

**South Texas College**  
**Board of Trustees**  
**Finance, Audit, and Human Resources Committee**

**Ann Richards Administration Building Board Room**

**Pecan Campus, McAllen, Texas**

**Tuesday, January 13, 2026 @ 5:00 p.m.**

**Agenda**

“At anytime during the course of this meeting, the Board of Trustees may retire to Executive Session under Texas Government Code 551.071(2) to confer with its legal counsel on any subject matter on this agenda in which the duty of the attorney to the Board of Trustees under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Government Code. Further, at anytime during the course of this meeting, the Board of Trustees may retire to Executive Session to deliberate on any subject slated for discussion at this meeting, as may be permitted under one or more of the exceptions to the Open Meetings Act set forth in Title 5, Subtitle A, Chapter 551, Subchapter D of the Texas Government Code.”

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Award of Proposal

1) Chemical Waste Disposal Services

Rejection of Proposals

2) High-Pressure Air Compressor for Fire Science Training Program

3) One (1) Ton Pickup Truck for Fire Science Program

Purchases

4) Birthing Simulator Manikin (Grant Funded)

5) Building Automation System Upgrade

6) Furniture

7) Laser Cutter Table (Grant Funded)

8) Network Equipment and Parts

9) Plumbing Training Systems (Grant Funded)

Purchase Renewal

10) Red Hat Licenses Maintenance and Support Agreement

Purchase and Trade-In

11) Portable Planetarium System

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## **Approval of November 11, 2025 Finance, Audit, and Human Resources Committee Minutes**

### **Purpose**

The Minutes for the Finance, Audit, and Human Resources Committee Meeting of November 11, 2025, are presented for Committee approval.

The Committee Meeting for December 9, 2025, was cancelled.

**South Texas College  
Board of Trustees  
Finance, Audit, and Human Resources Committee  
Ann Richards Administration Building Board Room  
Pecan Campus, McAllen, Texas  
November 11, 2025 @ 5:00 p.m.**

**Minutes**

The Finance, Audit, and Human Resources Committee Meeting was held on Tuesday, November 11, 2025 in the Ann Richards Administration Building Board Room at the Pecan Campus in McAllen, Texas. The meeting commenced at 5:06 p.m. with Ms. Dalinda Gonzalez-Alcantar presiding.

Members present: Ms. Dalinda Gonzalez-Alcantar, Mr. Paul Rodriguez, and Mr. Danny Guzman.

Other Trustees Present: Dr. Alejo Salinas, Jr.

Members absent: None

Also present: Dr. Ricardo J. Solis, Ms. Mary Del Paz, Dr. Jesus Campos, Dr. Anahid Petrosian, Ms. Myriam Lopez, Ms. Deyadira Leal, Ms. Alicia Correa, Ms. Myriam Lopez, Ms. Laura Casas, Ms. Claudia Olivares, Mr. Andrew Fish, Mr. George McCaleb, Dr. Brett Millan, Mr. Joe Vela, Mr. Jose L. Silva, Mr. Robert Pena, Ms. Gardenia Perez, Mr. Khalil Abdulah, Dr. Rodney Rodriguez, Dr. Matt Hebbard, Dr. Margo Vargas Ayala, Mr. Ben Castillo, Mr. Javier Villalobos, Chief Ruben Suarez, Ms. Alina Cantu, Ms. Cindy Zavala, Ms. Lynda Lopez, Mr. Jorge Sanchez, Dr. Rebecca De Leon, Mr. Lucio Gonzalez, Ms. Oliva Gomez, Ms. Myra De La Garza, Ms. Carla Rodriguez, Ms. Sergio Riojas, Mr. Rick De La Garza, and Ms. Venisa Earhart.

**Approval of October 14, 2025 Finance, Audit, and Human  
Resources Committee Minutes**

The Minutes for the Finance, Audit, and Human Resources Committee Meeting of October 14, 2025, were presented for Committee approval.

Ms. Gonzalez-Alcantar called for any corrections to the Minutes as written. Hearing no corrections, Ms. Gonzalez-Alcantar adopted the Minutes for the October 14, 2025 Committee Meeting as presented.



**Discussion and Action as Necessary to Amend and Restate the Monte Alto Windpower, LLC and Monte Alto Windpower, LLC – Phase II (Terra-Gen Development Company, LLC) and South Texas College Tax Abatement Agreements**

**Purpose** To amend and restate the Monte Alto Windpower, LLC and Monte Alto Windpower, LLC – Phase II (Terra-Gen Development Company, LLC) and South Texas College tax abatement agreements.

Before approving a tax abatement agreement, the Board shall hold a public hearing and provide notice at least 30 days before the scheduled time of the meeting.

The Tax Abatement Guidelines and Criteria adopted on October 28, 2025, require a minimum \$200,000,000 investment; however, the Monte Alto Windpower, LLC agreement is lower, at \$184,000,000.

**Justification** Terra-Gen Development Company, LLC requested an amendment and restatement to the Board-approved tax abatement agreements for the two (2) Monte Alto projects because Terra-Gen Development Company, LLC, could not meet the commencement date of the projects approved on February 22, 2022, by the College's Board of Trustees.

According to Robert Peña, Texas Energy Consultant, on July 22, 2025, an agreement was reached with Hidalgo County on these projects at a 50% tax rebate percentage.

**Enclosed Documents** Appendix A – PowerPoint Presentation  
Appendix B – Proposed Amend and Restate Tax Abatement Agreements

**Funding** No funding.

**Staff Resource** Mary Del Paz, Vice President for Finance and Administrative Service  
Myriam Lopez, Associate Vice President – Finance and Management  
Ben Castillo, South Texas College Legal Counsel  
Robert Peña, Texas Energy Consultant

Upon a motion by Mr. Paul Rodriguez and a second by Mr. Danny Guzman the Committee recommended Board approval to amend and restate the Monte Alto Windpower, LLC (Terra-Gen Development Company, LLC) with an investment of \$184,000,000, and Monte Alto Windpower LLC – Phase II (Terra-Gen Development Company, LLC) with an investment of \$203,000,000, and South Texas College tax abatement agreements.

The motion carried.

November 11, 2025  
Finance Committee Minutes

### **Discussion and Action as Necessary on Monte Cristo Phase II Windpower, LLC (Terra-Gen Development Company, LLC) Tax Abatement Application**

**Purpose** To approve the tax abatement application for Monte Cristo Phase II Windpower, LLC (Terra-Gen Development Company, LLC, as the exclusive developer), to enable the College's participation in the new Phase II project.

**Justification** Terra-Gen Development Company, LLC, has submitted the application for tax abatement for its wind-powered electric generating facilities located within Hidalgo County and South Texas College boundaries to participate in the new tax abatement agreement with the Windpower renewable energy company.

Terra-Gen submitted the application for Phase II for the Monte Cristo Windpower, LLC, with the following specs:

- Project will begin construction no later than the 4<sup>th</sup> quarter of 2027, and it is currently anticipated that construction will be completed by the 4<sup>th</sup> quarter of 2028.
- The improvements are expected to have an estimated value of approximately \$223,388,000, although the Hidalgo County Appraisal District will determine the actual value. The improvements for Monte Cristo Phase II Windpower, LLC will include:
  - ⇒ Seeking 50% abatement of taxes effective for ten (10) full calendar years beginning on January 1 of the tax year.
  - ⇒ Proposed wind power generation facilities, expected to be comprised of 236 megawatts of nameplate capacity, located in the Hidalgo County Enterprise Zone.
  - ⇒ Expected to include between 53 to 62 wind turbines ranging from 3.4 and 4.0 megawatts turbines from a tier 1 manufacturer, although the exact number may vary substantially depending on factors such as the type and size of turbines used and site wind characteristics.

Subsequent to the review and discussion of the application for the proposed tax abatement for the Terra-Gen Development Company, LLC, Monte Cristo Phase II Windpower, LLC project, a tax abatement agreement will be presented to the Board for approval at a later date. Notice of the public hearing will be advertised at least 30 days prior to the scheduled date of the hearing.

Robert Pena, Texas Energy Consultant, has been invited to attend the Committee meeting to discuss their proposal and answer any questions.

**Enclosed Documents**

Appendix A – PowerPoint presentation  
Appendix B – Monte Cristo Phase II Application

**Funding**

No funding.

**Staff Resource**

Mary Del Paz, Vice President for Finance and Administrative Service  
Myriam Lopez, Associate Vice President – Finance and Management  
Robert Peña, Texas Energy Consultant

**Recommendation**

The Committee recommends Board approval on the tax abatement application for Monte Cristo Phase II Windpower, LLC (Terra-Gen Development Company, LLC, as the exclusive developer), to enable the College's participation in the new Phase II project.

Upon a motion by Mr. Paul Rodriguez and a second by Mr. Danny Guzman the Committee recommended Board approval on the tax abatement application for Monte Cristo Phase II Windpower, LLC (Terra-Gen Development Company, LLC, as the exclusive developer), to enable the College's participation in the new Phase II project.

The motion carried.

### **Review and Action as Necessary on Rescind Award of Proposal, Purchases, Purchase Renewals, Renewals, and Interagency Agreements**

Purpose and Justification – Administration requested the Committee recommend Board approval of the following Rescind Award of Proposal, Purchases, Purchase Renewals, Renewals, and Interagency Agreements at a total cost of \$1,553,629.19.

The Director of Purchasing has reviewed each item, including the procurement procedures and evaluation of all responses, and recommended approval as follows:

Upon a motion by Mr. Paul Rodriguez and a second by Mr. Danny Guzman the Committee recommended Board approval of the Rescind Award of Proposal, Purchases, Purchase Renewals, Renewals, and Interagency Agreements at a total cost of \$1,553,629.19, as listed below.

The motion carried.

Recommendation: It is requested that the Committee recommend for Board approval of the rescind award of proposal, purchases, purchase renewals, renewals, and interagency agreements at a total cost of \$1,553,629.19, as listed below:

#### **Rescind Award of Proposals**

- 1) **Purchase and Installation of Parking Lot LED Light Poles and Fixtures – Pecan Campus and Starr County Campus:** rescind the May 27, 2025 Board award to **Lexine Inc.** (McAllen, TX), for the purchase and installation of parking lot LED light poles and fixtures – Pecan Campus and Starr County Campus;

#### **Purchases**

- 2) **Automotive Instructional Equipment:** purchase automotive instructional equipment from **Advance Stores Company Incorporated** (Raleigh, NC), a Texas Association of School Boards (TASB) – Buyboard and OMNIA Partners approved vendor, at a total amount of \$101,516.14;
- 3) **Automotive Training Equipment:** purchase automotive training equipment from **Genuine Parts Company/ dba NAPA Auto Parts** (McAllen, TX), a Texas Association of School Boards (TASB) – Buyboard approved vendor, at a total amount of \$50,000.00;
- 4) **Compact Desktop Laser System:** purchase a compact desktop laser system from **Technical Laboratory Systems, Inc.** (Houston, TX), The Interlocal Purchasing System (TIPS) approved vendor, at a total amount of \$50,744.00;
- 5) **Computers, Laptops, Tablets, and Monitors:** purchase computers, laptops, tablets, and monitors from the vendors listed in Appendix A at a total amount of \$179,996.65.

### **APPENDIX A**

November 11, 2025  
Finance Committee Minutes

**Vendors List**

<b>Vendor (City, State)</b>	<b>Purchasing Cooperative</b>	<b>Amount</b>
<b>Dell Marketing, LP</b> (Dallas, TX)	OMNIA Partners	\$179,588.65
<b>Apple, Inc.</b> (Dallas, TX)	Choice Partners Cooperative	\$408.00
<b>Total Amount:</b>		<b>\$179,996.65</b>

- 6) Maintenance Parts and Lab Supplies:** purchase maintenance parts and lab supplies from **Harbor Freight Tools USA, Inc.** (Dallas, TX), The Interlocal Purchasing System approved vendor, and **Lowe's Companies, Inc.** (Dallas, TX), an OMNIA Partners approved vendor, for the period beginning September 1, 2025 through August 31, 2026, at an estimated total amount of \$80,000.00;
- 7) Mobile Firefighter Training Device:** purchase a mobile firefighter training device from **Taylor Systems, LLC** (Spokane Valley, WA), a sole source vendor, at a total amount of \$68,750.00;
- 8) Security Cameras and Accessories:** purchase security cameras and accessories from the vendors listed in Appendix A for the period beginning June 25, 2025 through June 24, 2026, at an additional estimated amount of \$150,000.00, from the Board approved vendors;

**APPENDIX A**  
**Vendors List**

<b>Vendor (City, State)</b>	<b>Vendor (City, State)</b>
<b>DAC</b> (Houston, TX) (New)	<b>Digi Security Systems</b> (Dallas, TX)
<b>Halifax Security, Inc.</b> (Las Vegas, NV)	<b>Superior Alarms</b> (McAllen, TX)

- 9) Shuttle Bus:** purchase a shuttle bus from **Model 1 Commercial Vehicles, Inc.** (Indianapolis, IN), a Houston-Galveston Area Council (HGAC) Cooperative Purchasing Program approved vendor, at a total amount of \$135,058.20;

- Purchase Renewals**
- 10) Server Software and Hardware Maintenance Support Agreement:** renew the server software and hardware maintenance support agreement with **Netsync Network Solutions** (Houston, TX), a State of Texas Department of Information Resources (DIR) approved vendor, for the period beginning September 1, 2025 through August 31, 2026, at a total amount of \$118,149.32;
- 11) Virtual Desktop Infrastructure (VDI) VMware Maintenance Agreement:** renew the virtual desktop infrastructure (VDI) VMware maintenance agreement with **Netsync Network Solutions** (Houston, TX), a State of Texas Department of Information Resources (DIR) approved vendor, for the period beginning October 25, 2025 through October 24, 2028, at a total amount of \$501,914.88, with three (3) annual payments of \$167,304.96;

**Renewals**

- 12) Financial Advisor Services:** renew the financial advisor services contract with **TRB Capital Markets, LLC/ dba Estrada Hinojosa** (Harlingen, TX) for the period beginning March 1, 2026 through February 28, 2027;
- 13) Moving Services:** renew the moving services contracts with the vendors listed in Appendix A for the period beginning March 1, 2026 through February 28, 2027, at an estimated total amount of \$100,000.00, which is based on prior year expenditures;

**APPENDIX A**  
**Vendors List**

Vendor (City, State)	Vendor (City, state)
<b>Chapa's Moving Express, LLC</b> (McAllen, TX) (New)	<b>Gateway Printing &amp; Office Supply, Inc.</b> (Edinburg, TX)
<b>Groves Moving &amp; Storage</b> (McAllen, TX)	

**Interlocal Agreements**

- 14) State Records Inquiry Access Agreements:** renew the state records inquiry access agreements with the State of Texas agencies listed in Appendix A, through interagency agreements, for the period beginning January 1, 2026 through December 31, 2026, at an estimated total amount of \$17,500.00, which is based on prior year expenditures.

**APPENDIX A**  
**State of Texas Agencies**

<b>State of Texas Agency</b>	<b>Amount</b>
Texas Health and Human Services (Austin, TX)	\$500.00
Texas Department of Motor Vehicles (DMV) (Austin, TX)	\$5,000.00
Texas Department of Public Safety (DPS) (Austin, TX)	\$12,000.00
<b>Total Amount:</b>	<b>\$17,500.00</b>

**Discussion and Action as Necessary on Proposed Budget Amendment for  
FY 2025 - 2026**

<b>Purpose</b>	Administration recommends Board approval of the proposed budget amendment for FY 2025 – 2026.
<b>Justification</b>	The budget amendment is proposed to decrease the Unrestricted Fund revenues and expenditures by \$783,410 due to the reduction in State Appropriations. The Texas Higher Education Coordinating Board notified the College that the state appropriation for FY 2025 - 2026 will be reduced by \$783,410, as a result, the total State Appropriation for FY 2025 - 2026 is \$988,735 less than the State Appropriation for FY 2024 - 2025. The College will receive less State Appropriation revenue as a result of the Performance Tier change and the FY2024 – 2025 Projected Settle-Up.
<b>Enclosed Documents</b>	Appendix A – Budget Summary Appendix B – Presentation
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Services
<b>Recommendation</b>	Administration recommends Board approval of the proposed budget amendment for FY 2025 – 2026, as presented.

Upon a motion by Mr. Paul Rodriguez and a second by Mr. Danny Guzman the Committee recommended Board approval of the proposed budget amendment for FY 2025-2026 as presented.

The motion carried.



## **Review and Recommend Action on Annual Investment Report for FY 2024 – 2025**

<b>Purpose</b>	To approve the College's Annual Investment Report for FY 2024 - 2025.
<b>Justification</b>	To comply with the State Auditor's Office (SAO) requirement that higher education institutions report to the SAO certain investment information prescribed by the General Appropriations Act (82 <sup>nd</sup> Legislature), Article III, Rider 5-Investment Reports. The governing board of each of the educational institutions is required to file with the SAO, Comptroller of Public Accounts, Legislative Budget Board, and the Governor an annual report of all investment transactions involving endowment funds, short-term and long-term investment funds, and all other securities transactions. The College's Policy CAK Appropriations and Revenue Sources: Investments requires the independent auditor to review the Investment report at least annually, and the result of the review is reported to the Board of Trustees.
<b>Enclosed Documents</b>	Appendix A – Annual Investment Report
<b>Funding</b>	No funds are required.
<b>Staff Resource</b>	Dr. Ricardo J. Solis, President Mary Del Paz, Vice President for Finance and Administrative Services
<b>Recommendation</b>	The Committee recommends Board approval of the Annual Investment Report for FY 2024 – 2025 as presented.

Upon a motion by Mr. Paul Rodriguez and a second by Mr. Danny Guzman the Committee recommended Board approval of the Annual Investment Report for FY 2024 – 2025 as presented.

The motion carried.

## **Review and Recommend Action on 2025 Tax Roll/Tax Levy for Hidalgo and Starr Counties**

<b>Purpose</b>	To approve the 2025 Tax Roll/Tax Levy for Hidalgo and Starr Counties in order to be in compliance with Section 26.09 Item (e) of the Property Tax Code.
<b>Justification</b>	<p>To ensure that the College complies with Section 26.09 Item (e) of the Property Tax Code, which states:</p> <p>“The assessor shall enter the amount of tax determined as provided by this section in the appraisal roll and submit it to the governing body of the unit for approval. The appraisal roll with amounts of tax entered as approved by the governing body constitutes the unit’s tax roll.”</p> <p>Mr. Pablo “Paul” Villarreal, JR., RTA, Assessor-Collector of Hidalgo County, and Ms. Maria Amedia Salinas, TAC, Assessor-Collector of Starr County, have completed the appraisal roll in the amount of tax determined as provided by Section 29.06 Item (e) of the Property Tax Code, and have submitted to the South Texas College the tax roll/tax levy totaling \$108,250,102.59.</p>
<b>Enclosed Documents</b>	Appendix A – Comparison of Tax Rolls for Tax Year 2024 and 2025 Appendix B – Notice of Public Meeting
<b>Funding</b>	No funding required.
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Service Myriam Lopez, Associate Vice President – Finance and Management
<b>Recommendation</b>	The Committee recommends Board approval of the 2025 Tax Roll/Tax Levy for Hidalgo and Starr Counties in the total amount of \$108,250,102.59, in order to be in compliance with Section 26.09 Item (e) of the Property Tax Code, as presented.

Upon a motion by Mr. Paul Rodriguez and a second by Mr. Danny Guzman the Committee recommended Board approval of the 2025 Tax Roll/Tax Levy for Hidalgo and Starr Counties in the total amount of \$108,250,102.59, in order to be in compliance with Section 26.09 Item (e) of the Property Tax Code, as presented.

The motion carried.

**Appendix A**

Comparison of Tax Rolls for Tax Year 2024 and 2025

<b><u>Tax Year</u></b>	<b><u>Hidalgo County</u></b>	<b><u>Starr County</u></b>	<b><u>Total</u></b>
2025	\$102,464,495.02	\$5,785,607.57	\$108,250,102.59
2024	<u>\$92,313,237.87</u>	<u>\$5,305,188.96</u>	<u>\$97,618,426.83</u>
Increase/(Decrease)	<u>\$ 10,151,257.15</u>	<u>\$ 480,418.61</u>	<u>\$ 10,631,675.76</u>

### **Review and Recommend Action on Appraisal District Allocated Cost Payments for Hidalgo County**

<b>Purpose</b>	To approve the Appraisal District Allocated Cost Payments for Hidalgo County for property valuation assessments conducted annually for tax purposes during the tax year.
<b>Justification</b>	<p>To ensure that the College complies with Section 6.06 item (d) of Property Tax Code, which states:</p> <p>“Each taxing unit participating in the district is allocated a portion of the amount of the budget equal to the proportion that the total dollar amount of property taxes imposed in the district by the unit for the tax year in which the budget proposal is prepared bears to the sum of the total dollar amount of property taxes imposed in the district by each participating unit for that year.”</p> <p>The Appraisal District is considered a sole source provider, and the College and other taxing entities must utilize their service to determine the assessed valuation of properties.</p> <p>The estimated allocation for Tax Year 2025, according to the Hidalgo County budget, is in the amount of \$1,491,134.00 for the Hidalgo County Appraisal District. The first quarterly invoice is due by February 2, 2026. Each taxing unit is responsible for paying its allocation in four equal payments.</p>
<b>Enclosed Documents</b>	Appendix A – Changes to Tax Year 2025 Allocations Appendix B – Hidalgo County Projected Entity Assessment
<b>Funding</b>	Funds for these expenditures are budgeted in the Hidalgo Appraisal/Collection Fee budget for FY 2025 - 2026.
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Service Myriam Lopez, Associate Vice President – Finance and Management
<b>Recommendation</b>	The Committee recommends Board approval of the Appraisal District Allocated Cost Payments for Hidalgo County in the amount of \$1,491,134.00.

Upon a motion by Mr. Paul Rodriguez and a second by Mr. Danny Guzman the Committee recommended Board approval of the Appraisal District Allocated Cost Payments for Hidalgo County in the amount of \$1,491,134.00.

The motion carried.

November 11, 2025  
Finance Committee Minutes

**Appendix A**

**Changes to Tax Year 2025 Allocations**

	<b><u>Hidalgo County</u></b>
2025	\$ 1,491,134.00
2024	1,291,490.00
Increase/(Decrease)	<u>\$ 199,644.00</u>

## **Review and Recommend Action on Appraisal District Allocated Cost Payments for Starr County**

<b>Purpose</b>	To approve the Appraisal District Allocated Cost Payments for Starr County for property valuation assessments conducted annually for tax purposes during the tax year.
<b>Justification</b>	<p>To ensure that the College complies with Section 6.06 item (d) of Property Tax Code, which states:</p> <p>“Each taxing unit participating in the district is allocated a portion of the amount of the budget equal to the proportion that the total dollar amount of property taxes imposed in the district by the unit for the tax year in which the budget proposal is prepared bears to the sum of the total dollar amount of property taxes imposed in the district by each participating unit for that year.”</p> <p>The Appraisal District is considered a sole source provider, and the College and other taxing entities must utilize their service to determine the assessed valuation of properties.</p> <p>At the time of publication of the November 11, 2025 Committee packet, the Starr County Appraisal District had not yet submitted the appraisal allocated cost amount, which is due for payment by December 31, 2025. Administration will provide this information at the Committee meeting, if available.</p>
<b>Enclosed Documents</b>	Appendix A – Changes to Tax Year 2025 Allocations
<b>Funding</b>	Funds for these expenditures are budgeted in the Starr Appraisal/Collection Fee budget for FY 2025 - 2026.
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Service Myriam Lopez, Associate Vice President – Finance and Management
<b>Recommendation</b>	The Committee recommends Board approval of the Appraisal District Allocated Cost Payments for Starr County as presented.

This item was deferred to the Board meeting because amounts for the Allocated Cost payments were not received by the time of the meeting.

**Appendix A**

**Changes to Tax Year 2025 Allocations**

	<b><u>Starr County</u></b>
2025	Pending
2024	160,710.12
Increase/(Decrease)	<u>\$</u>

## **Review and Recommend Action on Change Orders for Contract with Precision Task Group (PTG) / Workday**

**Purpose** To approve Change Orders for Contract with Precision Task Group (PTG) / Workday).

**Justification** To request approval of two (2) Change Orders (#19 - #20) for PTG for the following services, not to exceed the listed amounts, as follows:

<b>Cost Breakdown</b>	<b>Budget</b>	<b>Budget Reallocation/ Change Order</b>	<b>Remaining Balance</b>
Contingency	\$50,450.00	(\$47,746.00)	\$2,704.00
Conferences	\$61,054.40	(\$61,054.00)	\$0.40
PTG Post Production Support		\$80,000.00	\$80,000.00
Additional Tenant for Backup		\$28,800.00	\$28,800.00
<b>Total</b>	<b>\$111,504.40</b>	<b>\$0</b>	<b>\$111,504.40</b>

The grand total of these Change Orders is \$108,800 and will be funded with budget reallocations from the project budget lines of contingency and conferences.

The total Workday budget was approved by the Board and further amended; therefore, it will not be impacted.

**Funding** Funds for this expenditure are budgeted in the Workday budget for FY 2025 – 2026, based on the proposed reallocation of the budget.

**Staff Resource** Mary del Paz, Vice President for Finance and Administrative Services  
Myriam Lopez, Associate Vice President – Finance and Management

**Recommendation** The Committee recommends Board approval of two (2) Change Orders for the estimated upcoming expenses of \$108,800 for the Contracts with Precision Task Group (PTG) / Workday as presented.

Upon a motion by Mr. Paul Rodriguez and a second by Mr. Danny Guzman the Committee recommended Board approval of two (2) Change Orders for the estimated upcoming expenses of \$108,800 for the Contracts with Precision Task Group (PTG) / Workday as presented.



The motion carried.

### **Review and Recommend Action on South Texas College Public Transportation Agency Safety Plan**

<b>Purpose</b>	To approve the South Texas College Public Transportation Agency Safety Plan.
<b>Justification</b>	<p>To improve public transportation safety to the highest practicable level in the State of Texas and comply with Federal Transit Administration (FTA) requirements.</p> <p>The Plan is reviewed and updated annually, as required, in order to be in compliance when operating the STC Jag Express.</p> <p>The Plan must be approved annually by the Board of Trustees to ensure that the necessary processes are in place to accomplish both enhanced safety at the local level and the goals of the National Safety Plan, the Agency Safety Plan, and the tenets of Safety Management System, including a Safety Management Policy and the processes for Safety Risk Management, Safety Assurance, and Safety Promotion, per 49 U.S.C. 5329.1.</p>
<b>Enclosed Documents</b>	Appendix A – South Texas College Public Transportation Agency Safety Plan
<b>Funding</b>	No funds are required.
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Services Ruben Suarez, Chief of Police for the Department of Public Safety Alina O. Cantu, Public Safety & Transportation Services Manager
<b>Recommendation</b>	The Committee recommends Board approval of the South Texas College Public Transportation Agency Safety Plan as presented.

Upon a motion by Mr. Paul Rodriguez and a second by Mr. Danny Guzman the Committee recommended Board approval of the South Texas College Public Transportation Agency Safety Plan as presented

The motion carried.

### **Discussion and Action as Necessary on Proposed Parking Citation Forgiveness Program**

**Purpose** To approve the proposed Parking Citation Forgiveness Program, which is a new initiative aimed at supporting our students who have outstanding parking citations, our College food pantry, and the Jaguar closet.

**Justification** The program will allow students with parking citations the opportunity to bring in donations from an approved list of items in exchange for waiving one or two citations from their records.

The program will occur three times a year, for a designated one-week period.

This program will support students with parking citations, strengthen the student food pantry and Jaguar closet, foster community engagement, and provide operational simplicity and predictability for stakeholders.

The College's Unpaid Citations are as follows:

<b>Unpaid Citations (February 2023 to September 2025)</b>	
<b>Unpaid Citation by Classifications</b>	<b>Amount</b>
Student	\$47,405
Faculty/Staff	\$1,840
DMV Owner	\$90,500
Guest	\$2,795
Unidentified	\$21,925
<b>Unpaid Citations</b>	<b>\$164,465</b>

**Enclosed Documents** Appendix A – Procedures

**Funding** No funding required.

**Staff Resource** Mary Del Paz, Vice President for Finance and Administrative Services  
Ruben Suarez, Chief of Police for the Department of Public Safety  
Cindy Zavala, Parking and Security Services Manager

**Recommendation** The Committee recommended Board approval of the proposed Parking Citation Forgiveness Program as presented.

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No action as taken on this item. Mr. Guzman asked that more options be brought before the Board for discussion and action.

### **Update on Organization Culture Climate Survey**

<b>Purpose</b>	To provide an update and obtain guidance from the Board of Trustees regarding survey focus, questions, and themes to include in the fiscal year 2026 organization culture climate survey.
<b>Justification</b>	<p>On September 23, 2025, the Board of Trustees approved conducting an employee climate survey and assessing services in fiscal year 2026.</p> <p>Climate surveys provide organizations with valuable feedback to enhance their culture, increase productivity, improve employee retention, and develop targeted, data-driven strategies that enhance the employee experience.</p> <p>The Administration requests guidance and feedback from the Board of Trustees regarding the focus, themes, and questions to be included in the climate survey.</p>
<b>Enclosed Documents</b>	Appendix A – Presentation
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Services
<b>Recommendation</b>	No action is required from the Committee. This item is presented for information and feedback purposes only.

No action was required on this item. It was presented for information and feedback purposes only.

## **Review and Discussion of Senate Bill 37 – An Act Relating to the Governance of Public Institutions of Higher Education**

<b>Purpose</b>	To provide an overview of Senate Bill 37 (SB 37) and its provisions.
<b>Justification</b>	<p>The presentation provides an overview of the requirements of SB 37, specific to institutional governance, implications for compliance, and operational adjustments.</p> <p>Key provisions of SB 37:</p> <ul style="list-style-type: none"><li>• Curriculum and Academic Programs</li><li>• Institutional Governance</li><li>• Coordination and Oversight of Institutions of Higher Education</li></ul>
<b>Enclosed Documents</b>	Appendix A – Senate Bill 37 Presentation
<b>Staff Resource</b>	Anahid Petrosian, Vice President and Provost for Academic Affairs and Economic Development Mary Del Paz, Vice President for Finance and Administrative Services Alicia Correa, Director of Benefits and Compensation Claudia Olivares, Director of Employee Relations and Talent Development Laura Casas, Senior Manager for Staffing and Recruiting
<b>Recommendation</b>	No action is required from the committee. This item is presented for information purposes only.

No action was taken on this item. It was presented for information purposed only.

### **Review and Discussion of College's Current Organizational Chart**

<b>Purpose</b>	Dr. Ricardo J. Solis will present the College's current organizational chart to the Committee for review and discussion.
<b>Justification</b>	Dr. Alejo Salinas, Jr., Chairman of the Board of Trustees, requested that the College President present the College's current Organizational Chart.
<b>Enclosed Documents</b>	Appendix A - Current organizational chart for South Texas College
<b>Funding</b>	No funds are required.
<b>Staff Resource</b>	Dr. Ricardo J. Solis, President
<b>Recommendation</b>	No action is necessary on this item.

Ms. Dalinda Gonzalez-Alcantar requested that this item be deferred until the Board meeting.

### **Review and Discussion of Procedures for Determining Sponsorships and Donations through External Affairs**

<b>Purpose</b>	Dr. Ricardo J. Solis, President, and Ms. Olivia Gomez, Director of External Affairs, will present the procedures for determining sponsorships and donations through External Affairs.
<b>Justification</b>	Dr. Alejo Salinas, Jr., Chairman of the Board of Trustees, requested that the College President present the procedures for determining sponsorships and donations through External Affairs.
<b>Enclosed Documents</b>	None.
<b>Funding</b>	No funds are required.
<b>Staff Resource</b>	Dr. Ricardo J. Solis, President Ms. Olivia Gomez, Director of External Affairs
<b>Recommendation</b>	No action is necessary on this item.

No action as taken on this item. It was presented for information purposes only.

### **Review and Discussion of President's Succession Plan**

<b>Purpose</b>	Dr. Ricardo J. Solis, President will present his Succession Plan to the Committee for review and discussion.
<b>Justification</b>	Dr. Alejo Salinas, Jr., Chairman of the Board of Trustees, requested that the College President present his succession plan as per Board Goal Number 9 developed in November 2024.
<b>Enclosed Documents</b>	None
<b>Funding</b>	No funds are required.
<b>Staff Resource</b>	Dr. Ricardo J. Solis, President
<b>Recommendation</b>	No action is necessary on this item.

No action was taken on this item. It was presented for information purposes only. Ms. Gonzalez-Alcantar asked that this item be deferred to the Board meeting for discussion.

## **Review and Recommend Action to Adopt Local Board Policy Included in Numbered Update 49**

<b>Purpose</b>	To review the local board policy listed in Appendix A to align with College operations.
<b>Justification</b>	<p>TASB issues numbered updates semiannually to the College. The number updates respond to changes to state and federal law, court cases, and decisions by the attorney general, and may also contain suggested changes to an existing local policy or the development of a new local policy made by TASB.</p> <p>This item was presented at the August 12, 2025, Committee Meeting and was deferred by the Committee Chair to the August 26, 2025, Regular Board Meeting so that all Board members would be available to review and vote. At the August 26, 2025, Regular Board Meeting, the item was not considered, and no action was taken.</p> <p>This item was presented at the September 9, 2025, Committee Meeting and was deferred to the September 23, 2025 Board Meeting. At the September 23, 2025, Board Meeting, the item was deferred, and no action was taken.</p> <p>This item was presented at the October 14, 2025, Committee Meeting and was deferred to the October 28, 2025 Board Meeting. At the October 28, 2025, Board Meeting, the item was deferred. The Board recommended including a definition of hazing in the policy, but no action was taken.</p>
<b>Enclosed Documents</b>	Appendix A – List of Policy Appendix B – Policy
<b>Staff Resource</b>	Matthew S. Hebbard, Vice President for Student Affairs and Enrollment Management
<b>Recommendation</b>	The Committee recommends Board approval to adopt the local district update policy listed in Appendix A, as presented, and which supersedes any previously adopted Board policy.

Upon a motion by Mr. Paul Rodriguez and a second by Ms. Dalinda Gonzalez-Alcantar the Committee recommended Board approval to adopt the local district update policy listed in Appendix A, as presented, and which supersedes any previously adopted Board policy.

The motion carried.



### **Appendix A**

<b>Item</b>	<b>Policy</b>	<b>Last Adopted Date</b>	<b>Update</b>	<b>Explanatory Notes</b>
A.	FLBC (Local) – Student Conduct: Prohibited Organizations and Hazing	New Policy	49	<p>New recommended local policy language addresses campus hazing in response to the federal Stop Campus Hazing Act. Provisions have been added related to Hazing Prohibited, Reporting Procedures, Investigation of the Report, and Access to Policy, Procedures, and Related Materials.</p> <p>Additionally, as recommended by the Board, the College staff included the definition of hazing in the policy.</p>
<b>Policy Modifications are reflected as follows:</b>				
Additions: <b>blue font</b>		Deletions: <del>red font with a strikethrough.</del>		Repositioned: <ul style="list-style-type: none"> <li>• <del>Moved From</del></li> <li>• <u>Moved To</u></li> </ul>

### **Appendix B**

Policy follows in the packet.

## **Review and Discussion of First Reading of Local Board Policies Included in Numbered Update 49**

<b>Purpose</b>	To review proposed updates to the local policies listed in Appendix A to align with the Texas Association of School Boards (TASB) policy manual.
<b>Justification</b>	<p>TASB issues numbered updates semiannually to the College. The number updates respond to changes to state and federal law, court cases, and decisions by the attorney general, and may also contain suggested changes to an existing local policy or the development of a new local policy made by TASB.</p> <p>This item was presented at the August 12, 2025, Committee Meeting and was deferred by the Committee Chair to the August 26, 2025, Regular Board Meeting so that all Board members would be available to review and vote. At the August 26, 2025, Regular Board Meeting, the item was not considered, and no action was taken.</p> <p>This item was presented at the September 9, 2025, Committee Meeting and was deferred to the September 23, 2025, Board Meeting. At the September 23, 2025, Board Meeting, the item was deferred, and no action was taken.</p> <p>This item was presented at the October 14, 2025, Committee Meeting and was deferred to the October 28, 2025, Board Meeting. At the October 28, 2025, Board Meeting, the item was deferred, and no action was taken.</p>
<b>Enclosed Documents</b>	Appendix A – List of Policy Appendix B - Policy
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Services Todd Nelson, Contracts and Regulatory Resources Officer-Title IX & 504 Coordinator Ben Castillo, South Texas College Legal Counsel
<b>Recommendation</b>	No action is required from the Board at this time. This item is presented as a First Reading to obtain feedback for staff, and will be scheduled for a Second Reading at the next Board meeting for board action.

Upon a motion by Mr. Paul Rodriguez and a second by Ms. Dalinda Gonzalez-Alcantar the Committee recommended Board adoption of the Local Board Policies included in Numbered update 49 listed in Appendix A, as presented, and which supersedes any previously adopted Board policy as presented.

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The motion carried.

### Appendix A

Item	Policy	Last Adopted Date	Update	Explanatory Notes
B.	DIAB (Local) – Freedom from Discrimination, Harassment, and Retaliation: Other Protected Characteristics	6/24/2025	49	Language related to Retaliation has been updated and reorganized to clarify the scope and applicability of the prohibition on retaliation. The Examples have been revised to reference intimidation and coercion. Language related to False Claims has been reorganized and updated to provide clarity regarding the distinction between prohibited retaliation and discipline for false claims and the applicability of the prohibition on false claims to students.
<b>Policy Modifications are reflected as follows:</b>				
Additions: <b>blue font</b>		Deletions: <del>red font with a strikethrough.</del>		Repositioned: <ul style="list-style-type: none"> <li>• <del>Moved From</del></li> <li>• <u>Moved To</u></li> </ul>

### Appendix B

Policies follow in the packet.

## **Review and Discussion of First Reading of Local Board Policies**

<b>Purpose</b>	To review proposed revisions to local board policies listed in Appendix A to align with College operations.
<b>Justification</b>	<p>The local board policies reflect the College's internal operations.</p> <p>This item was presented at the August 12, 2025, Committee Meeting and was deferred by the Committee Chair to the August 26, 2025, Regular Board Meeting so that all Board members would be available to review and vote. At the August 26, 2025, Regular Board Meeting, the item was not considered, and no action was taken.</p> <p>This item was presented at the September 9, 2025, Committee Meeting and was deferred by the Committee Chair to the September 23, 2025 Regular Board Meeting. At the September 23, 2025, Board Meeting, the item was deferred, and no action was taken.</p> <p>This item was presented at the October 14, 2025, Committee Meeting and was deferred by the Committee Chair to the October 28, 2025 Regular Board Meeting. At the October 28, 2025, Board Meeting, the item was deferred, and no action was taken.</p>
<b>Enclosed Documents</b>	<p>Appendix A – List of Policies and Justification</p> <p>Appendix B – Policies</p> <p>Appendix C – Examples of DGBA Policies from other Texas Community Colleges</p> <p>Appendix D – Fee schedules for each campus</p>
<b>Staff Resource</b>	<p>Matthew Hebbard, Vice President for Student Affairs and Enrollment Management</p> <p>Cynthia Blanco, Dean of Enrollment Systems and Registrar</p> <p>Mary Del Paz, Vice President for Finance and Administrative Services</p> <p>Myriam Lopez, Associate Vice President - Finance and Management</p> <p>Claudia Olivares, Director for Human Resources – Employee Relations and Title IX</p> <p>George McCaleb, Executive Director - Facilities Operations and Maintenance</p>
<b>Recommendation</b>	No action is required from the Board. This item is presented as a First Reading to obtain feedback for staff, and will be scheduled for a Second Reading at the next Board meeting for Board action.

Upon a motion by Mr. Paul Rodriguez and a second by Mr. Danny Guzman the Committee recommended Board adoption of the Local Board Policies included in Numbered update 49

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listed in Appendix A, as presented, and which supersedes any previously adopted Board policy as presented.

The motion carried.

### **Appendix A**

<b>Item</b>	<b>Policy</b>	<b>Last Adopted Date</b>	<b>Justification</b>
A.	Policy CDC (LOCAL) – Accounting: Audits	5/28/2024	The policy was amended to include a new section to address internal auditor reporting and direction of work.
B.	Policy DGBA (LOCAL) – Personnel – Management Relations: Employee Grievances	6/24/2025	The policy has been amended to include a new section to address complaints involving Board Members and the College President.
C.	Policy FB (LOCAL) – Admissions	01/30/2024	A part of the 89 <sup>th</sup> Texas Legislature and pursuant to Senate Bill 365 and Texas Education Code, 51.931(c-2), each public institution of higher education is required to adopt, post on the institution's Internet website, and submit to the Texas Higher Education Coordinating Board a policy regarding the admissions made by the institution under this section, including the period for which an applicant's course credits or grades will be considered by the institution under the policy.
D.	Policy GD (LOCAL) – Community Expression and Use of College Facilities	06/25/2024	Amended the “Fees for Use” section of the policy to include partnering school districts as an exception.
<b>Policy Modifications are reflected as follows:</b>			
Additions: <b>blue font</b>		Deletions: <del>red font with a strikethrough.</del>	Repositioned: <ul style="list-style-type: none"> <li><del>Moved From</del></li> <li><u>Moved To</u></li> </ul>

### **Appendix B**

Policies follow in the packet.

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## **Review and Recommend Action on Internal Audit Charter**

**Purpose** To approve the Internal Audit Charter for the period of September 1, 2025 through August 31, 2026.

**Justification** A change to the language the audit charter is included. The change to the document is highlighted with strikethrough under the 'Organization' section. The change is necessary to reflect that the Internal Auditor will report functionally to the Board of Trustees only. This reporting structure will more accurately reflect our existing practices and more closely align with the College's 'Admin Organizational Chart.'

An Internal Audit Charter is required by the Institute of Internal Auditors (IIA) Standards. Specifically, IIA Attribute Standard 1000 states that "The purpose, authority, and responsibility of the internal audit activity must be formally defined in an Internal Audit Charter, consistent with the Definition of Internal Auditing, the Code of Ethics, and the Standards. The chief audit executive must periodically review the Internal Audit Charter and present it to senior management and the board for approval."

The Internal Audit Charter is a formal document that defines the internal audit activity's purpose, authority, and responsibility. The charter establishes the internal audit activity's position within the organization, including the nature of the internal auditor's functional reporting relationship with the board; authorizes access to records, personnel, and physical properties relevant to the performance of engagements; and defines the scope of internal audit activities. Final approval of the Internal Audit Charter resides with the board.

This item was presented at the August 12, 2025, Committee Meeting and was deferred by the Committee Chair to the August 26, 2025 Regular Board Meeting so that all Board members would be available to review and vote. At the August 26, 2025, Regular Board Meeting, the item was not considered, and no action was taken.

This item was presented at the September 9, 2025, Committee Meeting and was deferred until protocols can be reviewed by the entire Board of Trustees. At the September 23, 2025 Board Meeting, the item was deferred, and no action was taken.

This item was presented at the October 14, 2025, Committee Meeting and was deferred until the October Board Meeting. At the October 28, 2025 Board Meeting, the item was deferred, and no action was taken.

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**Enclosed Documents**      Appendix A – Internal Audit Charter  
Appendix B – Organizational Chart

**Staff Resource**      Mr. Khalil Abdullah, Chief Internal Auditor

**Recommendation**      The Committee recommends Board approval of the Internal Audit Charter for the period of September 1, 2025 through August 31, 2026, as presented.

Ms. Gonzalez-Alcantar asked that this item be deferred until the Board meeting. No action was taken on this item.

## **Review and Recommend Action on Proposed Projects for Internal Auditor for FY 2025 – 2026**

**Purpose** To approve the proposed projects for the Internal Auditor for FY 2025 – 2026.

**Justification** The Audit Charter requires that an annual work plan using an appropriate risk-based methodology be submitted to the Board of Trustees for review and approval.

Staff is recommending projects for the Board's consideration for the Internal Auditor's review for Fiscal Year 2025 - 2026. The projects listed below are proposed as the assignments for the Internal Auditor.

- FY 2025 - 2026 (Scheduled)
  1. Fraud Survey
  2. Effort Reporting
  3. Scholarships
  4. Administrative Vehicles
  5. Advisory / Consulting Engagements
  6. HR Processes – Hiring & Staffing
  7. Environmental Health & Safety
  8. Account Reconciliations
  9. Fixed Assets

This item was presented at the August 12, 2025, Committee Meeting and was deferred by the Committee Chair to the August 26, 2025 Regular Board Meeting so that all Board members would be available to review and vote. At the August 26, 2025, Regular Board Meeting, the item was not considered, and no action was taken.

This item was presented at the September 9, 2025, Committee Meeting and was deferred until the September 23, 2025 Board Meeting. At the September 23, 2025 Board Meeting, the item was deferred, and no action was taken.

This item was presented at the October 14, 2025, Committee Meeting and was deferred until the October Board Meeting. At the October 28, 2025 Board Meeting, the item was deferred, and no action was taken.

**Enclosed Documents** Appendix A – List of Internal Audits conducted for FY 2015 through FY 2025

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- Staff Resource** Mr. Khalil Abdullah, Chief Internal Auditor  
Dr. Ricardo J. Solis, President  
Mary Del Paz, Vice President for Finance and Administrative Services
- Recommendation** The Committee recommends Board approval of proposed projects for the Internal Auditor for FY 2025 – 2026 as presented.

Ms. Gonzalez-Alcantar asked that this item be deferred until the Board meeting. No action was taken on this item.

## **Adjournment**

There being no further business to discuss, the Finance, Audit, and Human Resources Committee Meeting of the South Texas College Board of Trustees adjourned at 6:51 p.m.


I certify that the foregoing are the true and correct Minutes of the November 11, 2025 Finance, Audit, and Human Resources Committee Meeting of the South Texas College Board of Trustees.

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Mrs. Dalinda Gonzalez-Alcantar, Presiding

### **Presentation on Status of Fiscal Year 2025 Financial Audit**

<b>Purpose</b>	Ms. Esmeralda Yniguez and staff from Carr, Riggs & Ingram, LLC will review the results of the Annual Comprehensive Financial Report for the Fiscal Years Ended August 31, 2025 and 2024 with the Committee and will respond to any questions on the audit.
<b>Justification</b>	To demonstrate the College's dedication to transparency, accountability, and informed governance, the final Fiscal Year 2025 financial audit will be presented at the Board meeting on January 27, 2026.
<b>Enclosed Documents</b>	Draft of the Annual Comprehensive Financial Report for the Fiscal Years Ended August 31, 2025 and 2024 is included under separate cover.
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Services Myriam Lopez, Associate Vice President - Finance and Management
<b>Recommendation</b>	No action is required from the Committee. This item is presented for information purposes.



## South Texas College District Report to the Board of Trustees

### Overview of the Annual Comprehensive Financial Report For the year ended August 31, 2025

Presented by:  
Carla Gomez, CPA, Senior Manager  
Chad Young, Supervising Senior Associate

*This report is intended solely for the use of the Board of Trustees and management.*

## Compliance with Financial Reporting

- Annual Comprehensive Financial Report for year ending 8/31/2025 presented in conformity with generally accepted accounting principles (GAAP) are required by:
  - Texas Higher Education Coordinating Board, US Department of Education and other grantor agencies
  - Board of Trustees, taxpayers, employees and other interested parties.
- Annual Comprehensive Financial Report (with additional historical and statistical information) is required for:
  - Participation in the Government Finance Officers Association's Certificate of Achievement for Excellence in Financial Reporting.
  - **CONGRATULATIONS** on award received for ACFR FYE August 31, 2024 for the 22nd consecutive year.
  - ACFR FYE August 31, 2025 has been prepared to comply with GFOA's requirements.
- The District is in compliance with the above reporting requirements.
- The District maintains responsibility for the accuracy and completeness of the financial statements and fairness of the presentation.

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## Independent Auditor's Reports

**Financial Statements**

District's Financial Statements subject to audit include:

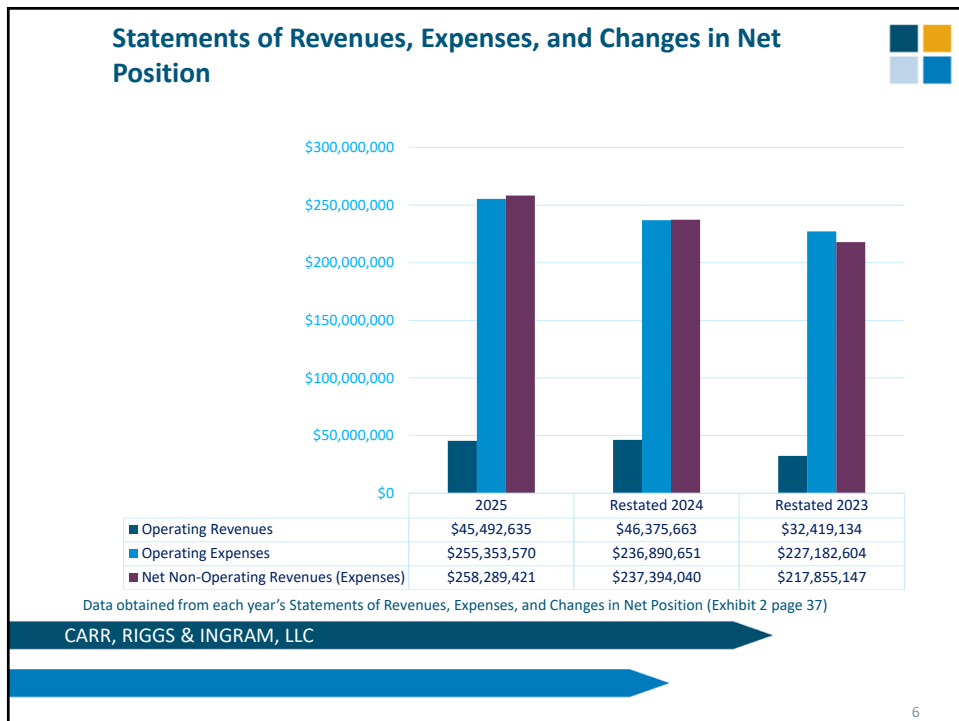
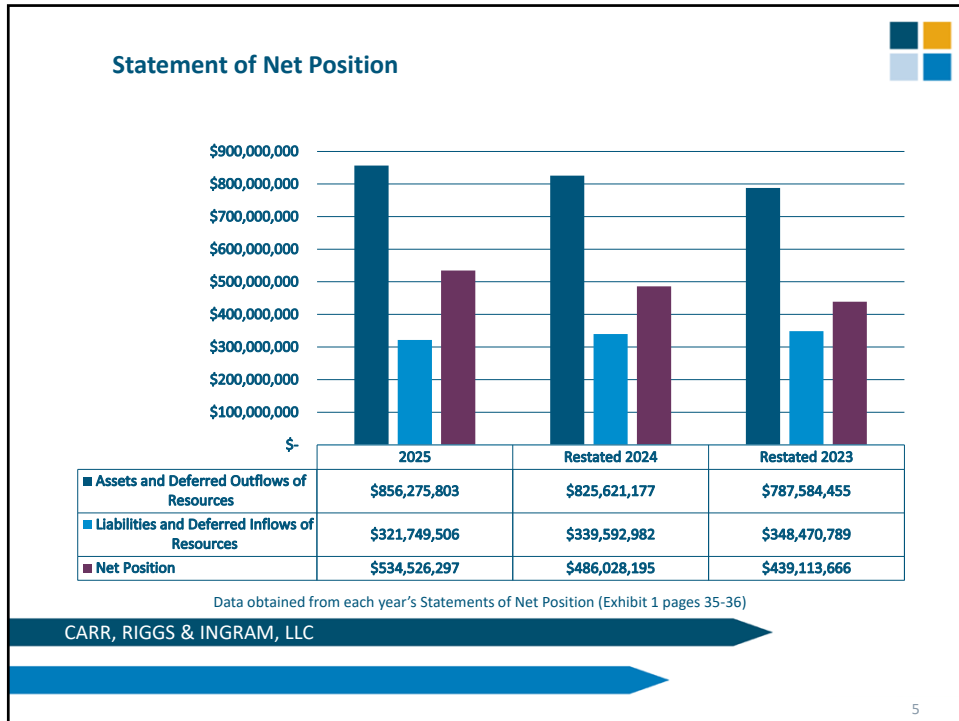
- Statements of Net Position (Exhibit 1)
- Statements of Revenues, Expenses, and Changes in Net Position (Exhibit 2)
- Statements of Cash Flows (Exhibit 3)
- Notes to the Basic Financial Statements

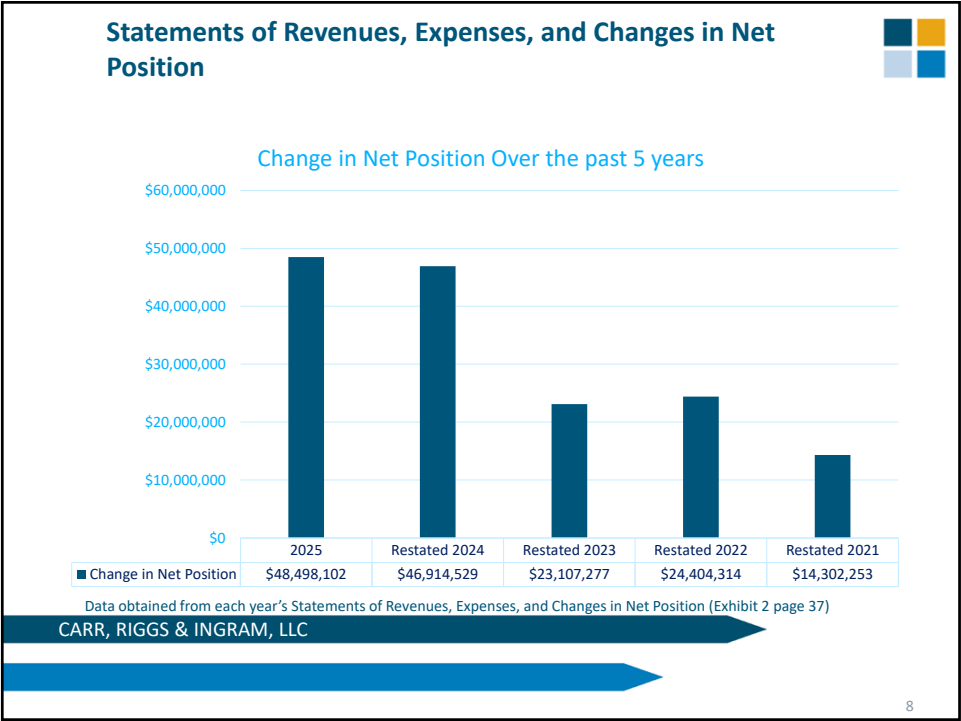
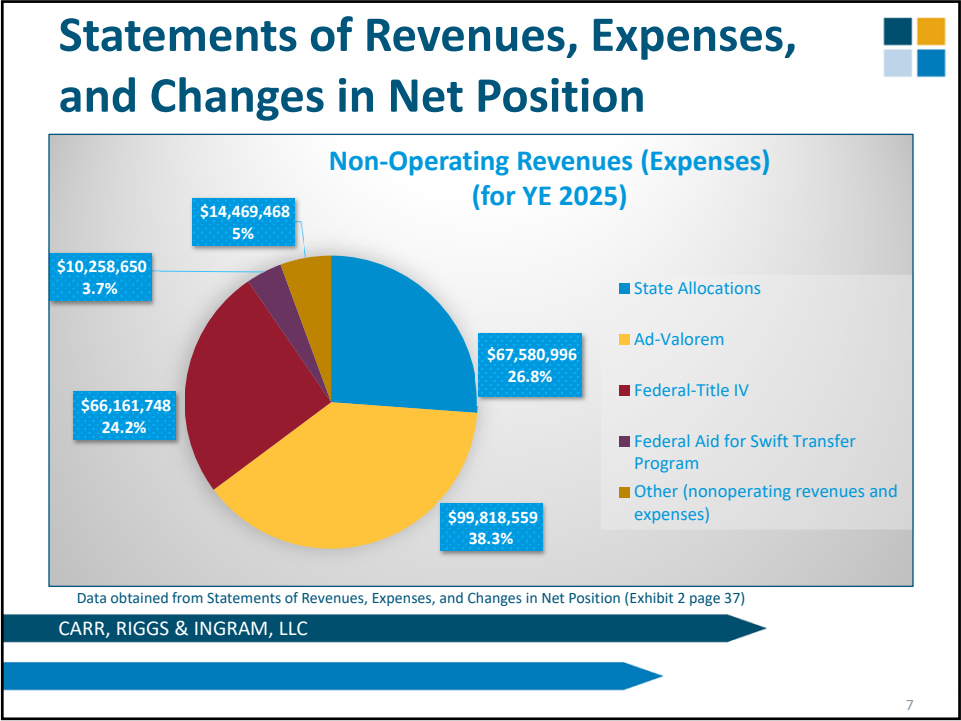
Opinion on the Financial Statements of the District:

- **Unmodified Opinion – Best opinion available**
  - Financial Statements are presented fairly in accordance with accounting principles generally accepted in the United States of America.
  - No audit areas where an opinion could not be rendered.
  - “In relation to” opinion provided for supplementary schedules (Schedules A-D) and schedules of expenditures of federal and state awards (Schedules E-F)
- **Emphasis of Matter:**
  - Change in accounting principle due to implementation of GASB 101 – *Compensated absences* resulted in restatement of beginning net position in the amount of \$664,293.

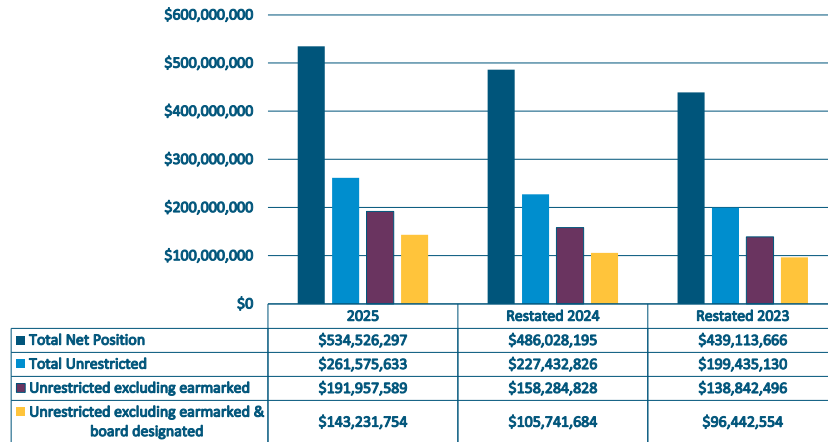
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## Net Position - Availability



Data obtained from each year's Exhibit 1 and Schedule D

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## Unrestricted Net Assets Available for Operations

- Current Unrestricted fund balance (not including designated fund balance)= \$143.2 million
- Next FY's budgeted unrestricted expenses per month = \$20.9 million
- Unrestricted net asset balance covers about **6.9 months** of expenditures
- Typically, a 3 month coverage is recommended for a healthy fund balance.

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## Federal and State Awards Highlights

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## Independent Auditor's Reports

### Single Audit

Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

- **Unmodified opinion / No findings noted**

Report on Compliance for each Major Federal Program and on Internal Control over Compliance Required by the **Uniform Guidance**

- Audited requirements that could have a *direct and material effect on each of the Major Federal Programs*
- Major Programs: Student Financial Assistance Cluster; Connecting Minorities Communities Pilot Program
- **Unmodified opinion / No findings noted**

Report on Compliance for the Major State Program and on Internal Control over Compliance Required by the **Texas Grant Management Standards**

- Audited requirements that could have a *direct and material effect on the Major State Program*
- Major Programs: Texas Educational Opportunity Grant (TEOG)
- **Unmodified opinion / No findings noted**

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## Federal and State Awards Highlights



**Schedule of Findings and Questioned Costs**  
**Single Audits - Unmodified Opinions**  
**No findings noted**

**Total Expenditures of Federal Awards (Schedule E)** **\$ 73,152,047**

**Major Programs:**

Assistance Listing Number	Federal Programs	
11.028	Connecting Minorities Communities Pilot Program	\$ 1,211,974
84.007	Federal Supplemental Educational Opportunity Grants	945,800
84.033	Federal Work-Study Program	694,674
84.063	Federal Pell Grant Program	<u>64,521,274</u>
		<b>\$ 67,373,722</b>

**Total Expenditures of State Awards (Schedule F)** **\$ 9,475,981**

**Major Program:**

Texas Education Opportunity Grant	<b>\$ 8,090,841</b>
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## Schedule of Findings and Questioned Costs



**Section I - Summary of Auditor's Results**

**Financial Statements**

1. Type of Auditor's report issued: Unmodified
2. Internal control over financial reporting:
  - a. Material weakness (es) identified? yes X no
  - b. Significant deficiency (ies) identified that are not considered to be material weaknesses? yes X none reported
  - c. Noncompliance material to financial statements noted? yes X no

**Federal Awards**

1. Type of Auditor's report issued on compliance for major programs: Unmodified
2. Internal control over major programs:
  - a. Material weakness (es) identified? yes X no
  - b. Significant deficiency (ies) identified that are not considered to be material weaknesses? yes X none reported
3. Any audit findings disclosed that are required to be reported in accordance with 2 CFR Part 200.516(a)? yes X no
4. Identification of major federal programs:

Assistance Listing number	Name of Federal program or cluster
11.028	Connecting Minority Communities Pilot Program
84.007, 84.033, 84.063	Student Financial Assistance Cluster

Dollar threshold used to distinguish between type A and type B programs: **\$2,194,561**

Auditee qualified as low-risk auditee under 2CFR 200.520? **No**

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# Schedule of Findings and Questioned Costs (Continued)



## Section I - Summary of Auditor's Results (Continued)

### State Awards

1. Type of Auditor's report issued on compliance for major programs: Unmodified
2. Internal control over the major program:
  - a. Material weakness (es) identified? ☐ yes ☒ no
  - b. Significant deficiency (ies) identified that are not considered to be material weaknesses? ☐ yes ☒ none reported
3. Any audit findings disclosed that are required to be reported in accordance with *Texas Grant Management Standards* (TxGMS)? ☐ yes ☒ no
4. Identification of the major state program:

Name of state program or cluster  
Texas Educational Opportunity Grant

Dollar threshold used to distinguish between type A and type B programs: \$750,000

Auditee qualified as low-risk auditee under *Texas Grant Management Standards* (TxGMS)? No

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## Communications with Governance

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## Required Communications for the Board of Trustees and Management



- Auditor Responsibility
- Management's Responsibility
- Judgements and Sensitive Estimates
- Management Communication Letter
  - Discussed with District on December 19, 2025

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## Questions



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## Presenters

Carla Gomez  
Senior Manager  
956-686-3701  
cgomez@CRIadv.com

Chad Young  
Supervising Senior Associate  
956-686-3701  
cyoung@CRIadv.com

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### **Presentation on South Texas College Foundation Annual Report**

<b>Purpose</b>	The Executive Director of External Affairs and Foundation is presenting the South Texas College Foundation annual report.
<b>Justification</b>	<p>To comply with the Memorandum of Understanding (MOU) requirements, outlined in item number 13, Annual Reports by Foundation, which states the following:</p> <p>Within a reasonable time following the end of its fiscal year, the Foundation shall provide an annual report of its revenue and activities to the College Board of Trustees of the College. Once per year, the Foundation shall provide a report of its activities at a public meeting of the College Board of Trustees. The Foundation shall provide a copy of its annual Form 990 (not including Schedule B to Form 990) to the College within thirty (30) days of filing the Form 990 with the Internal Revenue Service.</p> <p>The annual report presented is based on major activities, funding opportunities, and the financial reports for Fiscal Year 2024 – 2025.</p>
<b>Enclosed Documents</b>	<p>Appendix A – Presentation on STC Foundation Annual Report Appendix B – Completed Tax Form 990 for FY 2024 Appendix C – 3rd Annual Gala Budget and Income Appendix D – Fiscal Year 2025 and 2026 Financial Reports</p>
<b>Funding</b>	No funds are required.
<b>Staff Resource</b>	<p>Dr. Marcos Silva, Executive Director of External Affairs and Foundation Marcela Beas, Interim Director of Foundation Julissa Rodriguez-Canales, STCF Accountant II</p>
<b>Recommendation</b>	No action is required from the Committee. This item is presented for information purposes.

# South Texas College Foundation Annual Report Per MOU Requirements

Dr. Marcos Silva  
Executive Director of Fundraising & Foundation  
STC Foundation



## Purpose and Justification

- This annual report as required by the MOU is to keep the South Texas College Board of Trustees informed of the activities of the South Texas College Foundation in its support of the students, programs and faculty of South Texas College.
- This annual report is based on major activities, funding opportunities and financials for the 2024-2025 & 2025-2026 fiscal year.



## South Texas College Foundation (STCF) Employees:

- Dr. Rodney Rodriguez, Vice President for Institutional Advancement & External Affairs
- Dr. Marcos Silva, Executive Director of Foundation & External Affairs
- Marcela Beas, Director of Fundraising & Foundation
- Julissa Rodriguez, Accountant II



## STCF Board of Directors:

- Laura Warren, President
- Gary Gurwitz, Vice President
- Sam Vale, Secretary
- Adel Felix, Treasurer/Finance Committee Chair
- Alonzo Cantu, Board Member
- Yvonne "Bonnie" Gonzalez, Board Member
- James "Jim" Collins, Board Member
- Jennifer Vale, Board Member



## **Appendix B**

### **Tax Form 990 completed in 2024**



## **Appendix D**

### **Financial Report**





## Fiscal Year 2024 Financial Reports – Balance Sheet

South Texas College Foundation Balance Sheet As of October 31, 2025 and August 31, 2025		
	YTD FY 2026 10/31/2025	FY 2025 8/31/2025
<b>ASSETS</b>		
<b>Current Assets:</b>		
Cash and cash equivalents - Checking- unrestricted	\$ 293,800	\$ 136,709
Cash and cash equivalents - Money Market - unrestricted	155,346	154,707
Certificate of Deposit - restricted funds	208,497	206,491
Certificate of Deposit - Jesse Villarreal STC Spirit of Leadership	7,732	7,648
Accounts receivable	61,267	45,000
Silent Auction Items	3,050	
<b>Total Current Assets</b>	<b>\$ 729,692</b>	<b>\$ 550,555</b>
<b>Total Assets</b>	<b>\$ 729,692</b>	<b>\$ 550,555</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Current Liabilities:</b>		
Accounts payable	\$ 360	\$ 13,793
<b>Total Liabilities</b>	<b>\$ 360</b>	<b>\$ 13,793</b>
<b>Net Assets:</b>		
Unrestricted	513,103	322,623
Restricted	216,229	214,139
<b>TOTAL NET ASSETS</b>	<b>\$ 729,332</b>	<b>\$ 536,762</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 729,692</b>	<b>\$ 550,555</b>



## Fiscal Year 2024 Financial Reports - Income Statement

South Texas College Foundation Income Statement For the Period Ended October 31, 2025 and August 31, 2025		
	9/1/2025 10/31/2025	9/1/2024 8/31/2025
<b>Support and Revenue</b>		
Contributions - Restricted	22,445	\$ 281,766
Contributions - Restricted - In-Kind		60,000
Contributions - Unrestricted	25,822	84,089
Contributions GALA - 2024 - Unrestricted		60,335
Contributions GALA - 2025 - Unrestricted	219,005	55,500
Contributions GALA - 2025 - STC - In-Kind	45,822	
Contributions GALA - 2025 - Media-In-Kind	33,050	
Interest Income	3,582	14,205
<b>Total Support and revenue</b>	<b>\$ 349,726</b>	<b>\$ 555,985</b>
<b>Expenses and Distributions</b>		
Program support and scholarships	3,425	316,334
In-Kind Donations		60,000
General and administrative	6,053	34,543
GALA (2024)		88,461
GALA (2025)	68,806	14,235
GALA (2025) - STC - In-Kind	45,822	
GALA (2025) - Media - In-Kind	33,050	
<b>Total Expenses and Distributions</b>	<b>157,156</b>	<b>\$ 513,573</b>
<b>Increase (Decrease) in Net Position</b>	<b>192,570</b>	<b>\$ 42,412</b>
<b>NET POSITION</b>		
Net Position-Beginning of Year, as restated	536,762	494,350
<b>Net Position-End of Year</b>	<b>\$ 729,332</b>	<b>\$ 536,762</b>



# Appendix C

## 2025 Gala Update



### 3<sup>rd</sup> Annual STCF Gala

- Approximate Income Raised - \$191,371.02

<i>Estimated Profit</i>			
Expenses Budgeted		\$ 83,132.40	
Budget proposed to Foundation Board		\$ 75,000.00	
Title Sponsorship	\$40,000 each	\$ 40,000.00	
Executive Sponsorships	\$15,000 each	\$ 15,000.00	
Diamond Sponsorships	\$10,000 each	\$ 40,000.00	
Platinum Sponsorships	\$5,000 each	\$ 85,000.00	
Gold Sponsorships	\$2,500 each	\$ 40,000.00	
Bronze Sponsorships	\$1,500 each	\$ 9,000.00	
Pledges		\$ 9,800.00	
Auction Items		\$ 35,704.42	
	Gross Profit	\$ 274,504.42	
	Net Profit	\$ 191,372.02	Expense to Revenue Ratio: 30%
			2024 gross profit \$ 198K
			2024 net profit (minus in-kind) \$132K
In-Kind: Media/Promotion	\$ 33,050.00		
In-Kind: STC (salaries & benefits)	\$ 45,822.00		
	Total	\$ 78,872.00	



## 3<sup>RD</sup> Annual STCF Gala – Thank You



## STC Foundation Announcements

- STC Foundation Board Retreat and Meeting
  - Aligning our support with STC
- STC Foundation & Noble Partnership
  - Established Endowment
  - Matching Fund
  - Employment Opportunities for Students
- STC Foundation & Terra-Gen Partnership
- Growing Team

# TIME TO ROAR



## TAX RETURN FILING INSTRUCTIONS

FORM 990

FOR THE YEAR ENDING

August 31, 2024

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**Prepared For:**

South Texas Community College Education Foundation  
3201 West Pecan Blvd.  
McAllen, TX 78501

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**Prepared By:**

Burton, McCumber & Longoria, LLP  
205 Pecan Blvd  
McAllen, TX 78501

---

**Amount Due or Refund:**

Not applicable

---

**Make Check Payable To:**

Not applicable

---

**Mail Tax Return and Check (if applicable) To:**

Not applicable

---

**Return Must be Mailed On or Before:**

Not applicable

---

**Special Instructions:**

This return has been prepared for electronic filing. If you wish to have it transmitted electronically to the IRS, please sign, date, and return Form 8879-TE to our office. We will then submit the electronic return to the IRS. Do not mail a paper copy of the return to the IRS. Return Form 8879-TE to us by July 15, 2025.

Form **8879-TE****IRS E-file Signature Authorization  
for a Tax Exempt Entity**

OMB No. 1545-0047

For calendar year 2023, or fiscal year beginning SEP 1, 2023, and ending AUG 31, 2024**2023**Department of the Treasury  
Internal Revenue Service**Do not send to the IRS. Keep for your records.****Go to [www.irs.gov/Form8879TE](http://www.irs.gov/Form8879TE) for the latest information.**Name of filer **SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION**EIN or SSN  
**74-2860857**Name and title of officer or person subject to tax **ADEL FELIX  
TREASURER****Part I Type of Return and Return Information**

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line **1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a, or 10a** below, and the amount on that line for the return being filed with this form was blank, then leave line **1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b, or 10b**, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. **Do not complete more than one line in Part I.**

<b>1a</b> Form 990 check here <input checked="" type="checkbox"/>	<b>b</b> Total revenue, if any (Form 990, Part VIII, column (A), line 12) .....	<b>1b</b> <u>802,031.</u>
<b>2a</b> Form 990-EZ check here <input type="checkbox"/>	<b>b</b> Total revenue, if any (Form 990-EZ, line 9) .....	<b>2b</b> _____
<b>3a</b> Form 1120-POL check here <input type="checkbox"/>	<b>b</b> Total tax (Form 1120-POL, line 22) .....	<b>3b</b> _____
<b>4a</b> Form 990-PF check here <input type="checkbox"/>	<b>b</b> Tax based on investment income (Form 990-PF, Part V, line 5) .....	<b>4b</b> _____
<b>5a</b> Form 8868 check here <input type="checkbox"/>	<b>b</b> Balance due (Form 8868, line 3c) .....	<b>5b</b> _____
<b>6a</b> Form 990-T check here <input type="checkbox"/>	<b>b</b> Total tax (Form 990-T, Part III, line 4) .....	<b>6b</b> _____
<b>7a</b> Form 4720 check here <input type="checkbox"/>	<b>b</b> Total tax (Form 4720, Part III, line 1) .....	<b>7b</b> _____
<b>8a</b> Form 5227 check here <input type="checkbox"/>	<b>b</b> FMV of assets at end of tax year (Form 5227, Item D) .....	<b>8b</b> _____
<b>9a</b> Form 5330 check here <input type="checkbox"/>	<b>b</b> Tax due (Form 5330, Part II, line 19) .....	<b>9b</b> _____
<b>10a</b> Form 8038-CP check here <input type="checkbox"/>	<b>b</b> Amount of credit payment requested (Form 8038-CP, Part III, line 22) .....	<b>10b</b> _____

**Part II Declaration and Signature Authorization of Officer or Person Subject to Tax**

Under penalties of perjury, I declare that ☒ I am an officer of the above entity or ☐ I am a person subject to tax with respect to (name of entity) \_\_\_\_\_, (EIN) \_\_\_\_\_ and that I have examined a copy of the 2023 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

**PIN: check one box only**

☒ I authorize **BURTON, MCCUMBER & LONGORIA, LLP** to enter my PIN **83499**  
ERO firm name Enter five numbers, but do not enter all zeros

as my signature on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

☐ As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax

Date 7/15/2025**Part III Certification and Authentication**

**ERO's EFIN/PIN.** Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

**74830674260****Do not enter all zeros**

I certify that the above numeric entry is my PIN, which is my signature on the 2023 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of **Pub. 4163**, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature Rebecca M. Daxue, CPA

Date

7/15/2025**ERO Must Retain This Form - See Instructions****Do Not Submit This Form to the IRS Unless Requested To Do So****For Privacy Act and Paperwork Reduction Act Notice, see instructions.**Form **8879-TE** (2023)

Form

990

Department of the Treasury  
 Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)  
 Do not enter social security numbers on this form as it may be made public.  
 Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

**A** For the 2023 calendar year, or tax year beginning SEP 1, 2023 and ending AUG 31, 2024

**B** Check if applicable:  
☐ Address change  
☐ Name change  
☐ Initial return  
☐ Final return/terminated  
☐ Amended return  
☐ Application pending

**C** Name of organization  
 SOUTH TEXAS COMMUNITY COLLEGE EDUCATION FOUNDATION  
 Doing business as  
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite  
 3201 WEST PECAN BLVD.  
 City or town, state or province, country, and ZIP or foreign postal code  
 MCALLEN, TX 78501  
**F** Name and address of principal officer: ADEL FELIX  
 3201 WEST PECAN BLVD, MCALLEN, TX 78501

**D** Employer identification number  
 74-2860857  
**E** Telephone number  
 956-872-2160  
**G** Gross receipts \$ 846,347.  
**H(a)** Is this a group return for subordinates? ☐ Yes ☒ No  
**H(b)** Are all subordinates included? ☐ Yes ☐ No  
 If "No," attach a list. See instructions  
**H(c)** Group exemption number

**I** Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) ( ) (insert no.) ☐ 4947(a)(1) or ☐ 527

**J** Website: N/A

**K** Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

**L** Year of formation: 2007

**M** State of legal domicile: TX

**Part I Summary**

**Activities & Governance**

1 Briefly describe the organization's mission or most significant activities: THE MISSION OF THE SOUTH TEXAS COLLEGE FOUNDATION IS TO GARNER RESOURCES THAT ASSIST SOUTH TEXAS  
 2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.  
 3 Number of voting members of the governing body (Part VI, line 1a) 3 7  
 4 Number of independent voting members of the governing body (Part VI, line 1b) 4 7  
 5 Total number of individuals employed in calendar year 2023 (Part V, line 2a) 5 0  
 6 Total number of volunteers (estimate if necessary) 6 0  
 7 a Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.  
 b Net unrelated business taxable income from Form 990-T, Part I, line 11 7b 0.

**Revenue**

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	181,844.	652,062.
9 Program service revenue (Part VIII, line 2g)	0.	0.
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	0.	1,770.
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	12,612.	148,199.
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	194,456.	802,031.

**Expenses**

13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0.	443,717.
14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	0.
16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
b Total fundraising expenses (Part IX, column (D), line 25)	0.	
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	0.	52,560.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	0.	496,277.
19 Revenue less expenses. Subtract line 18 from line 12	194,456.	305,754.

**Net Assets or Fund Balances**

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	225,636.	497,646.
21 Total liabilities (Part X, line 26)	37,040.	3,296.
22 Net assets or fund balances. Subtract line 21 from line 20	188,596.	494,350.

**Part II Signature Block**

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

**Sign Here**

Signature of officer  
 ADEL FELIX, TREASURER  
 Type or print name and title

Date

**Paid Preparer Use Only**

Print/Type preparer's name  
 REBECCA M. GARCIA, CPA  
 Preparer's signature  
 Rebecca Garcia, CPA  
 Date  
 7/15/2025  
 Check ☒ if self-employed  
 PTIN  
 P01332945  
 Firm's name  
 BURTON, MCCUMBER & LONGORIA, LLP  
 Firm's EIN  
 74-2609610  
 Firm's address  
 205 PECAN BLVD  
 MCALLEN, TX 78501  
 Phone no.  
 956-618-2300

May the IRS discuss this return with the preparer shown above? See instructions ☒ Yes ☐ No

LHA For Paperwork Reduction Act Notice, see the separate instructions. 332001 12-21-23 Form 990 (2023)

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

**SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION**

Form 990 (2023)

74-2860857 Page **2**

**Part III Statement of Program Service Accomplishments**

Check if Schedule O contains a response or note to any line in this Part III ☒ **X**

**1** Briefly describe the organization's mission:  
THE MISSION OF THE SOUTH TEXAS COLLEGE FOUNDATION IS TO GARNER  
RESOURCES THAT ASSIST SOUTH TEXAS COLLEGE IN ACHIEVING EDUCATIONAL  
EXCELLENCE, SERVICING THE DIVERSE NEEDS OF THE COLLEGE THROUGH  
PARTNERSHIPS AND FUNDRAISING FROM VARIOUS PRIVATE SECTORS. WE HAVE A

**2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ **X** No  
 If "Yes," describe these new services on Schedule O.

**3** Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ **X** No  
 If "Yes," describe these changes on Schedule O.

**4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

**4a** (Code: ) (Expenses \$ 463,717. including grants of \$ 443,717. ) (Revenue \$ )  
SCHOLARSHIPS AWARDED TO STUDENTS OF SOUTH TEXAS COLLEGE  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
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**4b** (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )  
 \_\_\_\_\_  
 \_\_\_\_\_  
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**4c** (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )  
 \_\_\_\_\_  
 \_\_\_\_\_  
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 \_\_\_\_\_

**4d** Other program services (Describe on Schedule O.)  
 (Expenses \$ including grants of \$ ) (Revenue \$ )

**4e** Total program service expenses 463,717.



**SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION**

Form 990 (2023)

**74-2860857** Page **3**

**Part IV Checklist of Required Schedules**

	Yes	No
<b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	<b>X</b>	
<b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	<b>X</b>	
<b>3</b> Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		<b>X</b>
<b>4</b> <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		<b>X</b>
<b>5</b> Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		<b>X</b>
<b>6</b> Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		<b>X</b>
<b>7</b> Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		<b>X</b>
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		<b>X</b>
<b>9</b> Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		<b>X</b>
<b>10</b> Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		<b>X</b>
<b>11</b> If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
<b>a</b> Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>		<b>X</b>
<b>b</b> Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		<b>X</b>
<b>c</b> Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		<b>X</b>
<b>d</b> Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		<b>X</b>
<b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		<b>X</b>
<b>f</b> Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		<b>X</b>
<b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>		<b>X</b>
<b>b</b> Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		<b>X</b>
<b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		<b>X</b>
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States?		<b>X</b>
<b>b</b> Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		<b>X</b>
<b>15</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		<b>X</b>
<b>16</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		<b>X</b>
<b>17</b> Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I. See instructions</i>		<b>X</b>
<b>18</b> Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	<b>X</b>	
<b>19</b> Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		<b>X</b>
<b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		<b>X</b>
<b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
<b>21</b> Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	<b>X</b>	



**SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION**

Form 990 (2023)

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**Part IV Checklist of Required Schedules** (continued)

	Yes	No
<b>22</b> Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
<b>23</b> Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>		X
<b>24a</b> Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
<b>24b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
<b>24c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
<b>24d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
<b>25a</b> <b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
<b>25b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
<b>26</b> Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		X
<b>27</b> Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
<b>28</b> Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
<b>28a</b> A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		X
<b>28b</b> A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		X
<b>28c</b> A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		X
<b>29</b> Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>		X
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
<b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	X	
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
<b>35b</b> If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
<b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
<b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
<b>38</b> Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	X	

Note: All Form 990 filers are required to complete Schedule O

**Part V Statements Regarding Other IRS Filings and Tax Compliance**Check if Schedule O contains a response or note to any line in this Part V ☐

	Yes	No
<b>1a</b> Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		
<b>1b</b> Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
<b>1c</b> Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		

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**Part V Statements Regarding Other IRS Filings and Tax Compliance** (continued)

			Yes	No
<b>2a</b> Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	<b>2a</b>	0		
<b>b</b> If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	<b>2b</b>			
<b>3a</b> Did the organization have unrelated business gross income of \$1,000 or more during the year?	<b>3a</b>			X
<b>b</b> If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	<b>3b</b>			
<b>4a</b> At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	<b>4a</b>			X
<b>b</b> If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
<b>5a</b> Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	<b>5a</b>			X
<b>b</b> Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	<b>5b</b>			X
<b>c</b> If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	<b>5c</b>			
<b>6a</b> Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	<b>6a</b>			X
<b>b</b> If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	<b>6b</b>			
<b>7 Organizations that may receive deductible contributions under section 170(c).</b>				
<b>a</b> Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	<b>7a</b>			X
<b>b</b> If "Yes," did the organization notify the donor of the value of the goods or services provided?	<b>7b</b>			
<b>c</b> Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	<b>7c</b>			X
<b>d</b> If "Yes," indicate the number of Forms 8282 filed during the year	<b>7d</b>			
<b>e</b> Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	<b>7e</b>			
<b>f</b> Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	<b>7f</b>			
<b>g</b> If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	<b>7g</b>			
<b>h</b> If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	<b>7h</b>			
<b>8 Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	<b>8</b>			
<b>9 Sponsoring organizations maintaining donor advised funds.</b>				
<b>a</b> Did the sponsoring organization make any taxable distributions under section 4966?	<b>9a</b>			
<b>b</b> Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	<b>9b</b>			
<b>10 Section 501(c)(7) organizations.</b> Enter:				
<b>a</b> Initiation fees and capital contributions included on Part VIII, line 12	<b>10a</b>			
<b>b</b> Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	<b>10b</b>			
<b>11 Section 501(c)(12) organizations.</b> Enter:				
<b>a</b> Gross income from members or shareholders	<b>11a</b>			
<b>b</b> Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	<b>11b</b>			
<b>12a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?	<b>12a</b>			
<b>b</b> If "Yes," enter the amount of tax-exempt interest received or accrued during the year	<b>12b</b>			
<b>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</b>				
<b>a</b> Is the organization licensed to issue qualified health plans in more than one state? <b>Note:</b> See the instructions for additional information the organization must report on Schedule O.	<b>13a</b>			
<b>b</b> Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	<b>13b</b>			
<b>c</b> Enter the amount of reserves on hand	<b>13c</b>			
<b>14a</b> Did the organization receive any payments for indoor tanning services during the tax year?	<b>14a</b>			X
<b>b</b> If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	<b>14b</b>			
<b>15</b> Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	<b>15</b>			X
<b>16</b> Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	<b>16</b>			X
<b>17 Section 501(c)(21) organizations.</b> Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	<b>17</b>			

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**Part VI Governance, Management, and Disclosure.** For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

☒**Section A. Governing Body and Management**

	1a	7	Yes	No
<b>1a</b> Enter the number of voting members of the governing body at the end of the tax year ..... If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		7		
<b>b</b> Enter the number of voting members included on line 1a, above, who are independent .....	<b>1b</b>	7		
<b>2</b> Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? .....			<b>2</b>	X
<b>3</b> Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? .....			<b>3</b>	X
<b>4</b> Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? .....			<b>4</b>	X
<b>5</b> Did the organization become aware during the year of a significant diversion of the organization's assets? .....			<b>5</b>	X
<b>6</b> Did the organization have members or stockholders? .....			<b>6</b>	X
<b>7a</b> Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? .....			<b>7a</b>	X
<b>b</b> Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? .....			<b>7b</b>	X
<b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
<b>a</b> The governing body? .....			<b>8a</b>	X
<b>b</b> Each committee with authority to act on behalf of the governing body? .....			<b>8b</b>	X
<b>9</b> Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O .....			<b>9</b>	X

**Section B. Policies** (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No
<b>10a</b> Did the organization have local chapters, branches, or affiliates? .....	<b>10a</b>	X
<b>b</b> If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? .....	<b>10b</b>	
<b>11a</b> Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? .....	<b>11a</b>	X
<b>b</b> Describe on Schedule O the process, if any, used by the organization to review this Form 990. ....		
<b>12a</b> Did the organization have a written conflict of interest policy? If "No," go to line 13 .....	<b>12a</b>	X
<b>b</b> Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? .....	<b>12b</b>	
<b>c</b> Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done .....	<b>12c</b>	
<b>13</b> Did the organization have a written whistleblower policy? .....	<b>13</b>	X
<b>14</b> Did the organization have a written document retention and destruction policy? .....	<b>14</b>	X
<b>15</b> Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
<b>a</b> The organization's CEO, Executive Director, or top management official .....	<b>15a</b>	X
<b>b</b> Other officers or key employees of the organization .....	<b>15b</b>	X
If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions. ....		
<b>16a</b> Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? .....	<b>16a</b>	X
<b>b</b> If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? .....	<b>16b</b>	

**Section C. Disclosure**

**17** List the states with which a copy of this Form 990 is required to be filed NONE

**18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  
☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain on Schedule O)

**19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

**20** State the name, address, and telephone number of the person who possesses the organization's books and records  
**MYRIAM LOPEZ - 956-872-4655**  
**3201 WEST PECAN BLVD, MCALLEN, TX 78501**



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**Part VII** Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
<b>1b Subtotal</b> .....								0.	0.	0.
<b>c Total from continuation sheets to Part VII, Section A</b> .....								0.	0.	0.
<b>d Total (add lines 1b and 1c)</b> .....								0.	0.	0.

**2** Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 0

	Yes	No
<b>3</b> Did the organization list any <b>former</b> officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i> .....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>4</b> For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i> .....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>5</b> Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i> .....	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Section B. Independent Contractors**

<b>1</b> Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.		
(A) Name and business address	(B) Description of services	(C) Compensation
NONE		
<b>2</b> Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization <span style="float:right">0</span>		

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**Part VIII Statement of Revenue**

Check if Schedule O contains a response or note to any line in this Part VIII ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1 a</b> Federated campaigns	<b>1a</b>					
	<b>b</b> Membership dues	<b>1b</b>					
	<b>c</b> Fundraising events	<b>1c</b>					
	<b>d</b> Related organizations	<b>1d</b>					
	<b>e</b> Government grants (contributions)	<b>1e</b>					
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b>	652,062.				
	<b>g</b> Noncash contributions included in lines 1a-1f	<b>1g</b>	\$ 20,000.				
	<b>h</b> <b>Total.</b> Add lines 1a-1f			652,062.			
<b>Program Service Revenue</b>	<b>2 a</b>	<b>Business Code</b>					
	<b>b</b>						
	<b>c</b>						
	<b>d</b>						
	<b>e</b>						
	<b>f</b> All other program service revenue						
	<b>g</b> <b>Total.</b> Add lines 2a-2f						
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts)			1,770.			1,770.
	<b>4</b> Income from investment of tax-exempt bond proceeds						
	<b>5</b> Royalties						
	<b>6 a</b> Gross rents	<b>6a</b>	(i) Real (ii) Personal				
	<b>b</b> Less: rental expenses	<b>6b</b>					
	<b>c</b> Rental income or (loss)	<b>6c</b>					
	<b>d</b> Net rental income or (loss)						
	<b>7 a</b> Gross amount from sales of assets other than inventory	<b>7a</b>	(i) Securities (ii) Other				
	<b>b</b> Less: cost or other basis and sales expenses	<b>7b</b>					
	<b>c</b> Gain or (loss)	<b>7c</b>					
	<b>d</b> Net gain or (loss)						
	<b>8 a</b> Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	<b>8a</b>		192,515.			
	<b>b</b> Less: direct expenses	<b>8b</b>		44,316.			
	<b>c</b> Net income or (loss) from fundraising events			148,199.			148,199.
	<b>9 a</b> Gross income from gaming activities. See Part IV, line 19	<b>9a</b>					
<b>b</b> Less: direct expenses	<b>9b</b>						
<b>c</b> Net income or (loss) from gaming activities							
<b>10 a</b> Gross sales of inventory, less returns and allowances	<b>10a</b>						
<b>b</b> Less: cost of goods sold	<b>10b</b>						
<b>c</b> Net income or (loss) from sales of inventory							
<b>Miscellaneous Revenue</b>	<b>11 a</b>	<b>Business Code</b>					
	<b>b</b>						
	<b>c</b>						
	<b>d</b> All other revenue						
	<b>e</b> <b>Total.</b> Add lines 11a-11d						
	<b>12</b> <b>Total revenue.</b> See instructions			802,031.	0.	0.	149,969.

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Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX ☐

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>				
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	442,867.	442,867.		
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22	850.	850.		
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees				
<b>6</b> Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
<b>7</b> Other salaries and wages				
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
<b>9</b> Other employee benefits				
<b>10</b> Payroll taxes				
<b>11</b> Fees for services (nonemployees):				
<b>a</b> Management				
<b>b</b> Legal	8,217.		8,217.	
<b>c</b> Accounting	1,200.		1,200.	
<b>d</b> Lobbying				
<b>e</b> Professional fundraising services. See Part IV, line 17				
<b>f</b> Investment management fees				
<b>g</b> Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	2,819.		2,819.	
<b>12</b> Advertising and promotion	7,500.		7,500.	
<b>13</b> Office expenses	1,127.		1,127.	
<b>14</b> Information technology				
<b>15</b> Royalties				
<b>16</b> Occupancy				
<b>17</b> Travel				
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings				
<b>20</b> Interest				
<b>21</b> Payments to affiliates				
<b>22</b> Depreciation, depletion, and amortization				
<b>23</b> Insurance				
<b>24</b> Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
<b>a</b> <b>IN-KIND DONATION EXPENS</b>	20,000.	20,000.		
<b>b</b> <b>CATERING</b>	6,143.		6,143.	
<b>c</b> <b>SUPPLIES &amp; MATERIALS</b>	3,044.		3,044.	
<b>d</b> <b>EQUIPMENT RENTAL</b>	2,000.		2,000.	
<b>e</b> All other expenses	510.		510.	
<b>25</b> <b>Total functional expenses.</b> Add lines 1 through 24e	496,277.	463,717.	32,560.	0.
<b>26</b> <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

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**Part X Balance Sheet**

Check if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....	220,436.	1	426,490.
	<b>2</b> Savings and temporary cash investments .....		2	
	<b>3</b> Pledges and grants receivable, net .....		3	
	<b>4</b> Accounts receivable, net .....	5,200.	4	68,656.
	<b>5</b> Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons .....		5	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .....		6	
	<b>7</b> Notes and loans receivable, net .....		7	2,500.
	<b>8</b> Inventories for sale or use .....		8	
	<b>9</b> Prepaid expenses and deferred charges .....		9	
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	10a		
	<b>b</b> Less: accumulated depreciation .....	10b		
	<b>11</b> Investments - publicly traded securities .....		11	
	<b>12</b> Investments - other securities. See Part IV, line 11 .....		12	
	<b>13</b> Investments - program-related. See Part IV, line 11 .....		13	
	<b>14</b> Intangible assets .....		14	
<b>15</b> Other assets. See Part IV, line 11 .....		15		
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 33) .....		225,636.	16	497,646.
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....	37,040.	17	3,296.
	<b>18</b> Grants payable .....		18	
	<b>19</b> Deferred revenue .....		19	
	<b>20</b> Tax-exempt bond liabilities .....		20	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....		21	
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons .....		22	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties .....		23	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties .....		24	
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D .....		25	
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 .....		37,040.	26
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions .....	37,668.	27	272,273.
	<b>28</b> Net assets with donor restrictions .....	150,928.	28	222,077.
	<b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds .....		29	
	<b>30</b> Paid-in or capital surplus, or land, building, or equipment fund .....		30	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds .....		31	
	<b>32</b> <b>Total net assets or fund balances</b> .....	188,596.	32	494,350.
<b>33</b> <b>Total liabilities and net assets/fund balances</b> .....		225,636.	33	497,646.

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**Part XI Reconciliation of Net Assets**

Check if Schedule O contains a response or note to any line in this Part XI ☐

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	802,031.
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	496,277.
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	305,754.
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	188,596.
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain on Schedule O)	<b>9</b>	0.
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	494,350.

**Part XII Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII ☐

<b>1</b>	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		<b>Yes</b>	<b>No</b>
<b>2a</b>	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	<b>2a</b>		<b>X</b>
<b>b</b>	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	<b>2b</b>		<b>X</b>
<b>c</b>	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	<b>2c</b>		
<b>3a</b>	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	<b>3a</b>		<b>X</b>
<b>b</b>	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	<b>3b</b>		

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Schedule A (Form 990) 2023

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")			44,574.	181,844.	652,062.	878,480.
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4 Total.</b> Add lines 1 through 3			44,574.	181,844.	652,062.	878,480.
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
<b>6 Public support.</b> Subtract line 5 from line 4.						878,480.

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>7</b> Amounts from line 4			44,574.	181,844.	652,062.	878,480.
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources					1,770.	1,770.
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on				12,612.	148,199.	160,811.
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
<b>11 Total support.</b> Add lines 7 through 10						1041061.
<b>12</b> Gross receipts from related activities, etc. (see instructions)					12	
<b>13 First 5 years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b>						<input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	<b>14</b>	84.38	%
<b>15</b> Public support percentage from 2022 Schedule A, Part II, line 14	<b>15</b>		%
<b>16a 33 1/3% support test - 2023.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
<b>b 33 1/3% support test - 2022.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization			<input type="checkbox"/>
<b>17a 10% -facts-and-circumstances test - 2023.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
<b>b 10% -facts-and-circumstances test - 2022.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

Schedule A (Form 990) 2023

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**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
<b>c</b> Add lines 7a and 7b						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>9</b> Amounts from line 6						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b						
<b>11</b> Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)						

**14 First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ☐

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	<b>15</b>	%
<b>16</b> Public support percentage from 2022 Schedule A, Part III, line 15	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	<b>17</b>	%
<b>18</b> Investment income percentage from 2022 Schedule A, Part III, line 17	<b>18</b>	%

**19a 33 1/3% support tests - 2023.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ☐

**b 33 1/3% support tests - 2022.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ☐

**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐

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**Part IV Supporting Organizations**

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

	Yes	No
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
<b>2</b> Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
<b>b</b> Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
<b>c</b> Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
<b>b Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
<b>9a</b> Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
<b>b</b> Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>c</b> Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>10a</b> Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
<b>b</b> Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

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**Part IV Supporting Organizations** (continued)

- 11** Has the organization accepted a gift or contribution from any of the following persons?
- a** A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?
- b** A family member of a person described on line 11a above?
- c** A 35% controlled entity of a person described on line 11a or 11b above? *If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.*

	Yes	No
<b>11a</b>		
<b>11b</b>		
<b>11c</b>		

**Section B. Type I Supporting Organizations**

- 1** Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? *If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.*
- 2** Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.*

	Yes	No
<b>1</b>		
<b>2</b>		

**Section C. Type II Supporting Organizations**

- 1** Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? *If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).*

	Yes	No
<b>1</b>		

**Section D. All Type III Supporting Organizations**

- 1** Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?
- 2** Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? *If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).*
- 3** By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.*

	Yes	No
<b>1</b>		
<b>2</b>		
<b>3</b>		

**Section E. Type III Functionally Integrated Supporting Organizations**

- 1** Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).
- a** ☐ The organization satisfied the Activities Test. Complete line 2 below.
- b** ☐ The organization is the parent of each of its supported organizations. Complete line 3 below.
- c** ☐ The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).

**2 Activities Test. Answer lines 2a and 2b below.**

- a** Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*

- b** Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*

**3 Parent of Supported Organizations. Answer lines 3a and 3b below.**

- a** Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No" provide details in Part VI.*
- b** Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard.*

	Yes	No
<b>2a</b>		
<b>2b</b>		
<b>3a</b>		
<b>3b</b>		

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**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

- 1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 ( *explain in Part VI*). **See instructions.**  
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	<b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	<b>Total</b> (add lines 1a, 1b, and 1c)	1d	
e	<b>Discount</b> claimed for blockage or other factors ( <i>explain in detail in Part VI</i> ):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	<b>Minimum Asset Amount</b> (add line 7 to line 6)	8	

Section C - Distributable Amount		Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1
2	Enter 0.85 of line 1.	2
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3
4	Enter greater of line 2 or line 3.	4
5	Income tax imposed in prior year	5
6	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6

7 ☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

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**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations** (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i> )	5
6	Other distributions ( <i>describe in Part VI</i> ). See instructions.	6
7	<b>Total annual distributions.</b> Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive ( <i>provide details in Part VI</i> ). See instructions.	8
9	Distributable amount for 2023 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required - <i>explain in Part VI</i> ). See instructions.			
3 Excess distributions carryover, if any, to 2023			
a From 2018			
b From 2019			
c From 2020			
d From 2021			
e From 2022			
f <b>Total</b> of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2023 distributable amount			
i Carryover from 2018 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2023 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2023 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 <b>Excess distributions carryover to 2024.</b> Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019			
b Excess from 2020			
c Excess from 2021			
d Excess from 2022			
e Excess from 2023			

Schedule A (Form 990) 2023



SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION

Schedule A (Form 990) 2023

74-2860857 Page 8

**Part VI**

**Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.  
(See instructions.)

**Schedule B**  
(Form 990)Department of the Treasury  
Internal Revenue Service**Schedule of Contributors**Attach to Form 990, 990-EZ, or 990-PF.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2023**

Name of the organization

SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION

Employer identification number

74-2860857

Organization type (check one):

**Filers of:****Section:**

Form 990 or 990-EZ

☒ 501(c)( 3 ) (enter number) organization☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation☐ 527 political organization

Form 990-PF

☐ 501(c)(3) exempt private foundation☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation☐ 501(c)(3) taxable private foundationCheck if your organization is covered by the **General Rule** or a **Special Rule**.**Note:** Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.**General Rule**

- ☐
- For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

**Special Rules**

- ☒
- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of
- (1)**
- \$5,000; or
- (2)**
- 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

- ☐
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000
- exclusively*
- for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

- ☐
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions
- exclusively*
- for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an
- exclusively*
- religious, charitable, etc., purpose. Don't complete any of the parts unless the
- General Rule**
- applies to this organization because it received
- nonexclusively*
- religious, charitable, etc., contributions totaling \$5,000 or more during the year ..... \$ .....

**Caution:** An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990) (2023)

Name of organization <b>SOUTH TEXAS COMMUNITY COLLEGE EDUCATION FOUNDATION</b>	Employer identification number <b>74-2860857</b>
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**Part I Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	RIO SOUTH TEXAS EDUCATION FOUNDATION 801 N BRYAN RD, OFFICE 167 MISSION, TX 78572	\$ 250,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	ECONOMIC MOBILITY SYSTEMS 3000 PEGASUS PARK DRIVE SUITE 900 DALLAS, TX 75247	\$ 77,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	J.P. MORGAN PO BOX 4521 NEWARK, DE 19714-4521	\$ 55,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	AEP TEXAS 501 SILVERSIDE RD, SUITE 123 WILMINGTON, DE 19809	\$ 30,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	SANTA FE FOUNDATION INC 1918 S 10TH ST MCALLEN, TX 78503-5404	\$ 25,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	GILLESIE P BAKER JR 30 WILWOOD DR #91 GEORGETOWN, TX 78633	\$ 20,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION

Employer identification number

74-2860857

**Part I Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	DOCTORS HOSPITAL AT RENAISSANCE 5501 S MCCOLL EDINBURG, TX 78539	\$ 15,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8	RAYMOND JAMES CHARITABLE PO BOX 23559 ST. PETERSBURG, FL 33742	\$ 50,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9	TERRA GEN DEVELOPMENT COMPANY 437 MADISON AVE, 22ND FL NEW YORK, NY 10022	\$ 40,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
10	RIO GRANDE VALLEY COMMUNITY FOUNDATIONS 1200 ASH AVE MCALLEN, TX 78501	\$ 30,245.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
11	AT&T 4941 EASTERN AVE BELL, CA 90201	\$ 20,000.	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

74-2860857

## 05/28/24

\$ \_\_\_\_\_

(d)  
Date received

\$ \_\_\_\_\_

(d)  
Date received

\$ \_\_\_\_\_

(d)  
Date received

\$ \_\_\_\_\_

(d)  
Date received

\$

Schedule B (Form 990) (2023)

Page **4**

Name of organization

SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION

Employer identification number

74-2860857

**Part III** Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) \$ \_\_\_\_\_

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

## (e) Transfer of gift

Transferee's name, address, and ZIP + 4

Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

## (e) Transfer of gift

Transferee's name, address, and ZIP + 4

Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

## (e) Transfer of gift

Transferee's name, address, and ZIP + 4

Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

## (e) Transfer of gift

Transferee's name, address, and ZIP + 4

Relationship of transferor to transferee



**SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION**

Schedule G (Form 990) 2023

74-2860857 Page 2

**Part II Fundraising Events.** Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events NONE	(d) Total events (add col. (a) through col. (c))
		GALA (event type)	(event type)	(total number)	
Revenue	1 Gross receipts .....	192,515.			192,515.
	2 Less: Contributions .....				
	3 Gross income (line 1 minus line 2) .....	192,515.			192,515.
Direct Expenses	4 Cash prizes .....				
	5 Noncash prizes .....				
	6 Rent/facility costs .....	3,538.			3,538.
	7 Food and beverages .....	29,207.			29,207.
	8 Entertainment .....				
	9 Other direct expenses .....	11,571.			11,571.
	10 Direct expense summary. Add lines 4 through 9 in column (d) .....				44,316.
	11 Net income summary. Subtract line 10 from line 3, column (d) .....				148,199.

**Part III Gaming.** Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1 Gross revenue .....				
	2 Cash prizes .....				
Direct Expenses	3 Noncash prizes .....				
	4 Rent/facility costs .....				
	5 Other direct expenses .....				
	6 Volunteer labor .....	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
	7 Direct expense summary. Add lines 2 through 5 in column (d) .....				
	8 Net gaming income summary. Subtract line 7 from line 1, column (d) .....				

9 Enter the state(s) in which the organization conducts gaming activities: \_\_\_\_\_

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain: \_\_\_\_\_

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain: \_\_\_\_\_



**SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION**

Schedule G (Form 990) 2023

74-2860857 Page 3

- 11** Does the organization conduct gaming activities with nonmembers? ☐ Yes ☐ No
- 12** Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No
- 13** Indicate the percentage of gaming activity conducted in:
- |                                      |            |  |   |
|--------------------------------------|------------|--|---|
| <b>a</b> The organization's facility | <b>13a</b> |  | % |
| <b>b</b> An outside facility         | <b>13b</b> |  | % |
- 14** Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name \_\_\_\_\_

Address \_\_\_\_\_

- 15a** Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No
- b** If "Yes," enter the amount of gaming revenue received by the organization \$ \_\_\_\_\_ and the amount of gaming revenue retained by the third party \$ \_\_\_\_\_
- c** If "Yes," enter name and address of the third party:

Name \_\_\_\_\_

Address \_\_\_\_\_

**16** Gaming manager information:

Name \_\_\_\_\_

Gaming manager compensation \$ \_\_\_\_\_

Description of services provided \_\_\_\_\_

☐ Director/officer      ☐ Employee      ☐ Independent contractor

**17** Mandatory distributions:

- a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No
- b** Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year \$ \_\_\_\_\_

**Part IV Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

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<b>Part IV</b>	<b>Supplemental Information</b> <i>(continued)</i>
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SCHEDULE I  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Grants and Other Assistance to Organizations,  
Governments, and Individuals in the United States  
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.  
Attach to Form 990.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

2023

Open to Public  
Inspection

Name of the organization SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION

Employer identification number  
74-2860857

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☐ Yes ☒ No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
SOUTH TEXAS COLLEGE 3201 PECAN BLVD MCALLEN, TX 78501	74-2683499		433,867.	0.			SCHOLARSHIPS

- 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table
- 3 Enter total number of other organizations listed in the line 1 table

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) 2023

**SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION**

Schedule I (Form 990) 2023

**74-2860857**

Page **2**

**Part III** **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.  
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

**Part IV** **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

**PART I, LINE 2:**

SOUTH TEXAS COLLEGE IS RESPONSIBLE FOR MONITORING AND COMPLIANCE OF GRANT FUNDS DISTRIBUTED TO THEM. SOUTH TEXAS COLLEGE FOUNDATION SERVES GENERALLY AS A FLOW THROUGH TO RECEIVE FUNDS FROM OUTSIDE SOURCES THAT HAVE SPECIFIC GIVING GUIDELINES.

**SCHEDULE O  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

Complete to provide information for responses to specific questions on  
Form 990 or 990-EZ or to provide any additional information.  
Attach to Form 990 or Form 990-EZ.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2023**

**Open to Public  
Inspection**

Name of the organization

**SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION**

Employer identification number  
**74-2860857**

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

COLLEGE IN ACHEVING EDUCATIONAL EXCELLENCE, SERVICING THE DIVERSE NEEDS  
OF THE COLLEGE THROUGH PARTNERSHIPS AND FUNDRAISING FROM VARIOUS  
PRIVATE SECTORS. WE HAVE A UNIQUE ABILITY TO APPLY FOR FUNDS, SUPPORT  
DIVERSE GROUPS, AND SERVE THE COMMUNITY IN WAYS THE COLLEGE MAY BE  
LIMITED TO.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

UNIQUE ABILITY TO APPLY FOR FUNDS, SUPPORT DIVERSE GROUPS, AND SERVE  
THE COMMUNITY IN WAYS THE COLLEGE MAY BE LIMITED TO.

FORM 990, PART VI, SECTION B, LINE 11B:

A COPY OF FORM 990 IS PROVIDED TO THE BOARD OF DIRECTORS FOR THEIR REVIEW  
AND APPROVAL PRIOR TO FILING.

FORM 990, PART VI, SECTION B, LINE 15:

THE FOUNDATION DOES NOT PAY ANY OF ITS BOARD MEMBERS AND DOES NOT HAVE ANY  
EMPLOYEES.

FORM 990, PART VI, SECTION C, LINE 19:

THE FOUNDATION MAKES AVAILABLE THE DOCUMENTS DESCRIBED ON PAGE 6, LINE 18,  
UPON REQUEST.

SCHEDULE R  
(Form 990)

Department of the Treasury  
Internal Revenue Service

**Related Organizations and Unrelated Partnerships**  
Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.  
Attach to Form 990.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2023**

Open to Public  
Inspection

Name of the organization  
**SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION**

Employer identification number  
**74-2860857**

**Part I** Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

**Part II** Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
SOUTH TEXAS COLLEGE - 74-2683499 3201 PECAN BLVD MCALLEN, TX 78501	UNIVERSITY	TEXAS	501(C)(3)		N/A		X

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

SEE PART VII FOR CONTINUATIONS

Schedule R (Form 990) 2023

### Part III

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## Part IV

Schedule R (Form 990) 2023

SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION

Schedule R (Form 990) 2023

74-2860857

Page 3

**Part V** Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

**Note:** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

**1** During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

**a** Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity

**b** Gift, grant, or capital contribution to related organization(s)

**c** Gift, grant, or capital contribution from related organization(s)

**d** Loans or loan guarantees to or for related organization(s)

**e** Loans or loan guarantees by related organization(s)

**f** Dividends from related organization(s)

**g** Sale of assets to related organization(s)

**h** Purchase of assets from related organization(s)

**i** Exchange of assets with related organization(s)

**j** Lease of facilities, equipment, or other assets to related organization(s)

**k** Lease of facilities, equipment, or other assets from related organization(s)

**l** Performance of services or membership or fundraising solicitations for related organization(s)

**m** Performance of services or membership or fundraising solicitations by related organization(s)

**n** Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

**o** Sharing of paid employees with related organization(s)

**p** Reimbursement paid to related organization(s) for expenses

**q** Reimbursement paid by related organization(s) for expenses

**r** Other transfer of cash or property to related organization(s)

**s** Other transfer of cash or property from related organization(s)

	Yes	No
1a		X
1b	X	
1c		X
1d		X
1e		X
1f		X
1g		X
1h		X
1i		X
1j		X
1k		X
1l		X
1m		X
1n		X
1o		X
1p		X
1q		X
1r		X
1s		X

**2** If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) SOUTH TEXAS COLLEGE	B	433,867.	COST
(2)			
(3)			
(4)			
(5)			
(6)			



**Part VI** **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

SOUTH TEXAS COMMUNITY COLLEGE EDUCATION  
FOUNDATION

Schedule R (Form 990) 2023

**Part VII** Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

PART II, IDENTIFICATION OF RELATED TAX-EXEMPT ORGANIZATIONS:

NAME, ADDRESS, AND EIN OF RELATED ORGANIZATION:

SOUTH TEXAS COLLEGE

EIN: 74-2683499

3201 PECAN BLVD

MCALLEN, TX 78501

PRIMARY ACTIVITY: UNIVERSITY

DIRECT CONTROLLING ENTITY: N/A

Foundation Gala 2025 Budget

		BUDGET	ACTUAL	
		\$		
Overall Budget		\$	75,000.00	
Venue	Mission Event Center	\$	6,725.00	6,725.00
Amazon Products	Frames, culinary items	\$	200.00	379.24 Frames \$108.83, Culinary \$270.41
Printing	Copyzone & FedEx	\$	2,320.00	1,931.86 Programs: \$1433.81, Postcards \$216, Sponsorship Booklets: \$125.84, Gala table numbers \$55.86, Table sponsor logos \$100.35
Printing	Thank you cards & Invitations	\$	1,280.00	
Chef Coats	Ipro		210.00	STC logo embroidered on chef coats
Décor	Cantu's Special Events	\$	3,500.00	11,122.30 linens, charger plates, chair covers, tablecloths, glass vases
	Flowers	\$	3,000.00	- Included in Decor price
	Satori (everything)	\$	18,220.00	25,860.00 Pipe and drape, stage, backdrop, registration booths, LED screens, lighting
Alcohol	Cash Bar	\$	1,000.00	1,000.00 Minimum consumption: \$500 for 3hrs.
	Wine	\$	3,281.00	1912.00 Mr. Vale authorized use of his Gala donation
	Security	\$	1,050.00	1,050.00 Required: 3 officers at 7hrs. ea. Rate: \$50 per hr.
Caterer	For both food and dessert	\$	27,200.00	31,392.00
Photobooth	Roaming Photography	\$	1,100.00	1,100.00
Special Event Insurance	Montalvo Insurance	\$	500.00	450.00
Remaining		\$	5,624.00	83,132.40

Estimated Profit

Expenses Budgeted		\$	83,132.40	
Budget proposed to Foundation Board		\$	75,000.00	
Title Sponsorship	\$40,000 each	\$	40,000.00	
Executive Sponsorships	\$15,000 each	\$	15,000.00	
Diamond Sponsorships	\$10,000 each	\$	40,000.00	
Platinum Sponsorships	\$5,000 each	\$	85,000.00	
Gold Sponsorships	\$2,500 each	\$	40,000.00	
Bronze Sponsorships	\$1,500 each	\$	9,000.00	
Pledges		\$	9,800.00	
Auction Items		\$	35,704.42	
Gross Profit		\$	274,504.42	
Net Profit		\$	191,372.02	Expense to Revenue Ratio: 30%
				2024 gross profit \$ 198K
				2024 net profit (minus in-kind) \$132K

In-Kind: Media/Promotion	\$	33,050.00
In-Kind: STC (salaries & benefits)	\$	45,822.00
Total	\$	78,872.00

## **Fiscal Year 2025 and 2026 Financial Reports**

1. Balance Sheet
2. Income Statement
3. Detail of Support and Revenue
4. Detail of Expenses
5. Restricted Fund Balances

South Texas College Foundation  
Balance Sheet  
As of October 31, 2025 and August 31, 2025

	YTD FY 2026 <u>10/31/2025</u>	FY 2025 <u>8/31/2025</u>
<b>ASSETS</b>		
<b>Current Assets:</b>		
Cash and cash equivalents - Checking- unrestricted	\$ 293,800	\$ 136,709
Cash and cash equivalents - Money Market - unrestricted	155,346	154,707
Certificate of Deposit - restricted funds	208,497	206,491
Certificate of Deposit - Jesse Villarreal STC Spirit of Leadership	7,732	7,648
Accounts receivable	61,267	45,000
Silent Auction Items	3,050	
<b>Total Current Assets</b>	<b><u>\$ 729,692</u></b>	<b><u>\$ 550,555</u></b>
 <b>Total Assets</b>	 <b><u><u>\$ 729,692</u></u></b>	 <b><u><u>\$ 550,555</u></u></b>
 <b>LIABILITIES AND NET ASSETS</b>		
<b>Current Liabilities:</b>		
Accounts payable	\$ 360	\$ 13,793
<b>Total Liabilities</b>	<b><u>\$ 360</u></b>	<b><u>\$ 13,793</u></b>
 Net Assets:		
Unrestricted	513,103	322,623
Restricted	216,229	214,139
<b>TOTAL NET ASSETS</b>	<b><u>\$ 729,332</u></b>	<b><u>\$ 536,762</u></b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b><u><u>\$ 729,692</u></u></b>	<b><u><u>\$ 550,555</u></u></b>

**South Texas College Foundation**  
**Income Statement**  
For the Period Ended October 31, 2025 and August 31, 2025

	9/1/2025		9/1/2024
	10/31/2025		8/31/2025
<b>Support and Revenue</b>			
Contributions - Restricted	22,445	\$	281,766
Contributions - Restricted - In-Kind			60,000
Contributions - Unrestricted	25,822		84,089
Contributions GALA - 2024 - Unrestricted			60,335
Contributions GALA - 2025 - Unrestricted	219,005		55,500
Contributions GALA - 2025 - STC - In-Kind	45,822		
Contributions GALA - 2025 - Media-In-Kind	33,050		
Interest Income	3,582		14,295
<b>Total Support and revenue</b>	<b>\$ 349,726</b>	<b>\$</b>	<b>555,985</b>
<b>Expenses and Distributions</b>			
Program support and scholarships	3,425		316,334
In-Kind Donations			60,000
General and administrative	6,053		34,543
GALA (2024)			88,461
GALA (2025)	68,806		14,235
GALA (2025) - STC - In-Kind	45,822		
GALA (2025) - Media - In-Kind	33,050		
<b>Total Expenses and Distributions</b>	<b>157,156</b>	<b>\$</b>	<b>513,573</b>
<b>Increase (Decrease) In Net Position</b>	<b>192,570</b>	<b>\$</b>	<b>42,412</b>
<b>NET POSITION</b>			
<b>Net Position-Beginning of Year, as restated</b>	536,762		494,350
<b>Net Position-End of Year</b>	<b>\$ 729,332</b>	<b>\$</b>	<b>536,762</b>

South Texas College Foundation  
Detail of Support and Revenue  
09/01/2025-10/31/2025

<u>Donor</u>	<u>Amount</u>
Innovative Educators	\$ 500
Dr. Annette Wingard, DNP - RN-BSN Scholarship	\$ 11,200
Anthony P. Ramirez Emerging Leaders Scholarship	\$ 1,245
The Rio Grande Valley Philanthropic Foundation (STEM)	\$ 9,500
<b>Restricted Contributions</b>	<b>\$ 22,445</b>
Reimbursement from South Texas College	\$ 25,622
Donor contributions	\$ 200
<b>Unrestricted Contributions</b>	<b>\$ 25,822</b>
Title Sponsorship	\$ 40,000
Executive Sponsorship	\$ 15,000
Diamond Sponsorship	\$ 30,000
Platinum Sponsorship	\$ 50,000
Gold Sponsorship	\$ 32,500
Bronze Sponsorship	\$ 6,000
Silent Auction	\$ 11,260
Live Auction	\$ 24,445
Pledges	\$ 9,800
<b>Contributions GALA - 2025</b>	<b>\$ 219,005</b>
In-Kind Donation (STC salaries & benefits)	\$ 45,822
<b>Contributions GALA - 2025</b>	<b>\$ 45,822</b>
In-Kind Donation (media)	\$ 33,050
<b>Contributions GALA - 2025</b>	<b>\$ 33,050</b>
<b>Interest Income</b>	<b>\$ 3,582</b>
<b>Total Support and Revenue</b>	<b>\$ 349,726</b>



South Texas College Foundation  
Detail of Expenses  
09/01/2025-10/31/2025

**South Texas College - Program Support**

Philippine Nursing Association	1,000
<b>Total STC - Program Support</b>	<b>1,000</b>

**South Texas College - Student Support Services**

STC - Workforce Summit (DHR )	2,425
<b>Total STC - Student Support Services</b>	<b>2,425</b>

<b>Subtotal Program Support &amp; Scholarships</b>	<b>\$ 3,425</b>
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**Bank & Administrative**

Bank Fees	896
Office Supplies	140
Insurance: Liability & Directors	4,657
<b>Total Bank &amp; Administrative</b>	<b>5,693</b>

**Professional Fees**

Attorney Fees	360
<b>Total Professional Fees</b>	<b>360</b>

<b>Subtotal General &amp; Administrative</b>	<b>\$ 6,053</b>
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<b>GALA Expenses - 2025 - (actual expenses)</b>	<b>\$ 68,806</b>
<b>GALA Expenses - In-Kind - (STC salaries &amp; benefits)</b>	<b>\$ 45,822</b>
<b>GALA Expenses - In-Kind - (media)</b>	<b>\$ 33,050</b>

<b>Total Expenses</b>	<b>\$ 157,156</b>
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South Texas College Foundation  
Restricted Fund Balances  
September 1, 2025 - October 31, 2025

	<u>Req. Balance</u>	<u>Contributions</u>	<u>Distributions</u>	<u>Fund Balance</u>
Terry Canales	\$ 2,000			\$ 2,000
Mark Edwards	\$ 300			\$ 300
Amy Espinas Memorial Art Award	\$ 2,000			\$ 2,000
Anthony P. Ramirez Emerging Leaders Scholarship	\$ 3,395	\$ 245		\$ 3,640
Border Pacific Railroad Co	\$ 10,000			\$ 10,000
City of McAllen Scholarship	\$ 2,500			\$ 2,500
City of McAllen - Food Pantry	\$ 4,000			\$ 4,000
Dr. Annette Wingard, DNP -RN-BSN Scholarship	\$ 53,652	\$ 5,700		\$ 59,352
Dr. Rodney Rodriguez Scholarship Fund	\$ 2,316			\$ 2,316
Foundation Gala - 2023	\$ 473			\$ 473
Foundation Scholarship - 2023	\$ 48,713			\$ 48,713
Innovative Educators Inc	\$ 1,000			\$ 1,000
Jesse Villarreal Scholarship	\$ 7,733			\$ 7,733
La Joya Windpower Scholarship	\$ 40,000			\$ 40,000
Philippine Nurses Association of S. TX RGV Chapter	\$ 1,000		\$ 1,000	\$ -
RGV Lead Scholarship	\$ 5,000			\$ 5,000
RGV Partnership Foundation Scholarship	\$ 20,000			\$ 20,000
RGV Philanthropic Foundation (STEM)		\$ 9,500		\$ 9,500
Rose First Starr Scholarship	\$ 20,000			\$ 20,000
Samuel Ramos (Starr County)	\$ 1,000			\$ 1,000
Santa Fe Foundation Inc dba The Wine Classic	\$ 19,100			\$ 19,100
She is You Scholarship	\$ 3,500			\$ 3,500
The Sonia Chapa Gomez "Amor de Dios" Flamenco Scholarship	\$ 3,200			\$ 3,200
Valley Scholars Scholarships	\$ 3,900			\$ 3,900
Valley Promise	\$ 10			\$ 10
Restricted Fund Balance	\$ 254,792	\$ 15,445	\$ 1,000	\$ 269,237

**Review and Action as Necessary on Award and Rejection of Proposals, and  
Approval of Purchases, Purchase Renewal, and Purchase and Trade-In**

The Director of Purchasing has reviewed each item, including the procurement procedures and evaluation of all responses, and recommended approval as follows:

**Award of Proposal – 1) Chemical Waste Disposal Services**

<b>Purpose</b>	Award the proposal for Chemical Waste Disposal Services to <b>Terrabella Environmental Services</b> (Leming, TX).
<b>Justification</b>	To remove chemical waste from the college. The services will include the removal of both hazardous and non-hazardous waste. The services will include segregating, bulking, lab packing, preparation of shipping documents, labeling, transportation, and disposal of chemical wastes in accordance to all applicable regulations.
<b>Funding</b>	Funds for this expenditure are budgeted in the Facilities, Operations and Maintenance.
<b>Enclosed Documents</b>	Appendix A – Project Timeline and Information Other information is included in the Supporting Documentation.
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Services George McCaleb, Executive Director of Facilities Maintenance and Operations Jorge Sanchez, Environmental Health and Safety Manager
<b>Recommendation</b>	The Committee recommends Board approval to award the proposal for Chemical Waste Disposal Services to <b>Terrabella Environmental Services</b> (Leming, TX) for the period beginning January 28, 2026 through January 29, 2027 with two one-year options to renew, at an estimated total amount of \$60,000.00.

## **APPENDIX A**

### **Project Timeline and Information**

Advertised RFP	October 15, 2025 and October 22, 2025
RFP Responses Due	November 3, 2025
RFP Issued To	Five Hundred Ninety-Two (592) Vendors
Responses Received From	One (1) Vendor
Responses Reviewed By	Chemistry Program, Facilities Operations and Maintenance, and Purchasing Department
Highest-Ranked Vendor	Terrabella Environmental Services

## **Rejection of Proposal – 2) High-Pressure Air Compressor for Fire Science Training Program**

<b>Purpose</b>	Reject the one (1) proposal received for the High-Pressure Air Compressor for Fire Science Training Program.
<b>Justification</b>	<p>Administration determined that the proposal received did not meet the necessary requirements for the product's use.</p> <p>A new Request for Proposal (RFP) will be solicited for this product with additional requirements.</p>
<b>Staff Resource</b>	<p>Dr. Anahid Petrosian, Vice President and Provost for Academic Affairs and Economic Development</p> <p>Jose Vela, Point of Contact for Business, Public Safety, and Technology</p> <p>Robert Vela, Jr, Site Administrator for Regional Center for Public Safety and Excellence</p>
<b>Recommendation</b>	The Committee recommends Board approval to reject the one (1) proposal received for the High-Pressure Air Compressor for Fire Science Program.

### **Rejection of Proposal – 3) One (1) Ton Pickup Truck for Fire Science Program**

<b>Purpose</b>	Reject the four (4) proposals received for the One (1) Ton Pickup Truck for Fire Science Program.
<b>Justification</b>	<p>Administration has determined that the current solicitation document requires revision.</p> <p>A new Request for Proposal (RFP) will be solicited for this product with additional requirements.</p>
<b>Staff Resource</b>	<p>Dr. Anahid Petrosian, Vice President and Provost for Academic Affairs and Economic Development</p> <p>Jose Vela, Point of Contact for Business, Public Safety, and Technology</p> <p>Robert Vela, Jr, Site Administrator for Regional Center for Public Safety and Excellence</p>
<b>Recommendation</b>	The Committee recommends Board approval to reject the four (4) proposals received for the One (1) Ton Pickup Truck for Fire Science Program.

**Purchases – 4) Birthing Simulator Manikin (Grant Funded)**

<b>Purpose</b>	Purchase a birthing simulator manikin from <b>Gaumard Scientific Co. Inc.</b> (Miami, FL), a Texas Association of School Boards – Buyboard approved vendor.
<b>Justification</b>	To enhance the Associate Degree in Nursing (ADN) Program, by acquiring a lifelike childbirth simulator. This advanced simulator offers students a realistic and immersive experience of labor and delivery, equipping them to handle the complexities of real-world scenarios. It allows students to practice essential techniques and procedures—such as medication administration, labor assistance, and complication management—in a safe, controlled setting. This hands-on training helps minimize the risk of errors when students transition to real clinical environments.
<b>Funding</b>	Funds for this expenditure are budgeted in the Carl Perkins Grant budget for FY 2025 – 2026.
<b>Enclosed Documents</b>	Other information is included in the Supporting Documentation.
<b>Staff Resource</b>	Dr. Anahid Petrosian, Vice President and Provost for Academic Affairs and Economic Development Dr. Margo A. Vargas-Ayala, Interim Dean for Health Science Professions
<b>Recommendation</b>	The Committee recommends Board approval to purchase a birthing simulator manikin from <b>Gaumard Scientific Co. Inc.</b> (Miami, FL), a Texas Association of School Boards – Buyboard approved vendor, at a total amount of \$93,938.00.

## **Purchases – 5) Building Automation System Upgrade**

<b>Purpose</b>	Purchase a building automation system upgrade from <b>Siemens Industry, Inc.</b> (San Antonio, TX), a Sourcewell Purchasing Cooperative approved vendor.
<b>Justification</b>	<p>The College's current Building Automation System has reached end-of-life after more than twenty (20) years, introducing compliance and cybersecurity vulnerabilities. This system is a centralized network controlling a building's key subsystems like Heating Ventilation Air Conditioning (HVAC) and lighting using sensors and controllers to optimize performance, save energy, cut costs, improve comfort, and enhance overall efficiency through automated scheduling and data analysis.</p> <p>Upgrading to a modern solution will ensure alignment with current IT standards, provide advanced cyber safety monitoring, and maintain compatibility with future technologies. This investment reduces operational risk, protects critical infrastructure, and enables smart building integration while preserving backward compatibility. Additionally, it minimizes the likelihood of system downtime and supports uninterrupted business continuity for essential College operations.</p>
<b>Funding</b>	Funds for this expenditure are budgeted in the Renewals and Replacements District-Wide Building Automation Systems Replacements budget for FY 2025 – 2026.
<b>Enclosed Documents</b>	Other information is included in the Supporting Documentation.
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Services George McCaleb, Executive Director of Facilities Maintenance and Operations Ricardo De La Garza, Executive Director of Facilities Planning and Construction
<b>Recommendation</b>	The Committee recommends Board approval to purchase a building automation system upgrade from <b>Siemens Industry, Inc.</b> (San Antonio, TX), a Sourcewell Purchasing Cooperative approved vendor, at a total amount of \$997,750.00.

## **Purchases – 6) Furniture**

<b>Purpose</b>	Purchase furniture from the vendors listed in Appendix A.
<b>Justification</b>	To provide new furniture that will enhance the everyday activities of our academic environment while upgrading or replacing outdated and worn-out items that no longer serve our students, faculty, and staff effectively. This investment will enable students, faculty, and staff to engage comfortably and productively in classes, study sessions, collaborative projects, and daily operations.
<b>Funding</b>	Funds for these expenditures are budgeted in the requesting department budgets for FY 2025 – 2026 as follows: Facilities Planning and Construction.
<b>Enclosed Documents</b>	Appendix A – Vendors List Appendix B – District-Wide Furniture Request Summary Other information is included in the Supporting Documentation.
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Services Ricardo De La Garza, Executive Director of Facilities Planning and Construction
<b>Recommendation</b>	The Committee recommends Board approval to purchase furniture from the vendors listed in Appendix A at a total amount of \$92,538.54.

## **APPENDIX A**

### **Vendors List**

Vendor (City, State)	Purchasing Cooperative	Amount
<b>Gateway Printing and Office Supply, Inc.</b> (Edinburg, TX)	OMNIA Partners and The Interlocal Purchasing System	\$21,498.13
<b>Indeco Sales, Inc.</b> (Belton, TX)	Sourcewell	\$65,730.41
<b>Wenger Corporation</b> (Owatonna, MN)	Texas Association of School Boards – Buyboard	\$5,310.00
Total Amount:		\$92,538.54



**APPENDIX B**

**District-Wide Furniture Request Summary**

<b>Pecan Campus</b>	
50	Classroom Student Chairs
14	Faculty/Staff Office Desks
10	Faculty/Staff Office Chairs
14	Bookcases
8	Armchairs
6	Seat Lounges
3	Cube Tables
1	4 Drawer Cabinet

### **Purchases – 7) Laser Cutter Table (Grant Funded)**

<b>Purpose</b>	Purchase a laser cutter table from <b>Lab Resources, Inc.</b> (Tomball, TX), a Texas Association of School Boards – Buyboard approved vendor.
<b>Justification</b>	To enhance the Advanced Engineering Design Technology (AEDT), Advanced Manufacturing Technology (AMT) and Welding Technology (WLDG) by enabling integration of automated fabrication processes into instructional frameworks. This system provides students with experiential learning in precision cutting and joint preparation through computer-controlled operations, aligning with industry standards and contemporary manufacturing practices. Its application fosters a comprehensive understanding of automation-driven fabrication and equips graduates with the technical proficiency required for high-performance industrial environments.
<b>Funding</b>	Funds for this expenditure are budgeted in the Carl Perkins Grant budget for FY 2025 – 2026.
<b>Enclosed Documents</b>	Other information is included in the Supporting Documentation.
<b>Staff Resource</b>	Dr. Anahid Petrosian, Vice President and Provost for Academic Affairs and Economic Development Jose Vela, Point of Contact for Business, Public Safety, and Technology
<b>Recommendation</b>	The Committee recommends Board approval to purchase a laser cutter table from <b>Lab Resources, Inc.</b> (Tomball, TX), a Texas Association of School Boards – Buyboard approved vendor, at a total amount of \$162,998.00.

## **Purchases – 8) Network Equipment and Parts**

<b>Purpose</b>	Purchase network equipment and parts from <b>CXtec, Inc.</b> (Syracuse, NY), The Interlocal Purchasing System (TIPS) approved vendor.
<b>Justification</b>	To replace units that have reached the end of their life and are no longer supported by the manufacturer. The upgrade will include network switches, wireless access points, fiber patch cables, copper patch cables, and SFPs, all of which are essential to improving network performance, reliability, and security across the campus. Modernizing this infrastructure will ensure consistent and efficient connectivity, directly benefiting students, faculty, and staff by supporting access to critical academic and administrative resources.
<b>Funding</b>	Funds for this expenditure are budgeted in the Systems and Networking budget for FY 2025 – 2026.
<b>Enclosed Documents</b>	Other information is included in the Supporting Documentation.
<b>Staff Resource</b>	Dr. Jesús Campos, Interim Vice President for Information Services, Planning, Performance, & Strategic Initiatives Lucio Gonzalez, Associate Vice President for Technology and Chief Information Officer.
<b>Recommendation</b>	The Committee recommends Board approval to purchase network equipment and parts from <b>CXtec, Inc.</b> (Syracuse, NY), The Interlocal Purchasing System (TIPS) approved vendor for the period beginning September 1, 2025 through August 31, 2026, at an estimated total amount of \$150,000.00.

## **Purchases – 9) Plumbing Training Systems (Grant Funded)**

<b>Purpose</b>	Purchase plumbing training systems from <b>Toolkit Technologies, Inc.</b> (Austin, TX), The Interlocal Purchasing System (TIPS) approved vendor.
<b>Justification</b>	To provide the Center for Advanced Training and Apprenticeships Program students with realistic, hands-on plumbing experience that meets industry and apprenticeship standards. This equipment enhances workforce readiness, meets employers' needs, and enhances the quality of training offered. It is a practical, space-efficient investment that directly enhances the program's instructional capabilities.
<b>Funding</b>	Funds for this expenditure are budgeted in the Texas Reskilling and Upskilling Through Education (TRUE) Grant budget for FY 2025 – 2026.
<b>Enclosed Documents</b>	Other information is included in the Supporting Documentation.
<b>Staff Resource</b>	Dr. Anahid Petrosian, Vice President and Provost for Academic Affairs and Economic Development Dr. Carlos Margo, Dean for Center for Advanced Training and Apprenticeships
<b>Recommendation</b>	The Committee recommends Board approval to purchase plumbing training systems from <b>Toolkit Technologies, Inc.</b> (Austin, TX), The Interlocal Purchasing System (TIPS) approved vendor, at a total amount of \$52,950.00.

## **Purchase Renewals – 10) Red Hat Licenses Maintenance and Support Agreement**

<b>Purpose</b>	Renew the Red Hat licenses maintenance and support agreement with <b>Netsync Network Solutions</b> (Houston, TX), a State of Texas Department of Information Resources (DIR) approved vendor.
<b>Justification</b>	To provide one year of support and maintenance to the servers running on Red Hat software. The support provides critical updates and patches to mitigate security risks and support for the servers running the Red Hat software. The servers running Red Hat support applications such as Banner and Jagnet serve students, faculty, and staff district-wide.
<b>Funding</b>	Funds for this expenditure are budgeted in the Systems and Networking budget for FY 2025 – 2026. Funds for subsequent fiscal years will be included in future proposed budgets.
<b>Enclosed Documents</b>	Other information is included in the Supporting Documentation.
<b>Staff Resource</b>	Dr. Jesús Campos, Interim Vice President for Information Services, Planning, Performance, & Strategic Initiatives Lucio Gonzalez, Associate Vice President for Technology and Chief Information Officer
<b>Recommendation</b>	The Committee recommends Board approval to renew the Red Hat licenses maintenance and support agreement with <b>Netsync Network Solutions</b> (Houston, TX), a State of Texas Department of Information Resources (DIR) approved vendor, for the period beginning February 10, 2026 through February 9, 2027, at a total amount of \$87,224.64.

## **Purchase and Trade-In – 11) Portable Planetarium System**

**Purpose** Purchase a portable planetarium system from **Digitalis Education Solutions, Inc.** (Bremerton, WA), a sole-source vendor. Also requested is the approval to trade in the existing planetarium and remove the Asset from the College's inventory and general ledger.

**Justification** To be utilized for student instruction across the district, specifically supporting astronomy courses within the Physical Science Program under the Division of Math, Science, Information Technology, and Bachelor Programs. Additionally, it will serve as a key resource for departmental outreach initiatives, providing engaging educational experiences at various public schools in the area

The current planetarium asset that will be traded in is as follows:

STC Asset No.	STC Tag No.	Asset Description	Asset Cost
BA-10001637	21776	Panasonic Planetarium PT-DZ57OU -Acquisition Date: 1/8/2014 -Fully Depreciated	\$31,905.00

**Funding** Funds for this expenditure are budgeted in the Physical Science budget for FY 2025 – 2026.

**Enclosed Documents** Other information is included in the Supporting Documentation.

**Staff Resource** Dr. Anahid Petrosian, Vice President and Provost for Academic Affairs and Economic Development  
Dr. Ravindra Nandigam, Point of Contact for Physics and Engineering Programs

**Recommendation** The Committee recommends Board approval to purchase a portable planetarium system from **Digitalis Education Solutions, Inc.** (Bremerton, WA), a sole-source vendor, at a total amount of \$45,085.00. Also requested is the approval to trade in the existing planetarium (College Asset No. BA-10001637) and to remove the Asset from the College's inventory and general ledger.

Recommendation: It is requested that the Committee recommend for Board approval of the award and rejection of proposals, and approval of purchases, purchase renewal, and purchase and trade-in at a total cost of \$1,742,484.18, as listed below:

**Award  
of Proposal**

- 1) **Chemical Waste Disposal Services:** award the proposals for Chemical Waste Disposal Services to **Terrabella Environmental Services** (Leming, TX) for the period beginning January 28, 2026 through January 29, 2027 with two one-year options to renew, at an estimated total amount of \$60,000.00;

**Rejection of  
Proposals**

- 2) **High-Pressure Air Compressor for Fire Science Training Program:** reject the one (1) proposal received for the High-Pressure Air Compressor for Fire Science Program;  
3) **One (1) Ton Pickup Truck for Fire Science Program:** reject the four (4) proposals received for the One (1) Ton Pickup Truck for Fire Science Program;

**Purchases**

- 4) **Birthing Simulator Manikin (Grant Funded):** purchase a birthing simulator manikin from **Gaumard Scientific Co. Inc.** (Miami, FL), a Texas Association of School Boards – Buyboard approved vendor, at a total amount of \$93,938.00;  
5) **Building Automation System Upgrade:** purchase a building automation system upgrade from **Siemens Industry, Inc.** (San Antonio, TX), a Sourcewell Purchasing Cooperative approved vendor, at a total amount of \$997,750.00;  
6) **Furniture:** purchase furniture from the vendors listed in Appendix A at a total amount of \$92,538.54;

**APPENDIX A**

**Vendors List**

Vendor (City, State)	Purchasing Cooperative	Amount
<b>Gateway Printing and Office Supply, Inc.</b> (Edinburg, TX)	OMNIA Partners and The Interlocal Purchasing System	\$21,498.13
<b>Indeco Sales, Inc.</b> (Belton, TX)	Sourcewell	\$65,730.41
<b>Wenger Corporation</b> (Owatonna, MN)	Texas Association of School Boards – Buyboard	\$5,310.00
Total Amount:		\$92,538.54

- 7) **Laser Cutter Table (Grant Funded):** purchase a laser cutter table from **Lab Resources, Inc.** (Tomball, TX), a Texas Association of School Boards – Buyboard approved vendor, at a total amount of \$162,998.00;

- 8) **Network Equipment and Parts:** purchase network equipment and parts from **CXtec, Inc.** (Syracuse, NY), The Interlocal Purchasing System (TIPS) approved vendor for the period beginning September 1, 2025 through August 31, 2026, at an estimated total amount of \$150,000.00;
- 9) **Plumbing Training Systems (Grant Funded):** purchase plumbing training systems from **Toolkit Technologies, Inc.** (Austin, TX), The Interlocal Purchasing System (TIPS) approved vendor, at a total amount of \$52,950.00;

**Purchase Renewal**

- 10) **Red Hat Licenses Maintenance and Support Agreement:** renew the Red Hat licenses maintenance and support agreement with **Netsync Network Solutions** (Houston, TX), a State of Texas Department of Information Resources (DIR) approved vendor, for the period beginning February 10, 2026 through February 9, 2027, at a total amount of \$87,224.64;

**Purchase and Trade-In**

- 11) **Portable Planetarium System:** purchase a portable planetarium system from **Digitalis Education Solutions, Inc.** (Bremerton, WA), a sole-source vendor, at a total amount of \$45,085.00. Also requested is the approval to trade in the existing planetarium (College Asset No. BA-10001637) and to remove the Asset from the College's inventory and general ledger.



### **Review and Action as Necessary on Purchase of TEXSISS Application for Workday Student Implementation**

<b>Purpose</b>	To purchase TEXSISS Application for Workday Student Implementation from <b>SaaS Implementation and Support LLC (dba SISSCORP)</b> (new) (McKinney, TX), The Interlocal Purchasing System (TIPS) approved vendor.
<b>Justification</b>	<p>TEXSISS is a Texas-specific application designed to extend Workday Student functionality and ensure compliance with Texas Education Code and Texas Administrative Code reporting requirements. It supports all mandatory Texas Higher Education Coordinating Board (THECB) reporting, including CBM reports, Texas Success Initiative (TSI), formula funding, state financial aid reporting, and other statutory obligations.</p> <p>By integrating seamlessly within the Workday environment and leveraging existing Workday Student data and security, TEXSISS eliminates manual reporting processes and reduces reliance on external systems. This approach minimizes compliance risks, prevents costly errors, and ensures timely, accurate submissions to state agencies. TEXSISS streamlines workflows, improves efficiency, and safeguards institutional reputation and funding, providing a secure and future-ready solution for compliance and operational success.</p>
<b>Funding</b>	The funding source for this expenditure is budgeted in the Workday Student budget for FY 2025 – 2026. Funds for subsequent fiscal years will be included in future proposed budgets.
<b>Staff Resource</b>	Dr. Matthew S. Hebbard, Vice President for Student Affairs and Enrollment Management Mary Del Paz, Vice President for Finance and Administrative Services Cynthia Blanco, Dean of Enrollment Systems and Registrar
<b>Recommendation</b>	The Committee recommends Board approval to purchase TEXSISS Application for Workday Student Implementation from <b>SaaS Implementation and Support LLC (dba SISSCORP)</b> (new) (McKinney, TX), The Interlocal Purchasing System (TIPS) approved vendor for the period beginning February 1, 2026 through August 31, 2030, at a total amount of \$844,707.93, with the first payment of \$74,620.93, the second payment of \$125,363.00, the third payment of \$179,090.00, the fourth payment of \$232,817.00, and fifth and final payment of \$232,817.00.

**Review and Recommend Action on Legal Services Agreement with Law Office of  
Javier Villalobos, P.C.**

<b>Purpose</b>	To approve the legal services agreement with the Law Office of Javier Villalobos, P.C. (McAllen, TX).
<b>Justification</b>	<p>To include the flat fee and the scope of services in the agreement.</p> <p>On June 8, 2021, the Board of Trustees awarded a contract to the Law Office of Javier Villalobos, P.C., to serve as the College's legal counsel.</p> <p>On June 24, 2025, the Board of Trustees approved to modify the payment terms of the contract from an hourly rate to a fixed monthly retainer fee of \$5,000.00, effective July 1, 2025.</p>
<b>Funding</b>	Funds for this expenditure are budgeted in the Legal Services budget for FY 2025 – 2026.
<b>Enclosed Documents</b>	<p>Appendix A – Agreement for Legal Services</p> <p>Appendix B – Policy BCC Board Internal Organization: Attorney</p>
<b>Staff Resource</b>	<p>Dr. Ricardo J. Solis, President</p> <p>Mary Del Paz, Vice President for Finance and Administrative Services</p>
<b>Recommendation</b>	The Committee recommends Board approval of legal services agreement with Law Office of Javier Villalobos, P.C. (McAllen, TX).

## AGREEMENT FOR LEGAL SERVICES

THIS AGREEMENT is made and entered by and between the South Texas College, hereinafter referred to as "Client," and Law Office of Javier Villalobos, P.C., beginning July 1, 2025 and ending when terminated by either Party in accordance with Article 3 below.

### WITNESSETH:

Client, does hereby retain, employ, constitute, and appoint Law Office of Javier Villalobos, P.C., hereinafter referred to as "Attorney." Client does hereby agree and contract for the legal services to be provided for and on behalf of Client. Representation as Attorney shall include, but not be limited to advising, counseling, negotiating, investigating, handling, prosecuting, and/or defending on behalf of Client. Personnel issues are not included in this agreement. Attorney is hereby authorized and empowered through this document to use and employ such other persons and/or entities that Attorney deems necessary for the proper handling of said matters. Client has the right to terminate this agreement with 30 days notice.

## ARTICLE 1

### FACTORS CONSIDERED IN COMPUTATION OF FEE

1.01 Written Agreement. Attorney and Client agree that it is feasible and desirable to reach a clear agreement as to the basis of the fee charges to be made in order to prevent later misunderstandings. Therefore, Attorney and Client agree that it is beneficial to reduce to writing the understanding of Attorney and Client regarding the fee.

1.02 Factors in Setting Fee. In determination of the total fee to be charged Client, Attorney will consider the following factors and guidelines approved by the Supreme Court of Texas and in the Code of Professional Responsibility on what is a reasonable fee:

- a) The time and labor required, the novelty and difficulty of the questions involved, and the skill requisite to perform the legal services properly;
- b) The likelihood, if apparent to Client, that the acceptance of the particular employment will preclude other employment by Attorney;
- c) The fee customarily charged in the locality for similar legal services;
- d) The amount involved and the results obtained;
- e) The time limitations imposed by Client or by the circumstances;
- f) The nature and length of the professional relationship with Client;
- g) The experience, reputation, and ability of the lawyer or lawyers performing the services;

h) Whether the fee is fixed or contingent; and

1.03 Scope of Services

- STC hereby secures the services of Attorney to perform and render Legal Services to STC. The Attorney agrees to perform legal services for the flat fee as assigned which includes, but is not limited to, the following as appropriate and required:
  - Attending Board and Committee meetings and advising Board members, Committee members, and Administration, as appropriate and required.
  - Providing legal counsel and guidance to the Board of Trustees and administrative staff on such matters as
    - ⇒ Elections
    - ⇒ Tax Abatement Agreements
    - ⇒ Real Estate (or outsource, separate contract if necessary)
    - ⇒ Procurement procedures and contracts (interpretation of procurement law and review of certain contracts, development of a standardized contract form for most services the College solicits to be included as part of the RFP or RFQ document) and contract compliance
    - ⇒ Construction contracts
    - ⇒ Litigation representation (or outsource, separate contract if necessary)
    - ⇒ General higher education matters including, but not limited to, tort and civil liabilities
  - If needed for a specific item, attend Board and Committee meetings and advise Board members, Committee members, and Administration, as appropriate and required.
  - Additional legal counsel services and advising as requested and authorized by the President.

1.04 Payment. In consideration for the services to be rendered on behalf of Client by Attorney, Client hereby agrees to pay Attorney a monthly flat fee of \$5,000.00 at the beginning of each month. As the hours worked per month may greatly vary, fees are considered earned as soon as paid and are a fee earned for work completed for the previous month. This flat fee shall cover fees for all legal work assigned to or handled by the Attorney.

Court costs, deposition costs, duplication costs, telephone, copier fees, filing fees, runner and litigation travel expenses, long distance telephone expenses, accountant's fees, appraiser's fees, client expenses, consultant's fees, marketing fees, investigator's and other professional fees incurred on Client's behalf (including specialized or local legal counsel), and other disbursements will be paid directly by Client.

## ARTICLE 2

### ENTIRE AGREEMENT OF THE PARTIES

2.01 This contract embodies the entire agreement of the parties hereto with respect to the matters herein contained, and it is agreed, modified, or revoked unless by written agreement signed by both parties and attached hereto and made a part hereof. FURTHER, CLIENT ACKNOWLEDGES THAT IN ADDITION TO CLIENT HAVING READ THIS

AGREEMENT IN ITS ENTIRETY, THE UNDERSIGNED ATTORNEY HAS ANSWERED ANY QUESTIONS CONCERNING THE AGREEMENT RAISED BY CLIENT AND CLIENT UNDERSTANDS THE AGREEMENT AND CONSIDERS IT TO BE FAIR AND REASONABLE.

2.02 INSURANCE Attorney shall provide proof of professional liability insurance with coverage of not less than \$1,000,000 per occurrence.

### ARTICLE 3

#### TERM OF AGREEMENT

3.01 This agreement may be terminated by STC with a 30-day notice. Attorney is not entitled to any severance or any further compensation other than what contracted.

THIS CONTRACT IS SIGNED on \_\_\_\_\_, 2026.

\_\_\_\_\_  
Dr. Alejo Salinas, Chair  
South Texas College

/s/ Javier Villalobos  
\_\_\_\_\_  
Law Office of Javier Villalobos, P.C.

BOARD INTERNAL ORGANIZATION  
ATTORNEY

BCC  
(LOCAL)

The Board shall retain an attorney or attorneys, as necessary, to serve as the College District's legal counsel and representatives in matters requiring legal services. Services to be performed and reasonable compensation to be paid by the Board shall be set forth in a written contract between the Board and the attorney or attorneys.

Staff requests for legal advice from the College District's legal counsel shall be submitted through the College President or designee.

If engaged legal counsel recuses themselves from representing the College District on any matter, the College President is authorized to engage different legal counsel for that specific matter.

In addition, the College President is authorized to engage legal counsel services for specialized legal needs, or any other legal needs, after consultation with contracted legal counsel.

A report of legal advice received shall be presented to the Board when deemed appropriate by the administration or upon request of the Board.

**Review and Recommend Action on Legal Services Agreement with O'Hanlon, Demerath & Castillo**

<b>Purpose</b>	Approval of legal services agreement with O'Hanlon, Demerath & Castillo (Austin, TX).
<b>Justification</b>	<p>The firm will provide support for institutional operations and ensure compliance with all applicable laws and regulations. Responsibilities include reviewing and negotiating contracts, assisting with the development and implementation of policies, advising on risk management and liability matters, and offering guidance on employment, labor, and student-related legal issues. These services are essential to safeguard the College's interests and maintain compliance with federal, state, and local requirements.</p> <p>On June 24, 2024, the President approved a contract with O'Hanlon, Demerath &amp; Castillo, as allowed by Policy BCC, with an initial term of six (6) months and automatic renewals for successive six (6) month periods.</p> <p>The contract is now presented for Board approval to provide advice and representation until terminated by either party by providing thirty (30) days advance written notice to the other party.</p>
<b>Funding</b>	Funds for this expenditure are budgeted in the Legal Services budget for FY 2025 – 2026.
<b>Enclosed Documents</b>	Appendix A – Agreement for Legal Services Appendix B – Policy BCC Board Internal Organization: Attorney
<b>Staff Resource</b>	Dr. Ricardo J. Solis, President Mary Del Paz, Vice President for Finance and Administrative Services
<b>Recommendation</b>	The Committee recommends Board approval of legal services agreement with O'Hanlon, Demerath & Castillo (Austin, TX).

## LEGAL SERVICES AGREEMENT

This Legal Services Agreement (“Agreement”) is entered into and made effective as of [Effective Date] (“Effective Date”) by and between:

South Texas College (“College”), a political subdivision of the State of Texas, with administrative offices located at 3201 W. Pecan Blvd., McAllen, Texas 78501; and

O’Hanlon, Demerath & Castillo (“Firm”), with its principal place of business at 808 West Ave., Austin, Texas 78701. The Firm also maintains offices in Fort Worth, Texas; San Antonio, Texas; Pharr, Texas; and Edinburg, Texas.

The College and the Firm may be referred to individually as a “Party” and collectively as the “Parties.”

### 1. Engagement and Scope of Services

1.1 **Engagement.** The College engages the Firm to provide legal services as requested by the College from time to time, and the Firm accepts such engagement, subject to the terms of this Agreement and applicable rules of professional conduct.

1.2 **Scope.** Services may include legal advice, research, drafting, negotiation, representation, administrative proceedings, litigation services, and other related legal services as specifically requested and authorized by the College (each, an “Authorized Matter”).

#### 1.3 Authorization; Primary Contacts.

- (a) The College will designate an authorized representatives (the “College Representatives”) who may request services, approve staffing, and approve expenses as described in this Agreement.
- (b) The Firm’s primary contact for the College will be: Benjamin Castillo (or designee).
- (c) The Firm will not undertake a new Authorized Matter or materially expand the scope of an existing matter without request/authorization from the College Representative (email sufficient).

1.4 **No Guarantee.** The Firm makes no promise or guarantee regarding outcomes.

### 2. Term; Automatic Renewal

2.1 **Initial Term.** This Agreement begins on the Effective Date and continues for one (1) year (the “Initial Term”).

2.2 **Automatic Renewal.** This Agreement will automatically renew for successive one (1) year terms (each a “Renewal Term”) unless either Party provides written notice of non-renewal at least thirty (30) days before the end of the then-current term.

### 3. Fees; Hourly Rates; Billing



**3.1 Hourly Rates.** The College will pay the Firm for time actually and reasonably spent on Authorized Matters at the following hourly rates:

- Attorney: \$250.00 per hour
- Paralegal / Legal Assistant: \$90.00 per hour

**3.2 No Other Rates Without Written Amendment.** No other rates apply unless the Parties execute a written amendment signed by authorized representatives of both Parties.

**3.3 Billing Increments.** Time will be billed in 0.1 hour (six-minute) increments.

**3.4 Invoices; Detail.** The Firm will submit invoices monthly (unless otherwise agreed) and each invoice will include, at a minimum: matter name/number, date, timekeeper name and role, task description, time billed, rate, and total charges.

**3.5 Payment Terms.** The College will pay properly submitted, undisputed invoices in accordance with College payment procedures, typically within net thirty (30) days of receipt of a proper invoice.

**3.6 Disputed Charges.** The College may dispute an invoice by providing written notice identifying the disputed items within thirty (30) days of receipt. The College will pay undisputed amounts while the Parties work in good faith to resolve disputed amounts.

## **4. Expenses and Costs**

**4.1 Reimbursable Expenses.** The College will reimburse the Firm for reasonable and necessary out-of-pocket expenses incurred for Authorized Matters (e.g., filing fees, service of process, deposition transcripts), provided such expenses are (i) documented, and (ii) allowed under College policies and applicable law.

**4.2 Pre-Approval Threshold.** The Firm must obtain written pre-approval (email sufficient) from the College Representative before incurring any single expense over \$500.00 or any non-routine expense.

**4.3 No Markup.** Reimbursable expenses will be billed at cost with no surcharge or markup unless expressly approved in writing.

## **5. Staffing and Supervision**

**5.1 Appropriate Staffing.** The Firm will staff matters efficiently using appropriately qualified personnel and will supervise all work performed for the College.

**5.2 No Delegation That Creates Conflicts.** The Firm will not delegate work in a manner that creates a conflict of interest or violates ethical duties.

## **6. Conflicts of Interest**

**6.1 Conflicts; Other Governmental Clients.** The Firm acknowledges and discloses that it may represent, now or in the future, other governmental entities, public bodies, or related organizations with which the College conducts business in the region. The Firm will perform appropriate conflict checks for each Authorized Matter and will promptly notify the College in writing if the Firm becomes aware of an actual or potential conflict of interest relating to the Firm's representation of the College. Where required or appropriate under applicable rules of professional conduct, the Firm will request the College's informed written consent before proceeding, and the Firm will not undertake or continue representation where the conflict cannot be waived or otherwise ethically managed.

**6.2 Ongoing Duty to Update.** The Firm will promptly notify the College Representative in writing upon learning of any actual or potential conflict arising during the term and will comply with applicable conflict-waiver requirements.

## **7. Confidentiality; Privilege; Public Information**

**7.1 Confidentiality.** The Firm will maintain the confidentiality of all non-public College information obtained in connection with services under this Agreement and will use such information only to provide services to the College.

**7.2 Attorney-Client Privilege / Work Product.** The Parties intend that communications seeking or providing legal advice are privileged and protected to the fullest extent permitted by law. The Firm will take reasonable measures to preserve privilege and confidentiality.

**7.3 Open Records / Public Information Requests.** The College may be subject to public information/open records laws. If the Firm receives a request, subpoena, or demand for College records or information relating to an Authorized Matter, the Firm will promptly notify the College Representative (unless legally prohibited) and cooperate as reasonably requested.

## **8. File Ownership; Work Product; Return of Materials**

**8.1 Client File.** Subject to ethical obligations and applicable law, the College owns the client file for Authorized Matters.

**8.2 Return/Transfer.** Upon request or upon termination, the Firm will reasonably cooperate in transferring the client file to the College or successor counsel.

**8.3 Retention of Copies.** The Firm may retain copies consistent with professional responsibility rules and record retention practices, provided confidentiality is maintained.

## **9. Independent Contractor**

The Firm is an independent contractor. Nothing in this Agreement creates an employment relationship, partnership, or joint venture between the Parties.

## **10. Sovereign Immunity; No Waiver**

Nothing in this Agreement is intended to waive, and shall not be construed as waiving, any immunity, defense, or limitation of liability available to the College under applicable law. Any waiver must be express and cannot be implied.

## **11. Termination**

**11.1 Termination for Convenience.** Either Party may terminate this Agreement without cause upon thirty (30) days' prior written notice to the other Party.

**11.2 Obligations Upon Termination.** Upon termination, the College will pay for legal services properly performed through the effective date of termination at the rates stated herein, plus approved reimbursable expenses incurred through that date.

**11.3 Transition Assistance.** The Firm will reasonably cooperate to transition matters to the College or successor counsel, consistent with professional obligations.

## **12. Notices**

All notices required or permitted under this Agreement must be in writing and delivered by hand, certified mail (return receipt requested), or email (with confirmation of receipt) to the addresses below (or to any updated address provided by written notice in accordance with this section).

### **Notices to the College:**

South Texas College  
Attn: Office of the President  
3201 W. Pecan Blvd.  
McAllen, Texas 78501

### **Notices to the Firm:**

O'Hanlon, Demerath & Castillo  
Attn: Benjamin Castillo  
808 West Ave.  
Austin, Texas 78701  
Email: bcastillo@808west.com

Notices are effective upon receipt.

## **13. Governing Law; Venue**

This Agreement is governed by the laws of the State of Texas (without regard to conflict-of-law rules). Venue for any action related to this Agreement will be in [Hidalgo County, Texas] or another venue as required by applicable law.

## **14. Insurance**

The Firm shall maintain, at its own expense, insurance coverage in the types and amounts required by the College for the performance of services under this Agreement, including without limitation professional liability (errors and omissions) coverage, if required. Upon the College's request, the Firm shall furnish the College with certificates of insurance and/or other evidence of coverage reasonably acceptable to the College and shall provide updated evidence of coverage upon renewal or material change to such policies.

Attorney shall provide proof of professional liability insurance with coverage of not less than \$1,000,000 per occurrence.

## **15. Entire Agreement; Amendments; Severability; Counterparts**

**15.1 Entire Agreement.** This Agreement constitutes the entire agreement between the Parties regarding the subject matter and supersedes prior negotiations or understandings.

**15.2 Amendments.** Any amendment must be in writing and signed by authorized representatives of both Parties.

**15.3 Severability.** If any provision is held unenforceable, the remainder will remain in effect.

**15.4 Counterparts; Electronic Signatures.** This Agreement may be executed in counterparts and by electronic signature, each of which is deemed an original.

## **SIGNATURES**

### **SOUTH TEXAS COLLEGE**

By: \_\_\_\_\_

Name: Dr. Alejo Salinas

Title: Chair, Board of Trustees

Date: \_\_\_\_\_

### **O'HANLON, DEMERATH & CASTILLO**

By: \_\_\_\_\_

Benjamin Castillo

Title: Shareholder

Date: \_\_\_\_\_

BOARD INTERNAL ORGANIZATION  
ATTORNEY

BCC  
(LOCAL)

The Board shall retain an attorney or attorneys, as necessary, to serve as the College District's legal counsel and representatives in matters requiring legal services. Services to be performed and reasonable compensation to be paid by the Board shall be set forth in a written contract between the Board and the attorney or attorneys.

Staff requests for legal advice from the College District's legal counsel shall be submitted through the College President or designee.

If engaged legal counsel recuses themselves from representing the College District on any matter, the College President is authorized to engage different legal counsel for that specific matter.

In addition, the College President is authorized to engage legal counsel services for specialized legal needs, or any other legal needs, after consultation with contracted legal counsel.

A report of legal advice received shall be presented to the Board when deemed appropriate by the administration or upon request of the Board.

**Discussion and Action as Necessary on Proposed Budget Amendment  
for FY 2025 – 2026**

<b>Purpose</b>	Administration recommends Board approval of the proposed budget amendment for FY 2025 – 2026.
<b>Justification</b>	<p>The proposed budget amendment increases the Unrestricted Fund revenues and expenditures by \$3,195,000 to provide additional funding for the Workday ERP system in FY 2026. This amount reflects the remaining balance of the project's allocated budget to the Finance and Human Capital Management ERP implementation that was not utilized in prior fiscal years. The total Workday ERP budget remains unchanged.</p> <p>The additional funding will be used by the Business Office and Human Resources staff for staff training, conferences, PTG advisory services, new functionalities, contingency funding, and building custom applications that extend the capabilities of Workday to meet the college's business needs.</p>
<b>Enclosed Documents</b>	Appendix A – Budget Summary Appendix B – Presentation
<b>Funding</b>	The proposed additional funding for the Workday ERP system will be funded from the Unrestricted Fund Balance Designation for the ERP System.
<b>Staff Resource</b>	Mary del Paz, Vice President for Finance and Administrative Services Myriam Lopez, Associate Vice-President-Finance and Management
<b>Recommendation</b>	The Committee recommends Board approval of the proposed budget amendment for FY 2025 – 2026, as presented.

# South Texas College

## Unrestricted Fund

Fiscal Year Ending August 31, 2026  
AMENDED

### Revenue Summary

Revenue Source and Carryover Allocations	Amended Budget	Budget Amendment	Amended Budget
Total State Appropriations	\$ 64,725,379	\$ -	\$ 64,725,379
Total Tuition	60,162,524	-	60,162,524
Total Fees	2,830,966	-	2,830,966
Total M&O Property Taxes	85,163,229	-	85,163,229
Total Other Revenues	15,063,893	-	15,063,893
Total Carryover Allocations	21,630,044	3,195,000	24,825,044
<b>Total Revenues and Carryover Allocations</b>	<b>\$ 249,576,035</b>	<b>\$ 3,195,000</b>	<b>\$ 252,771,035</b>

### Expenditures Summary

Expenditures/Transfers & Reserves	Amended Budget	Budget Amendment	Amended Budget
Total Salaries	\$ 133,122,233	\$ -	\$ 133,122,233
Total Benefits	33,432,303	-	33,432,303
Total Operating	38,333,833	1,155,000	39,488,833
Total Technology	18,540,059	2,040,000	20,580,059
Total Travel	3,151,471	-	3,151,471
Total Capital Outlay	2,393,064	-	2,393,064
Total Scholarships	403,106	-	403,106
<b>Total Expenditures</b>	<b>\$ 229,376,069</b>	<b>\$ 3,195,000</b>	<b>\$ 232,571,069</b>
<b>Transfers &amp; Reserves</b>			
Transfer to Unexpended Plant Fund - Construction	10,000,000	-	10,000,000
Transfer to Renewals & Replacements Plant Fund	1,000,000	-	1,000,000
Transfer to Student Activities Fund	1,175,000	-	1,175,000
Contingency Fund	8,024,966	-	8,024,966
<b>Total Transfers &amp; Reserves</b>	<b>20,199,966</b>	<b>-</b>	<b>20,199,966</b>
<b>Total Expenditures/Transfers &amp; Reserves</b>	<b>\$ 249,576,035</b>	<b>\$ 3,195,000</b>	<b>\$ 252,771,035</b>

# Proposed Budget Amendment for FY 2025 - 2026

JANUARY 13, 2026

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MARY DEL PAZ, MBA, CPA, CFE, CGMA  
VICE PRESIDENT FOR FINANCE AND ADMINISTRATIVE SERVICES

1

## Summary of Proposed Budget Amendment Revenue and Expenditures

Fund	Amended Budget	Proposed Amendment	Amended Budget
Unrestricted Fund	\$249,576,035	\$3,195,000	\$252,771,035

2



## Proposed Budget Amendment Summary - Unrestricted Fund

### Revenue Summary

Revenue Source and Carryover Allocations	Amended Budget	Budget Amendment	Amended Budget
Total State Appropriations	\$ 64,725,379	\$ -	\$ 64,725,379
Total Tuition	60,162,524	-	60,162,524
Total Fees	2,830,966	-	2,830,966
Total M&O Property Taxes	85,163,229	-	85,163,229
Total Other Revenues	15,063,893	-	15,063,893
Total Carryover Allocations	21,630,044	3,195,000	24,825,044
<b>Total Revenues and Carryover Allocations</b>	<b>\$ 249,576,035</b>	<b>\$ 3,195,000</b>	<b>\$ 252,771,035</b>

Revenue Source	Increase/ (Decrease)	Description
Total Carryover Allocations	\$3,195,000	\$3,195,000 due to the additional funding for the Workday ERP system. Additional funding will be used for staff training, conferences, PTG advisory services, new functionalities, contingency funding, and building custom applications that extend the capabilities of Workday to meet the College's business needs.
<b>Total Revenue Increase</b>	<b>\$3,195,000</b>	

3

## Proposed Budget Amendment Summary - Unrestricted Fund

### Expenditures Summary

Expenditures/Transfers & Reserves	Amended Budget	Budget Amendment	Amended Budget
Total Salaries	\$ 133,122,233	\$ -	\$ 133,122,233
Total Benefits	33,432,303	-	33,432,303
Total Operating	38,333,833	1,155,000	39,488,833
Total Technology	18,540,059	2,040,000	20,580,059
Total Travel	3,151,471	-	3,151,471
Total Capital Outlay	2,393,064	-	2,393,064
Total Scholarships	403,106	-	403,106
<b>Total Expenditures</b>	<b>\$ 229,376,069</b>	<b>\$ 3,195,000</b>	<b>\$ 232,571,069</b>
<b>Transfers &amp; Reserves</b>			
Transfer to Unexpended Plant Fund - Construction	10,000,000	-	10,000,000
Transfer to Renewals & Replacements Plant Fund	1,000,000	-	1,000,000
Transfer to Student Activities Fund	1,175,000	-	1,175,000
Contingency Fund	8,024,966	-	8,024,966
<b>Total Transfers &amp; Reserves</b>	<b>20,199,966</b>	<b>-</b>	<b>20,199,966</b>
<b>Total Expenditures/Transfers &amp; Reserves</b>	<b>\$ 249,576,035</b>	<b>\$ 3,195,000</b>	<b>\$ 252,771,035</b>

Expenditures	Increase/ (Decrease)	Description
Total Operating	\$1,155,000	\$1,155,000 due to the additional funding for the Workday ERP system. Additional funding will be used for staff training, conferences, and contingency funding.
Total Technology	\$2,040,000	\$2,040,000 due to the additional funding for the Workday ERP system. Additional funding will be used for PTG advisory services, new functionalities, and building custom applications that extend the capabilities of Workday to meet the College's business needs.
<b>Total Expenditures Increase</b>	<b>\$3,195,000</b>	

Questions?



5

### **Discussion and Action as Necessary on Increasing Vacation and Sick Leave Accruals**

**Purpose** To align the number of hours granted for monthly vacation and sick leave accruals with the majority of the number of working hours in the College workweek, which is 9 hours.

**Justification** The increase in monthly leave accrual is an employee benefit aimed at enhancing job satisfaction, boosting morale, and improving retention, and is proposed to take effect on September 1, 2026.

The number of hours granted for monthly vacation and sick leave accrual, will increase from 8 hours to 9 hours. The vacation accrual tiers will be adjusted accordingly. The maximum vacation carry over, from one fiscal year to the next will increase from 96 hours to 108 hours.

#### Vacation Leave Proposed Hours

Vacation Tiers	Current	Proposed	Difference
Under 5 Years	8.00	9.00	1.00
5 Years	10.00	11.25	1.25
10 Years	12.00	13.50	1.50
15 Years	14.00	15.75	1.75
20+ Years	16.00	18.00	2.00

#### Sick Leave Proposed Hours

	Current	Proposed	Difference
Sick Leave	8	9	1

#### Projected Maximum Vacation Leave and Sick Leave Payouts and Liabilities Based on Hourly Rate

Maximum Payout / Liability	Current Cost	Proposed Cost	Projected Increase
Maximum Vacation Payout	\$7,430,164	\$8,358,934	\$928,770
Maximum Vacation Liability	2,455,286	2,500,339	45,053
Maximum Sick Payout	1,417,057	1,467,906	50,849
Maximum Sick Liability	\$1,984,559	\$2,051,597	\$67,037

**Enclosed Documents**                      Appendix A – PowerPoint

**Funding**                                      No funding is required. Additional hours will be available for employees to use for vacation and sick leave.

**Staff Resource**                      Mary Del Paz, Vice President for Finance and Administrative Services  
Myriam Lopez, Associate Vice-President-Finance and Management  
Alicia Correa, Director Benefits and Compensation Human Resources

**Recommendation**                      The Committee recommends Board approval of the Increasing Vacation and Sick Leave Accruals, as presented.



## **Increasing Vacation and Sick Leave Accruals**



### **Purpose**

- To align the number of hours granted for monthly vacation and sick leave accruals with the majority of the number of working hours in the College workweek, which is 9 hours.
- The increase in monthly leave accrual is an employee benefit aimed at enhancing job satisfaction, boosting morale, and improving retention, and is proposed to take effect on September 1, 2026.
- The number of hours granted for monthly vacation and sick leave accrual, will increase from 8 hours to 9 hours.
- The vacation accrual tiers will be adjusted accordingly.
- The maximum vacation carry over, from one fiscal year to the next will increase from 96 hours to 108 hours.

## Vacation Leave Proposed Hours

Vacation Tiers	Current	Proposed	Difference
Under 5 Years	8.00	9.00	1.00
5 Years	10.00	11.25	1.25
10 Years	12.00	13.50	1.50
15 Years	14.00	15.75	1.75
20+ Years	16.00	18.00	2.00

## Sick Leave Proposed Hours

	Current	Proposed	Difference
Sick Leave	8	9	1

## Projected Maximum Vacation Leave and Sick Leave Payouts and Liabilities Based on Hourly Rate

Maximum Payout / Liability	Current Cost	Proposed Cost	Projected Increase
Maximum Vacation Payout	\$7,430,164	\$8,358,934	\$928,770
Maximum Vacation Liability	2,455,286	2,500,339	45,053
Maximum Sick Payout	1,417,057	1,467,906	50,849
Maximum Sick Payout Liability	\$1,984,559	\$2,051,597	\$67,037

Thank You.

Questions?

## **Discussion and Action as Necessary on Voluntary Early Retirement Program**

**Purpose** To review and discuss the Voluntary Early Retirement for Fiscal Year 2026.

**Justification** **Purpose:**

Administration is proposing to implement a Voluntary Early Retirement Program (VERP) for eligible employees as of August 2026 as a strategic initiative to recognize and honor the long-standing contributions of employees. This approach not only provides a dignified and supportive transition for those who may be ready to explore retirement, but also creates opportunities to realign organizational resources, to promote succession planning, and to reduce costs.

The VERP will balance operational efficiency with compassion, ensuring that our valued employees can retire with confidence and appreciation for their service.

### **Eligibility:**

To qualify for the VERP, employees must meet the following criteria as of August 31, 2026:

- Full-time equivalent (FTE) regular position
- Total combined age and years of service must equal at least 80
- Minimum of 25 years of service with South Texas College
- Minimum age of 55

### **Highlights:**

- Youngest qualifying employee is 55 years old with 26 years of service
- Oldest qualifying employee is 78 years old with 27 years of service
- Annual Rehire Savings (at 75%): \$1,680,114
- Annual Benefits Savings: \$436,830
- All qualifying employees are retirement eligible
- Breakeven Year – Tiers: 2 years and 0.5 months (by FY2029)
- Breakeven Year – Flat 75%: 2 years and 4 months (by FY2029)



### Payout Cost

			Option 1		Option 2	
	Employee Count		50% / 70% / 100% Tier Payout Highlights		75% Payout Highlights	
Faculty	44	57.9%	\$2,380,543	54.2%	\$2,758,944	56.9%
Staff- Admin	10	13.2%	1,078,750	24.6%	1,087,633	19.2%
Staff- Non Admin	22	28.9%	932,619	21.2%	1,193,765	23.9%
Total Count/Payout	76	100%	\$4,391,913	100%	\$5,040,342	100%
Cost Break Even Month/ Year			September 2029		April 2029	

The tiers of payout, depending on total of age and service are as follows:

- 50% Payout: 80-89 (Age + Service)
- 75% Payout: 90-99 (Age + Service)
- 100% Payout: 100 and above (Age + Service)

### Options to Pay

Payment Date	Option 1	Option 2	Option 3
August 31, 2026	100%	50%	N/A
Mid-January 2026	N/A	50%	100%

#### Enclosed Documents

Appendix A – PowerPoint

#### Funding

Proposed funding for this expenditure from the Unrestricted Fund Balance.

#### Staff Resource

Mary Del Paz, Vice President for Finance and Administrative Services  
Myriam Lopez, Associate Vice-President-Finance and Management

#### Recommendation

The Committee recommends Board approval of the Voluntary Early Retirement Program, as presented.



## Purpose

- ▶ Administration is proposing to implement a Voluntary Early Retirement Program (VERP) for eligible employees as of August 2026.
- ▶ The program recognizes and honors the long-standing service of eligible employees.
- ▶ Provides a supportive transition to retirement while allowing for strategic realignment of resources.
- ▶ Balances operational efficiency with compassion and appreciation for service.
- ▶ Realign organization resources and reduce costs.

## Eligibility

To qualify for the VERP, employees must meet the following criteria as of August 31, 2026:

- ▶ Full-time equivalent (FTE) regular position
- ▶ Total combined age and years of service must equal at least 80
- ▶ Minimum of 25 years of service with South Texas College
- ▶ Minimum age of 55.

## Highlights

To qualify for the VERP, employees must meet the following criteria as of August 31, 2026:

- ▶ Youngest qualifying employee is 55 years old with 26 years of service
- ▶ Oldest qualifying employee is 78 years old with 27 years of service
- ▶ Annual Rehire Savings (at 75%): \$1,680,114
- ▶ Annual Benefits Savings: \$436,830
- ▶ All qualifying employees are retirement eligible
- ▶ Breakeven Year – Tiers: 2 years and 0.5 months (by FY2029)
- ▶ Breakeven Year – Flat 75%: 2 years and 4 months (by FY2029)

## Payout Costs

			Option 1		Option 2	
	Employee Count		50% / 70% / 100% Tier Payout Highlights		75% Payout Highlights	
Faculty	44	57.9%	\$2,380,543	54.2%	\$2,758,944	56.9%
Staff- Admin	10	13.2%	1,078,750	24.6%	1,087,633	19.2%
Staff- Non Admin	22	29.8%	932,619	21.2%	1,193,765	23.9%
Total Count/Payout	76	100%	\$4,391,913	100%	\$5,040,342	100%
Cost Break Even Year			September 2029		April 2029	

The tiers of payout, depending on total of age and service are as follows:

- 50% Payout: 80-89 (Age + Service)
- 75% Payout: 90-99 (Age + Service)
- 100% Payout: 100 and above (Age + Service)

## Salary/Payout

### Option 1 – Percentage Payout Tiers

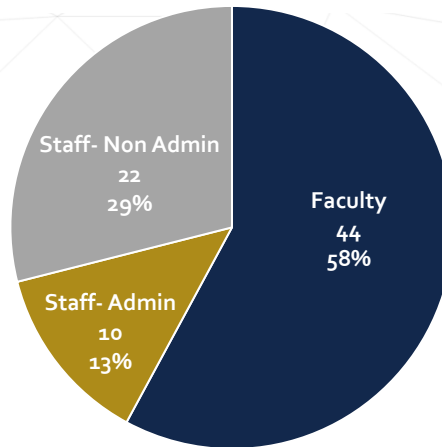
50% / 75% / 100% Payout								
	Employee Count	Employee Count at 50%	50%	Employee Count at 75%	75%	Employee Count at 100%	100%	Total
Faculty	44	25	\$ 2,019,244.60	13	\$ 1,153,706.03	6	\$ 505,641.33	\$ 3,678,591.96
Staff- Admin	10	5	619,516.92	2	246,676.56	3	583,984.44	1,450,177.92
Staff - Non-Admin	22	15	1,084,769.00	6	466,731.92	1	40,185.60	1,591,686.52
Grand Total	76	45	\$ 3,723,530.52	21	\$ 1,867,114.51	20	\$ 1,129,811.37	\$ 6,720,456.40

### Option 2 – Flat 75% Payout

75% Payout		
	Employee Count	75%
Faculty	44	\$ 3,678,591.96
Staff- Admin	10	1,450,177.92
Staff - Non-Admin	22	1,591,686.52
Grand Total	76	\$ 6,720,456.40

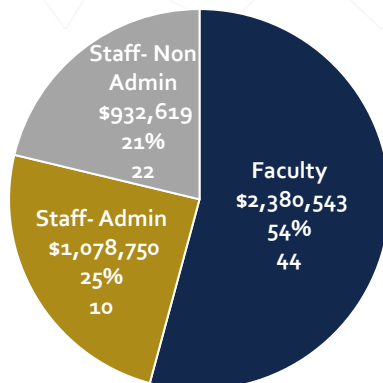
## Salary/Payout

Employee Count - Total: 76

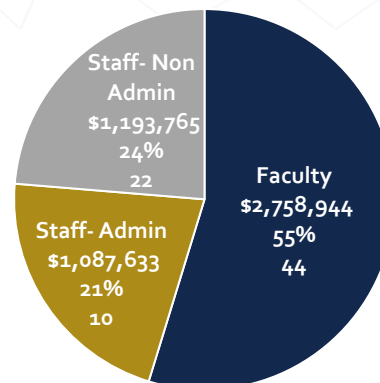


## Salary/Payout Cost By Classification

50% / 75% / 100% Tier Payout - Total: \$4,391,913

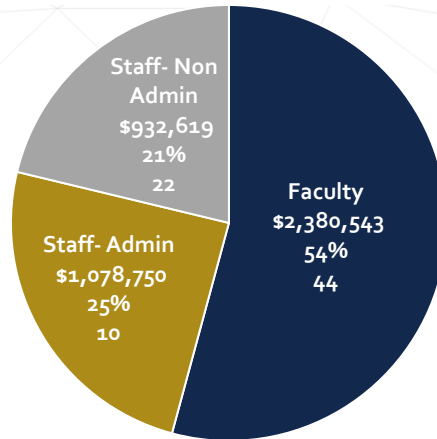


75% Payout - Total: \$5,040,342



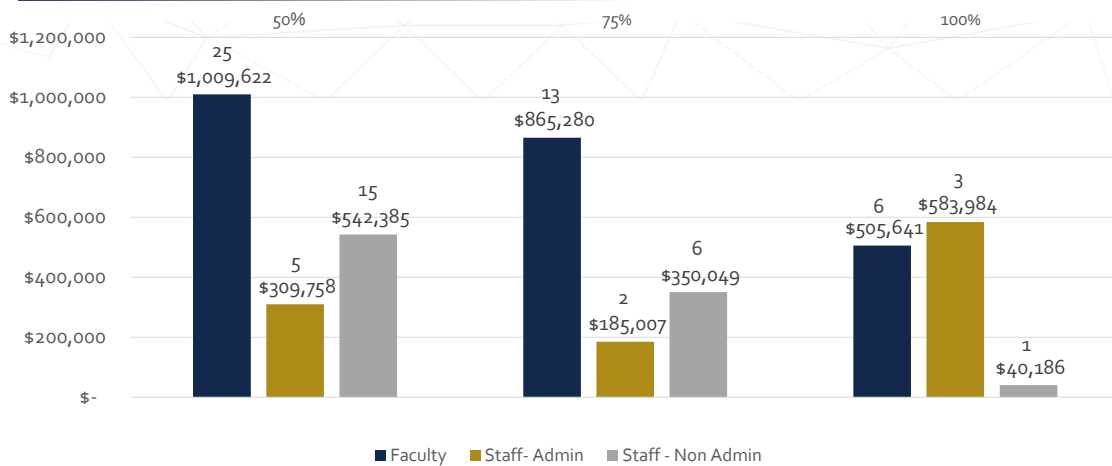
## Salary/Payout Cost By Classification

50% / 75% / 100% Tier Payout - Total: \$4,391,913



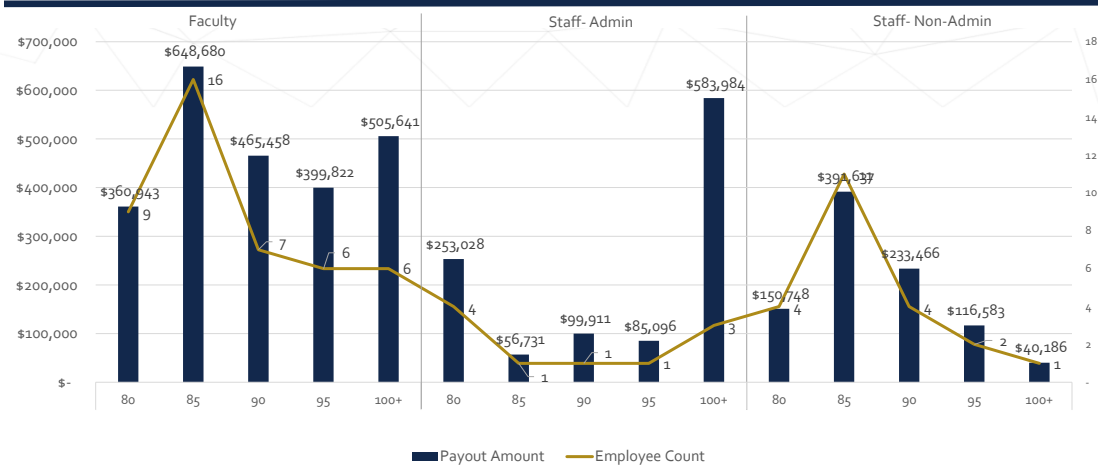
## Salary/Payout

50% / 75% / 100% Tiers Payout Cost Tiers By Classification



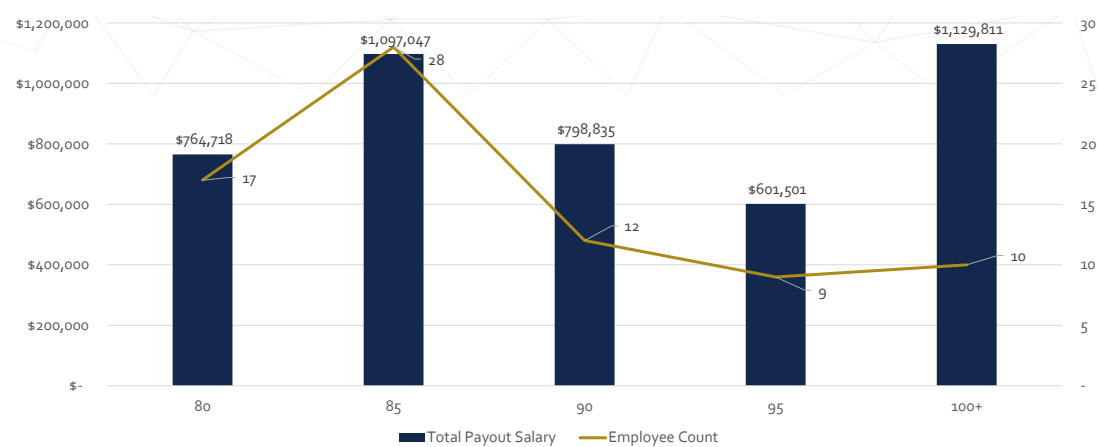
## Salary/Payout

50% / 75% / 100% Tiers Payout and Employee Count – By Classification and Total Age/ Service



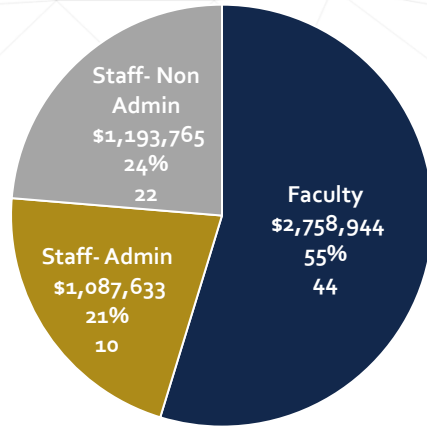
## Salary/Payout

50% / 75% / 100% Tiers Payout and Employee Count – By Age/ Service



## Salary/Payout Cost By Classification

75% Payout - Total: \$5,040,342



## Salary/Payout

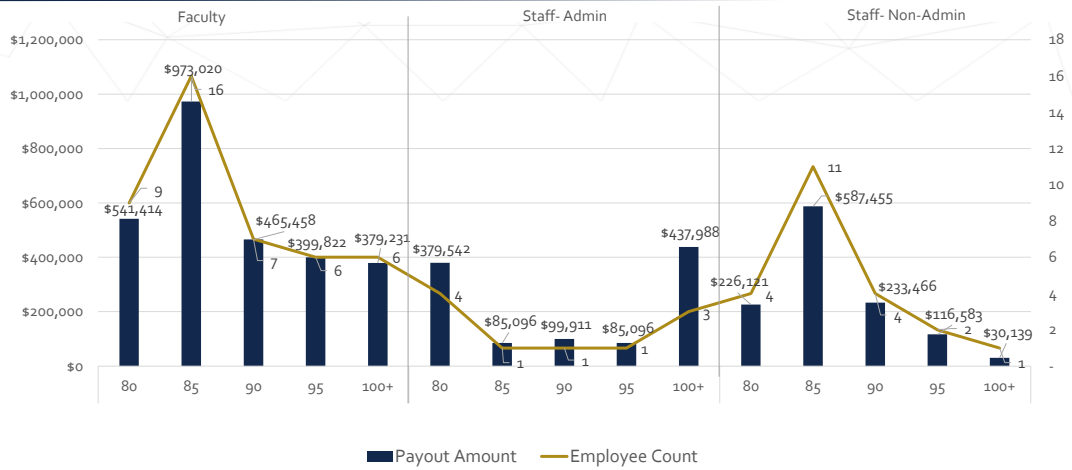
### 75% Tiers Payout Cost Tiers By Classification





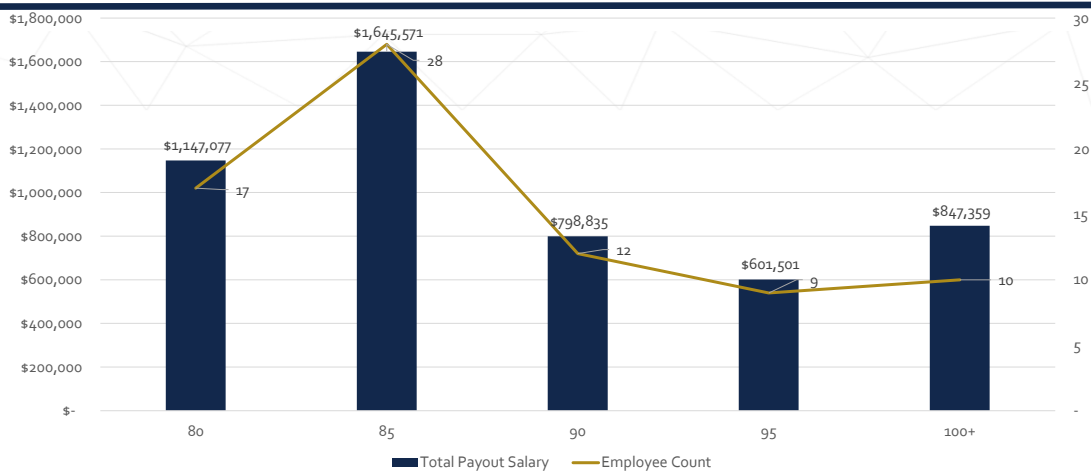
## Salary/Payout

### 75% Payout Cost and Employee Count – By Classification and Total Age/ Service



## Salary/Payout

### 75% Tiers Payout and Employee Count - By Age/ Service



## Benefits Support for Early Retirement Inquiries

When contacted by employees interested in the Early Retirement Option, Benefits will:

Review the employee's retirement eligibility under

- Teacher Retirement System (TRS)
- Optional Retirement Program (ORP)

Review retirement scenarios based on:

- TRS tier
- Years of service
- Age

Identify potential early retirement impacts

- Early retirement penalties may apply depending on individual circumstances
- Up to a 53% early-age reduction annuity may occur under TRS

## Benefits & Retirement Process Guidance

Review employee eligibility for health insurance coverage under Employee Retirement System (ERS).

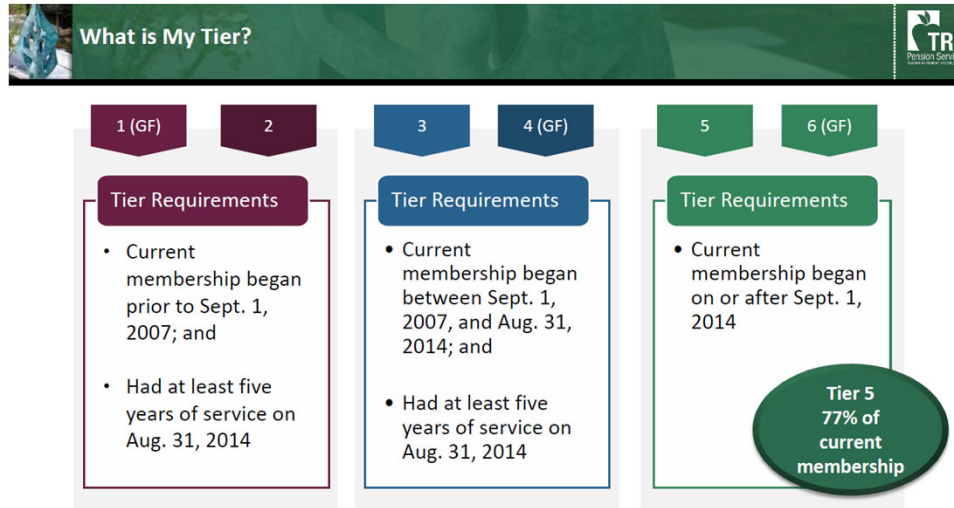
Provide guidance on next steps to begin the retirement process with:

- Teacher Retirement System (TRS)
- Optional Retirement Program (ORP)

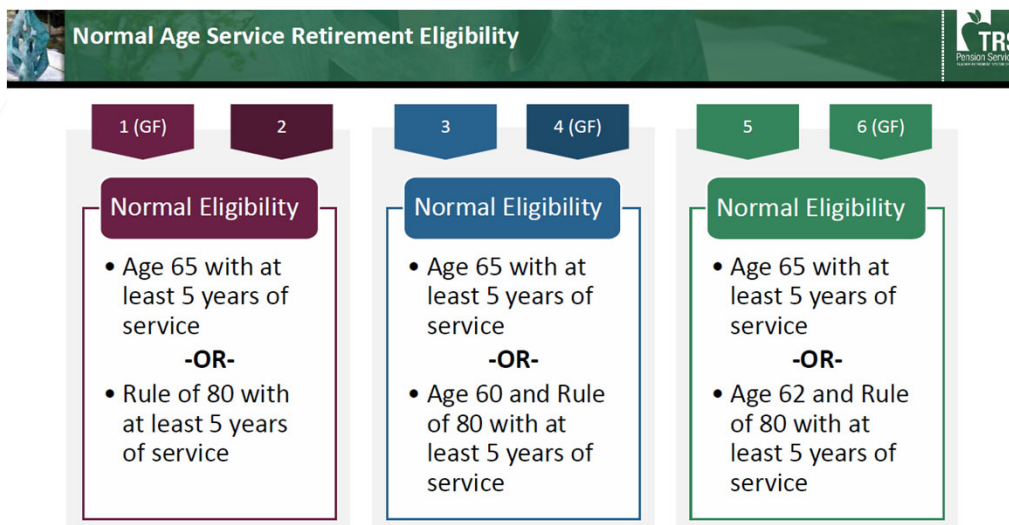
**Important Notes:**

- A **minimum two-month window** is required between the retirement date and process initiation to complete all required paperwork
- Eligibility requirements may vary and are **subject to change based on individual factors**

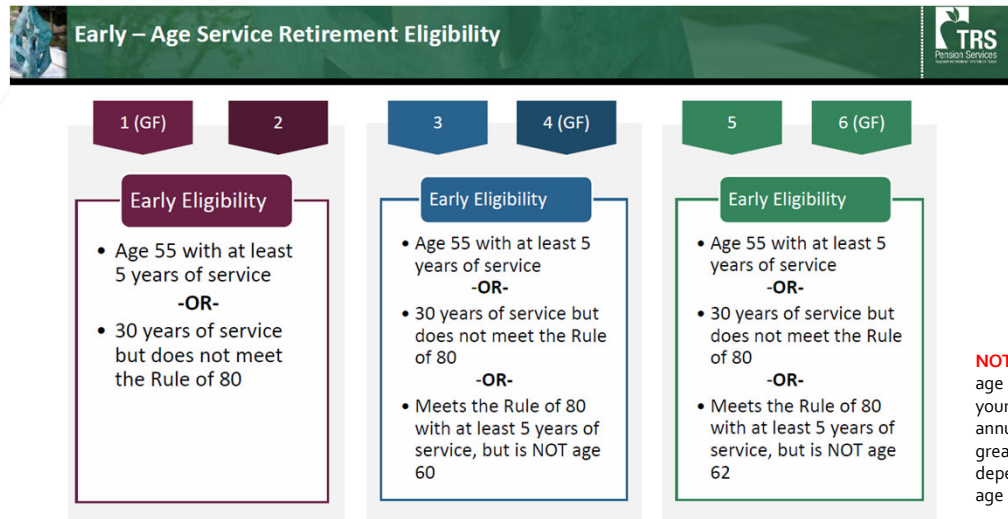
## TRS Retirement Eligibility Requirements



## TRS Retirement Eligibility Requirements Normal Age Retirement



## TRS Retirement Eligibility Requirements Early Age Retirement



## ORP Retirement Eligibility Requirements

- 1.) ORP funds are available for distribution when employee terminate employment with an ORP Employer. +
- 2.) There are no minimum age or years of service requirements. (Participants who are at least age 70-1/2 are permitted to take pre-termination distributions.)
- 3.) The IRS has a 10% early withdrawal penalty that generally applies to withdrawals made before age 59-1/2 but there are penalty exceptions for employees who terminate all employment after age 55.

## ERS Health Insurance Eligibility

- 1.) 10 years of employment in a full-time position with STC + Age 65 **OR**
- 2.) 10 years of employment in a full-time position with STC + Rule of 80

**Thank You.**

**Questions?**

## **Update and Discussion on Organizational Culture Climate Survey**

<b>Purpose</b>	To provide an update regarding the vendor to conduct the fiscal year 2026 organizational culture climate survey.
<b>Justification</b>	<p>On September 23, 2025, the Board of Trustees approved conducting an employee climate survey and assessing services in Fiscal Year 2026. On November 11, 2025, Administration presented an update to the Board of Trustees to request guidance and feedback regarding the focus, themes, and questions to be included in the climate survey.</p> <p>Administration is providing an update to the Board of Trustees regarding the vendor identified to administer the employee climate survey.</p> <p>College staff contacted multiple vendors that administer employee surveys and performed a comprehensive review of their services and associated costs.</p> <p>People Element has been selected to conduct the climate survey for the College in Fiscal Year 2026, as the vendor best aligns with the College's objectives.</p> <p>People Element was selected based on the following services:</p> <ul style="list-style-type: none"><li>• Survey customization.</li><li>• Actionable next steps for success and strategies to maximize organizational value.</li><li>• Reporting and comprehensive analytical dashboards.</li><li>• Hands-on guidance across all phases of the process.</li><li>• Anonymity and confidentiality of survey respondents.</li></ul>
<b>Enclosed Documents</b>	Appendix A – Presentation
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Services
<b>Recommendation</b>	No action is required from the Committee. This item is presented for information and feedback purposes only.



## Purpose

An employee climate survey is a tool used to assess the overall work environment and employee perceptions about various aspects of their workplace.

An employee climate survey will:

- ▶ Validate alignment between stated values and actual practice.
- ▶ Enhance employee morale, retention, and performance.
- ▶ Support ethical responsibility and accountability.
- ▶ Identify strengths and problem areas in management.
- ▶ Strengthen trust and organizational culture.

## Survey Timeline & Board Review

### » Board Review

- » September 2025 – Board approved climate survey be conducted.
- » November 2025 – Board feedback on survey questions.
- » January 2026 – Board update on vendor selection.

### » Survey Timeline

- » Week 0 (Jan – Feb 2026): Agreement executed.
- » Weeks 1-4 (Feb – Mar 2026): Survey setup and preparation (3-4 weeks).
- » Weeks 5-7 (Mar – Apr 2026): Survey open window (2-3 weeks, recommended).
- » Week 8 (Apr – June 2026): Data review by vendor, report finalized and presented.

*The implementation timeline is flexible and contingent upon STC approvals and staff availability.*

## Potential Vendors and Associated Cost

Vendor	Cost Estimate	Additional Fees
People Element	\$24,999	No
Culture Amp	\$41,000	No
Quantum Workplace	\$49,912	No
Modern Think	\$49,000 - \$58,000	No
Ruffalo NL (RNL)	Approximately \$30,000	Travel Fee

*\* Services may vary between vendors, which affects the overall cost.*



## Who is People Element?

- ▶ A workforce-intelligence partner that provides validated employee surveys, expert consulting, and real-time analytics to help organizations understand employee perceptions and drive meaningful change.
- ▶ Headquartered in Denver, Colorado, with a platform that enables remote access for clients and users.
- ▶ Serves clients nationwide.
- ▶ Provide experienced and knowledgeable staff.

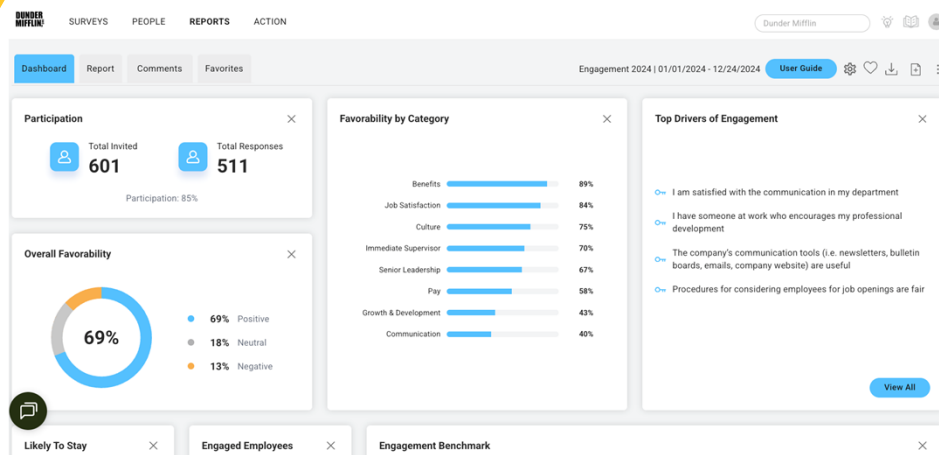
## Key Advantages and Deliverables – People Element

- ▶ Pricing flexibility to align with college budget.
- ▶ Flexible contract term to meet college needs.
- ▶ Anonymous survey that keeps respondents' identities confidential.
- ▶ Survey customization and assistance with question development and survey framework.
- ▶ Executive team presentation and action planning guidance.

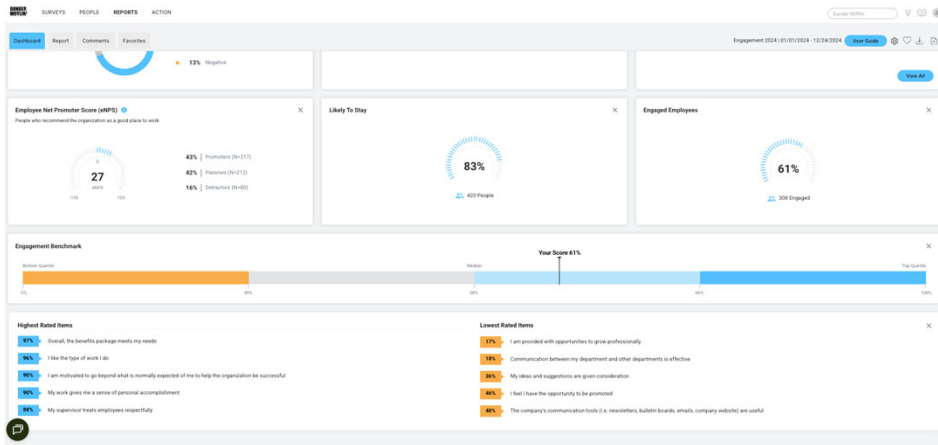
## Key Advantages and Deliverables – People Element

- ▶ Assistance in drafting a communication message that encourages participation and highlights confidentiality.
- ▶ All survey data are securely stored on People Element's servers, with no transfer to college systems and no server-level access by college staff, preserving strict confidentiality.
- ▶ Customizable reporting, real-time dashboards, industry benchmark comparison, and multiple export options.

## Dashboard Example – People Element



## Dashboard Example – People Element



## Dashboard Example – People Element

### Summary

Close

View By Category	N	Mean	Favorability %			Favorability Comparison	Last 6 months
Benefits	456	4.30	3	8	89	20	▼-6
Communication	508	3.07	37	23	40	-29	▼-36
Culture	509	3.97	9	16	75	6	▼-10
Growth & Development	508	3.23	34	23	43	-26	▼-22
Immediate Supervisor	492	3.85	11	19	70	1	▼-9
Job Satisfaction	506	4.15	4	12	84	15	▼-4
Pay	488	3.61	13	28	58	-11	▼-4
Senior Leadership	496	3.72	13	20	67	-2	▼-11

## Dashboard Example – People Element



## References

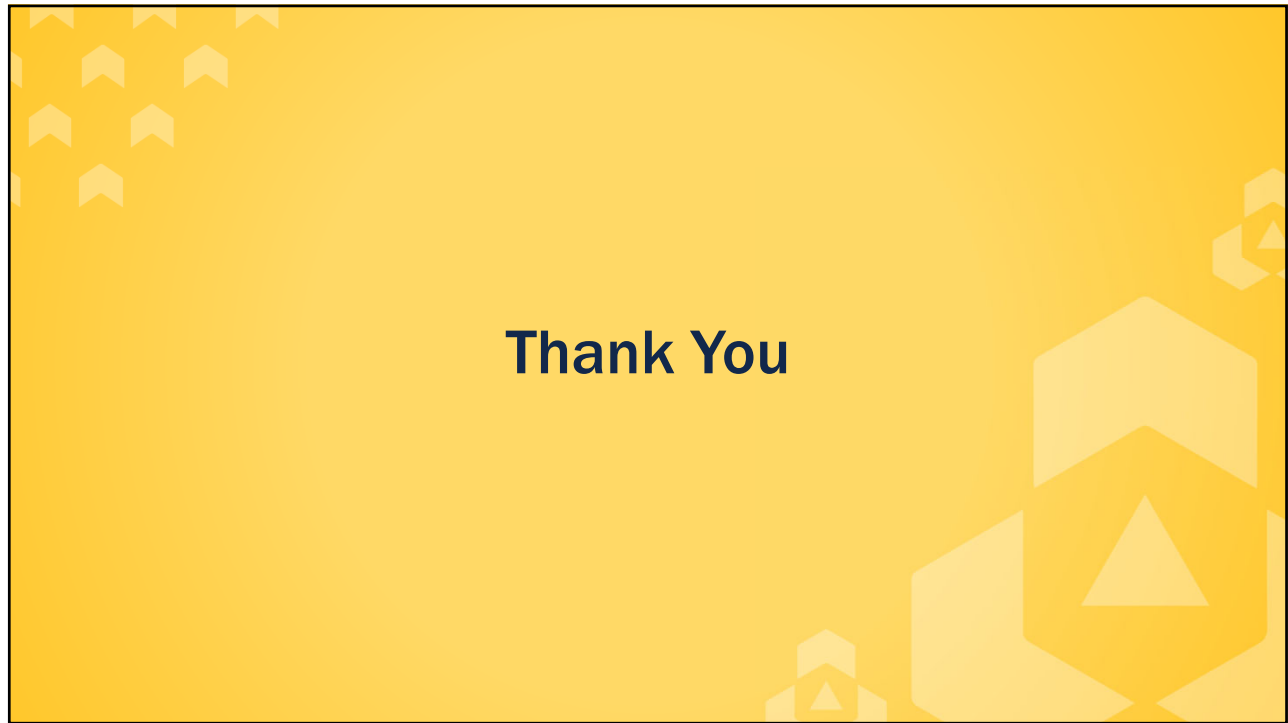
- ▶ **Public research university in the state of Georgia.**
  - ▶ Five years of continued use of People Element.
  - ▶ *“Overall, People Element is a great company to work with. As a university, we love their data presentation, and the platform is very intuitive. They clearly explain the meaning behind the data trends and present the findings to our Cabinet, which is extremely helpful.”*
- ▶ **Nationwide disaster recovery and restoration company in Texas.**
  - ▶ Four years of continued use of People Element.
  - ▶ *“We have used other survey firms in the past, and we have had the best survey response rate with People Element.”*

## References

- **Education and intervention services company for special needs students.**
  - Three years of continued use of People Element.
  - *"They excel during executive presentations, demonstrating flexibility in presentation style and content to meet the organization's needs. The presenter researched our industry in advance, allowing him to effectively answer all the questions our executives had during the executive presentation."*
- **Residential and commercial lawn, tree, and pest control services company in Texas.**
  - Three years of continued use of People Element, with a recent renewal extending the contract for an additional three years.
  - *"They understand our needs and offer effective post-survey support, including an executive summary with industry benchmarking."*

## Sample Questions

- *Management avoids taking actions that could compromise ethical standards.*
- *The college's stated values are reflected in daily operations.*
- *The workplace culture promotes mutual respect and collaboration.*
- *Management shows genuine concern for employee well-being.*
- *I trust management to follow through on their commitments.*
- *I would recommend this college as a place with strong values and integrity.*
- *Are all employees extended the same opportunity for advancement?*
- *What does management do well in demonstrating integrity and care?*



## **Review and Recommend Action to Approve Designated Limited Public Forums in Response to Texas Senate Bill 2972**

<b>Purpose</b>	Administration requests that the Committee recommend to the Board the proposed Designated Limited Public Forum locations in response to Texas Senate Bill 2972.
<b>Justification</b>	<p>A part of the 89th Texas Legislature and pursuant to Senate Bill 2972 requires institutions of higher education to designate areas on campus as public forums.</p> <p>S.B. 2972 authorizes the governing board of a public institution of higher education to designate the areas on the institution's campus that are public forums, consistent with the First Amendment to the U.S. Constitution and the Texas Constitution.</p> <p>The proposed designated limited public forum locations are intended for students enrolled at and employees of the college to assemble or distribute written material.</p> <p>These designated limited outdoor areas include the following locations:</p> <ul style="list-style-type: none"><li>• Flagpole locations at all campuses</li></ul> <p>The designated limited indoor areas for written material include the following:</p> <ul style="list-style-type: none"><li>• Bulletin Boards located in common areas and in hallways in each building district-wide, unless otherwise designated as limited to a specific purpose.</li></ul>
<b>Enclosed Documents</b>	Appendix A - Texas Senate Bill 2972
<b>Staff Resource</b>	Mary Del Paz, Vice President for Finance and Administrative Services George McCaleb, Executive Director for Facilities Operations and Maintenance
<b>Recommendation</b>	The Committee recommends Board approval of the proposed Designated Limited Public Forum locations in response to Texas Senate Bill 2972, as presented.

Chapter 1158

S.B. No. 2972

AN ACT

relating to expressive activities at public institutions of higher education.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Sections 51.9315(a)(2) and (3), Education Code, are amended to read as follows:

(2) "Expressive activities" means any speech or expressive conduct protected by the First Amendment to the United States Constitution or by Section 8, Article I, Texas Constitution, and includes assemblies, protests, speeches, the distribution of written material, the carrying of signs, and the circulation of petitions. The term does not include:

(A) commercial speech;

(B) defamation;

(C) unlawful harassment;

(D) incitement to imminent unlawful activity;

(E) obscenity; or

(F) threats to engage in unlawful activity.

(3) "Governing board" and "institution" [~~"Institution"~~] of higher education" have [~~has~~] the meanings [~~meaning~~] assigned by Section 61.003.

SECTION 2. Section 51.9315, Education Code, is amended by amending Subsections (b), (c), (d), and (f) and adding Subsections (d-1), (k), and (l) to read as follows:



(b) It is the policy of this state and the purpose of this section to protect the expressive rights of persons guaranteed by the constitutions of the United States and of this state by:

(1) recognizing freedom of speech and assembly as central to the mission of institutions of higher education; and

(2) ensuring that students enrolled at and employees of an institution of higher education ~~[all persons]~~ may assemble peaceably on the campuses of the institution ~~[institutions of higher education]~~ for expressive activities, including to listen to or observe the expressive activities of others.

(c) An institution of higher education shall[+]

~~[(1) ensure that the common outdoor areas of the institution's campus are deemed traditional public forums; and~~

~~[(2)]~~ permit students enrolled at and employees of the institution ~~[any person]~~ to engage in expressive activities in the common outdoor ~~[those]~~ areas of the institution's campus freely, as long as the expressive activity ~~[person's conduct]~~:

(1) ~~[(A)]~~ is not unlawful; and

(2) ~~[(B)]~~ does not materially and substantially disrupt the functioning of the institution.

(d) Notwithstanding Subsection (c), an institution of higher education may adopt a policy that imposes reasonable restrictions on the time, place, and manner of expressive activities of students enrolled at and employees of the institution in the common outdoor areas of the institution's campus if those restrictions:

(1) are narrowly tailored to serve a significant

1 institutional interest;

2 (2) employ clear, published, content-neutral, and  
3 viewpoint-neutral criteria;

4 (3) provide for ample alternative means of expression;  
5 and

6 (4) allow members of the university community to  
7 assemble or distribute written material without a permit or other  
8 permission from the institution.

9 (d-1) The governing board of an institution of higher  
10 education shall designate the areas on the institution's campus  
11 that are public forums, consistent with the First Amendment to the  
12 United States Constitution and Section 8, Article I, Texas  
13 Constitution.

14 (f) Each institution of higher education shall adopt a  
15 policy detailing ~~[students']~~ rights and responsibilities regarding  
16 expressive activities at the institution. The policy must:

17 (1) allow:

18 (A) members of the university community ~~[any~~  
19 ~~person]~~ to, subject to reasonable restrictions adopted under  
20 Subsection (d), engage in expressive activities on campus,  
21 including by responding to the expressive activities of others; and

22 (B) student organizations and faculty to,  
23 subject to Subdivision (2)(B)(ii) and Subsection (h), invite  
24 speakers to speak on campus;

25 (2) prohibit:

26 (A) using a device to amplify sound while  
27 engaging in expressive activities on campus during class hours

1 that:

2 (i) intimidate others;

3 (ii) interfere with campus operations; or

4 (iii) interfere with an institution

5 employee's or a peace officer's lawful performance of a duty;

6 (B) during the last two weeks of a semester or  
7 term, engaging in expressive activities:

8 (i) in the common outdoor areas of the  
9 institution's campus in a manner that materially and substantially  
10 disrupts the functioning of the institution;

11 (ii) by inviting speakers to speak on  
12 campus;

13 (iii) by using a device to amplify sound; or

14 (iv) by using drums or other percussive  
15 instruments;

16 (C) camping or erecting tents or other living  
17 accommodations on campus;

18 (D) wearing a disguise or other means of  
19 concealing a person's identity while engaging in expressive  
20 activities on campus with the intent to:

21 (i) obstruct the enforcement of the  
22 institution's rules or the law by avoiding identification;

23 (ii) intimidate others; or

24 (iii) interfere with an institution  
25 employee's or a peace officer's lawful performance of a duty;

26 (E) lowering the institution's flag of the United  
27 States or of this state with the intent to raise the flag of another

1 nation or a flag representing an organization or group of people;  
2 and

3 (F) engaging in expressive activities on campus  
4 between the hours of 10 p.m. and 8 a.m.;

5 (3) [~~2~~] establish disciplinary sanctions for  
6 students, student organizations, or employees [~~faculty~~] who unduly  
7 interfere with the expressive activities of others on campus or  
8 violate an institution policy or state law;

9 (4) [~~3~~] include a grievance procedure for  
10 addressing complaints of a violation of this section;

11 (5) require students enrolled at or employees of the  
12 institution to present proof of identity and status at the  
13 institution on request by an institution official on the  
14 institution's campus engaging in an official duty;

15 (6) [~~4~~] be approved by a majority vote of the  
16 institution's governing board before final adoption; and

17 (7) [~~5~~] be posted on the institution's Internet  
18 website.

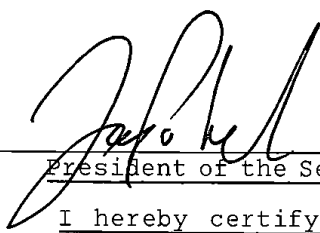
19 (k) Nothing in this section limits the authority of an  
20 institution of higher education to adopt rules differentiating  
21 between the rights of students and employees to engage in  
22 expressive activities on campus and those of persons not affiliated  
23 with the institution.

24 (l) Nothing in this section may be construed to limit or  
25 infringe on a person's right to freedom of speech or expression  
26 protected by the First Amendment to the United States Constitution  
27 or by Section 8, Article I, Texas Constitution.

1       SECTION 3. Section 51.9315, Education Code, as amended by  
2 this Act, applies beginning with the 2025-2026 academic year.

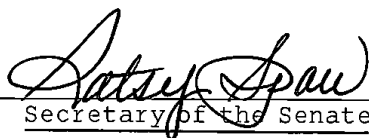
3       SECTION 4. This Act takes effect immediately if it receives  
4 a vote of two-thirds of all the members elected to each house, as  
5 provided by Section 39, Article III, Texas Constitution. If this  
6 Act does not receive the vote necessary for immediate effect, this  
7 Act takes effect September 1, 2025.

S.B. No. 2972

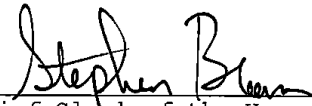
  
President of the Senate

  
Speaker of the House

I hereby certify that S.B. No. 2972 passed the Senate on May 14, 2025, by the following vote: Yeas 21, Nays 10; May 29, 2025, Senate refused to concur in House amendments and requested appointment of Conference Committee; May 30, 2025, House granted request of the Senate; June 1, 2025, Senate adopted Conference Committee Report by the following vote: Yeas 22, Nays 9. \_\_\_\_\_


  
Secretary of the Senate

I hereby certify that S.B. No. 2972 passed the House, with amendments, on May 28, 2025, by the following vote: Yeas 97, Nays 39, two present not voting; May 30, 2025, House granted request of the Senate for appointment of Conference Committee; June 1, 2025, House adopted Conference Committee Report by the following vote: Yeas 97, Nays 39, one present not voting. \_\_\_\_\_

  
Chief Clerk of the House

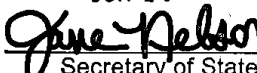
Approved:

6-17-25  
Date

  
Governor

FILED IN THE OFFICE OF THE  
TEXAS SECRETARY OF STATE  
5:00 P.M. O'CLOCK

JUN 20 2025

  
Secretary of State

### **Update and Discussion of College's Current Organizational Chart**

<b>Purpose</b>	Dr. Ricardo J. Solis will present the College's current organizational chart to the Committee for review and discussion.
<b>Justification</b>	Dr. Alejo Salinas, Jr., Chairman of the Board of Trustees, requested that the College President present the College's current Organizational Chart.
<b>Enclosed Documents</b>	Appendix A - Current organizational chart for South Texas College
<b>Funding</b>	No funds are required.
<b>Staff Resource</b>	Dr. Ricardo J. Solis, President
<b>Recommendation</b>	No action is necessary on this item.



South Texas College  
2025 - 2026

Administrative - Executive Organization Chart

Board of Trustees

College President  
Dr. Ricardo J. Solis

Board Relations Administrator  
Venisa Earhart

Chief of Staff  
Gardenia Perez

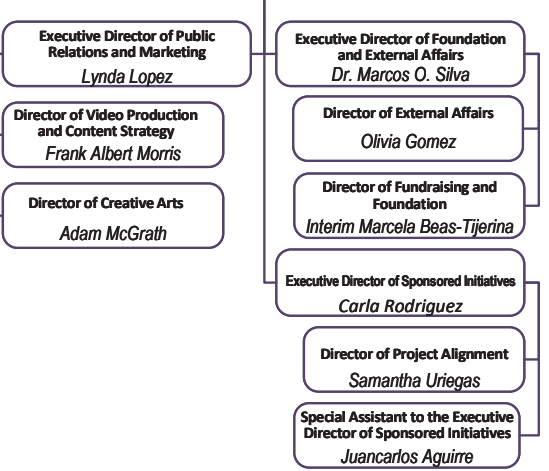
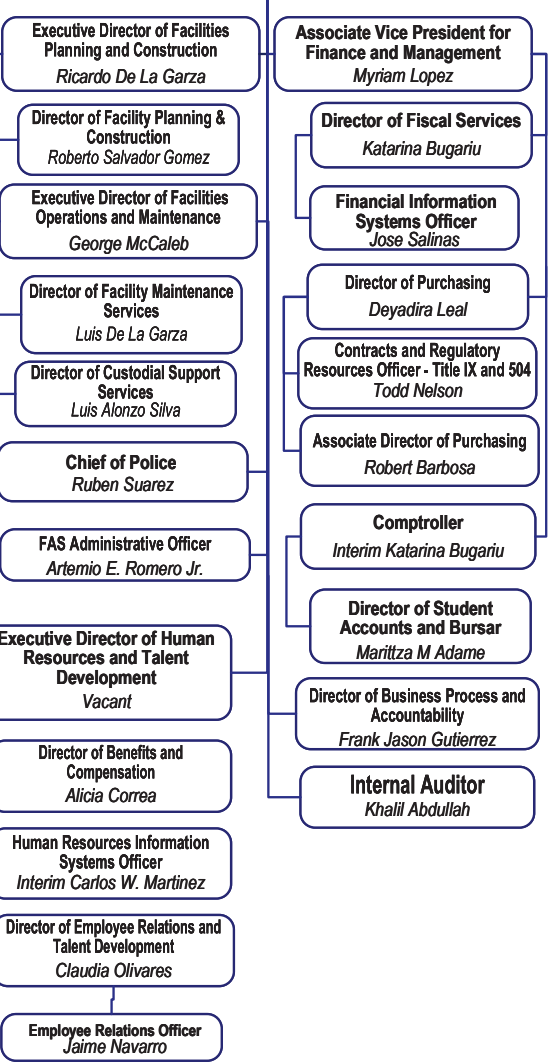
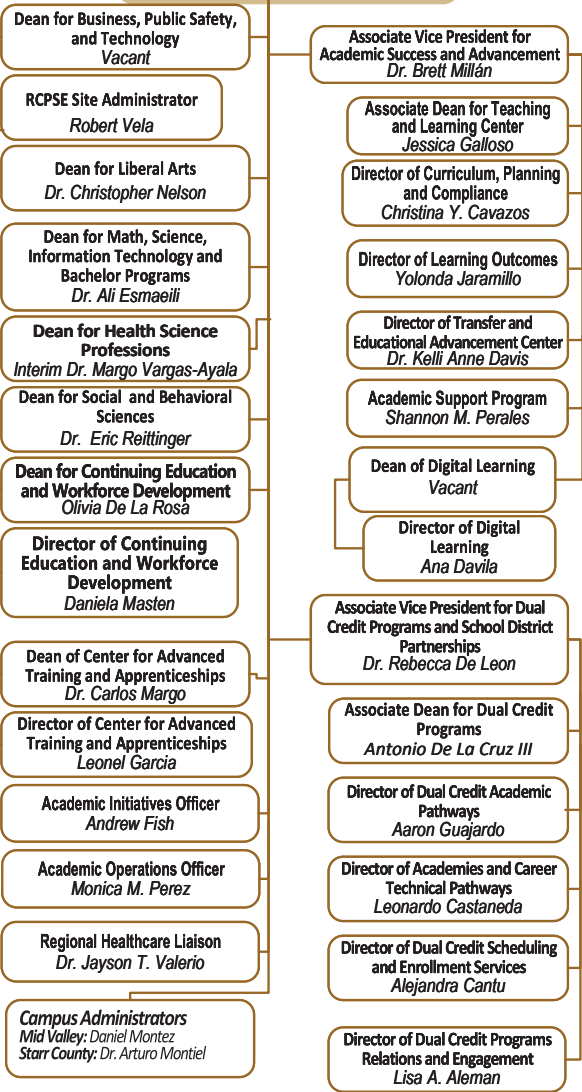
Vice President and Provost for Academic Affairs and Economic Development  
Dr. Anahid Petrosian

Vice President for Student Affairs and Enrollment Management  
Dr. Matthew Hebbard

Vice President for Finance and Administrative Services  
Mary Del Paz

Vice President for Technology, Information, and Planning Services  
Interim Dr. Jesus H. Campos

Vice President for Institutional Advancement and External Affairs  
Dr. Rodney H. Rodriguez





### **Update and Discussion of Executive Leadership Succession Plan**

<b>Purpose</b>	Dr. Ricardo J. Solis, President, will discuss the Executive Leadership Succession Plan with the Committee for review and discussion.
<b>Justification</b>	<p>As part of the College President's strategic objectives established in November 2024, Chairman Dr. Alejo Salinas, Jr. requested a discussion with the President regarding the leadership succession strategy.</p> <p>A succession plan for South Texas College is essential to ensure continuity, stability, and long-term success in leadership and critical roles. The College must adapt to changing educational needs, having a clear strategy for identifying and developing future leaders minimizes disruptions caused by retirements, resignations, or unexpected vacancies. It helps preserve institutional knowledge, maintain operational efficiency, and align leadership transitions with the college's strategic goals. Additionally, a well-structured succession plan fosters employee development, boosts morale, strengthens organizational resilience, maintains accreditation confidence, and reduces operational and financial disruption, ensuring that South Texas College remains prepared to meet challenges and sustain its mission of serving students and the community effectively.</p>
<b>Enclosed Documents</b>	Appendix A – Executive Leadership Succession Plan Appendix B – Presentation
<b>Funding</b>	No funds are required.
<b>Staff Resource</b>	Dr. Ricardo J. Solis, College President
<b>Recommendation</b>	No action is required from the Committee. This item is presented for information and feedback purposes only.

## Executive Leadership Succession Plan

Position	Potential Successor(s) (Interim or Non-Interim)	Key Competencies
College President	<ul style="list-style-type: none"> <li>• Vice President for Institutional Advancement and External Affairs</li> <li>• Vice President for Finance and Administrative Services</li> </ul>	<ul style="list-style-type: none"> <li>• Vision &amp; Strategy</li> <li>• Academic &amp; Student Success Leadership</li> <li>• Governance &amp; Ethical Leadership</li> <li>• Financial &amp; Operational Stewardship</li> <li>• Community, Government &amp; Workforce Engagement</li> <li>• Talent &amp; Organizational Leadership</li> <li>• Communication &amp; Trust Building</li> <li>• Innovation &amp; Institutional Effectiveness</li> <li>• Personal Leadership &amp; Resilience</li> </ul>
Vice President and Provost for Academic Affairs and Economic Development	<ul style="list-style-type: none"> <li>• Associate Vice President for Academic Success and Advancement</li> <li>• Associate Vice President for Dual Credit Programs and School District Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum &amp; Instructional Leadership</li> <li>• Strategic Leadership &amp; Innovation</li> <li>• Vision Communication &amp; Alignment</li> <li>• Instructional Continuity &amp; Digital Learning</li> <li>• Change Management &amp; Adaptability</li> <li>• Curriculum &amp; Program Development</li> <li>• Operational Oversight &amp; Budget Management</li> <li>• Compliance &amp; Accreditation Standards</li> <li>• Faculty Development &amp; Shared Governance</li> <li>• Collaboration &amp; Relationship Building</li> <li>• Partnership Expansion (Schools, Universities, Industry)</li> <li>• Student Success Focus</li> </ul>

## Executive Leadership Succession Plan

Position	Potential Successor(s) (Interim or Non-Interim)	Key Competencies
Vice President for Finance and Administrative Services	<ul style="list-style-type: none"> <li>• Associate Vice President for Finance and Management</li> <li>• Comptroller</li> </ul>	<ul style="list-style-type: none"> <li>• Financial and Accounting Acumen and Expertise</li> <li>• Budget Development and Modeling</li> <li>• Risk Management and Mitigation</li> <li>• Personnel Management</li> <li>• Facilities and Construction Management</li> <li>• Safety and Security Management</li> <li>• Internal Controls and Compliance</li> <li>• Cost-containment</li> <li>• Analytical Skills</li> <li>• Operations Efficiencies, Transparency, and Accountability</li> <li>• Process Automation and Optimization</li> <li>• Leadership Project and Change Management</li> <li>• Data-driven Decision-making</li> <li>• Strategic and Mission-driven Planning and Performance</li> </ul>
Vice President for Student Affairs and Enrollment Management	<ul style="list-style-type: none"> <li>• Dean of Enrollment Systems</li> <li>• Dean of Student Affairs</li> </ul>	<ul style="list-style-type: none"> <li>• Executive Leadership Across Student Lifecycle</li> <li>• Enrollment Strategy &amp; Student Success</li> <li>• Partnership Development &amp; Stewardship</li> <li>• Cross-Divisional Collaboration</li> <li>• Budget &amp; Resource Management</li> <li>• Data-Driven Decision-Making</li> <li>• Policy, Compliance &amp; Risk Management</li> <li>• Organizational Design &amp; Change Leadership</li> <li>• Crisis &amp; Continuity Leadership</li> <li>• Executive &amp; Public Communication</li> </ul>

## Executive Leadership Succession Plan

Position	Potential Successor(s) (Interim or Non-Interim)	Key Competencies
Vice President for Technology, Information, and Planning Services	<ul style="list-style-type: none"> <li>•Associate Vice President – Institutional Research and Planning</li> <li>•Associate Vice President – Technology and Chief Information Officer</li> </ul>	<ul style="list-style-type: none"> <li>•Information Technology &amp; Security</li> <li>•Library &amp; Learning Support Services</li> <li>•Strategic Planning &amp; Continuous Improvement</li> <li>•Talent Recruitment &amp; Staff Development</li> <li>•Budgeting &amp; Resource Management</li> <li>•Analytical Skills</li> <li>•Risk Management</li> <li>•Information Proficiency</li> </ul>
Vice President for Institutional Advancement and External Affairs	<ul style="list-style-type: none"> <li>•Executive Director - Foundation and External Affairs</li> <li>•Executive Director - Sponsored Initiatives</li> </ul>	<ul style="list-style-type: none"> <li>•Institutional Advancement &amp; External Affairs</li> <li>•Fundraising &amp; Foundation Management</li> <li>•Grant &amp; Sponsored Program Administration</li> <li>•Marketing &amp; Public Relations Strategy</li> <li>•Strategic Planning &amp; Execution</li> <li>•Executive Communication &amp; Relationship Building</li> <li>•Financial Oversight &amp; Resource Management</li> <li>•Compliance &amp; Regulatory Adherence</li> </ul>



# Succession Planning Risk Assessment for College Executives

January 13, 2026



## Purpose



- . Ensures stability in leadership
- . Protects strategic continuity
- . Maintains accreditation confidence
- . Reduces operational and financial disruption
- . Builds internal leadership capacity
- . Fosters employee development
- . Boosts morale
- . Strengthens organizational resilience





## EXECUTIVE ROLES INCLUDED

- College President
- Vice President and Provost for Academic Affairs and Economic Development
- Vice President for Finance and Administrative Services
- Vice President for Student Affairs and Enrollment Management
- Vice President for Technology, Information, and Planning Services
- Vice President for Institutional Advancement and External Affairs



## TOP STRATEGIC RISKS

1. Loss of Institutional Vision
2. Delayed Decision-Making
3. Interruption of Strategic Initiatives
4. Leadership Gaps in Critical Departments



## TOP OPERATIONAL RISKS

- 
- 
1. Knowledge Loss
  2. Talent Gaps in Leadership Pipeline
  3. Documentation Gaps
  4. Transition-Induced Workflow Delays





## TOP FINANCIAL RISKS

- 
- 
1. Budget Disruptions
  2. Increased Executive Recruitment Costs
  3. Contractual/Grant Delays During Transitions



## Next Steps

- 
- Conduct Leadership Risk Assessment
  - Define Competency Framework for Executives
  - Professional Development Plans
  - Emergency Succession Protocol
  - Formal Appointment Process
  - Onboarding and Transition Management
  - Prepare Succession Plan for Associate Vice Presidents and Administration
  - Annual Succession Plan Reviews
- 



## THANK YOU.



**Any questions?**





# Supporting Documentation

## Award and Rejection of Proposals/ and Approval of Purchases/ Purchase Renewal/ Purchase and Trade-In

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### TABLE OF CONTENTS

Items	Attached Documents
<b>Award of Proposal</b>	
1) Chemical Waste Disposal Services	1) Summary – Price
<b>Rejection of Proposals</b>	
2) High-Pressure Air Compressor for Fire Science Training Program	2) N/A
3) One (1) Ton Pickup Truck for Fire Science Program	3) N/A
<b>Purchases</b>	
4) Birthing Simulator Manikin (Grant Funded)	4) Summary – Price
5) Building Automation System Upgrade	5) Summary – Price
6) Furniture	6) Summary – Price
7) Laser Cutter Table (Grant Funded)	7) Summary – Price
8) Network Equipment and Parts	8) Summary – Price
9) Plumbing Training Systems (Grant Funded)	9) Summary – Price
<b>Purchase Renewal</b>	
10) Red Hat Licenses Maintenance and Support Agreement	10) Summary – Price
<b>Purchase and Trade-In</b>	
11) Portable Planetarium System	11) Summary – Price

**SOUTH TEXAS COLLEGE**  
**1. CHEMICAL WASTE DISPOSAL SERVICES**  
**PROJECT NO. 25-26-1022**

<b>VENDOR NAME</b>		Terrabella Environmental Services
<b>ADDRESS</b>		PO Box 39
<b>CITY/STATE/ZIP</b>		Leming, TX 78050
<b>PHONE</b>		956-393-8404
<b>CONTACT</b>		Leo Chapa
<b>Description</b>		<b>Proposed</b>
<b>Universal Waste (Gaylord box to Pallet-load)</b>		
1	Paint and Paint-Related Waste (Including Class 1 Non-Hazardous; Latex and Water)	\$50.00 - \$1,000.00
2	Lamps (Not Crushed)	\$100.00 - \$150.00
3	Lamps (Crushed)	\$50.00 - \$800.00
4	Mercury-Containing Devices	\$200.00 - \$300.00
5	Batteries(Lithium Ion)	\$125.00 - \$400.00
6	Batteries(Lithium primary)	\$125.00 - \$300.00
7	Batteries(Nickel cadmium)	\$125.00 - \$300.00
8	Batteries(Lead-acid)	\$1.00
9	Batteries(Nickel metal hydride)	\$50.00 - \$200.00
10	Batteries(Silver oxide)	\$125.00 - \$300.00
11	Batteries(Alkaline)	\$100.00 - \$500.00
12	Batteries(Zinc-carbon)	\$100.00 - \$300.00
<b>Lab Pack (7-Gallon to 55-Gallon Drum)</b>		
13	Non-Hazardous, Non-Reactive, Non-Oxidizing	
14	Hazardous, Non-Reactive, Non-Oxidizing	
15	Acutely Hazardous, Non-Reactive, Non-Oxidizing	
16	Hazardous, Non-Oxidizing	
17	Acutely Hazardous, Non-Oxidizing	
18	Oxidizers	
19	Reactive Waste	
20	Acutely Hazardous Waste, Reactive	
21	Mercury Compounds (Organic Mercury Compounds)	\$300.00
<b>Bulk Liquids (7-Gallon to 55-Gallon Drum)</b>		
22	Flammable Liquids, Non-Halogenated(<2% chlorine; <8% solids; <10% water)	\$200.00 - \$550.00
23	Flammable Liquids, Non-Halogenated(<2% chlorine; <10% solids; <25% water)	\$250.00 - \$550.00
24	Multi-Component Halogenated (<10% solids; <10% halogenated)	\$200.00 - \$550.00
25	Multi-Component Halogenated (<10% solids; >10% but <25% halogenated)	
26	Multi-Component Halogenated (<10% solids; >25% halogenated)	\$200.00 - \$550.00
27	Single-Component Halogenated(>80% recoverable)	\$400.00 - \$500.00
28	Acetonitrile, Methanol, Water <1% trifluoroacetic acid, trichloroacetic acid, heptafluorobutyric acid)	\$150.00 - \$400.00
29	Corrosive(pH≤2.1 or pH≥12.0)	\$300.00 - \$600.00
30	Corrosive(pH≤2.1 or pH≥12.0 and containing <1% metals - arsenic, barium, cadmium, chromium, lead, selenium, or silver)	\$200.00 - \$600.00
31	Organic liquid, corrosive(pH≤2.1 or pH≥12.0)	\$200.00 - \$600.00
32	Meeting Treatment Standards	\$125.00 - \$275.00

**SOUTH TEXAS COLLEGE**  
**1. CHEMICAL WASTE DISPOSAL SERVICES**  
**PROJECT NO. 25-26-1022**

VENDOR NAME		Terrabella Environmental Services
Description		Proposed
<b>Aqueous Liquid Waste Stream (7-Gallon to 55-Gallon Drum)</b>		
33	Contaminated with F-Listed Solvents	\$200.00 - \$450.00
34	<97% Water; <2% Organic; <1% Metals - Silver or Chromium	\$200.00 - \$350.00
35	< 260 ppm Hg	\$200.00 - \$300.00
36	> 260 ppm Hg	\$200.00 - \$275.00
<b>Bulk Solid (7-Gallon to 55-Gallon)</b>		
37	Corrosive (No Treatment Required)	\$125.00 - \$275.00
38	Corrosive (Treatment Required)	\$125.00 - \$275.00
39	Meeting Treatment Standards	\$150.00 - \$450.00
40	Mercury Compounds(>260 ppm inorganic Hg)	\$200.00 - \$300.00
41	Mercury Compounds(<260 ppm Hg in solvents)	\$200.00 - \$300.00
42	Debris with Mercury(<260 ppm Hg)	\$200.00 - \$300.00
43	Debris with Mercury (>260 ppm Hg)	\$300.00
44	Dirt with Mercury Solids (<260 ppm Hg)	\$200.00 - \$300.00
45	Dirt with Mercury Solids (>260 ppm Hg)	\$150.00 - \$300.00
46	Mercury Salts (Inorganic)	\$200.00
47	Aerosol Cans (Flammable)	\$150.00 - \$300.00
48	Aerosol Cans (Non-Flammable, RCRA hazardous)	\$100.00 - \$300.00
49	Cleaning Wipes (Contaminated with Gallium, Aluminum, Indium, Magnesium, Zinc, Selenium, Tin, Arsenic, Phosphorus, Silicon, Germanium, Boron)	\$200.00 - \$275.00
50	Copper Sulfate Solutions (Acidic)	
51	Nitric Acid (<20% concentrated)	
52	Used Rags (Contaminated with F-listed solvents)	
53	Spent Filters (Characteristic for D018-D022)	
54	Temperature Controlled Organic Peroxide	
<b>Pharmaceutical Waste (7-Gallon to 55-Gallon Drum)</b>		
55	Hazardous	
56	Non-Hazardous	
<b>Laboratory Specimens (7-Gallon to 55-Gallon Drum)</b>		
57	Preserved in ethanol or formaldehyde	
58	Preserved in Caro-Safe or Caro Perfect Solution)	
<b>Compressed Gas Cylinders</b>		
59	Inert and Calibration Gases	\$200.00
60	Halogenated Gases - Freon, Halon	\$200.00
61	Flammable and Liquefied Gases	\$200.00
62	Flammable, Toxic Liquified Gases - Amines, Odorous	\$200.00
63	Oxidizers and/or Toxic Gases	\$200.00
64	Corrosives Gases, Ammonia Gases	\$200.00
65	Highly Toxic Gases	\$200.00
66	Oxygen	\$200.00
67	Acid Gases	\$200.00
68	Acetylene	\$200.00
69	Evaluate and Ship	\$200.00

**SOUTH TEXAS COLLEGE**  
**1. CHEMICAL WASTE DISPOSAL SERVICES**  
**PROJECT NO. 25-26-1022**

VENDOR NAME		Terrabella Environmental Services
Description		Proposed
<b>Other Waste (7-Gallon to Pallet-Load)</b>		
70	Regulated Medical Waste (solid, requiring incineration, without sharps)	\$200.00 - \$500.00
71	Silica Gel (Used for chromatography)	\$50.00 - \$200.00
72	Crushed Glass (Glass bottles previously contained non-acutely hazardous liquids and solids)	\$50.00 - \$200.00
73	Asbestos-containing material (Non-friable)	\$50.00 - \$300.00
74	Used Oil (Meeting the definition of used oil, non-hazardous)	\$50.00 - \$200.00
75	Oil Filters (Used)	\$50.00 - \$200
76	Water (Contaminated with Hydraulic Oil)	\$50.00 - \$200.00
77	Antifreeze (Used, Automotive)	\$50.00 - \$200.00
78	Lead (Metallic)	\$50.00
79	Lead (Shot)	\$50.00
80	Mercury(elemental)	\$200.00
81	Chemical spill clean-up material(spilled chemical would be RCRA hazardous)	\$200.00 - \$275.00
82	Chemical spill clean-up material(spilled chemical would be Class 1 non-hazardous)	\$150.00 - \$275.00
83	Oil Spill Clean-Up Material (consisting of material and debris)	\$100.00 - \$250.00
84	Lead contaminated material(from construction or other operations)	\$150.00 - \$275.00
85	Solids and liquids for incineration(contaminated dirt, oil-drip, floor sweep, diatomaceous earth, bentonite clay, sandblast media, contaminated grit)	\$150.00 - \$275.00
86	Solids and liquids for incineration(contaminated rags, debris, PPE, empty bags, plastic, office supplies, printer ribbons, wood, cardboard, paint chips, paint filters)	\$150.00 - \$275.00
87	PCB-contaminated material(out of service <1 year)	
88	PCB-contaminated material(out of service >1 year)	
89	PCB oil(<500 ppm)	
90	PCB ballasts(non-leaking)	
91	Carcass(equipment previously containing PCBs)	\$200.00
<b>Labor and Services Rates</b>		
92	Packaging, manifesting, other services (Chemist, project manager, or field-supervisor)	\$500.00
93	Packaging, manifesting, other services (Technician, technical assistant, helper)	\$250.00
94	On-site services including lab packing, container consolidation, solvent bulking	\$500.00
<b>TOTAL EVALUATION POINTS</b>		96.67
<b>RANKING</b>		1

The Director of Purchasing has reviewed all the responses and evaluations completed.

\*The proposal criteria follows in the packet for further explanation of each criteria.

**SOUTH TEXAS COLLEGE**  
**1. CHEMICAL WASTE DISPOSAL SERVICES**  
**PROJECT NO. 25-26-1022**

VENDOR NAME		Terrabella Environmental Services	
ADDRESS		PO Box 39	
CITY/STATE/ZIP		Leming, TX 78050	
PHONE		956-393-8404	
CONTACT		Leo Chapa	
1	The purchase price. (up to 37 points)	37	37
		37	
		37	
2	The reputation of the vendor and of the vendor's goods and/or services. (up to 18 points)	18	18
		18	
		18	
3	The quality of the vendor's goods and/or services. (up to 16 points)	14	15.33
		16	
		16	
4	The extent to which the vendor's goods or services meet the college's needs. (up to 15 points)	14	14.67
		15	
		15	
5	The vendor's past relationship with the College. (up to 3 points)	3	2.67
		2	
		3	
6	The impact on the ability of the College to comply with laws and rules relating to Historically Underutilized Businesses. (up to 1 point)	0	0
		0	
		0	
7	The total long-term cost to the college to acquire the vendor's goods or services. (up to 5 points)	4	4
		3	
		5	
8	For a contract for goods and services, other than goods and services related to telecommunication and information materials, whether the vendor's ultimate parent company or majority owner: a. Has its place of business in this state; or b. Employs at least 500 persons in this state (up to 5 points)	5	5
		5	
		5	
TOTAL EVALUATION POINTS		96.67	
RANKING		1	

The Director of Purchasing has reviewed all the responses and evaluations completed.

\*The proposal criteria follows in the packet for further explanation of each criteria.

**SOUTH TEXAS COLLEGE**  
**1. PROPOSAL CRITERIA - SERVICE ONLY**

		Service Only	
		Points	Score Key
<b>1</b>	<b>Criterion 1: The purchase price</b> a. The low bidder gets the maximum points b. Divide the lowest proposal by each of the other proposal(s)	<b>37</b>	
<b>2</b>	<b>Criterion 2: The reputation of the vendor and of the vendor's goods or services</b> a. Number of Years in Business b. References (similar projects) c. Services/Installation d. Professional Licenses/Certifications	<b>18</b>	<b>15-18</b> <b>10-14</b> <b>5-9</b> <b>0-4</b> <b>Excellent</b> <b>Acceptable</b> <b>Marginal</b> <b>Poor/No Response</b>
<b>3</b>	<b>Criterion 3: The quality of the vendor's goods or service</b> a. Warranty b. Service Support/Response Time c. Goods/Product (manufacturer life) d. Product Performance	<b>16</b>	<b>14-16</b> <b>10-13</b> <b>5-9</b> <b>0-4</b> <b>Excellent</b> <b>Acceptable</b> <b>Marginal</b> <b>Poor/No Response</b>
<b>4</b>	<b>Criterion 4: The extent to which the goods or services meet the district's needs</b> a. Time Frame to complete the project b. Delivery Time Frame of product(s) c. Number of staff d. Meet or exceed the specifications	<b>15</b>	<b>12-15</b> <b>7-11</b> <b>3-6</b> <b>0-2</b> <b>Excellent</b> <b>Acceptable</b> <b>Marginal</b> <b>Poor/No Response</b>
<b>5</b>	<b>Criterion 5: The vendor's past relationship with the district</b> a. Quality of Past Performances with STC  ****New Vendors will receive two points	<b>3</b>	<b>3</b> <b>2</b> <b>1</b> <b>0</b> <b>Excellent</b> <b>Acceptable/New Vendor</b> <b>Marginal</b> <b>Poor/No Response</b>
<b>6</b>	<b>Criterion 6: The impact on the ability of the district to comply with laws and rules relating to Historically Underutilized Businesses</b> a. Provided the Certification	<b>1</b>	<b>1</b> <b>0</b> <b>Yes</b> <b>No</b>
<b>7</b>	<b>Criterion 7: The total long-term cost to the district to acquire the vendor's goods or services; and</b> a. Annual Escalation Increase b. Annual Maintenance Cost	<b>5</b>	<b>5</b> <b>3-4</b> <b>1-2</b> <b>0</b> <b>Excellent</b> <b>Acceptable</b> <b>Marginal</b> <b>Poor/No Response</b>
<b>8</b>	<b>Criterion 8: For a contract for goods and services, other than goods and services related to telecommunications and information materials, whether the vendor or the vendor's ultimate parent company or majority owner:</b> a. Has its place of business in this state; or b. Employs at least 500 persons in this state.	<b>5</b>	<b>5</b> <b>0</b> <b>Yes</b> <b>No</b>
<b>9</b>	<b>Criterion 9: Any other relevant factor specifically listed in the request for bids or proposals, e.g.:</b> a. Financial Standing b. Potential or Pending Sale of Business		Up to 5 points will be used from the purchase price if applicable
<b>Total Points</b>		<b>100</b>	

**Definitions of evaluation terms:**

**Excellent** - respondent provided information which fully addressed or exceeded the requirements

**Acceptable** - respondent provided information which addressed most but not all of the requirements

**Marginal** - respondent provided minimal information on requirements

**Poor/No response** - respondent provided inadequate responses to requirements or did not respond

**SOUTH TEXAS COLLEGE**  
**4. BIRTHING SIMULATOR MANIKIN (GRANT FUNDED)**

<b>VENDOR</b>			Gaumard Scientific Co. Inc.	
<b>ADDRESS</b>			14700 SW 136th Street	
<b>CITY/STATE/ZIP</b>			Miami, FL 33196	
<b>PHONE</b>			(305) 971-3790	
<b>CONTACT</b>			Abigail Blake	
#	Qty	Description	Unit Price	Extension
1	1	Medium Skin Tone Advanced Birthing Simulator Package Includes: medium skin tone simulator, Tablet PC preloaded with control software, guidebook, preprogrammed library with scenario-based simulations, bedside patient monitor preloaded with software, all-in-one (PC), communications module, bluetooth communications module, headset for streaming audio, automatic drug recognition system, active birthing baby, C-section baby, 4 abdominal covers (Palpation, Contraction, C-Section, Postpartum), battery chargers, accessories, user guide, one-year limited warranty	\$ 76,680.00	\$ 76,680.00
2	1	GC 3 Year for adult advanced birthing simulator. Includes parts and labor for covered repairs. Shipping to Gaumard facility and return shipping to customer is included. The standard support of 24-hour email; live Tech Support M-F 8am -5:30pm EST is included. All warranty work is guaranteed for term of the plan coverage. Access to continued product knowledge training (at Gaumard, or via webinars) is available for lifetime of plan coverage. On-site repairs and or training is not covered by this plan, but is available for per occurrence additional fee. Loaner simulators are not included in this plan	\$ 15,900.00	\$ 15,900.00
3	1	Shipping and Handling	\$ 1,358.00	\$ 1,358.00
<b>TOTAL AMOUNT</b>			\$ 93,938.00	

**SOUTH TEXAS COLLEGE**  
**5. BUILDING AUTOMATION SYSTEM UPGRADE**

<b>VENDOR</b>			Siemens Industry, Inc.	
<b>ADDRESS</b>			12001 Network Blvd Suite 318	
<b>CITY/STATE/ZIP</b>			San Antonio, TX 78249	
<b>PHONE</b>			(210) 253-2732	
<b>CONTACT</b>			Jim Knight	
#	Qty	Description	Unit Price	Extension
1	1	Training	\$ 7,239.00	\$ 7,239.00
2	1	Software	\$ 42,348.00	\$ 42,348.00
3	1	Professional Services	\$ 215,067.00	\$ 215,067.00
4	1	Implementation	\$ 423,748.00	\$ 423,748.00
5	1	Installation	\$ 49,875.00	\$ 49,875.00
6	1	Supervision	\$ 106,497.00	\$ 106,497.00
7	1	Equipment Pecan C	\$ 12,748.00	\$ 12,748.00
8	1	Equipment Pecan D	\$ 12,748.00	\$ 12,748.00
9	1	Equipment Pecan F	\$ 12,748.00	\$ 12,748.00
10	1	Equipment Pecan G	\$ 12,748.00	\$ 12,748.00
11	1	Equipment Pecan H	\$ 12,748.00	\$ 12,748.00
12	1	Equipment Pecan X	\$ 12,748.00	\$ 12,748.00
13	1	Equipment Mid Valley A	\$ 12,748.00	\$ 12,748.00
14	1	Equipment Mid Valley B	\$ 12,748.00	\$ 12,748.00
15	1	Equipment Mid Valley C	\$ 12,748.00	\$ 12,748.00
16	1	Equipment Mid Valley E	\$ 12,748.00	\$ 12,748.00
17	1	Equipment Mid Valley F	\$ 12,748.00	\$ 12,748.00
18	1	Equipment Mid Valley G	\$ 12,748.00	\$ 12,748.00
<b>TOTAL AMOUNT</b>			\$ 997,750.00	



**SOUTH TEXAS COLLEGE**  
**6. DISTRICT-WIDE FURNITURE REQUEST**  
**January 27, 2026**

#	Qty	Description	Unit Price	Extension	Requesting Department
<b>Gateway Printing and Office Supply, Inc. (OMNIA Partners and The Interlocal Purchasing System)</b>					
1	4	SLLAU Four Leg Arm Chair	\$ 290.51	\$ 1,162.04	Facilities Planning and Construction - Ricardo De La Garza
2	4	700 Series Full Modesty Panel, 74P Edge, 30x66" W	\$ 978.61	\$ 3,914.44	Furniture for Building P Renovation.
3	4	700 Series Full Modesty Panel 74P Edge, 24x48"W	\$ 712.03	\$ 2,848.12	
4	4	700 Series Supporting Ped-Box 30" Depth	\$ 709.18	\$ 2,836.72	
5	4	700 Series Files Supporting Ped 24" Depth	\$ 615.76	\$ 2,463.04	
6	4	HS72ABC Bookcase	\$ 367.95	\$ 1,471.80	
7	4	H314 Vertical File 4 Drawer	\$ 507.99	\$ 2,031.96	
8	4	Multi Function Multi-Adjustable Arms	\$ 579.50	\$ 2,318.00	
9	1	ZTARIFF KI Tariff Surcharge	\$ 327.97	\$ 327.97	
10	1	ZTARIFF SOI Tariff Surcharge	\$ 44.04	\$ 44.04	
11	1	Labor to receive, inspect, deliver, install and remove debris	\$ 2,080.00	\$ 2,080.00	
<b>Gateway Printing and Office Supply, Inc. Total:</b>				<b>\$ 21,498.13</b>	
<b>Indeco Sales, Inc. (Sourcewell)</b>					
1	10	KI 700 Full Modesty Panel, 74P Edge, 30x66"W	\$ 1,005.00	\$ 10,050.00	Facilities Planning and Construction - Ricardo De La Garza
2	10	KI 700 Full Modesty Panel, 74P Edge, 24x48"W	\$ 731.25	\$ 7,312.50	Furniture for Cooper Center Expansion.
3	10	KI 700 Files Supporting Ped 30" Nominal Depth	\$ 728.33	\$ 7,283.30	
4	10	KI 700 Files Supporting Ped 24" Nominal Depth	\$ 632.39	\$ 6,323.90	
5	10	Sitonit Multi-Function Chair	\$ 560.00	\$ 5,600.00	
6	10	HON Brigade Bookcase 5-Shelf	\$ 337.76	\$ 3,377.60	
7	1	KI Strive Four-Leg Loop Arm Chair	\$ 311.48	\$ 311.48	
8	6	Kimball Seat Lounge	\$ 2,127.39	\$ 12,764.34	
9	3	HON Flock 24 Cube Table	\$ 524.26	\$ 1,572.78	
10	1	HON Surcharge	\$ 2,162.61	\$ 2,162.61	
11	1	KI Surcharge	\$ 697.67	\$ 697.67	
12	1	SITONIT Surcharge	\$ 110.40	\$ 110.40	
13	1	Labor to receive, inspect, deliver, install and remove debris	\$ 8,163.83	\$ 8,163.83	
<b>Indeco Sales, Inc. Total:</b>				<b>\$ 65,730.41</b>	
<b>Wenger Corporation (Texas Association of School Boards – Buyboard )</b>					
1	50	Student Chair	\$ 90.00	\$ 4,500.00	Facilities Planning and Construction - Ricardo De La Garza
2	1	Labor to receive, inspect, deliver, install and remove debris	\$ 810.00	\$ 810.00	Furniture for Cooper Center Expansion.
<b>Wenger Corporation Total:</b>				<b>\$ 5,310.00</b>	
<b>Furniture Total:</b>				<b>\$ 92,538.54</b>	

**SOUTH TEXAS COLLEGE**  
**7. LASER CUTTER TABLE (GRANT FUNDED)**

<b>VENDOR</b>			Lab Resources, Inc.	
<b>ADDRESS</b>			27905 Commercial Park Rd	
<b>CITY/STATE/ZIP</b>			Tomball, TX 77375	
<b>PHONE</b>			(281) 516-2200	
<b>CONTACT</b>			Brian Allan	
<b>#</b>	<b>Qty</b>	<b>Description</b>	<b>Unit Price</b>	<b>Extension</b>
1	1	Forest CNC 2000 Watt Option: FLP9648-2K FiberLaserPro9648 96"X48"X9 2KW Requires 208V 80A Compressed air, N2, O2 Floor space 78" X 50" X 72" high Complete turnkey system advantages: 2 year on-site parts and labor warranty, inside delivery, on-site training included	\$ 169,999.00	\$ 169,999.00
2	1	Discount	\$ (20,000.00)	\$ (20,000.00)
3	1	In-Room Filtration system	\$ 12,999.00	\$ 12,999.00
<b>TOTAL AMOUNT</b>			\$ 162,998.00	

**SOUTH TEXAS COLLEGE**  
**8. NETWORK EQUIPMENT AND PARTS**

VENDOR			CXtec, Inc.	
ADDRESS			400 South Salina Street Suite 201	
CITY/STATE/ZIP			Syracuse, NY 13202	
CONTACT			Jeff Adams	
Period: 9/01/2025 - 8/31/2026				
#	Qty	Description	Unit Price	Extension
1	1	Network Equipment and Parts	\$ 150,000.00	\$ 150,000.00
TOTAL AMOUNT			\$ 150,000.00	

**SOUTH TEXAS COLLEGE**  
**9. PLUMBING TRAINING SYSTEMS (GRANT FUNDED)**

<b>VENDOR</b>			Toolkit Technologies, Inc.	
<b>ADDRESS</b>			3201 Bee Caves Rd Ste 120	
<b>CITY/STATE/ZIP</b>			Austin, TX 78746	
<b>PHONE</b>			(512) 203-0590	
<b>CONTACT</b>			Eric Sherrill	
#	Qty	Description	Unit Price	Extension
1	2	Residential Plumbing System Rooms Training System	\$ 6,200.00	\$ 12,400.00
2	1	Utility Room System	\$ 4,250.00	\$ 4,250.00
3	2	Bathroom System	\$ 4,250.00	\$ 8,500.00
4	1	Kitchen System	\$ 4,250.00	\$ 4,250.00
5	1	Mobile Plumbing Testing System   30" x 60"	\$ 4,500.00	\$ 4,500.00
6	1	Consumables and Tools for Residential Plumbing System Rooms Training System	\$ 2,800.00	\$ 2,800.00
7	1	Individual Classroom License Package (20 Students per Year) Includes: Digital Experiential Learning Platform, Video Courses, Simulation Walk-Through Videos, Simulations, Knowledge Checks, Pre- and Post- Course Exams, Prescriptive Training, HVAC Competencies (53 Courses), Commercial HVAC (21 Courses), Solar Competencies (12 Courses), Plumbing Competencies (31 Courses), Electrical Competencies (20 Courses), Multi-Family Facility Maintenance Competencies (103 Courses), Facilities Maintenance (93 Courses), Safety (6 Courses), and Construction	\$ 9,950.00	\$ 9,950.00
8	12	ToolKit Supplies VR Headsets	\$ 375.00	\$ 4,500.00
9	1	Included: The TOOLKIT "Toolbox" Support Package: Lifetime Customer Support, Virtual and Onsite Dedicated TOOLKIT representative, Early access to new training softwares, simulations and equipment, Priority for SMC Industrial component donations, Invitation to TOOLKIT Annual Instructor Workshop: TOOLKIT TuneUp	\$ -	\$ -
10	1	Shipping and Handling	\$ 1,800.00	\$ 1,800.00
<b>TOTAL AMOUNT</b>			\$ 52,950.00	

**SOUTH TEXAS COLLEGE**  
**10. RED HAT LICENSES MAINTENANCE AND SUPPORT AGREEMENT**

VENDOR			Netsync Network Solutions	
ADDRESS			2500 West Loop South Ste. 410/510	
CITY/STATE/ZIP			Houston, TX 77027	
PHONE			(713) 218-5000	
CONTACT			Xavier Trevino	
Period: 2/10/2026 - 2/09/2027				
#	Qty	Description	Unit Price	Extension
1	2113	Red Hat Enterprise Linux Academic Site Subscription with Satellite - Premium Licenses	\$ 41.28	\$ 87,224.64
TOTAL AMOUNT			\$	87,224.64

**SOUTH TEXAS COLLEGE**  
**11. PORTABLE PLANETARIUM SYSTEM**

<b>VENDOR</b>			Digitalis Education Solutions, Inc.	
<b>ADDRESS</b>			817 Pacific Ave	
<b>CITY/STATE/ZIP</b>			Bremerton, WA 98337	
<b>PHONE</b>			(360) 616-8915	
<b>CONTACT</b>			Katherine Hunt	
<b>#</b>	<b>Qty</b>	<b>Description</b>	<b>Unit Price</b>	<b>Extension</b>
1	1	Mu System Pricing with Basic and 6M Dome Digitarium Mu system with lifetime licenses for Nightshade G3 Basic planetarium software, Universal Console interface software, and Solar System Datasets.	\$ 35,936.00	\$ 35,936.00
2	1	6m Digitalis Dome with Duffel and Blower	\$ 12,709.00	\$ 12,709.00
3	1	Returning Customer, License Credit, and Lens Trade-In Discount	\$ (2,560.00)	\$ (2,560.00)
4	1	Dome and System Package Discount	\$ (1,000.00)	\$ (1,000.00)
<b>TOTAL AMOUNT</b>			\$ 45,085.00	