

TARRANT COUNTY COLLEGE DISTRICT

Meeting of the Board of Trustees

August 4, 2014

6:00 p.m.

---

1. Call to Order. The Board of Trustees conducted a special meeting on Monday, August 4, in the District Offices, May Owen Center, with Mrs. Louise Appleman presiding. Other trustees present were Mrs. Kristin Vandergriff, Mr. O.K. Carter, Dr. Gwendolyn Morrison, Mr. William Greenhill, and Mr. Conrad Heede. Also present were Chancellor Erma Johnson Hadley and members of the TCCD staff.
2. Public Comment. None
3. Budget Workshop III.
  - a. 2013-14 TCC Highlights – Each member of the Chancellor’s Executive Leadership Team (CELT) gave highlights for his/her area of responsibility. These included such items as progress of the early college high schools, major operational initiatives, and achievements by students, faculty, and staff.
  - b. THECB Almanac – Chancellor Hadley presented statistics showing, for each campus, the ethnic makeup vs. the percentage of each ethnic group awarded degrees and certificates. She also showed student characteristics for each campus and provided data on developmental education, dual credit, and graduate success rates for academic and technical programs.
  - c. Top Ten Texas Community Colleges – Chancellor Hadley then presented data showing TCC’s ranking among the ten largest Texas community college districts. TCC ranked
    - Third highest in property evaluation (\$124.9 billion)
    - Third highest in total tax rate (14.95 cents per \$100 valuation)
    - Seventh highest in in-district tuition (\$55/semester credit hour)
    - Eighth highest in out-of-district tuition (\$86/semester credit hour)
    - Fourth highest in non-resident tuition (\$205/semester credit hour)TCC’s fall 2013 enrollment included 46,524 in-district students, 3,642 out-of-district, 958 out-of-state, and 465 non-resident.

d. Preliminary Budget

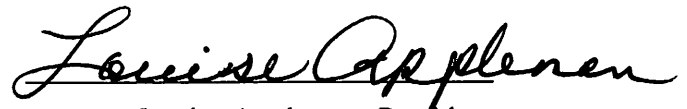
- Estimated revenue for 2014-15 is \$327,327,179, an increase of \$9,814,000. This figure includes \$286,262,259 Educational and General (up \$10,630,278), \$34,309,920 Capital Improvement Plan (up \$619,722), \$6,755,000 Debt Service and Interest (down \$1,436,000).
- No increase is recommended for the total tax rate of 14.95 cents/\$100. The anticipated tax revenue increase is \$11.7 million.
- Health insurance premiums are expected to increase by \$800,000. This increase includes a premium increase for present employees (\$500,000), a change in the waiting period for replacement and new employees (\$250,000), and premiums for new employees (\$50,000).
- There should be an increase of \$670,000 in utilities due to new facilities.
- New funding requested by CELT members totals \$1,780,278, including \$655,832 for new faculty-staff and position upgrades.
- The cost of a 1 percent salary increase would be \$2.06 million. Data on employee salary increase for the last five years showed a 13.75 percent total increase in salaries as opposed to a 10.57 increase in costs of living.
- Area school districts and governmental entities are planning salary increases of between 2.0 and 5.0 percent. Other large community college districts plan increases in the 2.0 to 3.5 percent range.

e. Questions, Comments, and Discussion.

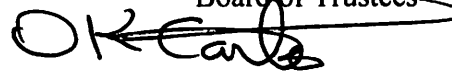
- Chancellor Hadley told the board that her intention is to recommend a 3.0 salary increase and asked trustees for their reaction.
- Mrs. Vandergriff and others asked about the performance-based salary increase method employed by San Jacinto College.
- Mr. Carter asked what the District's effective Maintenance and Operations (M&O) tax rate would be (14.89 cents). He was assured that the preliminary budget contains sufficient funding for such initiatives as the early college high schools, the Alliance center, and the South Campus Energy Technology Center. He said he considers a 3.0 percent increase within budgetary parameters and that he appreciated the data on salary increases vs. cost of living.

- Mr. Heede was assured that the annual \$5 million set-aside for pay-as-you-go is in the preliminary budget.
  - Mrs. Nancy Chang, associate vice chancellor for finance, told trustees that going to the effective M&O tax rate would yield an additional \$7 million. Chancellor Hadley said that, while there are no new initiatives recommended for funding, there are several making their way through the Innovation Forum process. The initiative drawing the most positive comments is Student Supplemental Instruction, which would cost \$1.4 million.
  - Dr. Morrison paraphrased an old television commercial, saying, “People are our most important asset.” She reminded the administration that revenue lost by not going to the M&O effective tax rate can never be regained. She emphasized the need to reach students individually and in small groups, giving more personal attention. She recommended a program to engage more students in technical programs, adding that the College needs to provide more students with technical certifications. She urged the administration to consider the possibility of new initiatives prior to the August 12 meeting and said she would like more detail on Student Supplemental Instruction. Chancellor Hadley responded that the College is well aware of the need to spend more time with students on the front end. She cited the need for a seven-day workweek in the final weeks of registration and for a program that would allow students to select online a time for advising and then to come to campus at that time and be given a pager. She said that counselors and advisers need to spend as much time with individual students as needed.
4. Closed Meeting. At 8:11 p.m., Mrs. Appleman called for a Closed Meeting on the following topics:
- a. Deliberation Real Property, Section 551.072, *Texas Government Code*. The real property discussion will address the purchase, improvement, exchange, lease or value of real estate to include recommendations from the Institutional Plan (Facilities and Academics Plan).
  - b. Deliberation on Personnel Matters, Section 551.074, *Texas Government Code*. The deliberation will include a discussion on the Chancellor’s 2013-14 Performance Goals Mid-Year and 2014-15 Goals.

- c. Consultation with Attorney, Section 551.071, *Texas Government Code*. For purposes of a private consultation with board's attorney on any subjects or matters authorized by law. The deliberation will include any pending/contemplated litigation.
5. Consideration and Action on Closed Meeting Items. There were no items requiring action.
6. Adjournment and Announcement of Next Meeting. Mrs. Appleman announced that the next special meeting will be at 6 p.m. on August 12 and the regular meeting at 6 p.m. on August 18, all meetings to be at the May Owen Center. She adjourned the meeting at 8:11 p.m.



Louise Appleman, President  
Board of Trustees



O.K. Carter, Secretary  
Board of Trustees