Regular Meeting
Thursday, November 19, 2026 6:00 PM

ALVIN COLLEGE
3110 Mustang Road
Alvin, TX 77511

Agenda

1. **Call to Order**
2. **Certification of Posting of Notice**

CERTIFICATION OF POSTING OF NOTICE TO THE REGULAR MEETING OF THE ALVIN COLLEGE DISTRICT BOARD OF REGENTS NOVEMBER 19, 2026

It is hereby certified that a notice of this meeting was posted on the 13th day of November 2026, in a place convenient to the public on the Alvin College campus as required by Section 551.002, *Texas Government Code*.

Signed this 13th day of November 2026.

Dr. Robert Exley
President

3. **Board Recognitions**
4. **Student Report**
5. **Executive Session**
6. **Call to Order**
7. **Pledge**
8. **Invocation**
9. **Citizen Inquiries**
10. **Board Chairman Report/Comments**
11. **Committee Reports**
    - 11.A. Facilities
    - 11.B. Finance
12. Information Items
    - 12.A. Personnel Action (New) Coordinator, Virtual Reality Simulation Training - LEA

Robert J. Exley, PhD
President

MEMORANDUM NO: 159-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 11, 2026

SUBJECT: Personnel Action – New Position, Coordinator, Virtual Reality Simulation Training – Law Enforcement Academy

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The individual listed below has been recommended to fill the full-time Coordinator, Virtual Reality Simulation Training – LEA position, which is a new position.

Funding Source: 13-3-23706-61407

Candidate Recommended: Troy Harrison

Education:

Sam Houston State University
Vocational, Leadership Command

Alvin Community College
Vocational, Law Enforcement Academy

Troy Harrison is an experienced law enforcement professional with more than 35 years of experience in public safety, emergency management, leadership, and specialized training, most recently serving as City Manager and Chief of Police for the City of Shoreacres. His background includes developing and delivering simulation-based firearms and decision-making training for military and law enforcement personnel, along with instructional experience at Alvin College's Law Enforcement Academy and other training institutions. He is a graduate of Alvin College's Law Enforcement Academy and Sam Houston State University's Leadership Command College and holds Texas Commission on Law Enforcement certifications as a Master Peace Officer and Firearms Instructor.

Grade 207 / Staff Salary Schedule

RJE:fmj

Job Description

Job Title: Coordinator, Virtual Reality Simulation Training - LEA (PID:1037)
Department: CEWD
Salary Grade: 207
ORP Eligible: No
CUPA ID:

Reports to: Executive Director, Center of Excellence

Job Category: Full-Time
FLSA Status: Exempt
Contractual Position: No
SOC Code:

SUMMARY

This position is responsible for the day-to-day operation, maintenance, and instructional use of the V/Armed Virtual Reality Training system at the Alvin College West, as well as developing a a self-supporting training program through academy use and external partnerships with law enforcement agencies and corporate clients. The successful candidate will work independently, take initiative, and serve as the subject-matter expert for scenario-based virtual training at the College's West Campus. The V/Armed system is a state-of-the-art immersive training platform used for law enforcement, public safety, and applied decision-making instruction.

The system supports training for law enforcement academy cadets, in-service officers, and external stakeholders, and may also be utilized for corporate team building and leadership development programs.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Program Operations and Instruction

- Operate, manage, and maintain the V/Armed virtual reality training system.
- Facilitate immersive training scenarios focused on use of force, de-escalation, decision-making, tactical response, and officer safety.
- Train law enforcement academy cadets using scenario-based and interactive instructional methodologies.
- Customize and adapt training scenarios to meet agency-specific needs and learning objectives.
- Evaluate participant performance and provide constructive instructional feedback.

Technical and Systems Management

- Manage system software, hardware, updates, troubleshooting, and routine maintenance.
- Demonstrate patience and persistence in resolving technical issues and coordinating updates or vendor support.
- Ensure best practices in interactive and simulation-based training are followed.
- Maintain system readiness and instructional quality standards.

Program Development and External Engagement

- Build and grow a sustainable training program through outreach and recruitment of external law enforcement agencies and stakeholders.
- Coordinate scheduling, booking, and logistical support for outside users of the system.

Last Update by: Dr. Stacy Ebert 05.07.2026
HR Approved by: Lily Galindo 05.28.2026

- Collaborate with College leadership to explore and implement corporate team building and leadership training opportunities using the system.
- Serve as the primary point of contact for agencies, partners, and clients utilizing the V/Armed system.

Compliance and Administration

- Ensure compliance with TCOLE standards, reporting requirements, and academy accreditation expectations.
- Maintain accurate training records, usage data, and required documentation.
- Coordinate with law enforcement academy staff, College administration, and external partners as needed.
- Other duties as assigned at Alvin College West or Alvin College

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform the essential duties and responsibilities listed above. The qualifications listed below are representative of the education, experience, knowledge, skills, and/or abilities required

REQUIRED QUALIFICATIONS

- High school diploma or equivalent.
- Law enforcement certificate from a regionally accredited institution or TCOLE-licensed basic academy.
- Intermediate Texas Commission on Law Enforcement Peace Officer License.
- Basic Texas Commission on Law Enforcement Instructor Certificate.
- Minimum of five years of patrol or related law enforcement experience.
- Firearms Instructor Certification.
- ALERRT Level I Trainer Certification.
- SWAT or SORD tactical training experience.
- Experience with TCOLE and law enforcement academy reporting and accreditation requirements.
- Demonstrated proficiency with computer systems and training technology.
- Demonstrated proficiency with maintenance and troubleshooting technological equipment, systems and programs.

PREFERRED QUALIFICATIONS

- Advanced Peace Officer Certificate.
- Military service, particularly in tactical, instructional, or leadership roles.
- Experience operating or managing simulation-based or virtual reality training systems.
- Experience developing externally funded or fee-based training programs.
- Prior instructional experience with adult learners or professional training environments.
- Bilingual – English/Spanish

KNOWLEDGE, SKILLS, AND ABILITIES

- In-depth knowledge of law enforcement tactics, use of force, and de-escalation strategies.
- Strong instructional, facilitation, and communication skills.
- Ability to work independently, take initiative, and manage competing priorities.
- Strong organizational, leadership, and program-development skills.
- Ability to recruit, engage, and maintain relationships with external agencies and partners.
- Team-oriented mindset with the ability to collaborate across departments while functioning autonomously.

Last Update by: Dr. Stacy Ebert 05.07.2026
HR Approved by: Lily Galindo 05.28.2026

- Expertise and positive attitude working with computer systems and training technology.
- Expertise and positive attitude maintaining and troubleshooting technological equipment, systems and programs.

WORK ENVIRONMENT
Primary work location is Alvin College West. This position may require some travel to recruit and promote the V/Armed system with agencies. Schedule may include evenings or weekends based on academy training schedules or external bookings. Position involves standing, movement, and interaction within immersive training environments. The employee typically works in an office environment and uses a computer, telephone and other office equipment as needed to perform duties. The noise level in the work environment is typical of that of an office. Employee may encounter frequent interruptions throughout the workday. Community based instruction opportunities consist of indoor and outdoor job sites that require operating a 10 passenger van and while onsite, various duties including lifting, moving and / or organizing merchandise, along with other entry-level job duties.

PHYSICAL DEMANDS
The employee is regularly required to sit, talk, or hear; frequently required to use repetitive hand motion, handle or feel, and to stand, walk, reach, bend or lift up to twenty-five (25) pounds.

AI Statement:
Working knowledge of artificial intelligence (AI) tools and the ability to use them responsibly, ethically, and in compliance with organizational guidelines.

Alvin College is an equal opportunity institution and does not discriminate against anyone on the basis of race, color, national origin, religion, age, disability, sex, or any other basis prohibited by law.

This is a security-sensitive position and requires a criminal history and/or motor vehicle records check.

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by their supervisor.

This job description may be revised upon development of other duties and changes in responsibilities.

Last Update by: Dr. Stacy Ebert 05.07.2026
HR Approved by: Lily Galindo 05.28.2026

Sign and return to HR for placement into employee personnel file.

EMPLOYEE PRINTED NAME	SUPERVISOR PRINTED NAME
EMPLOYEE SIGNATURE AND DATE	SUPERVISOR SIGNATURE AND DATE

Last Update by: Dr. Stacy Ebert 05.07.2026
HR Approved by: Lily Galindo 05.28.2026

12.B. Employee Count

ALVIN COLLEGE

EMPLOYEE CATEGORIES NOVEMBER

FALL 2026 11/4/2026

	Budgeted 2026-27	NOV 2026	HR Vacancies
***Administrative**	16	16	0
****Professional**	108	97	15
*****Faculty**	136	126	9
******Technical Support, Clerical & Maintenance (TSCM)**	140	122	19
Total Full-Time (FT) Employees	**400**	**361**	**43**

**Count includes 6 grant funded *professional employees* and 3 vacancies

12.C. Resignation/Retirement Report

ALVIN COLLEGE November 2026

Resignation / Termination Report

	Name	Position / Department	Last Day Worked	Reason
1	Pavia D Glenn	Administrative Assistant II, Upward Bound	11/6/2026	Resignation
2				
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13. **Consent Agenda**
    13.A. **Approval of Minutes for October 29, 2026, Regular Meeting**

ALVIN COLLEGE
REGULAR MEETING OF OCTOBER 29, 2026
OFFICIAL MINUTES

The Board of Regents of Alvin College met at a regular session on the 29th day of October at 6:00 p.m., at the Nolan Ryan Center, 2925 South Bypass 35, Alvin, Texas, with the following members, administrative personnel, and guests present:

Regents Present

'Bel Sanchez	Chairman
Jim Crumm	Vice-Chair
Patty Hertenberger	Secretary
Kam Marvel	Regent
Yvette Reyes-Hall	Regent
Mike Pyburn	Regent
Darren Shelton	Regent
Michael Hoover	Regent
Breah Knape	Regent

Alvin College Administration Present

Robert Exley	President, Alvin College
Kelley Peatross	Alvin College
Beth Nelson	Alvin College
John Matula	Alvin College
Kelly Klimpt	Alvin College
Rene De Leon	Alvin College
Wendy Del Bello	Alvin College

Alvin College Employees & Guests Present

Alan Phillips	Marby McKinney	Jessica Trevino
Doug Lauersdorf	Patty Sanchez	Chase Dillman
Estevan Vasquez	Scott Turnbough	Kenneth Navarro
Haley Lovell	Theresa Rios	Celia Fife
Huff Mann	Patty Sanchez	Genie Cox
Jessica Ranero-Ramirez	Pam Kaminsky	Anita Exley
John Murray	Kayla Brown	
John Tompkins	Melinda Laurance	
LaVonna Miller	Misty Abraham	
Laurel Joseph	Karmen Wells	
Leigh Ann Moore	Norma Lahart	
Linet George	Sara Hightower	
Kyle Marasckin	Physical Plant	

Call to Order

Chair Sanchez called the meeting to order at 6:01 p.m.

Certification of Posting of Notice

Certification of the posting of the notice as listed in the agenda was acknowledged. Dr. Exley certified that a notice of the meeting was posted in accordance with Title 5, Chapter 551, Texas Government Code.

Board Recognitions

Regents Pyburn and Marvel presented the following recognitions:

- Respiratory Care Program 50th Anniversary: The Board recognized the Respiratory Care program, one of the College's first and longest-running Allied Health programs, on its 50th anniversary. The program marked the milestone with a reception on October 22 for former faculty and students. The program was represented by Director Norma Lahart; Clinical Director Sara Hightower, a graduate of the program; Dean of Health Sciences and former Respiratory Care Director Dr. Marby McKinney; and Respiratory Care faculty members.
- 50th Annual Fall Festival: The Board recognized the individuals who organized and coordinated the College's 50th Annual Fall Festival, one of the largest events on campus. The event featured favorite attractions along with new additions, including a children's train, a haunted house, and a drone show. Those recognized were: John Matula, Karmen Wells, Doug Lauersdorf, Jessica Trevino, Chase Dillman, Dr. Estevan Vasquez, Celia Fife, Athletics, Scott Turnbough, Kyle Marasckin, Kayla Brown, Laurel Joseph, Controller, Bryan Hinshaw, Melinda Laurence, Diana Gonzalez, Kenneth Navarro, Ike Gonzalez, James Wilmot, Taylor Bass, Chris Matula, Penny Garcia, Roy Sambrano, John Rodriguez, Pete Rocha, Juanita Buenrostro, Paula Leija, Cecy Garcia, Norma Martinez, Alma Calderon, Irma Pina, and Maria Leija.

Executive Session

For the purpose of a private consultation with its attorney when seeking the advice of its attorney about pending or contemplated litigation, or a settlement offer, or on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this Chapter, in accordance with Tex. Gov't Code Section 551.071; or to deliberate the purchase, exchange, lease, or value of real property, if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person, in accordance with Tex. Gov't Code Section 551.072; or to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee, in accordance with Tex. Gov't Code Section 551.074.

The meeting was called back into session by Chair Sanchez at 7:03 p.m.

Pledge and Invocation

The invocation was delivered by Regent Pyburn.

Citizen Inquiries

There were no citizen inquiries.

Board Chairman Report/Comments

Regents commented on attending the ACCT National Trustee Conference, Brazoria County Alliance meeting, Community Advisory Breakfast, and the Brazoria County Foster Youth Collaborative meeting. Regent Reyes-Hall praised the drone show at the Fall Festival. Regent Knape recognized the Exleys for sponsoring a golf team in support of ACTIONS, a nutrition transportation service for seniors.

Committee Reports

Facilities Committee: Regent Crumm gave the Facilities Committee report. The committee met on October 19th and discussed building S roof and chillers, surge protection and parts, progress, logistics, and planning of maintenance tax note, completed surveys and testing, and capital project priorities such as restrooms in building K. Regent Crumm commented that the Alvin College team approach is outstanding.

Finance Committee: Regent Shelton gave the Finance Committee report. The committee looked at the possible consideration of managed services for IT and how to manage staff leaving.

Information Items

The Board received the following information items: the Employee Count, the Employee Resignation/Retirement Report, and Options for Staffing the Interim Vice President of Administrative Services/CFO position.

These items were for information only.

Approval of the Consent Agenda

Regent Knape moved to approve the Consent Agenda, which included the Minutes of the September 23, 2026 Public Tax Hearing and the September 23, 2026 Regular Board Meeting, the Grants report, and Personnel Actions for Faculty, Automotive Technology 12M (Replacement), and Faculty, Vocational Nursing 12M (New). Seconded by Regent Pyburn. Motion passed unanimously.

President's Report

- Alvin College was selected for the Houston Endowment grant program for a student success initiative. The $2.9 million grant will allow the College to implement a career-focused advising and pathways model for commercial driving, logistics, and business management. Dr. Exley thanked the staff who made major contributions to the initiative: co-chairs Vice Presidents Dr. Stacy Ebert and John Matula; Grants Coordinator Lilly Garcia; Institutional Effectiveness and Research Executive Director Patrick Sanger; Vice President Wendy Del Bello; and Business Intelligence Officer Rene De Leon.

- The College celebrated its 50th annual Fall Festival on campus. Local families enjoyed new attractions, including train rides, a haunted house, and a drone show.
- The Respiratory Care program celebrated its 50th anniversary with a reception on October 22, where former faculty and graduates reunited and shared memories of the program.
- The College received final approval from the Texas Higher Education Coordinating Board for the Bachelor of Science in Nursing program. Classes will begin in the spring, and registration opens on November 12.
- The College hosted Counselor's Day on October 2. Counselors from several local school districts visited campus to learn about the College's programs, and a student panel discussed the Allied Health programs available.
- Speech instructor Dr. Earnest Burnett was recognized by State Representative Ron Reynolds for his many years as an educator during the 50 Shades of Green fundraiser gala on October 17.
- The College hosted eight Alvin ISD junior high schools during its annual Junior High Day on October 9, bringing hundreds of students to campus to learn about the College and its programs.
- History instructor Dr. Shane Hand was the most recent presenter in the Library Speaker Series. The next speakers will be professional dancers Zach and Kyara Le Fevre on November 4.
- Alvin College and the National Association for Community College Entrepreneurship will host a business pitch competition on November 21, open to all Alvin College students, alumni, and members of the community.
- The Foundation's Destination Opportunity Gala will take place on Friday, November 13. Seating is limited, and tickets are available through Wendy Del Bello.
- College mascot Blue visited the Alvin Senior Center on October 29th to play Bingo with local senior citizens. Nursing students conducted the games and shared healthcare tips between rounds, and ActionS helped coordinate the event.

This report was for information only.

Student Services Data Report

John Matula presented the Student Services Data Report.

This report was for information only.

Nolan Ryan Center Report

Wendy Del Bello presented the Nolan Ryan Center Report.

This report was for information only.

Consider Approval of the TABI Contract

Regent Knape moved to approve the TABI Contract in an amount not to exceed $350,000. Seconded by Secretary Hertenberger. Motion passed 7-2. Regents Shelton and Hoover voted against this item.

Consider Approval of the President's Contract Finalization

Regent Marvel moved to approve the finalization of the President's Contract. Seconded by Vice Chair Crumm. Motion passed unanimously.

Consider Approval of the Customer Relationship Management Solution (CRM)

Regent Marvel moved to authorize the President to enter into a five-year contract with Technolutions for the Slate CRM solution for $386,575. Seconded by Regent Reyes-Hall. Motion passed unanimously.

Consider Approval of Smart Planning and Registration Software

Regent Marvel moved to authorize the President to enter into a five-year contract subscription agreement with Ellucian Company for Smart Planning and Registration Software in an amount not to exceed $329,706. Seconded by Secretary Hertenberger. Motion passed unanimously.

Consider Approval of the Core Curriculum Review

Regent Pyburn moved to approve the Core Curriculum Review as presented and to execute the resolution. Seconded by Vice Chair Crumm. Motion passed 8-0, with Regent Knape absent for the vote.

Financial Report Ending September 30, 2026

Regent Marvel moved to approve the Financial Report for September 30, 2026. Seconded by Vice Chair Crumm. Motion passed unanimously.

Adjournment

There being no further business before the Board, Chair Sanchez adjourned the meeting at 8:56 p.m.

Dr. Patty Hertenberger, Secretary **'Bel Sanchez, Chair**

13.B. **Grants**

13.B.1. **Grants Report**

Robert J. Exley, PhD
President

MEMORANDUM NO: 158-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 11, 2026

SUBJECT: Federal, State, and Private Grants Report

Attached is the Alvin College Grant Status Report as of November 2, 2026.

The first page provides a summary of Alvin College's overall grant activity. Subsequent pages (two through four) include detailed information on current grants, grants in the approval process, and those in the development stage. The final page lists grants that have either been declined for funding or were considered but not submitted.

As for this reporting date:

- Active funded grants total: $8,257,713.05
- Grant applications under funder review: $228,269.42
- Grant Applications in Development: $1,730,000.00

Please let me know if additional information or clarification is needed.

RJE:fmj

Alvin College Grants

November 4, 2026

Alvin College has the following in grant activity:

$8,257,713.05	Active Funded Grants
$ 228,269.42	Grant Applications in the Funder Review Process
$1,730,000.00	Grant Applications in the Development Process

New grant awards received:

Office of the Governor Public Safety Office Alvin College PD Cameras (2026-27)

Houston Endowment Implementation Grant: Success by Design Phase II (2026-29)

Details on individual grants are attached. The last page lists grants that were reviewed and departments determined not to pursue, or Alvin College was not selected as a recipient.

Alvin College Grant Status Report as of November 2, 2026

Grant Name/Fund Source	Begin Date	End Date	Personnel	Emphasis	Funds Utilization	Amount	Alvin College Role	Partner	Purpose	Grant Type
U.S. Department of Education - Upward Bound #P047A220229	9/1/2022	8/31/2027	Cherilyn Brooks	Upward Bound	Materials, Staffing, Travel, Courses for College Exposure & Preparation	$ 1,562,400.00	Primary	Alvin ISD	Implement a federally funded college preparatory program for low-income and potential first generation college going participants to increase post-secondary enrollment and graduation (5 years, $312,480 per year)	Federal Discretionary Competitive
THECB Nursing Shortage Reduction Program #28849	3/6/2023	8/31/2027	Elizabeth Saucedo	Nursing	Professional Development, Equipment, Supplies	$ 196,673.26	Primary	N/A	Provide support to improve retention and completion rates of Nursing students.	State Formula Non-Competitive
U.S. Department of Labor Strengthening Community Colleges 5 #25A60CC000038	2/1/2025	1/31/2029	Pamela Berry-Richardson	CEWD CNC Machining	Equipment, Personnel, Curriculum Development	$ 1,514,520.00	Primary	N/A	Funds provide for creating a sector-based strategy to align CNC Machining training to employer needs in the region and increase the number of women in the program.	Federal Discretionary Competitive
THECB Nursing Innovation Grant - Rider 64 #01750	2/1/2025	1/31/2027	Elizabeth Saucedo Justin Morgan	Nursing Pathway	Personnel, Curriculum, Tuition Assistance, Supplies	$ 999,500.00	Primary	N/A	Funds used to develop a preceptorship program to increase clinical sites for students in Certified Nursing Asst., Clinical Medical Asst. Patient Care Tech., Licensed Vocational Nursing, Associate Degree Nursing, and Bachelors of Science in Nursing programs.	State Discretionary Competitive
THECB Nursing Shortage Reduction Program #02223	3/1/2025	2/28/2027	Elizabeth Saucedo	ADN Program	Professional Development, Equipment, Supplies	$ 92,913.20	Primary	N/A	Provide support to improve retention and completion rates of Nursing students.	State Formula Non-Competitive
THECB Nursing, Allied Health and Other Health-Related Education Grant Program (NAHP) #02081	6/30/2025	5/31/2027	Ashley White Justin Morgan	ADN Program	Personnel, Equipment, Supplies	$ 150,000.00	Primary	N/A	Funds provide for equipment and supplies for the ADN program.	State Discretionary Competitive
Houston Endowment Planning to Maximize HB 8 Funding and Student Completion Grant #33954	11/1/2025	11/30/2026	Dr. Stacy Ebert	Institutional Improvement	Research and Contract Services	$ 500,000.00	Primary	N/A	Provides for research services and technical assistance to develop an implementation plan for optimizing HB 8 funding.	Private Foundation
Office of the Governor State and Local Cybersecurity Grant Program - Mitigation Projects 2 #5062002	1/1/2026	12/31/2027	Billy Allen	Institutional Cybersecurity	Personnel, Software, Contract Services	$ 84,276.24	Primary	N/A	Funds provide for upgrading institutional cybersecurity. 20% institutional match required. *Application submitted 2/13/2025. Budget amended by funder.*	State Discretionary Competitive
Texas Workforce Commission Skills for Small Business #2826SSD003	3/17/2026	3/31/2027	Alison Brisco	CEWD	Instruction and Training	$ 52,500.00	Primary	FlexMore	Skills training for employees of local small businesses.	State Discretionary Competitive
Texas Workforce Commission Skills Development Fund #2826SDF004	7/30/2026	6/30/2027	Alison Brisco	CEWD	Instruction and Training	$ 50,000.00	Primary	SolvChem, TJL Industries	Skills training for employees of SolvChem and TJL Industries. Awarded as a contingency contract; businesses to be formally added.	State Discretionary Competitive
THECB Nursing Shortage Reduction Program #1096.2162	6/24/2026	3/31/2028	Elizabeth Saucedo	ADN Program	Personnel, Curriculum	$ 87,283.99	Primary	N/A	Provide support to improve retention and completion rates of Nursing students.	State Formula Non-Competitive
Houston Endowment Implementation Grant #33847: Success by Design Phase II	11/1/2026	10/31/2029	TBD Michael Smith	Student Services, CDL, Logistics, Bus. Management	Personnel, Equipment, Contract Services, Professional Development, Software	$ 2,900,000.00	Primary	N/A	Supports a CDL and Logistics workforce training project, including student support services, a CRM system with early alert, equipment, and professional development.	Private Foundation
Office of the Governor Criminal Justice Grant Program - Camera Project #5830301	10/1/2026	9/30/2027	Sgt. Jessica Trevino	Police Department	Equipment	$ 44,646.36	Primary	N/A	Funds provide body-worn cameras for the Alvin College Police Department.	State Discretionary Competitive
					STATE/FEDERAL GRANTS SUBTOTAL	**$ 8,234,713.05**				

Grant Name/Fund Source	Begin Date	End Date	Personnel	Emphasis	Funds Utilization	Amount	Alvin College Role	Partner	Purpose	Grant Type
2026-2027 Alvin College Foundation Innovative Initiative Grant	9/1/2026	8/31/2027	Misty Abraham	Student Services	Student Scholarships	$ 3,000.00	Primary	N/A	Funds student scholarships for Discovery Day/Back to Campus event.	Private Foundation
2026-2027 Alvin College Foundation Innovative Initiative Grant	9/1/2026	8/31/2027	Laura Trigo	Culinary	Equipment & Supplies	$ 1,000.00	Primary	N/A	Funds provide for culinary students participating in the Alvin Music Festival's community BBQ cook-off.	Private Foundation
2026-2027 Alvin College Foundation Innovative Initiative Grant	9/1/2026	8/31/2027	Bryan Hinshaw and Melinda Laurence	Facilities	Equipment & Supplies	$ 3,000.00	Primary	N/A	Funds the installation of a campus covered seating or gazebo to enhance student life and outdoor spaces.	Private Foundation
2026-2027 Alvin College Foundation Innovative Initiative Grant	9/1/2026	8/31/2027	Michael Mejia	Welding	Equipment & Supplies	$ 3,000.00	Primary	N/A	Funds cover the purchase of protection safety equipment to safeguard welding students and provide hands-on training in workplace safety.	Private Foundation
2026-2027 Alvin College Foundation Innovative Initiative Grant	9/1/2026	8/31/2027	Stephanie Martinez	Employee/ Student Wellness	Supplies	$ 1,000.00	Primary	N/A	Funds educational materials for the Campus Wellness Collaborative - A Unified Approach to Employee and Student Wellbeing.	Private Foundation
2026-2027 Alvin College Foundation Innovative Initiative Grant	9/1/2026	8/31/2027	Heather Lewis	Biology	Supplies	$ 2,000.00	Primary	N/A	Funds support the purchase of pocket prairie plant tags for the Alvin College Pollinator Project and Pocket Prairie initiative, providing hands-on educational opportunities for biology students and the community.	Private Foundation

2026-2027 Alvin College Foundation Innovative Initiative Grant	9/1/2026	8/31/2027	Sergeant Jessica Trevino	Campus Police	Equipment	$ 2,000.00	Primary	N/A	Funds cover the purchase and installation of illuminated traffic signs on campus to improve driver visibility and enhance campus safety.	Private Foundation
2026-2027 Alvin College Foundation Innovative Initiative Grant	9/1/2026	8/31/2027	Brittani Bewick	CEWD BioTechnology	Instruction	$ 3,000.00	Primary	N/A	Funds support the creation of a Mixed-Reality Biomanufacturing Lab, giving students cutting-edge immersive training.	Private Foundation
National Association for Community College Entrepreneurship Everyday Entrepreneur Grant	7/14/2025	12/31/2026	Dr. Mary Jove	Business	Personnel, Student Support, Marketing	$ 5,000.00	Primary	N/A	Funds provide to conduct a student pitch competition around entrepreneurship.	Private Foundation
					ALVIN COLLEGE FOUNDATION GRANTS SUBTOTAL	**$ 23,000.00**				
					TOTAL, ALL ACTIVE GRANTS	**$ 8,257,713.05**				

Grant Name/Fund Source	Begin Date	End Date	Personnel	Emphasis	Funds Utilization	Amount	Alvin College Role	Partner	Purpose	Grant Type
Office of the Governor State and Local Cybersecurity Grant Program - Mitigation Projects 3	9/1/2026	8/31/2027	Billy Allen	Institutional Cybersecurity	Personnel, Software, Contract Services	$ 16,745.42	Primary	N/A	Funds provide for upgrading institutional cybersecurity. 30% institutional match required. *Application submitted February 11, 2026.* Note: Funder reduced grant award from $79,835.33 to $16,745.42.	State Discretionary Competitive
THECB Perkins Basic Grant	9/1/2026	8/31/2027	Dr. Debra Fontenot	Technical Programs	Personnel, Support, Technical Supplies, Equipment	$ 211,524.00	Primary	N/A	Provide personnel, student assistance, supplies, and equipment required for technical program instruction. *Application submitted July 10, 2026. Contract Pending.*	State Formula Non-Competitive
					Total, Grants in Funder Review	**$ 228,269.42**				

Grant Name/Fund Source	Begin Date	End Date	Personnel	Emphasis	Funds Utilization	Amount	Alvin College Role	Partner	Purpose	Grant Type
Lyondell Basell	11/1/2026	8/31/20027	Wendy Del Bello	Student Support	Scholarships	$ 5,000.00	Primary	N/A	Provides scholarships for Process Technology students.	Private Foundation
U.S. Department of Education - Upward Bound	9/1/2027	8/31/2032	Cherilyn Brooks	Upward Bound	Materials, Staffing, Travel, Courses for College Exposure & Preparation	$ 1,500,000.00	Primary	Alvin ISD	Implement a federally funded college preparatory program for low-income and potential first generation college going participants to increase post-secondary enrollment and graduation (5 years, approx. $300,000 per year). *Application expected to open in December 2026.*	Federal Discretionary Competitive
TWC JET Grant (Jobs and Education for Texans) 2027	9/1/2027	8/31/2028	Danielle Kemendo	DCVS	Equipment	$ 225,000.00	Primary	N/A	Funds provide for updated equipment for the Diagnostic Cardiovascular Sonography Program. *Application due January 6, 2027.*	State Discretionary Competitive
					Total, Grants in Application Development	**$ 1,730,000.00**				

Grants Reviewed by Alvin College but Not Pursued or Not Selected for Funding

Grant Name/Fund Source	Application Due Date	Application Submitted	Department	Amount	Alvin College Role	Partner	Purpose	Grant Type	Reason Declined / Not Funded
U.S. Department of Education FIPSE Special Projects	12/5/2025	N	Program Development	$ 1,000,000.00	Primary	N/A	Funds would be used to develop new trades programs.	Federal Discretionary Competitive	Alvin College determined there was not enough time to assemble an application. The college will pursue preparing an application for a future competition.
TWC College Credit for Heroes Grant	11/6/2025	Y	Pathways	$ 200,000.00	Primary	N/A	Provide personnel to develop a fully integrated system for standardized evaluation of Military Transcripts.	State Discretionary Non-Competitive	Alvin College was not selected.
TWC JET Grant (Jobs and Education for Texans) 2026	1/12/2026	N	Welding	$ 375,000.00	Primary	N/A	Funds provide for Welding equipment. 5-10% institutional match required.	State Discretionary Competitive	The identified departments did not meet application requirements, therefore, the college did not apply at this time.
TWC Governor's Texas Talent Connection Grant under the Wagner-Peyser 7(b) Fund	3/31/2026	N	Fire Academy	$ 350,000.00	Primary	N/A	Funds would be used to develop a new fire academy program.	State Discretionary Competitive	Alvin College determined that more research is needed before proceeding with a program such as this.
Texas New Mexico Power Non-Traditonal Education Pathways Grant	7/8/2025	Y	STRIVE Program	$ 15,000.00	Primary	N/A	Supports STRIVE students with job exploration.	Private Foundation	Alvin College was not selected.
Texas New Mexico Power Grant	8/29/2025	Y	Law Enforcement Academy	$ 10,000.00	Primary	N/A	Provides the Law Enforcement Academy with two commercial rowing machines for cadet physical training.	Private Foundation	Alvin College was not selected.
TWC College Credit for Heroes Grant	3/6/2026	Y	Veterans	$ 200,000.00	Primary	N/A	Provide personnel to develop a fully integrated system for standardized evaluation of Military Transcripts.	State Discretionary Non-Competitive	Alvin College was not selected.
Texas New Mexico Power Grants	5/28/2026	Y	Student Resource Center	$ 10,000.00	Primary	N/A	Provides funds to support student assistance with transportation, utilities, and basic needs items.	Private Foundation	Alvin College was not selected.
Student Success and Acceleration Program (SSAP 3.0)	6/15/2026	Y	Student Resource Center	$ 200,000.00	Primary	N/A	Provides financial supports for students with barriers to participation and completion. Application submitted June 15, 2026.	State Discretionary Competitive	Alvin College was not selected.
THECB Texas Reskilling and Upskilling for Education (TRUE) Grant	9/9/2026	N	CEWD Industrial Technology	$ 500,000.00	Primary	N/A	Funding provides for the creation of new, the revision of existing, or the expansion of short-term CTE programs in high-demand and high-wage occupations.	State Discretionary Competitive	Alvin College determined there was not enough time to assemble an application. The college will pursue preparing an application for a future competition.
Greater Texas Foundation	8/13/2026	N	TBD	$ 250,000.00	Primary	TBD	TBD	Private Foundation	Alvin College determined this was not a good fit for institutional needs at this time.
Office of the Governor Criminal Justice Grant Program	2/12/2026	Y	Police Department	$ 25,384.15	Primary	N/A	Funds provide equipment for the Alvin College Police Department. *Application submitted February 12, 2026.*	State Discretionary Competitive	Alvin College was not selected for award.
THECB College Readiness and Success Models 2026-2028 (CRSM-2026)	10/5/2026	N	English/Math Instruction	$ 250,000.00	Primary	N/A	Funding supports the scaling corequisite models and evidence-based student success strategies to improve persistence and the completion.	State Discretionary Competitive	Alvin College does not meet eligibility requirements at this time.
THECB Behavioral Health Innovative Program Grant 2027-2027	11/5/2026	N	Mental Health and Addiction Counseling	$ 450,000.00	Primary	TBD	Funding support expansion of exisiting program or development of new programs in behavioral health.	State Discretionary Competitive	Alvin College decided not to pursue the opportunity at this time.

13.B.2. **Office of the Governor, Public Safety Office, Criminal Justice Grant**

Robert J. Exley, PhD
President

MEMORANDUM NO: 165-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 11, 2026

SUBJECT: Office of the Governor, Public Safety Office Criminal Justice Grant – Alvin College Police Department Camera Project

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The Texas Office of the Governor awarded Alvin College the Public Safety Office Criminal Justice Grant.

This grant is for $44,646.36, with a grant period of October 21, 2026–September 30, 2027.

The Alvin College Police Department will purchase 18 body-worn cameras for police officers.

RJE:fmj

GOVERNOR GREG ABBOTT

Dear Grantee:

Congratulations on your award! To activate your agency's grant, the Authorized Official must log on to eGrants at https://eGrants.gov.texas.gov and go to the 'My Home' tab. In the 'Pending Applications' section, locate the application with a 'Current Status' of "Pending AO Acceptance of Award". Click on the grant number and proceed to the 'Accept Award' tab. From this tab, click on the 'Accept' button. Grants must be accepted within 45 calendar days of the date the award was issued.

Be sure to review the Grantee Conditions and Responsibilities Memo for a quick overview of general items every grantee should be aware of. You can also find more detailed information on the eGrants website including helpful resources, links, and tools needed to properly administer Public Safety Office grants. The Guide to Grants, also on the website, contains answers to questions frequently asked by grantees.

If you have any questions regarding this award, feel free to contact your grant manager, whose name is referenced in the Statement of Grant Award or you may always contact our office via the eGrants Help Desk at eGrants@gov.texas.gov.

We look forward to working with you to ensure the success of your program.

Andrew Friedrichs

Andrew Friedrichs
Executive Director
Public Safety Office

Statement of Grant Award (SOGA)

The Statement of Grant Award is the official notice of award from the Office of the Governor (OOG). This Grant Agreement and all terms, conditions, provisions and obligations set forth herein shall be binding upon and shall inure to the benefit of the Parties and their respective successors and assigns and all other State of Texas agencies and any other agencies, departments, divisions, governmental entities, public corporations, and other entities which shall be successors to each of the Parties or which shall succeed to or become obligated to perform or become bound by any of the covenants, agreements or obligations hereunder of each of the Parties hereto.

The approved project narrative and budget for this award are reflected in eGrants on the 'Narrative' and 'Budget/Details' tabs. By accepting the Grant Award in eGrants, the Grantee agrees to strictly comply with the requirements and obligations of this Grant Agreement including any and all applicable federal and state statutes, regulations, policies, guidelines and requirements. In instances where conflicting requirements apply to a Grantee, the more restrictive requirement applies.

The Grant Agreement includes the Statement of Grant Award; the OOG Grantee Conditions and Responsibilities; the Grant Application in eGrants; and the other identified documents in the Grant Application and Grant Award, including but not limited to: 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards; Chapter 783 of the Texas Government Code, Title 34, Part 1, Chapter 20, Subchapter E, Division 4 of the Texas Administrative Code, and the Texas Grant Management Standards (TxGMS) developed by the Comptroller of Public Accounts; the state Funding Announcement or Solicitation under which the grant application was made, and for federal funding, the Funding Announcement or Solicitation under which the OOG was awarded funds; and any applicable documents referenced in the documents listed above. For grants awarded from the U.S. Department of Justice, the current applicable version of the Department of Justice Grants Financial Guide and any applicable provisions in Title 28 of the CFR apply. For grants awarded from the Federal Emergency Management Agency (FEMA), all Information Bulletins and Policies published by the FEMA Grants Program Directorate apply. The OOG reserves the right to add additional responsibilities and requirements, with or without advance notice to the Grantee.

By clicking on the 'Accept' button within the 'Accept Award' tab, the Grantee accepts the responsibility for the grant project, agrees and certifies compliance with the requirements outlined in the Grant Agreement, including all provisions incorporated herein, and agrees with the following conditions of grant funding. The grantee's funds will not be released until the grantee has satisfied the requirements of the following Condition(s) of Funding and Other Fund-Specific Requirement(s), if any, cited below:

Grant Number:	5830301	**Award Amount:**	$44,646.36
Date Awarded:	10/21/2026	**Grantee Cash Match:**	$0.00
Grant Period:	10/01/2026 - 06/30/2027	**Grantee In Kind Match:**	$0.00
Liquidation Date:	09/28/2027	**Grantee GPI:**	$0.00
Program Fund:	DJ-Edward Byrne Memorial Justice Assistance Grant Program	**Total Project Cost:**	$44,646.36
Grantee Name:	Alvin Community College		
Project Title:	PD Camera Project		
Grant Manager:	Alyssa Aguilar		
Unique Entity Identifier (UEI):	X8J2BXH5SEZ3		

CFDA:	16.738 - Edward Byrne Memorial Justice Assistance Grant Program
Federal Awarding Agency:	U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance
Federal Award Date:	11/4/2024
Federal/State Award ID Number:	15PBJA-24-GG-04332-JAGX
Total Federal Award/State Funds Appropriated:	$14,487,592.00
Pass Thru Entity Name:	Texas Office of the Governor – Criminal Justice Division (CJD)
Is the Award R&D:	No

Federal/State Award Description:	The purpose of this program is to reduce crime and improve the criminal justice system.

13.B.3. **Houston Endowment Implementation Grant**

Robert J. Exley, PhD
President

MEMORANDUM NO: 166-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 11, 2026

SUBJECT: Houston Endowment Implementation Grant: Success by Design Phase II

Alvin College was awarded an implementation grant from the Houston Endowment.

This grant is for $2,900,000.00, with a grant period of November 1, 2026–October 31, 2029.

This grant will fund initiatives in Student Services, CDL, Logistics, and Business Management, including support personnel, equipment, student stipends, and professional development.

RJE:fmj

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Houston Endowment.

LETTER OF PARTNERSHIP

Dear Dr. Exley,

Houston Endowment ("HEI") is excited to continue partnering with Alvin College (the "College") in a regional student success initiative (the "Initiative"), which is grounded in a shared belief that a regional approach to student success can do more for students in the region than any one college can do alone. The Initiative aims to support more students in completing programs, earning meaningful credentials aligned with their aspirations, and building careers that lead to family-sustaining wages.

HEI has committed to support the College's implementation work over a three-year grant period. However, achieving the Initiative's goals will require more than grant dollars. It requires institutional leadership that champions this work, removes barriers, uses data to guide implementation, and sustains momentum through periods of change.

This Letter of Partnership (this "Letter") reflects the shared expectations of Houston Endowment and the College for their participation in the Initiative.

Shared Expectations

HEI anticipates providing the following support:

i. **Grant Funding** — HEI has awarded the College a three-year grant to support its implementation work, subject to and in accordance with the executed grant agreement between HEI and the College.
ii. **Technical Assistance and Coaching —** During the first 18 months, HEI expects to work with the Texas Success Center (TSC) and other implementation partners to strengthen the College's implementation by providing or facilitating access to : (a) two regional convenings in 2027 and asynchronous collaboration opportunities to advance shared problem-solving and peer learning; (b) a continuous improvement coach to lead the college through structured coaching cycles; and (c) technical assistance on data use, progress monitoring, and change management.
iii. **Data Capacity-Building and Shared Learning** —HEI expects to work with a data capacity-building partner to support shared progress monitoring and the capture of regional lessons to inform continuous improvement across the region.
iv. **Regular Communication and Check-Ins** — HEI expects to designate education program officer Kaylan Connally (kconnally@houstonendowment.org) to serve as the primary relationship lead and maintain regular communication with the College's leadership and implementation team to support progress, problem-solving, and alignment throughout the grant period.

As a participant in the Initiative, the College intends to:

i. **Active Participation** — Actively engage in the collaborative and data capacity-building efforts for the duration of the grant period, with institutional leadership invested in and supportive of implementation goals.
ii. **Leadership Designation and Continuity** — Designate an executive sponsor and implementation lead to champion and advance the College's work throughout the grant period, ensure implementation continues even if individual leaders change over time, and ensure that the implementation lead has dedicated time and capacity to lead this work.

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Houston Endowment.

iii. **Implementation** — Develop and advance a plan focused on improving student completion and/or transfer success, with the goal of supporting more students in pursuing careers that lead to family-sustaining wages.

iv. **Engagement with Technical Assistance and Coaching** —During the initial 18 months, engage with the technical assistance, continuous improvement coaching, and peer learning opportunities made available through TSC and partners, including participation in the two regional convenings and structured coaching cycles, as well as asynchronous collaboration opportunities to advance shared problem-solving and knowledge exchange.

v. **Data Sharing —** Work collaboratively with the data capacity building consultant and other colleges to align and agree on shared metrics and data definitions to inform program implementation and regional impact, subject to applicable law, institutional policies, and any necessary data-sharing or data-use arrangements.

We are grateful for Alvin College's partnership in this effort and look forward to the work ahead. This letter reflects the parties' shared expectations and intentions regarding their participation in the Initiative. It is not intended to create contractual obligations or to amend or supplement the grant agreement between HEI and the College.

Signed by:
Robert Exley
06E8D92F705E469...

Date: 10/16/2026 | 2:25 PM CDT

Dr. Robert Exley
President
Alvin College

Date: 10/16/2026

Elisa Villanueva Beard
President and CEO
Houston Endowment

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Grant Agreement

October 16, 2026

Dr. Robert Exley
President
Alvin College
3110 Mustang Road
Alvin , TX 77511

Grant Reference Number: #**33847**

Dear Dr. Robert Exley,

It is my pleasure to inform you that the Board of Directors of Houston Endowment Inc. (the **"Foundation"**) has authorized a grant of **$2,900,000** (the **"Grant"**) to **Alvin College** (the **"Grantee"**) for **Project Support for Career-Focused Advising and Workforce Pathways in Commercial Driving, Logistics, and Business Management: Implementation** (the "**Purpose**") subject to the Grantee's acceptance of the terms and conditions below (the **"Agreement"**). A summary table of this information is provided below:

Grantee	Alvin College
Grantor	Houston Endowment Inc. 3683 Willia Street Houston, Texas 77007
Grant Amount	$2,900,000
Type of Grant	Restricted
Reason for Support	Project Support for Career-Focused Advising and Workforce Pathways in Commercial Driving, Logistics, and Business Management: Implementation

Please sign the Agreement where indicated to confirm acceptance and return it to us at your earliest convenience via DocuSign. If you have any questions regarding the Grant or the Agreement, please do not hesitate to contact your assigned Foundation team member, Kaylan Connally. Please include the reference number above in all communications as it will serve as the identification number for this Grant.

1. **TERM**: This Agreement shall commence on the date of the last signature below (the "Effective Date") and shall expire on November 30, 2029.

2. **TAX STATUS**: The Grantee represents that (a) it is a tax-exempt organization described in Section 501(c)(3) of the U.S. Internal Revenue Code of 1986, as amended (the **"Code"**) or a governmental unit described in Code Section 170(c), and (b) it is not a "private foundation" as defined in Code Section 509(a) or a Type III supporting organization as described in Code Section 509(a)(3) (other than a "functionally integrated Type III supporting

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organization," as defined in Code Section 4943(f)(5)(B)). The Grantee will give the Foundation immediate notice of any actual or anticipated change to its tax-exempt status or public charity classification and the Foundation reserves the right to modify the terms of the Grant or discontinue funding and terminate the Grant in case of any such change.

3. **USE OF GRANT FUNDS**: The Grantee agrees that all Grant funds, including any interest and other income earned thereon, will be used specifically for the Purpose stated above (the "**Project**"). The Grantee may not expend Grant funds for any other purpose without the prior written approval of the Foundation. The Grantee will return to the Foundation any funds not expended or committed for the Purpose in accordance with the terms hereof.

4. **PROHIBITED USES**: The Grantee agrees that no portion of the Grant funds (including interest or income earned thereon) may be used: (a) to participate or intervene in any political campaign on behalf of or in opposition to any candidate for public office or to otherwise influence the outcome of any specific election or to carry on, directly or indirectly, any voter registration drive; (b) to induce or encourage violations of law or public policy; (c) to cause any private inurement or improper private benefit to occur; or (d) to take any other action or use any funds in a manner that is inconsistent with Code Section 501(c)(3) or for any non-charitable purposes.

5. **NO EARMARKING:** The Grantee acknowledges that no Grant funds are designated or earmarked to carry on propaganda or to be used in any attempt to influence legislation within the meaning of the meaning of Code Section 501(h), 4945(d)(1) or 4945(e) and related regulations. No agreement, oral or written, to that effect has been made between the Foundation and the Grantee, even if Grantee's proposal, application, or other correspondence expresses expenditure intentions. The Grantee further acknowledges that there is no agreement, oral or written, whereby the Foundation has designated or earmarked any part of the Grant funds for any specific named organization or individual.

6. **PAYMENT AND REPORTING**: The Foundation processes Grant payments via automatic clearinghouse ("ACH") electronic funds transfers and checks through Chase Cashflow360 and its integration with Bill.com. All electronic Grant payments are processed in accordance with payment instructions entered by Grantee into Foundation's Grants Management Portal (the "Portal"). It is the Grantee's responsibility to ensure that bank account information or mailing address information provided via the Portal is accurate and current. In the event the Grantee does not expressly provide payment instructions to the Foundation, the Foundation will issue a check to the Grantee's payment address on record, if applicable, or the payment address obtained from the Grantee's website. Grantee acknowledges that the Foundation (a) did not create and does not own or control the Portal, (b) merely relies on the payment instructions provided by the Grantee or payment address designated on Grantee's website, and (c) is not responsible for errors or mistakes that result in any delayed or lost Grant payments to Grantee. Grantee hereby releases the Foundation from all claims, liability, losses, and damages relating to the Portal or to Grantee's use thereof.

   (a) Payment: Subject to the terms and conditions set forth in this Agreement, the Grant will be payable in accordance with the schedule set forth in Exhibit A, which is attached to and incorporated into this

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Agreement. The Foundation may, in its reasonable discretion, modify payment terms and amounts and shall notify the Grantee of any such changes in writing.

The payment of each installment is contingent upon: (i) the Grantee's satisfactory achievement of the applicable payment contingencies (the Deliverables marked as payment contingencies in Exhibit A), as determined by the Foundation in its sole discretion; (ii) compliance with the terms of this Agreement, including without limitation timely submission by the Grantee of all Deliverables (as defined in Section 6(b)); and (iii) there having been no material changes in the Grantee's operations, staffing, funding, structure, or tax-exempt status that would adversely affect its ability to carry out or accomplish the Purpose. If the Grantee has not satisfied a payment contingency or cannot satisfy a payment contingency, as determined by the Foundation in its sole discretion, the Foundation may cancel, suspend, or discontinue all or any portion of the Grant and/or terminate this Agreement in accordance with Section 11.

(b) Reporting Requirements: The Grantee will provide the Foundation with such reports, materials, and other deliverables as set forth in Exhibit A (collectively, the "Deliverables") by the due dates stated in Exhibit A. Each Deliverable must be reviewed and approved by an authorized officer of the Grantee and submitted by an individual authorized by the Grantee to provide such Deliverable(s). Deliverables may include, without limitation, narrative reports, financial reports, supporting documentation, data, evaluations, work products, presentations, or other information reasonably requested by the Foundation related to the Grant or the Purpose. Deliverables must describe, as applicable, the use of Grant funds, the Grantee's compliance with the terms of this Agreement, progress made toward accomplishing the Purpose, and any outcomes, activities, or other information relevant to the Grant. The Grantee agrees to submit such other reports and information that the Foundation may reasonably request.

7. **MONITORING AND EVALUATION**: In addition to the Deliverables included in this agreement, the Foundation may engage, or have engaged, an authorized evaluation representative to monitor and conduct one or more evaluations of the Grantee's activities associated with this grant. Such monitoring and evaluation may include, but is not limited to, planning meetings and workshops, interviews, focus groups, surveys, or requests for documentation of relevant data collected by the organization. The Grantee agrees to cooperate with and provide any information reasonably requested by the Foundation or the authorized evaluation representative in connection with the foregoing.

8. **RECORDS/RIGHT TO AUDIT:** The Grantee agrees to maintain, for a period of at least four (4) years after the Grant funds have been fully expended, records of receipts and expenditures of Grant funds and to make its books and records available to the Foundation for inspection at reasonable times.

9. **PUBLICATIONS**:

(a) Each party may acknowledge the Grant on its website, periodic public reports, press releases or other public materials in a manner consistent with such party's normal communications practices without the prior written approval of the other party.

(b) The Grantee may not use the Foundation's name or mark (or the name of any Foundation director, officer, or employee) for any other purpose without the prior written approval of the Foundation, which approval

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may be granted or withheld in the sole discretion of the Foundation. The Grantee will provide to the Foundation with copies of news releases, published materials, or media articles/posts mentioning this Grant that are published by the Grantee, as well as any such third-party materials which come to the Grantee's attention.

(c) The Foundation may use the Grantee's name, mark and any information, photographs, or other materials in the Foundation's public materials without the prior approval of the Grantee. The Foundation agrees to make a good faith effort to seek consent from the Grantee and/or provide advance notice if the Grantee is featured prominently in such materials.

(d) The Foundation desires that all resources of the Grantee be dedicated to accomplishing its charitable purposes. Accordingly, the Grantee agrees not to recognize the Foundation, its board members or staff, or the Grant with certificates, plaques, or similar mementos.

10. USE OF NAME: The Grantee acknowledges that the name and mark "Houston Endowment Inc." and all variations thereof are the sole and exclusive property of the Foundation, that any and all uses of the Houston Endowment Inc. name by the Grantee shall inure solely to the benefit of the Foundation, and that the Grantee shall not acquire any right, title or interest in Houston Endowment Inc. All uses by the Grantee in any manner shall be subject to inspection by and approval of the Foundation, which approval may be granted or withheld in the sole and absolute discretion of the Foundation if not in accordance with the PUBLICATIONS section herein. The Foundation may require that at any time, the Grantee immediately discontinue and forever thereafter desist from any and all use of "Houston Endowment Inc." and/or either destroy or deliver to the Foundation, at no charge to the Foundation, stationery, brochures, proposed paid media and other similar materials bearing Houston Endowment Inc. that are in the possession or control of the Grantee.

11. TERMINATION:

(a) The Foundation retains the right to modify, suspend, or discontinue any payment or to terminate the Grant and discontinue Grant funding if, in the Foundation's sole discretion:
  (i) the Foundation is not satisfied with the Grantee's progress,
  (ii) the Foundation determines that the Grantee is not able to carry out or accomplish the purposes of the Grant or has failed to comply with any term of this Agreement,
  (iii) the Grantee has not satisfied any payment contingency set forth in Section 6 or Exhibit A, if applicable,
  (iv) any representation or warranty made by the Grantee herein becomes untrue.
  (v) there are significant changes to the Grantee's leadership or management of the Project which the Foundation reasonably believes will result in the Grantee's inability to satisfactorily complete the Project or achieve the Purpose,
  (vi) there is a change in the Grantee's status as a tax-exempt organization and public charity or governmental unit, as applicable,
  (vii) the Foundation determines that making a payment may expose the Foundation to liability, adverse tax consequences, or will constitute a taxable expenditure, or
  (viii) the Foundation becomes aware of actual or alleged acts or omissions by the Grantee (or any of its directors, trustees, officers, employees, volunteers, subgrantees, contractors or agents) which, in the Foundation's sole discretion, could reasonably pose a reputational risk to the Foundation.

Docusign Envelope ID: 5B339A68-127D-896B-81ED-0F94371A066C

(b) In the event of termination, the Grantee will promptly return any unexpended Grant funds to the Foundation and the Foundation will have no further funding obligation. In addition, upon the request of Foundation, the Grantee will provide to Foundation, at the Grantee's expense, a copy of all data, information and duplicable materials related to the Grant, within thirty (30) days of Foundation's request.

(c) Notwithstanding anything to the contrary herein, the Foundation may, but is not obligated to, permit the Grantee to retain such amount of the Grant as is necessary to pay obligations that were incurred by the Grantee prior to the date of termination in good faith reliance on this Agreement and that are consistent with the terms of the Grant and the Grant budget provided in the Grantee's application, if applicable, subject to the Grantee providing documentation and/or receipts as required by the Foundation.

12. NOTICE OF CHANGES: The Grantee will notify the assigned program officer promptly in writing and no later than fifteen (15) days of any of the following:

(a) Any change in the Grantee's tax-exempt status;
(b) The Grantee's inability to expend the Grant funds for the Purpose;
(c) Any expenditure from Grant funds not made in furtherance of the Purpose;
(d) Any change in the Grantee's organizational leadership;
(e) A change in 20 percent or more of the Grantee's board members;
(f) Any change in address or contact information; or
(g) Any adverse event which may affect the Grantee's ongoing operations, including but not limited to (i) any threatened or pending litigation, or (ii) any adverse claim with respect to or investigation by a governmental authority into the Grantee's (or any members of its board or organizational leadership) conduct or finances; or
(h) Any material changes which could affect the Purpose or administration of the Grant.

13. COMPLIANCE: The Grantee represents, warrants, and covenants that it has complied with and will continue to comply with all applicable laws or requirements in connection with the performance of the activities under the Grant. The Grantee represents, warrants, and covenants that (a) the Grantee will act in accordance with (and Grant funds will be used in compliance with) all applicable anti-terrorist financing and asset control laws, regulations, rules, and executive orders, including but not limited to the USA Patriot Act of 2001 and Executive Order No. 13224, and (b) the Grantee will act in accordance with all applicable anti-discrimination laws and regulations and will not (and will not use Grant funds to) discriminate, select, or exclude any individual from any employment or services based on such individual's race, gender, or other protected characteristics.

14. AMENDMENT: This Agreement may not be modified or amended except by written agreement executed by both parties. Notwithstanding the foregoing, either party may request a change to Sections 1, 6, 9, or Exhibit A of this Agreement in writing (including by email). If the other party provides approval of such change in writing (including by email), such writings taken together shall constitute an amendment to this Agreement.

Docusign Envelope ID: 5B339A68-127D-896B-81ED-0F94371A066C

15. **CONFIDENTIALITY**: In connection with the Grant, the Grantee may receive or have access to confidential information about the Foundation that is not available in the public domain, including but not limited to information relating to the Foundation's finances, operations, or other grantees (the **"Confidential Information"**). The Grantee will not use or disclose any Confidential Information unless such Confidential Information ceases to be confidential (through no act or omission of the Grantee) because it has become part of the public domain. If the Grantee is required by law to disclose any Confidential Information, the Grantee agrees to give the Foundation reasonable advance notice of such disclosure if legally permitted to do so.

16. **NO ASSIGNMENT**: The Grantee may not assign or otherwise transfer its rights or delegate any of its obligations under this Agreement without prior written approval of the Foundation.

17. **NO FURTHER COMMITMENT FOR FUNDING**: The Grantee acknowledges that the receipt of this Grant does not imply a commitment on behalf of the Foundation to continue funding beyond the terms listed in this Agreement.

18. **GOVERNING LAW**: This Agreement is governed by the laws of the State of Texas without regard to the conflict of law's provisions thereof, regardless of the place of execution or performance. Any legal proceeding brought in connection with disputes relating to or arising out of this Agreement must be filed and heard in Harris County, Texas, and each party waives any objection that it might raise to venue as inconvenient.

19. **DISPUTE RESOLUTION**:

    (a) In the event of any dispute, claim, question, or disagreement arising from or relating to this Agreement or the breach thereof, the parties will use their best efforts to settle the dispute, claim, question, or disagreement. To this effect, they will consult and negotiate with each other in good faith and, recognizing their mutual interests, attempt to reach a just and equitable solution satisfactory to both parties.

    (b) If the dispute cannot be settled through negotiation, the parties agree first to try in good faith to settle the dispute by mediation administered by the American Arbitration Association (AAA) before resorting to arbitration, litigation, or some other dispute resolution procedure. The AAA will choose a mediator within seven (7) days from referral of the matter to AAA and payment of AAA fees. The mediator must be an experienced practicing attorney who has no conflicts of interest. All expenses will be divided equally between the parties. Mediation must be conducted within thirty (30) days after appointment of the mediator and is to be completed over no more than two business days, unless otherwise mutually agreed upon. All procedures will be set by the mediator. The results of mediation are non-binding, advisory, and confidential, and the mediator's recommendations, as well as the written or oral evidence produced from mediation, will not be admissible for any purpose for or against the parties in any later alternative dispute resolution, administrative or legal proceeding.

20. **INDEMNIFICATION**: To the extent permitted by applicable law, the Grantee shall defend, indemnify, and hold the Foundation and its directors, officers, employees, and agents (each an **"Indemnified Party"**) harmless from and against any and all liabilities, damages, losses, fines, penalties and expenses (including reasonable attorneys' fees) arising from third party claims based on the acts or omissions of the Grantee and its directors,

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officers, employees, affiliates and agents relating to the Grant or a breach by the Grantee of any term of this Agreement. If any such claim is brought against an Indemnified Party, the Foundation will provide written notice of such claim to the Grantee and will cooperate with the Grantee in the handling of such claim, provided that the Foundation will be entitled to select the primary legal counsel to be used in the handling of such claim and provided further that the Grantee may not enter into a settlement that involves an Indemnified Party in any way without the prior written consent of the Foundation.

21. **NO WAIVER; NO PARTNERSHIP**: Failure of the Foundation to exercise any rights in this Agreement does not waive any right in this Agreement by the Foundation. Nothing in this Agreement creates or may be deemed to create a partnership, joint venture, or relationship of principal and agent or of employer and employee between the parties.

22. **SURVIVAL:** Any provisions of this Agreement that by their nature extend beyond termination will remain in effect in accordance with their terms. Without limitation, the following sections will survive expiration or termination of the Agreement: 8 (Records), 9 (Publications), 10 (Use of Name), 15 (Confidentiality) and 20 (Indemnification).

23. **HEADINGS**: The section headings in this Agreement are for convenience only and are not intended, and may not be construed, to alter, limit or enlarge in any way the scope or meaning of the language contained in this Agreement.

24. **ENTIRE AGREEMENT**: This Agreement including Exhibit A represents the entire agreement between the Grantee and the Foundation with respect to the subject matter herein and supersedes any and all prior agreements, understandings, negotiations, representations and discussions with respect thereto. This Agreement may be executed in two or more counterparts, each of which will be deemed an original, but all of which together constitute one and the same instrument.

25. **DUE AUTHORITY**: The person signing this Agreement on behalf of the Grantee represents and warrants to the Foundation that s/he is a duly authorized officer of the Grantee and has requisite legal power and authority to execute this Agreement on behalf of the Grantee and bind the Grantee to the obligations herein.

[*Signature page and Exhibit A follows.*]

Docusign Envelope ID: 5B339A68-127D-896B-81ED-0F94371A066C

Very truly yours,

HOUSTON ENDOWMENT INC.

By: 
Tabitha Rice
Vice President, Programs

ACCEPTED AND AGREED:

ALVIN COLLEGE

By: Signed by: Dr. Robert Exley 06E8D92F705E469... Acceptance Date: 10/16/2026 | 2:30 PM CDT

Name: Dr. Robert Exley Title: President

Docusign Envelope ID: 5B339A68-127D-896B-81ED-0F94371A066C

EXHIBIT A — PAYMENT SCHEDULE AND REPORTING DELIVERABLES

This exhibit lists all required deliverables in order of due date, including those that must be completed before a scheduled payment is released and those not tied to payment. Additional requirements and descriptions are provided in the *Notes About Deliverable Requirements* and *Deliverable Requirement Definitions* sections following the chart.

PAYMENT AND DELIVERABLE SCHEDULE CHART

Due Date	Deliverable	Payment Contingency	Payment Amount	Estimated Payment Date
2026				
October 26, 2026	• Contract Returned • Payment Information Form • Letter of Partnership	Yes - Payment One	$820,000	November 30, 2026
2027				
January 31, 2027	Quarterly Progress Update	Yes - Payment Two	$580,000	March 31, 2027
April 30, 2027	Quarterly Progress Update	No		
July 1, 2027	• Quarterly Progress Update • Annual Data Report	No		
September 30, 2027	Payment Eligibility Form	Yes - Payment Three	$800,000	November 30, 2027
October 31, 2027	Quarterly Progress Update	No		
	2027 Formative Report	No		
2028				
January 31, 2028	Quarterly Progress Update	No		
April 30, 2028	Quarterly Progress Update	No		
July 1, 2028	• Quarterly Progress Update • Annual Data Report	No		
September 30, 2028	Payment Eligibility Form	Yes - Payment Four	$700,000	November 30, 2028
October 31, 2028	Quarterly Progress Update	No		
	2028 Formative Report	No		
2029				
January 31, 2029	Quarterly Progress Update	No		
April 30, 2029	Quarterly Progress Update	No		
July 1, 2029	• Quarterly Progress Update • Annual Data Report	No		
October 31, 2029	Quarterly Progress Update	No		
November 30, 2029	2029 Summative Report	No		
	Unspent Funds Form	No		
Total			$2,900,000	

Shaded rows identify deliverables that are payment contingencies. Estimated payment dates are subject to the Foundation's receipt and approval of all applicable payment-contingent deliverables.

Docusign Envelope ID: 5B339A68-127D-896B-81ED-0F94371A066C

NOTES ABOUT DELIVERABLE REQUIREMENTS

Foundation Forms and Submission Procedures. The Payment Eligibility Form, Formative Reports, Summative Report, and Unspent Funds Form must be submitted through the Foundation's grants management portal The Foundation will provide Grantee with the applicable form and the invitation to complete the form approximately four to six weeks before the due date. Grantee must submit the completed form through the Foundation's grants management portal by the specified due date.

Quarterly Reporting Requirements. The format and content of Quarterly Progress Updates and Annual Data Reports will be mutually agreed upon in writing by Grantee and Foundation and may be adjusted during the grant term by mutual written agreement (email sufficient).

DELIVERABLE REQUIREMENT DEFINITIONS:

The following definitions describe the requirements for each deliverable identified in the chart above. Applicable due dates and payment contingencies are specified in the chart.

1. **Contract Returned**

   Grantee will execute and return the Grant Agreement to Foundation either electronically via DocuSign or by signing a printed copy and returning it by email to eforssman@houstonendowment.org.

2. **Payment Information Form**

   Grantee will submit the Foundation's Payment Information Form to provide the information needed to process payment.

3. **Letter of Partnership**

   Grantee will provide the Foundation with a Letter of Partnership, in the form provided by Foundation, signed by the College's President or Chancellor, reflecting the College's institutional support for and anticipated participation in the regional student success initiative.

4. **Payment Eligibility Form**

   Grantee will submit a Payment Eligibility Form providing updated information about grant spending, Grantee's tax-exempt status, payment information, contacts, and other administrative matters related to the Grant.

5. **Quarterly Progress Update**

   Grantee will provide a concise Quarterly Progress Update addressing progress toward mutually agreed upon implementation milestones, including activities completed or underway relative to plan, significant implementation challenges or changes, and anticipated next steps.

6. **Annual Data Report**

   Grantee will provide an Annual Data Report. The first Annual Data Report will cover the period from the beginning of the grant term through the reporting period established by Grantee and Foundation, and each subsequent Annual Data Report will cover the period since the prior submission. Each report will include the data elements and measures needed to assess implementation and progress toward mutually agreed upon implementation milestones.

7. **2027 and 2028 Formative Reports**

Docusign Envelope ID: 5B339A68-127D-896B-81ED-0F94371A066C

Grantee will submit a Formative Report by responding to questions provided by the Foundation regarding the Grant.

8. 2029 Summative Report

Grantee will submit a Summative Report by responding to questions provided by the Foundation regarding the Grant.

9. Unspent Funds Form

Grantee will submit an Unspent Funds Form reporting any grant funds remaining unspent at the end of the grant period.

13.C. **Personnel Action (Replacement) Faculty, Vocational Nursing 12M**

Robert J. Exley, PhD
President

MEMORANDUM NO: 164-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 11, 2026

SUBJECT: Personnel Action – Replacement Position, Faculty, Vocational Nursing 12M

The individual listed below has been recommended to fill the full-time Faculty, Vocational Nursing 12M position, which is a replacement for Tori McTaggart.

Funding Source: 11-3-13680-61405

Candidate Recommended: Lesley Abraham

Education:

United States University – San Diego
Master of Science, Nursing

George Washington University
Bachelor of Science, Nursing

Lesley Abraham is an experienced Registered Nurse and nursing educator with more than three years of faculty experience at Houston Community College and Texas Health School, providing classroom, clinical, simulation, and skills laboratory instruction to Vocational Nursing and Associate Degree Nursing students. She brings extensive clinical experience in acute patient care, including medical-surgical nursing, medication administration, patient assessment, and mentoring new nurses, along with experience in curriculum development and student competency evaluation. She holds a Bachelor of Science in Nursing from The George Washington University and has completed coursework in a Family Nurse Practitioner program at United States University.

Grade 12/TECH/Step 10, 2026 - 2027 / 12 Month Faculty Salary Schedule

RJE:fmj

Job Description

Job Title: Faculty, Vocational Nursing, 12M (PID: 114)		**Reports to:**	Dean, Health Sciences
Department: Vocational Nursing		**Job Category:**	Full-Time
Salary Grade:	Faculty	**FLSA Status:**	Exempt
ORP Eligible:	Yes	**Contractual Position:**	Yes
CUPA ID:		**SOC Code:**	

SUMMARY

The Faculty, Vocational Nursing is a full-time faculty member who is responsible for teaching didactic, laboratory, and clinical courses as required to ensure program quality and student success. This role develops, delivers, and evaluates instruction in alignment with the philosophy and objectives of the Vocational Nursing Program and Alvin College. Clinical schedules vary by semester and may include evening and weekend hours; regular travel to assigned clinical sites is required.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Teaches assigned Vocational Nursing courses in classroom, online, skills laboratory, simulation, and clinical settings.
- Evaluates student performance and learning outcomes across theory, clinical, skills, and simulation coursework.
- Coordinates clinical placements and maintains effective working relationships with clinical agency partners.
- Develops and updates course syllabi, assessments, and instructional materials in line with program and institutional standards.
- Advises and supports students on academic progress, attendance, and program requirements.
- Maintains current licensure, clinical competency, and required health/safety credentials needed to teach in clinical settings.
- Participates in program development activities, including curriculum review and departmental/institutional committee work.
- Maintains accurate student records and submits required reports in a timely manner.
- Assist in the recruitment and retention of students.
- Adhere to Alvin College's policies and procedures.
- Other duties as assigned.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform the essential duties and responsibilities listed above. The qualifications listed below are representative of the education, experience, knowledge, skills, and/or abilities required.

REQUIRED QUALIFICATIONS

- Associate or Bachelor's degree in Nursing.
- Current, unencumbered license to practice as a Registered Nurse in the State of Texas.
- At least 3 years of non-teaching clinical nursing experience.
- Current American Heart Association BLS for Health Care Provider certification.

Last Update by: M. McKinney, 8/16/2026
HR Approved by: L. Galindo, 8/18/2026

- Ability to pass required background check, drug screening, and immunization/TB screening for clinical settings.
- Valid driver's license and ability to travel regularly to clinical sites.

PREFERRED QUALIFICATIONS

- Prior teaching experience in a vocational/practical nursing program.
- Bilingual – English/Spanish (Speak)

KNOWLEDGE, SKILLS, AND ABILITIES

- Must have a working knowledge of Microsoft Office programs, as well as intermediate computer skills
- Must be familiar with interactive teaching methods and instruction via the Internet
- Demonstrates an understanding of Alvin College's core values in serving in a manner that promotes the College as a strong community asset, being accountable, acting in a manner that is responsive, striving for excellence, and maintaining a student-centered focus

WORK ENVIRONMENT

The employee typically works in classroom, laboratory, simulation, and clinical settings, using a computer, telephone, and other standard office and instructional equipment. The employee regularly travels to assigned clinical agency sites and may encounter frequent interruptions throughout the workday.

PHYSICAL DEMANDS

The employee is regularly required to sit, talk, or hear; frequently required to use repetitive hand motion, handle or feel, and to stand, walk, reach, bend or lift up to twenty (20) pounds.

AI Statement:

Working knowledge of artificial intelligence (AI) tools and the ability to use them responsibly, ethically, and in compliance with organizational guidelines.

Alvin College is an equal opportunity institution and does not discriminate against anyone on the basis of race, color, national origin, religion, age, disability, sex, or any other basis prohibited by law.

This is a security-sensitive position and requires a criminal history and/or motor vehicle records check.

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by their supervisor.

Last Update by: M. McKinney, 8/16/2026
HR Approved by: L. Galindo, 8/18/2026

This job description may be revised upon development of other duties and changes in responsibilities.

Sign and return to HR for placement into employee personnel

EMPLOYEE PRINTED NAME	SUPERVISOR PRINTED NAME
EMPLOYEE SIGNATURE AND DATE	SUPERVISOR SIGNATURE AND DATE

Last Update by: M. McKinney, 8/16/2026
HR Approved by: L. Galindo, 8/18/2026

13.D. **Personnel Action (Replacement) Faculty, Computer Technology 12M**

Robert J. Exley, PhD
President

MEMORANDUM NO: 160-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 11, 2026

SUBJECT: Personnel Action – Replacement Position, Faculty, Computer Technology 12M

The individual listed below has been recommended to fill the full-time Faculty, Computer Technology 12M position, which is a replacement for Michael Smith.

Funding Source: 11-3-13240-61405

Candidate Recommended: Joseph Fay

Education:

Western Governors University
Bachelor of Science, Software Engineering

Alvin College
Associate of Applied Science, Computer Science

Joseph Fay is an information technology professional with experience in cybersecurity, networking, systems administration, and technical support, currently serving as a Cybersecurity/IT Lab Assistant at Alvin College. He has designed and maintained hands-on cybersecurity and networking labs, supervised and mentored student workers, provided academic support to students, and collaborated with faculty to enhance technical instruction. He holds a Bachelor of Science in Software Engineering from Western Governors University and an Associate of Applied Science in Programming from Alvin College, along with industry certifications in IT service management, project management, cloud computing, and Python programming.

Grade 12/TECH/Step 3, 2026 - 2027 / 12 Month Faculty Salary Schedule

RJE:fmj

Job Description

Job Title: Faculty, Computer Technology (PID:904)		**Reports to: Dean of Career & Technical**	
Department: Computer Technology		**Job Category:**	Full-Time
Salary Grade:	Faculty	**FLSA Status:**	Exempt
ORP Eligible:	Yes	**Contractual Position:**	Yes
CUPA ID:		**SOC Code:**	

SUMMARY

The instructor will teach a variety of courses within the Computer Information Technology department curriculum, including developmental, freshman and sophomore level courses.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Instruct and supervise a diverse population of students in the classroom at various times and locations.
- Possess a commitment to student engagement, student success, and instructional excellence.
- Demonstrate effective communication skills, both written and oral.
- Prepare and utilize a course syllabus and assessments for each course using guidelines established by the institution.
- Maintain current knowledge of effective teaching methodologies and utilizes a variety of instructional delivery methods, classroom media, and educational resources.
- Assist in the recruitment and retention of students.
- Advise students in academic matters or refers students to appropriate resources.
- Assess students' performance through a range of measurement activities and keeps them informed of their progress in a timely manner.
- Engage students through posted office hours and electronic communication.
- Utilize technology to facilitate learning and to access data, maintain records, generate reports, and communicate with others.
- Assist in the development, distribution and collection of assessments for courses and program objectives.
- Build positive and professional relationships with students, colleagues, college administration, and the community.
- Submit timely college reports and forms to the appropriate divisions and departments.
- Provide recommendations to the Instructional Dean, Department Chair, and appropriate college committees regarding curriculum, instruction and division operations.
- Exhibit a commitment to lifelong learning through participation in professional development activities.
- Adhere to Alvin Community College's policies and procedures.
- Attend institutional meetings as required.

Last Update Reviewed by: Michael Smith, 8/27/2026
HR Approved by: Lily Galindo, 8/31/2026

QUALIFICATIONS
To perform this job successfully, an individual must be able to perform the essential duties and responsibilities listed above. The qualifications listed below are representative of the education, experience, knowledge, skills, and/or abilities required.

REQUIRED QUALIFICATIONS

- Associate or bachelor's degree in computer science, computer information systems, computer information technology, computer engineering, or computer-based information systems, instructional technology, or business/computer related field (e.g., management, decision, data processing, and 3 years non-teaching work experience in the field or industry certification(s). (INEW, ITSE, ITSC, ITSW, ITSY, ITNW, ITMT, ITCC)
- Minimum of three (3) years of experience in a computer related field

PREFERRED QUALIFICATIONS

- Master's degree or higher in computer science, computer information systems, computer information technology, computer engineering, or computer-based information systems, instructional technology, or business/computer related field.
- Bilingual – English/Spanish (Speak)

KNOWLEDGE, SKILLS, AND ABILITIES

- Good communication and interpersonal skills
- Must have a working knowledge of Microsoft Office programs, as well as intermediate computer skills.
- Working knowledge of Blackboard course management system
- Must be familiar with interactive teaching methods and instruction via the Internet.

WORK ENVIRONMENT
The employee typically works in an office environment and uses a computer, telephone and other office equipment as needed to perform duties. The noise level in the work environment is typical of that of an office. Employees may encounter frequent interruptions throughout the workday.

PHYSICAL DEMANDS
The employee is regularly required to sit, talk, or hear; frequently required to use repetitive hand motion, handle or feel, and to stand, walk, reach, bend or lift up to twenty (20) pounds.

AI Statement:
Working knowledge of artificial intelligence (AI) tools and the ability to use them responsibly, ethically, and in compliance with organizational guidelines.

Alvin College is an equal opportunity institution and does not discriminate against anyone on the basis of race, color, national origin, religion, age, disability, sex, or any other basis prohibited by law.

This is a security-sensitive position and requires a criminal history and/or motor vehicle records check.

Last Update Reviewed by: Michael Smith, 8/27/2026
HR Approved by: Lily Galindo, 8/31/2026

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by their supervisor.

This job description may be revised upon development of other duties and changes in responsibilities.

Sign and return to HR for placement into employee personnel

EMPLOYEE PRINTED NAME

SUPERVISOR PRINTED NAME

EMPLOYEE SIGNATURE AND DATE

SUPERVISOR SIGNATURE AND DATE

Last Update Reviewed by: Michael Smith, 8/27/2026
HR Approved by: Lily Galindo, 8/31/2026

13.E. **Personnel Action (Replacement) Faculty, Economics 9M**

Robert J. Exley, PhD
President

MEMORANDUM NO: 161-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 11, 2026

SUBJECT: Personnel Action – Replacement Position, Faculty, Economics 9M

The individual listed below has been recommended to fill the full-time Faculty, Economics 9M position, which is a replacement for Banu Olcay Guner.

Funding Source: 11-3-14240-61405

Candidate Recommended: **Dr. Moise Nken**

Education:

Ryerson University
Doctor of Philosophy, Economics

University of Sherbrooke
Master of Science, Economics
Bachelor of Science, Economics

Dr. Moise Nken is an experienced economics educator with more than 10 years of higher education teaching experience at institutions in the United States, Canada, Jamaica, and the United Arab Emirates, currently serving as an Economics Instructor and Discipline Lead at Whatcom Community College. His background includes teaching undergraduate and graduate courses in microeconomics, macroeconomics, international trade, and related disciplines, along with curriculum development, student mentoring, academic assessment, and published research. He holds a Ph.D. in Economics from Ryerson University (now Toronto Metropolitan University), as well as a Master of Science and Bachelor of Science in Economics from the University of Sherbrooke.

Grade 9/PHD/Step 10, 2026 - 2027 / 9 Month Faculty Salary Schedule

RJE:fmj

ALVIN COLLEGE

JOB DESCRIPTION

Job Title:	**Faculty, Economics (PID:18)**		
Department:	Government and Economics	**FLSA Status:**	Exempt
Reports To:	Dean of Arts & Sciences	**Salary Step:**	Based on Contract Length / Degree
ORP Eligible:	Yes	**Job Category:**	Full-Time Faculty
Contractual Position:	Yes		
HR approved:	Human Resources/LG	Date:	1/29/2026
Last updated by:	Dean Arts & Sciences/LG	Date:	1/29/2026

SUMMARY

The instructor will teach a variety of courses within the Economics Department, including freshman and sophomore level courses at all Alvin College locations.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Instruct and supervise a diverse population of students in the classroom at various times and locations (Alvin College Main campus, satellite campuses, dual enrollment campuses, TDCJ, online, etc.)
- Possess a commitment to student engagement, student success, and instructional excellence
- Demonstrate effective communication skills, both written and oral
- Prepare and utilize a course syllabus and assessments for each course using guidelines established by the institution
- Prepare and utilize course syllabi, learning objectives, and assessments in alignment with institutional guidelines and accreditation standards.
- Maintain current knowledge of effective teaching methodologies and utilizes a variety of instructional delivery methods, classroom media, and educational resources.
- Utilize innovative teaching methodologies, instructional technologies, and diverse educational resources to enhance student learning.
- Assist in the recruitment and retention of students
- Advise students in academic matters or refers students to appropriate resources
- Assess students' performance through a range of measurement activities and keeps them informed of their progress in a timely manner
- Engage students through posted office hours and electronic communication
- Utilize technology to facilitate learning and to access data, maintain records, generate reports, and communicate with others
- Assist in the development, distribution and collection of assessments for courses and program objectives
- Build positive and professional relationships with students, colleagues, college administration, and the community
- Foster a collegial and professional environment by building positive relationships with students, faculty, administrators and the community.
- Submit timely college reports and forms to the appropriate divisions and departments
- Provide recommendations to the Instructional Dean, Department Chair, and appropriate college committees regarding curriculum, instruction and division operations

- Engage in professional development to stay current with advancements in the respective disciplines and higher education pedagogy
- Adhere to Alvin College's policies and procedures
- Perform other duties as assigned in support of the institution's mission and academic excellence
- Attend institutional meetings as required

QUALIFICATIONS
To perform this job successfully, an individual must be able to perform the essential duties and responsibilities listed above. The qualifications listed below are representative of the education, experience, knowledge, skills, and/or abilities required.

REQUIRED QUALIFICATIONS
- Master's degree in economics **OR**
- Master's degree with 18 graduate hours in Economics. MBAs must have 18 graduate hours in related coursework in economics.

PREFERRED QUALIFICATIONS
- Prior teaching experience at the college level
- Bilingual – English/Spanish

KNOWLEDGE, SKILLS, AND ABILITIES
- Demonstrate effective communication skills, both written and oral
- Must have a working knowledge of Microsoft Office programs, as well as intermediate computer skills.
- Must be familiar with interactive teaching methods and instruction via the Internet.
- Demonstrates an understanding of Alvin College's core values in serving in a manner that promotes the College as a strong community asset, being accountable, acting in a manner that is responsive, striving for excellence, and maintaining a student-centered focus.

WORK ENVIRONMENT
The employee typically works in an office environment and uses a computer, telephone and other office equipment as needed to perform duties. The noise level in the work environment is typical of that of an office. Employee may encounter frequent interruptions throughout the work day.

PHYSICAL DEMANDS
The employee is regularly required to sit, talk, or hear; frequently required to use repetitive hand motion, handle or feel, and to stand, walk, reach, bend or lift up to twenty (20) pounds.

AI STATEMENT
Working knowledge of artificial intelligence (AI) tools and the ability to use them responsibly, ethically, and in compliance with organizational guidelines.

Alvin College is an equal opportunity institution and does not discriminate against anyone on the basis of race, religion, color, sex, pregnancy, gender equity, sexual orientation, parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service or veteran's status.

This position requires a criminal history and/or motor vehicle records check.

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by their supervisor.

This job description may be revised upon development of other duties and changes in responsibilities.

X _____	X _____
EMPLOYEE PRINTED NAME	SUPERVISORS PRINTED NAME
X _____	X _____
EMPLOYEE SIGNATURE AND DATE	SUPERVISOR SIGNATURE AND DATE

Sign and return to HR for placement into employee personnel file.

13.F. **Personnel Action (Repurposed) Faculty, Communication 9M**

Robert J. Exley, PhD
President

MEMORANDUM NO: 162-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 11, 2026

SUBJECT: Personnel Action – Repurposed Position, Faculty, Communication 9M

The individual listed below has been recommended to fill the full-time Faculty, Communications 9M position, which is a repurposed position and replaced Matt Sullivan.

Funding Source: 11-3-13160-61405

Candidate Recommended: Dr. Nabia Mushtarin

Education:

Louisiana University
Doctor of Philosophy, Mass Communication & Public Affairs

University of South Alabama
Master of Arts, Communications

Jahangirnagar University
Bachelor of Arts, English

Dr. Nabia Mushtarin is a communications educator and researcher with higher education teaching experience at Louisiana State University, where she has instructed courses in media ethics, multiculturalism and media, and mass communication. Her background includes academic research, peer-reviewed publications, curriculum development, and professional experience in social media, public relations, and health communication. She holds a Ph.D. in Mass Communication and Public Affairs from Louisiana State University, a Master of Arts in Communication from the University of South Alabama, and a bachelor's degree from Jahangirnagar University.

Grade 9/PHD/Step 6, 2026 - 2027 / 9 Month Faculty Salary Schedule

RJE:fmj

Job Description

Job Title: Faculty, Communications 9M (PID:1068)	**Reports to: Dean, Career & Technical Programs**
Department: Communications	**Job Category:** Full-Time
Salary Grade: Faculty	**FLSA Status:** Exempt
ORP Eligible: Yes	**Contractual Position:** Yes
CUPA ID:	**SOC Code:**

SUMMARY

The Instructor of Communications is responsible for Facilitation of COMM curriculum courses in all teaching modes (Face to Face, Hybrid, and Online) as well as all locations where Alvin College courses are taught (Alvin College Main Campus, Alvin College West Campus, Local ISD High Schools, and TDCJ Units).

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Instruct and supervise a diverse population of students in the classroom at various times and locations.
- Possess a commitment to student engagement, student success, and instructional excellence.
- Demonstrate effective communication skills, both written and oral.
- Prepare and utilize a course syllabus and assessments for each course using guidelines established by the institution.
- Maintain current knowledge of effective teaching methodologies and utilizes a variety of instructional delivery methods, classroom media, and educational resources.
- Assist in the recruitment and retention of students.
- Advise students in academic matters or refers students to appropriate resources.
- Assess students' performance through a range of measurement activities and keeps them informed of their progress in a timely manner.
- Engage students through posted office hours and electronic communication.
- Utilize technology to facilitate learning and to access data, maintain records, generate reports, and communicate with others.
- Assist in the development, distribution and collection of assessments for courses and program objectives.
- Build positive and professional relationships with students, colleagues, college administration, and the community.
- Submit timely college reports and forms to the appropriate divisions and departments.
- Provide recommendations to the Instructional Dean, Department Chair, and appropriate college committees regarding curriculum, instruction and division operations.
- Exhibit a commitment to lifelong learning through participation in professional development activities.
- Adhere to Alvin College's policies and procedures.
- Attend institutional meetings as required.
- On-going training for changing technological needs.
- Other duties as assigned.

Last Update Reviewed by: Michael Smith, 09/09/2026
HR Approved by: Lily Galindo, 09/09/2026

QUALIFICATIONS
To perform this job successfully, an individual must be able to perform the essential duties and responsibilities listed above. The qualifications listed below are representative of the education, experience, knowledge, skills, and/or abilities required.

REQUIRED QUALIFICATIONS
- Master's in Communication, or a Master's with 18 graduate hours in Communication or related field.

PREFERRED QUALIFICATONS
- 3 Years of Professional Media Production/Broadcast Experience
- Working knowledge of Blackboard course management system
- Bilingual – English/Spanish (Speak)

KNOWLEDGE, SKILLS, AND ABILITIES
- Must have extensive knowledge of Adobe production software
- Must have a working knowledge of Microsoft Office programs, as well as intermediate computer skills.
- Must be familiar with interactive teaching methods and instruction via the Internet.
- Demonstrates an understanding of Alvin College's core values in serving in a manner that promotes the College as a strong community asset, being accountable, acting in a manner that is responsive, striving for excellence, and maintaining a student-centered focus

WORK ENVIRONMENT
The employee typically works in an office environment and uses a computer, telephone and other office equipment as needed to perform duties. The noise level in the work environment is typical of that of an office. Employee may encounter frequent interruptions throughout the work day.

PHYSICAL DEMANDS
The employee is regularly required to sit, talk, or hear; frequently required to use repetitive hand motion, handle or feel, and to stand, walk, reach, bend or lift up to twenty (20) pounds.

AI Statement:
Working knowledge of artificial intelligence (AI) tools and the ability to use them responsibly, ethically, and in compliance with organizational guidelines.

CONDITIONS OF EMPLOYMENT
The Employer and the Faculty Member are subject to all the provisions of the Interlocal Agreement between the Employer and the Texas Department of Criminal Justice (TDCJ). The Faculty Member agrees to comply with all policies, procedures, and security regulations of the TDCJ while performing instructional duties within TDCJ facilities. If officials of the TDCJ exercise their contractual right to deny the Faculty Member access to the assigned unit, the Employer may terminate the Faculty Member's employment and cease salary payments effective immediately.

Alvin College is an equal opportunity institution and does not discriminate against anyone on the basis of race, color, national origin, religion, age, disability, sex, or any other basis prohibited by law.

Last Update Reviewed by: Michael Smith, 09/09/2026
HR Approved by: Lily Galindo, 09/09/2026

This is a security-sensitive position and requires a criminal history and/or motor vehicle records check.

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by their supervisor.

This job description may be revised upon development of other duties and changes in responsibilities.

Sign and return to HR for placement into employee personnel

EMPLOYEE PRINTED NAME	SUPERVISOR PRINTED NAME
EMPLOYEE SIGNATURE AND DATE	SUPERVISOR SIGNATURE AND DATE

Last Update Reviewed by: Michael Smith, 09/09/2026
HR Approved by: Lily Galindo, 09/09/2026

13.G. **Personnel Action (Replacement) Faculty, Nursing 9M**

Robert J. Exley, PhD
President

MEMORANDUM NO: 163-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 11, 2026

SUBJECT: Personnel Action – Replacement Position, Faculty, Nursing 9M

The individual listed below has been recommended to fill the full-time Faculty, Nursing 9M position, which is a replacement for Ashley White.

Funding Source: 11-3-13640-61405

Candidate Recommended: **Shannon Fenilli**

Education:

Lamar University
Master of Science, Nursing

Houston Baptist University
Bachelor of Science, Nursing

Alvin Community College
Associate Degree in Nursing

Shannon Fenelli is an experienced Registered Nurse with more than seven years of clinical experience specializing in neonatal intensive care, mother-baby care, labor and delivery, and medical-surgical nursing. She currently serves in part-time instructional roles at Alvin College, Lee College, and UTMB, providing clinical instruction, simulation training, and student evaluation, while continuing her nursing practice at Houston Methodist Baytown. She holds a Master of Science in Nursing from Lamar University, a Bachelor of Science in Nursing from Houston Baptist University, and an Associate Degree in Nursing from Alvin College, along with specialized neonatal nursing certifications.

Grade 9/MA/Step 6, 2026 - 2027 / 9 Month Faculty Salary Schedule

RJE:fmj

Job Description

Job Title: Faculty, Nursing 9 Month (PID:1076)	**Reports to: Director, Nursing Program**
Department: Nursing Programs	**Job Category:** Full-Time
Salary Grade: Faculty	**FLSA Status:** Exempt
ORP Eligible: Yes	**Contractual Position:** No
CUPA ID:	**SOC Code:**

SUMMARY

The instructor is responsible for working as a member of a teaching team which develops, implements, and evaluates nursing courses and student learning in accordance with the philosophy and objectives of the Nursing Programs and Alvin College. Instructional settings include classroom, online, skills laboratory, simulation and clinical. Clinical times and days may vary each semester and possibly include weekend and evening hours.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Teach and supervise nursing students in classroom, laboratory, simulation, clinical, and online learning environments.
- Develop, implement, evaluate, and revise course content, learning activities, assessments, and instructional materials in accordance with program, college, accreditation, and regulatory requirements.
- Assess student learning and provide timely feedback regarding academic and clinical performance.
- Promote student success through advising, mentoring, engagement activities, office hours, and referral to appropriate support services.
- Utilize instructional technology, learning management systems, and college systems to support teaching, communication, record keeping, and reporting requirements.
- Participate in curriculum development, program evaluation, accreditation activities, and continuous quality improvement efforts.
- Assist with student recruitment, retention, progression, and completion initiatives.
- Coordinate and supervise clinical learning experiences, maintain collaborative relationships with clinical partners, and evaluate clinical site effectiveness.
- Maintain nursing laboratory, simulation, and instructional resources as assigned.
- Participate in department, division, college, and professional activities, including meetings, committees, and continuing professional development.
- Demonstrate professionalism and adhere to all college policies, nursing program requirements, and applicable regulatory standards.
- Perform other duties as assigned.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform the essential duties and responsibilities listed above. The qualifications listed below are representative of the education, experience, knowledge, skills, and/or abilities required.

Last Update Reviewed by: Marby McKinney & Elizabeth Saucedo, 09.24.2026
HR Approved by: Lily Galindo, 09.25.2026

REQUIRED QUALIFICATIONS

- Hold a current, unencumbered license to practice as a Registered Nurse (RN) in the State of Texas
- Demonstrate evidence of teaching ability and maintain current knowledge, clinical experience, and safety in areas
- Hold a master's degree or doctoral degree:
    - Faculty with a Master's or Doctoral Degree in Nursing
        - Minimum of two (2) years of non-teaching professional nursing experience **OR**
    - Faculty with a Master's or Doctoral Degree in a Discipline other than Nursing
        - Bachelor of Science in Nursing (BSN) from an accredited nursing program
        - Minimum of three (3) years of non-teaching professional nursing experience
        - Completion of at least twelve (12) graduate semester credit hours in nursing appropriate to assigned teaching responsibilities.
- Meet all clinical agency requirements necessary to participate in and supervise students in clinical experiences, including but not limited to a clear criminal background check, drug screening, current immunizations, annual tuberculosis (TB) screening, current American Heart Association Basic Life Support (BLS) for Healthcare Providers certification, and any additional onboarding, credentialing, training, or compliance requirements established by assigned clinical agencies.

PREFERRED QUALIFICATONS

- Master's degree or Doctoral degree in Nursing
- Prior teaching in a nursing program.
- Working knowledge of Blackboard course management system.
- Bilingual – English/Spanish (Speak)

KNOWLEDGE, SKILLS, AND ABILITIES

- Must have a working knowledge of Microsoft Office programs, as well as intermediate computer skills.
- Must be familiar with interactive teaching methods and instruction via the Internet.

WORK ENVIRONMENT

The employee typically works in a classroom environment and uses a computer, telephone and other office equipment as needed to perform duties. The noise level in the work environment is typical of that of a classroom. Employee may encounter frequent interruptions throughout the work day.

PHYSICAL DEMANDS

The employee is regularly required to sit, talk, or hear; frequently required to use repetitive hand motion, handle or feel, and to stand, walk, reach, bend or lift up to twenty (20) pounds.

AI Statement:

Working knowledge of artificial intelligence (AI) tools and the ability to use them responsibly, ethically, and in compliance with organizational guidelines.

Alvin College is an equal opportunity institution and does not discriminate against anyone on the basis of race, color, national origin, religion, age, disability, sex, or any other basis prohibited by law.

This is a security-sensitive position and requires a criminal history and/or motor vehicle records check.

Last Update Reviewed by: Marby McKinney & Elizabeth Saucedo, 09.24.2026
HR Approved by: Lily Galindo, 09.25.2026

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by their supervisor.

This job description may be revised upon development of other duties and changes in responsibilities.

Sign and return to HR for placement into employee personnel

EMPLOYEE PRINTED NAME	SUPERVISOR PRINTED NAME
EMPLOYEE SIGNATURE AND DATE	SUPERVISOR SIGNATURE AND DATE

Last Update Reviewed by: Marby McKinney & Elizabeth Saucedo, 09.24.2026
HR Approved by: Lily Galindo, 09.25.2026

13.H. **Personnel Action (New) FY2627, Faculty, Welding 12M**

Robert J. Exley, PhD
President

MEMORANDUM NO: 168-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD RJE

DATE: November 12, 2026

SUBJECT: Personnel Action – New Position for FY2627, Faculty, Welding 12M

The individual listed below has been recommended to fill the full-time Faculty, Welding 12M position which is a new position for FY2627.

Funding Source: 11-3-13920-61405

Candidate Recommended: Francisco Zavala

Education:

Mainliners Welding Academy
Certifications - Combo Pipe Welder

South Houston High School
Diploma

Francisco Zavala is an experienced welding professional with approximately 14 years of combined industry and instructional experience, including pipe welding, non-destructive testing, quality control, and technical training. He currently serves as a Welding Instructor at Arclabs Welding School in Houston, where he provides hands-on instruction in multiple welding processes, evaluates student performance, promotes workplace safety, and mentors new instructors. He completed professional welding training at Mainliners Welding Academy and holds industry certifications in NCCER Instructor Certification Training, OSHA 10, and Non-Destructive Testing.

Grade 12/TECH/Step 9, 2026 - 2027 / 12 Month Faculty Salary Schedule

RJE:fmj

Job Description

Job Title: Faculty, Welding (PID:608)	**Reports to: Department Chair**
Department: Welding Technology	**Job Category:** Full-Time
Salary Grade: Faculty	**FLSA Status:** Exempt
ORP Eligible: Yes	**Contractual Position:** Yes
CUPA ID:	**SOC Code:**

SUMMARY

The instructor will teach a variety of courses within the Welding Technology Department. Requires flexible work schedule to meet program needs, which may include working days, evening and/or weekends.

May require travel to our main campus in Alvin and/or various offsite locations, including local high schools in Alvin, Danbury, Manvel, JB Hensler, Pearland and to Texas Department of Criminal Justice facilities in Richmond, Rosharon or Lake Jackson.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Instruct and supervise a diverse population of students in the classroom at various times and locations.
- Possess a commitment to student engagement, student success, and instructional excellence.
- Demonstrate effective communication skills, both written and oral.
- Prepare and utilize a course syllabus and assessments for each course using guidelines established by the institution.
- Maintain current knowledge of effective teaching methodologies and utilizes a variety of instructional delivery methods, classroom media, and educational resources.
- Assist in the recruitment and retention of students.
- Advise students in academic matters or refers students to appropriate resources.
- Assess students' performance through a range of measurement activities and keeps them informed of their progress in a timely manner.
- Engage students through posted office hours and electronic communication.
- Utilize technology to facilitate learning and to access data, maintain records, generate reports, and communicate with others.
- Assist in the development, distribution and collection of assessments for courses and program objectives.
- Build positive and professional relationship with students, colleagues, college administration, and the community.
- Submit timely college reports and forms to the appropriate divisions and departments.
- Provide recommendations to the Instructional Dean, Department Chair, and appropriate college committees regarding curriculum, instruction and division operations.
- Exhibit a commitment to lifelong learning through participation in professional development activities.
- Adhere to Alvin College's policies and procedures.
- Attend institutional meetings as required.
- Other duties as assigned.

Last Update Reviewed by: David Mustain, 8/18/2026
HR Approved by: Lily Galindo, 8/18/2026

QUALIFICATIONS
To perform this job successfully, an individual must be able to perform the essential duties and responsibilities listed above. The qualifications listed below are representative of the education, experience, knowledge, skills, and/or abilities required.

REQUIRED QUALIFICATIONS

- Associate's or Bachelor's degree in Metals Science (Metallurgy, Welding Technology, etc.) and/or 3 years non-teaching work experience in the field.

PREFERRED QUALIFICATONS

- At least one year of teaching experience at the college or university level
- Bilingual – English/Spanish (Speak)

KNOWLEDGE, SKILLS, AND ABILITIES

- Must have a working knowledge of Microsoft Office programs, as well as intermediate computer skills
- Must be familiar with interactive teaching methods and instruction via the Internet
- Working knowledge of Blackboard course management system
- Candidate must be proficient in SMAW, GTAW, GMAW, and FCAW on plate and pipe in all positions. Weld test is required.
- Weld Tests:
    - 3G & 4G GMAW/FCAW Open root V-Groove weld
    - 2"XH Pipe – 6G GTAW
    - 2"XXH Pipe – 6G GTAW/SMAW

WORK ENVIRONMENT
The employee typically works in an unconditioned shop, or classroom environment and uses a computer, telephone and other office, welding equipment as needed to perform duties. The noise level in the work environment is typical of that of welding shop. Employee may encounter frequent interruptions, loud noises, throughout the work day.

PHYSICAL DEMANDS

The employee is regularly required to sit, talk, or hear; frequently required to use repetitive hand motion, handle or feel, and to stand, walk, reach, bend or lift up to twenty (50) pounds.

AI Statement:
Working knowledge of artificial intelligence (AI) tools and the ability to use them responsibly, ethically, and in compliance with organizational guidelines.

Last Update Reviewed by: David Mustain, 8/18/2026
HR Approved by: Lily Galindo, 8/18/2026

CONDITIONS OF EMPLOYMENT

The Employer and the Faculty Member are subject to all the provisions of the Interlocal Agreement between the Employer and the Texas Department of Criminal Justice (TDCJ). The Faculty Member agrees to comply with all policies, procedures, and security regulations of the TDCJ while performing instructional duties within TDCJ facilities. If officials of the TDCJ exercise their contractual right to deny the Faculty Member access to the assigned unit, the Employer may terminate the Faculty Member's employment and cease salary payments effective immediately.

Alvin College is an equal opportunity institution and does not discriminate against anyone on the basis of race, color, national origin, religion, age, disability, sex, or any other basis prohibited by law.

This is a security-sensitive position and requires a criminal history and/or motor vehicle records check.

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by their supervisor.

This job description may be revised upon development of other duties and changes in responsibilities.

Sign and return to HR for placement into employee personnel

EMPLOYEE PRINTED NAME	SUPERVISOR PRINTED NAME
EMPLOYEE SIGNATURE AND DATE	SUPERVISOR SIGNATURE AND DATE

Last Update Reviewed by: David Mustain, 8/18/2026
HR Approved by: Lily Galindo, 8/18/2026

13.I. **Consider Approval of Resolution of Payment for Personnel During Campus Closure**

Robert J. Exley, PhD
President

MEMORANDUM NO: 170-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 13, 2026

SUBJECT: Consider Approval of Resolution of Payment for Personnel During Campus Closure

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Alvin College Board Policy DEA (LOCAL) states:

"If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the public purpose served by the expenditure and the parameters for such payments."

Due to the loss of power, the College administration closed the campus on Wednesday, November 11, 2026. The campus was reopened for classes and services on Thursday, November 12, 2026.

It is recommended that the Board of Regents approve the following resolution.

RJE:fmj

RESOLUTION OF THE BOARD OF REGENTS
OF ALVIN COLLEGE RELATED TO EMERGENCY CLOSURE

WHEREAS, Alvin College has a substantial public interest in protecting the health and safety of its students and personnel;

WHEREAS, Alvin College had an electrical strike on its campus on or about 11:00 pm on November 10, 2026, causing the campus to lose power;

WHEREAS, Alvin College closed its facilities on Wednesday, November 11, 2026, beginning at 9:45 a.m. and remained closed for the duration of the workday, for the safety of its faculty, staff, and students;

WHEREAS, Alvin College physical plant employees, police officers and IT employees worked throughout the closure to safeguard Alvin College facilities, assist with the repairs and ensure all equipment was properly protected throughout the closure;

WHEREAS, all College operations resumed on Thursday, November 12, 2026;

WHEREAS, Alvin College's Board of Regents has long recognized the important services provided by essential personnel during emergency closures, and Board Policy DEA (Local) allows the Board to pass resolutions authorizing payments to Alvin College personnel subject to certain parameters;

WHEREAS, Alvin College's Board of Regents is committed to (1) ensuring the safety of staff, (2) retaining staff, (3) facilitating efficient educational activities, and (4) assisting with emergency and shelter operations; and

WHEREAS, Alvin College's Board of Regents finds that compensating staff for workdays that they were unable to work because of closures to Alvin College facilities necessitated by the threat of inclement weather serves an important public purpose in the morale and retention of staff and ensuring efficient operations and community activities;

NOW, THEREFORE, BE IT RESOLVED that

1. The Board delegates authority to President Exley to:

    a. compensate employees for workdays and hours that they were unable to work, as determined by President Exley or his designee, in the manner and at the rates set forth in Board Policy DEA (Local).

    b. compensate employees for workdays and hours that they worked while the college was closed, as determined by President Exley or his designee, in the manner and at the rates set forth by Board Policy DEA (Local).

ADOPTED THIS 19TH DAY OF NOVEMBER 2026.

ALVIN COLLEGE

By:_____
'Bel Sanchez, Board Chair
Board of Regents

Attest: _____
Dr. Patty Hertenberger, Secretary
Board of Trustees

14. **President's Report**
15. **Consider Approval of the Budget Amendments for the 2026–2027 Fiscal Year**

Robert J. Exley, PhD
President

MEMORANDUM NO: 157-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD RJE

DATE: November 11, 2026

SUBJECT: Budget Amendments for 2026-2027 Fiscal Year

The Board of Regents approved a final tax rate of $0.156543 for the 2026-2027 Fiscal Year, which produces total budgeted revenue of $55,940,769. This amount differs from the approved budget of $57,288,219, resulting in the need to amend the budget.

A summary of the budget amendments for Fiscal Year 2026-2027 is below. These budget amendments reduce the overall budget by $1,347,450. They include reductions in 4 main budget categories – Capital / Physical Plant projects, salary reductions, travel reductions, and the lowering of debt payments, as well as a small amount of miscellaneous expense reductions.

Item	Amount	Description
Travel (total amount)	$ 108,250	Each Vice President consulted with his/her leaders to reduce travel funds by a cumulative total equal to 20% of originally budgeted amounts.
Capital / Physical Plant Projects	$ 873,000	The projects expected to be funded by these dollars will instead be funded via dollars from General Service Fee (Non-M&O Funds).
Salary / Wages (salary savings)	$ 247,685	The dollars are based on actual savings to date for filled positions, as well as anticipated salary savings.
Debt Payments	$ 100,000	This represents a reduction in the estimated payments for potential new debt incurred.
Miscellaneous	$ 18,515	This represents reductions in various areas/departments
Total Budget Reduction	**$ 1,347,450**	

It is recommended that the Board of Regents approve the budget amendments as identified for a total reduction of $ 1,347,450 for Fiscal Year 2026-2027.

RJE:fmj

16. **Consider Approval of the Slate Implementer Services**

Robert J. Exley, PhD
President

MEMORANDUM NO: 172-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 13, 2026

SUBJECT: Slate Implementation Services

As approved by the Board of Regents on October 29, 2026, Alvin College is implementing Slate by Technolutions as its Customer Relationship Management (CRM) and student engagement platform. Slate will support recruitment, admissions, Continuing Education and Workforce Development (CEWD), student engagement and success, and tracking of students' career progress after completion. The implementation will integrate Slate with existing College systems and establish the processes, communications, and technical framework needed to meet the College's enrollment and student success goals.

Because Technolutions does not provide implementation services, the College issued a Scope of Needs to qualified Slate implementation partners. A cross-functional College team evaluated responses from Strata Information Group, Ferrilli, and Human Capital Education (HCE) on methodology, timeline, staffing and College support, Colleague integration experience, admissions and CEWD expertise, communications capabilities, pricing, and vendor qualifications. The Scope of Needs called for a phased deployment that establishes sound business processes before configuration, aligns recruiting and enrollment with the next registration cycle, and applies lessons learned to later student success work:

- Phase 0: Business Process Mapping & Integration
- Phase 1: Recruiting & Enrollment
- Phase 1B: CEWD, including a fully functional storefront
- Phase 2: Student Success and Post-Completion

This request covers Phases 0–1B. Phase 2 (Student Success and Post-Completion) will be brought to the Board for approval at a later date. Table 1 compares pricing for Phases 0–1B.

Table 1: Comparison of Costs

Cost component	Strata (SIG)	Ferrilli	Human Capital Education
Phase 0 – Business Process Mapping / Integration Phase 1 – Recruiting & Enrollment Phase 1B – CEWD	**$264,924**	**$241,400**	**$175,000**
Bundle discount	–	–	($10,000)
Phase 0 – 1B implementation cost	**$264,924**	**$241,400**	**$165,000**

The evaluation team recommends HCE for the following reasons:

- **Slate expertise and knowledge transfer**: HCE has extensive Slate experience and strong coaching practices. Under its shared-build model, HCE works alongside College staff on critical components so the College can sustain the system independently.
- **Comprehensive, flexible approach**: HCE offers the lowest cost for Phases 0–1B, and initial conversations showed its comprehensive strategy can adapt to the College's staffing and timing constraints.
- **Timeline fit**: HCE's plan meets an aggressive Phase 1 timeline while minimizing disruption during the College's peak July–August registration period.
- **Positive references**: The University of Arkansas and Saint Louis University confirmed that HCE completed projects on time and as planned and successfully transferred support to each institution. An evaluation team member also had a positive experience with HCE at a previous institution.

Under the proposed agreement, HCE will provide business process design, Slate configuration, recruitment and admissions functionality, Colleague integration, a dedicated Alvin College application, communications, training, testing, and the CEWD self-service storefront. The College has dedicated full-time and grant-funded staff to work alongside HCE on the build. Recruitment functionality is scheduled to launch in March 2027, the full admissions application and Colleague integration in June 2027, and the CEWD storefront in August–October 2027. HCE will provide 30 days of post-go-live support after both the admissions and CEWD launches. After that, the College may purchase optional blocks of support hours, which are not included in this request.

HCE's fee consists of three fixed-fee components totaling $175,000: Phase 0 ($30,500), Phase 1 ($69,500), and Phase 1B ($75,000). Contracting all three by November 30, 2026, earns a $10,000 discount, reducing the total to $165,000. The College's Purchasing and Information Technology teams reviewed HCE's Consulting Services Agreement, which covers

confidentiality, FERPA compliance, information security, insurance, and intellectual property, to confirm that it meets state procurement requirements and addresses security and privacy concerns. The Houston Endowment Grant will provide $8,250 toward the $165,000 cost; the remaining $156,750 will come from approved FY26-27 Information Technology Maintenance and Operations (M&O) funds.

It is recommended that the Board of Regents authorize the President to enter into an agreement with Human Capital Education, Inc. for Slate CRM implementation services (Phases 0, 1, and 1B) in an amount not to exceed $165,000.

RJE:fmj

17. **Consider Approval of the Managed Security Services Provider**

Robert J. Exley, PhD
President

MEMORANDUM NO: 171-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 13, 2026

SUBJECT: Managed Security Services Provider

Cyberattacks are becoming more sophisticated and increasingly use AI, requiring constant monitoring, fast response, and specialized expertise. For a college the size of Alvin College, staffing a 24/7/365 Security Operations Center (SOC) and building in-house expertise in cybersecurity, incident response, governance, risk, and compliance is neither practical nor affordable. The College therefore defined its Scope of Needs and sought proposals from managed security services providers to supplement internal staff with continuous monitoring and response, specialized expertise, and security and compliance support.

The College received proposals under cooperative purchasing contracts from three providers: Columbia Advisory Group (CAG), Apollo Information Systems, and Olezka Global (through GTS Technology Solutions). Although all three responded to the same Scope of Needs, their proposed solutions differed in approach and scale. Table 1 compares each provider's three-year costs.

Table 1: Respondent price comparison

Respondent	Year 1	Year 2	Year 3	3-Year Total
Columbia Advisory Group (CAG)	$205,200	$205,200	$205,200	$615,600
Olezka Global through GTS Technology Solutions	$238,148.28	$238,148.28	$238,148.28	$714,444.84
Apollo Information Systems	$743,100	$678,100	$678,100	$2,099,300

After reviewing the proposals against the College's defined needs, the evaluation team recommends Olezka Global through GTS Technology Solutions (Texas Department of Information Resources, DIR-CPO-4754) for the following reasons:

- **Best alignment with the College's Scope of Needs**, combining cybersecurity leadership, 24/7 SOC monitoring and response, compliance management, and governance in one coordinated service model.
- **Substantially more operational depth** than the lowest-cost proposal at significantly less cost than the highest-priced solution.
- **A dedicated team** (a named virtual CISO, Security Analyst, and Compliance Manager) rather than reliance on a single resource.

- **Less routine monitoring, response, and program-management work left to College IT** than under the lower-priced proposal.
- **Use of the College's existing security platforms**, avoiding a significant investment in a new technology stack. Further review with College staff will identify adjustments that maximize protection and value.
- **Integrated and scalable support**: Governance, risk, and compliance capabilities plus specialized expertise in a sustainable model that can adapt as threats, regulations, and institutional needs evolve.
- **Favorable references**: Asher College and Mikhail Education Group reported positive experiences with Olezka Global's responsiveness, expertise, implementation support, and ongoing service.

The agreement replaces $202,158 already budgeted in FY 26-27 for the vacant Information Security Officer position's salary and benefits, professional development, and information security consulting services. Olezka Global/GTS Technology Solutions has also provided a five-year quote of $1,161,699.60 ($232,339.92 annually), which is $5,809 less per year than the three-year agreement, retains the College's existing security platforms, and includes a 90-day termination for convenience clause. As shown in Table 2, if the replaced internal costs rise 3% annually, they would total $1,073,284.27 over five years. The net additional cost of the agreement is therefore approximately $88,415 over five years, an average of $17,683 per year, for a full security team and 24/7/365 protection.

Table 2: Five-year cost comparison

Year	Internal costs (est. 3% annual increase)	GTS / Olezka (5-year quote)	Difference
Year 1	$202,158.00	$232,339.92	$30,181.92
Year 2	$208,222.74	$232,339.92	$24,117.18
Year 3	$214,469.42	$232,339.92	$17,870.50
Year 4	$220,903.50	$232,339.92	$11,436.42
Year 5	$227,530.61	$232,339.92	$4,809.31
5-Year Total	**$1,073,284.27**	**$1,161,699.60**	**$88,415.33**

With this additional investment, the College receives:

- **Comprehensive security partnership**: Virtual CISO leadership, dedicated security analyst and compliance resources, 24/7/365 security operations, incident response, training and awareness, and continuity and recovery support.
- **Defined response expectations**: Initial review of critical incidents within 10 to 15 minutes, notification within 15 minutes, and targeted containment within 30 to 60 minutes.
- **Greater operational ownership**: Olezka Global leads security monitoring, response, compliance, policy, audits, and remediation, allowing College IT to focus on major approvals, access, and necessary hands-on system work.

- **Defined accountability and reporting**: 99.9% platform availability, notification of silent data sources within four hours, DIR reporting within 48 hours, and monthly security metrics.
- **Rapid implementation**: Full SOC monitoring targeted within 30 to 60 days, including environment mapping, access configuration, data-source integration, and detection tuning.
- **Integrated and scalable support**: A sustainable security and compliance model that can adapt as cybersecurity threats, AI-related risks, regulatory requirements, and institutional needs evolve.

The agreement excludes extended incident response and attack simulation services. Every major cyber incident is different, so the cost of a large-scale recovery cannot be responsibly predicted. However, the agreement already covers Olezka Global's 24/7 detection, investigation, containment, eradication and recovery support, regulatory notification support, and post-incident review at no additional charge. If an incident requires deeper forensics or sustained response beyond these services, Olezka Global will present the proposed scope and rates, and the College will decide whether to proceed based on the facts of the incident. Containment will continue without delay. Any such work is separate from the agreement amount and is billed only if the College authorizes it. A proposal for a red-team/blue-team exercise simulating an actual attack and response will be scoped separately after onboarding, once Olezka Global and the College agree on its components, an isolated test environment, and a third-party red-team aggressor.

The five-year agreement replaces reliance on a single position with a dedicated security team and 24/7/365 protection at an average net increase of $17,683 per year. It requires no standing retainer, includes a 90-day termination for convenience clause, and bills extended incident response only with College approval, so the College strengthens its protection while keeping control of future spending.

It is recommended that the Board of Regents authorize the College President to execute a 5-year agreement with GTS Technology Solutions for managed security services provided by Olezka Global in an amount not to exceed $1,161,699.60.

RJE:fmj

18. **Consider Authorization to Close on the Purchase of Real Property**

Robert J. Exley, PhD
President

MEMORANDUM NO: 167-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 11, 2026

SUBJECT: Consider Authorization to Close on the Purchase of Real Property

The College is under contract to purchase approximately 34.57 acres of real property in Iowa Colony, Texas. The property supports the College's long-term plans to expand access to programs and services in the growing northern Brazoria County area, consistent with the Elevate 2030 Strategic Plan.

Board authorization is now needed so the President can execute the closing documents and complete the transaction.

Recommendation

The administration recommends that the Board of Regents approve the following motion:

Move to delegate authority to the President to close on the purchase of 34.57 acres of real property in Iowa Colony for a purchase price of $14,305,757 plus closing costs, and to take all actions necessary to complete the closing.

RJE:fmj

19. **Consider Approval of Amendment #1 CMAR GMP**

Robert J. Exley, PhD
President

MEMORANDUM NO: 169-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 13, 2026

SUBJECT: Approval of Amendment #1 CMAR GMP

The College's Construction Manager at Risk (CMAR) provider, Tellepsen, has advised College staff that a significant purchase is required due to an extremely long delivery lead time. The purchase is for switch gear.

Until the College and Tellepsen agree to a Guaranteed Maximum Price (GMP) for construction (staff anticipates Spring 2027), all construction purchases more than $ 50,000 must be approved by the Board of Regents, pursuant to CM (Local) Policy.

As part of their contract with the College, Tellepsen solicited switch gear providers and had a bid opening on November 13, 2026, at their local offices. The bid process was not complete at the time this agenda item was submitted. Due to the need to order this item as soon as possible, staff is requesting the Board approve a not-to-exceed amount of $1,500,000.

Staff requests the Board Consider approval of Guaranteed Maximum Price Amendment #1 for the Maintenance Tax Note project and authorize the President to negotiate and execute Guaranteed Maximum Price Amendment #1 for the Maintenance Tax Note, in an amount not to exceed $1,500,000.

RJE:fmj

20. **Financial Report Ending October 31, 2026**

Robert J. Exley, PhD
President

MEMORANDUM NO: 174-2026

TO: Board of Regents

FROM: Robert J. Exley, PhD

DATE: November 13, 2026

SUBJECT: Financial Report - Year-to-Date Ending October 31, 2026

Elizabeth Nelson, CFO, will provide the monthly financial report for the board.

The monthly report will provide an update of our revenues and expenses year-to-date compared to our budget projections for the 2026-2027 fiscal year. Table 1 provides an overview.

Table 1.

Revenues	***M&O Budget***	***M&O Actual***	***% of Budget***	***Over/(Under) Budget***
Total Operating Revenues	9,219,831	4,608,239	49.98%	(4,611,592)
Total Non-Operating Revenues	46,720,938	5,650,017	12.09%	(41,070,921)
Total Revenues	55,940,769	10,258,256	18.34%	(45,682,513)

Expenses	***M&O Budget***	***M&O Actual***	***% of Budget***	***Over/(Under) Budget***
Total Operating Expenses	55,940,769	7,857,173	14.05%	(48,083,596)

This represents two months (or 16.67%) of the fiscal year, with operating revenues on track and expenses consistent with projections.

RJE:fm

Alvin College

Consolidated Statements of Net Assets

	October 31, 2026	October 31, 2025	Variance	Explanations/Descriptions
Current Assets				
Cash and cash equivalents	50,116,503	12,351,823	37,764,680	
Short-term investments	22,249,288	22,515,823	(266,535)	
Accounts receivable, net	1,149,500	419,979	729,521	Installment Plans outstanding, billing outstanding to sponsors and third parties, grant billings, and CE billings
Prepaids	8,944	10,164	(1,220)	Travel advances and prepaid expenses
Inventories	175,410	185,485	(10,075)	
Total Current Assets	73,699,645	35,483,274	38,216,371	
Noncurrent assets				
Long-term investments	3,000,000	3,000,000	-	
Capital assets, net	46,419,880	46,419,880	-	
Total Assets	123,119,525	84,903,154	38,216,371	
Deferred Outflows of Resources				
Deferred outflows - pensions	2,809,276	2,809,276	-	TRS pension
Deferred outflows - OPEB	6,879,635	6,879,635	-	OPEB
Total Deferred Outflows of Resources	9,688,912	9,688,912	-	
Liabilities				
Accounts payable & accrued liabilities	1,653,272	1,435,206	218,066	
Net pension liability	11,288,701	11,288,701	-	
Net OPEB liability	23,196,327	23,196,327	-	
Funds held for others	63,555	57,615	5,940	Agency funds - groups, clubs, etc on campus
Deferred revenues	81,205	887	(887)	Grants paid in advance and fall registrations
Compensated absences	2,282,899	2,282,899	(0.29)	
Tax note payable, net of premiums	44,261,300	17,050,000	27,211,300	
Total Liabilities	82,827,259	55,311,635	27,434,419	
Deferred Inflows of Resources				
Deferred inflows - pensions	870,725	870,725	-	TRS pension
Deferred inflow - OPEB	4,620,884	4,620,884	-	OPEB
Deferred inflow - premium on tax note	1,492,805	1,777,596	(284,791)	
Total Deferred Inflows of Resources	6,984,414	7,269,205	(284,791)	
Net Assets				
Fund Balance - Equity	42,996,763	32,011,226	10,985,538	
Total Net Assets	42,996,763	32,011,226	10,985,538	

Alvin College

Consolidated Statements of Revenue and Expense

October 31, 2026 and October 31, 2025

	Year-To-Date					Prior Year-To-Date				
	All Other Funds Actual	M&O Actual	M&O Budget	Remaining Budget	% of Budget	All Other Funds Actual	M&O Actual	M&O Budget	Remaining Budget	% of Budget
Revenues										
Operating revenues										
Tuition and fees	1,182,126	4,595,360	9,169,831	(4,574,471)	50.11%	1,237,916	3,678,518	7,869,280	(4,190,762)	46.75%
Federal grants and contracts	111,841	-	-	-	0.00%	4,117,205	-	-	-	0.00%
State grants (Fund 34)	251,812	-	-	-	0.00%	(118,176)		-	-	0.00%
Local grants (Fund 31 & 32)	128,161	-	-	-	0.00%	242,804	-	-	-	0.00%
Auxiliary enterprises	1,033,964	-	-	-	0.00%	1,071,274	-	-	-	0.00%
Other operating revenues	14,769	12,879	50,000	(37,122)	25.76%	30,259	20,527	50,000	(29,473)	41.05%
Total operating revenues	2,722,672	4,608,239	9,219,831	(4,611,592)	49.98%	6,581,283	3,699,045	7,919,280	(4,220,235)	46.71%
Expenses										
Operating expenses										
Administrative	-	2,373,492	13,193,589	10,820,097	17.99%	-	2,446,194	13,144,943	10,698,749	18.61%
Institutional	-	1,242,349	12,061,562	10,819,213	10.30%	-	2,220,119	12,061,562	9,841,443	18.41%
Technical Instruction	-	1,333,167	8,335,543	7,002,376	15.99%	-	1,313,008	8,335,543	7,022,535	15.75%
Academic Instruction	-	1,576,106	10,918,509	9,342,403	14.44%	-	1,603,178	10,918,509	9,315,331	14.68%
Student Services	-	854,096	5,869,277	5,015,181	14.55%	-	934,295	5,869,277	4,934,982	15.92%
Physical Plant	-	477,963	5,562,291	5,084,328	8.59%	-	402,116	5,562,291	5,160,174	7.23%
Unbudgeted Unrestricted (Fund 12)	452,748	-	-	-	0.00%	593,733	-	-	-	0.00%
Continuing Education	206,253	-	-	-	0.00%	200,327	-	-	-	0.00%
Auxiliary Enterprises	707,298	-	-	-	0.00%	738,605	-	-	-	0.00%
Local grants (Fund 31)	17,014	-	-	-	0.00%	-	-	-	-	0.00%
TPEG (Fund 32)	91,725	-	-	-	0.00%	94,366	-	-	-	0.00%
Institutional Scholarships (Fund 33)	72,430	-	-	-	0.00%	93,315	-	-	-	0.00%
State grants (Fund 34)	514,936	-	-	-	0.00%	623,402	-	-	-	0.00%
Federal Grants (Fund 35 & 36)	4,295,390	-	-	-	0.00%	4,363,918	-	-	-	0.00%
Donor Scholarships (Fund 30)	341,420	-	-	-	0.00%	227,884	-	-	-	0.00%
Unexpended Plant Fund	29,803	-	-	-	0.00%	116,137	-	-	-	0.00%
Depreciation	-	-	-	-	0.00%	-	-	-	-	0.00%
Debt Retirement	1,500	-	-	-	0.00%	500	-	-	-	0.00%
Gain on Sale of Property	-	-	-	-	0.00%	-	-	-	-	0.00%
Tax maintenance Note	-	-	-	-	0.00%	-	-	-	-	0.00%
Total operating expenses	6,730,516	7,857,173	55,940,769	48,083,596	14.05%	7,052,188	8,918,909	55,892,123	46,973,213	15.96%
Operating Gain/(Loss)	(4,007,844)	(3,248,934)	(46,720,938)	(52,695,189)		(470,905)	(5,219,864)	(47,972,843)	(51,193,448)	
Nonoperating revenues										
State appropriations*	-	4,901,328	9,806,958	(4,905,630)	49.98%	-	5,757,493	11,154,315	(5,396,822)	51.62%
State appropriations - FAST Funding	-	466,916	904,565	(437,649)	51.62%	-	335,102	750,000	(414,898)	44.68%
Property tax revenue	1,493	177,633	35,409,415	(35,231,782)	0.50%	6,170	170,775	35,568,528	(35,397,753)	0.48%
Investment income	136,749	83,738	600,000	(516,262)	13.96%	-	133,011	500,000	(366,989)	26.60%
Other non-operating revenues	53,465	20,403	-	20,403	0.00%	50,853	(6,148)	-	(6,148)	0.00%
Total nonoperating revenues	191,707	5,650,017	46,720,938	(41,070,921)	12.09%	57,023	6,390,233	47,972,843	(41,582,610)	13.32%
Provided by the State										
Revenue for Insurance and Retirement	-	(168,354)	-	(168,354)	0.00%	-	(321,448)	-	(321,448)	0.00%
State Insurance Match	-	-		-	0.00%	-	114,898	-	114,898	0.00%
State Retirement Match	-	168,354	-	168,354	0.00%	-	164,981	-	164,981	0.00%
State Retiree Insurance	-	-	-	-	0.00%	-	41,569	-	41,569	0.00%
Increase/(decrease) in net assets	(3,816,137)	2,401,083	0	(93,766,109)		(413,882)	1,170,369	0	(92,776,057)	

* State Approp portion generated by CE = 126,454 148,543

Institutional Reserve	23,501,369	23,187,225
Capital Reserve	10,266,301	3,630,977

Alvin College

Consolidated Statements of Revenue and Expense

October 31, 2026 and October 31, 2025

	Year-To-Date					Prior Year-To-Date				
	All Other Funds Actual	M&O Actual	M&O Budget	Remaining Budget	% of Budget	All Other Funds Actual	M&O Actual	Amended M&O Budget	Remaining Budget	% of Budget
Revenues										
Operating revenues										
Total operating revenues	2,722,672	4,608,239	9,219,831	(4,611,592)	49.98%	6,581,283	3,699,045	7,919,280	(4,220,235)	46.71%
Nonoperating revenues										
Total nonoperating revenues	191,707	5,650,017	46,720,938	(41,070,921)	12.09%	57,023	6,390,233	47,972,843	(41,582,610)	13.32%
Less Expenses										
Operating expenses										
Total operating expenses	(6,730,516)	(7,857,173)	(55,940,769)	(48,083,596)	14.05%	(7,052,188)	(8,918,909)	(55,892,123)	(46,973,213)	15.96%
Increase/(decrease) in net assets	(3,816,137)	2,401,083	0	(93,766,109)		(413,882)	1,170,369	0	(92,776,058)	

* State Approp portion generated by CE =	126,454	148,543
Institutional Reserve	23,501,369	23,187,225
Capital Reserve	10,266,301	3,630,977

Alvin College

Continuing Education Statement of Revenue and Expense

October 31, 2026

	Year-To-Date					
	Actual Revenue	TPEG	Exemptions	Net Revenue	Actual Expense	Net Margin
Administration	126,454	1,104	(18,405)	109,154	78,926	30,228
Transcript Fees	45	-		45	-	45
Late Registration Fees	-	-		-	-	-
EKG	6,640	(398)		6,242	4,395	1,847
Dental Assistant	8,680	(521)		8,159	-	8,159
Emergency Medical Tech	-	-		-	1,200	(1,200)
Phlebotomy	43,510	(2,611)		40,899	5,076	35,823
CPR	1,700	-		1,700	350	1,350
Medication Aide	7,035	(422)		6,613	4,016	2,597
Certified Nursing Assistant	31,940	(1,916)		30,024	4,387	25,637
Biotech	16,905	(1,014)		15,891	6,282	9,609
Medical Office Billing	12,080	(725)		11,355	-	11,355
Truck Driving	48,580	(2,915)		45,665	46,936	(1,271)
LVN Bridge	-	-		-	-	-
Kids College	-	-		-	-	-
Correctional Officer	-	-		-	1,200	(1,200)
Community Programs	720	-		720	1,267	(547)
Computer Aided Drafting (CAD)	627	(37)		590	-	590
Clinical Medical Assistant	27,000	(1,620)		25,380	1,220	24,160
Machinist Program	30,605	(1,836)		28,769	3,448	25,321
STRIVE	70,968	(4,258)		66,710	20,475	46,235
TWC Frazer Locke SDF Grant	-	-		-	600	(600)
TWC Small Business SSD Grant	30,001	-		30,001	25,790	4,211
Restaurant Mgmt	-	-		-	686	(686)
Testing	450	(27)		423	-	423
Forklift Training	1,350	(81)		1,269	-	1,269
Crane Operations	-	-		-	-	-
Total	465,290	(17,277)	(18,405)	429,608	206,253	223,355

*2.58% of the state appropriation for FY25/26 is attributed to CE hours. This funding is used to offset administrative costs.

Alvin College
Auxiliary Profit/(Loss) Statement Year-To-Date Through October 31, 2026 and October 31, 2025

	Parking	Student Activities	Bookstore	Vending	Childcare	Fitness Center	Total	Prior Year-To-Date
Revenue								
Sales & services			673,240	2,909	97,962	2,543	776,654	822,130
Student Fees	143,698	113,612					257,310	249,144
	143,698	113,612	673,240	2,909	97,962	2,543	1,033,964	1,071,274
Expenses								
Purchases & Returns			418,363				418,363	442,076
Salaries		39,272	45,697		68,263	13,421	166,654	141,543
Staff Benefits		5,725	9,932		20,780	348	36,784	34,025
Supplies & Other Operating Expenses	66,384	10,886	154	-	2,947	545	80,917	98,363
Equipment	-		-				-	19,567
Bank Charges			4,580		-		4,580	3,031
Scholarships							-	-
	66,384	55,883	478,727	-	91,990	14,314	707,298	738,605
Excess revenue over expenses	**77,314**	**57,729**	**194,513**	**2,909**	**5,972**	**(11,771)**	**326,666**	**332,669**
Assets:								
Cash & Petty Cash			2,513				2,513	2,513
Accounts Receivable			161,838				161,838	147,295
Interfund Receivables	(9,479)	320,308	258,377	18,202	(220,211)	(161,768)	205,428	293,831
Inventory			175,410				175,410	185,485
Total Assets	**(9,479)**	**320,308**	**598,137**	**18,202**	**(220,211)**	**(161,768)**	**545,188**	**629,123**
Liabilities:								
Accounts Payable/Gift Certificates	4,214	1,585	11,493	20	4,908	104	22,324	22,830
Deferred Revenue	-	-	-			-	-	-
Total Liabilities	4,214	1,585	11,493	20	4,908	104	22,324	22,830
Restricted Fund Balance (includes inventories)		-	175,410	-			175,410	185,485
Unrestricted Fund Balance	(13,693)	318,722	411,235	18,182	(225,119)	(161,872)	347,454	420,807
Total Liabilities & Fund Balance	**(9,479)**	**320,308**	**598,137**	**18,202**	**(220,211)**	**(161,768)**	**545,188**	**629,123**

Alvin College
Auxiliary Profit/(Loss) Statement - Year-To Date Through October 31, 2025

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	Parking	Student Activities	Bookstore	Vending	Childcare	Fitness Center	Total
Revenue							
Sales & services			733,702	2,628	82,503	3,297	822,130
Student Fees	138,872	110,272					249,144
	138,872	110,272	733,702	2,628	82,503	3,297	1,071,274
Expenses							
Purchases & Returns			442,076				442,076
Salaries	-	28,775	42,779		58,581	11,408	141,543
Staff Benefits	51	5,380	10,550		17,762	282	34,025
Supplies & Other Operating Expenses	61,846	26,615	1,024	-	8,153	726	98,363
Equipment	535		19,032				19,567
Bank Charges			3,031		-	-	3,031
Scholarships							-
	62,432	60,770	518,491	-	84,495	12,416	738,605
Excess revenue over expenses	**76,440**	**49,502**	**215,211**	**2,628**	**(1,993)**	**(9,119)**	**332,669**
Assets:							
Cash & Petty Cash			2,513				2,513
Accounts Receivable			147,295				147,295
Interfund Receivables	(117,209)	321,347	347,061	11,733	(162,378)	(106,722)	293,831
Inventory			185,485				185,485
Total Assets	**(117,209)**	**321,347**	**682,353**	**11,733**	**(162,378)**	**(106,722)**	**629,123**
Liabilities:							
Accounts Payable/Gift Certificates	4,214	1,585	12,083	10	4,908	30	22,830
Deferred Revenue	-	-	-		-	-	-
Total Liabilities	4,214	1,585	12,083	10	4,908	30	22,830
Restricted Fund Balance (includes inventories)		-	185,485	-			185,485
Unrestricted Fund Balance	(121,424)	319,761	484,786	11,723	(167,286)	(106,752)	420,807
Total Liabilities & Fund Balance	**(117,209)**	**321,347**	**682,353**	**11,733**	**(162,378)**	**(106,722)**	**629,123**

21. **Adjournment**