



BOARD OF TRUSTEES

Regular Board Meeting

Thursday, December 8, 2022

2:00 p.m.

***Community Room
Of the
Emerging Technologies and Workforce Building***

**WEATHERFORD COLLEGE
BOARD OF TRUSTEES
December 8, 2022
2 p.m.**

AGENDA

A meeting of the Board of Trustees of Weatherford College will be held on Thursday, December 8, 2022 beginning at 2 p.m. in the Community Room of the Emerging Technologies and Workforce Building, located at 225 College Park Drive, Weatherford, Texas, to consider and act on the posted agenda:

1. Call to Order, Invocation and Pledge of Allegiance
2. Public Comment for Individuals Not on the Agenda
3. President's Report:
 - a. Recognitions
 - b. Board Appreciation Month
 - c. Enrollment Report
 - d. Employee Notices
 - e. Policy BBD (Legal) – Board Members Orientation and Training Report
4. Consent Agenda and Financial Reports:
 - a. Approval of Minutes from the November 10, 2022 Board Meeting
 - b. Financial Reports Ending November 30, 2022
 - c. Quarterly Investment Report
 - d. Annual Review of CAK Local Policy Appropriations and Revenue Sources (Investments)
 - e. Approval of 2022-2023 Academic Calendar
 - f. Resolution to Authorize an Interlocal Cooperative Purchasing Agreement with ESC Region 19 Allied States Cooperative
5. Consideration and Possible Action: 2021-22 Financial Audit
6. Reports:
 - a. Academics and Student Services Update, Dr. Tarnowiecky, and Mike Endy
 - b. WC Honors, Michelle Burt, Sharon Johnson, and Dr. Twanabasu
 - c. WC Economic Impact Study, Dr. Tasha Brown
 - d. TASB Salary Study, Paul Williams
7. Announcements
8. Closed Session:
 - a. Consult with College Attorney, in Accordance with Government Code 551.071
 - b. Deliberate Real Property in Accordance with Government Code 551.072
 - c. Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee, in Accordance with Government Code 551.074

9. Consideration and Possible Action: Real Property
 - a. Parker County Historical Commission, Bill Warren
10. Consideration and Possible Action: Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
11. Adjourn



Public Comment for
Individuals
Not on Agenda



President's Report

- Recognitions
- Board Appreciation Month
- Enrollment Report
- Employee Notices
- Policy BBD (Legal) – Board Members Orientation and Training Report



**Weatherford College Board of Trustees
Consent Agenda**

DATE: December 8, 2022

AGENDA ITEM #4. a.

SUBJECT: Minutes from the November 10, 2022 Board meeting

INFORMATION AND DISCUSSION: None.

RECOMMENDATION: That the Board of Trustees reviews and approves the November 10, 2022 regular meeting minutes.

ATTACHMENTS: Minutes from the November 10, 2022 board meeting.

SUBMITTED BY: Theresa Hutchison, Executive Assistant to the President

**WEATHERFORD COLLEGE
BOARD OF TRUSTEES
MINUTES OF REGULAR MEETING
November 10, 2022**

The Weatherford College Board of Trustees met in regular session at 2:00 p.m., Thursday, November 10, 2022, in the Community Room of the Emerging Technologies and Workforce Building. Board Chair Mac Smith called the meeting to order. Other trustees present were Vice-Chair Dan Carney, Dr. Trev Dixon, G.B. Bailey, Doug Dowd, Judy McAnally, Secretary Lela Morris and Dr. Robert Marlett. None were absent. Brent Baker gave the invocation and the Pledge of Allegiance was recited.

Call to Order,
Invocation and
Pledge of Allegiance

Mr. Butler of Weatherford, Texas, spoke regarding public concerns.

Public Comment

President Tod Allen Farmer submitted the following recognitions and employee notices:

President's Report

a. Recognitions –

- WC students Nuri Han and Xavier Kim for their performance prior to the board meeting. The two of them as well as other WC students perform at the Arlington Memorial Hospital every month on the first Tuesday from 12 – 1.
- The conference champion WC Volleyball team, who finished second in the NJCAA Region V North tournament. Coach Kailee May was recently selected as the Coach of the Year.
- WC defending national championship women's rodeo team, who continues to excel; Sophie Dunn recently won the women's all-around title at the Clarendon College Rodeo.
- WC's Phi Theta Kappa Honor Society chapter on their recent Trash Arts Contest as part of the 2022 Honors in Action grant from PTK and the Mellon Foundation.

b. Employment Notices –

DMAC (Local) requires the college president to provide the names of contract employees that have resigned or retired since the last board meeting. In accordance with this policy, President Farmer reported the following:

- Linda Privette, Math Instructor retirement effective 12/31/2022
- Carla Bowen, Testing Assistant retirement effective 1/27/2023
- Lou Ann Baker, Library Clerk retirement effective 11/11/2022

- Jennifer Lopez, Director of Accounting resignation effective 11/4/2022

Consent Agenda

A recommendation was made that the Board of Trustees approves the November 10, 2022 Board of Trustees minutes. *Minutes submitted by Theresa Hutchison, Executive Assistant to the President.*

Minutes

The cash balance as of October 31, 2022 is \$76,690,847.90. This is an increase of \$18,344,632.21 from last year at October 31, 2021. The operating statement at October 31, 2022 indicates that total revenues collected are \$16,388,633 or 24.15% of budget. Total expenditures are \$11,902,134 or 17.54% of budget. It was recommended that the Board approves the financial reports ending October 31, 2022 as presented. *Attached are the Cash Balance Reports and Operating Statements at October 31, 2022 submitted by Dr. Andra R. Cantrell, Executive Vice President for Financial & Administrative Services.*

Financial Reports

Mr. Bailey made the motion to approve the Consent Agenda as presented. Dr. Marlett seconded and the motion carried unanimously.

Consent Agenda
804-1
Approved

The following reports were submitted to the Board:

Reports

- Academic and Student Services Update, submitted by Michael Endy, Vice President of Instruction and Student Services
- Equities in Athletics Update, submitted by Adam Finley, Executive Dean of Enrollment Management and Registrar
- Athletics Update presented by Jeff Lightfoot, Assistant Athletic Director

President Farmer discussed the following tentative future agenda items:

Future Agenda Items

- 2021-22 Financial Audit
- Approval of 2023 -24 Academic Calendar

Vice President Brent Baker made the following announcements:

Announcements

- Nov. 10 Men's Basketball – WC vs. TX Wesleyan (Graber Athletic Center at 6:00 p.m.)
- Nov. 12 Coyote Chase Race (Memorial Plaza at 9:00 a.m.)
- Nov. 13 Phi Theta Kappa Induction (Alkek Fine Arts Center at 2:00 p.m.)
- Nov. 17 The Best of All Possible Worlds – Opera Workshop (Alkek Fine Arts Center at 7:30 p.m.)
- Nov. 19 Women's Basketball – WC vs. Paris Jr. College (Graber Athletic Center at 2:00 p.m.)
Men's Basketball – WC vs. Ranger College (Graber Athletic Center at 4:00 p.m.)

October 13, 2022

- Nov. 21 Women's Basketball – WC vs. Paul Quinn College
(Graber Athletic Center at 5:00 p.m.)
- Nov. 26 Men's Basketball – WC vs. Kilgore College
(Graber Athletic Center at 6:00 p.m.)
- Nov. 28 Dr. Hyeyoung Song Piano Concert
(Alkek Fine Arts Center at 7:30 p.m.)
- Dec. 1 Men's Basketball – WC vs. Midland College
(Graber Athletic Center at 6:00 p.m.)
- Dec. 2 Basketball Booster Sporting Clay Shoot
(Carter Property at 1:00 p.m.)
- Dec. 5 Choir Performance
(Alkek Fine Arts Center at 7:30 p.m.)

The Board of Trustees entered into Closed Session at 2:23 p.m. to consult with the college attorney in accordance with Government Code 551.072, to deliberate real property in accordance with Government Code 551.072, to deliberate the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee in accordance with Government Code 551.074.

Closed Session

The Board reconvened in Open Session at 3:42 p.m.

Open Session

Dr. Marlett made the motion for approval on the execution of conveyance of the Mineral Wells Property, formerly the Weatherford College Education Center in Mineral Wells to the Community Christian School at 2501 Garrett Morris Parkway, Mineral Wells, Texas. Mr. Carney seconded and the motion carried unanimously.

Real Estate
804-3
No action

No action was taken regarding personnel matters.

Personnel Matters
804-4
No action

At 3:45 p.m., Dr. Marlett made the motion to adjourn the meeting. Mr. Carney seconded and the motion carried unanimously.

Motion to Adjourn
804-5
Approved

Mac Smith
Chair, Board of Trustees

Lela Morris
Secretary, Board of Trustees



**Weatherford College Board of Trustees
Consent Agenda**

DATE: December 8, 2022

AGENDA ITEM #4. b.

SUBJECT: Financial Report Ending November 30, 2022

INFORMATION AND DISCUSSION: The cash balance as of November 30, 2022 is \$76,921,177.39. This is an increase of \$18,193,119.11 from last year at November 30, 2021. The operating statement at November 30, 2022 indicates that total revenues collected are \$24,610,127 or 36.26% of budget. Total expenditures are \$15,563,144 or 22.93% of budget.

RECOMMENDATION: That the Board approves the financial reports ending November 30, 2022 as presented.

ATTACHMENTS: Cash Balance Reports and Operating Statements at November 30, 2022.

SUBMITTED BY: Dr. Andra R. Cantrell, Executive Vice President for Financial & Administrative Services

**WEATHERFORD COLLEGE
CASH BALANCE REPORT
November 30, 2022**

<u>Unrestricted Funds</u>	Checking	Investments	Payroll & Petty Cash	Total
Beginning Balance	9,948,874.67	40,643,200.22	3,745.00	50,595,819.89
Deposits	5,598,942.99	27,000.58	-	5,625,943.57
Disbursements	(4,528,605.05)	-	-	(4,528,605.05)
Ending Balance	<u>11,019,212.61</u>	<u>40,670,200.80</u>	<u>3,745.00</u>	<u>51,693,158.41</u>

Unrestricted Funds:	Checking Acct	Investments	Acct Balance
Maintenance and Carter	11,019,212.61	40,670,200.80	51,689,413.41
Payroll	-	-	-
Petty cash	3,745.00	-	3,745.00
Sub-total	<u>11,022,957.61</u>	<u>40,670,200.80</u>	<u>51,693,158.41</u>
Restricted Funds:			
Scholarships & Loans	600,115.97	2,212,360.89	2,812,476.86
Schropshire Cap. Impr.	321,617.89	-	321,617.89
Construction	2.77	-	2.77
Debt Service	19,458,269.39	1,963,571.31	21,421,840.70
Interest & Sinking	47,080.76	-	47,080.76
Contingency Reserves	-	625,000.00	625,000.00
Sub-total	<u>20,427,086.78</u>	<u>4,800,932.20</u>	<u>25,228,018.98</u>
Grand Total	<u>31,450,044.39</u>	<u>45,471,133.00</u>	<u>76,921,177.39</u>

Recap of Investments

<u>Investments</u>	<u>Current Value 11/30/2022</u>	<u>Rate</u>	<u>Maturity Date</u>
<u>Prosperity Bank</u>			
Money Market Account	20,471,133.00	1.40%	
CD	10,000,000.00	1.90%	4/18/2023
CD	15,000,000.00	2.20%	10/18/2023
Total Investments	<u>45,471,133.00</u>		

**WEATHERFORD COLLEGE
STATEMENT OF REVENUES
November 30, 2022**

	2021-2022			2022-2023			
	Amended Budget	Received 11/30/2021	% of Budget	Amended Budget	Received 11/30/2022	Balance	% of Budget
Operating Revenues							
Tuition							
In-District Resident	\$ 4,779,591	\$ 3,378,995	70.70%	\$ 5,245,659	\$ 3,552,592	\$ 1,693,067	67.72%
Out-of District Resident	\$ 6,254,122	\$ 4,710,199	75.31%	\$ 7,107,899	\$ 4,827,085	\$ 2,280,814	67.91%
Out-of District Resident - EC Granbury	\$ 302,405	\$ 150,989	49.93%	\$ 228,810	\$ 70,794	\$ 158,016	30.94%
Out-of District Resident - Wise County	\$ 1,855,016	\$ 1,376,998	74.23%	\$ 2,132,779	\$ 1,310,925	\$ 821,854	61.47%
Non-Resident	\$ 741,315	\$ 767,945	103.59%	\$ 1,022,125	\$ 1,047,751	\$ (25,626)	102.51%
Differential Tuition	\$ 867,840	\$ 648,061	74.68%	\$ 1,063,327	\$ 716,229	\$ 347,098	67.36%
State Funded Continuing Education	\$ 555,000	\$ 309,037	55.68%	\$ 560,000	\$ 451,172	\$ 108,828	80.57%
Non-State Funded Continuing Education	\$ 21,200	\$ 21,211	100.05%	\$ 22,700	\$ 49,730	\$ (27,030)	219.07%
Total Tuition	\$ 15,376,489	\$ 11,363,435	73.90%	\$ 17,383,299	\$ 12,026,278	\$ 5,357,021	69.18%
Fees							
General Fee	\$ 1,957,606	\$ 1,831,137	93.54%	\$ 3,140,708	\$ 2,129,127	\$ 1,011,581	67.79%
Laboratory Fee	\$ 349,723	\$ 248,023	70.92%	\$ 387,675	\$ 241,464	\$ 146,211	62.29%
Total Fees	\$ 2,307,329	\$ 2,079,161	90.11%	\$ 3,528,383	\$ 2,370,591	\$ 1,157,792	67.19%
Allowances and Discounts							
Bad Debt Allowance	\$ (52,500)	\$ -	0.00%	\$ (27,500)	\$ -	\$ (27,500)	0.00%
Remissions and Exemptions	\$ (1,555,000)	\$ (886,038)	56.98%	\$ (1,643,500)	\$ (1,094,794)	\$ (548,706)	66.61%
Total Allowances and Discounts	\$ (1,607,500)	\$ (886,038)	55.12%	\$ (1,671,000)	\$ (1,094,794)	\$ (576,206)	65.52%
Additional Operating Revenues							
Federal Grants and Contracts (Operating)	\$ 10,224,175	\$ 456,516	4.47%	\$ 2,863,974	\$ 390,466	\$ 2,473,508	13.63%
State Grants and Contracts	\$ 111,245	\$ 19,450	17.48%	\$ 6,245	\$ 56,768	\$ (50,523)	909.02%
Non-Governmental Grants	\$ -	\$ -	-	\$ -	\$ -	\$ -	-
Local Grants & Contracts	\$ 3,541,279	\$ 337,443	9.53%	\$ 4,236,000	\$ 292,016	\$ 3,943,984	6.89%
Sales & Services of Educational Activities	\$ 50,500	\$ 4,621	9.15%	\$ 43,000	\$ 15,207	\$ 27,793	35.37%
Investment income - Program Restricted	\$ 54,750	\$ 11,124	20.32%	\$ 44,750	\$ 34,091	\$ 10,659	76.18%
Other Operating Revenues	\$ 394,000	\$ 57,866	14.69%	\$ 624,000	\$ 199,269	\$ 424,731	31.93%
Total Additional Operating Revenues	\$ 14,375,949	\$ 887,020	6.17%	\$ 7,817,969	\$ 987,818	\$ 6,830,151	12.64%
Auxiliary Income							
Bookstore	\$ 140,864	\$ 11,660	8.28%	\$ 167,366	\$ 12,552	\$ 154,814	7.50%
Cafeteria	\$ 650,000	\$ 685,050	105.39%	\$ 715,000	\$ 687,632	\$ 27,368	96.17%
Dormitory	\$ 1,036,440	\$ 1,127,504	108.79%	\$ 1,234,185	\$ 1,060,997	\$ 173,188	85.97%
Intercollegiate Athletics	\$ -	\$ -	-	\$ -	\$ -	\$ -	#DIV/0!
Student Services	\$ 227,988	\$ 146,007	64.04%	\$ 218,000	\$ 134,580	\$ 83,420	61.73%
Carter Agricultural Center	\$ 27,000	\$ 6,391	23.67%	\$ 25,600	\$ 11,819	\$ 13,781	46.17%
Total Auxiliary Enterprises	\$ 2,082,292	\$ 1,976,612	94.92%	\$ 2,360,151	\$ 1,907,580	\$ 452,571	80.82%
Total Operating Revenues	\$ 32,534,559	\$ 15,420,190	47.40%	\$ 29,418,802	\$ 16,197,472	\$ 13,221,330	55.06%
Non-Operating Revenues							
State Appropriations							
Education and General State Support	\$ 8,925,333	\$ 2,989,985	33.50%	\$ 8,925,333	\$ 2,989,983	\$ 5,935,350	33.50%
State Group Insurance	\$ -	\$ 436,428	-	\$ -	\$ 436,428	\$ (436,428)	-
State Retirement Matching	\$ -	\$ 113,209	-	\$ -	\$ 123,848	\$ (123,848)	-
State Appropriations-Other	\$ -	\$ -	-	\$ -	\$ -	\$ -	-
Professional Nursing Shortage Reduction	\$ 155,452	\$ 35,066	22.56%	\$ -	\$ -	\$ -	#DIV/0!
Total State Appropriations	\$ 9,080,785	\$ 3,574,687	39.37%	\$ 8,925,333	\$ 3,550,258	\$ 5,375,075	39.78%
Maintenance Ad Valorem Taxes-Parker County	\$ 19,864,125	\$ 1,487,083	7.49%	\$ 22,627,920	\$ 1,619,513	\$ 21,008,408	7.16%
Debt Service Ad Valorem Taxes	\$ 597,400	\$ 44,524	7.45%	\$ -	\$ 3,168	\$ (3,168)	#DIV/0!
Federal Grants and Contracts (Non-Operating)	\$ 11,987,997	\$ 7,259,944	60.56%	\$ 6,734,431	\$ 2,987,035	\$ 3,747,396	44.35%
Lost Revenue Reimbursement	\$ -	\$ -	-	\$ -	\$ -	\$ -	#DIV/0!
Gifts	\$ 591,504	\$ 442,574	74.82%	\$ 58,000	\$ 48,041	\$ 9,959	82.83%
Investment Income	\$ 125,000	\$ 22,315	17.85%	\$ 100,000	\$ 83,550	\$ 16,450	83.55%
Unrealized Gain on Mineral Rights	\$ -	\$ -	#DIV/0!	\$ -	\$ 121,090	\$ (121,090)	#DIV/0!
Contributions in Aid of Construction	\$ -	\$ -	#DIV/0!	\$ -	\$ -	\$ -	#DIV/0!
Total Non-Operating Revenue	\$ 42,246,811	\$ 12,831,127	30.37%	\$ 38,445,684	\$ 8,412,655	\$ 30,033,029	21.88%
Budgeted Transfers	\$ 1,064,934	\$ -	-	\$ 1	\$ -	\$ 1	-
TOTAL	\$ 75,846,304	\$ 28,251,317	37.25%	\$ 67,864,487	\$ 24,610,127	\$ 43,254,360	36.26%

**WEATHERFORD COLLEGE
STATEMENT OF EXPENDITURES
November 30, 2022**

	2021-2022			2022-2023			
	Amended Budget	Expended 11/30/2021	% of Budget	Amended Budget	Expended 11/30/2022	Balance	% of Budget
Operating Expenses							
Unrestricted							
Instruction	\$ 15,583,493	\$ 3,514,900	22.56%	\$ 16,554,555	\$ 3,863,100	\$ 12,691,455	23.34%
Public Service	\$ 740,869	\$ 3,060	0.41%	\$ 335,825	\$ 84,080	\$ 251,745	25.04%
Academic Support	\$ 4,153,384	\$ 845,471	20.36%	\$ 4,129,213	\$ 825,470	\$ 3,303,743	19.99%
Student Services	\$ 2,587,205	\$ 357,213	13.81%	\$ 2,448,374	\$ 466,185	\$ 1,982,189	19.04%
Institutional Support	\$ 10,119,938	\$ 2,030,603	20.07%	\$ 11,774,132	\$ 2,270,224	\$ 9,503,908	19.28%
Operation & Maint. of Plant	\$ 7,946,845	\$ 1,052,257	13.24%	\$ 9,383,158	\$ 976,869	\$ 8,406,289	10.41%
Scholarships and Fellowships	\$ -	\$ -	-	\$ -	\$ -	\$ -	-
Staff Benefits	\$ 725,000	\$ 196,731	27.14%	\$ 650,000	\$ 255,446	\$ 394,554	39.30%
Total Unrestricted Educational Activities	\$ 41,856,734	\$ 8,000,235	19.11%	\$ 45,275,257	\$ 8,741,374	\$ 36,533,883	19.31%
Restricted							
Instruction	\$ 424,729	\$ 56,769	13.37%	\$ 55,000	\$ 19,958	\$ 35,042	36.29%
Public Service	\$ 3,000	\$ -	0.00%	\$ 6,000	\$ 3,864	\$ 2,136	64.40%
Academic Support	\$ 15,529	\$ 2,226	14.34%	\$ -	\$ -	\$ -	#DIV/0!
Student Services	\$ 8,744,163	\$ 370,677	4.24%	\$ 2,664,866	\$ 321,407	\$ 2,343,459	12.06%
Institutional Support	\$ 6,245	\$ -	0.00%	\$ 6,245	\$ 968	\$ 5,277	15.51%
Operation & Maint. of Plant	\$ -	\$ -	-	\$ -	\$ -	\$ -	-
Scholarships and Fellowships	\$ 14,540,466	\$ 8,278,230	56.93%	\$ 9,234,671	\$ 4,290,870	\$ 4,943,801	46.46%
Staff Benefits	\$ -	\$ 549,636	-	\$ -	\$ 560,275	\$ (560,275)	-
Total Restricted Educational Activities	\$ 23,734,132	\$ 9,257,539	39.01%	\$ 11,966,782	\$ 5,197,343	\$ 6,769,439	43.43%
Total Educational Activities	\$ 65,590,866	\$ 17,257,774	26.31%	\$ 57,242,039	\$ 13,938,717	\$ 43,303,322	24.35%
Auxiliary Enterprises	\$ 3,407,989	\$ 731,912	21.48%	\$ 4,020,072	\$ 902,986	\$ 3,117,086	22.46%
Depreciation Expense - Buildings and Land Improvements	\$ 1,166,578	\$ 300,981	-	\$ 1,203,924	\$ 367,092	\$ 836,832	-
Depreciation Expense - Furniture, Machinery, Vehicles, and Other Equipment	\$ 660,689	\$ 168,837	-	\$ 675,348	\$ 170,325	\$ 505,023	-
Total Operating Expenses	\$ 70,826,122	\$ 18,459,504	26.06%	\$ 63,141,383	\$ 15,379,120	\$ 47,762,263	24.36%
Non-Operating Expenses							
Expenses on Capital Related Debt	\$ 1,686,108	\$ (4,091)	-0.24%	\$ 2,141,819	\$ (3,573)	\$ 2,145,392	-0.17%
Gain/Loss on Disposal of Fixed Assets	\$ (15,000)	\$ (203,500)	-	\$ (25,000)	\$ (1,225)	\$ (23,775)	4.90%
Other non-operating expense	\$ -	\$ -	-	\$ -	\$ -	\$ -	-
Other Uses of Cash							
Principal on Capital Related Debt	\$ 1,499,565	\$ 127,138	8.48%	\$ 1,693,450	\$ 133,983	\$ 1,559,467	7.91%
Capital Outlay (Non-Construction)	\$ 1,065,108	\$ 251,263	23.59%	\$ 914,156	\$ 54,839	\$ 859,317	6.00%
TOTAL	\$ 75,061,903	\$ 18,630,314	24.82%	\$ 67,865,808	\$ 15,563,144	\$ 52,302,664	22.93%



**Weatherford College Board of Trustees
Consent Agenda**

DATE: December 8, 2022

AGENDA ITEM #4. c.

SUBJECT: Quarterly Investment Report

INFORMATION AND DISCUSSION: As required by Government Code 2256.005, the investment officer shall prepare and submit to the Board a written report of investment transactions for all funds covered by the Public Funds Investment Act. This report is submitted to the Board on a quarterly basis, within a reasonable time after the end of the period. Attached you will find a Report of Investments for the period ending November 30, 2022.

RECOMMENDATION: That the Board of Trustees approve the Report of Investments at November 30, 2022.

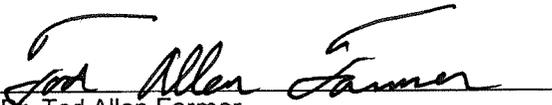
ATTACHMENTS: Report of Investments at November 30, 2022.

SUBMITTED BY: Dr. Andra R. Cantrell, Executive Vice President for Financial & Administrative Services

**WEATHERFORD COLLEGE
REPORT OF INVESTMENTS
November 30, 2022**

	<u>Money Market</u>	<u>CD's</u>	<u>Total</u>
Unrestricted	\$ 14,259,208.79	\$ 25,000,000.00	\$ 39,259,208.79
Restricted	2,837,360.89	-	2,837,360.89
Carter Endowment	1,410,992.01	-	1,410,992.01
Plant Retirement Indebtedness	1,963,571.31	-	1,963,571.31
	<u>20,471,133.00</u>	<u>25,000,000.00</u>	<u>45,471,133.00</u>

The investment of Weatherford College's funds as described above is in compliance with the investment policy and strategy of Weatherford College.



Dr. Tod Allen Farmer
President



Dr. Andra R. Cantrell
Executive V.P. for Financial and Administrative Affairs



**Weatherford College Board of Trustees
Consent Agenda**

DATE: December 8, 2022

AGENDA ITEM #4. d.

SUBJECT: Annual Review of CAK Local Policy Appropriations and Revenue Sources—Investments

INFORMATION AND DISCUSSION: Under Education Code Section 51.0032, investments made by the College shall comply with the Public Funds Investment Act as per Texas Government Code Chapter 2256.005. The Public Funds Investment Act is reviewed by the state legislature on a biannual basis. Due to the fact that no action has been taken since 2019, no changes are necessary. However, the code requires that the Board of Trustees annually review the local investment policy and strategy. But at this time, there are no changes required.

RECOMMENDATION: That the Board of Trustees has reviewed and approves the investment policy and investment strategies set out in CAK Local and recommends no changes at this time.

ATTACHMENTS: CAK Local Policy Appropriations and Revenue Sources—Investments.

SUBMITTED BY: Dr. Andra R. Cantrell, Executive Vice President for Financial & Administrative Services

APPROPRIATIONS AND REVENUE SOURCES
INVESTMENTS

CAK
(LOCAL)

Objectives

The investment policy of the College District shall be to:

1. Ensure the safety of the invested funds of the College District;
2. Maintain sufficient liquidity to provide adequate and timely working funds;
3. Attain the highest possible rate of return while providing necessary protection of principal consistent with College District operating requirements as determined by the Board;
4. Match the maturity of investment instruments to the daily cash flow requirements;
5. Diversify investments as to maturity, instruments, and financial institutions where permitted under state law;
6. Actively pursue portfolio management techniques; and
7. Avoid investment for speculation.

**Authorized
Investments**

Agreements

The College District's chief financial officer shall serve as the investment officer of the College District. The investment officer shall be required to obtain at least five hours of investment training within the first 12 months of assuming duties and shall be required to earn an additional five hours of investment training in every subsequent biennium. To ensure the accomplishment of the policy and the objectives listed, the investment officer of the College District shall be authorized to invest the various funds of the College District in legally authorized and adequately secured certificates of deposit and/or U.S. Treasury Bills with a maximum maturity of 12 months. The Board shall permit the investment of bond proceeds and pledged revenue to the extent allowed by law. No other investments shall be made without approval of a majority of the Board. All investment transactions except investment pool funds and mutual funds shall be executed on a delivery versus payment basis. With respect to repurchase agreements:

1. The market value of the collateral shall equal at least 102 percent of the cash value of the repurchase agreement.
2. All securities purchased under a repurchase agreement shall be held by the College District's custodial (safekeeping) agent.
3. The seller of repurchase agreement securities shall be entitled to substitute securities upon authorization by the College District.

APPROPRIATIONS AND REVENUE SOURCES
INVESTMENTS

CAK
(LOCAL)

4. No repurchase agreement shall be entered into unless a Master Repurchase Agreement has been executed between the College District and its trading partners.

Certificates of
Deposit

Bids for certificates of deposit may be solicited orally, in writing, electronically, or in any combination of those methods.

**Safety and
Investment
Management**

The investment officer shall exhibit prudence and discretion in the selection and management of securities. Skill and judgment shall be exercised in order that no individual or group of transactions undertaken would jeopardize the total capital sum of the overall portfolio. The College District shall not allow speculation (such as anticipating an appreciation of capital through changes in market interest rates) in the selection of any investments. The investment officer shall observe financial market indicators, study financial trends, and utilize available educational tools in order to maintain appropriate managerial expertise.

**Liquidity and
Diversity**

To meet the investment objectives of the College District, the maturity of investments shall be targeted to coincide with the cash flow needs of the College District.

Assets of the College District shall be invested in instruments whose maturities do not exceed one year at the time of purchase. Assets held in debt retirement funds may be invested in maturities exceeding one year. The investment portfolio shall be diversified to reduce the risk of loss of investment income from overconcentration of assets in a specific issue, a specific issue size, or a specific class of securities.

Nevertheless, the College District recognizes that in a diversified portfolio, occasional measured losses are inevitable and must be considered within the context of the overall portfolio's investment return. Also, it is intended that investments in all funds shall be managed in such a way that any market price losses resulting from interest rate volatility shall be offset by income received from the balance of the portfolio during a 12-month period.

Internal Controls

A system of internal controls shall be documented in writing. Also, they shall be designed to prevent losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the College District. Controls deemed most important shall include:

1. Control of collusion;
2. Separation of duties;

APPROPRIATIONS AND REVENUE SOURCES
INVESTMENTS

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(LOCAL)

3. Separation of transaction authority from accounting and recordkeeping;
4. Custodial safekeeping;
5. Avoidance of bearer-form securities;
6. Clear delegation of authority;
7. Specific limitations regarding securities losses;
8. Written confirmation of telephone transactions;
9. Limiting the number of authorized investment officials; and
10. Documentation of transactions and strategies.

These controls shall be reviewed by the College District's independent auditing firm.

Safekeeping and Custody

To protect against potential fraud and embezzlement, the cash and investments of the College District shall be secured through third-party custody and safekeeping procedures as designated by the College District. Investment officials shall be bonded.

Sellers of Investments

Prior to handling investments on behalf of the College District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law.

Representatives of brokers/dealers shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC), and be in good standing with the Financial Industry Regulatory Authority (FINRA).

Interest Rate Risk

To reduce exposure to changes in interest rates that could adversely affect the value of investments, the College District shall use final and weighted-average-maturity limits and diversification.

The College District shall monitor interest rate risk using weighted average maturity and specific identification.

Portfolio Report

A monthly management portfolio report shall be prepared by the investment officer relating to investments of the College District and appropriate collateral pledged for those investment instruments requiring security. A comprehensive report on the investment program and investment activity shall be presented annually to the Board. A compliance audit of management controls on investments and adherence to approved investment policies shall be performed in conjunction with the annual financial audit, along with a state agency compliance audit performed at least every two years.

APPROPRIATIONS AND REVENUE SOURCES
INVESTMENTS

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(LOCAL)

**Monitoring Market
Prices**

Monitoring shall be done monthly and more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment. The investment officer shall keep the Board informed of significant declines in the market value of the College District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, commercial or investment banks, financial advisers, and representatives/advisers of investment pools or money market funds.

**Monitoring Rating
Changes**

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment ratings and to liquidate investments that do not maintain satisfactory ratings.

Investment Strategy

The College District maintains portfolios that utilize specific investment strategy considerations designed to address the unique characteristics of the following fund groups represented in the portfolios:

1. Operating Funds. Investment strategies for operating funds and commingled pools containing operating funds have as their primary objective the assurance that anticipated cash flow are matched with adequate investment liquidity. In order to accomplish this, the College District shall maintain adequate balances in short-term investments with necessary liquidity to ensure that sufficient funds are available for the continued operations of the College District. Funds shall not be invested in securities with stated maturities that exceed the reasonable expected expenditure time period.
2. Debt Service Funds. The College District shall maintain as its primary objective, the safety of principal with regard to all monies collected or allocated for debt service. Secondly, the College District shall seek to maximize the return on such funds while ensuring sufficient funds for timely payments of its debt obligations. In order to accomplish this, the College District shall invest such funds in amounts and maturity dates that most likely will meet the debt service requirements of the College District.
3. Capital Improvement Fund. The College District shall maintain as its primary objective, the safety of principal with regard to all monies collected. The College District shall seek to maximize the return of such funds while ensuring sufficient funds for timely payments of its obligations.

APPROPRIATIONS AND REVENUE SOURCES
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4. Special Projects or Special Purpose Funds. Portfolios for these funds shall have as their primary objective the assurance that anticipated cash flows are matched with adequate investment liquidity. The stated final maturity dates of securities held should not exceed the estimated project completion date.



**Weatherford College Board of Trustees
Consent Agenda**

DATE: December 8th, 2023

AGENDA ITEM # 4.e.

SUBJECT: 2023-2024 Academic Calendar

INFORMATION AND DISCUSSION: EA (Local) Policy issues the requirement for Board approval to the Academic Calendar. As necessary, the Board may amend the calendar.

RECOMMENDATION: That the Board of Trustees approve the 2023-24 Academic Calendar.

ATTACHMENTS: 2023-24 Academic Calendar

SUBMITTED BY: Dr. Scott Tarnowiecky, Assistant Vice President of Student Services

2023-2024 Academic Calendar

FALL 2023 Important Dates

August 15	Tuition payment deadline for Fall 23 Term
August 21	First Day of Term
September 4	Labor Day Holiday
November 1	Spring 2024 Priority registration for veterans & current students with 30+ hours at WC
November 7	Spring 2024 Open registration for current & returning students
November 20 – 24	Thanksgiving Holidays
November 28	Spring 2024 New & Transfer student registration
December 13	End of Term
December 15	College offices closed to the public at noon
December 18 – Jan. 2	Winter Break

Fall 2023 - 16 Week Session

August 17	Registration Ends for Fall 16-week session
August 20	Last Day for 100% refund
August 21	Classes Begin for Fall 16-week session
September 6	Official Day of Record (Census Date) for Fall 16-week session
September 11	Last day to receive 70% refund
September 18	Last day to receive 25% refund
November 9	Last day to withdraw with a “W” for Fall 16-week session
December 7-13	Final Exams for Fall 16-week session
December 13	Classes End for Fall 16-week session

Fall 1st 8 – Week Session

August 17	Registration Ends for Fall 1 st 8-week session
August 20	Last day for 100% refund
August 21	Classes Begin for Fall 1st 8-week session
August 28	Official Day of Record (Census Date) for Fall 1 st 8-week session
August 30	Last day to receive 70% refund
September 1	Last day to receive 25% refund
September 28	Last day to withdraw with a “W” for Fall 1 st 8-week session
October 13	Final Exams and Classes end for Fall 1 st 8-week session

Fall 2nd 8 – Week Session

October 13	Last day of late registration
October 15	Last day for 100% refund
October 16	Classes Begin for Fall 2nd 8-Week Session
October 23	Official Day of Record (Census Date) for Fall 2 nd 8-week session
October 25	Last day to receive 70% refund
October 27	Last day to receive 25% refund
November 30	Last day to withdraw with a “W” for Fall 2 nd 8-week session
December 13	Final Exams and Classes end for Fall 2 nd 8-week session

2023-2024 Academic Calendar

Spring 2024 Important Dates

January 9	Tuition payment deadline for Spring 2024 term
January 15	Martin Luther King, Jr. Day Holiday
January 16	First day of term
March 11 - 15	Spring Break
March 29	Good Friday Holiday
April 10	Summer/Fall 2024 Priority registration for veterans & current students 30+ hours at WC.
April 16	Summer/Fall 2024 Open registration for current & returning students
May 8	End of term
April 30	Summer/Fall 2024 New & Transfer student registration

Wintermester

December 15	Registration Ends for Wintermester
December 17	Last day for 100% refund
December 18	Classes Begin for Wintermester
December 19	Official Day of Record (Census Date) for Wintermester
December 20	Last day to receive 70% refund
December 21	Last day to receive 25% refund
January 2	Last day to withdraw with a "W" for Wintermester
January 5	Final Exams and Classes End for Wintermester

Spring 2024 16 Week Session

January 12	Registration Ends for Spring 16-week session
January 15	Last day for 100% refund
January 16	Classes Begin for Spring 16-week session
January 31	Official Day of Record (Census Date) for Spring 16-week session
February 5	Last day to receive 70% refund
February 12	Last day to receive 25% refund
April 9	Last day to withdraw with a "W" for Spring 16-week session
May 2 – May 8	Final Exams for Spring 16-week session
May 8	Classes End for Spring 16-week session

Spring 1st 8 – Week Session

January 12	Registration Ends for Spring 1 st 8-week session
January 15	Last day for 100% refund
January 16	Classes Begin for Spring 1st 8-week session
January 23	Official Day of Record (Census Date) for Spring 1 st 8-week session
January 25	Last day to receive 70% refund
January 29	Last day to receive 25% refund
February 20	Last day to withdraw with a "W" for Spring 1 st 8-week session
March 8	Final Exams and Classes end for Spring 1 st 8-week session

Spring 2nd 8 – Week Session

March 8	Registration Ends for Spring 2 nd 8-week session
March 17	Last day for 100% refund
March 18	Classes Begin for Spring 2nd 8-week session
March 25	Official Day of Record (Census Date) for Spring 2 nd 8-week session
March 27	Last day to receive 70% refund
April 1	Last day to receive 25% refund
April 23	Last day to withdraw with a "W" for Spring 2 nd 8-week session
May 13	Final Exams and Classes end for Spring 2 nd 8-week session

2023-2024 Academic Calendar

Summer 2024 Important Dates

May 9	Tuition payment deadline for Summer 2024 Term
May 13	Summer hours begin, offices open 8-5:30, closed on Fridays
May 27	Memorial Day Holiday
July 4	Independence Day
August 12	Return to regular office hours

Maymester

May 10	Registration Ends for Maymester
May 12	Last day for 100% refund
May 13	Classes Begin for Maymester
May 14	Official Day of Record (Census Date) for Maymester
May 15	Last day to receive 70% refund
May 16	Last day to receive 25% refund
May 23	Last day to withdraw with a "W" for Maymester
May 31	Final Exams and Classes end for Maymester

Summer 1st Session

May 31	Registration Ends for Summer 1
June 2	Last day for 100% refund
June 3	Classes Begin for Summer 1
June 6	Official Day of Record (Census Date) for Summer 1
June 10	Last day to receive 70% refund
June 12	Last day to receive 25% refund
June 25	Last day to withdraw with a "W" for Summer 1
July 9	Final Exams and Classes end for Summer 1

Summer 2nd Session

July 9	Registration Ends for Summer 2
July 9	Last day for 100% refund
July 10	Classes Begin for Summer 2
July 16	Official Day of Record (Census Date) for Summer 2
July 17	Last day to receive 70% refund
July 22	Last day to receive 25% refund
July 30	Last day to withdraw with a "W" for Summer 2
August 14	Final Exams and Classes end for Summer 2

Course Meeting Times MW and TR classes

7:30 - 8:45

9:00 – 10:15

10:30 – 11:45

Activity Period 12:00 – 1:00

1:00– 2:15

2:30– 3:45

4:00 – 5:15

Night Classes Meeting one day a week

6:00 – 7:15

7:30 – 8:45



**Weatherford College Board of Trustees
Consent Agenda**

DATE: December 8, 2022

AGENDA ITEM # 4.f.

SUBJECT: Resolution to Authorize an Interlocal Cooperative Purchasing Agreement with ESC Region 19 Allied States Cooperative

INFORMATION AND DISCUSSION: Pursuant to the authority granted under State of Texas Government Code, Chapter 791 Interlocal Cooperation Contracts, as amended, Weatherford College desires to participate in the Cooperative Purchasing Program with ESC19 Allied States Cooperative to provide a variety of goods, products and services for Weatherford College.

The purpose of the ESC Region 19 Allied States Cooperative Purchasing Program is to leverage ASC members' combined buying power to command better pricing and favorable contract terms from suppliers. ESC Region 19 develops and administers a cooperative purchasing program that provides members with a legal and compliant exemption to the solicitation process. In addition, ESC-R19 provides agencies with subsequent independent contacts and/or offerings of each of the programs and services that ESC-R19 provides through ASC providing members with a legal and compliant exemption to the solicitation process.

Membership in the ESC-R19 ASC purchasing cooperative entitles the entity to utilize competitively bid goods and services where the vendor or vendors can operate logistically and has the capabilities to perform in compliance with contract provisions. Member benefits include increasing the purchasing power of government entities and reducing the cost of purchased goods and services, expediting the procurement process, no cost incurred by its membership, no obligation to purchase, no administrative expense of preparing and soliciting proposals or the cost of publishing legal notices, complies with state purchasing codes, and managed by public purchasing professionals.

RECOMMENDATION: That the Board of Trustees approves the Resolution authorizing the Interlocal Cooperative Purchasing Agreement with ESC Region 19 Allied States Cooperative as presented.

ATTACHMENTS: Resolution and Interlocal Cooperative Purchasing Agreement

SUBMITTED BY: Dr. Andra R. Cantrell, Executive Vice President of Financial & Administrative Services

RESOLUTION

BOARD RESOLUTION *Of* **Weatherford College**

WHEREAS, the Board of Trustees of Weatherford College of the Parker County Junior College District, Weatherford, Texas, approving the terms and conditions of an Interlocal Cooperative Purchasing Agreement to participate in the ESC 19 Allied States Cooperative Purchasing Program to provide a variety of goods, products and services; designating Dr. Andra R. Cantrell, Executive Vice-President of Financial and Administrative Affairs, as official representative of Weatherford College relating to this contract, and

WHEREAS, the Board of Trustees of Weatherford College has been presented a proposed Interlocal Cooperative Purchasing Agreement by and between ESC 19 ASC and Weatherford College and found to be acceptable and in the best interests of Weatherford College and its citizens, are hereby in all things approved, and

WHEREAS, no fees for the Cooperative shall be paid to ESC 19 ASC for participation in this Cooperative, and

WHEREAS, Weatherford College of Weatherford, Texas, pursuant to the authority granted under State of Texas Government Code, Chapter 791 Interlocal Cooperation Contracts, as amended, desires to participate in the described ESC 19 Allied States Cooperative Purchasing Program and in the opinion that participation in this contract will be highly beneficial to the taxpayers through the anticipated savings to be realized by Weatherford College.

NOW THEREFORE, BE IT RESOLVED by the Board of Trustees of Weatherford College of the Parker County Junior College District, Weatherford, Texas:

Section I. The terms and conditions of the contract have been reviewed by the Board of Trustees of Weatherford College and found to be acceptable and in the best interests of Weatherford College and its citizens are hereby in all things approved.

Section II. Dr. Andra R. Cantrell, Executive Vice-President of Financial and Administrative Affairs of Weatherford College, under the direction of the Board of Trustees of Weatherford College, is hereby designated to act for Weatherford College in all matters relating to the ESC 19 ASC Cooperative Purchasing Program. This resolution shall become effective from and after its passage and will remain current on file until either party severs the agreement.

DULY PASSED AND APPROVED THIS THE 8^h DAY OF DECEMBER 2022. ATTEST:

Authorized Signature

Mr. Mac Smith

Weatherford College Board Chairman

Authorized Signature

Ms. Lela Morris

Weatherford College Board Secretary



Education Service Center
Region 19
El Paso & Hudspeth Counties

6611 Boeing Drive
El Paso, Texas 79925-1010
www.esc19.net

(915) 780-5019
FAX: (915) 780-5061

**(SS-PUR-F032.1)
RESOLUTION**

AUTHORIZATION FOR USE OF ESC REGION 19 ALLIED STATES COOPERATIVE

WHEREAS, the _____ (Agency Name) of _____ (City), Texas, pursuant to the authority granted under Section 271.101 to 271.102 of the Local Government Code, desires to participate in the ESC-Region 19 Allied States Cooperative, in the best interest of the taxpayers through cooperative savings to be realized.

NOW, THEREFORE, BE IT RESOLVED BY _____ (Agency Name) OF THE _____ (City), TEXAS AS FOLLOWS:

The terms and conditions of the agreement have been reviewed by the Governing Body of the _____ (Agency Name) and found to be acceptable and in the best interests of the _____ (Agency Name) and its citizens are hereby in all things approved.

The _____ (Agency Name) is authorized to enroll and participate in the ESC Region 19 Allied States Cooperative and purchases through this program shall be deemed to meet competitive purchasing requirements.

DULY PASSED AND APPROVED THIS THE _____ DAY OF _____ 20_____.

ATTEST: _____ (Authorized Signature)

(Title)

(Title)

Upon agreement and authorized approval by the governing body of each of the parties, this agreement will be in effect between the referenced parties, in which Education Service Center- Region 19 Allied States Cooperative will cooperatively bid out goods and services. This agreement shall automatically renew on the anniversary date. Either party may terminate this agreement with or without cause given a 30-day notice.

Authority for cooperative contracting is granted under Government Code Title 7, Chapter 791 Interlocal Cooperation Contracts, Subchapter B General Interlocal Contracting Authority and Subchapter C Specific Interlocal Contracting Authority and Local Government Code, Chapter 271, Subchapter F, Section 271.101. and Section 271.102.

Region 19 Education Service Center through Allied States Cooperative will:

- Provide organizational and administrative support to facilitate member requirements
- Provide staff necessary for efficient operation of the purchasing cooperatives
- Provide administrative support for contract compliance with awarded bidders
- Comply with competitive bidding requirements
- Disseminate information in an expedient manner regarding awards and information related to specified contracts
- Maintain the ESC-Region 19 Allied States Cooperative website
- Provide specific contract requirement bid processing services during the contract period on a case by case basis.

Purchasing Co-op Members will:

- Designate a contact person for communications
- To the extent permitted by law, indemnify and save harmless Education Service Center - Region 19 Allied States Cooperative, the Region 19 Board of Directors, and Region 19 employees or representatives from all suits and claims resulting or arising from any breach of this Agreement or related agreements by the Co-op member and any negligent or intentional acts of Co-op member, its employees or agents. This Interlocal Agreement does not constitute a waiver of the sovereign immunity of any of the parties hereto.
- Submit copies of all purchase orders utilizing ESC-Region 19 ASC contracts to ESC Region 19 ASC.
- Pay awarded vendors in compliance with the payment terms set forth in the contracts.
- Notify ESC-Region 19 Allied States Cooperative in writing of any non-compliance issues with awarded vendors.
- Mutually agree with ESC-R19 (ASC) on specific contracts to be utilized due to market coverage by vendors. Each party paying for the performance of governmental function or services must make those payments from current revenues available to the paying party.

Please return approved agreement to: Procurement Director -
rshernandez@esc19.net & lhernando@esc19.net
ESC-Region 19 Allied States Cooperative
6611 Boeing Drive, El Paso, TX 79925

Purchasing Cooperative Member

Name of District/Agency

Name of Authorized Person

Signature of Authorized Person

Title

Date

Region 19 Education Service Center

Armando Aguirre, Ed.D.

Authorized Signature

Date

PURCHASE ORDER CONTACT

1. _____
Name

Email

2. _____
Name

Email

Address:

City State Zip

Telephone

Fax



**Weatherford College Board of Trustees
Consent Agenda**

DATE: December 8, 2022

AGENDA ITEM #5

SUBJECT: Consideration and Possible Action: 2021-22 Financial Audit

INFORMATION AND DISCUSSION: Snow Garrett Williams completed the financial audit for the fiscal year ending August 31, 2022. A copy of the Annual Financial and Compliance Report for the year ended August 31, 2022 will be sent to the Board prior to the Board meeting. Representatives from Snow Garrett Williams will be at the Board meeting to present the audit and to answer any questions.

RECOMMENDATION: That the Board of Trustees approve the 2021-22 Financial Audit as presented.

ATTACHMENTS: None.

SUBMITTED BY: Dr. Andra R. Cantrell, Executive Vice President for Financial & Administrative Services



Weatherford College Board of Trustees Consent Agenda

DATE: December 8, 2022

AGENDA ITEM# 6.a.

SUBJECT: Academic and Student Services Update

INFORMATION AND DISCUSSION:

Program Updates:

The BSN and BAAS in Organizational Leadership programs will submit their biennial program performance reports to the Texas Higher Education Coordinating Board at the end of the month.

Weatherford College is developing articulation agreements with Texas Woman's University for students transitioning from the BAT in Medical and Health Services Management and the BAAS in Organizational Leadership to appropriate masters-level programs.

The Academic Services and Student Services divisions are coordinating with Technology Services to complete the migration of the Instructional Information Website (required by Texas House Bill 2504) from the MOODLE LMS to the Clean Catalog system. The new site will include the College catalog, master syllabi for all credit-based courses, an instructor directory with individual instructor information pages, and links to institutional resources such as the annual budget.

Numbers with Heart:

From the BAAS in Organizational Leadership Program – *all fifteen students in the first-year cohort are progressing toward graduation in May of 2023.* The program's second cohort has retained all twenty-three students as we near the end of the fall 2022 term.

The BSN program graduated twelve students in August, with another five completing this month. The continuing population includes nineteen students with thirteen qualified applicants. An exciting new feature of the BSN is the early enrollment program for our ADN students. Twenty-five current ADN students are also completing BSN courses in the fall of 2022, with eighteen more joining them in concurrent enrollment in the spring. *Associate Degree Nursing students who enroll concurrently can earn their BSN in as little as two semesters after they finish their ADN.*

During the month of November Student Services had 740 advising session with students. Director of Student Engagement John Turntine met with 389 of those students. By the end of the month just over 2,500 students were registered for courses, a five percent increase from the same time last year.



**Weatherford College Board of Trustees
Consent Agenda**

DATE: December 8, 2022

AGENDA ITEM# 6.b.

SUBJECT: WC Honors Programs

INFORMATION AND DISCUSSION:

A report will be given to update the Board on the WC Honors Programs, Phi Theta Kappa Society and the National Society of Leadership and Success.

ATTACHMENTS: None.

SUBMITTED BY: Michelle Burt, Sharon Johnson and Dr. Bishnu Twanabasu

PHI THETA KAPPA – TRASH ART

Categories: Literature, 2D, and 3D. Below are the creative 2D and 3D submissions!



"Tin Can the Dragon" – Samuel Suhr



"Dell" – The Technology Service Group



"Undecided" – Brandy Grotts



"Angel" – Anita Garcia



Aubrey Marshall and Emma Morsch



"Trash Sea" – Adrianna Lindor



Andi and Jem



Abigail Monijesu and Casen Burgess



“Hallmark Cabin” – Brooke Justin



“Ocean Life” – Brenna Calderon



**Weatherford College Board of Trustees
Consent Agenda**

DATE: December 8, 2022

AGENDA ITEM# 6.c.

SUBJECT: Economic Impact Study

INFORMATION AND DISCUSSION:

EXECUTIVE SUMMARY
UNT Economics Research Group

Institutions of higher education have a significant role in ensuring the future economic growth of North Texas. Higher education conducts the core research and workforce training that are vital for commercial achievement. Colleges and universities provide the education that shapes the intellect and character of future economic leaders. Colleges and universities also provide the practical education and training necessary to sharpen the skill set of the North Texas labor force.

Higher education has a very tangible impact on the North Texas economy. Specifically, local colleges and universities are significant economic engines in themselves. They are large employers of local labor and their spending supports a wide variety of local businesses. This is especially true of rural institutions. Rural colleges are often not only the primary economic driver of the community, but they also provide the region's social and cultural inspiration.

The purpose of this study is to identify and measure the significant annual economic impact that Weatherford College has on the North Texas Economy. The College's audited financial statements are the foundation of this report. Therefore, this study captures all financial activity conducted by Weatherford College and reported through its audited and compliant systems. This includes College expenditure items, such as purchases of tangible goods and related services, payroll for all staff, capital improvements, physical plant, and inventory purchases. Examples of College revenues include grants and state appropriations, tuition income, private gifts, and sales by College auxiliary enterprises.

This study also includes estimates of the economic impact of Weatherford College's student, employee, and visitor spending. It provides an estimate of the economic impact of the College's athletic programs. No attempt was made to estimate the value of non-tangible expenditure streams. This study does not attempt to measure the added value of student



learning capacity; the economic impact of faculty earnings from private consulting, patent and book royalties; or the economic impact of faculty and staff expertise used by businesses and public sector organizations. While these impacts may be considerable, the data is often imprecise and not verifiable. For this reason, they are not included in this report.

Every attempt was made to precisely locate the true economic impact. To this end, the study utilizes a geographic information system (GIS) to spatially locate the institution's expenditure transactions. Accountspayable transactions and employee compensation have been spatially plotted. Once these geographic spending patterns were determined, the data were coupled with an economic Input/Output model to determine the appropriate spending multipliers for Weatherford College's service area.

ATTACHMENTS: Weatherford College's Impact on the North Texas Economy for 2021

SUBMITTED BY: Dr. Tasha Brown

Weatherford College's Impact on the North Texas Economy for 2021

Michael C. Carroll, Ph.D.
Yang Zhou, Ph.D.

Economic Research Group
University of North Texas

October 2022

RESEARCH STATEMENT

The economic impacts contained in this report are based on the 2021 audited financial statements of Weatherford College. The financial information is taken as given and no attempt was made to verify or audit the Weatherford College financial systems and procedures. The data regarding student enrollment and athletic activity was provided by the College. This report does not include the economic value of intangible items such as the economic value student earning potential or any valuation of technology transfers. Every attempt was made to accurately measure and spatially place the relevant, “real” economic impacts.



Michael C. Carroll, Ph.D., Director
Economics Research Group
University of North Texas

EXECUTIVE SUMMARY

Institutions of higher education have a significant role in ensuring the future economic growth of North Texas. Higher education conducts the core research and workforce training that are vital for commercial achievement. Colleges and universities provide the education that shapes the intellect and character of future economic leaders. Colleges and universities also provide the practical education and training necessary to sharpen the skill set of the North Texas labor force.

Higher education has a very tangible impact on the North Texas economy. Specifically, local colleges and universities are significant economic engines in themselves. They are large employers of local labor and their spending supports a wide variety of local businesses. This is especially true of rural institutions. Rural colleges are often not only the primary economic driver of the community, but they also provide the region's social and cultural inspiration.

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This study also includes estimates of the economic impact of Weatherford College's student, employee, and visitor spending. It provides an estimate of the economic impact of the Colleges athletic programs. No attempt was made to estimate the value of non-tangible expenditure streams. This study does not attempt to measure the added value of student earning capacity; the economic impact of faculty earnings from private consulting, patent and book royalties; or the economic impact of faculty and staff expertise used by businesses and public sector organizations. While these impacts may be considerable, the data is often imprecise and not verifiable. For this reason, they are not included in this report.

Every attempt was made to precisely locate the true economic impact. To this end, the study utilizes a geographic information system (GIS) to spatially locate the institution's expenditure transactions. Accounts payable transactions and employee compensation have been spatially plotted. Once these geographic spending patterns were determined, the data were coupled with an economic Input/Output model to determine the appropriate spending multipliers for Weatherford College's service area.

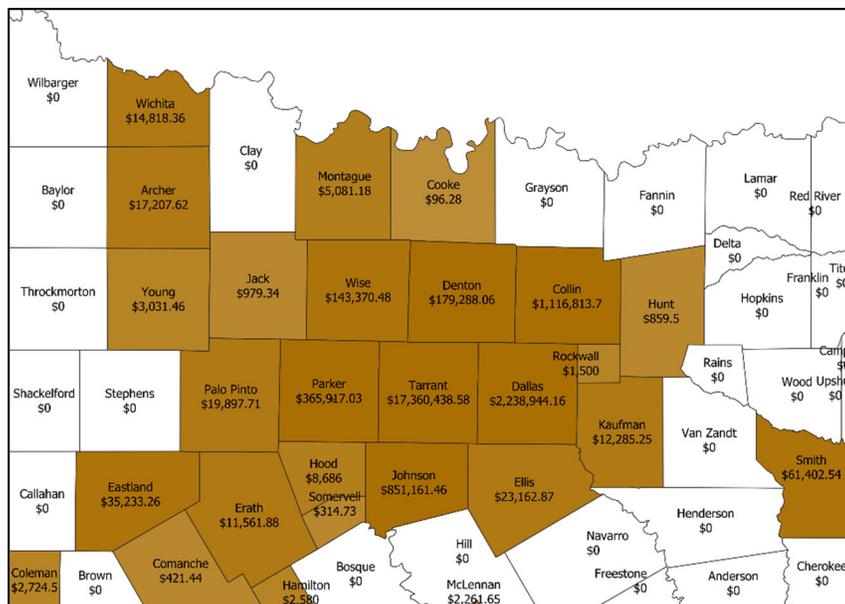
Selected 2021 Highlights:**Primary Economic Activity**

- Weatherford College generated \$139.3 million dollars for the North Texas economy in 2021
- Weatherford College supports 1,118 jobs annually in the North Texas economy
- Weatherford College generates \$5.3 million dollars annually in state and local tax revenues
- Weatherford College generates \$12.4 million dollars annually in Federal tax revenues
- Weatherford College generates \$4.6 dollars in local economic activity for each dollar it receives in state and local appropriations.
- The majority of Weatherford College's spending is local (see Map 1)

Table 1				
Economic Impact of Weatherford College				
Primary Operations				
Summary				
	Direct	Indirect	Induced	Total
Total Economic Impact	\$69,176,116	\$27,739,415	\$42,429,258	\$139,344,789
Employment	712	144	261	1,118
Labor Income	\$38,940,084	\$8,161,940	\$14,599,656	\$61,701,680
Value Added (GDP)	\$40,889,829	\$17,280,811	\$25,656,387	\$83,827,028

Note: Primary economic activity includes Weatherford College's spending on campus operations, capital investments, employee compensation, spending of students residing on campus, and visitor spending related to Weatherford College academic events and on-campus student visitors. The state and local tax revenue does not include property tax revenue related to Weatherford College employees. The source of this impact are the audited financial statements and the college enrollment/housing records. The service area for primary activity is the DFW Metro Area.

Map 1
Local Accounts Payable Spending



Ancillary Economic Activity

- Ancillary activity is the economic contribution provided to Parker County from Weatherford College athletic activities and related visitor spending.
- The total economic impact of ancillary activity on Parker County is \$213,290

Impact Note:

- **Direct** impact measures the actual expenditure conducted by Weatherford College. Direct college spending includes capital spending, operation expenses and student/visitor spending. The amount of direct college spending is taken from the audited financial statements and Weatherford College enrollment records.
- **Indirect** impact measures the volume of industry-to-industry purchases that result from Weatherford College's local spending.
- **Induced** impact reflects the change in household spending that result from direct and indirect activity.
- **Total** impact is the summation of direct, indirect, and induced.

INTRODUCTION

Weatherford College was established in 1869 and is the oldest continuing public community college west of the Mississippi River. The college celebrated its 150th anniversary in 2019. Weatherford College's state defined education district consists of five counties – Parker, Palo Pinto, Hood, Jack and Wise. Weatherford College provides programs that parallel the first two years of baccalaureate institutions and provides opportunities for local students that would not have been possible a significant commute. Weatherford College partners with other institutions such as Midwestern State and Tarleton State University. These partnerships provide Weatherford College students with education and other career opportunities that may not have been provided by other institutions. The College is accredited by the Southern Association of Colleges and Schools and other program-specific accrediting authorities.

The expenditures of Weatherford College affect the economy in three ways. The direct impact includes the purchases of resources (labor, goods, and services) that occur from normal College operations. Such purchases include local utilities, supplies, and general salary and service expenses. The indirect impact measures the volume of industry-to-industry purchases. For example, if Weatherford College purchases goods or services from other DFW firms, the value of these items must be included. Finally, the induced impact reflects the change in household demand as those employees of Weatherford College and its suppliers earn dollars for consumer spending. This analysis disaggregates the ultimate economic impact into these three categories in order to investigate the process by which dollars and jobs are generated. The direct impacts are obtained from College financial records, whereas the indirect and induced impacts are estimated with an input-output model.

This study's goal is to measure the direct, indirect and induced economic impacts as accurately as possible. All the revenue and expenditure transactions were reconciled and any non-cash (e.g. depreciation, accruals, etc.) transactions were eliminated. Therefore, any "real" financial activity conducted by the College and reported through its audited system was captured. This includes College expenditure items such as purchases of tangible goods and related services, payroll for all staff, and purchases for physical plant and inventory. Further, this study adds estimates of employee, student, and visitor spending.

METHODOLOGY

This section explores the general methodology used to calculate the economic impacts. A brief discussion of the models employed is followed by a description of the pertinent data used in the economic calculations. The primary data are directly from Weatherford College's audited financial statements and represents the most accurate data available and official enrollment records. The secondary data, items such as industry employment levels and local demographic characteristics, are taken from a number of state and national data sources.

General Economic Forecasting Model Specification

This study employed an Input\Output model to make the primary economic forecasts. Input\Output methodology allows the examination of forward and backward linkages that are present in any regional economy. The model measures the total annual economic activity that results from inter- and intra-industry transactions. The model breaks the economy into approximately 540 separate sectors with each sector representing an individual industry. It then uses a sectoring scheme developed by the IMPLAN Group and is closely related to the Bureau of Economic Analysis (BEA) REIS model. The model is 536 X 536 (row x col.) matrix that shows all the economic activity between the individual sectors. The entries in the matrix are based on the dollar amount that each industry sells to (and purchases from) other industries in North Texas. It measures the amount of final consumption by the residents of the region as well as how much each industry exports from the area. The model uses data collected at the county level, which are obtained from the IMPLAN Group and the BEA. County data are in turn aggregated or “rolled-up” to form service areas such as local areas, states or larger geographic regions such as the Western or Midwest.

Input\Output models estimate economic impacts by taking advantage of the relatively stable patterns in the flow of goods and services within the economy. Predictions can be made of an industry’s total economic impact by examining the purchasing patterns of the individual sectors. The BEA collects extensive data on these regional trade flows and reports their findings annually.

Spatial patterns are then defined through a Geographical Information System (GIS) interface. This GIS interface affords the ability to spatially locate and describe the economic phenomena under consideration. It further allows the forecasting model to accurately describe (zip code centroid location) the physical location of any economic activity reported. Economic activity, once accurately defined, can be tracked through to its ultimate destination. Any degradation of the economic impact is assumed to be a function of distance decay or information/transportation infrastructure inadequacies.

Primary Data

All the primary data come directly from Weatherford College’s audited financial statements (Snow Garrett Williams CPA, 2021) and provide a solid foundation for the analysis. These data include all the College’s accounts payable transactions, salaries and fringe benefits, number of employees, construction and capital improvements spending, and state appropriations.

Secondary Data Specifications

Once the primary (direct) impact is identified, it is necessary to estimate the ultimate impact on the economy. This study’s forecasting model utilizes variables from a variety of national data sets. To reduce potential confusion, a specific definition of the major variables may be of use.

Industry Output

Industry output represents the value of the industry's total production. Industry output can be thought of as the value of industry sales plus or minus inventory changes. It should be stated that industry output is not a measure of an industry's income and, therefore, cannot be directly compared to the Gross State Product (GSP) (Total-value Added is a closer approximation) numbers reported by the BEA. The value of industry output is typically higher than GSP. It is a more comprehensive measure and, therefore, is a better measure of true economic impacts. The IMPLAN model estimates the industry output data, which are derived from the Bureau of Census Economic Census, the Annual Survey of Manufacturers, and the Bureau of Labor Statistics growth model.

Employment

Employment is the total number of full-time wage and salary employees, plus the number of self-employed workers in a particular industry. Part-time workers' hours are aggregated into full-time equivalents (2,080 hours), and reported with the full-time workers.

No single source of employment data is adequate for accurately estimating employment impacts. Due to nondisclosure rules, the employment figure reported by government agencies often underestimates true employment in a given county. In accordance with U.S. Code Title 13, Section 9, no datum is published that would disclose the operations of an individual employer or put an individual employer at an unfair disadvantage. In this study, as we narrow our focus to the county level, the number of firms representing an industry inevitably decreases. It is not uncommon for a single business establishment to be the sole operator in that industry in a particular county. If this is the case, the employment numbers are not disclosed and the employment in that region is understated. Fortunately, it is possible to reconstruct a region's employment by combining data from a variety of sources. Non-disclosure rules require that the individual reporting agency not reveal confidential information. However, other government agencies may report the missing data in another form. For example, the U.S. Department of Labor collects labor data as part of the Unemployment Insurance ES-202 program. These data are for "covered employees" of the Unemployment Insurance Program. Workers not "covered," such as self-employed workers, would not be included in the data. However, "not covered" workers would be included in the employment figures captured by the Department of Census County Business Patterns. By carefully combining the employment figures reported in the ES-202 data set, the County Business Patterns, the REIS data and the Internal Revenue Service Quarterly Payroll File (FICA), a fairly comprehensive employment figure can be reconstructed. The raw data are then "sectored" into the appropriate SICs and, in turn, combined into the necessary industry vectors and IMPLAN matrices.

Labor Income

Labor income includes all salaries and wages paid to the industry's employees. The figure includes the proprietors' income of self-employed persons in the industry. The figures reported are gross amounts and taken

from the IMPLAN data set.

Consumption

Employee consumption measures consumption spending of employees directly employed by the relevant industry. Employee spending is estimated using the BEA Benchmark I/O Study and the BLS Consumer Expenditure Survey. This provides estimates of employee spending based on regional preferences and household income levels. In this case, it measures the typical “basket” of goods purchased by a North Texas family.

Understanding Multipliers

As mentioned in the introduction, the operation of Weatherford College impacts the economy in three ways. The direct impact includes the purchases of resources (labor, goods, and services) as the College completes its traditional academic mission. The indirect impact occurs through industry-to-industry purchases the College makes with its local suppliers. Finally, the induced impact reflects the change in household demand as those employees of the College and Weatherford College’s supplier’s employees earn dollars for consumer spending. Therefore, the total impact to the economy is the summation of the direct, indirect and induced components. The indirect and the induced portions are commonly known as the multiplier. It shows how the initial (direct) expenditures get multiplied through the economy. Calculating the multipliers based on the supplier relationships and employee consumption patterns are much more accurate than simple multiplier tables.

FINDINGS

This section provides the major findings of the economic analysis of Weatherford College’s impact on the North Texas economy. It shows the dollar and employment impacts created from operations, capital spending, employee spending, student spending, and visitor spending components. Operations and capital improvement estimates are based on the audited financial statements. All non-cash transactions such as accruals, and depreciation were eliminated, as they have no tangible impact on the economic community. Student spending is based on enrollments and visitor spending is related to on-campus students and the number of Weatherford College employees. This section also includes estimates of fiscal (tax) impacts of the College. The economic footprint is the DFW Metro area for this section. This activity is defined as the primary economic impact. The ancillary impact measures the value of athletic program activity. It is intended to show the economic impact to Parker County only and therefore, was included in the primary impact section.

Capital Improvements and Operating Expenditures Student Spending and Visitor Spending

Weatherford College had a total (direct) spending of \$69,176,116 in 2021. This includes all primary activities (operations spending, capital improvements, and estimates of student and visitor spending.) This initial spending in turn generated an additional \$27,739,415 (indirect) through the College's purchase of goods and services from DFW suppliers. An additional \$42,429,258 (induced) of economic activity was created as the employees of the college and its suppliers spent the wages. The total economic impact is the summation of the direct, indirect and induced effects. In this case, the College's total 2021 economic impact was \$139,344,789.

	Direct	Indirect	Induced	Total
Total Economic Impact	\$69,176,116	\$27,739,415	\$42,429,258	\$139,344,789
Employment	712	144	261	1,118
Labor Income	\$38,940,084	\$8,161,940	\$14,599,656	\$61,701,680
Value Added (GDP)	\$40,889,829	\$17,280,811	\$25,656,387	\$83,827,028

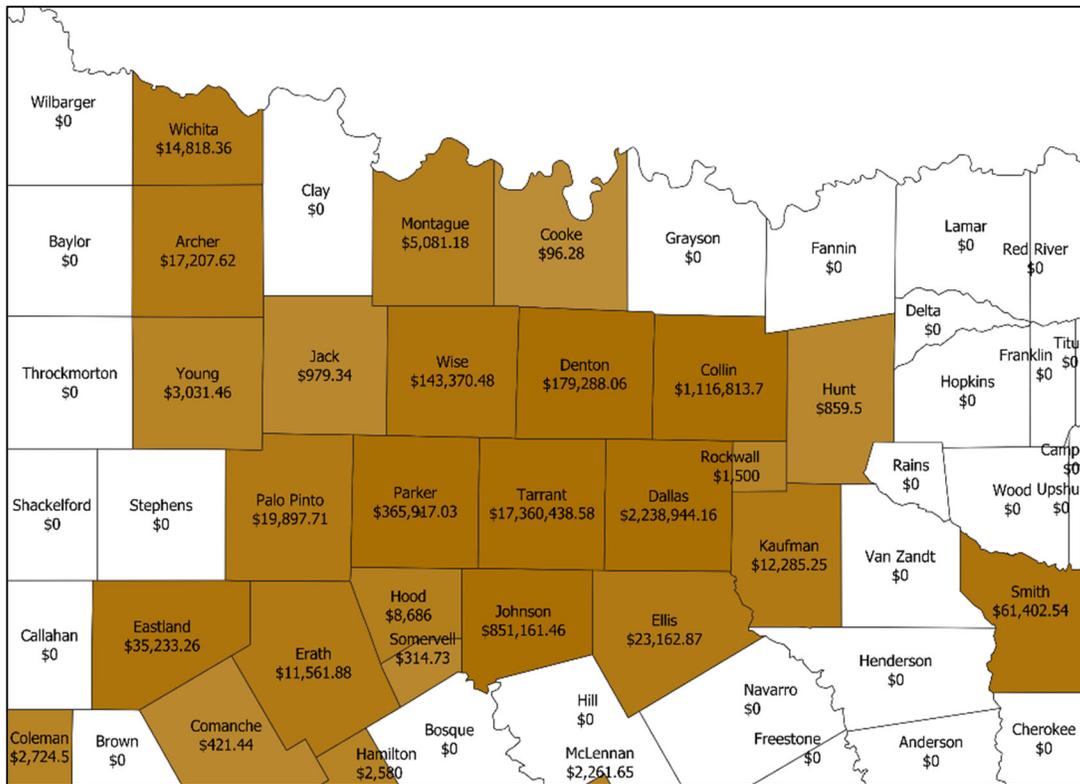
Weatherford College created 1,118 full-time jobs through their primary economic activity. This employment includes 712 direct jobs that were college employees and employees of related capital improvement projects. Weatherford College generated 144 jobs from the business-to-business (indirect) activity, and 261 jobs that resulted from employee spending (induced) activity.

Primary Weatherford College activity created a total of \$61,701,680 in labor income for the DFW region. Labor income is comprised of employee wages & salaries paid and proprietor income of Weatherford College suppliers that were not organized as corporations. In 2021, the \$57.4 million was created in employee wages and salaries and \$4.3 million was from proprietor income. The wages and salaries include Weatherford College employees and related DFW suppliers.

Weatherford College's total value-added impact on DFW was \$83,827,028 in 2021. This variable is included as it is a good proxy for Gross Domestic Product (GDP). The number is always lower than the total economic impact as it represents the value of final goods and services. Total economic includes the economic value of intermediate goods and services.

The Economics Research Group also plotted the accounts payable spending of Weatherford College. The map showing local spending is shown below. This map shows local accounts spending by zip code that was then aggregated to the county. This spending does not include wages and salaries or employee spending.

Map 1 Local Accounts Payable Spending



Student Spending Impact

Student spending was estimated for students who reside in on-campus facilities and are from a region outside of DFW. Weatherford College students that live off-campus are assumed to be DFW residents that would have spent their money in the local economy. They are not considered a net addition to economic activity in DFW. This method is standard practice in economic impact studies. Weatherford College reported they had 249 non-DFW resident students in on-campus facilities. It was assumed that most of their needs were provided by on-campus housing and dining facilities. This economic activity is captured in the College's financial statements. However, we know that students make purchases off-campus. For this study, it is estimated that each student spends an additional \$3,500 per academic year in the local DFW economy. The direct spending from on-campus students was estimated ($\$3,500 \times 249$) to be \$871,500. The total economic impact of student spending is included in the above totals.

Visitor Spending Impact

Estimating visitor spending in these studies is always a difficult task. One common method is to simply use some estimated percentage of the College's impact. This method is not always accurate and certainly does not capture any unique student or College activities. Another method is to estimate the number of visitors that attend each of the College events. To accurately complete these tasks extensive surveys would need to be conducted at each of the College's events. This is prohibitively expensive and is outside the scope of this project.

The best method for estimating visitor spending of a local College is to base it on the number of visitors per student and employee/faculty member. The number of students and faculty provides a good foundation and measuring personal visits from out of town friends and family is a good proxy for all visitor categories. The faculty number includes professional visitors who may attend conferences sponsored by faculty from Weatherford College.

Type of Expenditure	Expenditure Per Visitor	Percent
Transportation	\$10.00	8%
Lodging	\$35.00	28%
Entertainment	\$21.25	17%
Food/Beverage	\$30.00	24%
Shopping	\$28.75	23%
Total	\$125.00	100%

Using the typical impact study averages, it is estimated that undergraduate students have 5.95 overnight visitors annually and employee/faculty have 4.32. The economic impact is included in the primary impact listed above.

Fiscal Impact

Weatherford College economic activity generated a total of \$17,763,827 in tax revenues (Federal, State and Local) in 2021. \$12,408,804 was from Federal tax revenue with the bulk of that revenue (\$6.49 million) being created through payroll (FICA) taxes stemming from Weatherford College employees and supplier employees. Weatherford College and supplier employees also paid \$4.6 million dollars in Federal income taxes. The income tax number includes taxes from Weatherford College suppliers that were organized as and proprietor businesses. Corporate income taxes related to the Weatherford College supply chain activity generated \$756,144 in Federal corporate income tax payments.

Weatherford College economic activity created \$5,355,023 in state and local tax revenue. This revenue includes sales taxes, property taxes, severance taxes and fee income such as vehicle license fees. The property tax portion of the state & local tax number may be understated. Individual property ownership values of Weatherford College employees were not included or estimated. The property tax

estimates included in this report are based on supplier and corporate property tax proportions related to Weatherford College economic activity. Also excluded is the portion of property taxes allocated to Weatherford College's ad valorem income revenue.

Table 4		
Tax Revenue Generated by Weatherford College		
	Federal Taxes	State & Local Taxes
Employee & Proprietor Compensation	\$6,492,856	\$83,184
Tax on Production and Imports	\$579,199	\$4,833,266
Households	\$4,580,605	\$420,708
Corporations	\$756,144	\$17,865
Totals:	\$12,408,804	\$5,355,023

ANCILLARY ECONOMIC ACTIVITY

The ancillary economic activity is related to Weatherford College athletic events. It was not included in the primary activity category as the data is more subjective and cannot be traced to easily verifiable sources such as audited financial statements or official enrollment numbers. Also, the ancillary impacts are intended to estimate the economic contribution to Parker County only and not DFW like the primary impact section. All the data estimates were provided by Weatherford College staff. The results are conservative estimates and fairly represent the economic impact.

Basketball

The estimated attendance supporting visitor teams for basketball games (men and woman) was approximately 720. ERG assumed that 5% of the visitors were from outside the DFW metroplex and stayed in Parker county for one night (36 overnight stays). It was estimated that basketball had 18 team member days in its activity. This represents a total of 54 overnight stays.

Softball/Baseball

The estimated night stays for the baseball/softball teams is as follows: 193 team members with 1.5 per room is the equivalent of 289 days. 750 estimated visitors with .05 staying in Parker County is 37 room days. The Coyote Chillout contributes another 57 room days. The total room day is 383.

Golf

It was assumed that golf activity created 30 overnight stays in Parker County.

Rodeo

Rodeo had one event in 2021 and included about 150 contestants. It was estimated that 50 people stayed one night in Parker County. (Weatherford College also estimated the rodeo team spend approximately \$25,000 per month in local feed stores, vets and farrier services. It is assumed this activity is captured in the financial statements.)

The total economic contribution of 900 visitor days is \$213,290. Employment and other statistics were not estimated due to the Parker County only footprint of the ancillary activity. The economic impact was calculated by multiplying the visitor days times the budget category listed in table xx. The spending amount was then multiplied by the Social Accounting Matrix (SAM) multiplier that is used by the IMPLAN model. This gives estimated total economic impact that is generated by the visitor spending.

Spending per Day per Person							
IMPLAN Sector	Sector	Amount	Percent	SAM Multiplier	Visitors	Spending	Economic Impact
402	Transportation	\$10	0.08	1.979367	900	\$9,000	\$17,814
499	Lodging	\$35	0.28	1.785228	900	\$31,500	\$56,235
496	Entertainment	\$21	0.17	1.863245	900	\$19,125	\$35,635
503	Food/Beverage	\$30	0.24	1.986690	900	\$27,000	\$53,641
405	Shopping	\$29	0.23	1.931031	900	\$25,875	\$49,965
	Total	\$125	1			\$112,500	\$213,290

APPENDIX A
Industry Impact Detail of Primary Operations

Economic Impact of Primary Operations

Sector	Description	Economic Impact	Employment
0	Total	\$139,344,789	1,118
1	Oilseed farming	\$27	0
2	Grain farming	\$3,369	0
3	Vegetable and melon farming	\$971	0
4	Fruit farming	\$470	0
5	Tree nut farming	\$188	0
6	Greenhouse, nursery, and floriculture production	\$6,012	0
7	Tobacco farming	\$0	0
8	Cotton farming	\$255	0
9	Sugarcane and sugar beet farming	\$15	0
10	All other crop farming	\$5,792	0
11	Beef cattle ranching and farming, including feedlots and dual-purpose ranching and farming	\$22,885	1
12	Dairy cattle and milk production	\$7,192	0
13	Poultry and egg production	\$4,693	0
14	Animal production, except cattle and poultry and eggs	\$5,323	0
15	Forestry, forest products, and timber tract production	\$164	0
16	Commercial logging	\$190	0
17	Commercial fishing	\$0	0
18	Commercial hunting and trapping	\$332	0
19	Support activities for agriculture and forestry	\$3,698	0
20	Extraction of natural gas and crude petroleum	\$338,993	1
21	Extraction of natural gas liquids	\$62,626	0
22	Coal mining	\$5,150	0
23	Iron ore mining	\$0	0
24	Gold ore mining	\$513	0
25	Silver ore mining	\$0	0
26	Lead and zinc ore mining	\$0	0
27	Copper ore mining	\$0	0
28	Uranium-radium-vanadium ore mining	\$40	0
29	Other metal ore mining	\$0	0
30	Stone mining and quarrying	\$4,947	0
31	Sand and gravel mining	\$7,770	0
32	Other clay, ceramic, refractory minerals mining	\$197	0
33	Potash, soda, and borate mineral mining	\$0	0
34	Phosphate rock mining	\$0	0
35	Other chemical and fertilizer mineral mining	\$0	0
36	Other nonmetallic minerals	\$81	0
37	Drilling oil and gas wells	\$241	0
38	Support activities for oil and gas operations	\$20,172	0
39	Metal mining services	\$120	0
40	Other nonmetallic minerals services	\$257	0
41	Electric power generation - Hydroelectric	\$6,335	0
42	Electric power generation - Fossil fuel	\$243,778	0
43	Electric power generation - Nuclear	\$0	0

Economic Impact of Primary Operations

Sector	Description	Economic Impact	Employment
44	Electric power generation - Solar	\$6,088	0
45	Electric power generation - Wind	\$116,041	0
46	Electric power generation - Geothermal	\$0	0
47	Electric power generation - Biomass	\$0	0
48	Electric power generation - All other	\$142	0
49	Electric power transmission and distribution	\$1,647,681	1
50	Natural gas distribution	\$726,963	1
51	Water, sewage and other systems	\$313,461	1
52	Construction of new health care structures	\$0	0
53	Construction of new manufacturing structures	\$0	0
54	Construction of new power and communication structures	\$0	0
55	Construction of new educational and vocational structures	\$0	0
56	Construction of new highways and streets	\$0	0
57	Construction of new commercial structures, including farm structures	\$0	0
58	Construction of other new nonresidential structures	\$0	0
59	Construction of new single-family residential structures	\$0	0
60	Construction of new multifamily residential structures	\$0	0
61	Construction of other new residential structures	\$0	0
62	Maintenance and repair construction of nonresidential structures	\$885,386	5
63	Maintenance and repair construction of residential structures	\$345,330	2
64	Maintenance and repair construction of highways, streets, bridges, and tunnels	\$0	0
65	Dog and cat food manufacturing	\$2,510	0
66	Other animal food manufacturing	\$15,943	0
67	Flour milling	\$46,790	0
68	Rice milling	\$2,301	0
69	Malt manufacturing	\$1,981	0
70	Wet corn milling	\$0	0
71	Soybean and other oilseed processing	\$2,797	0
72	Fats and oils refining and blending	\$13,389	0
73	Breakfast cereal manufacturing	\$0	0
74	Beet sugar manufacturing	\$0	0
75	Sugar cane mills and refining	\$2,002	0
76	Nonchocolate confectionery manufacturing	\$5,704	0
77	Chocolate and confectionery manufacturing from cacao beans	\$298	0
78	Confectionery manufacturing from purchased chocolate	\$10,937	0
79	Frozen fruits, juices and vegetables manufacturing	\$1,279	0
80	Frozen specialties manufacturing	\$67,749	0
81	Canned fruits and vegetables manufacturing	\$15,749	0

Economic Impact of Primary Operations

Sector	Description	Economic Impact	Employment
82	Canned specialties	\$24,644	0
83	Dehydrated food products manufacturing	\$4,374	0
84	Fluid milk manufacturing	\$166,981	0
85	Creamery butter manufacturing	\$0	0
86	Cheese manufacturing	\$3,096	0
87	Dry, condensed, and evaporated dairy product manufacturing	\$141,957	0
88	Ice cream and frozen dessert manufacturing	\$10,549	0
89	Animal, except poultry, slaughtering	\$58,344	0
90	Meat processed from carcasses	\$73,343	0
91	Rendering and meat byproduct processing	\$1,299	0
92	Poultry processing	\$30,088	0
93	Seafood product preparation and packaging	\$16,948	0
94	Bread and bakery product, except frozen, manufacturing	\$268,319	2
95	Frozen cakes and other pastries manufacturing	\$7,996	0
96	Cookie and cracker manufacturing	\$9,297	0
97	Dry pasta, mixes, and dough manufacturing	\$12,101	0
98	Tortilla manufacturing	\$23,807	0
99	Roasted nuts and peanut butter manufacturing	\$9,502	0
100	Other snack food manufacturing	\$71,435	0
101	Coffee and tea manufacturing	\$13,508	0
102	Flavoring syrup and concentrate manufacturing	\$22,162	0
103	Mayonnaise, dressing, and sauce manufacturing	\$25,827	0
104	Spice and extract manufacturing	\$10,772	0
105	All other food manufacturing	\$11,554	0
106	Bottled and canned soft drinks & water	\$173,035	0
107	Manufactured ice	\$1,298	0
108	Breweries	\$212,084	0
109	Wineries	\$2,103	0
110	Distilleries	\$756	0
111	Tobacco product manufacturing	\$15,194	0
112	Fiber, yarn, and thread mills	\$35	0
113	Broadwoven fabric mills	\$27	0
114	Narrow fabric mills and schiffli machine embroidery	\$4	0
115	Nonwoven fabric mills	\$71	0
116	Knit fabric mills	\$5	0
117	Textile and fabric finishing mills	\$74	0
118	Fabric coating mills	\$249	0
119	Carpet and rug mills	\$1,474	0
120	Curtain and linen mills	\$2,630	0
121	Textile bag and canvas mills	\$727	0
122	Rope, cordage, twine, tire cord and tire fabric mills	\$56	0
123	Other textile product mills	\$827	0
124	Hosiery and sock mills	\$20	0
125	Other apparel knitting mills	\$75	0

Economic Impact of Primary Operations

Sector	Description	Economic Impact	Employment
126	Cut and sew apparel contractors	\$709	0
127	Mens and boys cut and sew apparel manufacturing	\$867	0
128	Womens and girls cut and sew apparel manufacturing	\$2,113	0
129	Other cut and sew apparel manufacturing	\$1,066	0
130	Apparel accessories and other apparel manufacturing	\$1,000	0
131	Leather and hide tanning and finishing	\$16	0
132	Footwear manufacturing	\$328	0
133	Other leather and allied product manufacturing	\$53	0
134	Sawmills	\$2,302	0
135	Wood preservation	\$6,024	0
136	Veneer and plywood manufacturing	\$3,161	0
137	Engineered wood member and truss manufacturing	\$3,910	0
138	Reconstituted wood product manufacturing	\$2,573	0
139	Wood windows and door manufacturing	\$22,126	0
140	Cut stock, resawing lumber, and planing	\$1,667	0
141	Other millwork, including flooring	\$13,494	0
142	Wood container and pallet manufacturing	\$7,372	0
143	Manufactured home (mobile home) manufacturing	\$56	0
144	Prefabricated wood building manufacturing	\$595	0
145	All other miscellaneous wood product manufacturing	\$4,266	0
146	Pulp mills	\$27	0
147	Paper mills	\$4,420	0
148	Paperboard mills	\$3,361	0
149	Paperboard container manufacturing	\$63,441	0
150	Paper bag and coated and treated paper manufacturing	\$11,377	0
151	Stationery product manufacturing	\$19,037	0
152	Sanitary paper product manufacturing	\$6,363	0
153	All other converted paper product manufacturing	\$2,503	0
154	Printing	\$197,999	1
155	Support activities for printing	\$3,826	0
156	Petroleum refineries	\$129,228	0
157	Asphalt paving mixture and block manufacturing	\$10,322	0
158	Asphalt shingle and coating materials manufacturing	\$19,244	0
159	Petroleum lubricating oil and grease manufacturing	\$21,519	0
160	All other petroleum and coal products manufacturing	\$0	0
161	Petrochemical manufacturing	\$2,211	0
162	Industrial gas manufacturing	\$21,891	0
163	Synthetic dye and pigment manufacturing	\$861	0
164	Other basic inorganic chemical manufacturing	\$1,466	0
165	Other basic organic chemical manufacturing	\$876	0
166	Plastics material and resin manufacturing	\$1,760	0
167	Synthetic rubber manufacturing	\$71	0
168	Artificial and synthetic fibers and filaments manufacturing	\$9	0
169	Nitrogenous fertilizer manufacturing	\$114	0

Economic Impact of Primary Operations

Sector	Description	Economic Impact	Employment
170	Phosphatic fertilizer manufacturing	\$0	0
171	Fertilizer mixing	\$62	0
172	Pesticide and other agricultural chemical manufacturing	\$69,196	0
173	Medicinal and botanical manufacturing	\$2,089	0
174	Pharmaceutical preparation manufacturing	\$358,333	0
175	In-vitro diagnostic substance manufacturing	\$240	0
176	Biological product (except diagnostic) manufacturing	\$891	0
177	Paint and coating manufacturing	\$35,946	0
178	Adhesive manufacturing	\$5,884	0
179	Soap and other detergent manufacturing	\$42,614	0
180	Polish and other sanitation good manufacturing	\$21,549	0
181	Surface active agent manufacturing	\$166	0
182	Toilet preparation manufacturing	\$38,715	0
183	Printing ink manufacturing	\$2,749	0
184	Explosives manufacturing	\$421	0
185	Custom compounding of purchased resins	\$3,313	0
186	Photographic film and chemical manufacturing	\$6,073	0
187	Other miscellaneous chemical product manufacturing	\$9,139	0
188	Plastics packaging materials and unlaminated film and sheet manufacturing	\$16,022	0
189	Unlaminated plastics profile shape manufacturing	\$1,713	0
190	Plastics pipe and pipe fitting manufacturing	\$3,460	0
191	Laminated plastics plate, sheet (except packaging), and shape manufacturing	\$1,160	0
192	Polystyrene foam product manufacturing	\$12,539	0
193	Urethane and other foam product (except polystyrene) manufacturing	\$10,095	0
194	Plastics bottle manufacturing	\$4,929	0
195	Other plastics product manufacturing	\$57,073	0
196	Tire manufacturing	\$822	0
197	Rubber and plastics hoses and belting manufacturing	\$1,358	0
198	Other rubber product manufacturing	\$7,179	0
199	Pottery, ceramics, and plumbing fixture manufacturing	\$391	0
200	Brick, tile, and other structural clay product manufacturing	\$7,185	0
201	Flat glass manufacturing	\$490	0
202	Other pressed and blown glass and glassware manufacturing	\$1,676	0
203	Glass container manufacturing	\$3,639	0
204	Glass product manufacturing made of purchased glass	\$4,319	0
205	Cement manufacturing	\$8,475	0
206	Ready-mix concrete manufacturing	\$35,292	0
207	Concrete block and brick manufacturing	\$3,222	0
208	Concrete pipe manufacturing	\$2,391	0
209	Other concrete product manufacturing	\$11,242	0

Economic Impact of Primary Operations

Sector	Description	Economic Impact	Employment
210	Lime manufacturing	\$2,854	0
211	Gypsum product manufacturing	\$4,163	0
212	Abrasive product manufacturing	\$1,227	0
213	Cut stone and stone product manufacturing	\$6,223	0
214	Ground or treated mineral and earth manufacturing	\$580	0
215	Mineral wool manufacturing	\$7,441	0
216	Miscellaneous nonmetallic mineral products manufacturing	\$1,488	0
217	Iron and steel mills and ferroalloy manufacturing	\$4,157	0
218	Iron, steel pipe and tube manufacturing from purchased steel	\$340	0
219	Rolled steel shape manufacturing	\$1,752	0
220	Steel wire drawing	\$325	0
221	Alumina refining and primary aluminum production	\$0	0
222	Secondary smelting and alloying of aluminum	\$94	0
223	Aluminum sheet, plate, and foil manufacturing	\$268	0
224	Other aluminum rolling, drawing and extruding	\$1,561	0
225	Nonferrous metal (exc aluminum) smelting and refining	\$1	0
226	Copper rolling, drawing, extruding and alloying	\$431	0
227	Nonferrous metal, except copper and aluminum, shaping	\$54	0
228	Secondary processing of other nonferrous metals	\$190	0
229	Ferrous metal foundries	\$815	0
230	Nonferrous metal foundries	\$478	0
231	Iron and steel forging	\$441	0
232	Nonferrous forging	\$116	0
233	Custom roll forming	\$210	0
234	Crown and closure manufacturing and metal stamping	\$1,784	0
235	Cutlery, utensil, pot, and pan manufacturing	\$237	0
236	Handtool manufacturing	\$1,332	0
237	Prefabricated metal buildings and components manufacturing	\$1,331	0
238	Fabricated structural metal manufacturing	\$12,132	0
239	Plate work manufacturing	\$4,142	0
240	Metal window and door manufacturing	\$11,715	0
241	Sheet metal work manufacturing	\$13,027	0
242	Ornamental and architectural metal work manufacturing	\$6,728	0
243	Power boiler and heat exchanger manufacturing	\$91	0
244	Metal tank (heavy gauge) manufacturing	\$115	0
245	Metal cans manufacturing	\$6,336	0
246	Metal barrels, drums and pails manufacturing	\$1,017	0
247	Hardware manufacturing	\$154	0
248	Spring and wire product manufacturing	\$2,868	0
249	Machine shops	\$7,736	0
250	Turned product and screw, nut, and bolt manufacturing	\$1,732	0
251	Metal heat treating	\$1,428	0

Economic Impact of Primary Operations			
Sector	Description	Economic Impact	Employment
252	Metal coating and nonprecious engraving	\$3,830	0
253	Electroplating, anodizing, and coloring metal	\$2,593	0
254	Valve and fittings, other than plumbing, manufacturing	\$3,734	0
255	Plumbing fixture fitting and trim manufacturing	\$2,056	0
256	Ball and roller bearing manufacturing	\$0	0
257	Small arms ammunition manufacturing	\$585	0
258	Ammunition, except for small arms, manufacturing	\$74	0
259	Small arms, ordnance, and accessories manufacturing	\$308	0
260	Fabricated pipe and pipe fitting manufacturing	\$639	0
261	Other fabricated metal manufacturing	\$3,934	0
262	Farm machinery and equipment manufacturing	\$155	0
263	Lawn and garden equipment manufacturing	\$0	0
264	Construction machinery manufacturing	\$176	0
265	Mining machinery and equipment manufacturing	\$239	0
266	Oil and gas field machinery and equipment manufacturing	\$1,221	0
267	Food product machinery manufacturing	\$148	0
268	Semiconductor machinery manufacturing	\$0	0
269	Sawmill, woodworking, and paper machinery	\$5	0
270	Printing machinery and equipment manufacturing	\$129	0
271	All other industrial machinery manufacturing	\$314	0
272	Optical instrument and lens manufacturing	\$6	0
273	Photographic and photocopying equipment manufacturing	\$57	0
274	Other commercial service industry machinery manufacturing	\$2,286	0
275	Air purification and ventilation equipment manufacturing	\$1,934	0
276	Heating equipment (except warm air furnaces) manufacturing	\$8,070	0
277	Air conditioning, refrigeration, and warm air heating equipment manufacturing	\$31,764	0
278	Industrial mold manufacturing	\$44	0
279	Special tool, die, jig, and fixture manufacturing	\$25	0
280	Cutting tool and machine tool accessory manufacturing	\$117	0
281	Machine tool manufacturing	\$71	0
282	Rolling mill and other metalworking machinery manufacturing	\$55	0
283	Turbine and turbine generator set units manufacturing	\$62	0
284	Speed changer, industrial high-speed drive, and gear manufacturing	\$11	0
285	Mechanical power transmission equipment manufacturing	\$653	0
286	Other engine equipment manufacturing	\$43	0
287	Pump and pumping equipment manufacturing	\$98	0
288	Air and gas compressor manufacturing	\$153	0
289	Measuring and dispensing pump manufacturing	\$9	0

Economic Impact of Primary Operations

Sector	Description	Economic Impact	Employment
290	Elevator and moving stairway manufacturing	\$1,524	0
291	Conveyor and conveying equipment manufacturing	\$61	0
292	Overhead cranes, hoists, and monorail systems manufacturing	\$43	0
293	Industrial truck, trailer, and stacker manufacturing	\$35	0
294	Power-driven handtool manufacturing	\$8	0
295	Welding and soldering equipment manufacturing	\$146	0
296	Packaging machinery manufacturing	\$35	0
297	Industrial process furnace and oven manufacturing	\$19	0
298	Fluid power cylinder and actuator manufacturing	\$44	0
299	Fluid power pump and motor manufacturing	\$0	0
300	Scales, balances, and miscellaneous general purpose machinery manufacturing	\$76	0
301	Electronic computer manufacturing	\$100,726	0
302	Computer storage device manufacturing	\$648	0
303	Computer terminals and other computer peripheral equipment manufacturing	\$1,760	0
304	Telephone apparatus manufacturing	\$11,046	0
305	Broadcast and wireless communications equipment manufacturing	\$1,350	0
306	Other communications equipment manufacturing	\$2,436	0
307	Audio and video equipment manufacturing	\$1,478	0
308	Bare printed circuit board manufacturing	\$1,308	0
309	Semiconductor and related device manufacturing	\$110,811	0
310	Capacitor, resistor, coil, transformer, and other inductor manufacturing	\$93	0
311	Electronic connector manufacturing	\$729	0
312	Printed circuit assembly (electronic assembly) manufacturing	\$2,658	0
313	Other electronic component manufacturing	\$4,156	0
314	Electromedical and electrotherapeutic apparatus manufacturing	\$162	0
315	Search, detection, and navigation instruments manufacturing	\$262	0
316	Automatic environmental control manufacturing	\$69	0
317	Industrial process variable instruments manufacturing	\$89	0
318	Totalizing fluid meter and counting device manufacturing	\$154	0
319	Electricity and signal testing instruments manufacturing	\$52	0
320	Analytical laboratory instrument manufacturing	\$266	0
321	Irradiation apparatus manufacturing	\$2	0
322	Watch, clock, and other measuring and controlling device manufacturing	\$61	0
323	Blank magnetic and optical recording media manufacturing	\$0	0
324	Software and other prerecorded and record reproducing	\$638	0

Economic Impact of Primary Operations			
Sector	Description	Economic Impact	Employment
325	Electric lamp bulb and part manufacturing	\$7,409	0
326	Lighting fixture manufacturing	\$1,332	0
327	Small electrical appliance manufacturing	\$613	0
328	Household cooking appliance manufacturing	\$4,083	0
329	Household refrigerator and home freezer manufacturing	\$2,756	0
330	Household laundry equipment manufacturing	\$5,229	0
331	Other major household appliance manufacturing	\$1,420	0
332	Power, distribution, and specialty transformer manufacturing	\$128	0
333	Motor and generator manufacturing	\$618	0
334	Switchgear and switchboard apparatus manufacturing	\$2,875	0
335	Relay and industrial control manufacturing	\$455	0
336	Storage battery manufacturing	\$204	0
337	Primary battery manufacturing	\$3,227	0
338	Fiber optic cable manufacturing	\$8,092	0
339	Other communication and energy wire manufacturing	\$971	0
340	Wiring device manufacturing	\$13,265	0
341	Carbon and graphite product manufacturing	\$1,189	0
342	All other miscellaneous electrical equipment and component manufacturing	\$272	0
343	Automobile manufacturing	\$207,999	0
344	Light truck and utility vehicle manufacturing	\$646	0
345	Heavy duty truck manufacturing	\$30	0
346	Motor vehicle body manufacturing	\$620	0
347	Truck trailer manufacturing	\$39	0
348	Motor home manufacturing	\$0	0
349	Travel trailer and camper manufacturing	\$2,057	0
350	Motor vehicle gasoline engine and engine parts manufacturing	\$860	0
351	Motor vehicle electrical and electronic equipment manufacturing	\$98,432	0
352	Motor vehicle steering, suspension component (except spring), and brake systems manufacturing	\$5,074	0
353	Motor vehicle transmission and power train parts manufacturing	\$354	0
354	Motor vehicle seating and interior trim manufacturing	\$1,007	0
355	Motor vehicle metal stamping	\$129	0
356	Other motor vehicle parts manufacturing	\$39,627	0
357	Aircraft manufacturing	\$5,411	0
358	Aircraft engine and engine parts manufacturing	\$211	0
359	Other aircraft parts and auxiliary equipment manufacturing	\$2,288	0
360	Guided missile and space vehicle manufacturing	\$109	0
361	Propulsion units and parts for space vehicles and guided missiles manufacturing	\$0	0

Economic Impact of Primary Operations

Sector	Description	Economic Impact	Employment
362	Railroad rolling stock manufacturing	\$472	0
363	Ship building and repairing	\$70	0
364	Boat building	\$1,649	0
365	Motorcycle, bicycle, and parts manufacturing	\$435	0
366	Military armored vehicle, tank, and tank component manufacturing	\$4	0
367	All other transportation equipment manufacturing	\$480	0
368	Wood kitchen cabinet and countertop manufacturing	\$9,559	0
369	Upholstered household furniture manufacturing	\$6,187	0
370	Nonupholstered wood household furniture manufacturing	\$1,879	0
371	Other household nonupholstered furniture manufacturing	\$2,486	0
372	Institutional furniture manufacturing	\$63	0
373	Wood office furniture manufacturing	\$52	0
374	Custom architectural woodwork and millwork	\$65	0
375	Office furniture, except wood, manufacturing	\$47	0
376	Showcase, partition, shelving, and locker manufacturing	\$2,562	0
377	Mattress manufacturing	\$5,314	0
378	Blind and shade manufacturing	\$2,526	0
379	Surgical and medical instrument manufacturing	\$1,679	0
380	Surgical appliance and supplies manufacturing	\$3,872	0
381	Dental equipment and supplies manufacturing	\$830	0
382	Ophthalmic goods manufacturing	\$6,306	0
383	Dental laboratories	\$1,108	0
384	Jewelry and silverware manufacturing	\$1,120	0
385	Sporting and athletic goods manufacturing	\$5,716	0
386	Doll, toy, and game manufacturing	\$1,225	0
387	Office supplies (except paper) manufacturing	\$287	0
388	Sign manufacturing	\$12,435	0
389	Gasket, packing, and sealing device manufacturing	\$2,326	0
390	Musical instrument manufacturing	\$816	0
391	Fasteners, buttons, needles, and pins manufacturing	\$153	0
392	Broom, brush, and mop manufacturing	\$1,246	0
393	Burial casket manufacturing	\$374	0
394	All other miscellaneous manufacturing	\$16,611	0
395	Wholesale trade	\$2,834,441	10
396	Retail - Motor vehicle and parts dealers	\$645,974	3
397	Retail - Furniture and home furnishings stores	\$146,661	1
398	Retail - Electronics and appliance stores	\$68,027	1
399	Retail - Building material and garden equipment and supplies stores	\$331,145	3
400	Retail - Food and beverage stores	\$516,820	7
401	Retail - Health and personal care stores	\$259,492	3
402	Retail - Gasoline stores	\$222,838	2
403	Retail - Clothing and clothing accessories stores	\$316,168	4

Economic Impact of Primary Operations			
Sector	Description	Economic Impact	Employment
404	Retail - Sporting goods, hobby, musical instrument and book stores	\$82,707	2
405	Retail - General merchandise stores	\$740,224	9
406	Retail - Miscellaneous store retailers	\$161,194	3
407	Retail - Nonstore retailers	\$675,632	5
408	Air transportation	\$765,970	2
409	Rail transportation	\$68,107	0
410	Water transportation	\$29,818	0
411	Truck transportation	\$565,731	4
412	Transit and ground passenger transportation	\$155,901	4
413	Pipeline transportation	\$78,588	0
414	Scenic and sightseeing transportation and support activities for transportation	\$292,443	2
415	Couriers and messengers	\$240,730	2
416	Warehousing and storage	\$218,052	2
417	Newspaper publishers	\$41,779	0
418	Periodical publishers	\$64,889	0
419	Book publishers	\$75,789	0
420	Directory, mailing list, and other publishers	\$72,303	0
421	Greeting card publishing	\$0	0
422	Software publishers	\$223,995	1
423	Motion picture and video industries	\$69,457	0
424	Sound recording industries	\$106,368	0
425	Radio and television broadcasting	\$84,012	0
426	Cable and other subscription programming	\$138,759	0
427	Wired telecommunications carriers	\$1,047,842	2
428	Wireless telecommunications carriers (except satellite)	\$1,391,095	0
429	Satellite, telecommunications resellers, and all other telecommunications	\$49,869	0
430	Data processing, hosting, and related services	\$376,059	1
431	News syndicates, libraries, archives and all other information services	\$47,866	0
432	Internet publishing and broadcasting and web search portals	\$286,183	1
433	Monetary authorities and depository credit intermediation	\$1,658,614	5
434	Nondepository credit intermediation and related activities	\$669,242	4
435	Securities and commodity contracts intermediation and brokerage	\$293,462	2
436	Other financial investment activities	\$1,594,955	9
437	Insurance carriers	\$1,724,678	3
438	Insurance agencies, brokerages, and related activities	\$1,089,852	5
439	Funds, trusts, and other financial vehicles	\$668,763	2
440	Real estate	\$11,538,096	53
441	Owner-occupied dwellings	\$4,428,814	0
442	Automotive equipment rental and leasing	\$128,782	0

Economic Impact of Primary Operations			
Sector	Description	Economic Impact	Employment
443	General and consumer goods rental except video tapes and discs	\$210,966	2
444	Video tape and disc rental	\$12,282	0
445	Commercial and industrial machinery and equipment rental and leasing	\$123,620	0
446	Lessors of nonfinancial intangible assets	\$430,195	0
447	Legal services	\$733,538	3
448	Accounting, tax preparation, bookkeeping, and payroll services	\$441,784	3
449	Architectural, engineering, and related services	\$538,684	3
450	Specialized design services	\$128,434	1
451	Custom computer programming services	\$6,188	0
452	Computer systems design services	\$153,395	1
453	Other computer related services, including facilities management	\$371,646	2
454	Management consulting services	\$445,207	3
455	Environmental and other technical consulting services	\$65,669	1
456	Scientific research and development services	\$15,791	0
457	Advertising, public relations, and related services	\$626,321	2
458	Photographic services	\$41,979	1
459	Veterinary services	\$118,705	1
460	Marketing research and all other miscellaneous professional, scientific, and technical services	\$306,513	4
461	Management of companies and enterprises	\$826,423	4
462	Office administrative services	\$153,034	2
463	Facilities support services	\$37,660	0
464	Employment services	\$910,799	10
465	Business support services	\$224,252	3
466	Travel arrangement and reservation services	\$220,413	1
467	Investigation and security services	\$209,589	3
468	Services to buildings	\$498,214	10
469	Landscape and horticultural services	\$283,373	4
470	Other support services	\$242,519	3
471	Waste management and remediation services	\$379,479	2
472	Elementary and secondary schools	\$177,399	3
473	Junior colleges, colleges, universities, and professional schools	\$68,104,734	692
474	Other educational services	\$522,713	11
475	Offices of physicians	\$1,193,777	7
476	Offices of dentists	\$388,861	3
477	Offices of other health practitioners	\$351,100	3
478	Outpatient care centers	\$285,690	2
479	Medical and diagnostic laboratories	\$96,837	1
480	Home health care services	\$292,732	5
481	Other ambulatory health care services	\$105,176	1

Economic Impact of Primary Operations

Sector	Description	Economic Impact	Employment
482	Hospitals	\$1,967,666	11
483	Nursing and community care facilities	\$289,020	4
484	Residential mental retardation, mental health, substance abuse and other facilities	\$28,387	1
485	Individual and family services	\$98,946	3
486	Community food, housing, and other relief services, including rehabilitation services	\$71,588	1
487	Child day care services	\$177,577	4
488	Performing arts companies	\$93,717	1
489	Commercial Sports Except Racing	\$114,606	1
490	Racing and Track Operation	\$4,305	0
491	Promoters of performing arts and sports and agents for public figures	\$120,540	1
492	Independent artists, writers, and performers	\$78,042	2
493	Museums, historical sites, zoos, and parks	\$33,402	0
494	Amusement parks and arcades	\$38,916	0
495	Gambling industries (except casino hotels)	\$169,536	1
496	Other amusement and recreation industries	\$230,442	3
497	Fitness and recreational sports centers	\$117,107	2
498	Bowling centers	\$12,566	0
499	Hotels and motels, including casino hotels	\$179,540	1
500	Other accommodations	\$768	0
501	Full-service restaurants	\$1,133,727	20
502	Limited-service restaurants	\$1,565,152	17
503	All other food and drinking places	\$1,346,089	26
504	Automotive repair and maintenance, except car washes	\$526,110	4
505	Car washes	\$48,845	1
506	Electronic and precision equipment repair and maintenance	\$195,709	1
507	Commercial and industrial machinery and equipment repair and maintenance	\$312,791	2
508	Personal and household goods repair and maintenance	\$289,379	3
509	Personal care services	\$206,376	6
510	Death care services	\$27,407	0
511	Dry-cleaning and laundry services	\$189,332	3
512	Other personal services	\$160,467	5
513	Religious organizations	\$128,676	3
514	Grantmaking, giving, and social advocacy organizations	\$120,159	1
515	Business and professional associations	\$121,693	1
516	Labor and civic organizations	\$162,490	2
517	Private households	\$55,602	4
518	Postal service	\$198,985	2
519	Federal electric utilities	\$0	0
520	Other federal government enterprises	\$125,828	0
521	State government passenger transit	\$0	0

Economic Impact of Primary Operations

Sector	Description	Economic Impact	Employment
522	State government electric utilities	\$0	0
523	Other state government enterprises	\$0	0
524	Local government passenger transit	\$74,632	1
525	Local government electric utilities	\$65,607	0
526	Other local government enterprises	\$2,172,908	6
527	* Not an industry (Used and secondhand goods)	\$0	0
528	* Not an industry (Scrap)	\$0	0
529	* Not an industry (Rest of world adjustment)	\$0	0
530	* Not an industry (Noncomparable foreign imports)	\$0	0
531	* Employment and payroll of state govt, non-education	\$0	0
532	* Employment and payroll of state govt, education	\$0	0
533	* Employment and payroll of local govt, non-education	\$0	0
534	* Employment and payroll of local govt, education	\$0	0
535	* Employment and payroll of federal govt, non-military	\$0	0
536	* Employment and payroll of federal govt, military	\$0	0



**Weatherford College Board of Trustees
Report**

DATE: November 10, 2022

AGENDA ITEM# 6.d.

SUBJECT: TASB Salary Study

INFORMATION AND DISCUSSION: Mr. Williams will give an update on the recent salary study with TASB, Texas Association of School Boards.

ATTACHMENTS:

SUBMITTED BY: Paul Williams, Executive Director of Human Resources

Cost Estimates for Classifications

Initial Cost Estimate in Draft Report Adjusted For 9/1/22 6% Salary Increase		
	Total Staff	Cost Increase
Faculty	129	
^{1c} 6.1% general pay increase of range midpoint		\$135,041
Adjustments to years 1-15 (Master's)		\$195,470
	Subtotal	\$330,511

Initial Cost Estimate in Draft Report Adjusted for 9/1/22 6% Salary Increase		
	Total Staff	Cost Increase
Administrative/Professional	72	
^{1c} 6.0% of pay range midpoint increase		\$52,007
Adjustments to 1.0% above pay range minimum		\$23,186
Strategic adjustment*		\$32,382
	Subtotal	\$107,575

Initial Cost Estimate in Draft Report Adjusted for 9/1/22 6% Salary Increase		
	Total Staff	Cost Increase
Classified	69	
^{1c} 6.0% of pay range midpoint increase		\$49,312
Adjustments to 1.0% above pay range minimum		\$83,551
Strategic adjustment**		\$44,512
	Subtotal	\$177,375

Total Cost Estimate \$615,461

Footnotes:

*Strategic adjustments of an additional 1.0 percent of midpoint were applied to admin/professional employees whose pay remained below 95 percent of new midpoint even after receiving the general pay increase.

**Placement scale adjustments were used to align employee pay by years of experience for classified staff to address internal equity and pay compression resulting from increased starting rates.

9 Month Faculty Hiring Schedule

Years Exp.	Assoc, Cert,			
	Non-Cert	Bachelor's	Master's	Doctorate
0	44,640	45,105	46,500	55,800
1	45,154	45,624	47,035	56,442
2	45,634	46,109	47,535	57,042
3	46,594	47,079	48,535	58,242
4	47,554	48,049	49,535	59,442
5	49,200	49,713	51,250	61,500
6	50,160	50,683	52,250	62,700
7	51,120	51,653	53,250	63,900
8	51,600	52,138	53,750	64,500
9	52,080	52,623	54,250	65,100
10	52,560	53,108	54,750	65,700
11	53,040	53,593	55,250	66,300
12	53,520	54,078	55,750	66,900
13	54,000	54,563	56,250	67,500
14	54,480	55,048	56,750	68,100
15	54,960	55,533	57,250	68,700

12 Month Faculty Hiring Schedule

Years Exp.	Assoc, Cert,			
	Non-Cert	Bachelor's	Master's	Doctorate
0	59,520	60,140	62,000	74,400
1	60,205	60,832	62,713	75,256
2	60,845	61,479	63,380	76,056
3	62,125	62,772	64,713	77,656
4	63,405	64,065	66,047	79,256
5	65,600	66,284	68,333	82,000
6	66,880	67,577	69,667	83,600
7	68,160	68,871	71,000	85,200
8	68,800	69,517	71,667	86,000
9	69,440	70,164	72,333	86,800
10	70,080	70,811	73,000	87,600
11	70,720	71,457	73,667	88,400
12	71,360	72,104	74,333	89,200
13	72,000	72,751	75,000	90,000
14	72,640	73,397	75,667	90,800
15	73,280	74,044	76,333	91,600

2022-2023 Proposed Administrative/Professional Pay Plan

Weatherford College

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1				Monthly	\$3,440	\$4,300	\$5,160
				12 Months	41,280	51,600	61,920
	1	Coordinator, Financial Aid	12				
	1	Counselor, Student Support Services	12				
	1	Counselor, Talent Search	12				
	1	Counselor, Upward Bound	12				
	1	International & Athletic Advisor	12				
2				Monthly	\$3,990	\$4,988	\$5,986
				12 Months	47,885	59,856	71,827
	2	Asst Director, Creative Services	12				
	2	Asst Director, Financial Aid	12				
	2	Asst Director, Human Resources	12				
	2	Asst Director, Purchasing	12				
	2	Coordinator, Student Life	12				
↓	5	Coordinator, Workforce	12				
	2	Coordinator, Workforce Education - Wise County	12				
	2	Instructional Technology Administrator	12				
↑	1	Librarian, Acquisitions	12				
↑	1	Librarian, Instruction	12				
	2	Project Management Coordinator	12				
	2	Technology Trainer	12				
3				Monthly	\$4,589	\$5,736	\$6,883
				12 Months	55,068	68,834	82,601
↑	2	Application Administrator	12				
	3	Associate Registrar	12				
	3	Asst Athletic Director/Head Coach Baseball	12				
	3	Asst Registrar	12				
	3	Director, Grants Compliance & Program Accreditation	12				
	3	Director, Student Housing	12				
	3	Director, Talent Search	12				
	3	Director, Upward Bound	12				
	3	ERP Analyst	12				
	3	Head Coach, Golf	12				
	3	Head Coach, Rodeo	12				
	3	Head Coach, Tennis	12				
	3	Head Coach, Volleyball	12				
	3	Manager, Accounts Receivable	12				
	3	Manager, Payroll	12				
↑	2	Network Administrator	12				
	3	Senior Advancement Specialist	12				
↑	2	Service Desk Administrator	12				
	3	Subject Matter Expert, Health Professions	12				
	3	Subject Matter Expert, Industrial Automation	12				
↑	2	Windows System Administrator	12				
4				Monthly	\$5,415	\$6,769	\$8,122
				12 Months	64,980	81,225	97,470
	4	Director, Accounting	12				
	4	Director, Admissions	12				
↑	3	Director, Client Services	12				
	4	Director, Food Service	12				
↑	3	Director, Public Relations	12				
	4	Director, Student Engagement	12				
	4	Director, Student Pathways	12				
	4	Director, Student Resources	12				
↑	3	Director, Student Support Services	12				
	4	Director, Testing	12				
	4	Director, Workforce Education	12				

2022-2023 Proposed Administrative/Professional Pay Plan

Weatherford College

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5				Monthly	\$6,119	\$7,649	\$9,178
↑	3	Athletic Director/Head Coach Basketbal	12	12 Months	73,427	91,784	110,141
↑	4	Budget Manager	12				
	5	Director, Financial Aid	12				
	5	Director, Information Technology	12				
	5	Director, Institutional Assessment & QEP	12				
	5	Director, Library Services	12				
↑	4	Director, Network Operations	12				
	5	Director, Purchasing	12				
	5	Director, Student Services - Wise County	12				
↑	4	Executive Director, Creative Services	12				
	5	General Manager, Radio Station	12				
6				Monthly	\$6,914	\$8,643	\$10,372
↑	5	Associate Dean, Dual Credit And E-Learning	12	12 Months	82,973	103,716	124,459
↑	5	Associate Dean, Student Development	12				
↑	5	Associate Dean, Student Judicial Services	12				
	6	Chief of Police	12				
	6	Executive Director, Human Resources	12				
	6	Executive Director, Information Technology	12				
↑	5	Executive Director, Institutional Research	12				
7				Monthly	\$7,882	\$9,853	\$11,824
	7	Controller	12	12 Months	94,589	118,236	141,883
	7	Dean, Education & Instructional Support	12				
	7	Dean, Fine Arts & Community Relations	12				
	7	Dean, Health & Human Sciences	12				
	7	Dean, Humanities & Sciences	12				
	7	Dean, Workforce & Technical Education	12				
8				Monthly	\$8,592	\$10,740	\$12,888
	8	Asst Vice President, Student Services	12	12 Months	103,102	128,877	154,653
↑	7	Executive Dean, Enrollment Management & Registrar	12				
	8	Executive Dean, Weatherford College Wise County	12				
9				Monthly	\$10,613	\$13,103	\$15,592
↑	8	General Counsel	12	12 Months	127,356	157,230	187,104
↑	8	Vice President, Academic Services	12				
↑	8	Vice President, Institutional Advancement	12				
10				Monthly	\$12,523	\$15,461	\$18,399
↑	9	Executive Vice President, Financial & Administrative Services	12	12 Months	150,281	185,532	220,782

2022-2023 Proposed Classified Pay Plan
Weatherford College

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1						
	1	Food Service Worker	196	Hourly \$15.00	\$17.50	\$20.00
				260 Days	23,520	31,360
2						
	2	Custodian	260	Hourly \$15.50	\$18.46	\$21.42
	2	Mail Clerk	260	260 Days	32,240	44,554
3						
	3	Financial Aid Clerk	260	Hourly \$16.00	\$19.48	\$22.96
	3	Library Clerk	260	260 Days	33,280	47,757
	3	Student Services Clerk	260			
4						
	4	Accounts Payable Asst	260	Hourly \$16.75	\$20.55	\$24.35
	4	Catering Cook	260	260 Days	34,840	50,648
	4	Catering Coordinator	260			
	4	Human Resources Asst	260			
	4	Purchasing Asst	260			
	4	Receptionist	260			
	4	Secretary	260			
5						
	5	Document Processing Specialist	260	Hourly \$17.75	\$21.68	\$25.61
	5	Financial Aid Advisor	260	260 Days	36,920	53,269
	5	Lead Cashier/Accounts Receivable Asst	260			
	5	Shipping, Receiving & Inventory Control Asst	260			
	5	Testing Asst	260			
6						
	6	Accounts Payable Specialist	260	Hourly \$18.75	\$22.87	\$26.99
	6	Administrative Asst	260	260 Days	39,000	56,139
	6	Dual Credit Specialist	260			
	6	Paralegal/Administrative Asst	260			
	6	Veteran & International Specialist	260			
	6	Workforce Specialist	260			
7						
	7	Audio Visual Technician	260	Hourly \$20.50	\$25.04	\$29.58
	7	Bus Driver/Fleet Manager	260	260 Days	42,640	61,526
↑	6	Campus Police Officer	260			
	7	Computer/AV Technician	260			
	7	Executive Asst	260			
	7	Fiscal Specialist	260			
↑	6	Human Resources Generalist	260			
	7	Information Technology Specialist	260			
	7	Lab Specialist	260			
	7	Purchasing Specialist	260			
↑	6	Security Officer	260			

2022-2023 Proposed Classified Pay Plan
 Weatherford College

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
8						
	8	Accounts Receivable & Collections Specialist	260	\$21.76	\$26.54	\$31.32
	8	Facilities Supervisor, Wise County	260	45,261	55,203	65,146
↑	7	Police Sergeant	260			
	8	Senior Purchasing Buyer	260			
	8	Shipping, Inventory Control & Mail Manager	260			
	8	Student Accounts Receivable Specialist	260			
9						
↑	8	Executive Asst To The President	260	\$26.12	\$31.85	\$37.58
				54,330	66,248	78,166



Upcoming Events

- Dec. 7 Student Voice Recital
(Alkek Fine Arts Center at 7:30 p.m.)
- Dec. 9 President and Trustee Holiday Reception
(Nan and Bob Kingsley Building at 2:00 p.m.)
- Jan. 7 Men's and Women's Basketball
(Graber Athletic Center at 1:00/3:00 p.m.)



**Weatherford College Board of Trustees
Closed Session**

DATE: December 8, 2022

AGENDA ITEM #8. a.

SUBJECT: Closed Session to Consult with College Attorney, in Accordance with Government Code 551.071

INFORMATION AND DISCUSSION: The Board of Trustees will enter into closed session to consult with the College attorney.

ATTACHMENTS: None.

SUBMITTED BY: Mac Smith, Chairman of the Board of Trustees



**Weatherford College Board of Trustees
Closed Session**

DATE: December 8, 2022

AGENDA ITEM #8. b.

SUBJECT: Deliberation of Real Property in Accordance with Government Code 551.072.

INFORMATION AND DISCUSSION: The Board may deliberate items regarding real property in accordance with Government Code 551.072.

RECOMMENDATION: None.

ATTACHMENT: None.

SUBMITTED BY: Mac Smith, Chairman of the Board of Trustees



**Weatherford College Board of Trustees
Closed Session**

DATE: December 8, 2022

AGENDA ITEM #8. c.

SUBJECT: Consideration and Possible Action: Personnel - Deliberation of Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee in accordance with Government Code 551.074.

INFORMATION AND DISCUSSION: The Board may decide to act on the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee as discussed in closed session.

RECOMMENDATION: None at this time.

ATTACHMENT: None.

SUBMITTED BY: Mac Smith, Chairman of the Board of Trustees



Weatherford College Board of Trustees

DATE: December 8, 2022

AGENDA ITEM #9

SUBJECT: Consideration and Possible Action: Deliberation of Real Property in Accordance with Government Code 551.072.

INFORMATION AND DISCUSSION: The Board may decide to act on items that include real property. Bill Warren with the Parker County Historical Commission will give a presentation on the consideration of designating WC land as a Registered Texas Historical Landmark (RTHL).

RECOMMENDATION: The PCHC requests consideration of the RTHL designation and permission for repair and restoration of the stable on college property.

ATTACHMENT: None.

SUBMITTED BY: Mac Smith, Chairman of the Board of Trustees



Parker County Historical Commission

Comte Paul De Bresson Stable

8 December 2022

Agenda

- Historical Background
- Texas Historical Marker Designation Request

Historical Background

Property Owners

- Abstract 1822 – 29.7 acres to the I&GNRR
 - Part of 640 acres given by the State to encourage railroad construction
- Hiram Swain
 - Former sea captain, ranching, milling, land speculating
- Charles Whybron Ligar
 - Born in Ceylon (now Sri Lanka), Surveyor-General of Her Majesty Queen Victoria, Parker County rancher. Brought nephew Harry Lyster to Parker County, grandfather of US House Speaker Jim Wright
- Sam Millikin
 - Founder of First National Bank; President of the Franco-Texan Land Company

Historical Background

Property Owners

- Alfred Hammond (de Voisins)
 - Protégé of Alfred Nobel who was a friend of his stepfather, Dr. Frédéric Labadie-Lagrave; arrives in Weatherford 1882
 - Labadie-Lagrave sends Hammond \$1,000 in anticipation of the Comte's arrival in 1889
- Comte Paul de Bresson
 - Raised and imported thoroughbred horses; showed Ribaude and Scotland Glory II at the 1889 Dallas Fair
- Henri DeBeaufort and Emile "Louis" V. DeBeaufford
 - Grandfather and father of Tom DeBeauford
- C. W. and Gordie Carter
 - Bequeathed land to Weatherford College; I. B. Hand, trustee

Historical Background

- Significant French presence in Parker County largely due to Franco-Texan Land Company
- Franco-Texan Land Company home office restored by Bob and Carolyn Glenn
- De Bresson Stable is one of two remaining French-style stables in Parker County
- Stable undoubtedly built in 1889 for de Bresson's French thoroughbred horses

Weatherford Constitution

6 November 1889

HORSES FOR SALE!

IMPORTED STOCK STABLES,

Two Miles South of Weatherford, on the Cleburne road, Parker County.

Directly Imported from France. Best trotters in the World. Stock still unknown in the United States, and highly estimated by breeders in Europe.

Come and See for Yourself.

COME ONE! COME ALL!

P. de Bresson, Prop'r.

Stock Visible Every Thursday between 2 and 6 p. m., after and from the 15th of November next.

Texas Historical Markers

- Two types
 - Subject marker
 - Registered Texas Historical Landmark (RTHL)
- Marker submittal period opens 1 March
- About a 2-to-3 year process before obtaining a marker
- RTHL requires building be in sound condition
- Requires owner approval of RTHL designation
- Texas Historical Commission (THC) has some oversight if a RTHL building is moved or threatened with destruction

Consideration

- The PCHC requests Board consideration for RTHL designation
- Permission to protect, repair, and restore the stable



Parker County Historical Commission

Comments or Questions?



Weatherford College Board of Trustees

DATE: December 88, 2022

AGENDA ITEM #10

SUBJECT: Consideration and Possible Action: Personnel - Deliberation of Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee in accordance with Government Code 551.074.

INFORMATION AND DISCUSSION: The Board may decide to act on the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee as discussed in closed session.

RECOMMENDATION: None at this time.

ATTACHMENT: None.

SUBMITTED BY: Mac Smith, Chairman of the Board of Trustees