51.315.
- ~~8.~~12. Formulate such additional policies as are necessary to promote the educational program of the colleges.
- ~~9.~~13. Review administrative recommendations and take action concerning employee compensation and benefit programs.
- ~~10.~~14. Consider communications and requests from citizens and organizations on matters of policy, administration, and other items of public concern affecting the College District.
- ~~11.~~15. Serve as a final adjudicating agency ~~for students, employees, and citizens~~ of the College District on matters of Board policy.
- ~~12.~~ Bear the legal responsibility for all aspects of the operation of the College District.

### **B.5.1 (Policy) Board Responsibilities**

Responsible Department: Office of the Chancellor

Board Adoption: 8-18-09

Last Board Action: 12-17-13

Last Amended: 11-18-16, 1-5-26

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*Legal Reference - TACC Policy Reference Manual*

*Legal Reference – Texas Education Code, including:*

§51.913

§51.9431

§51.352

§51.315

BAA(LEGAL) - Board Legal Status: Powers, Duties, Responsibilities

BI(LEGAL) - Reports

1 of 1

### **B.5.1 (Policy) Board Responsibilities**

Responsible Department: Office of the Chancellor

Board Adoption: 8-18-09

Last Board Action: 12-17-13

Last Amended: 11-18-16, 1-5-26

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Board responsibilities shall be to:

1. Adopt and periodically review a statement of philosophy which clarifies basic educational beliefs and educational responsibilities of the College District to the community.
2. Exercise its stewardship responsibilities to the public through its administrators and employees.
3. Enhance the public image of the Alamo Colleges.
4. Determine the quality of professional leadership needed to carry out the philosophy and objectives of the College District; select, appoint, and evaluate performance of the Chancellor in accordance with §51.913, and the District Director of Internal Audit. Consider and act upon administrative recommendations concerning appointment, reappointment or retention, of full-time regular status faculty in accordance with §51.9431.
5. Consider and act upon administrative recommendations concerning appointment, reappointment or retention, of administrators in accordance with §51.352.
6. Approve substantive changes to job descriptions for the chancellor and District Director for Internal Audit.
7. Establish clearly defined personnel policies for all employees of the College District.
8. Approve uniform policies regarding admission, retention, scholastic standards, record keeping, registration practices, and regulations for student conduct.
9. Review and take appropriate action on matters relating to site selection and physical plant development.
10. Provide ways and means of financial support; approve the annual budget; review and approve expenditures; approve the tuition and fees schedule; and set the tax rate.
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15. Serve as a final adjudicating agency of the College District on matters of Board policy.  
Bear the legal responsibility for all aspects of the operation of the College District.

### **B.5.1 (Policy) Board Responsibilities**

Responsible Department: Office of the Chancellor

Board Adoption: 8-18-09

Last Board Action: 12-17-13

Last Amended: 11-18-16, 1-5-26

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§51.913

§51.9431

§51.352

§51.315

BAA(LLEGAL) - Board Legal Status: Powers, Duties, Responsibilities

BI(LLEGAL) - Reports

1 of 1

## D.2.2 (Policy) Hiring Practices

Responsible Department: Talent, Organization and Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 1-13-10

Last Amended: 5-24-17, 1-5-26

Reviewed: 9-27-22

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The Alamo Colleges District shall adhere to College District policies and procedures and applicable laws in the selection of all employees including Texas Senate Bill 37 (89R) (“SB37”), Section 2.01, codified as Texas Education Code § 51.352 and Section 2.03, codified as Texas Education Code § 51.913. TOSI (Talent, Organization and Strategic Innovation) ~~The Human Resources department~~ is responsible for developing employment procedures, and ensuring compliance with College District employment policies and procedures.

The Board seeks to employ only the most outstanding personnel available. The Alamo Colleges District shall seek qualified persons for each position based on job-related standards of education, training, experience and personal qualifications.

All positions are vital to the operations of the College District and shall be filled promptly utilizing efficient recruiting and selection processes. Hiring policies and practices shall be administered fairly and equitably. The College District shall not give preferential treatment in any employment practice.

TOSI ~~The College District~~ shall verify employment eligibility for the College District within three business days of hire or actual commencement of duties for all persons hired by examining documents that establish identity and by authorizing and completing the I-9 Form issued by the U.S. Department of Homeland Security- Citizenship and Immigration Services ~~Federal Immigration and Naturalization Service.~~

*Legal Reference - TACC Policy Reference Manual*

*Legal Reference – Texas Education Code, including TEC § 51.352  
TEC § 51.913*

## **D.2.2 (Policy) Hiring Practices**

Responsible Department: Talent, Organization and Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 1-13-10

Last Amended: 5-24-17, 1-5-26

Reviewed: 9-27-22

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The Board seeks to employ only the most outstanding personnel available. The Alamo Colleges District shall seek qualified persons for each position based on job-related standards of education, training, experience and personal qualifications.

All positions are vital to the operations of the College District and shall be filled promptly utilizing efficient recruiting and selection processes. Hiring policies and practices shall be administered fairly and equitably. The College District shall not give preferential treatment in any employment practice.

TOSI shall verify employment eligibility for the College District within three business days of hire or actual commencement of duties for all persons hired by examining documents that establish identity and by authorizing and completing the I-9 Form issued by the U.S. Department of Homeland Security- Citizenship and Immigration Services .

*Legal Reference - TACC Policy Reference Manual*

*Legal Reference – Texas Education Code, including TEC § 51.352  
TEC § 51.913*

## **D.2.5 (Policy) Hiring Authority, Status, Assignments and Duties**

Responsible Department: ~~Human Resources~~ Talent, Organization and Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 7-25-17

Last Amended: 1-5-26

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*In this policy the term "Chancellor" means "Chancellor, Interim Chancellor, Acting Chancellor, or designee, including a College President."*

### **Hiring Authority**

Non-Contract and Temporary Contract Employees: The Chancellor, in consultation with the appropriate College President or Vice Chancellor, shall hire all non-contract and temporary contract employees ~~with the exception of the Board Liaison, who shall be hired by the Board.~~

Administrators and Full-Time Faculty: The Board shall hire the Chancellor and the District Director of Internal Audit. The Chancellor, in consultation with the appropriate College President or Vice Chancellor, shall recommend all other administrator and full-time faculty contracts to the Board for approval and in accordance with Texas Senate Bill 37 (89R) ("SB37"), Section 2.01, codified as Texas Education Code § 51.352 and Section 2.03, codified as Texas Education Code § 51.913.

Exceptions: The Chancellor may employ personnel for whom Board employment approval is necessary pending Board approval when, in the opinion of the Chancellor, the deferral of employment authorization until the next regular Board meeting would cause a significant disruption in the operation of the College District. Employment so authorized shall be submitted to the Board for consideration of contract approval at the earliest practical time.

### **Status**

All non-contract employees are employed at will, are not employed for a specific length of time, and have no property right in their employment. Non-contract employees may be dismissed at any time, for any legal reason, or for no reason.

Contracted employment does not create any entitlement to employment beyond the current term of the current contract. Renewal of a contract is not automatic.

### **Assignments and Duties**

All employees, except for internal audit department employees ~~and the Board Liaison~~, are subject at any time to assignment, reassignment or transfer to vacant or new positions by the Chancellor. The position to which the employee is assigned, reassigned, or transferred shall not be advertised. With the exceptions noted below, a college President, Vice Chancellor, or other direct report to the Chancellor, as appropriate, may propose internal transfers to the Chancellor for review and approval if a reasonable basis exists for the transfer and the action will benefit the College District. The District Director of Internal Audit is not subject, during the term of his/her contract, to reassignment or transfer by the Chancellor or any other College District employee. Any proposed assignments, reassignments or transfers of internal audit department employees are subject to approval by the Board after consultation with the District Director of Internal Audit.

In addition to their primary assignment, College District employees may have employment or business activities outside the College District, or additional assignments within the College District in accordance with College District policies and procedures.

## **D.2.5 (Policy) Hiring Authority, Status, Assignments and Duties**

Responsible Department: ~~Human Resources~~ Talent, Organization and Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 7-25-17

Last Amended: 1-5-26

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No College District employee or others described in Policy [D.2.4](#) shall provide or seek to provide independent contractor or consultant services, or act or seek to act as a vendor to the College District (for additional information see [D.2.4](#) and [C.1.5.1](#)).

No College District employee shall use College District resources for any outside employment, or any other activity that is not official College District business performed in carrying out the employee's assigned College District duties (for requirements related to the use of information technology resources see [C.1.9](#) and [C.1.9.1](#)).

Procedure [D.2.5.1](#) Hiring Authority, Status, Assignments and Duties

*Legal Reference - TACC Policy Reference Manual*

DCC(LEGAL) – Employment Practices: At-Will Employment

[TEC § 51.352](#)

[TEC § 51.913](#)

## **D.2.5 (Policy) Hiring Authority, Status, Assignments and Duties**

Responsible Department: Talent, Organization and Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 7-25-17

Last Amended: 1-5-26

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*In this policy the term "Chancellor" means "Chancellor, Interim Chancellor, Acting Chancellor, or designee, including a College President."*

### **Hiring Authority**

Non-Contract and Temporary Contract Employees: The Chancellor, in consultation with the appropriate College President or Vice Chancellor, shall hire all non-contract and temporary contract employees

Administrators and Full-Time Faculty: The Board shall hire the Chancellor and the District Director of Internal Audit. The Chancellor, in consultation with the appropriate College President or Vice Chancellor, shall recommend all other administrator and full-time faculty contracts to the Board for approval and in accordance with Texas Senate Bill 37 (89R) ("SB37"), Section 2.01, codified as Texas Education Code § 51.352 and Section 2.03, codified as Texas Education Code § 51.913.

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Contracted employment does not create any entitlement to employment beyond the current term of the current contract. Renewal of a contract is not automatic.

### **Assignments and Duties**

All employees, except for internal audit department employees, are subject at any time to assignment, reassignment or transfer to vacant or new positions by the Chancellor. The position to which the employee is assigned, reassigned, or transferred shall not be advertised. With the exceptions noted below, a college President, Vice Chancellor, or other direct report to the Chancellor, as appropriate, may propose internal transfers to the Chancellor for review and approval if a reasonable basis exists for the transfer and the action will benefit the College District. The District Director of Internal Audit is not subject, during the term of his/her contract, to reassignment or transfer by the Chancellor or any other College District employee. Any proposed assignments, reassignments or transfers of internal audit department employees are subject to approval by the Board after consultation with the District Director of Internal Audit.

In addition to their primary assignment, College District employees may have employment or business activities outside the College District, or additional assignments within the College District in accordance with College District policies and procedures.

## **D.2.5 (Policy) Hiring Authority, Status, Assignments and Duties**

Responsible Department: Talent, Organization and Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 7-25-17

Last Amended: 1-5-26

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No College District employee or others described in Policy [D.2.4](#) shall provide or seek to provide independent contractor or consultant services, or act or seek to act as a vendor to the College District (for additional information see [D.2.4](#) and [C.1.5.1](#)).

No College District employee shall use College District resources for any outside employment, or any other activity that is not official College District business performed in carrying out the employee's assigned College District duties (for requirements related to the use of information technology resources see [C.1.9](#) and [C.1.9.1](#)).

Procedure [D.2.5.1](#) Hiring Authority, Status, Assignments and Duties

*Legal Reference - TACC Policy Reference Manual*

DCC(LEGAL) – Employment Practices: At-Will Employment

TEC § 51.352

TEC § 51.913

## **D.05.01 (Policy) Employee Compensation and Exempt/Non-Exempt Status**

Responsible Department: Talent, Organization & Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 4-28-09

Reviewed: 5-23-17, 9-27-22, [1-20-26](#)

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Compensation for all employees shall be administered consistently and fairly within the respective pay plans, (i.e., faculty and other staff) throughout the College District.

### **Classification of Employees**

The College District complies with all federal, state and local regulations in its compensation policies. The College District complies with the Fair Labor Standards Act (FLSA), Equal Pay Act, Title VII of the Civil Rights Act, and applicable state law in the administration of compensation procedures.

Exempt employees are compensated on a salary basis, which covers all hours worked for their employment period, and are not entitled to overtime compensation.

Non-exempt employees may will be compensated on an hourly basis ~~or on a salary basis~~, and are compensated for overtime in accordance with federal regulations.

For non-exempt employees, overtime pay is earned for hours worked over forty (40) during their regularly scheduled workweek. There is no extra pay for employees scheduled to work Saturdays or Sundays as part of their workweek, unless they work more than forty hours in a workweek.

Procedure [D.05.01.01](#) Employee Compensation and Exempt/Non-Exempt Status

*Legal Reference - TACC Policy Reference Manual*

DE(LEGAL) - Compensation and Benefits

DEA(LEGAL) - Compensation and Benefits: Salaries and Wages

## **D.05.01 (Policy) Employee Compensation and Exempt/Non-Exempt Status**

Responsible Department: Talent, Organization & Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 4-28-09

Reviewed: 5-23-17, 9-27-22, 1-20-26

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Procedure [D.05.01.01](#) Employee Compensation and Exempt/Non-Exempt Status

*Legal Reference - TACC Policy Reference Manual*

DE(LEGAL) - Compensation and Benefits

DEA(LEGAL) - Compensation and Benefits: Salaries and Wages

### **D.5.3 (Policy) Holidays, Leaves and Absences**

Responsible Department: ~~Human Resources~~Talent, Organization & Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 3-19-19

Reviewed: 1-20-26

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The College District provides a comprehensive and systematic program of leave for all benefits-eligible College District employees. The program includes both compensated and uncompensated leave. The immediate supervisor or designee must approve all leave requests.

~~The Talent, Organization and Strategic Innovation Human Resources department~~ shall develop, administer and monitor leave policies and procedures. Hiring authorities and all supervisors are responsible for the consistent and fair application of these policies and procedures.

*Legal Reference - TACC Policy Reference Manual*

Procedure [D.5.3.1 Holidays, Leaves and Absences](#)

Procedure [D.5.3.2 Peace Officer Mental Health Leave](#)

### **D.5.3 (Policy) Holidays, Leaves and Absences**

Responsible Department: Talent, Organization & Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 3-19-19

Reviewed: 1-20-26

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The College District provides a comprehensive and systematic program of leave for all benefits-eligible College District employees. The program includes both compensated and uncompensated leave. The immediate supervisor or designee must approve all leave requests.

Talent, Organization and Strategic Innovation shall develop, administer and monitor leave policies and procedures. Hiring authorities and all supervisors are responsible for the consistent and fair application of these policies and procedures.

*Legal Reference - TACC Policy Reference Manual*

Procedure [D.5.3.1](#) Holidays, Leaves and Absences

Procedure [D.5.3.2](#) Peace Officer Mental Health Leave

### **D.10.3 (Policy) Retirement**

Responsible Department: Talent, Organization & Strategic Innovation ~~Human Resources~~

Board Adoption: 4-28-09

Last Board Action: 4-28-09

Last Amended: 1-13-10

Last Reviewed: 1-20-26

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The Board of Trustees does not require retirement of any employee on the basis of age.

#### **Retirement Programs**

Persons employed in full-time classified and professional positions are required to participate in the Teacher Retirement System of Texas. Persons employed in administrative and faculty positions are required to participate in the Teacher Retirement System of Texas or the Optional Retirement Program. Both programs are authorized and governed by legislation of the state of Texas and appropriate administrative rules and procedures established by the governing bodies.

Alamo Colleges District shall provide supplemental critical illness benefits to eligible retired peace officers, as required under Texas Government Code, Chapter 607, Subchapter D (as amended by HB 4144, 89R) to offer a supplemental income benefit or comparable health benefit coverage following a qualifying illness.

#### **D.10.3.1 (Procedure) Supplemental Critical Illness Benefits for Retired Peace Officers**

*Legal Reference - TACC Policy Reference Manual*

DF(LEGAL) - Retirement Programs

### **D.10.3 (Policy) Retirement**

Responsible Department: Talent, Organization & Strategic Innovation

Board Adoption: 4-28-09

Last Board Action: 4-28-09

Last Amended: 1-13-10

Last Reviewed: 1-20-26

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The Board of Trustees does not require retirement of any employee on the basis of age.

#### **Retirement Programs**

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Alamo Colleges District shall provide supplemental critical illness benefits to eligible retired peace officers, as required under Texas Government Code, Chapter 607, Subchapter D (as amended by HB 4144, 89R) to offer a supplemental income benefit or comparable health benefit coverage following a qualifying illness.

#### **D.10.3.1 (Procedure) Supplemental Critical Illness Benefits for Retired Peace Officers**

*Legal Reference - TACC Policy Reference Manual*

DF(LEGAL) - Retirement Programs

## E.01.06 Program and Course Offerings Policy

Responsible Department: Vice Chancellor for Academic Success

Board Adoption: 5-19-09

Last Board Action: 5-19-09

Last Amended: 11-14-16, 12-19-23

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### Purpose

To ensure that all general education and program curricula across Alamo Colleges District are foundational, relevant, cost-effective, and aligned with civic, professional, and workforce needs, in accordance with Texas SB 37.

### Curriculum Oversight and Review

#### A. Five-Year Curriculum Review Cycle

- The Board shall conduct a comprehensive review of each institution's general education curriculum at least once every five years.
- Reviews shall assess whether courses:
  - Are foundational to postsecondary education
  - Prepare students for civic and professional life
  - Equip students for workforce participation and societal contribution
  - Maintain breadth of knowledge consistent with accreditation standards

#### B. Annual Curriculum Reporting

- Each college shall submit an annual curriculum update to the Board.
- The Board reserves the right to overturn curriculum changes that do not meet the standards outlined in this policy.

#### C. Cost and Efficiency Consideration

- Curriculum decisions shall consider the financial impact on students, including tuition, fees, and time to degree completion.

### Instructional Advisory Committees

- Each college shall ~~maintain~~ ~~establish for various programs~~ Instructional Advisory Committees ~~for programs, with that representation expertise in the program field.~~ ~~Membership shall include appropriate representation~~ from government, business, education, labor, and ~~other segments of the community at large~~ sectors.
- Advisory Committees for occupational/technical programs shall be established as required in the Texas Higher Education Coordinating Board's Technical and Vocational Program Guidelines. Other Advisory Committees shall be established as needed. All Advisory Committees shall:
  1. Provide an opportunity for members of the committee to link the community with the college and assist in interpreting the mission and goals of a program to the community at large and the Board.

## E.01.06 Program and Course Offerings Policy

Responsible Department: Vice Chancellor for Academic Success

Board Adoption: 5-19-09

Last Board Action: 5-19-09

Last Amended: 11-14-16, 12-19-23

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- Advise on curriculum relevance and alignment with workforce trends
- ~~2. Provide recommendations to the appropriate Dean on the establishment~~Recommend program additions, deletion, and maintenance of program(s) modifications.
- ~~3. Participate in formulating program plans, developing courses, and evaluating instructional space, facilities, equipment, library materials, and program vitality.~~
- ~~4. Identify trends in technology with a view to formulating plans for implementing these trends in the curriculum.~~
- ~~5. Advise in the development of program curricula through processes that identify competencies in the program field and sequence those competencies into courses.~~
- ~~6. Provide recommendations to the program manager in the identification, recruitment, and selection of guest lecturers, students, and other human resources to keep a program relevant and up to date.~~
- ~~7. Act as a catalyst in recruiting students into the program, identifying practicum and cooperative job sites, developing school to work transition programs, and assisting students in obtaining employment or transfer to a four year college or university.~~
- ~~8. Assist in securing loans or donations of special equipment and encourage participation by business leaders in providing support, work experience, and contacts for faculty and students.~~
- ~~9. Act as public relations group for obtaining support for a program, providing speakers to address relevant support groups, and promoting awareness of the program through various media.~~
- ~~1. Assist in providing scholarships and awards for outstanding students and faculty.~~
- Support recruitment, public awareness, and student success initiatives
- ~~10.~~

### Program Reductions and Realignment

## E.01.06 Program and Course Offerings Policy

Responsible Department: Vice Chancellor for Academic Success

Board Adoption: 5-19-09

Last Board Action: 5-19-09

Last Amended: 11-14-16, 12-19-23

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~~The Board recognizes the possibility of program reductions. At least two conditions which might lead to program reduction are noted: discontinuance of a course of study and financial exigency.~~

~~There are a number of possible reasons for considering the discontinuance of a program. In a time of scarce resources it might be necessary to phase out one program in order to initiate another; it may be that the costs and benefits have reached a point where continuance no longer makes economic or educational sense; it may be that the institutional mission dictates changes in focus and emphasis; or it may be that programs do not meet the performance measures mandated by Texas Higher Education Coordinating Board.~~

- ~~• Program reductions may occur due to financial exigency and in accordance with accrediting board, federal and Texas state requirements.~~
- ~~• The Chancellor shall ensure that procedures for program discontinuing discontinuance a course of study are developed and implemented in accordance with state law and institutional priorities.~~

### *Legal Reference - TACC Policy Reference Manual*

ECC(LEGAL) - Instructional Arrangements: Course Load and Schedules

EFA(LEGAL) - Curriculum Design: Instructional Programs and Courses

EFAA(LEGAL) - Instructional Programs and Courses: Academic Courses

EFAB(LEGAL) - Instructional Programs and Courses: Career Technical/Workforce Courses

EFCA(LEGAL) - Special Programs: Students with Disabilities

EFCB(LEGAL) - Special Programs: Adult Basic and Secondary Education

EFCC(LEGAL) - Special Programs: Elementary and Secondary Education

EI(LEGAL) - Testing Programs

[Texas SB 37 \(89th Legislature\), Texas Education Code §51.315](#)

## **E.01.06 Program and Course Offerings Policy**

**Responsible Department:** Vice Chancellor for Academic Success

Board Adoption: 5-19-09

Board Review: 5-19-09

Last Amended: 11-14-16, 12-19-23

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### **Purpose**

To ensure that all general education and program curricula across Alamo Colleges District are foundational, relevant, cost-effective, and aligned with civic, professional, and workforce needs, in accordance with Texas SB 37.

### **Curriculum Oversight and Review**

#### A. Five-Year Curriculum Review Cycle

- The Board shall conduct a comprehensive review of each institution's general education curriculum at least once every five years.
- Reviews shall assess whether courses:
  - Are foundational to postsecondary education
  - Prepare students for civic and professional life
  - Equip students for workforce participation and societal contribution
  - Maintain breadth of knowledge consistent with accreditation standards

#### B. Annual Curriculum Reporting

- Each college shall submit an annual curriculum update to the Board.
- The Board reserves the right to overturn curriculum changes that do not meet the standards outlined in this policy.

#### C. Cost and Efficiency Consideration

- Curriculum decisions shall consider the financial impact on students, including tuition, fees, and time to degree completion.

### **Instructional Advisory Committees**

- Each college shall maintain Instructional Advisory Committees for programs, with representation from government, business, education, labor, and community sectors.
- Committees shall:
  - Advise on curriculum relevance and alignment with workforce trends
  - Recommend program additions, deletions, and modifications
  - Support recruitment, public awareness, and student success initiatives

### **E.01.06 Program and Course Offerings Policy**

**Responsible Department:** Vice Chancellor for Academic Success

Board Adoption: 5-19-09

Board Review: 5-19-09

Last Amended: 11-14-16, 12-19-23

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#### **Program Reductions and Realignment**

- Program reductions may occur due to financial exigency and in accordance with accrediting board, federal and Texas state requirements.
- The Chancellor shall ensure procedures for program discontinuance are developed and implemented in accordance with state law and institutional priorities.

#### *Legal Reference - TACC Policy Reference Manual*

ECC(LEGAL) - Instructional Arrangements: Course Load and Schedules

EFA(LEGAL) - Curriculum Design: Instructional Programs and Courses

EFAA(LEGAL) - Instructional Programs and Courses: Academic Courses

EFAB(LEGAL) - Instructional Programs and Courses: Career Technical/Workforce Courses

EFCA(LEGAL) - Special Programs: Students with Disabilities

EFCB(LEGAL) - Special Programs: Adult Basic and Secondary Education

EFCC(LEGAL) - Special Programs: Elementary and Secondary Education

EI(LEGAL) - Testing Programs

Texas SB 37 (89th Legislature), Texas Education Code §51.315

### **H.3.1 (Policy) State Law Prohibitions**

Responsible Departments: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator and General Counsel

Board Adoption: 12-19-23

Last Amended: ~~5-21-2024~~, 1-8-2026

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#### **Purpose**

This policy is designed to implement state law requirements limiting and prohibiting certain practices, including those generally referred to as Diversity, Equity and Inclusion initiatives, codified Texas Education Code §51.3525, and tolerating antisemitic speech and acts, as antisemitism is defined at Texas Government Code § 448.001, as required by Executive Order GA-44. In any unintended cases of failure of this policy to conform to then-applicable statutory, regulatory or executive order requirements regarding such matters, those requirements are hereby incorporated by reference and shall prevail to the extent of any conflict. The Chancellor may adopt procedures which, without limitation, reflect regulations to be drafted by state agencies to implement statutory requirements.

#### **Diversity, Equity and Inclusion Practices**

##### **Definition**

Diversity, Equity and Inclusion practices are defined as:

- (1) influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- (2) promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- (3) promoting policies or procedures designed or implemented in reference to race, color, or ethnicity; or
- (4) conducting training, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation

##### **Prohibition**

The College District shall not establish or maintain a Diversity, Equity and Inclusion office, division, unit, or function, or hire or assign an employee, or contract with a third party for the purposes of conducting Diversity, Equity and Inclusion practices as outlined in the definition section of this policy.

The College District shall not compel, require, induce, or solicit any person to provide a diversity, equity and inclusion statement, or give preferential consideration (e.g., in employment) to any person based on the provision of a diversity, equity and inclusion statement.

The College District shall not give preference on the basis of race, sex, color, ethnicity or national origin to an applicant for employment, an employee, or a participant in any function of the College District.

The College District shall not require any person as a condition of enrollment or of

### **H.3.1 (Policy) State Law Prohibitions**

Responsible Departments: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator and General Counsel

Board Adoption: 12-19-23

Last Amended: ~~5-21-2024~~, 1-8-2026

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performing any institutional function to participate in training which is designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation.

#### **Exceptions**

Policies, procedures and required training, programs and activities otherwise prohibited are allowed only when approved in writing by the institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

Required training, programs and activities also must be developed by an attorney and maintained in (i) the AlamoTALENT learning management system if for employees, and (ii) the office of the Vice Chancellor for Student Success if for students.

This policy does not restrict the issuance of statements that highlight the College District's work in supporting first-generation college students, low-income students, or underserved student populations for purposes, without limitation, of grant application or accreditation maintenance.

This policy does not restrict a policy, practice, procedure, program, or activity to enhance student academic achievement or postgraduate outcomes that is designed and implemented without regard to race, sex, color, or ethnicity.

Additional exceptions are, and this policy does not restrict:

- academic course instruction;
- scholarly research or a creative work by students, faculty or other research personnel or the dissemination of that research or work;
- an activity of a registered or recognized student organization;
- guest speakers or performers on short-term engagements;
- data collection; or
- student recruitment or admissions.

#### **Required Periodic State Reporting**

The Board must submit to the Legislature and the Texas Higher Education Coordinating Board a report certifying its compliance with Texas Education Code §51.3525 during the preceding state fiscal year before spending money appropriated to the institution for a current fiscal year.

In the interim between each regular session of the Legislature, the Board's designee must testify before the standing legislative committees with primary jurisdiction over higher education at a public hearing regarding its compliance with Section 51.3525.

### **H.3.1 (Policy) State Law Prohibitions**

Responsible Departments: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator and General Counsel

Board Adoption: 12-19-23

Last Amended: ~~5-21-2024~~, 1-8-2026

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#### **Institutional Consequences of Violation**

The State Auditor must audit College District compliance with Texas Education Code §51.3525 at least once every four years. If the State Auditor determines that the College District has spent state money in violation of that section, the College District must cure the violation within 180 days after that determination is made to avoid ineligibility to receive formula funding increases, institutional enhancements, or exceptional items during the immediately following the state fiscal biennium.

A student or employee of the College District who is required to participate in training in violation of Texas Education Code §51.3525(b)(1)(E) may bring an action for injunctive or declaratory relief against the College District.

#### **Antisemitism**

##### Definition (from Texas Government Code § 448.001)

Antisemitism is defined as a certain perception of Jews that may be expressed as hatred toward Jews. The term includes rhetorical and physical acts of antisemitism directed toward Jewish or non-Jewish individuals or their property or toward Jewish community institutions and religious facilities.

##### Admonition

The College District shall foster appropriate discourse.

##### Prohibition

The College District shall not tolerate antisemitic speech or acts by employees, students, other persons or groups on its premises, including its protected free speech areas.

##### Discipline

##### Employees

- Inadvertent failure to comply with this policy shall be no more than a Step One disciplinary offense under the Progressive Discipline Procedure D.9.1.2.
- A second inadvertent failure to comply and ANY reckless failure to comply shall be a Step Two disciplinary offense.
- A third inadvertent failure to comply, a second reckless failure to comply and ANY knowing or deliberate failure to comply shall be a Step Three disciplinary offense.
- ANY violation of this policy whatsoever occurring after a Step Three violation of this policy shall be a Step Four disciplinary offense resulting in termination of employment for cause.

### **H.3.1 (Policy) State Law Prohibitions**

Responsible Departments: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator and General Counsel

Board Adoption: 12-19-23

Last Amended: ~~5-21-2024~~, 1-8-2026

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#### Contractors

The engagement of an independent contractor to the College District whose activities on behalf of the College District violate Texas Education Code §51.3525 is terminable at the discretion of the College District, subject to any countervailing statutory or regulatory restrictions.

#### Students

Students who engage in prohibited antisemitic speech or acts are subject to discipline under the student Non-Academic Misconduct Disciplinary and Appeals Process, Procedure F.4.2.1, up to and including expulsion.

#### **Internal Reporting of Possible Violations**

Suspected violations of this policy may be reported to the Director of Ethics, Compliance & Policy or through the NAVEX online reporting system.

#### **Facility Usage & Privacy Compliance**

All multiple-occupancy private spaces where individuals may be in a state of undress in the presence of others shall be designated for the exclusive use of only one biological sex at birth. No individual not designated to use such a facility shall enter it except as specifically permitted by the Texas Women's Privacy Act, which may be detailed on the College District website. Intentional violation of this requirement by students or employees is a disciplinary offense.

Further information can be found on the he College District Facility Usage & Privacy Compliance webpage at:

<https://www.alamo.edu/about-us/compliance/facility-usage-privacy-compliance/>.

*Legal Reference -Texas Education Code §51.3525*

*Texas Government Code § 448.001*

*Texas Government Code Chapter 3002*

*Executive Order GA-44*

*Legal Reference - TACC Policy Reference Manual*

### **H.3.1 (Policy) State Law Prohibitions**

Responsible Departments: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator and General Counsel

Board Adoption: 12-19-23

Last Amended: 1-8-2026

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#### **Purpose**

This policy is designed to implement state law requirements limiting and prohibiting certain practices, including those generally referred to as Diversity, Equity and Inclusion initiatives, codified Texas Education Code §51.3525, and tolerating antisemitic speech and acts, as antisemitism is defined at Texas Government Code § 448.001, as required by Executive Order GA-44. In any unintended cases of failure of this policy to conform to then-applicable statutory, regulatory or executive order requirements regarding such matters, those requirements are hereby incorporated by reference and shall prevail to the extent of any conflict. The Chancellor may adopt procedures which, without limitation, reflect regulations to be drafted by state agencies to implement statutory requirements.

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- (1) influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- (2) promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- (3) promoting policies or procedures designed or implemented in reference to race, color, or ethnicity; or
- (4) conducting training, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation

##### **Prohibition**

The College District shall not establish or maintain a Diversity, Equity and Inclusion office, division, unit, or function, or hire or assign an employee, or contract with a third party for the purposes of conducting Diversity, Equity and Inclusion practices as outlined in the definition section of this policy.

The College District shall not compel, require, induce, or solicit any person to provide a diversity, equity and inclusion statement, or give preferential consideration (e.g., in employment) to any person based on the provision of a diversity, equity and inclusion statement.

The College District shall not give preference on the basis of race, sex, color, ethnicity or national origin to an applicant for employment, an employee, or a participant in any function of the College District.

The College District shall not require any person as a condition of enrollment or of

### **H.3.1 (Policy) State Law Prohibitions**

Responsible Departments: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator and General Counsel

Board Adoption: 12-19-23

Last Amended: 1-8-2026

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performing any institutional function to participate in training which is designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation.

#### **Exceptions**

Policies, procedures and required training, programs and activities otherwise prohibited are allowed only when approved in writing by the institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

Required training, programs and activities also must be developed by an attorney and maintained in (i) the AlamoTALENT learning management system if for employees, and (ii) the office of the Vice Chancellor for Student Success if for students.

This policy does not restrict the issuance of statements that highlight the College District's work in supporting first-generation college students, low-income students, or underserved student populations for purposes, without limitation, of grant application or accreditation maintenance.

This policy does not restrict a policy, practice, procedure, program, or activity to enhance student academic achievement or postgraduate outcomes that is designed and implemented without regard to race, sex, color, or ethnicity.

Additional exceptions are, and this policy does not restrict:

- academic course instruction;
- scholarly research or a creative work by students, faculty or other research personnel or the dissemination of that research or work;
- an activity of a registered or recognized student organization;
- guest speakers or performers on short-term engagements;
- data collection; or
- student recruitment or admissions.

#### **Required Periodic State Reporting**

The Board must submit to the Legislature and the Texas Higher Education Coordinating Board a report certifying its compliance with Texas Education Code §51.3525 during the preceding state fiscal year before spending money appropriated to the institution for a current fiscal year.

In the interim between each regular session of the Legislature, the Board's designee must testify before the standing legislative committees with primary jurisdiction over higher education at a public hearing regarding its compliance with Section 51.3525.

### **H.3.1 (Policy) State Law Prohibitions**

Responsible Departments: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator and General Counsel

Board Adoption: 12-19-23

Last Amended: 1-8-2026

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#### **Institutional Consequences of Violation**

The State Auditor must audit College District compliance with Texas Education Code §51.3525 at least once every four years. If the State Auditor determines that the College District has spent state money in violation of that section, the College District must cure the violation within 180 days after that determination is made to avoid ineligibility to receive formula funding increases, institutional enhancements, or exceptional items during the immediately following the state fiscal biennium.

A student or employee of the College District who is required to participate in training in violation of Texas Education Code §51.3525(b)(1)(E) may bring an action for injunctive or declaratory relief against the College District.

#### **Antisemitism**

##### Definition (from Texas Government Code § 448.001)

Antisemitism is defined as a certain perception of Jews that may be expressed as hatred toward Jews. The term includes rhetorical and physical acts of antisemitism directed toward Jewish or non-Jewish individuals or their property or toward Jewish community institutions and religious facilities.

##### Admonition

The College District shall foster appropriate discourse.

##### Prohibition

The College District shall not tolerate antisemitic speech or acts by employees, students, other persons or groups on its premises, including its protected free speech areas.

##### Discipline

##### Employees

- Inadvertent failure to comply with this policy shall be no more than a Step One disciplinary offense under the Progressive Discipline Procedure D.9.1.2.
- A second inadvertent failure to comply and ANY reckless failure to comply shall be a Step Two disciplinary offense.
- A third inadvertent failure to comply, a second reckless failure to comply and ANY knowing or deliberate failure to comply shall be a Step Three disciplinary offense.
- ANY violation of this policy whatsoever occurring after a Step Three violation of this policy shall be a Step Four disciplinary offense resulting in termination of employment for cause.

### **H.3.1 (Policy) State Law Prohibitions**

Responsible Departments: Alamo Colleges District Title IX/VII/IV/ADA/504 Coordinator and General Counsel

Board Adoption: 12-19-23

Last Amended: 1-8-2026

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#### Contractors

The engagement of an independent contractor to the College District whose activities on behalf of the College District violate Texas Education Code §51.3525 is terminable at the discretion of the College District, subject to any countervailing statutory or regulatory restrictions.

#### Students

Students who engage in prohibited antisemitic speech or acts are subject to discipline under the student Non-Academic Misconduct Disciplinary and Appeals Process, Procedure F.4.2.1, up to and including expulsion.

#### **Internal Reporting of Possible Violations**

Suspected violations of this policy may be reported to the Director of Ethics, Compliance & Policy or through the NAVEX online reporting system.

#### **Facility Usage & Privacy Compliance**

All multiple-occupancy private spaces where individuals may be in a state of undress in the presence of others shall be designated for the exclusive use of only one biological sex at birth. No individual not designated to use such a facility shall enter it except as specifically permitted by the Texas Women's Privacy Act, which may be detailed on the College District website. Intentional violation of this requirement by students or employees is a disciplinary offense.

Further information can be found on the he College District Facility Usage & Privacy Compliance webpage at:

<https://www.alamo.edu/about-us/compliance/facility-usage-privacy-compliance/>.

*Legal Reference -Texas Education Code §51.3525*

*Texas Government Code § 448.001*

*Texas Government Code Chapter 3002*

*Executive Order GA-44*

*Legal Reference - TACC Policy Reference Manual*





**Board of Trustees Resolution**

**WHEREAS**, The Alamo Colleges District Board of Trustees finds it in the best interest of the citizens of the Alamo Colleges District, that the “Alamo Colleges Police Department – Public Safety Project” be operated for the FY2027 year; and

**WHEREAS**, no matching funds are required or requested for this grant; and

**WHEREAS**, Alamo Colleges District Board of Trustees agrees that in the event of loss or misuse of the Office of the Governor funds, Alamo Colleges District Board of Trustees assures that the funds will be returned to the Office of the Governor in full.

**WHEREAS**, Alamo Colleges District Board of Trustees designates the Chancellor as the grantee’s authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

**WHEREAS**, Alamo Colleges District Board of Trustees designates the Controller as the grantee’s financial officer. The financial officer is given the power to submit financial and/or programmatic reports or alter a grant on behalf of the applicant agency.

**NOW THEREFORE, BE IT RESOLVED** that Alamo Colleges District Board of Trustees approves submission of the grant application for the “Alamo Colleges Police Department – Public Safety Project” to the Office of the Governor.

Signed by:

Passed and Approved this 20th (Day) of January (Month), 2026 (Year)

Grant Number: 5723601

APPROVED AND ADOPTED BY:

\_\_\_\_\_  
Board Chair  
Alamo Colleges District Board of Trustees

ATTEST:

\_\_\_\_\_  
Board Secretary  
Alamo Colleges District Board of Trustees