

Institution Name: **Alamo Community College District**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
1	Ruben Flores	Chancellor	State General Revenue	0.00%	-	-	-	-	-	-	Other Emoluments includes cell phone and other computer technology related services. Additionally, this position is eligible for an incentive bonus not to exceed \$30,000, determined by the Board of Trustees if certain performance criteria are met.
		Non-state Income	538,122	15.67%	-	-	24,000	2,400	-	564,522	
		Total	538,122	0.00%	-	-	24,000	2,400	-	564,522	
2	Vacant	VC Economic & Workforce Develop	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	279,587	3.00%	-	-	-	-	-	279,587	
		Total	279,587	0.00%	-	-	-	-	-	279,587	
3	Vacant	VC for Finance & Admin	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	279,587	3.00%	-	-	-	-	-	279,587	
		Total	279,587	0.00%	-	-	-	-	-	279,587	
4	Francisco Solis	President of The College	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	279,587	3.00%	-	-	-	-	-	279,587	
		Total	279,587	0.00%	-	-	-	-	-	279,587	
5	Linda Boyer-Owens	VC for People, Organization, & Policy	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	279,587	25.55%	-	-	-	720	-	280,307	
		Total	279,587	0.00%	-	-	-	720	-	280,307	
6	Kristi Wyatt	VC for Strategic Comm, Mktg, and User E	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	279,587	33.93%	-	-	-	720	-	280,307	
		Total	279,587	0.00%	-	-	-	720	-	280,307	
7	Deborah Gaitan	VC for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	279,587	55.33%	-	-	-	720	-	280,307	
		Total	279,587	0.00%	-	-	-	720	-	280,307	
8	George Railey	VC for Academic Success	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	279,587	3.00%	-	-	-	-	-	279,587	
		Total	279,587	0.00%	-	-	-	-	-	279,587	
9	Thomas Cleary	Interim VCFA/VCPPAIS	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	279,587	3.00%	-	-	-	720	-	280,307	
		Total	279,587	0.00%	-	-	-	720	-	280,307	
10	Lucas Dowden	VC for Digital Learning and Transformatio	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	279,587	25.55%	-	-	-	-	-	279,587	
		Total	279,587	0.00%	-	-	-	-	-	279,587	
11	Xavier Urrutia	VC for External Affairs and Chief of Staff	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	279,587	25.55%	-	-	-	720	-	280,307	
		Total	279,587	0.00%	-	-	-	720	-	280,307	
12	Adena Loston	President of The College	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	279,587	3.00%	-	-	-	720	-	280,307	
		Total	279,587	0.00%	-	-	-	720	-	280,307	

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13	Robert Garza	President of The College	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	279,587	3.00%	-	-	-	720	-		280,307
			Total	279,587	0.00%	-	-	-	720	-		280,307
14	Amy Bosley	President of The College	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	279,587	3.00%	-	-	-	720	-		280,307
			Total	279,587	0.00%	-	-	-	720	-		280,307
15	Veronica Garcia	President of The College	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	279,587	3.00%	-	-	-	720	-		280,307
			Total	279,587	0.00%	-	-	-	720	-		280,307
16	Phong Banh	Dist Dir of Info Tech Svcs	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	244,539	3.00%	-	-	-	-	-		244,539
			Total	244,539	0.00%	-	-	-	-	-		244,539
17	George Laughead	General Counsel	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	239,861	3.00%	-	-	-	-	-		239,861
			Total	239,861	0.00%	-	-	-	-	-		239,861
18	Gregory McClure	AVC of Facilities	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	229,367	3.00%	-	-	-	720	-		230,087
			Total	229,367	0.00%	-	-	-	720	-		230,087
19	Lisa Mazure	AVC of Finance & Fiscal Svcs	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	229,367	3.00%	-	-	-	720	-		230,087
			Total	229,367	0.00%	-	-	-	720	-		230,087
20	Priscilla Camacho	Chief Lgsltv, Indstry & EA Ofc	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	229,367	9.87%	-	-	-	-	-		229,367
			Total	229,367	0.00%	-	-	-	-	-		229,367
21	Michelle Lugalía-Hollon	Chief Strategy Officer	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	229,367	3.00%	-	-	-	-	-		229,367
			Total	229,367	0.00%	-	-	-	-	-		229,367
22	Esmeralda Sweeney	AVC for Stud Advcy, Retn & Compltn	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	215,016	3.00%	-	-	-	-	-		215,016
			Total	215,016	0.00%	-	-	-	-	-		215,016
23	Ruth Dalrymple	AVC Acad Partner & Initiatives	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	215,016	3.00%	-	-	-	720	-		215,736
			Total	215,016	0.00%	-	-	-	720	-		215,736
24	Sammi Morrill	AVC EWD Operations	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	215,016	3.00%	-	-	-	720	-		215,736
			Total	215,016	0.00%	-	-	-	720	-		215,736
25	Barton Simpson	Executive Dir Instl Adv	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	215,016	3.00%	-	-	-	-	-		215,016
			Total	215,016	0.00%	-	-	-	-	-		215,016

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26	Stephanie Vasquez	Chief Pgm Ofcr-AlamoPromise	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	215,016	3.00%	-	-	-	720	-	215,736	
		Total	215,016	0.00%	-	-	-	720	-	215,736	
27	Sara Mann	Chief High School Pgms Officer	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	215,016	3.00%	-	-	-	720	-	215,736	
		Total	215,016	0.00%	-	-	-	720	-	215,736	
28	Eric Castillo	AVC Arts, Culture & Community Impact	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	215,016	3.00%	-	-	-	-	-	215,016	
		Total	215,016	0.00%	-	-	-	-	-	215,016	
29	Jose Cantu	Chief of Strategic Enrollment	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	215,016	3.00%	-	-	-	-	-	215,016	
		Total	215,016	0.00%	-	-	-	-	-	215,016	
30	Shayne West	AVC Fin Plng & Aux Svcs	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	215,016	3.00%	-	-	-	-	-	215,016	
		Total	215,016	0.00%	-	-	-	-	-	215,016	
31	Heidi Granger	AVC Student Financial Aid & Svcs	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	215,016	3.00%	-	-	-	-	-	215,016	
		Total	215,016	0.00%	-	-	-	-	-	215,016	
32	Lacy Hampton	AVC G.O. Bond CIP	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	215,016	3.00%	-	-	-	-	-	215,016	
		Total	215,016	0.00%	-	-	-	-	-	215,016	
33	Leonard Bass	AVC Student Career Dev, Engage, Employ	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	215,016	10.58%	-	-	-	-	-	215,016	
		Total	215,016	0.00%	-	-	-	-	-	215,016	
34	Kara Larkan-Skinner	Dist Dir IR & Effect Svcs	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	201,765	3.00%	-	-	-	720	-	202,485	
		Total	201,765	0.00%	-	-	-	720	-	202,485	
35	Vacant	AVC Stud Access & Success Init	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	200,272	3.00%	-	-	-	-	-	200,272	
		Total	200,272	0.00%	-	-	-	-	-	200,272	
36	Keith Jemison	Chief of Police	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	200,272	-4.06%	-	-	-	-	-	200,272	
		Total	200,272	0.00%	-	-	-	-	-	200,272	
37	Francisco Cortez	Dist Dir of Internal Audit	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	188,803	6.09%	-	-	-	720	-	189,523	
		Total	188,803	0.00%	-	-	-	720	-	189,523	
38	Stella Lovato	VP for College Services	State General Revenue	0.00%	-	-	-	-	-	-	-
		Non-state Income	185,400	3.00%	-	-	-	720	-	186,120	
		Total	185,400	0.00%	-	-	-	720	-	186,120	

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39	Gourjoine Wade	VP for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	720	-	186,120	
			Total	0.00%	185,400	-	-	720	-	186,120	
40	Cassandra Rincones	VP for Academic Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	720	-	186,120	
			Total	0.00%	185,400	-	-	720	-	186,120	
41	George Johnson	VP for College Svcs	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	-	-	185,400	
			Total	0.00%	185,400	-	-	-	-	185,400	
42	Randall Dawson	VP for Academic Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	720	-	186,120	
			Total	0.00%	185,400	-	-	720	-	186,120	
43	Vacant	VP for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	-	-	185,400	
			Total	0.00%	185,400	-	-	-	-	185,400	
44	Lisa Juarez	VP for College Services	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	-	-	185,400	
			Total	0.00%	185,400	-	-	-	-	185,400	
45	Patrick Lee	VP for Academic Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	720	-	186,120	
			Total	0.00%	185,400	-	-	720	-	186,120	
46	Delilah Marquez	VP for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	720	-	186,120	
			Total	0.00%	185,400	-	-	720	-	186,120	
47	Sara Lozano	VP for Academic Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	720	-	186,120	
			Total	0.00%	185,400	-	-	720	-	186,120	
48	Erin Sherman	VP for College Services	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	720	-	186,120	
			Total	0.00%	185,400	-	-	720	-	186,120	
49	Vacant	VP for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	-	-	185,400	
			Total	0.00%	185,400	-	-	-	-	185,400	
50	Tangila Dove	VP for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	720	-	186,120	
			Total	0.00%	185,400	-	-	720	-	186,120	
51	Laura Boyer	VP for Academic Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	185,400	-	-	720	-	186,120	
			Total	0.00%	185,400	-	-	720	-	186,120	

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52	Thomas Walker	VP for College Services	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	185,400	3.00%	-	-	-	-	-	185,400	
		Total	185,400	0.00%	-	-	-	-	-	185,400	
53	Tonya Maunsell	Exec Dir AAS Nursing Pgm	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	174,926	3.00%	-	-	-	-	-	174,926	
		Total	174,926	0.00%	-	-	-	-	-	174,926	
54	Eve Rodriguez	Exec Dir RN-BSN Nursing Pgm	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	174,926	3.00%	-	-	-	-	-	174,926	
		Total	174,926	0.00%	-	-	-	-	-	174,926	
55	Diane Wilson	Executive Director of Dental Hygiene	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	174,926	3.00%	-	-	-	-	-	174,926	
		Total	174,926	0.00%	-	-	-	-	-	174,926	
56	Donna Wallis	Exec Dir AAS Nursing Pgm	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	174,926	3.00%	-	-	-	-	-	174,926	
		Total	174,926	0.00%	-	-	-	-	-	174,926	
57	Crystal Saulsberry	Exec Dir AAS Nursing Pgm	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	174,926	3.00%	-	-	-	720	-	175,646	
		Total	174,926	0.00%	-	-	-	720	-	175,646	
58	Patrick Vrba	Controller	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	166,147	3.00%	-	-	-	-	-	166,147	
		Total	166,147	0.00%	-	-	-	-	-	166,147	
59	Alejandra Bueno	Chief Prgm Officer for Global Engage & L	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	161,179	3.00%	-	-	-	720	-	161,899	
		Total	161,179	0.00%	-	-	-	720	-	161,899	
60	Jody Eastland	Dist Dir of Purchasing	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	158,966	3.00%	-	-	-	-	-	158,966	
		Total	158,966	0.00%	-	-	-	-	-	158,966	
61	Tracy Floyd	Dean for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	-	-	133,490	
		Total	133,490	0.00%	-	-	-	-	-	133,490	
62	Amy Pena	Dean for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	720	-	134,210	
		Total	133,490	0.00%	-	-	-	720	-	134,210	
63	Clare Iannelli	Dean of Academic Support Svcs	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	720	-	134,210	
		Total	133,490	0.00%	-	-	-	720	-	134,210	
64	Gilbert Castillo	Dean of Performance Excellence	State General Revenue	0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	-	-	133,490	
		Total	133,490	0.00%	-	-	-	-	-	133,490	

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65	Sitakanta Mohanty	Dean for Academic Success		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	720	-	134,210	
		Total	133,490	0.00%	-	-	-	720	-	134,210	
66	Jonathan Lee	Dean for Academic Success		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	-	-	133,490	
		Total	133,490	0.00%	-	-	-	-	-	133,490	
67	Christina Horton	Dean for Student Success		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	720	-	134,210	
		Total	133,490	0.00%	-	-	-	720	-	134,210	
68	Andres Arredondo	Dean for Student Success		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	-	-	133,490	
		Total	133,490	0.00%	-	-	-	-	-	133,490	
69	Kimberley Irving-Conaway	Interim VPAS/Dean for Academic Success		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	720	-	134,210	
		Total	133,490	0.00%	-	-	-	720	-	134,210	
70	Christopher Beardsall	Dean for Academic Success		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	-	-	133,490	
		Total	133,490	0.00%	-	-	-	-	-	133,490	
71	Onimi Wilcox	Dean for Academic Success		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	-	-	133,490	
		Total	133,490	0.00%	-	-	-	-	-	133,490	
72	Christopher Metsgar	Dean for Academic Success		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	720	-	134,210	
		Total	133,490	0.00%	-	-	-	720	-	134,210	
73	Tommy Morris	Dean for Student Success		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	-	-	133,490	
		Total	133,490	0.00%	-	-	-	-	-	133,490	
74	Edith Orozco	Dean for Academic Success		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	-	-	133,490	
		Total	133,490	0.00%	-	-	-	-	-	133,490	
75	Marsha Hall	Dean of Performance Excellence		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	-	-	133,490	
		Total	133,490	0.00%	-	-	-	-	-	133,490	
76	Caroline Haring	Dean of Performance Excellence		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	720	-	134,210	
		Total	133,490	0.00%	-	-	-	720	-	134,210	
77	Jennifer Scheidt	Dean for Academic Success		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,490	3.00%	-	-	-	-	-	133,490	
		Total	133,490	0.00%	-	-	-	-	-	133,490	

Institution Name: **Alamo Community College District**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
78	Esteban Sosa	Dean of Academic Support Svcs	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	720	-	134,210	
			Total	0.00%	133,490	-	-	-	720	-	
79	Luis Fernandez	Dean of Workforce & Prof Pgms	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	-	-	133,490	
			Total	0.00%	133,490	-	-	-	-	-	
80	Jennifer Flores	Dean for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	-	-	133,490	
			Total	0.00%	133,490	-	-	-	-	-	
81	Tyler Archer	Dean for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	720	-	134,210	
			Total	0.00%	133,490	-	-	-	720	-	
82	George Gittinger	Dean of Performance Excellence	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	720	-	134,210	
			Total	0.00%	133,490	-	-	-	720	-	
83	Joshua Austin	Dean for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	720	-	134,210	
			Total	0.00%	133,490	-	-	-	720	-	
84	Vacant	Dean for Academic Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	-	-	133,490	
			Total	0.00%	133,490	-	-	-	-	-	
85	Robin Lund	Dean for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	720	-	134,210	
			Total	0.00%	133,490	-	-	-	720	-	
86	Teresa Dimas	Dean for Academic Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	720	-	134,210	
			Total	0.00%	133,490	-	-	-	720	-	
87	Ashlee Stevenson	Dean for Academic Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	720	-	134,210	
			Total	0.00%	133,490	-	-	-	720	-	
88	Jennifer Comedy-Holmes	Dean for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	720	-	134,210	
			Total	0.00%	133,490	-	-	-	720	-	
89	Georgia Flores	Dean for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	-	-	133,490	
			Total	0.00%	133,490	-	-	-	-	-	
90	William Fanning	Dean for Academic Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	-	-	-	133,490	
			Total	0.00%	133,490	-	-	-	-	-	

Institution Name: **Alamo Community College District**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
91	Jennifer Rigsby	Dean for Academic Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	-	-	720	-	-	134,210	
			Total	0.00%	133,490	-	-	720	-	134,210	
92	Julie Kirkland-Poirier	Dean for Student Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	133,490	-	-	-	-	133,490	
			Total	0.00%	133,490	-	-	-	-	133,490	
93	Tammy Perez	Dean for Academic Success	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	133,490	-	-	-	-	133,490	
			Total	0.00%	133,490	-	-	-	-	133,490	
94	Vacant	Chair	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	126,166	-	-	-	-	126,166	
			Total	0.00%	126,166	-	-	-	-	126,166	
95	Erik Hillskemper	Chair	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	121,707	-	-	-	-	121,707	
			Total	0.00%	121,707	-	-	-	-	121,707	
96	Leonard Lira	Chair	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	121,707	-	-	-	-	121,707	
			Total	0.00%	121,707	-	-	-	-	121,707	
97	Joseph Kulhanek	Chair	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	121,707	-	-	-	-	121,707	
			Total	0.00%	121,707	-	-	-	-	121,707	
98	Rosalinda Ortiz	Chair	State General Revenue	0.00%	-	-	-	-	-	-	
			Non-state Income	3.00%	121,707	-	-	-	-	121,707	
			Total	0.00%	121,707	-	-	-	-	121,707	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Amarillo College**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2025						
Name	Position	Funding Source	FY 2025 Salary	Percentage Salary Increase Over FY 2024	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
1	Jamelle Conner	President	State General Revenue	290,000	0.00%	-	-	10,000	-	-	Car Allowance
			Non-state Income		0.00%	-	-	-	-	-	
			Total	290,000	0.00%	-	-	10,000	-	300,000	
2	Mark White	Executive VP and General Counsel	State General Revenue	198,876	0.00%	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	
			Total	198,876	0.00%	-	-	-	-	198,876	
3	Denese Skinner	Vice President Strategic Initiatives	State General Revenue	159,476	0.00%	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	
			Total	159,476	0.00%	-	-	-	-	159,476	
4	Frank Sobey	Vice President of Academic Affairs	State General Revenue	171,475	0.00%	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	
			Total	171,475	0.00%	-	-	-	-	171,475	
5	Tina Babb	Associate VP of Curriculum , Planning & IE	State General Revenue	117,520	0.00%	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	
			Total	117,520	0.00%	-	-	-	-	117,520	
6	Becky Burton	Associate VP Academic Learn Services	State General Revenue	131,257	0.00%	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	
			Total	131,257	0.00%	-	-	-	-	131,257	
7	vacant	Vice President of Business Affairs	State General Revenue	173,693	0.00%	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	
			Total	173,693	0.00%	-	-	-	-	173,693	
8	Tiffani Crosley	Associate Vice President Business Affairs	State General Revenue	114,615	0.00%	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	
			Total	114,615	0.00%	-	-	-	-	114,615	
9	Mychal Coleman	Vice President Human Resources	State General Revenue	145,000	0.00%	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	
			Total	145,000	0.00%	-	-	-	-	145,000	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Amarillo College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2025							
Name	Position	Funding Source	FY 2025 Salary	Percentage Salary Increase Over FY 2024	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
10	Shane Hepler	Technology Services	State General Revenue	132,564	0.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	132,564	0.00%	-	-	-	-	132,564		
11	Robert Austin	Vice President of Enrollment Management	State General Revenue	152,220	0.00%	-	-	-	-	152,220		
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	152,220	0.00%	-	-	-	-	152,220		
12	Kevin Ball	Vice President of Communications & Marketing	State General Revenue	136,282	0.00%	-	-	-	-	136,282		
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	136,282	0.00%	-	-	-	-	136,282		
13	Joe Bill Sherrod	VP Institutional Advancement	State General Revenue	147,020	0.00%	-	-	-	25,000	-	172,020	AC Foundation Stipend, not Institutional Funds
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	147,020	0.00%	-	-	-	25,000	-	172,020	
14	A Jill Williams	Dean of Campus Operations - Moore County	State General Revenue	100,880	0.00%	-	-	-	-	-	100,880	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	100,880	0.00%	-	-	-	-	100,880		
15	Dolores Arambula	Dean of Campus Operations - Hereford	State General Revenue	100,880	0.00%	-	-	-	-	-	100,880	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	100,880	0.00%	-	-	-	-	100,880		
16	Edythe Carter	Executive Dean STEM & Academic Learning	State General Revenue	122,460	0.00%	-	-	-	-	-	122,460	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	122,460	0.00%	-	-	-	-	122,460		
17	Kim Boyd	Dean of Health Professions	State General Revenue	106,893	0.00%	-	-	-	-	-	106,893	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	106,893	0.00%	-	-	-	-	106,893		
18	Linda Munoz	Dean of Special Projects	State General Revenue	111,783	0.00%	-	-	-	-	-	111,783	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	111,783	0.00%	-	-	-	-	111,783		
19	David Hall	Dean of Technical Education	State General Revenue	107,133	0.00%	-	-	-	-	-	107,133	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	107,133	0.00%	-	-	-	-	107,133		

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Amarillo College**

A	B	C	D	E	F					K	L							
					Name	Position	Funding Source	FY 2025 Salary	Percentage Salary Increase Over FY 2024			Nonsalary Benefits & Emoluments FY 2025					Total Compensation	Explanation / Comments
												Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation		
20	Rebecca Easton	Dean Liberal Arts	State General Revenue	113,235	0.00%	-	-	-	-	-	113,235							
			Non-state Income	-	0.00%	-	-	-	-	-	-							
			Total	113,235	0.00%	-	-	-	-	-	113,235							
21	Eric Wallace	Dean of Public Service Programs	State General Revenue	102,000	0.00%	-	-	-	-	-	102,000							
			Non-state Income	-	0.00%	-	-	-	-	-	-							
			Total	102,000	0.00%	-	-	-	-	-	102,000							
22			State General Revenue	-	0.00%	-	-	-	-	-	-							
			Non-state Income	-	0.00%	-	-	-	-	-	-							
			Total	-	0.00%	-	-	-	-	-	-							
23			State General Revenue	-	0.00%	-	-	-	-	-	-							
			Non-state Income	-	0.00%	-	-	-	-	-	-							
			Total	-	0.00%	-	-	-	-	-	-							
24			State General Revenue	-	0.00%	-	-	-	-	-	-							
			Non-state Income	-	0.00%	-	-	-	-	-	-							
			Total	-	0.00%	-	-	-	-	-	-							
25			State General Revenue	-	0.00%	-	-	-	-	-	-							
			Non-state Income	-	0.00%	-	-	-	-	-	-							
			Total	-	0.00%	-	-	-	-	-	-							

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Angelina College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Simon, Michael	President	State General Revenue	0.00%	-	-	-	-	-	-	Retirement Benefits = \$26,000	
			Non-state Income	295,620	3.00%	-	-	-	26,000	-		321,620
			Total	295,620	0.00%	-	-	-	26,000	-		321,620
2	Ditoro, Tim	V.P. Academic Affairs	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	197,808	3.00%	-	-	-	-	-		197,808
			Total	197,808	0.00%	-	-	-	-	-		197,808
3	Sullivan, Chris	V.P. Business Affairs & General Counsel	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	226,056	3.00%	-	-	-	-	-		226,056
			Total	226,056	0.00%	-	-	-	-	-		226,056
11	Brown, Krista	Assoc VP for Student Services	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	154,500	3.00%	-	-	-	-	-		154,500
			Total	154,500	0.00%	-	-	-	-	-		154,500
15	Ferguson-Adams, Winifre	Dean of Health Careers	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	127,032	3.00%	-	-	-	-	-		127,032
			Total	127,032	0.00%	-	-	-	-	-		127,032
5	Vacant	Director of Nursing Programs	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	120,000	0.00%	-	-	-	-	-		120,000
			Total	120,000	0.00%	-	-	-	-	-		120,000
6	Smithhart, Dana	Executive Director of Student Affairs	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	124,632	3.00%	-	-	-	-	-		124,632
			Total	124,632	0.00%	-	-	-	-	-		124,632
16	Campbell, Esther	Assistant VP of Academic Affairs	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	118,692	3.00%	-	-	-	-	-		118,692
			Total	118,692	0.00%	-	-	-	-	-		118,692
7	Throckmorton, Diana	Dean of Arts and Education	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	113,328	3.00%	-	-	-	-	-		113,328
			Total	113,328	0.00%	-	-	-	-	-		113,328
8	Murphy, Darin	Controller	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	113,328	3.00%	-	-	-	-	-		113,328
			Total	113,328	0.00%	-	-	-	-	-		113,328

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Angelina College**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
10	Capps, Steven	Senior Director, Physical Plant Operations		0.00%	-	-	-	-	-	-	
		State General Revenue									
		Non-state Income	113,328	3.00%	-	-	-	-	-	113,328	
		Total	113,328	0.00%	-	-	-	-	-	113,328	
12	Ragsdale, Jennifer	Senior Director of Information Technology		0.00%	-	-	-	-	-	-	
		State General Revenue									
		Non-state Income	107,388	3.00%	-	-	-	-	-	107,388	
		Total	107,388	0.00%	-	-	-	-	-	107,388	
17	Medford, Joy	Executive Director of Institutional Effectiveness		0.00%	-	-	-	-	-	-	
		State General Revenue	-								
		Non-state Income	105,504	3.00%	-	-	-	-	-	105,504	
		Total	105,504	0.00%	-	-	-	-	-	105,504	
14	Barrett, Andrea	Dean eLearning and Science and Math & Coord. Of QEP		0.00%	-	-	-	-	-	-	
		State General Revenue	-								
		Non-state Income	101,724	3.00%	-	-	-	-	-	101,724	
		Total	101,724	0.00%	-	-	-	-	-	101,724	
16	Whiddon, Tifini	Senior Director of Human Resources		0.00%	-	-	-	-	-	-	
		State General Revenue	-								
		Non-state Income	96,888	3.00%	-	-	-	-	-	96,888	
		Total	96,888	0.00%	-	-	-	-	-	96,888	
17	Jowell, Ashley	Police Chief		0.00%	-	-	-	-	-	-	New to Position
		State General Revenue	-								
		Non-state Income	80,000	0.00%	-	-	-	-	-	80,000	
		Total	80,000	0.00%	-	-	-	-	-	80,000	
17	Goforth, Glenn	Senior Director of Financial Aid and Admissions		0.00%	-	-	-	-	-	-	
		State General Revenue	-								
		Non-state Income	96,888	3.00%	-	-	-	-	-	96,888	
		Total	96,888	0.00%	-	-	-	-	-	96,888	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Austin Community College District

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L	
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
# Hege, Jennifer	Cullinane	Vice Chancellor, Institutional Research and Analytics	State General Revenue	0.00%	-	-	-	-	-	-	Salary adjustment due to internal equity review	
			Non-state Income	226,600	10.00%	-	-	-	-	-		226,600
			Total	226,600	0.00%	-	-	-	-	-		226,600
# Hussaini, Aziz		Interim Vice Chancellor, Facilities and Construction	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	190,624	3.00%	-	-	-	-	-		190,624
			Total	190,624	0.00%	-	-	-	-	-		190,624
# Lea, Brette E.		Vice Chancellor, Communications & Marketing	State General Revenue	0.00%	-	-	-	-	-	-	Salary adjustment due to internal equity review	
			Non-state Income	226,600	8.00%	-	-	-	-	-		226,600
			Total	226,600	0.00%	-	-	-	-	-		226,600
# Groves, Garrett C		Chief of Staff and Vice Chancellor, Strategic Initiatives	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	251,005	3.00%	-	-	-	-	-		251,005
			Total	251,005	0.00%	-	-	-	-	-		251,005
# Harris, Mary E		Vice Chancellor, Institutional Effectiveness & Grant Dev	State General Revenue	0.00%	-	-	-	-	-	-	Title change	
			Non-state Income	216,629	3.00%	-	-	-	-	-		216,629
			Total	216,629	0.00%	-	-	-	-	-		216,629
# Cervini, Chris		Vice Chancellor, Community and Government Affairs	State General Revenue	0.00%	-	-	-	-	-	-	Title change	
			Non-state Income	211,804	3.00%	-	-	-	-	-		211,804
			Total	211,804	0.00%	-	-	-	-	-		211,804
# Miriam Smith		Vice Chancellor, College Advancement & Executive Director, ACC	State General Revenue	0.00%	-	-	-	-	-	-	New Hire 03/03/25	
			Non-state Income	236,900	0.00%	-	-	-	-	-		236,900
			Total	236,900	0.00%	-	-	-	-	-		236,900
# Davis, Larry M		Vice Chancellor, Belonging and Purpose	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	211,804	3.00%	-	-	-	-	-		211,804
			Total	211,804	0.00%	-	-	-	-	-		211,804
# Kehoe, Andrea Lynn		Head of Product	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	216,777	3.00%	-	-	-	-	-		216,777
			Total	216,777	0.00%	-	-	-	-	-		216,777
# VACANT		Associate Vice Chancellor, Deputy CFO	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	-	0.00%	-	-	-	-	-		-
			Total	-	0.00%	-	-	-	-	-		-
# Whatley, Brandon		Associate Vice Chancellor, Workforce Education	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	184,056	3.00%	-	-	-	-	-		184,056
			Total	184,056	0.00%	-	-	-	-	-		184,056

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Austin Community College District

A	B	C	D	E	F	G	H	I	J	K	L
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Nonsalary Benefits & Emoluments FY 2026					Total Compensation	Explanation / Comments
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation		
# Johnson-Jones, Monique	Associate Vice Chancellor, Academic Advising & Student Planning	State General Revenue	-	0.00%	-	-	-	-	-	-	Promotion 08/01/25
		Non-state Income	180,250	3.00%	-	-	-	-	-	180,250	
		Total	180,250	0.00%	-	-	-	-	-	180,250	
# Acosta, Michael	Executive Dean, Enrollment Support Services	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	167,717	3.00%	-	-	-	-	-	167,717	
		Total	167,717	0.00%	-	-	-	-	-	167,717	
# Royalty, Roxane	Executive Dean, Student Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	173,524	3.00%	-	-	-	-	-	173,524	
		Total	173,524	0.00%	-	-	-	-	-	173,524	
# James, Kathy	Dean, Adult Education	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	161,728	3.00%	-	-	-	-	-	161,728	
		Total	161,728	0.00%	-	-	-	-	-	161,728	
# Dowdy, Katherine E	Executive Director, Adult Education	State General Revenue	-	0.00%	-	-	-	-	-	-	Title change
		Non-state Income	149,508	3.00%	-	-	-	-	-	149,508	
		Total	149,508	0.00%	-	-	-	-	-	149,508	
# Garcia, Michael D	Associate Vice Chancellor, Facilities Maintenance & Operations	State General Revenue	-	0.00%	-	-	-	-	-	-	Promotion 03/16/25
		Non-state Income	190,624	3.00%	-	-	-	-	-	190,624	
		Total	190,624	0.00%	-	-	-	-	-	190,624	
# Kirkland-Arnold, Kirk	Executive Director, Risk Management and Transportation	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	165,206	3.00%	-	-	-	-	-	165,206	
		Total	165,206	0.00%	-	-	-	-	-	165,206	
# Bawcom, Amy	Executive Director, ACC Foundation	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	155,739	3.00%	-	-	-	-	-	155,739	
		Total	155,739	0.00%	-	-	-	-	-	155,739	
# Fears, Alison	Executive Director, Grants Development and Compliance	State General Revenue	-	0.00%	-	-	-	-	-	-	New Hire 06/02/25
		Non-state Income	149,350	3.00%	-	-	-	-	-	149,350	
		Total	149,350	0.00%	-	-	-	-	-	149,350	
# Silverberg, Barry	Executive Director, Nonprofit Austin at ACC	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	149,748	3.00%	-	-	-	-	-	149,748	
		Total	149,748	0.00%	-	-	-	-	-	149,748	
# Hernandez-Quinonez, Diana	Dean, Student Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	135,083	3.00%	-	-	-	-	-	135,083	
		Total	135,083	0.00%	-	-	-	-	-	135,083	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Austin Community College District

A	B	C	D	E	F G H I J					K	L
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Nonsalary Benefits & Emoluments FY 2026					Total Compensation	Explanation / Comments
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation		
# Eckert, Olga	Dean, Student Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	149,508	3.00%	-	-	-	-	-	149,508	
		Total	149,508	0.00%	-	-	-	-	-	149,508	
# Tate, Louella H	Dean, Student Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	157,047	3.00%	-	-	-	-	-	157,047	
		Total	157,047	0.00%	-	-	-	-	-	157,047	
# Jones, Mervin	Dean, Student Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	156,788	3.00%	-	-	-	-	-	156,788	
		Total	156,788	0.00%	-	-	-	-	-	156,788	
# Tanner, Cynthia	Dean, Student Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	139,926	3.00%	-	-	-	-	-	139,926	
		Total	139,926	0.00%	-	-	-	-	-	139,926	
# Michura, Christina A	Dean, Student Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	149,508	3.00%	-	-	-	-	-	149,508	
		Total	149,508	0.00%	-	-	-	-	-	149,508	
# Boullosa, James S.	Dean, Student Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	149,508	3.00%	-	-	-	-	-	149,508	
		Total	149,508	0.00%	-	-	-	-	-	149,508	
# Elias, Heather L	Dean, Student Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	149,508	3.00%	-	-	-	-	-	149,508	
		Total	149,508	0.00%	-	-	-	-	-	149,508	
# Escamilla, Roman G	Dean, Student Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	149,508	3.00%	-	-	-	-	-	149,508	
		Total	149,508	0.00%	-	-	-	-	-	149,508	
# Tyner, Jonathan W	Executive Dean, International Student Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	152,573	0.00%	-	-	-	-	-	152,573	Promotion 10/14/25
		Total	152,573	0.00%	-	-	-	-	-	152,573	
# Wright, Tony A	Executive Dean, Student Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	143,759	3.00%	-	-	-	-	-	143,759	Title change
		Total	143,759	0.00%	-	-	-	-	-	143,759	
# Reck, Julianne C	Regional Dean, Mental Health Counseling	State General Revenue	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Blinn College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary (09/01/2025)	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
												1
			Non-state Income	418,119	0.00%	-	-	14,400	12,400	-	444,919	
			Total	418,119	0.00%	-	-	14,400	12,400	-	444,919	
2	Leighton Schubert	Executive Vice Chancellor	State General Revenue	-	0.00%	-	-	-	-	-	Other - communication allowance	
			Non-state Income	324,846	3.00%	-	-	-	780	-		325,626
			Total	324,846	0.00%	-	-	-	780	-		325,626
3	Clayton Burton	Vice Chancellor Business & Finance, CFO	State General Revenue	-	0.00%	-	-	-	-	-	other - communication allowance	
			Non-state Income	251,820	3.00%	-	-	-	780	-		252,600
			Total	251,820	0.00%	-	-	-	780	-		252,600
4	Marcelo Bussiki	Vice Chancellor Academic Affairs	State General Revenue	-	0.00%	-	-	-	-	-		
			Non-state Income	222,422	3.00%	-	-	-	-	-		222,422
			Total	222,422	0.00%	-	-	-	-	-		222,422
5	Becky McBride	Vice Chancellor Student Services	State General Revenue	-	0.00%	-	-	-	-	-	other - communication allowance	
			Non-state Income	157,502	3.00%	-	-	-	780	-		158,282
			Total	157,502	0.00%	-	-	-	780	-		158,282
6	Jay Anderson	Vice Chancellor Applied Sciences, Workforce	State General Revenue	-	0.00%	-	-	-	-	-		
			Non-state Income	157,393	3.00%	-	-	-	-	-		157,393
			Total	157,393	0.00%	-	-	-	-	-		157,393

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

Blinn College

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary (09/01/2025)	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
7	Gentry Woodard	Executive Director Blinn College Foundation	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	127,500	0.00%	-	-	-	-	127,500		
			Total	127,500	0.00%	-	-	-	-	127,500		
8	Bennie Graves	Assistant Vice Chancellor, Human Resources	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	172,792	3.00%	-	-	-	-	172,792		
			Total	172,792	0.00%	-	-	-	-	172,792		
9	John Chancellor	Chief of Police	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	156,175	3.00%	-	-	-	-	156,175		
			Total	156,175	0.00%	-	-	-	-	156,175		
10	Michael Welch	Dean Academic Technology Services	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	177,127	3.00%	-	-	-	-	177,127		
			Total	177,127	0.00%	-	-	-	-	177,127		
11	Christine Wied	Director Administrative Computing Services	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	160,867	3.00%	-	-	-	-	160,867		
			Total	160,867	0.00%	-	-	-	-	160,867		
12	Richard Bray	Director Communications, Media Relations &	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	149,493	3.00%	-	-	-	-	149,493		
			Total	149,493	0.00%	-	-	-	-	149,493		
13	Jimmy Byrd	Executive Dean Bryan Campus	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	192,025	3.00%	-	-	-	-	192,025		
			Total	192,025	0.00%	-	-	-	-	192,025		
14	Christopher Marrs	Executive Dean RELIS Campus	State General Revenue	-	0.00%	-	-	-	-	-	-	Other - communication allowance
			Non-state Income	182,860	3.00%	-	-	-	780	183,640		
			Total	182,860	0.00%	-	-	-	780	182,860		
15	Myron Dippel	Executive Dean Brenham Campus	State General Revenue	-	0.00%	-	-	-	-	-	-	Other - communication allowance
			Non-state Income	155,900	3.00%	-	-	-	780	156,680		
			Total	155,900	0.00%	-	-	-	780	156,680		
16	Lisa Caton	Executive Dean Sealy Campus	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	118,483	3.00%	-	-	-	-	118,483		

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Blinn College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
		Total	118,483	0.00%	-	-	-	-	-	118,483	
17	Becky Garlick	Executive Dean Schulenburg Campus	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	118,783	3.00%	-	-	-	-	118,783	
		Total	118,783	0.00%	-	-	-	-	-	118,783	
18	Max Hibbs	Executive Dean Waller Campus	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	140,656	3.00%	-	-	-	-	140,656	
		Total	140,656	0.00%	-	-	-	-	-	140,656	
19	Adrienne McCain	Dean Title IX and Student Conduct	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	105,464	3.00%	-	-	-	-	105,464	
		Total	105,464	0.00%	-	-	-	-	-	105,464	
20	Mark Feldhake	Assistant Vice Chancellor Facilities, Planning	State General Revenue	-	0.00%	-	-	-	-	-	Other - communication allowance
			Non-state Income	182,392	3.00%	-	-	-	420	-	182,812
		Total	182,392	0.00%	-	-	-	-	420	-	182,812
21	Vicki Ward	Assistant Vice Chancellor Business & Finance	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	165,800	3.00%	-	-	-	-	-	165,800
		Total	165,800	0.00%	-	-	-	-	-	-	165,800
22	Elmer Godeny	Academic Dean Natural and Physical	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	134,953	3.00%	-	-	-	-	-	134,953
		Total	134,953	0.00%	-	-	-	-	-	-	134,953
23	Victoria Fowler	Academic Dean Business and Math	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	119,650	3.00%	-	-	-	-	-	119,650
		Total	119,650	0.00%	-	-	-	-	-	-	119,650
24	Deborah Vavra	Academic Dean of Arts, Kinesiology and	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	130,457	3.00%	-	-	-	-	-	130,457
		Total	130,457	0.00%	-	-	-	-	-	-	130,457
25	Brandon Franke	Academic Dean Social Sciences	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	128,489	3.00%	-	-	-	-	-	128,489
		Total	128,489	0.00%	-	-	-	-	-	-	128,489
26	April Kindead	Academic Dean of Humanities	State General Revenue	-	0.00%	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Blinn College**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary (09/01/2025)	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Non-state Income	103,193	3.00%	-	-	-	-	-	103,193	
		Total	103,193	0.00%	-	-	-	-	-	103,193	
27	Mark Workman	Dean Distance Learning									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	152,942	3.00%	-	-	-	-	-	152,942	
		Total	152,942	0.00%	-	-	-	-	-	152,942	
28	Michelle McGehee	Dean Academic Affairs									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	125,930	3.00%	-	-	-	-	-	125,930	
		Total	125,930	0.00%	-	-	-	-	-	125,930	
29	Kenneth Massenda	Dean Student Engagement									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	103,485	3.00%	-	-	-	-	-	103,485	
		Total	103,485	0.00%	-	-	-	-	-	103,485	
30	Tiffany Jenkins	Assistant Vice Chancellor Student Services									
		State General Revenue	-	0.00%	-	-	-	-	-	-	Other - communication allowance
		Non-state Income	156,932	3.00%	-	-	-	420	-	157,352	
		Total	156,932	0.00%	-	-	-	420	-	157,352	
31	Brent Williford	Dean Financial Aid									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	145,309	3.00%	-	-	-	-	-	145,309	
		Total	145,309	0.00%	-	-	-	-	-	145,309	
32	Kristi Urban	Registrar									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	111,955	3.00%	-	-	-	-	-	111,955	
		Total	111,955	0.00%	-	-	-	-	-	111,955	
33	Michelle Trubenstein	Dean Health Sciences									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	116,040	3.00%	-	-	-	-	-	116,040	
		Total	116,040	0.00%	-	-	-	-	-	116,040	
34	Marshall Rich	Dean Applied Technology, Workforce and Eco									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	113,676	3.00%	-	-	-	-	-	113,676	
		Total	113,676	0.00%	-	-	-	-	-	113,676	
44											
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

BRAZOSPORT COLLEGE

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
10	Isaiah Schauer	Dean, Liberal Arts & Sciences		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	128,750	0.00%	-	-	-	-	-	128,750	
		Total	128,750	3.14%	-	-	-	-	-	128,750	
11	LaToya Mills	Dean of Students		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	125,000	0.00%	-	-	-	-	-	125,000	
		Total	125,000	0.00%	-	-	-	-	-	125,000	
12	Ricardo Uribe	Workforce		0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	128,750	0.00%	-	-	-	-	-	128,750	
		Total	128,750	24.57%	-	-	-	-	-	128,750	
13				0.00%	-	-	-	-	-	-	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
14				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
15				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
16				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
17				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
18				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
19				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Central Texas College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2025					K	L	
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation			Total Compensation
1	Carter, Michele J.	Chancellor	State General Revenue	315,000	0.00%	-	-	-	25,200	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	315,000	0.00%	-	-	-	25,200	-	340,200	
2	Clunis, Tamara	Vice Chanc, Instruction & Workforce Ed	State General Revenue	215,000	15.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	215,000	0.00%	-	-	-	-	-	215,000	
3	Cook, Tracy	Dean, Academic Instruction	State General Revenue	135,552	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	135,552	0.00%	-	-	-	-	-	135,552	
4	Oser, Katherine	Dean, Workforce Ed, Academic Outreach	State General Revenue	106,986	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	106,986	0.00%	-	-	-	-	-	106,986	
5	Rose, Carey	Dean, Student Services	State General Revenue	98,061	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	98,061	0.00%	-	-	-	-	-	98,061	
6	Purser, Lori	Dean, Library Services	State General Revenue	76,606	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	76,606	0.00%	-	-	-	-	-	76,606	
7	Haire, Jacqueline	Dean, Military Operations	State General Revenue	87,942	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	87,942	0.00%	-	-	-	-	-	87,942	
8	Starkey, Julie	Dean, Student Success & Persistence	State General Revenue	98,337	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	98,337	0.00%	-	-	-	-	-	98,337	
9	Baak, Melanie	Dean, Career & Technical Instruction	State General Revenue	113,721	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	113,721	0.00%	-	-	-	-	-	113,721	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Central Texas College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2025					K	L
					F	G	H	I	J		
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
10	Deal, Janill	Assoc Dean, Dual Credit Programs	73,910	4.00%	-	-	-	-	-	-	
		State General Revenue									
		Non-state Income		0.00%							
		Total	73,910	0.00%						73,910	
11	Martin, Veronica	Assoc Dean, Career & Technical Instruction	65,324	4.00%	-	-	-	-	-	65,324	
		State General Revenue									
		Non-state Income		0.00%							
		Total	65,324	0.00%						65,324	
12	Campbell, Jinette	Assoc Dean, Institutional Accountability	59,854	4.00%	-	-	-	-	-	59,854	
		State General Revenue									
		Non-state Income		0.00%							
		Total	59,854	0.00%						59,854	
13	Lyles, Matthew	Assoc Dean, Academic Instruction	79,593	4.00%	-	-	-	-	-	79,593	
		State General Revenue									
		Non-state Income		0.00%							
		Total	79,593	0.00%						79,593	
14	Hutchens, Eva	Assoc Dean, Enrollment Services	66,957	4.00%	-	-	-	-	-	66,957	
		State General Revenue									
		Non-state Income		0.00%							
		Total	66,957	0.00%						66,957	
15	Bredt, Lucette	Assoc Dean, Financial Aid/Veterans Services	70,348	4.00%	-	-	-	-	-	70,348	
		State General Revenue									
		Non-state Income		0.00%							
		Total	70,348	0.00%						70,348	
16	Griego, Carolyn	Assoc Dean, Continuing Ed & Adult Ed	70,348	4.00%	-	-	-	-	-	70,348	
		State General Revenue									
		Non-state Income		0.00%							
		Total	70,348	0.00%						70,348	
17	Murphy, Larry	Assoc Vice Chanc, Business Services	99,706	4.00%	-	-	-	-	-	99,706	
		State General Revenue									
		Non-state Income		0.00%							
		Total	99,706	0.00%						99,706	
18	Barton, James	Assoc Vice Chanc, Finance & Admin	183,000	7.00%	-	-	-	-	-	183,000	
		State General Revenue									
		Non-state Income		0.00%							
		Total	183,000	0.00%						183,000	
19	Jordan, Holly	Chief Human Resources Officer	180,000	15.00%	-	-	-	-	-	180,000	
		State General Revenue									
		Non-state Income		0.00%							
		Total	180,000	0.00%						180,000	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Central Texas College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2025							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
20	Gaines, Roberty	Chief Technology Officer	State General Revenue	140,000	8.00%	-	-	-	-	-	140,000	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	140,000	0.00%	-	-	-	-	-	140,000	
21	Briggs, Traci	General Counsel	State General Revenue	150,000	8.00%	-	-	-	-	-	150,000	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	150,000	0.00%	-	-	-	-	-	150,000	
22	Ellis, Carrie	Chief of Police	State General Revenue	112,055	0.00%	-	-	-	-	-	112,055	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	112,055	0.00%	-	-	-	-	-	112,055	
23			State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	
24			State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	
25			State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	
26			State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	
27			State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	
28			State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Cisco College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Thad Anglin	President	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	187,721	0.00%	-	-	20,000	-	7,746		215,467
			Total	187,721	0.00%	-	-	20,000	-	7,746		215,467
2	Jerry Dodson	VP of Student Services / Athletic Director	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	102,910	0.00%	-	-	-	-	-		102,910
			Total	102,910	0.00%	-	-	-	-	-		102,910
3	Heather McClure	VP of Instruction / SACS Liaison	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	98,363	0.00%	-	-	-	-	-		98,363
			Total	98,363	0.00%	-	-	-	-	-		98,363
4	Audra Taylor	VP of Business Services / CFO	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	92,577	0.00%	-	-	-	-	-		92,577
			Total	92,577	0.00%	-	-	-	-	-		92,577
5	Jennifer Brown	Dean of Student Life	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	63,600	0.00%	-	-	-	-	-		63,600
			Total	63,600	0.00%	-	-	-	-	-		63,600
6	Melinda Jackson	Dean of Instruction	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	72,904	0.00%	-	-	-	-	-		72,904
			Total	72,904	0.00%	-	-	-	-	-		72,904
7	Tim Murphy	Exec Dir of Information and Technology	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	77,673	0.00%	-	-	-	-	-		77,673
			Total	77,673	0.00%	-	-	-	-	-		77,673
8	Rick Marks	Dean of Workforce & Economic Development	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	70,511	0.00%	-	-	-	-	-		70,511
			Total	70,511	0.00%	-	-	-	-	-		70,511
9	Sheron Caton	Dean of Distance Ed & e-Learning	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	67,203	0.00%	-	-	-	-	-		67,203
			Total	67,203	0.00%	-	-	-	-	-		67,203

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Cisco College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation			Total Compensation
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025								
10	Lori Grubbs	Dean of Enrollment Services	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	70,040	0.00%	-	-	-	-	-	70,040	
			Total	70,040	0.00%	-	-	-	-	-	70,040	
11	Helen Usera	Exec Director of Grants/Development	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	86,005	0.00%	-	-	-	-	-	86,005	
			Total	86,005	0.00%	-	-	-	-	-	86,005	
12	Spencer Woody	Director of Nursing Programs	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	93,458	0.00%	-	-	-	-	-	93,458	
			Total	93,458	0.00%	-	-	-	-	-	93,458	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Clarendon College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L	
					F	G	H	I	J			
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Texas Buckhaults	President	State General Revenue	152,000	5.92%	-	-	3,300	1,000	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	152,000	0.00%	-	-	3,300	1,000	-	156,300	
2	Bradley Vanden Boogaard	Vice President of Academic Affairs	State General Revenue	107,496	4.00%	-	-	-	1,000	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	107,496	0.00%	-	-	-	1,000	-	108,496	
3	William Thompson	Vice President of Information Technology	State General Revenue	86,333	4.00%	-	-	-	1,000	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	86,333	0.00%	-	-	-	1,000	-	87,333	
4	Michael Davis	Dean of CTE	State General Revenue	100,438	4.00%	-	-	-	1,000	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	100,438	0.00%	-	-	-	1,000	-	101,438	
5	Michael Metcalf	Comptroller	State General Revenue	83,866	4.00%	-	-	-	1,000	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	83,866	0.00%	-	-	-	1,000	-	84,866	
6	Johnny Treichel	Dean of Students	State General Revenue	84,000	0.00%	-	-	-	1,000	-	-	*Employee was reassigned to this position, so salary increase n/a
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	84,000	0.00%	-	-	-	1,000	-	85,000	
7	Sherrie Denham	Director of Allied Health	State General Revenue	80,146	0.00%	-	-	-	10,000	-	-	*Employee was reassigned to this position, so salary increase n/a
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	80,146	0.00%	-	-	-	10,000	-	90,146	
8	Pamela Reed	Director of Library	State General Revenue	68,782	4.00%	-	-	-	-	-	-	Employee moved to admin contract for FY26.
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	68,782	0.00%	-	-	-	-	-	68,782	
9			State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Coastal Bend College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Dr. Zachary Suarez	President	State General Revenue	190,000	0.00%	-	18,000	-	-	-	-	New Hire
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	190,000	0.00%	-	18,000	-	-	-	208,000	
2	Dr. Dreand Johnson	Vice President, Instruction	State General Revenue	123,375	14.10%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	123,375	0.00%	-	-	-	-	-	123,375	
3	Tara Boiles	Vice President, Finance & CFO	State General Revenue	175,000	0.00%	-	-	-	-	-	-	New Hire
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	175,000	0.00%	-	-	-	-	-	175,000	
4	Dr. Dixie Lytle	Vice President, Talent Engagement	State General Revenue	111,240	26.80%	-	-	-	-	-	-	Promotion
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	111,240	0.00%	-	-	-	-	-	111,240	
5	Jarod Bleibdrey	Interim Vice President, Planning & Institutional	State General Revenue	112,000	20.60%	-	-	-	-	-	-	Promotion
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	112,000	0.00%	-	-	-	-	-	112,000	
6	Braden Reed	Sr. Director of Institutional Effectiveness	State General Revenue	90,000	19.50%	-	-	-	-	-	-	Promotion
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	90,000	0.00%	-	-	-	-	-	90,000	
7	Paul Cantrell	Executive Director, Foundation	State General Revenue	90,058	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	90,058	0.00%	-	-	-	-	-	90,058	
8	Dr. Aurelia Rocha	Executive Director, Innovation & Learning	State General Revenue	87,485	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	87,485	0.00%	-	-	-	-	-	87,485	
9	Jacinto Colmenero	Director of Physical Plant	State General Revenue	90,391	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	90,391	0.00%	-	-	-	-	-	90,391	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

Coastal Bend College

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
10	Michael Rowlett	Director of IT	State General Revenue	92,700	3.00%	-	-	-	-	-	
		Non-state Income			0.00%	-	-	-	-	-	
		Total	92,700	0.00%	-	-	-	-	-	92,700	
11	Vicente Garza	Director, Athletics	State General Revenue	76,584	3.00%	-	-	-	-	76,584	
		Non-state Income			0.00%	-	-	-	-	-	
		Total	76,584	0.00%	-	-	-	-	-	76,584	
12	Mark Secord	Dean, Academics	State General Revenue	96,126	3.00%	-	-	-	-	96,126	
		Non-state Income			0.00%	-	-	-	-	-	
		Total	96,126	0.00%	-	-	-	-	-	96,126	
13	Leoda Presley	Interim Dean, Nursing & Allied Health	State General Revenue	82,400	3.00%	-	-	-	-	82,400	
		Non-state Income			0.00%	-	-	-	-	-	
		Total	82,400	0.00%	-	-	-	-	-	82,400	
14	Dr. Kayla Devora-Jones	Dean of Student Services & Accessibility	State General Revenue	94,611	3.00%	-	-	-	-	94,611	
		Non-state Income			0.00%	-	-	-	-	-	
		Total	94,611	0.00%	-	-	-	-	-	94,611	
15	Stephen Estrada	Dean of Enrollment Management	State General Revenue	84,460	3.00%	-	-	-	-	84,460	
		Non-state Income			0.00%	-	-	-	-	-	
		Total	84,460	0.00%	-	-	-	-	-	84,460	
16	Dr. Celvin Walwyn	Chief of Police	State General Revenue	73,202	3.00%	-	-	-	-	73,202	
		Non-state Income			0.00%	-	-	-	-	-	
		Total	73,202	0.00%	-	-	-	-	-	73,202	
17			State General Revenue	-	0.00%	-	-	-	-	-	
		Non-state Income			0.00%	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
18			State General Revenue	-	0.00%	-	-	-	-	-	
		Non-state Income			0.00%	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
19			State General Revenue	-	0.00%	-	-	-	-	-	
		Non-state Income			0.00%	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **College of the Mainland**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Helen Brewer	President	State General Revenue	309,000	3.00%	-	20,000	10,450	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	309,000	0.00%	-	20,000	10,450	-	-	339,450	
2	David Wesse	Vice President for Fiscal Affairs	State General Revenue	203,771	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	203,771	0.00%	-	-	-	-	-	203,771	
3	Heather Rhodes	Vice President for Academic Affairs	State General Revenue	162,023	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	162,023	0.00%	-	-	-	-	-	162,023	
4	Michelle Brezina	Vice President for Student Affairs	State General Revenue	143,928	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	143,928	0.00%	-	-	-	-	-	143,928	
5	Michael McGee	Vice President for Administrative Services	State General Revenue	163,126	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	163,126	0.00%	-	-	-	-	-	163,126	
6	Diane Burkett	Vice President for Strategic Initiatives	State General Revenue	146,050	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	146,050	0.00%	-	-	-	-	-	146,050	
7	Ron Levick	Chief Information Officer	State General Revenue	134,393	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	134,393	0.00%	-	-	-	-	-	134,393	
8	Tige Cornelius	Executive Director, Institutional Advancement	State General Revenue	128,617	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	128,617	0.00%	-	-	-	-	-	128,617	
9	Christine Brasher	General Counsel & Chief Compliance Officer	State General Revenue	153,097	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	153,097	0.00%	-	-	-	-	-	153,097	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **College of the Mainland**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
10	Trudy Trochesset	Controller (until December 31, 2025)	State General Revenue Non-state Income Total	142,049 0.00% 142,049	3.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - 142,049	
11	Freda Davis	Controller	State General Revenue Non-state Income Total	137,424 0.00% 137,424	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - 137,424	
12	Andrea Crucian	Executive Director of Human Resources	State General Revenue Non-state Income Total	124,275 - 124,275	3.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - 124,275	
13	Rebecca Montz	Dean of Instruction	State General Revenue Non-state Income Total	136,374 - 136,374	3.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - 136,374	
14	Tanya Ingram	Dean of Students	State General Revenue Non-state Income Total	118,853 - 118,853	3.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - 118,853	
15	Belinda Aaron	Associate Vice President, Fiscal Affairs	State General Revenue Non-state Income Total	116,980 - 116,980	3.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - 116,980	
16	Rocky Barney	Dean of Instruction	State General Revenue Non-state Income Total	136,705 - 136,705	3.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - 136,705	
17	Victor Vega	Dean of Instruction	State General Revenue Non-state Income Total	141,547 - 141,547	3.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - 141,547	
18			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -	
19			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

Collin County Community College District

A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2025					K Total Compensation	L Explanation / Comments
					G Cash Bonuses	H Housing Allowance	I Car Allowance	J Other Emoluments	K Non-Cash Compensation		
1 Harvey Matkin	District President	Non-state Income	532,066	6.20%	70,000	0	25,000	75,900	0	702,966	\$70,000 into his 401a-General Pay Increase
2 William King	Executive Vice President	Non-state Income	349,440	4.00%	0	0	12,000	900	0	362,340	
3 Abbey Johnson	Senior Vice President - Campus Operations	Non-state Income	294,840	4.00%	0	0	12,000	900	0	307,740	
4 Melissa Irby	Chief Financial Officer	Non-state Income	294,840	4.00%	0	0	12,000	900	0	307,740	
5 Mary McRae	Campus Provost	Non-state Income	276,899	4.00%	0	0	6,000	900	0	283,799	
6 Jon Hardesty	Vice President - Academic Affairs	Non-state Income	251,169	4.00%	0	0	6,000	900	0	258,069	
7 Monica Velazquez	General Counsel	Non-state Income	249,997	13.00%	0	0	12,000	900	0	262,897	Job reclassification
8 Jay Corwin	Senior Vice President - Student and Community Er	Non-state Income	249,997	4.00%	0	0	12,000	900	0	262,897	
9 Albert Tezeno	Vice President - Student and Enrollment Services/	Non-state Income	237,248	4.00%	0	0	6,000	900	0	244,148	
10 Sherry Schumann	Campus Provost	Non-state Income	221,843	4.00%	0	0	6,000	900	0	228,743	
11 Mark Smith	Campus Provost	Non-state Income	221,843	4.00%	0	0	6,000	900	0	228,743	
12 Christopher Eyle	Vice President - Facilities and Construction	Non-state Income	218,567	4.00%	0	0	6,000	900	0	225,467	
13 Brenden Mesch	Campus Provost	Non-state Income	214,331	4.00%	0	0	6,000	900	0	221,231	
14 Sarah Lee	Campus Provost	Non-state Income	214,331	4.00%	0	0	6,000	900	0	221,231	
15 S Leverette	Vice President - Academic Operations	Non-state Income	212,290	4.00%	0	0	6,000	900	0	219,190	
16 Jeremy Anderson	Vice President - Institutional Research and Techno	Non-state Income	210,970	12.00%	0	0	6,000	900	0	217,870	Job reclassification
17 Barbara Johnston	Deputy Chief Financial Officer	Non-state Income	198,003	4.00%	0	0	0	900	0	198,903	
18 Mary McClure	Chief of Staff	Non-state Income	197,503	24.00%	0	0	6,000	900	0	204,403	Job reclassification

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Collin County Community College District**

A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2025					K Total Compensation	L Explanation / Comments
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
19 Daniel Jenkins	Chief of Police	Non-state Income	197,129	4.00%	0	0	0	900	0	198,029	
20 Diana Hopes	Campus Provost	Non-state Income	195,706	5.00%	0	0	6,000	900	0	202,606	Job reclassification-market adjustment
21 Allison Venuto	Chief Human Resources Officer	Non-state Income	195,320	30.00%	0	0	6,000	900	0	202,220	Promotion
22 David Stephens	Chief Information Officer	Non-state Income	183,456	0.00%	0	0	6,000	900	0	190,356	
23 Brenda Carter	Executive Dean	Non-state Income	176,890	4.00%	0	0	6,000	900	0	183,790	
24 Matthew Ammons	Chief Information Security Officer	Non-state Income	175,335	4.00%	0	0	0	900	0	176,235	
25 Garry Evans	Associate Provost	Non-state Income	172,782	15.00%	0	0	6,000	900	0	179,682	Job reclassification-market adjustment
26 Gaye Cooksey	Dean - Evening and Weekend College	Non-state Income	168,078	4.00%	0	0	0	900	0	168,978	
27 Raul Martinez	Associate Vice President - P-12 Partnerships	Non-state Income	165,948	4.00%	0	0	0	900	0	166,848	
28 Alicia Huppe	Associate Vice President - Student and Enrollment	Non-state Income	160,000	5.00%	0	0	0	900	0	160,900	Job reclassification-market adjustment
29 Wendy Gunderson	Dean - Academic Services	Non-state Income	158,873	4.00%	0	0	0	0	0	158,873	
30 Terrence Brennan	District - Dean of Students	Non-state Income	158,816	9.00%	0	0	0	900	0	159,716	Job reclassification-market adjustment
31 Alan Pixley	Executive Director - Financial Aid & Veterans Servi	Non-state Income	158,118	9.00%	0	0	0	900	0	159,018	Job reclassification-market adjustment
32 Laura Madden	Executive Director - Collin College Foundation	Non-state Income	156,364	0.00%	0	0	6,000	900	0	163,264	
33 Natalie Greenwell	Associate Vice President - Continuing Professional	Non-state Income	155,907	22.00%	0	0	0	900	0	156,807	Job reclassification-market adjustment
34 Marisela Cadena-Smith	Associate Vice President - External Communication	Non-state Income	155,907	5.00%	0	0	0	900	0	156,807	General Pay Increase-Correction
35 Rebecca Acuna	Associate Vice President - Human Resources	Non-state Income	155,907	5.00%	0	0	0	900	0	156,807	Job reclassification-market adjustment
36 Laura Isdell	Associate Vice President - Internal Communication	Non-state Income	155,907	22.00%	0	0	0	900	0	156,807	Job reclassification-market adjustment
37 Doug Willis	Dean - Student and Enrollment Services	Non-state Income	155,385	9.00%	0	0	0	0	0	155,385	Job reclassification-market adjustment
38 Christi Drilling	Executive Director - Accounting	Non-state Income	154,960	0.00%	0	0	0	900	0	155,860	
39 Terry Simmons	Executive Director - Enterprise Systems	Non-state Income	150,363	5.00%	0	0	0	900	0	151,263	Job reclassification-market adjustment
40 Ann Blackman	Executive Director - Technology Support	Non-state Income	149,392	8.00%	0	0	0	900	0	150,292	Job reclassification-market adjustment

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

Collin County Community College District

A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F G H I J Nonsalary Benefits & Emoluments FY 2025					K Total Compensation	L Explanation / Comments	
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation			
					41 Amy Gainer	Dean - Academic Affairs/Workforce I	Collin Virtual C	Non-state Income	148,823			4.00%
42 Daphne Babcock	Dean - Academic Affairs/Workforce Programs	Non-state Income	148,528	4.00%	0	0	0	0	0	0	148,528	
43 Dawn Richardson	Dean - Academic Affairs/Workforce Programs	Non-state Income	148,528	4.00%	0	0	0	0	0	0	148,528	
44 Meredith Martin	Dean - Academic Affairs/Workforce Programs	Non-state Income	147,919	9.00%	0	0	0	900	0	0	148,819	Promotion
45 Meredith Wang	Dean - Districtwide Scheduling	Non-state Income	147,540	4.00%	0	0	0	0	0	0	147,540	
46 Jennifer Wright	Executive Director - Procurement Services	Non-state Income	145,130	42.00%	0	0	0	900	0	0	146,030	Promotion-Job Reclassification
47 Lupita Tinnen	Dean - Academic Affairs/Workforce Programs	Non-state Income	143,096	4.00%	0	0	0	0	0	0	143,096	
48 Kyle Bellue	Executive Dean	Non-state Income	141,506	21.00%	0	0	6,000	900	0	0	148,406	Promotion
49 David Prevatte	Assistant Chief of Police	Non-state Income	141,506	4.00%	0	0	0	900	0	0	142,406	
50 Amy Wilson	Dean - Nursing	Non-state Income	140,326	15.00%	0	0	0	0	0	0	140,326	Promotion
51 Michelle Millen	Dean - Academic Affairs/Workforce Programs	Non-state Income	138,976	4.00%	0	0	0	0	0	0	138,976	
52 Traci Ramsey	Dean - Student and Enrollment Services	Non-state Income	137,895	9.00%	0	0	0	0	0	0	137,895	Job reclassification-market adjustment
53 Regina Hughes	Director - HR Faculty Employment	Non-state Income	137,855	9.00%	0	0	0	900	0	0	138,755	Promotion
54 Kristen Streater	Dean - Academic Affairs/Workforce Programs	Non-state Income	137,309	4.00%	0	0	0	0	0	0	137,309	
55 Rachel Walker	Dean - Academic Affairs/Workforce Programs	Non-state Income	136,759	17.00%	0	0	0	0	0	0	136,759	Promotion
56 Shandin Havens	Executive Director - Financial Services	Non-state Income	136,500	18.00%	0	0	0	900	0	0	137,400	Promotion-Job Reclassification

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Collin County Community College District

A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2025					K Total Compensation	L Explanation / Comments	
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation			
57	Zanmin Tram	Executive Director - Planning Design and Construc	Non-state Income	135,583	4.00%	0	0	6,000	900	0	142,483	
58	Rebecca Orr	Dean - Academic Services - Assessment, Accredit	Non-state Income	135,200	39.00%	0	0	0	0	0	135,200	Promotion
59	Araceli Solis	Associate Dean - Academic Affairs/Workforce - He	Non-state Income	134,800	4.00%	0	0	0	0	0	134,800	
60	Betty Veasy	Director - Nursing BSN Program	Non-state Income	134,025	4.00%	0	0	0	0	0	134,025	
61	Melanie Yates	Associate Dean - Academic Affairs/Workforce Proç	Non-state Income	131,186	4.00%	0	0	0	0	0	131,186	
62	Andrea Szlachetowski	Associate Dean - Academic Affairs/Workforce Proç	Non-state Income	131,186	4.00%	0	0	0	0	0	131,186	
63	DeAira Pugh	Dean - Student and Enrollment Services	Non-state Income	131,009	10.00%	0	0	0	0	0	131,009	Job reclassification-market adjustment
64	John Brewer	Executive Director - Facilities Operations	Non-state Income	129,981	4.00%	0	0	6,000	900	0	136,881	
65	Kelly Andrews	Associate Dean - iCollin Virtual Campus	Non-state Income	129,312	4.00%	0	0	0	0	0	129,312	
66	Kirk Lee	Dean - Student and Enrollment Services	Non-state Income	128,572	10.00%	0	0	0	0	0	128,572	Job reclassification-market adjustment
67	Michelle Buggs	Dean - Academic Affairs/Workforce Programs	Non-state Income	127,740	4.00%	0	0	0	0	0	127,740	
68	Caryn Wilson	Dean - Student and Enrollment Services	Non-state Income	127,286	20.00%	0	0	0	0	0	127,286	Job reclassification-market adjustment
69	Lindsey Brown	Director - Nursing ADN Program	Non-state Income	127,097	84.00%	0	0	0	0	0	127,097	Job reclassification-market adjustment
70	Mark Fischer	Associate Dean - Academic Affairs/Workforce Proç	Non-state Income	126,140	4.00%	0	0	0	0	0	126,140	
71	Alexis Bohanna	Associate Dean - Academic Affairs/Workforce Proç	Non-state Income	126,140	4.00%	0	0	0	0	0	126,140	
72	Iain Michie	Director - Technology Support	Non-state Income	126,140	4.00%	0	0	0	900	0	127,040	
73	Brandy Fair	Associate Dean - Academic Affairs/Workforce Proç	Non-state Income	126,140	4.00%	0	0	0	0	0	126,140	
74	Faye Davis	Executive Director - Library	Non-state Income	125,741	4.00%	0	0	0	0	0	125,741	
75	Tripat Baweja	Dean - Academic Affairs/Workforce Programs	Non-state Income	125,639	23.00%	0	0	0	0	0	125,639	Promotion
80	Jamie Sorrenson	Dean - Academic Partnerships	Non-state Income	124,447	10.00%	0	0	0	0	0	124,447	Job reclassification-market adjustment
81	Michael Zolton	Director - Architecture and Construction Programs	Non-state Income	123,230	16.00%	0	0	0	0	0	123,230	Promotion

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

Collin County Community College District

A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2025					K Total Compensation	L Explanation / Comments	
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation			
					82	Allene Boone	Executive Director - Library	Non-state Income	122,582			4.00%
83	Brian Lenhart	Associate Dean - iCollin Virtual Campus	Non-state Income	122,155	4.00%	0	0	0	900	0	123,055	
84	MICHAELLE OQUIN	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	121,862	4.00%	0	0	0	0	0	121,862	
85	Jill Nugent	Associate Dean - iCollin Virtual Campus	Non-state Income	121,862	4.00%	0	0	0	0	0	121,862	
86	Terrie Archer	Director - Technology Projects	Non-state Income	121,686	4.00%	0	0	0	900	0	122,586	
87	Melinda Tingle	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	121,686	4.00%	0	0	0	0	0	121,686	
88	William Horstman	Associate Dean - Student and Enrollment Services	Non-state Income	121,673	4.00%	0	0	0	0	0	121,673	
89	Pamela Lee	Associate Dean - Student and Enrollment Services	Non-state Income	121,673	4.00%	0	0	0	0	0	121,673	
90	David Tercero	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	121,333	4.00%	0	0	0	0	0	121,333	
91	Courtney Mulcahy	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	120,273	4.00%	0	0	0	0	0	120,273	
92	Gregory Forge	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	119,817	6.00%	0	0	0	0	0	119,817	General Pay Increase-Correction
93	Catherine Thurman	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	119,744	4.00%	0	0	0	0	0	119,744	
94	Vidya Krishnaswamy	Executive Director - Library	Non-state Income	119,651	4.00%	0	0	0	0	0	119,651	
95	Michael Messina	Director - Safety and Emergency Management	Non-state Income	119,123	4.00%	0	0	6,000	900	0	126,023	
96	Nicola Marshman	Director - Strategic Initiatives	Non-state Income	117,737	4.00%	0	0	0	0	0	117,737	
97	Catherine Pfent	Director - Veterinary Technology Program	Non-state Income	117,737	4.00%	0	0	0	0	0	117,737	
98	Gwendolyn Weatherford	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	117,095	4.00%	0	0	0	0	0	117,095	
99	Rebecca Miller	Director - Payroll Administration	Non-state Income	117,005	4.00%	0	0	0	900	0	117,905	
100	Michelle Benvie	Director - HR/Benefits & HR Support	Non-state Income	116,664	17.00%	0	0	0	0	0	116,664	Job reclassification-market adjustment
101	Reina Williams	Executive Director - Library	Non-state Income	116,616	4.00%	0	0	0	0	0	116,616	
102	David Lipe	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	116,615	4.00%	0	0	0	0	0	116,615	
103	Mark Henton	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	116,615	4.00%	0	0	0	0	0	116,615	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

Collin County Community College District

A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F G H I J Nonsalary Benefits & Emoluments FY 2025					K Total Compensation	L Explanation / Comments	
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation			
					104	Natasha Robinson	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	116,201			4.00%
105	Robert Paul	Director - Campus Technology	Non-state Income	115,716	19.00%	0	0	0	900	0	116,616	Job reclassification-market adjustment
106	Torrey West	Associate Dean - Student and Enrollment Services	Non-state Income	115,036	4.00%	0	0	0	0	0	115,036	
107	Ryan Fletcher	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	114,443	22.00%	0	0	0	0	0	114,443	New Assignment
108	Lenora Gray	Director - Budget and Forecasting	Non-state Income	114,325	4.00%	0	0	0	0	0	114,325	
109	Paul Elliott	Director - Infrastructure	Non-state Income	113,404	5.00%	0	0	0	900	0	114,304	Job reclassification-market adjustment
110	Craig Robinson	Executive Director - Conference & Food Services	Non-state Income	112,619	0.00%	0	0	6,000	900	0	119,519	
111	Tonya Cooper	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	112,560	4.00%	0	0	0	0	0	112,560	
112	Todd Dougherty	Director - Facility Support Services	Non-state Income	110,122	4.00%	0	0	6,000	900	0	117,022	
113	LaToscha Sherman	Associate Dean - Counseling	Non-state Income	110,057	18.00%	0	0	0	0	0	110,057	Job reclassification-market adjustment
114	Shawna Chamberlin	Associate Dean - P-12 Partnerships	Non-state Income	109,547	5.00%	0	0	0	0	0	109,547	Job reclassification-market adjustment
115	Emily Adams	Director - Procurement/Contract Administration	Non-state Income	108,315	39.00%	0	0	0	900	0	109,215	Job reclassification-market adjustment
116	Kamilah Asabi-Willis	Associate Dean - Student and Enrollment Services	Non-state Income	106,926	4.00%	0	0	0	0	0	106,926	
117	Jennifer Waits	Registrar	Non-state Income	106,550	4.00%	0	0	0	900	0	107,450	
118	Hannah Adams	Associate Dean - Academic Affairs/Workforce Pro	Non-state Income	105,269	28.00%	0	0	0	0	0	105,269	New Assignment
119	John Guillory	Associate Dean - Student and Enrollment Services	Non-state Income	104,696	4.00%	0	0	0	0	0	104,696	
120	Laura Henry	Executive Director - Grants Management	Non-state Income	102,252	4.00%	0	0	0	0	0	102,252	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Dallas College

Record #	A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
						F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
1	Acosta, Kathaleen Estelle	Senior Director, Community Outreach	Non-state Income	\$144,943.00	3.00%				\$2,400.00		\$147,343.00	
2	Adams, Cathryn Lavern	Associate Dean, Student Financial Resources	Non-state Income	\$121,095.00	27.08%				\$1,800.00		\$122,895.00	Market Adjustments - Academics / SS
3	Addison, DeLeon	Department Chair	Non-state Income	\$120,510.00	8.86%				\$1,800.00		\$122,310.00	Market Adjustments - Academics / SS
4	Alexander, Shanese Richa	Senior Director, Strategic Initiatives & Operatic	Non-state Income	\$130,688.00	6.25%				\$2,400.00		\$133,088.00	Merit Adj.
5	Allen, Emilie Gail	Department Chair	Non-state Income	\$125,619.00	5.50%				\$1,800.00		\$127,419.00	Market Adjustments - Academics / SS
6	Allred, Michael K	Department Chair	Non-state Income	\$122,850.00	30.28%				\$1,800.00		\$124,650.00	Market Adjustments - Academics / SS
7	Alonso, Florencio	Associate Dean, International Admissions and (Non-state Income	\$121,680.00	36.22%				\$1,800.00		\$123,480.00	Market Adjustments - Academics / SS
8	Amine, Cristina	Associate Deputy Chief, HR Business Partner	Non-state Income	\$178,084.00	2.20%				\$2,400.00		\$180,484.00	
9	Anderson, Pauline	Deputy Chief of Institutional Effectiveness & A	Non-state Income	\$180,806.00	6.50%				\$3,600.00		\$184,406.00	Merit Adj.
10	Anthony, Kenneth	Director, Pre-Award	Non-state Income	\$104,500.00	0.00%				\$4,200.00		\$108,700.00	New to role or new hire after PY filing.
11	Arca, Vasiliki	Associate Dean, Educational Partnerships	Non-state Income	\$122,148.00	43.58%				\$4,200.00		\$126,348.00	Market Adjustments - Academics / SS
12	Armstead, Erica Lynn	Department Chair	Non-state Income	\$122,265.00	0.00%				\$1,800.00		\$124,065.00	New to role or new hire after PY filing.
13	Arteaga, Virginia	Director, Career Placement & Employer Engag	Non-state Income	\$105,701.00	3.00%				\$2,400.00		\$108,101.00	
14	Avila Daum, Denisse	Associate Dean of Assessment	Non-state Income	\$92,354.00	4.65%				\$1,800.00		\$94,154.00	
15	Bai, Hua	Director of Data Analytics - Strategic Research	Non-state Income	\$129,058.00	32.54%				\$2,400.00		\$131,458.00	Market Adjustments - Academics / SS
16	Bailey Jr., Benjale	Dean, Success Coaching	Non-state Income	\$149,035.00	32.18%				\$2,400.00		\$151,435.00	Market Adjustments - Academics / SS
17	Baker, Jean Marie	Associate Dean, ACA Resources & Libraries	Non-state Income	\$122,265.00	32.16%				\$1,800.00		\$124,065.00	Market Adjustments - Academics / SS
18	Balar, Dipti	Senior Director, Accounts Payable	Non-state Income	\$111,976.00	26.83%				\$2,400.00		\$114,376.00	Market Adjustments - Academics / SS
19	Bangert, Lindsay D	Dean, K12 Partnerships	Non-state Income	\$143,000.00	33.20%				\$2,400.00		\$145,400.00	Market Adjustments - Academics / SS
20	Barkley, Susan Ellen	Department Chair	Non-state Income	\$123,562.00	4.50%				\$1,800.00		\$125,362.00	
21	Barnett, Lajana S	Department Chair	Non-state Income	\$123,763.00	17.88%				\$1,800.00		\$125,563.00	Market Adjustments - Academics / SS
22	Bazile, Richard Jean	Dean, Learning Commons	Non-state Income	\$148,005.00	15.07%				\$2,400.00		\$150,405.00	Market Adjustments - Academics / SS
23	Bedford, Anita M	Director, Experiential Learning	Non-state Income	\$149,435.00	18.71%				\$2,400.00		\$151,835.00	Market Adjustments - Academics / SS
24	Bell Jones, Deidre Mignon	Department Chair	Non-state Income	\$122,850.00	11.25%				\$1,800.00		\$124,650.00	Market Adjustments - Academics / SS
25	Bell, Melody D	Department Chair	Non-state Income	\$123,084.00	21.42%				\$1,800.00		\$124,884.00	Market Adjustments - Academics / SS
26	Benson, Jennifer Dawn	Senior Director, Performance Management	Non-state Income	\$122,590.00	4.00%				\$2,400.00		\$124,990.00	
27	Benson, Mary M	Director, Workforce Dev & Apprenticeship Pro	Non-state Income	\$115,434.00	3.90%				\$1,800.00		\$117,234.00	
28	BENTA HAR, AMINE	Deputy Chief, Technology Platform Alignment	Non-state Income	\$235,125.00	0.00%				\$3,600.00		\$238,725.00	New to role or new hire after PY filing.
29	Berna, Dustin Delemere	Department Chair	Non-state Income	\$117,000.00	0.00%				\$1,800.00		\$118,800.00	New to role or new hire after PY filing.
30	Bewley, Molly Anne	Senior Director, Events	Non-state Income	\$148,600.00	4.00%				\$2,400.00		\$151,000.00	
31	Blake, Shontell	Senior Director, Workday Sustainment and Sup	Non-state Income	\$157,725.00	46.55%				\$2,400.00		\$160,125.00	Market Adjustments - Academics / SS
32	Bland, Tiffany	Associate Dean, Basic Needs & Community Co	Non-state Income	\$121,680.00	0.00%				\$1,800.00		\$123,480.00	New to role or new hire after PY filing.
33	Blaylock, Guyla Dawn	Associate Dean of Assessment	Non-state Income	\$108,446.00	6.50%				\$1,800.00		\$110,246.00	Market Adjustments - Academics / SS
34	Blundell, Jonathan Deryl	Senior Director, Digital Experience	Non-state Income	\$144,420.00	4.00%				\$2,400.00		\$146,820.00	
35	Boccalandro, Maria Valen	Dean, Special Academic Programs	Non-state Income	\$149,435.00	28.39%				\$2,400.00		\$151,835.00	Market Adjustments - Academics / SS
36	Bonham, Lajuanda Jones	Senior Director of Operations	Non-state Income	\$139,210.00	4.00%				\$2,400.00		\$141,610.00	
37	Bradford, Lora	Senior Director, Employee Experience Center (Non-state Income	\$140,000.00	0.00%				\$2,400.00		\$142,400.00	New to role or new hire after PY filing.
38	Bradley-Reynolds, Tremay	Senior Director Marketing	Non-state Income	\$137,308.00	12.89%				\$2,400.00		\$139,708.00	Market Adjustments - Academics / SS
39	Bradshaw, Christine	Executive Director, Goldman Sachs 10,000 Sm	Non-state Income	\$130,675.00	6.24%				\$2,400.00		\$133,075.00	Reorganization.
40	Brambila Cruz, Miguel	Senior Director, Human Resources Learning an	Non-state Income	\$105,500.00	0.00%				\$2,400.00		\$107,900.00	New to role or new hire after PY filing.
41	Braswell, Robert	Associate Dean of Student Rights and Responsi	Non-state Income	\$122,265.00	0.00%				\$1,800.00		\$124,065.00	New to role or new hire after PY filing.
42	Bridges, Breeana Shacobia	Associate Dean, Educational Partnerships	Non-state Income	\$124,196.00	42.27%				\$1,800.00		\$125,996.00	Market Adjustments - Academics / SS
43	Bristol, Suzanne R	Senior Director, Finance & Business Affairs, Fc	Non-state Income	\$143,856.00	4.67%				\$2,400.00		\$146,256.00	
44	Britt, Rebecca Roos	Director, Post Award	Non-state Income	\$106,544.00	14.95%				\$1,800.00		\$108,344.00	Market Adjustments - Academics / SS
45	Britton, Amy	Senior Director, Development	Non-state Income	\$176,000.00	0.00%				\$2,400.00		\$178,400.00	New to role or new hire after PY filing.
46	Brumbach, Mary Alice	Chief Strategy Officer	Non-state Income	\$214,186.00	0.00%	\$7,518.00			\$8,400.00		\$230,104.00	Performance Incentive Program (\$7,518.00)

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Dallas College

Record #	A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
						Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation		
47	Bryant, Heather Louise	Dean, Early Childhood Education & Early Lear	Non-state Income	\$197,729.00	4.80%						\$201,329.00	
48	Buck, Kassandra Angela R	Department Chair	Non-state Income	\$122,265.00	13.60%						\$124,065.00	Market Adjustments - Academics / SS
49	Bullock, Joshua Bailey	Dean of Curriculum, Catalog, and Faculty Cred	Non-state Income	\$150,865.00	23.55%						\$153,265.00	Market Adjustments - Academics / SS
50	Burillo-Hopkins, Madeline	Campus President	Non-state Income	\$285,000.00	0.00%	#####					\$8,400.00	\$314,177.00 (\$20,777.00)
51	Burke, Meighan	Director of New Student Orientation	Non-state Income	\$112,756.00	20.89%						\$1,800.00	Market Adjustments - Academics / SS
52	Burrell, Herman Louis	Chief Human Resources Officer	Non-state Income	\$309,000.00	0.00%	#####					\$8,400.00	\$328,246.00 (\$10,846.00)
53	Busbin, Jason	Associate Dean, Faculty Onboarding & Support	Non-state Income	\$122,265.00	32.08%						\$1,800.00	Market Adjustments - Academics / SS
54	Bustillos, Jennifer Yvonne	Senior Director Total Rewards	Non-state Income	\$123,179.00	4.50%						\$2,400.00	\$125,579.00
55	Butler, Andrea	Vice Provost, E-Learning	Non-state Income	\$250,000.00	0.00%	\$7,800.00					\$8,400.00	\$266,200.00 Performance Incentive Program (\$7,800.00)
56	Butler, Betty Sue	Senior Director, Payroll	Non-state Income	\$144,063.00	17.15%						\$2,400.00	\$146,463.00 Market Adjustments - Academics / SS
57	Cano-Esparza, Daisy Vian	Associate Dean, Early Childhood & Early Lear	Non-state Income	\$123,435.00	24.12%						\$1,800.00	\$125,235.00 Market Adjustments - Academics / SS
58	Carter, Christi E	Department Chair	Non-state Income	\$127,384.00	6.77%						\$1,800.00	\$129,184.00 Market Adjustments - Academics / SS
59	Ceaser, Nikki Micole	Senior Director, Campus Administration	Non-state Income	\$130,923.00	4.50%						\$2,400.00	\$133,323.00
60	Chen-Dedman, Adam	Director, International & Global Engagement	Non-state Income	\$122,265.00	0.00%						\$1,800.00	\$124,065.00 New to role or new hire after PY filing.
61	Chisley, Tikera	Senior Director, Post Awards	Non-state Income	\$133,077.00	3.00%						\$2,400.00	\$135,477.00
62	Clark, Tammy R	Associate Dean, Strategic Initiatives and Grants	Non-state Income	\$123,435.00	0.00%						\$1,800.00	\$125,235.00 New to role or new hire after PY filing.
63	Coleman, Michael Edward	Director, Creative Services	Non-state Income	\$150,865.00	36.43%						\$2,400.00	\$153,265.00 Market Adjustments - Academics / SS
64	Coleman, Myisha Joyce	Associate Dean, Success Coaching	Non-state Income	\$128,440.00	32.95%						\$2,400.00	\$130,840.00 Market Adjustments - Academics / SS
65	Conner, Charvett	Associate Dean, Educator Certification	Non-state Income	\$122,265.00	29.30%						\$1,800.00	\$124,065.00 Market Adjustments - Academics / SS
66	Contreras, Anacleto Giova	Associate Dean, Students & Student Engagemen	Non-state Income	\$121,095.00	33.39%						\$4,200.00	\$125,295.00 Market Adjustments - Academics / SS
67	Cook, Sharon L	Senior Director, Campus Administration	Non-state Income	\$152,657.00	4.50%						\$2,400.00	\$155,057.00
68	Cooper-Cavazos, Valerie F	Senior Director Marketing	Non-state Income	\$144,602.00	4.50%						\$2,400.00	\$147,002.00
69	Cothran, John Eric	Senior Director, Workforce and Continuing Edu	Non-state Income	\$144,778.40	8.16%						\$2,400.00	\$147,178.40 Market Adjustments - Academics / SS
70	Cox, Lori	Chief, Internal Auditor	Non-state Income	\$204,800.00	3.50%						\$3,600.00	\$208,400.00
71	Cruthird, Carol Ann	Director, Grant Monitoring & Continuity	Non-state Income	\$125,218.00	5.50%						\$2,400.00	\$127,618.00 Merit Adj.
72	CRUZ, CARLOS Eloy	Associate Vice Chancellor Well Being & Social	Non-state Income	\$204,488.00	0.00%	\$7,239.00					\$8,400.00	\$220,127.00 Performance Incentive Program (\$7,239.00)
73	Cruz-Cota, Aldo-Hilario	Department Chair	Non-state Income	\$122,265.00	25.56%						\$1,800.00	\$124,065.00 Market Adjustments - Academics / SS
74	Culver, Jennifer	Senior Director College Accessibility Programs	Non-state Income	\$115,000.00	0.00%						\$2,400.00	\$117,400.00 New to role or new hire after PY filing.
75	Cunningham, Justin Ryan	Associate Vice Chancellor, Bus. Inn, Disr. & A	Non-state Income	\$219,555.00	0.00%	\$6,850.00					\$8,400.00	\$234,805.00 Performance Incentive Program (\$6,850.00)
76	Damron, Karla G	Associate Vice Provost, Center for Excellence i	Non-state Income	\$175,695.00	14.27%						\$3,600.00	\$179,295.00 Market Adjustments - Academics / SS
77	Dang, Brandon	Associate Deputy Chief, Total Rewards	Non-state Income	\$185,000.00	0.00%						\$2,400.00	\$187,400.00 New to role or new hire after PY filing.
78	Davis, Chiqesha Loray	Dean, RN-BSN Program	Non-state Income	\$178,343.00	53.43%						\$6,000.00	\$184,343.00 Market Adjustments - Academics / SS
79	Dawson, Rahsaan A	Department Chair	Non-state Income	\$122,265.00	44.53%						\$1,800.00	\$124,065.00 Market Adjustments - Academics / SS
80	Decay, Jarlene	Associate Dean, Success Coaching	Non-state Income	\$136,619.00	5.00%						\$3,000.00	\$139,619.00 Market Adjustments - Academics / SS
81	DECKER, CHAD	Dean, Student Outreach & Recruitment	Non-state Income	\$150,865.00	27.43%						\$2,400.00	\$153,265.00 Market Adjustments - Academics / SS
82	Dehaas, David Robert	Vice Provost, School of Education	Non-state Income	\$276,798.00	0.00%	#####					\$8,400.00	\$296,949.00 (\$11,751.00)
83	Delancy, Donna M	Department Chair	Non-state Income	\$120,510.00	0.00%						\$1,800.00	\$122,310.00 New to role or new hire after PY filing.
84	Delano, Sara B	Dean, Educator Preparation & Teacher Pathway	Non-state Income	\$180,533.00	5.88%						\$3,600.00	\$184,133.00 Market Adjustments - Academics / SS
85	Dhaliwal, Navtej Singh	Director of Economic Research and Data Strate	Non-state Income	\$130,910.00	0.00%						\$2,400.00	\$133,310.00 New to role or new hire after PY filing.
86	Di Paolo, Terenzio	Chief, Academic Initiatives	Non-state Income	\$243,878.00	0.00%	#####					\$8,400.00	\$262,631.00 (\$10,353.00) No salary increase, pending separation at that time.
87	Disbrow, Patricia J	Director, General Accounting	Non-state Income	\$144,599.00	0.00%						\$1,800.00	\$146,399.00
88	Donovan, Robin Renee	Senior Director, Pre Award Sponsored Program	Non-state Income	\$134,018.00	6.25%						\$4,800.00	\$138,818.00 Merit Adj.
89	Doss, Courtney Alyse	Director, Strategy and Implementation	Non-state Income	\$107,376.00	2.50%						\$1,800.00	\$109,176.00
90	DOSS, KATHERINE BE	Associate Vice Chancellor, Enrollment Manage	Non-state Income	\$180,845.00	0.00%	\$6,647.00					\$8,400.00	\$195,892.00 Performance Incentive Program (\$6,647.00)
91	Dunson, Kenneth G	Senior Director, Facilities Management	Non-state Income	\$159,704.00	4.75%						\$2,400.00	\$162,104.00

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Dallas College**

Record #	A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
						F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
92	Dyer, Brett L	Senior Director - Gallery & Live Events	Non-state Income	\$150,865.00	33.52%				\$2,400.00		\$153,265.00	Market Adjustments - Academics / SS
93	Edwards, Jada Anae	Deputy Chief, Strategic Planning	Non-state Income	\$228,975.00	44.31%				\$3,600.00		\$232,575.00	Reorganization.
94	Eggleston, Kathryn A	College President	Non-state Income	\$260,029.00	0.00%	#####			\$8,400.00		\$268,429.00	(\$18,177.00)
95	Elberson, Christine Renee	Department Chair	Non-state Income	\$117,000.00	0.00%				\$4,200.00		\$121,200.00	New to role or new hire after PY filing.
96	Escobar-LeBlanc, Monica	Dean of Health Sciences Operations and Extern	Non-state Income	\$143,000.00	29.30%				\$5,400.00		\$148,400.00	Market Adjustments - Academics / SS
97	Espinoza, Ceaser A	Senior Director, Legal Studies Academy	Non-state Income	\$123,119.00	4.96%				\$4,800.00		\$127,919.00	
98	Essex, Ta-Tanisha Andrea	Department Chair	Non-state Income	\$120,510.00	0.00%				\$1,800.00		\$122,310.00	New to role or new hire after PY filing.
99	Estrada, Jonathan David	Director Community Relations and Solutions	Non-state Income	\$105,774.00	4.00%				\$1,800.00		\$107,574.00	
100	Evangelisto, Christa Laine	Department Chair	Non-state Income	\$123,084.00	28.14%				\$1,800.00		\$124,884.00	Market Adjustments - Academics / SS
101	Eye, Patricia H	Department Chair, Vet Tech Program	Non-state Income	\$125,400.00	4.50%				\$1,800.00		\$127,200.00	
102	Farr, Wendy J	Dean, Baccalaureate Studies	Non-state Income	\$173,888.00	13.10%				\$3,600.00		\$177,488.00	Market Adjustments - Academics / SS
103	Farrell, Erin Brady	Associate Dean, Completion & Degree Audit	Non-state Income	\$137,150.00	46.22%				\$4,800.00		\$141,950.00	Market Adjustments - Academics / SS
104	Fernandez, Martha Evelyn	Deputy Chief, Continuous Improvement	Non-state Income	\$166,519.00	5.15%				\$3,600.00		\$170,119.00	Merit Adj.
105	Flanders, Kimberly Sharro	Associate Vice Provost, Educational Partnershi	Non-state Income	\$165,750.00	34.70%				\$3,600.00		\$169,350.00	Market Adjustments - Academics / SS
106	Flanders, Kristi	Executive Director, Case Management Studio	Non-state Income	\$130,576.00	0.00%				\$2,400.00		\$132,976.00	New to role or new hire after PY filing.
107	Fletcher, Anthony S	Administrator, Athletics Programs	Non-state Income	\$88,789.00	0.00%				\$1,200.00		\$89,989.00	New to role or new hire after PY filing.
108	Flores, Alexander Lee	Department Chair	Non-state Income	\$122,265.00	15.92%				\$4,200.00		\$126,465.00	Market Adjustments - Academics / SS
109	Flowers, Renee Nicole	Associate Dean, Success Coaching	Non-state Income	\$130,293.00	34.86%				\$2,400.00		\$132,693.00	Market Adjustments - Academics / SS
110	Floyd, Shawnda Lynae'	Provost & Vice Chancellor of Workforce Educ	Non-state Income	\$345,000.00	0.00%	#####			\$10,800.00		\$355,800.00	(\$26,703.00)
111	Fortner, Thomas Bradley	Senior Director of CRM Platform Development	Non-state Income	\$159,900.00	4.00%				\$2,400.00		\$162,300.00	
112	Fournier, Mariah R	Director, Pre-Award	Non-state Income	\$108,138.00	5.50%				\$4,200.00		\$112,338.00	Market Adjustments - Academics / SS
113	Frazier, Shaneika Nicole	Director Community Relations and Solutions	Non-state Income	\$107,808.00	6.00%				\$1,800.00		\$109,608.00	Merit Adj.
114	Freemon, Iris A	Interim Vice Chancellor, External Affairs	Non-state Income	\$250,000.00	0.00%	#####			\$10,800.00		\$260,800.00	(\$18,225.00)
115	Frizzell, Amanda Lee	Dean, K12 Partnerships	Non-state Income	\$143,000.00	39.51%				\$2,400.00		\$145,400.00	Market Adjustments - Academics / SS
116	Fu, Hongxia	Dean, Data Management & Reporting	Non-state Income	\$144,648.00	0.00%				\$2,400.00		\$147,048.00	No salary increase, on leave at that time.
117	Galloway, Tammy B	Department Chair	Non-state Income	\$122,265.00	25.44%				\$1,800.00		\$124,065.00	Market Adjustments - Academics / SS
118	Garcia, Juan Carlos	Chief of Staff	Non-state Income	\$220,000.00	0.00%	#####			\$8,400.00		\$228,400.00	(\$16,038.00)
119	Garrett, Glenda M	Associate Dean, Records & Assessment	Non-state Income	\$125,384.00	4.50%				\$1,800.00		\$127,184.00	
120	Garza, Maria E	Associate Chief, Procurement & Payment Servi	Non-state Income	\$179,985.00	24.98%				\$2,400.00		\$182,385.00	Reorganization.
121	Georgiou, Thales	Department Chair	Non-state Income	\$132,489.00	5.15%				\$1,800.00		\$134,289.00	Market Adjustments - Academics / SS
122	Gilchrist, Camille Marian	Director, Data Visualization /Gis	Non-state Income	\$116,659.00	5.50%				\$1,800.00		\$118,459.00	Market Adjustments - Academics / SS
123	Gilmer, Valerie Jean	Senior Director Employee Relations	Non-state Income	\$116,578.00	0.00%				\$2,400.00		\$118,978.00	New to role or new hire after PY filing.
124	Glenn, Erin Nicole	Associate Dean, Educational Partnerships	Non-state Income	\$122,090.00	41.41%				\$1,800.00		\$123,890.00	Market Adjustments - Academics / SS No base salary increase - over pay range
125	Glick, Steven M	Director, I T Communications	Non-state Income	\$151,200.00	0.00%				\$1,800.00		\$153,000.00	maximum.
126	Golden, Keandra	Director, Career Placement & Employer Engag	Non-state Income	\$95,000.00	0.00%				\$1,800.00		\$96,800.00	New to role or new hire after PY filing.
127	Gonzalez, Ivan Ruiz	Director, General Accounting	Non-state Income	\$109,883.00	0.00%				\$1,800.00		\$111,683.00	New to role or new hire after PY filing.
128	Gonzalez, Luz Emilia	Associate Dean, Health Services and Promotior	Non-state Income	\$122,558.00	27.63%				\$2,400.00		\$124,958.00	Market Adjustments - Academics / SS
129	Gonzalez-Kurz, Concepcio	Senior Director Communications	Non-state Income	\$137,150.00	0.00%				\$2,400.00		\$139,550.00	New to role or new hire after PY filing.
130	Grandjean, Felicity Marie	Associate Dean, E-Learning Quality	Non-state Income	\$122,850.00	36.41%				\$1,800.00		\$124,650.00	Market Adjustments - Academics / SS
131	Grant, LaShawn D	Institutional Equity and Compliance Officer/Tit	Non-state Income	\$134,478.00	4.75%				\$1,800.00		\$136,278.00	
132	Green, Kerry Foraker	Department Chair	Non-state Income	\$121,680.00	47.41%				\$1,800.00		\$123,480.00	Market Adjustments - Academics / SS
133	Guerra Rodriguez, Elizabe	Senior Director, Workforce and Continuing Edu	Non-state Income	\$125,000.00	-18.70%				\$2,400.00		\$127,400.00	Reorganization.
134	Guerrero, Lizette P	Associate Dean, Educator Certification	Non-state Income	\$122,265.00	37.70%				\$1,800.00		\$124,065.00	Market Adjustments - Academics / SS
135	Guguei, James Thon	Associate Dean, Student Financial Resources	Non-state Income	\$122,265.00	40.05%				\$4,200.00		\$126,465.00	Market Adjustments - Academics / SS
136	Guidry-Zeba, Paula Ann S	Dean, Guided Pathway for Success	Non-state Income	\$153,010.00	42.17%				\$4,800.00		\$157,810.00	Market Adjustments - Academics / SS

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Dallas College

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						Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
137	Gunn, William M	Associate Dean, Success Coaching	Non-state Income	\$129,058.00	33.59%				\$2,400.00		\$131,458.00	Market Adjustments - Academics / SS
138	Hall, Dereka	Director, Social Work Academy	Non-state Income	\$120,510.00	0.00%				\$1,800.00		\$122,310.00	New to role or new hire after PY filing.
139	Harmon, Christopher	Senior Director, Facilities Management	Non-state Income	\$133,919.00	5.40%				\$2,400.00		\$136,319.00	Merit Adj.
140	Harris, Brandi Nicole	Associate Dean, Teaching Excellence and Innov	Non-state Income	\$122,558.00	29.54%				\$1,800.00		\$124,358.00	Market Adjustments - Academics / SS
141	Harris, Megan Star	Senior Director, Workforce and Continuing Edu	Non-state Income	\$125,000.00	0.00%				\$2,400.00		\$127,400.00	New to role or new hire after PY filing.
142	Harris, Stephanie Danielle	Dean, Basic Needs and Student Care	Non-state Income	\$148,363.00	50.52%				\$2,400.00		\$150,763.00	Market Adjustments - Academics / SS
143	Harrison, Kendra Lynn	Associate Dean, Success Coaching	Non-state Income	\$128,440.00	0.00%				\$2,400.00		\$130,840.00	New to role or new hire after PY filing.
144	Hart, Juliana L.	Department Chair	Non-state Income	\$123,669.00	28.79%				\$1,800.00		\$125,469.00	Market Adjustments - Academics / SS
145	Helm, James	Senior Director, External Engagement & Impac	Non-state Income	\$121,079.00	5.00%				\$2,400.00		\$123,479.00	Merit Adj.
146	HERNANDEZ, MACARI	Campus President	Non-state Income	\$260,000.00	0.00%	#####			\$8,400.00		\$287,354.00	(\$18,954.00)
147	Herndon, Micaela Nicole	Senior Director, L M I C	Non-state Income	\$113,006.00	5.00%				\$4,800.00		\$117,806.00	Merit Adj.
148	Hicks, Tana Juko	Deputy, Chief Economic Opportunity	Non-state Income	\$161,250.00	38.54%				\$3,600.00		\$164,850.00	Reorganization.
149	Higgs, Shirley A	Executive Director	Non-state Income	\$174,070.00	11.28%				\$2,400.00		\$176,470.00	Market Adj.
150	Hill, Henderson	Associate Dean Support Programs	Non-state Income	\$121,680.00	25.62%				\$1,800.00		\$123,480.00	Market Adjustments - Academics / SS
151	Hill, Kaitlin Short	Associate Dean, Counseling	Non-state Income	\$122,850.00	19.81%				\$1,800.00		\$124,650.00	Market Adjustments - Academics / SS
152	HILL, STEPHANIE Chal	Associate Vice Chancellor Student Life and En	Non-state Income	\$196,800.00	0.00%	\$7,056.00			\$8,400.00		\$212,256.00	Performance Incentive Program (\$7,056.00)
153	Hopkins, Yquitsha Shavett	Director, Accommodations	Non-state Income	\$121,680.00	35.21%				\$1,800.00		\$123,480.00	Market Adjustments - Academics / SS
154	Horatio, Tricia A.	Deputy General Counsel	Non-state Income	\$265,475.00	0.00%	#####			\$8,400.00		\$284,149.00	(\$18,274.00)
155	Horton, Dawna Wilson	Senior Director, Quality Assurance and Improv	Non-state Income	\$106,000.00	0.00%				\$2,400.00		\$108,400.00	New to role or new hire after PY filing.
156	Horton, Nekima Larayne	Director, Grants Management	Non-state Income	\$93,513.00	3.00%				\$1,800.00		\$95,313.00	
157	Hoskin, Dinah Nicole	Director	Non-state Income	\$107,960.00	3.20%				\$4,200.00		\$112,160.00	
158	Hoy, Philip A	Director	Non-state Income	\$107,499.00	4.65%				\$1,800.00		\$109,299.00	
159	Huang, Ching-Ying	Senior Director, ISD Digital Engagement & Te	Non-state Income	\$111,828.00	6.75%				\$1,800.00		\$113,628.00	Market Adjustments - Academics / SS
160	Hunt, Michael Allen	Senior Title Ix & Equity Compliance Officer	Non-state Income	\$112,719.00	4.50%				\$1,800.00		\$114,519.00	
161	Hunter, Brittany Lynette	Department Chair	Non-state Income	\$122,265.00	0.00%				\$4,200.00		\$126,465.00	New to role or new hire after PY filing.
162	Huvler, Serena	Senior Director, Purchasing Services	Non-state Income	\$117,090.00	4.00%				\$2,400.00		\$119,490.00	
163	Huynh, Bao Ngoc	Director of Planning and Assessment	Non-state Income	\$113,315.00	4.65%				\$1,800.00		\$115,115.00	
164	Israel, Jehozaadak	Director, Grants Management	Non-state Income	\$97,657.00	3.00%				\$4,200.00		\$101,857.00	
165	Ivory, Keisha E.	Senior Director, Budget Coordination & Planni	Non-state Income	\$150,365.00	19.07%				\$2,400.00		\$152,765.00	Market Adjustments - Academics / SS
166	Jackson, Andrina Jenise	Director, Intercultural and Global Student Enga	Non-state Income	\$83,600.00	0.00%				\$1,800.00		\$85,400.00	New to role or new hire after PY filing.
167	Jackson, Kquinta Dwan	Deputy Chief Information Officer, Enterprise A	Non-state Income	\$229,513.00	20.72%				\$3,600.00		\$233,113.00	Market Adj.
168	James, Janet C	Senior Director, Campus Administration	Non-state Income	\$160,000.00	3.01%				\$2,400.00		\$162,400.00	
169	Jeffers, Rosalind Mosley	Associate General Counsel and Police Legal Ad	Non-state Income	\$211,294.00	17.03%				\$3,600.00		\$214,894.00	Market Adj.
170	Johnson, Andre	Senior Director, HRIS	Non-state Income	\$134,872.00	4.00%				\$2,400.00		\$137,272.00	
171	Johnson, Joshua M	Director of Alumni & Fellows, 10,000 Small Bi	Non-state Income	\$97,164.00	5.49%				\$1,800.00		\$98,964.00	Market Adjustments - Academics / SS
172	Jones, Chantel Laneice	Senior Director, Employment Resource Center	Non-state Income	\$131,106.00	6.59%				\$4,800.00		\$135,906.00	Market Adjustments - Academics / SS
173	Jones, Christina Marie	Associate Dean, Fac Professional Dev & Teach	Non-state Income	\$123,435.00	11.00%				\$1,800.00		\$125,235.00	Market Adjustments - Academics / SS
174	Jones, Duane Michael	Associate Dean, Student Care	Non-state Income	\$122,850.00	38.36%				\$4,200.00		\$127,050.00	Market Adjustments - Academics / SS
175	Jones, Raytosha ONeal	Senior Director, Campus Administration	Non-state Income	\$131,121.00	5.50%				\$2,400.00		\$133,521.00	Merit Adj.
176	Jordan, Joanna Kathryn	Senior Director Marketing	Non-state Income	\$138,829.00	3.50%				\$2,400.00		\$141,229.00	
177	Joseph, Ines Maria Beatriz	Vice Chancellor of Student Success	Non-state Income	\$286,814.00	0.00%	#####			\$10,800.00		\$317,663.00	(\$20,049.00)
178	Kahlden, Jeffrey Kenneth	Director, Grant Management Service	Non-state Income	\$107,979.00	0.00%				\$4,200.00		\$112,179.00	New to role or new hire after PY filing.
179	Kanakala, Raghunath	Vice Provost, School of Engr, Tech, Math and I	Non-state Income	\$276,798.00	0.00%	#####			\$8,400.00		\$295,911.00	(\$10,713.00)
180	Kelley, Jason	Dean, First-Year Experience (FYE)	Non-state Income	\$149,435.00	66.49%				\$2,400.00		\$151,835.00	Market Adjustments - Academics / SS
181	Kendrick, Jennifer Michell	Director, Post Award	Non-state Income	\$107,877.00	4.50%				\$4,200.00		\$112,077.00	
182	Kilpatrick, Tonya	Senior Director, Accounts Receivable & Grants	Non-state Income	\$145,000.00	0.00%				\$2,400.00		\$147,400.00	New to role or new hire after PY filing.

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Dallas College

Record #	A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
						Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
183	King, Abdul	Associate Dean, Success Coaching	Non-state Income	\$127,205.00	31.67%				\$2,400.00		\$129,605.00	Market Adjustments - Academics / SS
184	Kirkpatrick, Kristen	Dean, Academic Compliance & Educational Po	Non-state Income	\$149,435.00	0.00%				\$2,400.00		\$151,835.00	New to role or new hire after PY filing.
185	Kirksey, Tiffany Hope	Vice Provost, Educational Partnerships	Non-state Income	\$246,246.00	0.00%	\$8,607.00			\$8,400.00		\$263,253.00	Performance Incentive Program (\$8,607.00)
186	Kissee, Alexander	Associate Dean, Educational Partnerships	Non-state Income	\$121,973.00	0.00%				\$1,800.00		\$123,773.00	New to role or new hire after PY filing.
187	Knighen, Debra Ann	Dean, Student Financial Resources	Non-state Income	\$150,865.00	40.77%				\$2,400.00		\$153,265.00	Market Adjustments - Academics / SS
188	Knox, Marc P	Associate Chief, Digital Engagement & Innovat	Non-state Income	\$192,000.00	2.01%				\$2,400.00		\$194,400.00	
189	Knox-Brennan, Lynn Mari	Director, National Partnerships and Innovation	Non-state Income	\$103,175.00	10.00%				\$1,800.00		\$104,975.00	Market Adjustments - Academics / SS
190	Kodzis, Devon	Dean, Academic Incubator	Non-state Income	\$152,367.00	34.83%				\$2,400.00		\$154,767.00	Market Adjustments - Academics / SS
191	Lain, Jill Arden	Director, Marketing	Non-state Income	\$126,125.00	2.50%				\$2,400.00		\$128,525.00	
192	Lamb, Roderick E	Department Chair	Non-state Income	\$121,329.00	22.45%				\$1,800.00		\$123,129.00	Market Adjustments - Academics / SS
193	Landin, Jared	Director of Accreditation & Quality Assurance	Non-state Income	\$113,704.00	6.50%				\$2,400.00		\$116,104.00	Merit Adj.
194	Langford, Mark Christoph	Regional Director, North T X Small Business C	Non-state Income	\$168,730.00	5.57%				\$0.00		\$168,730.00	Merit Adj.
195	Lawton, John	Senior Director Law Enforcement Academy	Non-state Income	\$133,770.00	0.00%				\$2,400.00		\$136,170.00	New to role or new hire after PY filing.
196	Lee, Karen Yvette	Administrative Director to the Chancellor	Non-state Income	\$137,105.00	5.50%				\$2,400.00		\$139,505.00	Merit Adj.
197	Lee, YieJe	Associate Dean, Educator Certification	Non-state Income	\$122,265.00	32.54%				\$1,800.00		\$124,065.00	Market Adjustments - Academics / SS
198	Leonard, Juana J	Director	Non-state Income	\$95,762.00	3.00%				\$1,800.00		\$97,562.00	
199	Lewis, Vanessa	Chief Business Continuity Officer	Non-state Income	\$194,750.00	0.00%	\$6,527.00			\$8,400.00		\$209,677.00	Performance Incentive Program (\$6,527.00)
200	Lomas, Jema Lopez	Director Schools of	Non-state Income	\$100,253.00	3.50%				\$1,800.00		\$102,053.00	
201	Long, Ashley	Director, Quality Enhancement Plan (QEP)	Non-state Income	\$86,000.00	0.00%				\$1,200.00		\$87,200.00	New to role or new hire after PY filing.
202	Lonon, Justin H	Chancellor	Non-state Income	\$525,000.00	0.00%	#####			\$17,400.00		\$623,799.00	(\$81,399.00)
203	Lopez, Magdalene Gomez	Senior Director, Campus Administration	Non-state Income	\$114,890.00	6.75%				\$4,800.00		\$119,690.00	Market Adjustments - Academics / SS
204	Lowe, Tracie Ann	Dean, Student Success Research	Non-state Income	\$152,295.00	29.80%				\$2,400.00		\$154,695.00	Market Adjustments - Academics / SS
205	Lozano, Ruth	Senior Director, Pre Award Sponsored Program	Non-state Income	\$134,106.00	0.00%				\$4,800.00		\$138,906.00	New to role or new hire after PY filing.
206	Lucero, Gabriel	Associate Dean, Success Coaching	Non-state Income	\$128,440.00	42.55%				\$2,400.00		\$130,840.00	Market Adjustments - Academics / SS
207	Luciani, Daniel Scott	Senior Director, Digital Engagement & Techno	Non-state Income	\$147,557.00	6.50%				\$2,400.00		\$149,957.00	Market Adjustments - Academics / SS
208	Luckett, Pamela Gail	Chief Digital Engagement Officer	Non-state Income	\$234,384.00	0.00%	\$8,192.00			\$8,400.00		\$250,976.00	Performance Incentive Program (\$8,192.00)
209	Mabine, Nicole Cherie	Associate Vice Provost, Academic Scheduling	Non-state Income	\$181,475.00	18.03%				\$6,000.00		\$187,475.00	Market Adjustments - Academics / SS
210	Mackenroth, Amy L	Associate Deputy Chancellor, National Partners	Non-state Income	\$171,507.00	5.06%				\$2,400.00		\$173,907.00	Merit Adj.
211	Mahan, David Marshall	Executive Director, Research Institute	Non-state Income	\$253,919.00	0.00%	\$7,923.00			\$8,400.00		\$270,242.00	Performance Incentive Program (\$7,923.00)
212	Manna, Sharon A	Dean, Marketable Skills and Digital Badging	Non-state Income	\$150,865.00	30.83%				\$2,400.00		\$153,265.00	Market Adjustments - Academics / SS
213	Mantaro, Thaddeus John	Dean, Student Health and Wellness	Non-state Income	\$148,720.00	24.35%				\$2,400.00		\$151,120.00	Market Adjustments - Academics / SS
214	Marengo, Edward	Associate Chief Budget and Treasury	Non-state Income	\$164,895.00	15.11%				\$2,400.00		\$167,295.00	Reorganization.
215	Marquez, George A	Director of Employee Resources and Engagem	Non-state Income	\$144,000.00	0.71%				\$1,800.00		\$145,800.00	
216	Martinez-Prado, Maira Alc	Associate Dean	Non-state Income	\$122,265.00	43.71%				\$2,400.00		\$124,665.00	Market Adjustments - Academics / SS
217	Mason, Lindsey	Associate Dean, Strategic Recruitment Initiative	Non-state Income	\$121,680.00	39.66%				\$1,800.00		\$123,480.00	Market Adjustments - Academics / SS
218	Massey, Lori	Associate Deputy Chief, Creative Services	Non-state Income	\$167,960.00	0.00%				\$2,400.00		\$170,360.00	New to role or new hire after PY filing.
219	May, Joe D	Chancellor Emeritus	Non-state Income	\$21,600.00	0.00%				\$0.00		\$21,600.00	No salary increase.
220	McBee, Melinda W.	Department Chair	Non-state Income	\$121,095.00	27.86%				\$4,200.00		\$125,295.00	Market Adjustments - Academics / SS
221	McCann, Makedonka	Department Chair	Non-state Income	\$108,409.00	0.00%				\$1,800.00		\$110,209.00	New to role or new hire after PY filing.
222	McDonald, Stephen W	Senior Director, Accounts Receivable & Grants	Non-state Income	\$125,287.00	6.50%				\$2,400.00		\$127,687.00	Market Adjustments - Academics / SS
223	McDuffie, Timothy Bryan	Associate Dean, Transfer Skills Development	Non-state Income	\$122,499.00	40.93%				\$1,800.00		\$124,299.00	Market Adjustments - Academics / SS
224	McKay, Mitchell	Department Chair	Non-state Income	\$121,680.00	19.29%				\$1,800.00		\$123,480.00	Market Adjustments - Academics / SS
225	Medina, Monica	Senior Director, Workforce and Continuing Edu	Non-state Income	\$125,000.00	0.00%				\$2,400.00		\$127,400.00	New to role or new hire after PY filing.
226	Meyer, Mark	Department Chair	Non-state Income	\$123,547.00	4.95%				\$1,800.00		\$125,347.00	
227	Miller, Carl	Department Chair, Career and Technical Progra	Non-state Income	\$117,000.00	0.00%				\$1,800.00		\$118,800.00	New to role or new hire after PY filing.
228	Miller, Jeffrey Craig	Dean, Student and Faculty Empowerment	Non-state Income	\$174,717.00	13.64%				\$3,600.00		\$178,317.00	Market Adjustments - Academics / SS

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Dallas College

Record #	A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
						F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
229	Molina, Perla Y	Board Relations Executive	Non-state Income	\$220,000.00	8.63%	#####				\$8,400.00	\$247,078.00	(\$18,678.00)
230	Montes, Veronica	Department Chair, Career and Technical Progra	Non-state Income	\$121,680.00	28.04%					\$4,200.00	\$125,880.00	Market Adjustments - Academics / SS
231	Moore, Ketah Shane	Senior Director, Campus Administration	Non-state Income	\$137,150.00	21.37%					\$2,400.00	\$139,550.00	Market Adjustments - Academics / SS
232	Morris, Charles Gregory	Senior Vice Provost, Academic Services	Non-state Income	\$292,125.00	0.00%	#####				\$9,600.00	\$314,126.00	(\$12,401.00)
233	Morris, Thomas J	Associate Dean of Assessment	Non-state Income	\$96,001.00	4.75%					\$1,800.00	\$97,801.00	
234	Moya, David	Department Chair	Non-state Income	\$121,680.00	33.71%					\$1,800.00	\$123,480.00	Market Adjustments - Academics / SS
235	Muller, Daniel Vincent	Director, Compliance Programs	Non-state Income	\$111,106.00	0.00%					\$4,200.00	\$115,306.00	No salary increase, on leave at that time.
236	Mullins, Melinda	Senior Director Human Resource Business Part	Non-state Income	\$131,328.00	2.50%					\$2,400.00	\$133,728.00	
237	Nabi, Tarik Lynn	Interim Director, Athletics	Non-state Income	\$137,150.00	76.66%					\$2,400.00	\$139,550.00	Market Adj.
238	Neal, Stephanie Nicole	Assistant General Counsel	Non-state Income	\$168,516.00	4.50%					\$2,400.00	\$170,916.00	
239	Neu Menassa, Beverly	Dean of Accessibility Services	Non-state Income	\$152,251.00	5.50%					\$2,400.00	\$154,651.00	Market Adjustments - Academics / SS
240	Nisbet, Katie N	Department Chair	Non-state Income	\$123,435.00	39.75%					\$1,800.00	\$125,235.00	Market Adjustments - Academics / SS
241	Nwankwo, Royce E	Director, Virtual Student Services	Non-state Income	\$121,680.00	30.80%					\$1,800.00	\$123,480.00	Market Adjustments - Academics / SS
242	O'Brien, Lauren	Associate Dean, Success Coaching	Non-state Income	\$129,658.00	33.94%					\$4,800.00	\$133,858.00	Market Adjustments - Academics / SS
243	Ogedegbe, Cassidy	Dean, K12 Partnerships	Non-state Income	\$149,221.00	43.79%					\$2,400.00	\$151,621.00	Market Adjustments - Academics / SS
244	Olin Ortiz, Larisa I	Associate Dean, Intercultural & Global Student	Non-state Income	\$123,435.00	27.77%					\$1,800.00	\$125,235.00	Market Adjustments - Academics / SS
245	Olivarez, Catherine Meliss	Associate Vice Provost, Articulation, Transfer,	Non-state Income	\$173,209.00	12.66%					\$3,600.00	\$176,809.00	Market Adjustments - Academics / SS
246	Oliveira, Rogers Jess	Director, Future of Work/Labor Market Strateg	Non-state Income	\$105,498.00	5.00%					\$1,800.00	\$107,298.00	Merit Adj.
247	Ortiz, Matthew Timothy	Director, Post Award	Non-state Income	\$102,759.00	3.50%					\$1,800.00	\$104,559.00	
248	OSHIOTSE, ANTHONY	Associate Deputy Chief, HR Business Partner	Non-state Income	\$185,500.00	0.00%					\$2,400.00	\$187,900.00	New to role or new hire after PY filing.
249	O'Suji, Mia Ariel	Associate Dean, Educator Certification	Non-state Income	\$122,265.00	28.10%					\$1,800.00	\$124,065.00	Market Adjustments - Academics / SS
250	Pape, Stephen Wilson	Department Chair, Mit	Non-state Income	\$122,265.00	14.79%					\$1,800.00	\$124,065.00	Market Adjustments - Academics / SS
251	Parker, Jasmine D.	Senior Director Employee and Cultural Engage	Non-state Income	\$134,423.00	8.14%					\$2,400.00	\$136,823.00	Market Adjustments - Academics / SS
252	Paschall, Cynthia D.	Senior Director, Workforce and Continuing Edi	Non-state Income	\$125,000.00	8.48%					\$2,400.00	\$127,400.00	Market Adjustments - Academics / SS
253	Patlan, Marisa I	Director, Post Award Sponsorships	Non-state Income	\$104,961.00	3.20%					\$4,200.00	\$109,161.00	
254	Paul, Prakash	Deputy Chief Information Officer for Informati	Non-state Income	\$205,000.00	26.98%					\$3,600.00	\$208,600.00	Market Adjustment.
255	Pearlman, Russell	Chief Information Officer	Non-state Income	\$330,000.00	0.00%	\$7,047.00				\$8,400.00	\$345,447.00	Performance Incentive Program (\$7,047.00)
256	Peden, Jeffrey Mark	Department Chair	Non-state Income	\$124,254.00	36.38%					\$4,200.00	\$128,454.00	Market Adjustments - Academics / SS
257	Perez, Eduardo	Dean, K12 Partnerships	Non-state Income	\$135,850.00	44.07%					\$5,400.00	\$141,250.00	Market Adjustments - Academics / SS
258	Perez, Susana R	Senior Director, Campus Administration	Non-state Income	\$135,489.00	8.68%					\$3,000.00	\$138,489.00	Market Adjustments - Academics / SS
259	Phillips, Leroi Curtis	Administrator, Athletics Programs	Non-state Income	\$79,688.00	0.00%					\$1,200.00	\$80,888.00	New to role or new hire after PY filing.
260	Pinnepalli, Savitha	Department Chair	Non-state Income	\$120,510.00	25.46%					\$4,200.00	\$124,710.00	Market Adjustments - Academics / SS
261	Pinon, Lorena	Associate Dean, Success Coaching	Non-state Income	\$127,205.00	31.67%					\$2,400.00	\$129,605.00	Market Adjustments - Academics / SS
262	Pipkins, Jermain Christoph	Assistant Vice Chancellor, Student Success	Non-state Income	\$170,317.00	5.50%					\$3,600.00	\$173,917.00	Merit Adj.
263	Pladocostante, John J	Dean of E-Learning Program Development	Non-state Income	\$148,720.00	31.60%					\$2,400.00	\$151,120.00	Market Adjustments - Academics / SS
264	Price, Latonya L.	Senior Director Human Resource Business Part	Non-state Income	\$148,064.00	4.50%					\$2,400.00	\$150,464.00	
265	Pryor, Sythinia	Associate Deputy Chief, Employee Experience	Non-state Income	\$173,353.00	2.50%					\$2,400.00	\$175,753.00	
266	Puente, Ruben	Chief, Public Safety and Security	Non-state Income	\$202,800.00	4.00%					\$3,600.00	\$206,400.00	
267	Ramirez, Moises	Director, Business Engagement	Non-state Income	\$93,349.00	4.50%					\$4,800.00	\$98,149.00	
268	Randle, Dwight E	Department Chair	Non-state Income	\$142,115.00	5.11%					\$1,800.00	\$143,915.00	Market Adjustments - Academics / SS
269	Randle, Rolanda T	Department Chair	Non-state Income	\$135,850.00	42.87%					\$1,800.00	\$137,650.00	Market Adjustments - Academics / SS
270	Reece, Lenora Mathis	Chief Continuous Improvement Officer	Non-state Income	\$210,325.00	0.00%	\$8,203.00				\$8,400.00	\$226,928.00	Performance Incentive Program (\$8,203.00)
271	Reid, Christopher Thomas	Associate Dean, Educator Certification	Non-state Income	\$122,265.00	31.94%					\$1,800.00	\$124,065.00	Market Adjustments - Academics / SS
272	Reyes, Roberto	Dean, Success Coaching- Special Populations a	Non-state Income	\$149,035.00	32.18%					\$4,800.00	\$153,835.00	Market Adjustments - Academics / SS
273	Richards, Bradley	Senior Director, Purchasing Services	Non-state Income	\$111,459.00	0.00%					\$2,400.00	\$113,859.00	New to role or new hire after PY filing.
274	Richards, Deborah Ann	Senior Director, Community Engagement, Outr	Non-state Income	\$154,637.00	5.50%					\$2,400.00	\$157,037.00	Merit Adj.

**Higher Education
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Institution Name: Dallas College

Record #	A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
						G Cash Bonuses	H Housing Allowance	I Car Allowance	J Other Emoluments	K Non-Cash Compensation		
275	Rigby, Adrian	Administrator, Athletics Programs	Non-state Income	\$76,000.00	0.00%					\$1,200.00	\$77,200.00	New to role or new hire after PY filing.
276	Ritchey, Jeremy Spencer	Department Chair	Non-state Income	\$123,435.00	34.81%					\$1,800.00	\$125,235.00	Market Adjustments - Academics / SS
277	Rivas, Betsy Ann	Associate Dean, Student Success Professional I	Non-state Income	\$137,150.00	42.82%					\$2,400.00	\$139,550.00	Market Adjustments - Academics / SS
278	Roberts, Charles Earl	Senior Director Communications	Non-state Income	\$137,152.00	4.00%					\$2,400.00	\$139,552.00	
279	Robinson, Hilda	Associate Dean, Early Childhood & Early Learn	Non-state Income	\$113,300.00	0.00%					\$1,800.00	\$115,100.00	New to role or new hire after PY filing.
280	Robinson, Toniette Hayne	Associate Dean, Special Academic Programmin	Non-state Income	\$122,265.00	25.85%					\$1,800.00	\$124,065.00	Market Adjustments - Academics / SS
281	Rockwell, Kendra Latrece	Executive Director	Non-state Income	\$108,650.00	6.00%					\$2,400.00	\$111,050.00	Merit Adj.
282	Rodriguez, Ana M	Department Chair	Non-state Income	\$124,348.00	26.77%					\$1,800.00	\$126,148.00	Market Adjustments - Academics / SS
283	Rodriguez, Eric	Deputy Chief, Human Resources	Non-state Income	\$231,724.00	5.15%					\$3,600.00	\$235,324.00	Merit Adj.
284	Rollings, Grenna Celest	Associate Dean, Accessibility	Non-state Income	\$136,195.00	17.97%					\$1,800.00	\$137,995.00	Market Adjustments - Academics / SS
285	Rose, John W	Department Chair	Non-state Income	\$117,000.00	0.00%					\$1,800.00	\$118,800.00	New to role or new hire after PY filing.
286	Rosser, Garrett A	Senior Director, Energy Management and Susta	Non-state Income	\$110,864.00	4.00%					\$2,400.00	\$113,264.00	
287	Rousey, Doris E	Associate Chief, Strategic Initiatives	Non-state Income	\$162,862.00	4.65%					\$3,000.00	\$165,862.00	
288	Ryan, Brooke D	Senior Director, Workforce and Continuing Edi	Non-state Income	\$117,256.00	4.00%					\$2,400.00	\$119,926.00	
289	Saenz, Clara Selena Range	Director ASV	Non-state Income	\$87,000.00	0.00%					\$1,800.00	\$88,800.00	New to role or new hire after PY filing.
290	Saenz-Azua, Jeannette Ma	Associate Dean, Educator Certification	Non-state Income	\$122,265.00	33.65%					\$1,800.00	\$124,065.00	Market Adjustments - Academics / SS
291	Salinas, Alberto	Director, Post Award	Non-state Income	\$120,015.00	4.50%					\$4,200.00	\$124,215.00	
292	Salomon, Molly Cristine	Executive Director	Non-state Income	\$130,001.23	15.41%					\$2,400.00	\$132,401.23	Reorganization.
293	Sambrano, Matthew D	Director of Partnerships	Non-state Income	\$94,807.00	4.50%					\$1,800.00	\$96,607.00	
294	Samuels, Timothy H	Assistant Vice Chancellor, Innovation and Busi	Non-state Income	\$164,575.00	4.08%					\$2,400.00	\$166,975.00	
295	Sanchez, Ernesto	Associate Deputy Chief, Talent Management	Non-state Income	\$202,434.00	9.72%					\$2,400.00	\$204,834.00	Education Advancement & Merit Adj.
296	Sandoval, Paulla V	Associate Dean, Student Outreach & Recruitme	Non-state Income	\$123,435.00	0.00%					\$1,800.00	\$125,235.00	New to role or new hire after PY filing.
297	Sanjuan Marmolejo, Alfre	Senior Director Talent Acquisition	Non-state Income	\$135,646.00	5.50%					\$4,800.00	\$140,446.00	Merit Adj.
298	Sargent, Amanda L	Director Civic Partnerships & Strategies	Non-state Income	\$109,314.00	3.50%					\$1,800.00	\$111,114.00	
299	Satterfield, Craig D	Director, Student Support Systems & Process M	Non-state Income	\$125,065.00	4.25%					\$1,800.00	\$126,865.00	
300	Sauer, Christopher John	Department Chair	Non-state Income	\$122,265.00	0.00%					\$1,800.00	\$124,065.00	New to role or new hire after PY filing.
301	Scruggs, Malizy	Associate Deputy Chief Communications	Non-state Income	\$178,427.00	5.50%					\$2,400.00	\$180,827.00	Merit Adj.
302	Seabrooks, Joseph	College President	Non-state Income	\$260,029.00	0.00%	#####				\$8,400.00	\$268,429.00	(\$18,177.00)
303	Shah, Manju K	Associate Vice Chancellor, Strategic Analytics	Non-state Income	\$200,736.00	0.00%	\$7,257.00				\$8,400.00	\$216,393.00	Performance Incentive Program (\$7,257.00)
304	Shao, Chuang	Department Chair	Non-state Income	\$123,084.00	20.38%					\$1,800.00	\$124,884.00	Market Adjustments - Academics / SS
305	Shewmake, Robert Shane	Administrator, Athletics Programs	Non-state Income	\$76,000.00	0.00%					\$1,200.00	\$77,200.00	New to role or new hire after PY filing.
306	Shultz Ruth, Cheryl	Nursing	Non-state Income	\$149,435.00	-12.44%					\$4,800.00	\$154,235.00	Change job with no change in pay.
307	Silkey-Jones, Ahava Rebe	Vice Provost, School of Creative Arts, Entertai	Non-state Income	\$258,300.00	0.00%	\$9,028.00				\$8,400.00	\$275,728.00	Performance Incentive Program (\$9,028.00)
308	Silva, Adrian	Director, Post Award	Non-state Income	\$136,007.00	4.50%					\$4,200.00	\$140,207.00	
309	Simmons, T' Juanna Roshe	Assoc. Dean, Compliance, Default Aversion &	Non-state Income	\$122,265.00	0.00%					\$1,800.00	\$124,065.00	New to role or new hire after PY filing.
310	Singel, Timothy Raymond	Deputy Chief, Project & Program Management	Non-state Income	\$198,703.00	5.50%					\$3,600.00	\$202,303.00	Merit Adj.
311	Singleton, Krystle Lynn	Associate Dean, Success Coaching	Non-state Income	\$127,205.00	31.67%					\$2,400.00	\$129,605.00	Market Adjustments - Academics / SS
312	Skolnick, Joshua David	Executive Director, Dallas College Foundation	Non-state Income	\$215,250.00	0.00%	\$8,071.00				\$8,400.00	\$231,721.00	Performance Incentive Program (\$8,071.00)
313	Smith, Gloria Lynn	Chief, Regional Partnership Development	Non-state Income	\$225,500.00	0.00%	\$7,036.00				\$8,400.00	\$240,936.00	Performance Incentive Program (\$7,036.00)
314	Smith, Nicole Michelle	Director, Post Award	Non-state Income	\$104,258.00	4.50%					\$4,200.00	\$108,458.00	
315	Smith, Raphael	Department Chair, Mit	Non-state Income	\$122,265.00	14.70%					\$1,800.00	\$124,065.00	Market Adjustments - Academics / SS
316	Smith, Rickey	College President	Non-state Income	\$260,000.00	0.00%	#####				\$8,400.00	\$279,082.00	(\$10,682.00)
317	Soper, Derek Alan	Associate Dean, Career Skills Development	Non-state Income	\$122,920.00	37.60%					\$1,800.00	\$124,720.00	Market Adjustments - Academics / SS
318	Sosa-Hegarty, Dina Marie	Dean, Support Programs	Non-state Income	\$146,575.00	22.22%					\$2,400.00	\$148,975.00	Market Adjustments - Academics / SS
319	Stadthagen, Alex	Department Chair	Non-state Income	\$122,265.00	13.21%					\$1,800.00	\$124,065.00	Market Adjustments - Academics / SS
320	Stansberry, Monica Evette	Senior Director, Workforce and Continuing Edi	Non-state Income	\$125,000.00	8.48%					\$2,400.00	\$127,400.00	Market Adjustments - Academics / SS

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Dallas College

Record #	A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
						F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
321	Stellrecht, Danielle Leann	Senior Director, Economic Impact Strategy & F	Non-state Income	\$127,286.00	5.15%				\$2,400.00		\$129,686.00	Merit Adj.
322	Stephens, Clayton W	Director, Financial Services	Non-state Income	\$96,927.00	4.70%				\$1,800.00		\$98,727.00	
323	Stepney, Felecia D	Associate Dean, Capm Catalog & Curr. Ops	Non-state Income	\$122,265.00	45.64%				\$1,800.00		\$124,065.00	Market Adjustments - Academics / SS
324	Stewart, Michelle Lee	Associate Dean, Curriculum Innovation	Non-state Income	\$122,265.00	32.16%				\$1,800.00		\$124,065.00	Market Adjustments - Academics / SS
325	Stewart, Waymond	Director, Opportunity Pipeline	Non-state Income	\$99,234.00	0.00%				\$1,800.00		\$101,034.00	New to role or new hire after PY filing.
326	Stills, Karen Monique	Senior Associate Vice Chancellor of Student S	Non-state Income	\$256,250.00	0.00%	\$9,033.00			\$9,600.00		\$274,883.00	Performance Incentive Program (\$9,033.00)
327	Storms, Katherine Anne	Senior Director Marketing	Non-state Income	\$124,068.00	2.00%				\$2,400.00		\$126,468.00	
328	Story, Sarah	Associate Deputy Chief, Marketing Activation	Non-state Income	\$168,800.00	0.00%				\$2,400.00		\$171,200.00	New to role or new hire after PY filing.
329	Straley, Maria Elena C	Director, Payroll	Non-state Income	\$122,441.00	0.00%				\$1,800.00		\$124,241.00	New to role or new hire after PY filing.
330	Stubsjoen, Jessica	Dean, Transfer, Articulation, and University Pa	Non-state Income	\$150,937.00	0.00%				\$2,400.00		\$153,337.00	New to role or new hire after PY filing.
331	Stutts, Misty Don	Director, Financial Services	Non-state Income	\$106,702.00	4.85%				\$1,800.00		\$108,502.00	
332	Suber, Shani Harleaux	Dean, E-Learning Effectiveness and Enhancem	Non-state Income	\$150,150.00	16.94%				\$2,400.00		\$152,550.00	Market Adjustments - Academics / SS
333	Talamantes, Tiffany Nicol	Director, Alumni Strategy & Relations	Non-state Income	\$92,960.00	0.00%				\$1,800.00		\$94,760.00	New to role or new hire after PY filing.
334	Tealer, Eddie R	College President	Non-state Income	\$260,029.00	0.00%	#####			\$8,400.00		\$284,166.00	(\$19,737.00)
335	Terry, Kandis	Department Chair	Non-state Income	\$117,000.00	0.00%				\$4,200.00		\$121,200.00	New to role or new hire after PY filing.
336	Thapa, Narayan	Department Chair	Non-state Income	\$124,307.00	0.00%				\$1,800.00		\$126,107.00	No salary increase, on leave at that time.
337	Thomas, Berna Greenhous	Dean, Health Occupations	Non-state Income	\$149,435.00	20.21%				\$2,400.00		\$151,835.00	Market Adjustments - Academics / SS
338	Thomas, Gregory Charles	Senior Director, College I T Services	Non-state Income	\$139,352.00	3.50%				\$2,400.00		\$141,752.00	
339	Thomas, Latricia Z	Senior Director, Post Award Sponsored Progra	Non-state Income	\$140,790.00	5.18%				\$2,400.00		\$143,190.00	Merit Adj.
340	Thomas, Tiska Shyrel	Chief Financial Officer	Non-state Income	\$315,000.00	6.84%	#####			\$8,400.00		\$334,410.00	(\$11,010.00)
341	Thompson, Adrienne Wils	Senior Director, Advancement Strategy & Integ	Non-state Income	\$143,895.00	7.50%				\$4,800.00		\$148,695.00	Market Adjustments - Academics / SS
342	Thompson, Sheena	Department Chair	Non-state Income	\$122,265.00	50.04%				\$1,800.00		\$124,065.00	Market Adjustments - Academics / SS
343	Tindel, Rosalyn	Administrator, Athletics Programs	Non-state Income	\$72,450.00	0.00%				\$1,200.00		\$73,650.00	New to role or new hire after PY filing.
344	Tolle, Andrew Ryan	Department Chair	Non-state Income	\$122,850.00	11.80%				\$1,800.00		\$124,650.00	Market Adjustments - Academics / SS
345	Tompkins, Connie Diane	Director, Post Award	Non-state Income	\$121,755.00	16.23%				\$4,200.00		\$125,955.00	Market Adjustments - Academics / SS
346	Torres-Cruz, Nancy	Associate Dean, Success Coaching	Non-state Income	\$128,440.00	0.00%				\$2,400.00		\$130,840.00	New to role or new hire after PY filing.
347	Tran, Veronique	Vice Provost School of Manufacturing & Indus	Non-state Income	\$281,875.00	0.00%	\$9,429.00			\$8,400.00		\$299,704.00	Performance Incentive Program (\$9,429.00)
348	Treadway, Jason A	Director, Stem Institute	Non-state Income	\$113,800.00	4.75%				\$1,800.00		\$115,600.00	
349	Trejo, Mesias Moises	Associate Dean Bilingual Education	Non-state Income	\$121,680.00	38.62%				\$2,400.00		\$124,080.00	Market Adjustments - Academics / SS
350	Turner, Feleccia Conway	Associate Dean, Admissions	Non-state Income	\$122,265.00	0.00%				\$4,200.00		\$126,465.00	New to role or new hire after PY filing.
351	Umebayashi, Tetsuya	Vice Provost, School of Health Sciences	Non-state Income	\$258,300.00	0.00%	#####			\$8,400.00		\$277,665.00	(\$10,965.00)
352	Vaglienti, Kendra L	Department Chair	Non-state Income	\$126,285.00	4.50%				\$1,800.00		\$128,085.00	
353	Valle, Danielle	Chief, Institutional Effectiveness and Accredita	Non-state Income	\$204,488.00	0.00%	\$7,147.00			\$8,400.00		\$220,035.00	Performance Incentive Program (\$7,147.00)
354	Vandenbush, Sheila	Department Chair	Non-state Income	\$120,510.00	0.00%				\$4,200.00		\$124,710.00	New to role or new hire after PY filing.
355	Vasquez, Patrick J	Associate Dean, Pathway Success	Non-state Income	\$99,508.00	3.00%				\$1,800.00		\$101,308.00	
356	Venters, Scott A	Department Chair	Non-state Income	\$122,850.00	22.30%				\$1,800.00		\$124,650.00	Market Adjustments - Academics / SS
357	Wade-Miller, Katrina R	Associate Regional Director, Small Business D	Non-state Income	\$144,000.00	1.00%				\$0.00		\$144,000.00	
358	Walker, Michael Dan	Vice Provost, School of Law and Public Servic	Non-state Income	\$271,371.00	0.00%	#####			\$8,400.00		\$291,292.00	(\$11,521.00)
359	Walker, Rick N	Director, Starlink Network	Non-state Income	\$120,000.00	0.00%				\$1,800.00		\$121,800.00	Change job without change in pay.
360	Walker, Scharri Ezell	Department Chair	Non-state Income	\$123,084.00	34.55%				\$1,800.00		\$124,884.00	Market Adjustments - Academics / SS
361	Wallace, Kellie Lillian	Director Space Management and Planning	Non-state Income	\$116,967.00	4.00%				\$2,400.00		\$119,367.00	
362	Ward, Frankie Louise	Director - Student Life	Non-state Income	\$122,265.00	45.11%				\$1,800.00		\$124,065.00	Market Adjustments - Academics / SS
363	Warren, Amanda Jean	Associate Dean, Success Coaching	Non-state Income	\$127,823.00	9.03%				\$2,400.00		\$130,223.00	Market Adjustments - Academics / SS
364	Washington, Damon Rash	Director, Student Engagement	Non-state Income	\$122,265.00	40.05%				\$1,800.00		\$124,065.00	Market Adjustments - Academics / SS
365	Washington, Dwight	Senior Director, General Accounting & Comptr	Non-state Income	\$145,000.00	0.00%				\$2,400.00		\$147,400.00	New to role or new hire after PY filing.
366	Washington, Federickia	Department Chair	Non-state Income	\$121,680.00	48.39%				\$1,800.00		\$123,480.00	Market Adjustments - Academics / SS

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Dallas College

Record #	A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
						F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
						367	Webb, Patricia Benjamin	Associate Deputy Chief, Workforce Training	Non-state Income	\$169,000.00		
368	Wells, David	Department Chair	Non-state Income	\$131,875.00	49.17%				\$1,800.00	\$133,675.00	Market Adjustments - Academics / SS	
369	Wendland, Robert C.	General Counsel	Non-state Income	\$326,034.00	0.00%	#####			\$10,800.00	\$362,070.00	(\$25,236.00)	
370	West, James A	Senior Director, Enterprise Projects	Non-state Income	\$117,425.00	0.00%				\$2,400.00	\$119,825.00	New to role or new hire after PY filing.	
371	Westover, Jared James	Department Chair	Non-state Income	\$105,000.00	0.00%				\$1,800.00	\$106,800.00	New to role or new hire after PY filing.	
372	Wicks, Candace Elizabeth	Dean, Baccalaureate Studies -ECIT	Non-state Income	\$179,629.00	5.73%				\$3,600.00	\$183,229.00	Market Adjustments - Academics / SS	
373	Wilker, Tammie Richards	Department Chair, Mit	Non-state Income	\$122,265.00	0.00%				\$1,800.00	\$124,065.00	New to role or new hire after PY filing.	
374	Williams, Bradford	Vice Chancellor, Operations	Non-state Income	\$345,000.00	0.00%	#####			\$10,800.00	\$385,091.00	(\$29,291.00)	
375	Williams, Darryl	Vice Provost, School of Business, Hospitality &	Non-state Income	\$215,000.00	0.00%	\$4,324.00			\$8,400.00	\$227,724.00	Performance Incentive Program (\$4,324.00)	
376	Williams, David Rodney	Chief Risk Officer	Non-state Income	\$190,767.00	4.00%				\$3,600.00	\$194,367.00		
377	Williams, Emmanuel	Department Chair	Non-state Income	\$123,435.00	40.03%				\$1,800.00	\$125,235.00	Market Adjustments - Academics / SS	
378	Williams, Jaris	Dean, Students and Student Engagement	Non-state Income	\$150,865.00	25.80%				\$4,800.00	\$155,665.00	Market Adjustments - Academics / SS	
379	Williams, Lorenell	Director of Accreditation & Quality Assurance	Non-state Income	\$106,998.00	4.65%				\$2,400.00	\$109,398.00		
380	Wilson, Sharon K	Senior Director, Facilities Construction	Non-state Income	\$152,614.80	4.00%				\$1,800.00	\$154,414.80		
381	Wilson, Sophia Rose	Associate Vice Provost, Academic Affairs	Non-state Income	\$185,071.00	6.00%				\$3,600.00	\$188,671.00	Market Adjustments - Academics / SS	
382	Wingo, Timothy Wayne	Associate Dean, Academic Success and Retenti	Non-state Income	\$122,265.00	0.00%				\$1,800.00	\$124,065.00	New to role or new hire after PY filing.	
383	Wortley, Kevin Matthew	Department Chair	Non-state Income	\$134,157.00	5.50%				\$4,200.00	\$138,357.00	Market Adjustments - Academics / SS	
384	Wright, LaQueta L	Vice Provost, School of Law and Public Servi	Non-state Income	\$220,000.00	34.45%	\$2,212.00			\$8,400.00	\$230,612.00	Performance Incentive Program (\$2,212.00)	
385	Wright, Scott K	Chief Facilities Officer	Non-state Income	\$217,452.00	0.00%	\$7,600.00			\$8,400.00	\$233,452.00	Performance Incentive Program (\$7,600.00)	
386	Young, Jason R	Associate Dean, Awards Financial Aid	Non-state Income	\$122,850.00	32.79%				\$1,800.00	\$124,650.00	Market Adjustments - Academics / SS	
387	Young, Patty Ross	Dean, Admissions and Registrar	Non-state Income	\$146,575.00	14.83%				\$2,400.00	\$148,975.00	Market Adjustments - Academics / SS	
388	Zimmerman, Brian Willian	Interim Department Chair, Arts and Humanities	Non-state Income	\$103,000.00	0.00%				\$1,800.00	\$104,800.00	New to role or new hire after PY filing.	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Del Mar College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Mark Escamilla	President & Chief Executive Officer	State General Revenue	420,000	13.95%	-	-	-	-	-	-	Performance Bonus
			Non-state Income		0.00%	75,000	-	-	-	-	75,000	
			Total	420,000	0.00%	75,000	-	-	-	-	495,000	
2	Augustin Rivera Jr.	General Counsel	State General Revenue	209,427	3.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	209,427	0.00%	-	-	-	-	-	209,427	
3	Jeff Olsen	Staff	State General Revenue	219,420	3.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	219,420	0.00%	-	-	-	-	-	219,420	
4	Matthew Busby	VP Development & Donor Advising	State General Revenue	176,054	3.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	176,054	0.00%	-	-	-	-	-	176,054	
5	Tammy McDonald	VP Administration & Human Resources	State General Revenue	229,304	3.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	229,304	0.00%	-	-	-	-	-	229,304	
6	Raul Garcia	VP & Chief Finance Officer	State General Revenue	228,887	3.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	228,887	0.00%	-	-	-	-	-	228,887	
7	Jonda Halcomb	VP & Chief Academic Officer	State General Revenue	227,005	3.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	227,005	0.00%	-	-	-	-	-	227,005	
8	Lenora Keas	Executive VP / Chief Operations Officer	State General Revenue	256,318	3.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	256,318	0.00%	-	-	-	-	-	256,318	
9	Ali Kolahdouz	VP & Chief Information Technology Officer	State General Revenue	227,000	10.87%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	227,000	0.00%	-	-	-	-	-	227,000	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Del Mar College

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation		
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025						Total Compensation	Explanation / Comments
10	Patricia Benavides-Domin	VP of Student Affairs	State General Revenue	209,070	3.50%	-	-	-	-	-	
		Non-state Income			0.00%	-	-	-	-	-	
		Total		209,070	0.00%	-	-	-	-	209,070	
11	Leonard Rivera	VP, Dual Enrollment & Continuing Education	State General Revenue	193,545	3.50%	-	-	-	-	193,545	
		Non-state Income			0.00%	-	-	-	-	-	
		Total		193,545	0.00%	-	-	-	-	193,545	
12	Jennifer Sramek	Dean, Business, Edu, & Health Science	State General Revenue	154,829	3.50%	-	-	-	-	154,829	
		Non-state Income		-	0.00%	-	-	-	-	-	
		Total		154,829	0.00%	-	-	-	-	154,829	
13	Davis Merrell	Dean of Industry & Public Service Education	State General Revenue	160,649	3.50%	-	-	-	-	160,649	
		Non-state Income		-	0.00%	-	-	-	-	-	
		Total		160,649	0.00%	-	-	-	-	160,649	
14	Cynthia Bridges	Sciences	State General Revenue	154,829	3.50%	-	-	-	-	154,829	
		Non-state Income		-	0.00%	-	-	-	-	-	
		Total		154,829	0.00%	-	-	-	-	154,829	
15	Jack Southard	Dean Science, Tech, Engineering, Math, & Kinesiology	State General Revenue	154,829	3.50%	-	-	-	-	154,829	
		Non-state Income		-	0.00%	-	-	-	-	-	
		Total		154,829	0.00%	-	-	-	-	154,829	
16	Rita Hernandez	Dean, Student Engagement & Retension	State General Revenue	113,055	3.50%	-	-	-	-	113,055	
		Non-state Income		-	0.00%	-	-	-	-	-	
		Total		113,055	0.00%	-	-	-	-	113,055	
17	Graciela Martinez	Dean, Student Outreach	State General Revenue	116,401	3.50%	-	-	-	-	116,401	
		Non-state Income		-	0.00%	-	-	-	-	-	
		Total		116,401	0.00%	-	-	-	-	116,401	
18	Daniel Korus	Dean, Workforce & Corporate Services	State General Revenue	143,188	3.50%	-	-	-	-	143,188	
		Non-state Income		-	0.00%	-	-	-	-	-	
		Total		143,188	0.00%	-	-	-	-	143,188	
19	Cody Gregg	Dean, Learning Resources	State General Revenue	134,644	3.50%	-	-	-	-	134,644	
		Non-state Income		-	0.00%	-	-	-	-	-	
		Total		134,644	0.00%	-	-	-	-	134,644	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Del Mar College**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Total	134,644	0.00%	-	-	-	-	-	134,644	
20	Rachel Benavides	Dean, Continuing & Community Eduation	State General Revenue	136,000	8.80%	-	-	-	-	136,000	
			Non-state Income	-	0.00%	-	-	-	-	-	
		Total	136,000	0.00%	-	-	-	-	-	136,000	
21	Kristy Urbick	Dean, Dual Enrollment Programs	State General Revenue	136,000	52.09%	-	-	-	-	136,000	
			Non-state Income	-	0.00%	-	-	-	-	-	
		Total	136,000	0.00%	-	-	-	-	-	136,000	
22	Cheryl Sanders	Associate VP, Student Affairs	State General Revenue	152,145	3.50%	-	-	-	-	152,145	
			Non-state Income	-	0.00%	-	-	-	-	-	
		Total	152,145	0.00%	-	-	-	-	-	152,145	
23	Sydney Saumby	Academics	State General Revenue	145,004	3.50%	-	-	-	-	145,004	
			Non-state Income	-	0.00%	-	-	-	-	-	
		Total	145,004	0.00%	-	-	-	-	-	145,004	
24	Jessica Montalvo-Cummir	Education Technology	State General Revenue	163,593	3.50%	-	-	-	-	163,593	
			Non-state Income	-	0.00%	-	-	-	-	-	
		Total	163,593	0.00%	-	-	-	-	-	163,593	
25	Natalie Villarreal	Associate VP, External & Govt Relations & Strategic Planning	State General Revenue	142,830	3.50%	-	-	-	-	142,830	
			Non-state Income	-	0.00%	-	-	-	-	-	
		Total	142,830	0.00%	-	-	-	-	-	142,830	
26	Sushil Pallemoni	Associate VP, Institutional Research	State General Revenue	151,110	3.50%	-	-	-	-	151,110	
			Non-state Income	-	0.00%	-	-	-	-	-	
		Total	151,110	0.00%	-	-	-	-	-	151,110	
27	Lauren White	Chief of Police	State General Revenue	140,859	3.50%	-	-	-	-	140,859	
			Non-state Income	-	0.00%	-	-	-	-	-	
		Total	140,859	0.00%	-	-	-	-	-	140,859	
28	Jerry Henry	Payroll	State General Revenue	135,844	3.50%	-	-	-	-	135,844	
			Non-state Income	-	0.00%	-	-	-	-	-	
		Total	135,844	0.00%	-	-	-	-	-	135,844	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **El Paso County Community College District**

A Name	B Position	C Funding Source	D FY 2026 Salary (09/01/25)	E Percentage Salary Increase Over FY 2025	F G H I J Nonsalary Benefits & Emoluments FY 2025					K Total Compensation	L Explanation / Comments	
					Cash	Housing	Car	Other	Non-Cash			
					Bonuses	Allowance	Allowance	Emoluments	Compensation			
1	William Serrata	President		0.00%	-	-	-	-	-	-	-	Annual Annuity=\$31,000 Expense Allowance=\$36,000 One time lump sum payment=\$40,000 Retirement Benefit = \$38,000. In addition, 5% Salary non-cash comp Retention Incentive to be paid annually through 2028.
		State General Revenue										
		Non-state Income	460,461	4.00%	-	18,000	12,000	145,000	23,023		658,484	
		Total	460,461	4.00%	-	18,000	12,000	145,000	23,023		658,484	
2	Carlos Amaya	VP, Student & Enrollment Services		0.00%	-	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue										
		Non-state Income	185,758	3.00%	-	-	-	-	-		185,758	
		Total	185,758	3.00%	-	-	-	-	-		185,758	
3	Fernando Flores	VP, Financial & Administrative Operations/CFO		0.00%	-	-	-	-	-	-	-	
		State General Revenue										
		Non-state Income	257,088	3.00%	-	-	-	-	-		257,088	
		Total	257,088	3.00%	-	-	-	-	-		257,088	
4	Julie Penley	VP, Research, Accreditation & Planning		0.00%	-	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue										
		Non-state Income	195,422	3.00%	-	-	-	-	-		195,422	
		Total	195,422	3.00%	-	-	-	-	-		195,422	
5	Steve Smith	VP, Instruction & Workforce Education		0.00%	-	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue										
		Non-state Income	279,472	3.00%	-	-	-	-	-		279,472	
		Total	279,472	3.00%	-	-	-	-	-		279,472	
6	Marco Fernandez	Interim AVP Information Technology		0.00%	-	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone & 12.5% for Interim AVP.
		State General Revenue										
		Non-state Income	170,085	3.00%	-	-	-	-	-		170,085	
		Total	170,085	3.00%	-	-	-	-	-		170,085	
7	Maria Elena (Malena) Field	AVP HR Management & Compliance		0.00%	-	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone. New appointment
		State General Revenue										
		Non-state Income	174,585	3.00%	-	-	-	-	-		174,585	
		Total	174,585	3.00%	-	-	-	-	-		174,585	
8	Paula Mitchell	AVP, Instruction & Student Success		0.00%	-	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-									
		Non-state Income	180,593	3.00%	-	-	-	-	-		180,593	
		Total	180,593	3.00%	-	-	-	-	-		180,593	
9	Keri Moe	AVP, External Relations, Communications & Development		0.00%	-	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-									
		Non-state Income	144,052	3.00%	-	-	-	-	-		144,052	
		Total	144,052	3.00%	-	-	-	-	-		144,052	
10	Blayne Primozich	AVP, Workforce & Continuing Education		0.00%	-	-	-	-	-	-	-	Salary Adjustment
		State General Revenue	-									
		Non-state Income	150,000	15.19%	-	-	-	-	-		150,000	
		Total	150,000	15.19%	-	-	-	-	-		150,000	
11	Ana Zuniga	AVP, Budget & Financial Services		0.00%	-	-	-	-	-	-	-	Salary Adjustment
		State General Revenue	-									
		Non-state Income	174,585	15.77%	-	-	-	-	-		174,585	
		Total	174,585	15.77%	-	-	-	-	-		174,585	
12	Souraya Hajjar	Campus Dean, Health Career & Technical Education Math & Science		0.00%	-	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-									
		Non-state Income	114,225	3.00%	-	-	-	-	-		114,225	
		Total	114,225	3.00%	-	-	-	-	-		114,225	
13	Myshie Pagel	Campus Dean, Education & Career Technical Education		0.00%	-	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-									
		Non-state Income	137,217	3.00%	-	-	-	-	-		137,217	
		Total	137,217	3.00%	-	-	-	-	-		137,217	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **El Paso County Community College District**

A Name	B Position	C Funding Source	D FY 2026 Salary (09/01/25)	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2025					K Total Compensation	L Explanation / Comments
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation		
14	Lydia Tena	Campus Dean, Instructional Programs	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	157,620	3.00%	-	-	-	-	-	157,620	
		Total	157,620	3.00%	-	-	-	-	-	157,620	
15	Joshua Villalobos	Education	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	116,066	3.00%	-	-	-	-	-	116,066	
		Total	116,066	3.00%	-	-	-	-	-	116,066	
16	Ernest R Webb, II	Campus Dean, Math, Science and Career & Technical Education	-	0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	129,440	3.00%	-	-	-	-	-	129,440	
		Total	129,440	3.00%	-	-	-	-	-	129,440	
17	Maria Antonieta Badillo	Dean, Dual Credit & Early College High Schools	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	125,792	3.00%	-	-	-	-	-	125,792	
		Total	125,792	3.00%	-	-	-	-	-	125,792	
18	Rebecca Escamilla	Dean, Architecture, Arts, Math & Science	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	97,008	3.00%	-	-	-	-	-	97,008	
		Total	97,008	3.00%	-	-	-	-	-	97,008	
19	Daniel Guerra	Dean, Communication & Performing Arts	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	101,109	3.00%	-	-	-	-	-	101,109	
		Total	101,109	3.00%	-	-	-	-	-	101,109	
20	Hafid Guerrero	Dean, Nursing	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	108,037	3.00%	-	-	-	-	-	108,037	
		Total	108,037	3.00%	-	-	-	-	-	108,037	
21	Brian Kirby	Dean, Arts, Communications, Career & Technical Ed & Social Sciences	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	101,705	3.00%	-	-	-	-	-	101,705	
		Total	101,705	3.00%	-	-	-	-	-	101,705	
22	Terri Mann	Dean, Arts, Communications & Social Sciences	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	98,725	3.00%	-	-	-	-	-	98,725	
		Total	98,725	3.00%	-	-	-	-	-	98,725	
22	Pacheco-Lucero, Jose A	Dean, Art, Math, and Science	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	93,660	3.00%	-	-	-	-	-	93,660	
		Total	93,660	3.00%	-	-	-	-	-	93,660	
23	Susana Rodarte	Dean, ESL, Reading & Social Sciences	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	146,457	3.00%	-	-	-	-	-	146,457	
		Total	146,457	3.00%	-	-	-	-	-	146,457	
23	Valerio, Olga L	Dean of Industry Partnerships and Workforce Training	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	122,069	3.00%	-	-	-	-	-	122,069	
		Total	122,069	3.00%	-	-	-	-	-	122,069	
24	Nickerson, Jonathan C	Dean, Advanced Technology Center, Culinary Arts, and Hospitality	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	91,600	3.00%	-	-	-	-	-	91,600	
		Total	91,600	3.00%	-	-	-	-	-	91,600	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **El Paso County Community College District**

A Name	B Position	C Funding Source	D FY 2026 Salary (09/01/25)	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2025					K Total Compensation	L Explanation / Comments
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation		
29	Fernandez, Joshua	Executive Director, Physical Plant	-	0.00%	-	-	-	-	-	-	New Appointment.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	98,000	0.00%	-	-	-	-	-	98,000	
		Total	98,000	0.00%	-	-	-	-	-	98,000	
25	Dolores Gross	Executive Director, Resource Development	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	116,730	3.00%	-	-	-	-	-	116,730	
		Total	116,730	3.00%	-	-	-	-	-	116,730	
26	Abraham Hubail	Executive Director, IT Software Applications & Analytics	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	151,183	3.00%	-	-	-	-	-	151,183	
		Total	151,183	3.00%	-	-	-	-	-	151,183	
27	Asaad Hubail	Interim Executive Director, Network Systems & Support Services	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	98,725	3.00%	-	-	-	-	-	98,725	
		Total	98,725	3.00%	-	-	-	-	-	98,725	
28	Cassandra Lachica-Chavez	Executive Director, Admissions & Registrar	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	119,277	3.00%	-	-	-	-	-	119,277	
		Total	119,277	3.00%	-	-	-	-	-	119,277	
30	Ines Lopez	Executive Director, Student Financial Aid	-	0.00%	-	-	-	-	-	-	Base salary includes a monthly \$80 stipend for cell phone.
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	110,622	3.00%	-	-	-	-	-	110,622	
		Total	110,622	3.00%	-	-	-	-	-	110,622	
31	Jose Ramirez	Chief of Police	-	0.00%	-	-	-	-	-	-	
		State General Revenue	118,920	3.00%	-	-	-	-	-	118,920	
		Non-state Income	118,920	3.00%	-	-	-	-	-	118,920	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Galveston College

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2025					K	L	
					FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance			Other Emoluments
1	W. Myles Shelton III	President	State General Revenue	351,418	9.35%	-	-	-	1,440	-	-	Phone & IT Stipend
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	351,418	0.00%	-	-	-	1,440	-	352,858	
2	Aretha Matthews	Vice President of Instruction	State General Revenue	215,725	9.96%	-	-	-	1,080	-	-	Phone & IT Stipend
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	215,725	0.00%	-	-	-	1,080	-	216,805	
3	Van Patterson	Vice President for Administration	State General Revenue	184,553	9.95%	-	-	-	1,080	-	-	Phone & IT Stipend
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	184,553	0.00%	-	-	-	1,080	-	185,633	
4	Ron Crumedy	Vice President for Student Services	State General Revenue	158,629	10.00%	-	-	-	1,080	-	-	Phone & IT Stipend
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	158,629	0.00%	-	-	-	1,080	-	159,709	
5	Vera Lewis-Jasper	Dean of Technical & Professional Education	State General Revenue	150,602	19.68%	-	-	-	1,080	-	-	Phone & IT Stipend
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	150,602	0.00%	-	-	-	1,080	-	151,682	
6			State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	
7			State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	
8			State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	
9			State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Grayson College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Jeremy McMillen	President	State General Revenue	319,634	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	319,634	0.00%	-	-	-	-	-	319,634	
2	Dava Washburn	Vice President of Instruction	State General Revenue	178,578	5.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	178,578	0.00%	-	-	-	-	-	178,578	
3	Dennis Westman	Vice President of Business Services	State General Revenue	178,528	0.00%	-	-	-	-	-	-	Newly Employed
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	178,528	0.00%	-	-	-	-	-	178,528	
4	Chase Machen	Dean of Academic and Workforce Instruction	State General Revenue	151,401	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	151,401	0.00%	-	-	-	-	-	151,401	
5	Logan Maxwell	Vice President of Student Affairs	State General Revenue	149,869	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	149,869	0.00%	-	-	-	-	-	149,869	
6	Molly Harris	Vice President of Community Engagement	State General Revenue	149,869	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	149,869	0.00%	-	-	-	-	-	149,869	
7	Lisa Rampy	Executive Director-Grayson College Foundation	State General Revenue	114,767	0.00%	-	-	-	-	-	-	Newly Employed
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	114,767	0.00%	-	-	-	-	-	114,767	
8	Robert Trissell	Vice President of Information Technology	State General Revenue	140,592	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	140,592	0.00%	-	-	-	-	-	140,592	
9	Michael Cox	Dean of Health Science	State General Revenue	137,708	4.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	137,708	0.00%	-	-	-	-	-	137,708	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Grayson College**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
10	Daniel Hyatt	Director of Fiscal Services	State General Revenue Non-state Income Total	132,478 0.00% 132,478	4.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - 132,478	
11	Robyn Voight	Vice President of People and Culture	State General Revenue Non-state Income Total	160,893 0.00% 160,893	23.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	160,893 - 160,893	Position was changed from Director to VP.
12	Ilene Walton	Dean of South Campus	State General Revenue Non-state Income Total	104,000 - 104,000	4.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	104,000 - 104,000	
13	Michael Brown	Director of Network Services	State General Revenue Non-state Income Total	128,693 - 128,693	4.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	128,693 - 128,693	
14	Louis Kuhns	Director of Academic Computing	State General Revenue Non-state Income Total	119,094 - 119,094	4.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	119,094 - 119,094	
15			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -	
16			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -	
17			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -	
18			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -	
19			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Hill College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L	
					F	G	H	I	J			
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Dr. Thomas Mills	President	State General Revenue	0.00%	-	-	-	-	-	-	*Assigned use of college vehicle	
			Non-state Income	234,000	1.74%	-	-	*	-	-		234,000
			Total	234,000	0.00%	-	-	-	-	-		234,000
2	Melissa Boyle	Vice President of Administrative Services	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	136,000	10.56%	-	-	2,400	-	-		138,400
			Total	136,000	0.00%	-	-	2,400	-	-		138,400
3	Irene Accomando	Vice President of Student Learning and Success	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	139,000	9.10%	-	-	2,400	-	-		141,400
			Total	139,000	0.00%	-	-	2,400	-	-		141,400
4	Lizza Ross	Vice President of The Student Experience	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	139,506	2.95%	-	-	2,400	-	-		141,906
			Total	139,506	0.00%	-	-	2,400	-	-		141,906
5	Kevin Rocha	Vice President of Information Technology & Learning	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	134,000	7.20%	-	-	2,400	-	-		136,400
			Total	134,000	0.00%	-	-	2,400	-	-		136,400
6	Ashlee Ferguson	Executive Director of Institutional Advancement	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	129,000	5.70%	-	-	2,400	-	-		131,400
			Total	129,000	0.00%	-	-	2,400	-	-		131,400
7	Tamy Rogers	Executive Director of Human Resources	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	126,000	3.27%	-	-	2,400	-	-		128,400
			Total	126,000	0.00%	-	-	2,400	-	-		128,400
8	John Versluis	Executive Director of the Texas Heritage Museum	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	112,379	3.69%	-	-	-	-	-		112,379
			Total	112,379	0.00%	-	-	-	-	-		112,379
9	Lyndsey Pederson	Chief of Staff	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	111,000	3.73%	-	-	2,400	-	-		113,400
			Total	111,000	0.00%	-	-	2,400	-	-		113,400

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

Hill College

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
10	Nancy McKenzie	Dean of Arts & Humanities		0.00%	-	-	-	-	-	-	Other - cell phone stipend
		State General Revenue									
		Non-state Income	91,188	4.58%	-	-	1,200	480	-	92,868	
		Total	91,188	0.00%	-	-	1,200	480	-	92,868	
11	Dr. Sagar Paudel	Dean of STEM		0.00%	-	-	-	-	-	-	
		State General Revenue									
		Non-state Income	86,500	4.84%	-	-	1,200	-	-	87,700	
		Total	86,500	0.00%	-	-	1,200	-	-	87,700	
12	Dr. John Tarbay	Dean of Health & Public Service		0.00%	-	-	-	-	-	-	
		State General Revenue									
		Non-state Income	96,800	18.56%	-	-	1,200	-	-	98,000	
		Total	96,800	0.00%	-	-	1,200	-	-	98,000	
13	Brian Bennett	Dean of Business & Industry		0.00%	-	-	-	-	-	-	Other - cell phone stipend
		State General Revenue									
		Non-state Income	87,732	4.77%	-	-	1,200	480	-	89,412	
		Total	87,732	0.00%	-	-	1,200	480	-	89,412	
14	Adrian Riojas	Dean of Students, JCC		0.00%	-	-	-	-	-	-	Other - cell phone stipend
		State General Revenue	-								
		Non-state Income	82,411	5.10%	-	-	-	480	-	82,891	
		Total	82,411	0.00%	-	-	-	480	-	82,891	
15	Randy Graves	Dean of Students & Athletics, HCC		0.00%	-	-	-	-	-	-	Other - cell phone stipend
		State General Revenue	-								
		Non-state Income	111,000	3.73%	-	-	-	480	-	111,480	
		Total	111,000	0.00%	-	-	-	480	-	111,480	
16	Kathleen Pustejovsky	Dean of Enrollment Services		0.00%	-	-	-	-	-	-	Other - cell phone stipend
		State General Revenue	-								
		Non-state Income	83,411	5.03%	-	-	1,200	480	-	85,091	
		Total	83,411	0.00%	-	-	1,200	480	-	85,091	
17	Christi Morgan	Assistant Vice President of Student Learning & Success		0.00%	-	-	-	-	-	-	
		State General Revenue	-								
		Non-state Income	96,600	0.00%	-	-	2,400	-	-	99,000	
		Total	96,600	0.00%	-	-	2,400	-	-	99,000	
18				0.00%	-	-	-	-	-	-	
		State General Revenue	-								
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
19				0.00%	-	-	-	-	-	-	
		State General Revenue	-								
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Houston City College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L
					G	H	I	J	Total Compensation		
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
1	Ford Fisher, Margaret	Chancellor									
		State General Revenue			-	-	-	-	-	-	Car Allowance
		Non-state Income	446,363	0.00%	-	-	18,000	-	-	464,363	
		Total	446,363	0.00%	-	-	18,000	-	-	464,363	
2	Perez, Norma	Sr VC Instructional Svcs and Chief Academic Officer									
		State General Revenue			-	-	-	-	-	-	Mileage Allowance
		Non-state Income	322,601	0.00%	-	-	-	7,200	-	329,801	
		Total	322,601	0.00%	-	-	-	7,200	-	329,801	
3	Hawn, Sherry	Sr VC Fin and Adm & CFO & BO									
		State General Revenue			-	-	-	-	-	-	Mileage Allowance
		Non-state Income	256,185	0.00%	-	-	-	7,200	-	263,385	
		Total	256,185	0.00%	-	-	-	7,200	-	263,385	
4	Montgomery, Yolanda N.	General Counsel									
		State General Revenue			-	-	-	-	-	-	Direct Appointment + Mileage Allowance
		Non-state Income	251,800	53.00%	-	-	-	7,200	-	259,000	
		Total	251,800	0.00%	-	-	-	7,200	-	259,000	
5	Adil, Rima	VC Strategic Comm & Mktg (Interim)									
		State General Revenue			-	-	-	-	-	-	Interim Assignment + Mileage Allowance
		Non-state Income	168,462	42.00%	-	-	-	7,200	-	175,662	
		Total	168,462	0.00%	-	-	-	7,200	-	175,662	
6	Young, Rimmelle	AR									
		State General Revenue			-	-	-	-	-	-	Mileage Allowance
		Non-state Income	243,241	0.00%	-	-	-	7,200	-	250,441	
		Total	243,241	0.00%	-	-	-	7,200	-	250,441	
7	Burridge, Andrea	VC, Strategy, Plan & Inst Effectiveness									
		State General Revenue			-	-	-	-	-	-	Mileage Allowance
		Non-state Income	237,000	0.00%	-	-	-	7,200	-	244,200	
		Total	237,000	0.00%	-	-	-	7,200	-	244,200	
8	Herod Jr.,Edmund Y.	President									
		State General Revenue			-	-	-	-	-	-	Mileage Allowance
		Non-state Income	262,702	0.00%	-	-	-	7,200	-	269,902	
		Total	262,702	0.00%	-	-	-	7,200	-	269,902	
9	Harrison, Lutricia	President									
		State General Revenue			-	-	-	-	-	-	Mileage Allowance
		Non-state Income	262,702	0.00%	-	-	-	7,200	-	-	
		Total	262,702	0.00%	-	-	-	7,200	-	269,902	
10	Fortune, Betty	President									
		State General Revenue			-	-	-	-	-	-	Direct Appointment + Mileage Allowance
		Non-state Income	262,702	48.00%	-	-	-	7,200	-	-	
		Total	262,702	0.00%	-	-	-	7,200	-	269,902	
11	Hodges,Zachary	President									
		State General Revenue			-	-	-	-	-	-	Mileage Allowance
		Non-state Income	262,702	0.00%	-	-	-	7,200	-	-	
		Total	262,702	0.00%	-	-	-	7,200	-	269,902	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Houston City College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L
					G	H	I	J	Total Compensation		
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
12	Villagran-Glover,Frances	President	State General Revenue		-	-	-	-	-	-	Mileage Allowance
			Non-state Income	262,702	0.00%	-	-	7,200	-	269,902	
		Total		262,702	0.00%	-	-	7,200	-	269,902	
13	Webster, Michael	President	State General Revenue		-	-	-	-	-	-	Mileage Allowance
			Non-state Income	262,702	0.00%	-	-	7,200	-	269,902	
		Total		262,702	0.00%	-	-	7,200	-	269,902	
14	Drain, Jerome	President, Online/COE Academics	State General Revenue		-	-	-	-	-	-	Mileage Allowance
			Non-state Income	262,702	0.00%	-	-	7,200	-	269,902	
		Total		262,702	0.00%	-	-	7,200	-	269,902	
15	Walker, James	Chief Facilities Officer (Interim)	State General Revenue		-	-	-	-	-	-	Interim Assignment + Mileage Allowance
			Non-state Income	164,514	0.00%	-	-	7,200	-	171,714	
		Total		164,514	0.00%	-	-	7,200	-	171,714	
16	Mccracken,Robert Jay	VC, Administration and Operations	State General Revenue		-	-	-	-	-	-	Direct Appointment + Mileage Allowance
			Non-state Income	248,850	38.00%	-	-	7,200	-	256,050	
		Total		248,850	0.00%	-	-	7,200	-	256,050	
17	Hurd, Warren	VC, Administrative Services	State General Revenue		-	-	-	-	-	-	Direct Appointment + Mileage Allowance
			Non-state Income	230,000	11.00%	-	-	7,200	-	237,200	
		Total		230,000	0.00%	-	-	7,200	-	237,200	
18	Nathan, Rodney	VC, Talent Engagement & CHRO (Interim)	State General Revenue		-	-	-	-	-	-	Interim Assignment + Mileage Allowance
			Non-state Income	207,156	0.00%	-	-	7,200	-	214,356	
		Total		207,156	0.00%	-	-	7,200	-	214,356	
19	Ramos, Miguel Angel	VC, Instructional Services	State General Revenue		-	-	-	-	-	-	Direct Appointment + Mileage Allowance
			Non-state Income	232,000	33.00%	-	-	7,200	-	239,200	
		Total		232,000	0.00%	-	-	7,200	-	239,200	
20	Huewitt, Kenneth	Special Assistant to Chancellor (Interim)	State General Revenue		-	-	-	-	-	-	Interim Assignment + Mileage Allowance
			Non-state Income	219,000	0.00%	-	-	7,200	-	226,200	
		Total		219,000	0.00%	-	-	7,200	-	226,200	
21	Sullivan, Barry	Chief Information Officer (CIO)	State General Revenue		-	-	-	-	-	-	Mileage Allowance
			Non-state Income	240,000	0.00%	-	-	7,200	-	247,200	
		Total		240,000	0.00%	-	-	7,200	-	247,200	
22	Alcorta, Lisa	VC Student Services	State General Revenue		-	-	-	-	-	-	Mileage Allowance
			Non-state Income	219,000	0.00%	-	-	7,200	-	226,200	
		Total		219,000	0.00%	-	-	7,200	-	226,200	
23	Ramirez, Timothy	Chief of Police	State General Revenue		-	-	-	-	-	-	Police Education Stipend + TCOLE Certification Stipend
			Non-state Income	181,560	2.00%	-	-	6,500	-	188,060	
		Total		181,560	0.00%	-	-	6,500	-	188,060	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Houston City College**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
24	Onwumere, Victor U.	Exec Dir, Finance and Treasury									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	158,865	2.00%	-	-	-	-	-	158,865	
		Total	158,865	0.00%	-	-	-	-	-	158,865	
25	Stults, Barney Earl	AVC, Talent Tech & Total Rwd									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	180,336	2.00%	-	-	-	-	-	180,336	
		Total	180,336	0.00%	-	-	-	-	-	180,336	
26	Turner, Misha	AVC, Stu Ret & Compl (Interim)									
		State General Revenue			-	-	-	-	-	-	Interim Assignment + Mileage
		Non-state Income	139,373	17.00%	-	-	-	3,600	-	142,973	Allowance
		Total	139,373	0.00%	-	-	-	3,600	-	142,973	
27	Henderson, Keeleey Q.	AVC, TA & Performance (Interim)									
		State General Revenue			-	-	-	-	-	-	Interim Assignment
		Non-state Income	145,000	0.00%	-	-	-	-	-	145,000	
		Total	145,000	0.00%	-	-	-	-	-	145,000	
28	Garza, Matias	AVC Enrollment Mgmt & Success (Interim)									
		State General Revenue			-	-	-	-	-	-	Interim Assignment
		Non-state Income	178,988	2.00%	-	-	-	-	-	178,988	
		Total	178,988	0.00%	-	-	-	-	-	178,988	
29	Burnett, Christopher Aaron	AVC, Rsrch Analytics & Decision Sup									
		State General Revenue			-	-	-	-	-	-	Promotion
		Non-state Income	151,980	55.00%	-	-	-	-	-	151,980	
		Total	151,980	0.00%	-	-	-	-	-	151,980	
30	Holliman-Douglas, Chassity	AVC, Special Programs & Success									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	152,140	2.00%	-	-	-	-	-	152,140	
		Total	152,140	0.00%	-	-	-	-	-	152,140	
31	Ronk, Thomas	Development									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	182,033	2.00%	-	-	-	-	-	182,033	
		Total	182,033	0.00%	-	-	-	-	-	182,033	
32	Lewis, Desmond	AVC, College Readiness									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	177,841	2.00%	-	-	-	4,800	-	182,641	
		Total	177,841	0.00%	-	-	-	4,800	-	182,641	
33	Snyder, Timothy	AVC, Teaching & Lrng Innov									
		State General Revenue			-	-	-	-	-	-	Mileage Allowance
		Non-state Income	183,739	2.00%	-	-	-	3,600	-	187,339	
		Total	183,739	0.00%	-	-	-	3,600	-	187,339	
34	Durnovo, Maya	AVC, Entrepreneurial Initiatives									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	192,764	2.00%	-	-	-	-	-	192,764	
		Total	192,764	0.00%	-	-	-	-	-	192,764	
35	Swindle, Jackquiline Marie	AVC, Outreach & Chief SP									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	187,680	2.00%	-	-	-	-	-	187,680	
		Total	187,680	0.00%	-	-	-	-	-	187,680	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Houston City College**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
36	Jacobson, Sandra B.	Exec Dir, EEO and Compliance (Interim)	State General Revenue		-	-	-	-	-	-	Interim Assignment & Position Title
			Non-state Income	127,522	17.00%	-	-	-	-	127,522	Realignment
			Total	127,522	0.00%	-	-	-	-	127,522	
37	Bond, Tara	Exec Director Talent Relations	State General Revenue		-	-	-	-	-	-	Position Title Realignment
			Non-state Income	148,000	18.00%	-	-	-	-	148,000	
			Total	148,000	0.00%	-	-	-	-	148,000	
38	Wright, Sharon Renee	Exec Director, Board Services	State General Revenue		-	-	-	-	-	-	
			Non-state Income	148,936	2.00%	-	-	-	-	148,936	
			Total	148,936	0.00%	-	-	-	-	148,936	
39	Edwards, Nakia W.	Exec Dir, Adult Education Program	State General Revenue		-	-	-	-	-	-	
			Non-state Income	148,936	2.00%	-	-	-	-	148,936	
			Total	148,936	0.00%	-	-	-	-	148,936	
40	Von Biedenfeld, Dietrich M	Exec Dir, Purchas & Procur Ops	State General Revenue		-	-	-	-	-	-	
			Non-state Income	148,368	2.00%	-	-	-	-	148,368	
			Total	148,368	0.00%	-	-	-	-	148,368	
41	Schmidt, Karen Lee	Exec Dir, Foundation	State General Revenue		-	-	-	-	-	-	Mileage Allowance
			Non-state Income	186,291	2.00%	-	-	7,200	-	193,491	
			Total	186,291	0.00%	-	-	7,200	-	193,491	
42	Jackson, James	Exec Dir, Ntwk Inf & Sys Spprt	State General Revenue		-	-	-	-	-	-	Addt Duties Stipend
			Non-state Income	175,546	2.00%	-	-	8,777	-	184,323	
			Total	175,546	0.00%	-	-	8,777	-	184,323	
43	Majors, Dawn Lee	Exec Dir, Proj & Chng Mgmt	State General Revenue		-	-	-	-	-	-	
			Non-state Income	173,089	2.00%	-	-	-	-	173,089	
			Total	173,089	0.00%	-	-	-	-	173,089	
44	Bender, Karla Connor	Exec Dir, Fin Plan & Budget	State General Revenue		-	-	-	-	-	-	
			Non-state Income	171,388	2.00%	-	-	-	-	171,388	
			Total	171,388	0.00%	-	-	-	-	171,388	
45	Baskin, Darrin	Exec Dir, Weekend & Honors Coll	State General Revenue		-	-	-	-	-	-	Mileage Allowance
			Non-state Income	148,724	2.00%	-	-	2,400	-	151,124	
			Total	148,724	0.00%	-	-	2,400	-	151,124	
46	Jacobs, Boni	Exec Dir, Financial Aid	State General Revenue		-	-	-	-	-	-	
			Non-state Income	152,755	2.00%	-	-	-	-	152,755	
			Total	152,755	0.00%	-	-	-	-	152,755	
47	Williams, Thomas	Exec Dir, Campus Tech Services (Interim)	State General Revenue		-	-	-	-	-	-	Interim Assignment
			Non-state Income	179,929	17.00%	-	-	-	-	179,929	
			Total	179,929	0.00%	-	-	-	-	179,929	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Houston City College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L	
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation			Total Compensation
48	San Juan, Miguel R.	Exec Dir, Grants and Res Dev	State General Revenue									
			Non-state Income	157,106	2.00%	-	-	-	-	-	157,106	
			Total	157,106	0.00%	-	-	-	-	-	157,106	
49	Tipu, Ali	Exec Dir, Admin Services	State General Revenue									
			Non-state Income	147,436	2.00%	-	-	-	2,400	-	149,836	Mileage Allowance
			Total	147,436	0.00%	-	-	-	2,400	-	149,836	
50	Stafford, Michael Dale	Exec Dir, Library Res & Svcs	State General Revenue									
			Non-state Income	135,240	2.00%	-	-	-	-	-	135,240	
			Total	135,240	0.00%	-	-	-	-	-	135,240	
51	Tezaguic, Fernando Rodolfo	Exec Dir, Facilities Svcs & RE	State General Revenue									
			Non-state Income	177,951	2.00%	-	-	-	-	-	177,951	
			Total	177,951	0.00%	-	-	-	-	-	177,951	
52	Robinson, Christina Anne	Exec Dir, WBL & Industry Part	State General Revenue									
			Non-state Income	149,157	2.00%	-	-	-	-	-	149,157	
			Total	149,157	0.00%	-	-	-	-	-	149,157	
53	Corrigan, Terrance	Exec Dir, Internal Audit	State General Revenue									
			Non-state Income	173,521	2.00%	-	-	-	-	-	173,521	
			Total	173,521	0.00%	-	-	-	-	-	173,521	
54	Glover, Robert	Exec Dir, Military Education (Interim)	State General Revenue									
			Non-state Income	148,368	2.00%	-	-	-	2,400	-	150,768	Interim Assignment + Mileage Allowance
			Total	148,368	0.00%	-	-	-	2,400	-	150,768	
55	Reyes, Lourdes	Dir, IT Admin Services (Interim)	State General Revenue									
			Non-state Income	114,640	17.00%	-	-	-	-	-	114,640	Interim Assignment
			Total	114,640	0.00%	-	-	-	-	-	114,640	
56	Jackson, Cassandra L.	Dir, Enterprise Bus App Svcs	State General Revenue									
			Non-state Income	176,550	2.00%	-	-	-	-	-	176,550	
			Total	176,550	0.00%	-	-	-	-	-	176,550	
57	Hearn, Sandra Annette	Dir, Enter Sys Admin Svcs	State General Revenue									
			Non-state Income	153,761	2.00%	-	-	-	-	-	153,761	
			Total	153,761	0.00%	-	-	-	-	-	153,761	
58	Stephens, Dawn Latrese	AVC, Finance & Accounting (Interim)	State General Revenue									
			Non-state Income	141,633	17.00%	-	-	-	-	-	141,633	Interim Assignment
			Total	141,633	0.00%	-	-	-	-	-	141,633	
59	Watson, Frederica	Exec Dir, Acntg & Financel Rptg	State General Revenue									
			Non-state Income	174,986	2.00%	-	-	-	-	-	174,986	
			Total	174,986	0.00%	-	-	-	-	-	174,986	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Houston City College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L	
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation			Total Compensation
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase								
60	Britton,Shenesse Yvette	Dean, Center of Excellence	State General Revenue			-	-	-	-	-	-	Mileage Allowance
			Non-state Income	120,360	2.00%	-	-	-	2,400	-	122,760	
			Total	120,360	0.00%	-	-	-	2,400	-	122,760	
61	Vasquez, Violeta	Dean,CTR of Excellence (Interim)	State General Revenue			-	-	-	-	-	-	Interim Assignment + Mileage Allowance
			Non-state Income	98,356	17.00%	-	-	-	2,400	-	100,756	
			Total	98,356	0.00%	-	-	-	2,400	-	100,756	
62	Fields, Katherine Rhodes	Dean,CTRoF Excellence	State General Revenue			-	-	-	-	-	-	Promotion + Art Design Council Chair Stipend + Mileage Allowance
			Non-state Income	122,400	15.00%	-	-	-	7,900	-	130,300	
			Total	122,400	0.00%	-	-	-	7,900	-	130,300	
63	Andrews, Kimberly	Dean, Lib Arts & Huma (Interim)	State General Revenue			-	-	-	-	-	-	Mileage Allowance
			Non-state Income	138,006	2.00%	-	-	-	2,400	-	140,406	
			Total	138,006	0.00%	-	-	-	2,400	-	140,406	
64	Gricar, Jeffrey C	Dean, Health Sciences	State General Revenue			-	-	-	-	-	-	Content Expert Stipend + Mileage Allowance
			Non-state Income	144,065	2.00%	-	-	-	8,689	-	152,754	
			Total	144,065	0.00%	-	-	-	8,689	-	152,754	
65	Vega, Fabian	Dean	State General Revenue			-	-	-	-	-	-	Mileage Allowance
			Non-state Income	149,780	2.00%	-	-	-	2,400	-	152,180	
			Total	149,780	0.00%	-	-	-	2,400	-	152,180	
66	Porter,Connie Y.	Dean, Center of Excellence	State General Revenue			-	-	-	-	-	-	Mileage Allowance
			Non-state Income	158,287	2.00%	-	-	-	2,400	-	160,687	
			Total	158,287	0.00%	-	-	-	2,400	-	160,687	
67	Stagg, Danielle R.	Dean, English & Communication (Interim)	State General Revenue			-	-	-	-	-	-	Interim Assignment + Mileage Allowance
			Non-state Income	116,878	17.00%	-	-	-	2,400	-	119,278	
			Total	116,878	0.00%	-	-	-	2,400	-	119,278	
68	Barelay, Tosha M.	Dean, Earth Life & Natural Science	State General Revenue			-	-	-	-	-	-	
			Non-state Income	138,096	2.00%	-	-	-	2,400	-	140,496	
			Total	138,096	0.00%	-	-	-	2,400	-	140,496	
69	Spencer, Uchena E.	Assistant General Counsel	State General Revenue			-	-	-	-	-	-	Additional Duties Stipend
			Non-state Income	145,860	2.00%	-	-	-	-	-	145,860	
			Total	145,860	0.00%	-	-	-	-	-	145,860	
70	Edwards, Michael	Ombudsman	State General Revenue			-	-	-	-	-	-	Mileage Allowance
			Non-state Income	262,702	0.00%	-	-	-	7,200	-	269,902	
			Total	262,702	0.00%	-	-	-	7,200	-	269,902	
71	Vogel, David Alexander	Dean, Center of Excellence	State General Revenue			-	-	-	-	-	-	Mileage Allowance
			Non-state Income	118,178	2.00%	-	-	-	2,400	-	120,578	
			Total	118,178	0.00%	-	-	-	16,800	-	134,978	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Houston City College**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
72	Collins, Alvin Lynn	Dean, Center of Excellence			-	-	-	-	-	-	Content Expert Stipend + Mileage
		State General Revenue									
		Non-state Income			118,201	2.00%	-	-	-	6,872	-
		Total			118,201			6,872		125,073	
73	Saber, Samir	Dean, COE & Exec Dir WF Tech			-	-	-	-	-	-	Content Expert Stipend + Mileage
		State General Revenue									
		Non-state Income			128,504	2.00%	-	-	-	11,512	-
		Total			128,504			11,512		140,016	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Houston City College**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
74	Asper, Kris	Dean, Center of Excellence									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	116,028	0.00%	-	-	-	2,400	-	118,428	Mileage Allowance
		Total	116,028	0.00%	-	-	-	2,400	-	118,428	
75	Argin, Mehmet	Dean, Center of Excellence									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	118,178	2.00%	-	-	-	8,270	-	126,448	Content Expert Stipend + Mileage Allowance
		Total	118,178	0.00%	-	-	-	8,270	-	126,448	
76	Welcome, Stacy L.	Dean, Student Success									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	122,953	2.00%	-	-	-	-	-	122,953	
		Total	122,953	0.00%	-	-	-	-	-	122,953	
77	Ugwu, Patricia I	Dean, Student Success									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	127,847	2.00%	-	-	-	-	-	127,847	
		Total	127,847	0.00%	-	-	-	-	-	127,847	
78	Lopez, Anamaria	Dean, Student Success									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	121,907	2.00%	-	-	-	-	-	121,907	
		Total	121,907	0.00%	-	-	-	-	-	121,907	
79	Holden, Kenneth J	Dean, Student Success									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	131,855	2.00%	-	-	-	-	-	131,855	
		Total	131,855	0.00%	-	-	-	-	-	131,855	
80	McLaurin,Rodney	Dean, Student Success (Interim)									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	134,260	2.00%	-	-	-	-	-	134,260	Interim Assignment-continuation
		Total	134,260	0.00%	-	-	-	-	-	134,260	
81	Perez, Martin Lewis	Dean, Student Success									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	131,075	2.00%	-	-	-	-	-	131,075	
		Total	131,075	0.00%	-	-	-	-	-	131,075	
82	Duplantis, Todd Stephen	Exec Dir Comms & Mkt (Interim)									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	135,696	17.00%	-	-	-	-	-	135,696	Interim Assignment
		Total	135,696	0.00%	-	-	-	-	-	135,696	
83	Ellis, Melody Genneane	Dir Mkt & Public Rel (Temporary)									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	120,900	2.00%	-	-	-	-	-	120,900	Temporary Assignment
		Total	120,900	0.00%	-	-	-	-	-	120,900	
84	Zekavat,Taraneh	Dir, Corporate Training									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	119,340	2.00%	-	-	-	-	-	119,340	
		Total	119,340	0.00%	-	-	-	-	-	119,340	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Houston City College**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
85 Kelly, Eunice	Dir, Payroll and Reporting	State General Revenue	122,400	2.00%	-	-	-	-	-	-	
		Non-state Income			-	-	-	-	-	122,400	
		Total	122,400	0.00%	-	-	-	-	-	122,400	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Houston City College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation		
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase							
86	Walker-Williams,Pamela	Dir, Talent Lrng & Dev									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	140,026	2.00%	-	-	-	-	-	140,026	
		Total	140,026	0.00%	-	-	-	-	-	140,026	
87	Davis, Jr., Warren C	Dir, Dist Bldg Ops & fac Svcs									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	126,480	2.00%	-	-	-	-	-	126,480	
		Total	126,480	0.00%	-	-	-	-	-	126,480	
88	Smith, Cheryl	Officer, College Operations									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	127,296	2.00%	-	-	-	-	-	127,296	
		Total	127,296	0.00%	-	-	-	-	-	127,296	
89	Fleming,Kathleen	Officer, College Operations									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	132,245	2.00%	-	-	-	-	-	132,245	
		Total	132,245	0.00%	-	-	-	-	-	132,245	
90	Barnett, Nicole Shenee	Officer, College Operations									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	120,360	2.00%	-	-	-	-	-	120,360	
		Total	120,360	0.00%	-	-	-	-	-	120,360	
91	Roberts, Robin M	Officer, College Operations									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	121,356	2.00%	-	-	-	-	-	121,356	
		Total	121,356	0.00%	-	-	-	-	-	121,356	
92	Perry, Tammy Monique	Officer, College Operations									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	132,245	2.00%	-	-	-	-	-	132,245	
		Total	132,245	0.00%	-	-	-	-	-	132,245	
93	Diana Castillo	Officer, College Operations									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	145,745	2.00%	-	-	-	-	-	145,745	
		Total	145,745	0.00%	-	-	-	-	-	145,745	
94	Basharat,Mahmoud A	Dean, Mathematics									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	142,359	2.00%	-	-	-	2,400	-	144,759	Mileage Allowance
		Total	142,359	0.00%	-	-	-	2,400	-	144,759	
95	Tsui,Annie L	Dean									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	142,317	2.00%	-	-	-	2,400	-	144,717	Mileage Allowance
		Total	142,317	0.00%	-	-	-	2,400	-	144,717	
96	Chavez, Casey D.	Dean, DC, Partnerships & Init									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	136,801	2.00%	-	-	-	2,400	-	139,201	Mileage Allowance
		Total	136,801	0.00%	-	-	-	2,400	-	139,201	
97	Haduch,Brett Thomas	Dean, Student Success									
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	120,252	2.00%	-	-	-	-	-	120,252	Mileage Allowance
		Total	120,252	0.00%	-	-	-	-	-	120,252	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Houston City College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L	
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation			Total Compensation
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase								
98	Stewart, Homer	Dean, Ctr of Excellence			State General Revenue	-	-	-	-	-	-	Mileage Allowance
		Non-state Income	126,447	2.00%	-	-	-	2,400	-	128,847		
		Total	126,447	0.00%	-	-	-	2,400	-	128,847		
99	Brimmer, Suzette	VP Instructional and Student Svcs			State General Revenue	-	-	-	-	-	-	
		Non-state Income	189,720	2.00%	-	-	-	-	-	189,720		
		Total	189,720	0.00%	-	-	-	-	-	189,720		
##	Tlass, Mohammad M.	VP Instructional and Student Svcs			State General Revenue	-	-	-	-	-	-	
		Non-state Income	160,140	2.00%	-	-	-	-	-	160,140		
		Total	160,140	0.00%	-	-	-	-	-	160,140		
##	Graham, Helen E	VP Instructional and Student Svcs			State General Revenue	-	-	-	-	-	-	
		Non-state Income	176,460	2.00%	-	-	-	-	-	176,460		
		Total	176,460	0.00%	-	-	-	-	-	176,460		
##	Anzivino, Kathleen	VP Instructional and Student Svcs			State General Revenue	-	-	-	-	-	-	
		Non-state Income	178,500	2.00%	-	-	-	-	-	178,500		
		Total	178,500	0.00%	-	-	-	-	-	178,500		
##	Urbina, Alberto	VP Instructional and Student Svcs			State General Revenue	-	-	-	-	-	-	
		Non-state Income	163,200	2.00%	-	-	-	-	-	163,200		
		Total	163,200	0.00%	-	-	-	-	-	163,200		
##	Reilly, Colleen K.	VP Instructional and Student Svcs			State General Revenue	-	-	-	-	-	-	
		Non-state Income	158,100	2.00%	-	-	-	-	-	158,100		
		Total	158,100	0.00%	-	-	-	-	-	158,100		
##	Girton-Snyder, Karen R.	VP Instructional and Student Svcs			State General Revenue	-	-	-	-	-	-	
		Non-state Income	171,360	2.00%	-	-	-	-	-	171,360		
		Total	171,360	0.00%	-	-	-	-	-	171,360		
##	Honey	Exec Dir Gov & Extnl Affrs (Interim)			State General Revenue	-	-	-	-	-	-	Interim Assignment continuation
		Non-state Income	116,878	2.00%	-	-	-	-	-	116,878		
		Total	116,878	0.00%	-	-	-	-	-	116,878		
##	Townsend, Nicole Rene	Dean, Nursing ADN & LVN			State General Revenue	-	-	-	-	-	-	Content Expert Stipend (9,112) + Certified Nurses Education (11,800) + Mileage Allowance (1,500)
		Non-state Income	120,360	2.00%	-	-	-	22,412	-	142,772		
		Total	120,360	0.00%	-	-	-	-	-	120,360		

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Howard County Junior College District**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2025					K	L	
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation			Total Compensation
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025							Explanation / Comments	
1	Dr. Cheryl T. Sparks	President	State General Revenue	65,945	0.00%	-	-	-	-	-	65,945	
			Non-state Income	136,611	0.56%	-	-	-	-	-	136,611	
			Total	202,556	0.56%	-	-	-	-	-	202,556	
2	Dr. Amy Burchett	Executive Vice President	State General Revenue	140,232	11.82%	-	-	-	-	-	140,232	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	140,232	11.82%	-	-	-	-	-	140,232	
3	Brenda Claxton	Chief Financial Officer	State General Revenue	132,708	10.98%	-	-	-	-	-	132,708	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	132,708	10.98%	-	-	-	-	-	132,708	
4	Steve Smith	Chief Business Officer	State General Revenue	110,015	5.97%	-	-	-	-	-	110,015	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	110,015	5.97%	-	-	-	-	-	110,015	
5	Pam Callan	Provost / San Angelo Site	State General Revenue	123,924	12.07%	-	-	-	-	-	123,924	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	123,924	12.07%	-	-	-	-	-	123,924	
6	Laurie Kincannon	Chief Human Resources Officer	State General Revenue	98,627	15.15%	-	-	-	-	-	98,627	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	98,627	15.15%	-	-	-	-	-	98,627	
7	Jeff Anderson	Provost / SWCD	State General Revenue	100,214	3.53%	-	-	-	-	-	100,214	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	100,214	3.53%	-	-	-	-	-	100,214	
8	Serrano, Fabian	Chief Operations and Safety/Security Officer	State General Revenue	106,151	12.20%	-	-	-	-	-	106,151	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	106,151	12.20%	-	-	-	-	-	106,151	
9	Eric Hansen	Officer	State General Revenue	104,443	12.40%	-	-	-	-	-	104,443	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	104,443	12.40%	-	-	-	-	-	104,443	
10	Dr. Brenda Madore	Chief of Staff/Institutional Advancement Office	State General Revenue	102,735	8.34%	-	-	-	-	-	102,735	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	102,735	0.00%	-	-	-	-	-	102,735	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Howard County Junior College District**

	A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2025					K Total Compensation	L Explanation / Comments
						F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
11	Lupe Sudano	Provost/ Lamesa Site	State General Revenue	84,441	6.83%	-	-	-	-	-	84,441	Previous Provost retired
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	84,441	0.00%	-	-	-	-	-	84,441	
12	Cindy Smith	Officer	State General Revenue	103,182	10.62%	-	-	-	-	-	103,182	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	103,182	0.00%	-	-	-	-	-	103,182	
13	Dr. Hanna Carter	Chief Officer of High School Partnerships	State General Revenue	110,828	0.00%	-	-	-	-	-	110,828	New position/new employee
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	110,828	0.00%	-	-	-	-	-	110,828	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Laredo College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2025					K	L	
					F	G	H	I	J			
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2024	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Maria Minerva Ramirez	President	State General Revenue	0.00%	-	-	-	-	-	-	Other emoluments equals \$2,336 cell phone and data allowance.	
			Non-state Income	316,127	0.00%	-	27,258	19,470	2,336	-		365,191
			Total	316,127	18.00%	-	27,258	19,470	2,336	-		365,191
2	Marisela Rodriguez Tijeri	Provost/Vice President of Academic Affairs	State General Revenue	0.00%	-	-	-	-	-	-	Other emoluments equals \$1,800 cell phone and data allowance	
			Non-state Income	180,000	0.00%	-	-	-	1,800	-		181,800
			Total	180,000	6.71%	-	-	-	1,800	-		181,800
3	David V. Arreazola	Vice President of Student Success and Compliance	State General Revenue	0.00%	-	-	-	-	-	-	Effective 10/01/2025 Reorganization: additional responsibilities leading the student	
			Non-state Income	175,000	0.00%	-	-	-	-	-		175,000
			Total	175,000	20.90%	-	-	-	-	-		175,000
4	Heriberto Hernandez	Associate Provost/South Campus Administration	State General Revenue	0.00%	-	-	-	-	-	-	Other emoluments equals \$1,800 cell phone and data allowance, and \$15,000 South Campus Admin	
			Non-state Income	139,559	0.00%	-	-	-	16,800	-		156,359
			Total	139,559	4.99%	-	-	-	16,800	-		156,359
5	Diana Y. Ortiz	Vice President of Institutional Advancement	State General Revenue	0.00%	-	-	-	-	-	-	Other emoluments equals \$1,800 cell phone and data allowance	
			Non-state Income	150,000	0.00%	-	-	-	1,800	-		151,800
			Total	150,000	7.50%	-	-	-	1,800	-		151,800
6	Cesar E. Vela	Vice President of Finance	State General Revenue	0.00%	-	-	-	-	-	-	Other emoluments equals \$1,800 cell phone and data allowance	
			Non-state Income	168,000	0.00%	-	-	-	1,800	-		169,800
			Total	168,000	12.65%	-	-	-	1,800	-		169,800
7	Veronica G. Cardenas	Executive Director of Human Resources	State General Revenue	0.00%	-	-	-	-	-	-	Other emoluments equals \$1,800 cell phone and data allowance	
			Non-state Income	119,200	0.00%	-	-	-	1,800	-		121,000
			Total	119,200	10.78%	-	-	-	1,800	-		121,000
8	Alberto Chavez Jr.	Associate Vice President of Information Technology	State General Revenue	0.00%	-	-	-	-	-	-	Other emoluments equals \$1,800 cell phone and data allowance	
			Non-state Income	113,705	0.00%	-	-	-	1,800	-		115,505
			Total	113,705	3.25%	-	-	-	1,800	-		115,505
9	Sandra L. Cortez	Dean of Community Education	State General Revenue	0.00%	-	-	-	-	-	-	Other emoluments equals \$900 cell phone and data allowance	
			Non-state Income	113,983	0.00%	-	-	-	900	-		114,883
			Total	113,983	3.24%	-	-	-	900	-		114,883

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Laredo College**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2025						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2024	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
10	Andrea Lopez	Dean of Community Education		0.00%	-	-	-	-	-	-	Other emoluments equals \$900 cell phone allowance
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	105,892	0.00%	-	-	-	900	-	106,792	
		Total	105,892	4.72%	-	-	-	900	-	106,792	
11	Veronica G. Martinez	Institutional Effectiveness		0.00%	-	-	-	-	-	-	Other emoluments equals \$900 cell phone
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	110,543	0.00%	-	-	-	900	-	111,443	
		Total	110,543	3.34%	-	-	-	900	-	111,443	
12	Laura Ramirez Cruz	Dean of Arts and Sciences		0.00%	-	-	-	-	-	-	Other emoluments equals \$900 cell phone allowance, and \$2,550 Supplemental Pay - PTK
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	125,000	0.00%	-	-	-	3,450	-	128,450	
		Total	125,000	0.00%	-	-	-	-	-	125,000	
13	Elizabeth C. Rodriguez	Dean of Academic Innovation and Technology		0.00%	-	-	-	-	-	-	Other emoluments equals \$900 cell phone
		State General Revenue			-	-	-	-	-	-	
		Non-state Income	111,143	0.00%	-	-	-	900	-	112,043	
		Total	111,143	3.32%	-	-	-	-	-	111,143	
14	Horacio Salinas Jr	Dean of Workforce Education		0.00%	-	-	-	-	-	-	Other emoluments equals \$900 cell phone
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	131,548	0.00%	-	-	-	900	-	132,448	
		Total	131,548	2.79%	-	-	-	900	-	132,448	
15	Jessica C. Trevino	Associate Vice President of Enrollment Manag		0.00%	-	-	-	-	-	-	Other emoluments equals \$900 cell phone
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	111,544	0.00%	-	-	-	900	-	112,444	
		Total	111,544	3.31%	-	-	-	900	-	112,444	
16	Esmeralda Vargas	Dean of Health Sciences/Physical Therapist As		0.00%	-	-	-	-	-	-	Other emoluments equals \$900 cell phone allowance, \$35,000 industry stipend, \$20,000
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	126,661	0.00%	-	-	-	75,900	-	202,561	
		Total	126,661	2.91%	-	-	-	75,900	-	202,561	
17				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
18				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
19				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Mario Castillo	Chancellor	State General Revenue	-	0.00%	-	-	-	-	-	-	Other = Business Allowance Non-Cash = Deferred Compensation Plans Contribution
			Non-state Income	600,000	26.80%	-	-	25,000	10,000	125,000	760,000	
			Total	600,000	26.80%	-	-	25,000	10,000	125,000	760,000	
2	Bridgett Johnson	EVC Operations	State General Revenue	-	0.00%	-	-	-	-	-	-	Cash Bonuses = Performance Pay
			Non-state Income	291,871	3.00%	20,000	-	-	-	-	311,871	
			Total	291,871	3.00%	20,000	-	-	-	-	311,871	
3	Seelpa Keshvala	Executive VC, Academics	State General Revenue	-	0.00%	-	-	-	-	-	-	Cash Bonuses = Performance Pay
			Non-state Income	284,658	3.00%	20,000	-	-	-	-	304,658	
			Total	284,658	3.00%	20,000	-	-	-	-	304,658	
4	Nancy Molina	VC Legal Affairs & Gen Counsel	State General Revenue	-	0.00%	-	-	-	-	-	-	Cash Bonuses = Performance Pay
			Non-state Income	265,872	3.00%	25,000	-	-	-	-	290,872	
			Total	265,872	3.00%	25,000	-	-	-	-	290,872	
5	Gerald Napoles	VC Student Success	State General Revenue	-	0.00%	-	-	-	-	-	-	Cash Bonuses = Performance Pay
			Non-state Income	250,579	3.00%	10,900	-	-	-	-	261,479	
			Total	250,579	3.00%	10,900	-	-	-	-	261,479	
6	Deirdre Prince	VC Marketing and Communication	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	223,504	3.00%	-	-	-	-	-	223,504	
			Total	223,504	3.00%	-	-	-	-	-	223,504	
7	Kristina Vienne	VC Admin Fin/CFO	State General Revenue	-	0.00%	-	-	-	-	-	-	Cash Bonuses = Performance Pay
			Non-state Income	291,871	3.00%	20,000	-	-	-	-	311,871	
			Total	291,871	3.00%	20,000	-	-	-	-	311,871	
8	Matthew Dempsey	President LSC University Pk	State General Revenue	-	0.00%	-	-	-	-	-	-	Cash Bonuses = Performance Pay
			Non-state Income	238,731	3.00%	10,000	-	-	-	-	248,731	
			Total	238,731	3.00%	10,000	-	-	-	-	248,731	
9	Melissa Gonzalez	President LSC Kingwood	State General Revenue	-	0.00%	-	-	-	-	-	-	Cash Bonuses = Performance Pay
			Non-state Income	263,993	3.00%	20,000	-	-	-	-	283,993	
			Total	263,993	3.00%	20,000	-	-	-	-	283,993	
10	Valerie Jones	President LSC CyFair	State General Revenue	-	0.00%	-	-	-	-	-	-	Cash Bonuses = Performance Pay
			Non-state Income	252,183	3.00%	20,000	-	-	-	-	272,183	
			Total	252,183	3.00%	20,000	-	-	-	-	272,183	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
11	Bennie Lambert	President LSC North Harris									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	249,583	3.00%	10,000	-	-	-	-	259,583	Cash Bonuses = Performance Pay
		Total	249,583	3.00%	10,000	-	-	-	-	259,583	
12	Carlos Morales Irizarry	President, LSC-Online									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	258,558	0.00%	-	-	-	-	-	258,558	
		Total	258,558	0.00%	-	-	-	-	-	258,558	
13	Lee Ann Nutt	President LSC Tomball									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	271,307	3.00%	-	-	-	-	-	271,307	
		Total	271,307	3.00%	-	-	-	-	-	271,307	
14	DeReese Reid-Hart	President LSC Montgomery									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	249,203	3.00%	10,000	-	-	-	-	259,203	Cash Bonuses = Performance Pay
		Total	249,203	3.00%	10,000	-	-	-	-	259,203	
15	Quentin Wright	President LSC Houston North									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	259,572	3.00%	-	-	-	-	-	259,572	
		Total	259,572	3.00%	-	-	-	-	-	259,572	
16	Laura Bettencourt	Sr AVC LSC Online									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	197,775	3.00%	-	-	-	-	-	197,775	
		Total	197,775	3.00%	-	-	-	-	-	197,775	
17	Maura Capper	SAVC Budget Treasury Grant Com									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	184,782	3.00%	-	-	-	-	-	184,782	
		Total	184,782	3.00%	-	-	-	-	-	184,782	
18	Daniel Erickson	Sr AVC Administrative Svcs									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	173,374	3.00%	-	-	-	-	-	173,374	
		Total	173,374	3.00%	-	-	-	-	-	173,374	
19	Sandra Gregerson	Sr AVC Gov/Accntbly/Compl									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	199,860	3.00%	-	-	-	-	-	199,860	
		Total	199,860	3.00%	-	-	-	-	-	199,860	
20	Christina Hagerty	SAVC Curriculum/Instruction									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	198,661	3.00%	-	-	-	1,306	-	199,967	Other = Interim/Acting Assignment Stipend

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Total	198,661	3.00%	-	-	-	1,306	-	199,967	
21	Valerie Kot	Sr AVC Fin Rptng/Deputy CFO									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	186,208	3.00%	-	-	-	-	-	186,208	
		Total	186,208	3.00%	-	-	-	-	-	186,208	
22	Shantha Stokes	SAVC Counseling/Wellness Svcs									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	179,400	0.00%	-	-	-	-	-	179,400	
		Total	179,400	0.00%	-	-	-	-	-	179,400	
23	Paul Willingham	Sr AVC Chief of Police									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	216,196	3.00%	-	-	-	1,500	-	217,696	Other = TCLEOSE
		Total	216,196	3.00%	-	-	-	1,500	-	217,696	
24	Patricia Woods	Sr. AVC, Human Resources									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	189,294	3.00%	-	-	-	-	-	189,294	
		Total	189,294	3.00%	-	-	-	-	-	189,294	
25	Joan Garza	Chief Business Officer, OLASS									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	168,029	3.00%	-	-	-	16,317	-	184,346	Other = Extra Duties Assignment Stipend
		Total	168,029	3.00%	-	-	-	16,317	-	184,346	
26	Michael Krall	Chief of Staff									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	187,460	3.00%	-	-	-	-	-	187,460	
		Total	187,460	3.00%	-	-	-	-	-	187,460	
27	Edgar Moctezuma	Chief Property Officer									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	177,315	11.61%	-	-	-	-	-	177,315	
		Total	177,315	11.61%	-	-	-	-	-	177,315	
28	Sarah Palacios Wilhelm	Chief Strategist									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	123,120	5.00%	-	-	-	-	-	123,120	
		Total	123,120	5.00%	-	-	-	-	-	123,120	
29	Maria Rios	Chief Business Officer Ops									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	202,113	3.00%	-	-	-	-	-	202,113	
		Total	202,113	3.00%	-	-	-	-	-	202,113	
30	Kaleigh VonDervor	Chief of Staff, EVCO									
		State General Revenue	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments	
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation			
		Non-state Income	149,647	3.00%	-	-	-	-	-	149,647		
		Total	149,647	3.00%	-	-	-	-	-	149,647		
31	Chris Williams	Chief Information Officer			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	257,088	3.00%	-	-	-	-	-	257,088		
		Total	257,088	3.00%	-	-	-	-	-	257,088		
32	Britney Brown	Deputy General Counsel			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	193,804	13.30%	-	-	-	-	-	193,804		
		Total	193,804	13.30%	-	-	-	-	-	193,804		
33	Katharine Caruso	AVC Honors/Intl Edu			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	166,737	3.00%	-	-	-	-	-	166,737		
		Total	166,737	3.00%	-	-	-	-	-	166,737		
34	Amanda DeGeer	AVC Fin Admin/Bus Ops			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	153,159	3.00%	-	-	-	-	-	153,159		
		Total	153,159	3.00%	-	-	-	-	-	153,159		
35	Jacqueline Goffney	AVC AIR			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	164,070	3.00%	-	-	-	-	-	164,070		
		Total	164,070	3.00%	-	-	-	-	-	164,070		
36	John Guest	AVC, Operations			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	199,860	3.00%	-	-	-	-	-	199,860		
		Total	199,860	3.00%	-	-	-	-	-	199,860		
37	Garth Howard	AVC Student Services			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	153,804	3.00%	-	-	-	-	-	153,804		
		Total	153,804	3.00%	-	-	-	-	-	153,804		
38	Theodore Louie	AVC Fin/Strategy Academics			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	175,074	3.00%	-	-	-	-	-	175,074		
		Total	175,074	3.00%	-	-	-	-	-	175,074		
39	Joanna Porche	AVC Enterprise Apps			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	174,117	3.00%	-	-	-	-	-	174,117		
		Total	174,117	3.00%	-	-	-	-	-	174,117		

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation			Total Compensation
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025								
40	Jamie Posey	AVC Student Success/Completion	State General Revenue	-	0.00%	-	-	-	-	-	-	Other = Extra Duties Assignment Stipend
			Non-state Income	167,107	3.00%	-	-	-	12,480	-	179,587	
			Total	167,107	3.00%	-	-	-	12,480	-	179,587	
41	Deseree Probasco	AVC Data Governance	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	184,358	3.00%	-	-	-	-	-	184,358	
			Total	184,358	3.00%	-	-	-	-	-	184,358	
42	Rickey Reeves	AVC Supply Mgmt	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	150,995	3.00%	-	-	-	-	-	150,995	
			Total	150,995	3.00%	-	-	-	-	-	150,995	
43	Ashlie Resendez	AVC Stdnt Engagemt	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	168,063	5.00%	-	-	-	-	-	168,063	
			Total	168,063	5.00%	-	-	-	-	-	168,063	
44	Paul Yoder	AVC Information Security-CISO	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	168,029	3.00%	-	-	-	-	-	168,029	
			Total	168,029	3.00%	-	-	-	-	-	168,029	
45	Michel Zuch	AVC AIP	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	160,324	3.00%	-	-	-	-	-	160,324	
			Total	160,324	3.00%	-	-	-	-	-	160,324	
46	David Baty	VP Instruction	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	166,737	3.00%	-	-	-	-	-	166,737	
			Total	166,737	3.00%	-	-	-	-	-	166,737	
47	Kirk Bennett	VP Admin Svcs	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	157,704	3.00%	-	-	-	-	-	157,704	
			Total	157,704	3.00%	-	-	-	-	-	157,704	
48	Michael Burns	VP Instruction	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	166,737	3.00%	-	-	-	-	-	166,737	
			Total	166,737	3.00%	-	-	-	-	-	166,737	
49	Catherine Dumond	VP Student Success	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	154,078	3.00%	-	-	-	-	-	154,078	
			Total	154,078	3.00%	-	-	-	-	-	154,078	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation			Total Compensation
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025								
50	Brian Griffin	VP Admin Services	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	160,921	3.00%	-	-	-	-	-	160,921	
			Total	160,921	3.00%	-	-	-	-	-	160,921	
51	Latoya Hardman	VP Instruction	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	152,517	3.00%	-	-	-	-	-	152,517	
			Total	152,517	3.00%	-	-	-	-	-	152,517	
52	Brandy Harvey	VP Instruction	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	154,539	3.00%	-	-	-	-	-	154,539	
			Total	154,539	3.00%	-	-	-	-	-	154,539	
53	Steven Kahla	VP Instruction	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	165,826	3.00%	-	-	-	-	-	165,826	
			Total	165,826	3.00%	-	-	-	-	-	165,826	
54	Tina Lee	VP Admin Services	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	166,737	3.00%	-	-	-	-	-	166,737	
			Total	166,737	3.00%	-	-	-	-	-	166,737	
55	John Maynard	VP, Instruction	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	153,750	3.00%	-	-	-	-	-	153,750	
			Total	153,750	3.00%	-	-	-	-	-	153,750	
56	Magdalena Mendoza-Star	VP Student Success	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	152,727	5.00%	-	-	-	-	-	152,727	
			Total	152,727	5.00%	-	-	-	-	-	152,727	
57	Sheldon Moss	VP, Student Success	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	166,076	3.00%	-	-	-	-	-	166,076	
			Total	166,076	3.00%	-	-	-	-	-	166,076	
58	Charity Simpson	VP, Administrative Services	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	150,726	3.00%	-	-	-	-	-	150,726	
			Total	150,726	3.00%	-	-	-	-	-	150,726	
59	Jackie Thomas	VP Student Success	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	160,344	3.00%	-	-	-	-	-	160,344	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Total	160,344	3.00%	-	-	-	-	-	160,344	
60	Jennifer Vaughan	VP Finance/Strat - CF	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	166,567	3.00%	-	-	-	-	166,567	
		Total	166,567	3.00%	-	-	-	-	-	166,567	
61	Jerrel Wade	VP Admin Svcs	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	161,185	3.00%	-	-	-	-	161,185	
		Total	161,185	3.00%	-	-	-	-	-	161,185	
62	Sherry Wells	VP Student Success	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	154,158	3.00%	-	-	-	-	154,158	
		Total	154,158	3.00%	-	-	-	-	-	154,158	
63	Wendy Wilson	VP Student Success	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	165,725	3.00%	-	-	-	-	165,725	
		Total	165,725	3.00%	-	-	-	-	-	165,725	
64	Carolina Redmond	Special Assistant to President	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	103,725	3.00%	-	-	-	-	103,725	
		Total	103,725	3.00%	-	-	-	-	-	103,725	
65	Anne Albarelli	Dean Academic Affairs	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	146,520	3.00%	-	-	-	-	146,520	
		Total	146,520	3.00%	-	-	-	-	-	146,520	
66	Anne Amis	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	130,238	3.00%	-	-	-	-	130,238	
		Total	130,238	3.00%	-	-	-	-	-	130,238	
67	Warner Bair	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	137,655	3.00%	-	-	-	-	137,655	
		Total	137,655	3.00%	-	-	-	-	-	137,655	
68	David Benzel	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	140,408	3.00%	-	-	-	-	140,408	
		Total	140,408	3.00%	-	-	-	-	-	140,408	
69	Vashti Bryant	Dean Academic Affairs	State General Revenue	-	0.00%	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments	
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation			
		Non-state Income	105,893	3.00%	-	-	-	-	-	105,893		
		Total	105,893	3.00%	-	-	-	-	-	105,893		
70	Anthony Carreras	Dean Instruction			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	126,188	3.00%	-	-	-	-	-	126,188		
		Total	126,188	3.00%	-	-	-	-	-	126,188		
71	Ryan Chabarria	Dean Instruction			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	126,250	3.00%	-	-	-	-	-	126,250		
		Total	126,250	3.00%	-	-	-	-	-	126,250		
72	Roger Chambers	Dean Instruction			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	130,483	3.00%	-	-	-	-	-	130,483		
		Total	130,483	3.00%	-	-	-	-	-	130,483		
73	Melinda Coleman	Dean Instruction			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	145,964	3.00%	-	-	-	-	-	145,964		
		Total	145,964	3.00%	-	-	-	-	-	145,964		
74	Jared Cootz	Dean Instruction			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	139,041	3.00%	-	-	-	-	-	139,041		
		Total	139,041	3.00%	-	-	-	-	-	139,041		
75	Raymond Craft	Dean Student Svcs			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	112,351	3.00%	-	-	-	-	-	112,351		
		Total	112,351	3.00%	-	-	-	-	-	112,351		
76	Emile Dally	Dean Student Svcs			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	118,285	3.00%	-	-	-	-	-	118,285		
		Total	118,285	3.00%	-	-	-	-	-	118,285		
77	Sheremetria Davis	Dean Instruction			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	123,940	3.00%	-	-	-	-	-	123,940		
		Total	123,940	3.00%	-	-	-	-	-	123,940		
78	Heather Davis	Dean Instruction			State General Revenue	-	0.00%	-	-	-	-	
		Non-state Income	115,682	3.00%	-	-	-	-	-	115,682		
		Total	115,682	3.00%	-	-	-	-	-	115,682		

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
79	Christopher Dudley	Dean, Houston North Fairbanks									
		State General Revenue	-	0.00%							
		Non-state Income	116,746	3.00%						116,746	
		Total	116,746	3.00%						116,746	
80	David Gaer	Dean Instruction									
		State General Revenue	-	0.00%							
		Non-state Income	137,655	3.00%						137,655	
		Total	137,655	3.00%						137,655	
81	Kelly Gernhart	Dean Instruction									
		State General Revenue	-	0.00%							
		Non-state Income	146,501	3.00%						146,501	
		Total	146,501	3.00%						146,501	
82	Micheal Glisson	Dean Instruction									
		State General Revenue	-	0.00%							
		Non-state Income	144,621	3.00%						144,621	
		Total	144,621	3.00%						144,621	
83	Jordan Green	Dean, Student Access									
		State General Revenue	-	0.00%							
		Non-state Income	103,472	3.00%						103,472	
		Total	103,472	3.00%						103,472	
84	Devethia Guillory	Dean Instruction									
		State General Revenue	-	0.00%							
		Non-state Income	135,813	5.00%						135,813	
		Total	135,813	5.00%						135,813	
85	Mischelle Hopper	Dean Instruction									
		State General Revenue	-	0.00%							
		Non-state Income	127,271	3.00%						127,271	
		Total	127,271	3.00%						127,271	
86	Kimberly Hubbard	Dean Instruction									
		State General Revenue	-	0.00%							
		Non-state Income	140,103	3.00%						140,103	
		Total	140,103	3.00%						140,103	
87	Shaunte Hulett	Dean Instruction									
		State General Revenue	-	0.00%							
		Non-state Income	121,909	3.00%				8,064		129,973	Other = Interim/Acting Assignment Stipend
		Total	121,909	3.00%				8,064		129,973	
88	Kendra Johnson	Dean Academic Affairs									
		State General Revenue	-	0.00%							
		Non-state Income	105,893	3.00%						105,893	
		Total	105,893	3.00%						105,893	

**Higher Education
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Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
89	Andrew Johnson	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	127,271	3.00%	-	-	-	-	127,271	
			Total	127,271	3.00%	-	-	-	-	127,271	
90	Clifford Johnson	Dean LSC-Houston North Victory	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	116,984	3.00%	-	-	-	-	116,984	
			Total	116,984	3.00%	-	-	-	-	116,984	
91	Nicole Keenan	Dean Student Dev	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	120,111	3.00%	-	-	-	-	120,111	
			Total	120,111	3.00%	-	-	-	-	120,111	
92	Adam Key	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	115,725	3.00%	-	-	-	-	115,725	
			Total	115,725	3.00%	-	-	-	-	115,725	
93	Jason LaPres	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	136,282	3.00%	-	-	-	-	136,282	
			Total	136,282	3.00%	-	-	-	-	136,282	
94	Juan Lebron	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	Other = Interim/Acting Assignment Stipend
			Non-state Income	139,792	3.00%	-	-	4,023	-	143,815	
			Total	139,792	3.00%	-	-	4,023	-	143,815	
95	Fay Lee	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	135,886	3.00%	-	-	-	-	135,886	
			Total	135,886	3.00%	-	-	-	-	135,886	
96	Megan Mariveles	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	Other = Interim/Acting Assignment Stipend
			Non-state Income	137,319	3.00%	-	-	14,667	-	151,987	
			Total	137,319	3.00%	-	-	14,667	-	151,987	
97	Mary Mendoza	Dean Instruction - Ctr	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	142,936	3.00%	-	-	-	-	142,936	
			Total	142,936	3.00%	-	-	-	-	142,936	
98	Marie Morrison	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	130,482	3.00%	-	-	-	-	130,482	

**Higher Education
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Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Total	130,482	3.00%	-	-	-	-	-	130,482	
99	Jerica Nickerson	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	127,816	3.00%	-	-	-	-	127,816	
		Total	127,816	3.00%	-	-	-	-	-	127,816	
100	Anthony Paolino	Dean Student Svcs	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	102,809	0.00%	-	-	-	-	102,809	
		Total	102,809	0.00%	-	-	-	-	-	102,809	
101	Thomas Robertson	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	132,361	3.00%	-	-	-	-	132,361	
		Total	132,361	3.00%	-	-	-	-	-	132,361	
102	Melissa Rosson	Dean Student Connection	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	113,880	3.00%	-	-	-	-	113,880	
		Total	113,880	3.00%	-	-	-	-	-	113,880	
103	Matthew Samford	Dean, Stdnt Success/Completion	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	118,478	3.00%	-	-	-	-	118,478	
		Total	118,478	3.00%	-	-	-	-	-	118,478	
104	Bridgette Sellers	Dean Instruction - Ctr	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	133,800	5.00%	-	-	-	-	133,800	
		Total	133,800	5.00%	-	-	-	-	-	133,800	
105	Eric Sims	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	144,132	3.00%	-	-	-	-	144,132	
		Total	144,132	3.00%	-	-	-	-	-	144,132	
106	Christa Spears	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	130,630	3.00%	-	-	-	-	130,630	
		Total	130,630	3.00%	-	-	-	-	-	130,630	
107	Samuel Thomas	Dean Instruction	State General Revenue	-	0.00%	-	-	-	-	-	
			Non-state Income	139,920	3.00%	-	-	-	-	139,920	
		Total	139,920	3.00%	-	-	-	-	-	139,920	
108	Reyna Tippetts	Dean, Instruction Center	State General Revenue	-	0.00%	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Non-state Income	127,271	3.00%	-	-	-	-	-	127,271	
		Total	127,271	3.00%	-	-	-	-	-	127,271	
109	Lynda Turnell	Dean Instruction									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	144,621	3.00%	-	-	-	-	-	144,621	
		Total	144,621	3.00%	-	-	-	-	-	144,621	
110	Roy Turner	Dean Instruction									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	127,271	3.00%	-	-	-	-	-	127,271	
		Total	127,271	3.00%	-	-	-	-	-	127,271	
111	Michael Walsh	Dean, Instruction									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	122,810	5.00%	-	-	-	-	-	122,810	
		Total	122,810	5.00%	-	-	-	-	-	122,810	
112	Katerina Wingfield	Dean, Academic Affairs									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	123,102	5.00%	-	-	-	-	-	123,102	
		Total	123,102	5.00%	-	-	-	-	-	123,102	
113	Karen Woolley	Dean Instruction - Ctr									
		State General Revenue	-	0.00%	-	-	-	-	-	-	Other = Extra Duties Assignment Stipend
		Non-state Income	132,361	3.00%	-	-	-	10,179	-	142,541	
		Total	132,361	3.00%	-	-	-	10,179	-	142,541	
114	Wayne Wells	Associate Dean, Workforce									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	83,745	0.00%	-	-	-	-	-	83,745	
		Total	83,745	0.00%	-	-	-	-	-	83,745	
115	Perzen Akolawala	ED Intl Prog									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	114,630	3.00%	-	-	-	-	-	114,630	
		Total	114,630	3.00%	-	-	-	-	-	114,630	
116	Mary Anderson	ED Budget & Planning									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	122,376	3.00%	-	-	-	-	-	122,376	
		Total	122,376	3.00%	-	-	-	-	-	122,376	
117	Diana Armstrong	ED Real Estate									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	130,613	3.00%	-	-	-	-	-	130,613	
		Total	130,613	3.00%	-	-	-	-	-	130,613	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
118	Shontele Breaux	ED Accounting/Controller	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	118,649	3.00%	-	-	-	-	-	118,649	
			Total	118,649	3.00%	-	-	-	-	-	118,649	
119	Leticia Charbonneau	ED, Audit and Consulting Serv	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	153,471	3.00%	-	-	-	-	-	153,471	
			Total	153,471	3.00%	-	-	-	-	-	153,471	
120	Rafael Cordova	ED Assets/Logistics/Analytics	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	140,408	3.00%	-	-	-	-	-	140,408	
			Total	140,408	3.00%	-	-	-	-	-	140,408	
121	Angela Coutee	Exec Director Payroll	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	131,329	3.00%	-	-	-	-	-	131,329	
			Total	131,329	3.00%	-	-	-	-	-	131,329	
122	James Crawford	ED Campus Svcs	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	157,947	3.00%	-	-	-	-	-	157,947	
			Total	157,947	3.00%	-	-	-	-	-	157,947	
123	Brandi Crawford	ED RN BSN Prog	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	139,908	3.00%	-	-	-	-	-	139,908	
			Total	139,908	3.00%	-	-	-	-	-	139,908	
124	Karla Crippen	ED, Human Resources	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	142,301	3.00%	-	-	-	-	-	142,301	
			Total	142,301	3.00%	-	-	-	-	-	142,301	
125	Anthony Darby	ED Wrkfc Prgms/Grants	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	130,743	3.00%	-	-	-	-	-	130,743	
			Total	130,743	3.00%	-	-	-	-	-	130,743	
126	Kay Fitzsimons	ED Leadership & Econ Dev	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	146,208	3.00%	-	-	-	-	-	146,208	
			Total	146,208	3.00%	-	-	-	-	-	146,208	
127	Connie Garrick	ED Recs/Enrll Svcs	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	143,333	3.00%	-	-	-	-	-	143,333	
			Total	143,333	3.00%	-	-	-	-	-	143,333	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation			Total Compensation
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025								
128	Robert Greene	ED Online Services	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	142,954	3.00%	-	-	-	-	-	142,954	
			Total	142,954	3.00%	-	-	-	-	-	142,954	
129	Roger Harvey	ED, Auxiliary Services	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	107,662	3.00%	-	-	-	-	-	107,662	
			Total	107,662	3.00%	-	-	-	-	-	107,662	
130	Donna Hill-Todd	ED, Compli & Incdt Mgmt	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	132,361	3.00%	-	-	-	-	-	132,361	
			Total	132,361	3.00%	-	-	-	-	-	132,361	
131	Melissa Hinshaw	ED Org Dev/PD	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	130,674	3.00%	-	-	-	-	-	130,674	
			Total	130,674	3.00%	-	-	-	-	-	130,674	
132	Vickie Johnson	ED Veteran Services	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	140,408	3.00%	-	-	-	-	-	140,408	
			Total	140,408	3.00%	-	-	-	-	-	140,408	
133	Clarence Keener	ED Architecture/Infrastructure	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	145,481	3.00%	-	-	-	-	-	145,481	
			Total	145,481	3.00%	-	-	-	-	-	145,481	
134	Jess Kelly	ED, OL Teaching & Learning	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	142,208	3.00%	-	-	-	-	-	142,208	
			Total	142,208	3.00%	-	-	-	-	-	142,208	
135	Samreen Khurram	ED FA Compliance	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	117,746	3.00%	-	-	-	-	-	117,746	
			Total	117,746	3.00%	-	-	-	-	-	117,746	
136	John King	ED Digital Svcs	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	132,737	3.00%	-	-	-	-	-	132,737	
			Total	132,737	3.00%	-	-	-	-	-	132,737	
137	Liesl Lomonte	ED AR	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	128,634	3.00%	-	-	-	-	-	128,634	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	Fonsalary Benefits & Emoluments FY 2026					K	L
					F	G	H	I	J		
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Total	128,634	3.00%	-	-	-	-	-	128,634	
138	Michelle Loveless	ED Comms, Outreach & Engmt									
		State General Revenue	-	0.00%	-	-	-	-	-	-	Other = Extra Duties Assignment
		Non-state Income	130,307	3.00%	-	-	-	20,958	-	151,265	Stipend
		Total	130,307	3.00%	-	-	-	20,958	-	151,265	
139	Karen McBride	ED CCID									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	118,393	3.00%	-	-	-	-	-	118,393	
		Total	118,393	3.00%	-	-	-	-	-	118,393	
140	Donielle Miller	ED Intrnl/Community Relations									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	120,439	3.00%	-	-	-	-	-	120,439	
		Total	120,439	3.00%	-	-	-	-	-	120,439	
141	Karen Miner	ED, Ethics and Compliance Svcs									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	150,676	3.00%	-	-	-	-	-	150,676	
		Total	150,676	3.00%	-	-	-	-	-	150,676	
142	Vincent Nguyen	ED of Student Success									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	142,301	3.00%	-	-	-	-	-	142,301	
		Total	142,301	3.00%	-	-	-	-	-	142,301	
143	Connor O'Sullivan	ED AEL/LEA									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	125,068	3.00%	-	-	-	-	-	125,068	
		Total	125,068	3.00%	-	-	-	-	-	125,068	
144	Victor Pazmino	ED Cybersecurity									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	151,300	3.00%	-	-	-	-	-	151,300	
		Total	151,300	3.00%	-	-	-	-	-	151,300	
145	Richard Prybell	ED Architecture/Infrastructure									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	145,480	3.00%	-	-	-	-	-	145,480	
		Total	145,480	3.00%	-	-	-	-	-	145,480	
146	Amy Ramirez	ED Curriculum Mgmt									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	127,156	3.00%	-	-	-	-	-	127,156	
		Total	127,156	3.00%	-	-	-	-	-	127,156	
147	Jaron Rider	Exec Director Admin Svcs SO									
		State General Revenue	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Non-state Income	122,376	3.00%	-	-	-	-	-	122,376	
		Total	122,376	3.00%	-	-	-	-	-	122,376	
148	Jeffery Roberts	ED Instnl Effectiveness									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	126,595	3.00%	-	-	-	-	-	126,595	
		Total	126,595	3.00%	-	-	-	-	-	126,595	
149	Nicole Robinson	Executive Director, Foundation									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	173,853	13.30%	-	-	-	-	-	173,853	
		Total	173,853	13.30%	-	-	-	-	-	173,853	
150	Traci-Marie Rogers	ED IT Operational Excellence									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	145,266	3.00%	-	-	-	-	-	145,266	
		Total	145,266	3.00%	-	-	-	-	-	145,266	
151	Rebecca Saiz	ED, ECET/ATCP									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	112,034	0.00%	-	-	-	-	-	112,034	
		Total	112,034	0.00%	-	-	-	-	-	112,034	
152	Aaron Salas	ED FYE									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	124,935	3.00%	-	-	-	-	-	124,935	
		Total	124,935	3.00%	-	-	-	-	-	124,935	
153	Shelley Steagall	Exec Director, College Rels									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	113,840	3.00%	-	-	-	-	-	113,840	
		Total	113,840	3.00%	-	-	-	-	-	113,840	
154	Adam Stearns	ED Procurement									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	118,812	0.00%	-	-	-	-	-	118,812	
		Total	118,812	0.00%	-	-	-	-	-	118,812	
155	Marissa Stensland	ED AP									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	132,361	3.00%	-	-	-	-	-	132,361	
		Total	132,361	3.00%	-	-	-	-	-	132,361	
156	Hollander Thompson	ED School Ptshps/Acad Success									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	113,840	3.00%	-	-	-	-	-	113,840	
		Total	113,840	3.00%	-	-	-	-	-	113,840	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Lone Star College System**

A	B	C	D	E	F G H I J					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation			Total Compensation
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025							Explanation / Comments	
157	Ryan Titzman	ED Procurement Technology	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	128,511	3.00%	-	-	-	-	-	128,511	
			Total	128,511	3.00%	-	-	-	-	-	128,511	
158	Christopher Tkach	ED Academic Data Analytics	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	157,582	3.00%	-	-	-	-	-	157,582	
			Total	157,582	3.00%	-	-	-	-	-	157,582	
159	Christina Todd	ED Strat Initiatives	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	139,761	3.00%	-	-	-	-	-	139,761	
			Total	139,761	3.00%	-	-	-	-	-	139,761	
160	Ashley Turner	ED Comm Rel	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	116,984	3.00%	-	-	-	-	-	116,984	
			Total	116,984	3.00%	-	-	-	-	-	116,984	
161	Ernesto Valenzuela	ED, Special Projects	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	114,997	3.00%	-	-	-	-	-	114,997	
			Total	114,997	3.00%	-	-	-	-	-	114,997	
162	Victoria Waters	ED Grant Dev/Compliance	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	140,454	3.00%	-	-	-	-	-	140,454	
			Total	140,454	3.00%	-	-	-	-	-	140,454	
163	Brent Yowell	ED Treasury	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	127,271	3.00%	-	-	-	-	-	127,271	
			Total	127,271	3.00%	-	-	-	-	-	127,271	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **McLennan Community College**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
10	Melissa Kittner	Chief Human Resources Officer		0.00%	-	-	-	-	-	-	
		State General Revenue									
		Non-state Income	127,308	3.00%	-	-	-	-	-	127,308	
		Total	127,308	3.00%	-	-	-	-	-	127,308	
11	Grayson Meek	Comptroller		0.00%	-	-	-	-	-	-	
		State General Revenue									
		Non-state Income	127,308	3.00%	-	-	-	-	-	127,308	
		Total	127,308	3.00%	-	-	-	-	-	127,308	
12	Mario Leal	Chief Information & Technology Officer		0.00%	-	-	-	-	-	-	
		State General Revenue									
		Non-state Income	129,430	3.00%	-	-	-	-	-	129,430	
		Total	129,430	3.00%	-	-	-	-	-	129,430	
13	Shawn Trochim	Athletic Director		0.00%	-	-	-	-	-	-	
		State General Revenue									
		Non-state Income	129,544	3.00%	-	-	-	-	-	129,544	
		Total	129,544	3.00%	-	-	-	-	-	129,544	
14				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%							
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
15				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%							
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
16				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%							
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
17				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%							
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
18				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%							
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
19				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%							
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Midland College District**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2026	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Damon Kennedy	President	State General Revenue	0.00%	-	-	-	-	-	-	The President is provided the use of a vehicle (2023 Chevy Tahoe) purchased from non-state funds.	
			Non-state Income	380,000	8.57%	-	-	-	-	-		380,000
			Total	380,000	8.57%	-	-	-	-	-		380,000
2	Adrian Vega	Vice President-Institutional Advancement	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	194,250	6.15%	-	-	2,400	900	-		197,550
			Total	194,250	6.15%	-	-	2,400	900	-		197,550
3	Deana Savage	Chief of Staff	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	186,842	5.00%	-	-	2,400	900	-		190,142
			Total	186,842	5.00%	-	-	2,400	900	-		190,142
4	Michael Dixon	Provost	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	184,396	5.00%	-	-	2,400	900	-		187,696
			Total	184,396	5.00%	-	-	2,400	900	-		187,696
5	Jeff Chambers	Vice President-Administrative Services	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	183,855	5.00%	-	-	2,400	900	-		187,155
			Total	183,855	5.00%	-	-	2,400	900	-		187,155
6	Frank De La O	Vice President of Instruction	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	162,225	5.00%	-	-	2,400	900	-		165,525
			Total	162,225	5.00%	-	-	2,400	900	-		165,525
7	Tom Glenn	Vice President-Strategy & Analytics	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	158,981	5.00%	-	-	2,400	900	-		162,281
			Total	158,981	5.00%	-	-	2,400	900	-		162,281

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Midland College District**

A	B	C	D	E	F G H I J					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2026	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
8	Curt Pervier	Associate Vice President-CTE Planning & Coordination	State General Revenue	0.00%	-	-	-	-	-	-	-	
			Non-state Income	5.00%	148,516	-	-	2,400	900	-	151,816	
			Total	5.00%	148,516	5.00%	-	-	2,400	900	-	
9	William Feeler	Dean-Fine Arts & Communications	State General Revenue	0.00%	-	-	-	-	-	-	-	
			Non-state Income	5.00%	142,867	-	-	-	300	-	143,167	
			Total	5.00%	142,867	5.00%	-	-	-	300	-	
10	Derek Gasch	Vice President of Facilities and IT	State General Revenue	0.00%	-	-	-	-	-	-	-	
			Non-state Income	5.00%	140,866	-	-	-	900	-	141,766	
			Total	5.00%	140,866	5.00%	-	-	-	900	-	
11	Joseph Granado	Vice President-Student Services	State General Revenue	0.00%	-	-	-	-	-	-	-	
			Non-state Income	5.00%	140,595	-	-	2,400	900	-	143,895	
			Total	5.00%	140,595	5.00%	-	-	2,400	900	-	
12	Shelly Haney	Associate Vice President-Early Childhood and Dean of Education	State General Revenue	0.00%	-	-	-	-	-	-	-	Promotion
			Non-state Income	0.00%	141,620	-	-	-	900	-	142,520	
			Total	0.00%	141,620	0.00%	-	-	-	900	-	
13	Cindy Madewell	Dean-Health Sciences	State General Revenue	0.00%	-	-	-	-	-	-	-	
			Non-state Income	5.00%	136,500	-	-	-	900	-	137,400	
			Total	5.00%	136,500	5.00%	-	-	-	900	-	
14	Pedro Avalos	Dean-Applied Technology	State General Revenue	0.00%	-	-	-	-	-	-	-	
			Non-state Income	5.00%	130,592	-	-	2,400	900	-	133,892	
			Total	5.00%	130,592	5.00%	-	-	2,400	900	-	
15	Will Torres	Associate Vice President-Organizational Learning & Engagement	State General Revenue	0.00%	-	-	-	-	-	-	-	
			Non-state Income	5.00%	129,780	-	-	2,400	900	-	133,080	
			Total	5.00%	129,780	5.00%	-	-	2,400	900	-	
16	Brandi Havner	Dean-Allied Health	State General Revenue	0.00%	-	-	-	-	-	-	-	
			Non-state Income	5.00%	128,604	-	-	2,400	900	-	131,904	
			Total	5.00%	128,604	5.00%	-	-	2,400	900	-	
17	Karisa Danley	Associate Vice President-Marketing, Communications & Public Relations	State General Revenue	0.00%	-	-	-	-	-	-	-	Promotion
			Non-state Income	10.81%	131,250	-	-	2,400	900	-	134,550	
			Total	10.81%	131,250	10.81%	-	-	2,400	900	-	
18	Gene White	Executive Director-Digital Transformation	State General Revenue	0.00%	-	-	-	-	-	-	-	
			Non-state Income	5.00%	120,750	-	-	-	-	-	120,750	
			Total	5.00%	120,750	5.00%	-	-	-	-	-	
19	Justin Bateman	Associate Vice President-Partnerships	State General Revenue	0.00%	-	-	-	-	-	-	-	
			Non-state Income	5.00%	119,236	-	-	2,400	900	-	122,536	
			Total	5.00%	119,236	5.00%	-	-	2,400	900	-	
20	Lauren Callo	Director-Accounting (Controller)	State General Revenue	0.00%	-	-	-	-	-	-	-	
			Non-state Income	5.00%	119,236	-	-	-	900	-	120,136	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Midland College District**

A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2026	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
Total			119,236	5.00%	-	-	-	900	-	120,136	
21	Edith Reed	Executive Director-Human Resources & Payroll	-	0.00%	-	-	-	-	-	-	New Hire for 25-26
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	125,000	0.00%	-	-	-	900	-	125,900	
Total			125,000	0.00%	-	-	-	900	-	125,900	
22	Michael Makowsky	Dean-Social & Behavioral Sciences & Business	-	0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	116,965	5.00%	-	-	-	900	-	117,865	
Total			116,965	5.00%	-	-	-	900	-	117,865	
23	Lori Haltom	Executive Director-College & Career Connections	-	0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	116,261	5.00%	-	-	1,200	-	-	117,461	
Total			116,261	5.00%	-	-	1,200	-	-	117,461	
24	Pervis Evans	Dean-Public Service	-	0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	114,639	5.00%	-	-	-	-	-	114,639	
Total			114,639	5.00%	-	-	-	-	-	114,639	
25	Michael Parrish	Executive Director- IT Infrastructure	-	0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	113,558	5.00%	-	-	-	900	-	114,458	
Total			113,558	5.00%	-	-	-	900	-	114,458	
26	Heather De La O	Research	-	0.00%	-	-	-	-	-	-	Promotion
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	127,575	0.00%	-	-	-	900	-	128,475	
Total			127,575	0.00%	-	-	-	900	-	128,475	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Midland College District**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2026	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
27	Crystal Velasquez	Registrar									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	113,069	5.00%	-	-	-	600	-	113,669	
		Total	113,069	5.00%	-	-	-	600	-	113,669	
28	Wendy Wood	Dean-Health Sciences Dual Credit & Continuing Education									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	108,677	5.00%	-	-	900	600	-	110,177	
		Total	108,677	5.00%	-	-	900	600	-	110,177	
29	Melanie Saiz	Executive Director-Development & Operations									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	106,834	6.83%	-	-	-	-	-	106,834	
		Total	106,834	6.83%	-	-	-	-	-	106,834	
30	Miranda Poage	Dean-Math & Sciences									
		State General Revenue	-	0.00%	-	-	-	-	-	-	Promotion
		Non-state Income	129,150	0.00%	-	-	-	-	-	129,150	
		Total	129,150	0.00%	-	-	-	-	-	129,150	
31	Megan Brincks	Dean-Outreach & Financial Aid									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	96,524	5.00%	-	-	-	600	-	97,124	
		Total	96,524	5.00%	-	-	-	600	-	97,124	
32	Nereida Huffman	Dean-Admissions & Pathways Advising									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	96,524	5.00%	-	-	-	600	-	97,124	
		Total	96,524	5.00%	-	-	-	600	-	97,124	
33	Nicole Cooper	Dean-Student Life									
		State General Revenue	-	0.00%	-	-	-	-	-	-	Started position August 19, 2024
		Non-state Income	94,500	5.00%	-	-	-	600	-	95,100	
		Total	94,500	5.00%	-	-	-	600	-	95,100	
34	Victoria Edwards	Dean-Cogdell Learning Center & Community Engagement									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	98,374	5.00%	-	-	2,400	900	-	101,674	
		Total	98,374	5.00%	-	-	2,400	900	-	101,674	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
37											
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
38											
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
39											
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
41											
		State General Revenue	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **North Central Texas College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L	
					FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance			Other Emoluments
1	Dr. G. Brent Wallace	Chancellor & CEO	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	359,985	3.00%	-	-	16,500	-	-	376,485	
			Total	359,985	0.00%	-	-	16,500	-	-	376,485	
2	Melinda Carroll	Chief of Staff	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	146,003	3.00%	-	-	-	-	-	146,003	
			Total	146,003	0.00%	-	-	-	-	-	146,003	
3	Dr. Bruce King	Vice Chancellor, Academic Affairs	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	200,078	3.00%	-	-	-	-	-	200,078	
			Total	200,078	0.00%	-	-	-	-	-	200,078	
4	Dr. Van Miller	Vice Chancellor, Fiscal Affairs & CFO	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	206,215	-1.43%	-	-	-	-	-	206,215	\$9,000 stipend removed for additional duties being removed.
			Total	206,215	0.00%	-	-	-	-	-	206,215	
5	Travis Seekins	Vice Chancellor, Information Technology Services & CIO	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	150,000	0.00%	-	-	-	-	-	150,000	New for 2026
			Total	150,000	0.00%	-	-	-	-	-	150,000	
6	Debbie Sharp	Vice Chancellor, Institutional Advancement & Executive Director NCTC Foundation	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	167,213	3.00%	-	-	-	-	-	167,213	
			Total	167,213	0.00%	-	-	-	-	-	167,213	
7	Kay Schroeder	Vice Chancellor, Human Resources	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	127,402	9.49%	-	-	-	-	-	127,402	Promotion
			Total	127,402	0.00%	-	-	-	-	-	127,402	
8	Dr. Jessica DeRoche	Vice Chancellor, Extension Campuses	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	118,370	10.02%	-	-	-	-	-	118,370	Promotion
			Total	118,370	0.00%	-	-	-	-	-	118,370	
9	Robbie Baugh	Vice Chancellor, Administrative Affairs	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	167,790	3.00%	-	-	-	-	-	167,790	
			Total	167,790	0.00%	-	-	-	-	-	167,790	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Northeast Texas Community College

A	B	C	D	E	F					K	L		
					Nonsalary Benefits & Emoluments FY 2026							Total Compensation	Explanation / Comments
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation				
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025									
1	Dr. Kevin Rose	President	State General Revenue	215,250	5.00%	-	-	-	14,965	-	-		
			Non-state Income		0.00%	-	-	-	-	-	-		
			Total	215,250	5.00%	-	-	-	14,965	-	230,215		
2	Dr. Jon McCullough	Executive Vice President for Advancement	State General Revenue	190,355	5.00%	-	-	-	-	-	-		
			Non-state Income		0.00%	-	-	-	-	-	-		
			Total	190,355	5.00%	-	-	-	-	-	190,355		
3	Ms. Brandi Cave	Vice President for Administrative Services	State General Revenue	134,316	5.00%	-	-	-	-	-	-		
			Non-state Income		0.00%	-	-	-	-	-	-		
			Total	134,316	5.00%	-	-	-	-	-	134,316		
4	Dr. Anna Ingram	Vice President for Instruction	State General Revenue	144,204	5.00%	-	-	-	-	-	-		
			Non-state Income		0.00%	-	-	-	-	-	-		
			Total	144,204	5.00%	-	-	-	-	-	144,204		
5	Ms. Kim Irvin	Vice President for Student Services	State General Revenue	140,332	5.00%	-	-	-	-	-	-		
			Non-state Income		0.00%	-	-	-	-	-	-		
			Total	140,332	5.00%	-	-	-	-	-	140,332		
6	Ms. Amy Adkins	Executive Director of Human Resources	State General Revenue	108,658	5.00%	-	-	-	-	-	-		
			Non-state Income		0.00%	-	-	-	-	-	-		
			Total	108,658	5.00%	-	-	-	-	-	108,658		
7	Mr. Jeff Gardzina	Director of Plant Services	State General Revenue	99,750	5.00%	-	-	-	-	-	-		
			Non-state Income		0.00%	-	-	-	-	-	-		
			Total	99,750	5.00%	-	-	-	-	-	99,750		
8	Ms. Billi Jo Thomas	Associate Dean of Outreach Services	State General Revenue	74,256	5.00%	-	-	-	-	-	-		
			Non-state Income		0.00%	-	-	-	-	-	-		
			Total	74,256	5.00%	-	-	-	-	-	74,256		
9	Mr. Gaylon Barrett	Dean of Health Science	State General Revenue	98,280	5.00%	-	-	-	-	-	-		
			Non-state Income		0.00%	-	-	-	-	-	-		
			Total	98,280	5.00%	-	-	-	-	-	98,280		

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Northeast Texas Community College

	A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
						F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
10	Mr. Jimmy Smith	Dean Of Workforce Education	State General Revenue Non-state Income Total	80,000 - 80,000	5.00% 0.00% 5.00%	- - -	- - -	- - -	- - -	- - 80,000		
11	Mr. Robert Suarez	Director of Computer & Enterprise Services	State General Revenue Non-state Income Total	109,200 - 109,200	5.00% 0.00% 5.00%	- - -	- - -	- - -	- - -	109,200 - 109,200		
12			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -		
13			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -		
14			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -		
15			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -		
16			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -		
17			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -		
18			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -		
19			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -		
20			State General Revenue Non-state Income Total	- - -	0.00% 0.00% 0.00%	- - -	- - -	- - -	- - -	- - -		
21			State General Revenue Non-state Income	- -	0.00% 0.00%	- -	- -	- -	- -	- -		

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Odessa College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Dr. Greg Williams	President	State General Revenue	441,000	5.00%	-	-	-	540	50,000	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	441,000	0.00%	-	-	-	540	50,000	491,540	
2	Ken Zartner	Vice President of Administrative Services	State General Revenue	172,502	5.00%	-	-	-	540	2,500	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	172,502	0.00%	-	-	-	540	2,500	175,542	
3	Kim McKay	Vice President for Student Services & Enrollm	State General Revenue	173,093	5.00%	-	-	-	540	2,500	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	173,093	0.00%	-	-	-	540	2,500	176,133	
4	Dr. Tramaine Anderson-S	Vice President for Instruction	State General Revenue	165,375	5.00%	-	-	-	540	2,500	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	165,375	0.00%	-	-	-	540	2,500	168,415	
5	Jason Meldrum	Vice President for Academic Partnerships	State General Revenue	141,750	5.00%	-	-	-	540	2,500	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	141,750	0.00%	-	-	-	540	2,500	144,790	
6	Allisa Cornelius	Vice President for Institutional Advancement	State General Revenue	140,568	5.00%	-	-	-	540	2,500	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	140,568	0.00%	-	-	-	540	2,500	143,608	
7	Robert Rivas	Chief of Staff	State General Revenue	148,838	5.00%	-	-	-	540	2,500	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	148,838	0.00%	-	-	-	540	2,500	151,878	
8	Dr. Brian Jones	Vice President for Institutional Effectiveness	State General Revenue	135,000	22.45%	-	-	-	540	2,500	-	Promoted to VP 9/1/2025
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	135,000	0.00%	-	-	-	540	2,500	138,040	
9	Mireya Jacuinde	Associate Vice President for Student Services	State General Revenue	110,250	5.00%	-	-	-	540	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	110,250	0.00%	-	-	-	540	-	110,790	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

Odessa College

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
10	Yolanda Gonzales	Associate Vice President for Instruction	State General Revenue	115,763	5.00%	-	-	-	540	-	-	
		Non-state Income			0.00%	-	-	-	-	-		
		Total		115,763	0.00%	-	-	-	540	-	116,303	
11	Dr. Tiffani Price	Curriculum, & Workforce Education	State General Revenue	121,551	5.00%	-	-	-	540	-	122,091	
		Non-state Income			0.00%	-	-	-	-	-		
		Total		121,551	0.00%	-	-	-	540	-	122,091	
12	Brandy Ham	Chief Financial Officer	State General Revenue	148,838	5.00%	-	-	-	540	-	149,378	
		Non-state Income		-	0.00%	-	-	-	-	-		
		Total		148,838	0.00%	-	-	-	540	-	149,378	
13	Lindsey Bryant	Executive Assistant to the President	State General Revenue	125,000	9.22%	-	-	-	540	2,500	128,040	
		Non-state Income		-	0.00%	-	-	-	-	-		
		Total		125,000	0.00%	-	-	-	540	2,500	128,040	
14	Dr. Jennifer Hodgins	Dean of Health and Sciences w/STEM	State General Revenue	115,000	0.00%	-	-	-	540	-	115,540	Promoted to Dean 6/2/2025
		Non-state Income		-	0.00%	-	-	-	-	-		
		Total		115,000	0.00%	-	-	-	540	-	115,540	
15	Dr. Saran McDuffie	Dean of Liberal Arts & Education w/STEM	State General Revenue	115,500	5.00%	-	-	-	540	-	116,040	
		Non-state Income		-	0.00%	-	-	-	-	-		
		Total		115,500	0.00%	-	-	-	540	-	116,040	
16	Vacant	Dean to the School of Business & Industry	State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income		-	0.00%	-	-	-	-	-		
		Total		-	0.00%	-	-	-	-	-		
17			State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	-	0.00%	-	-	-	-	-		
			Total	-	0.00%	-	-	-	-	-		
18			State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	-	0.00%	-	-	-	-	-		
			Total	-	0.00%	-	-	-	-	-		
19			State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	-	0.00%	-	-	-	-	-		
			Total	-	0.00%	-	-	-	-	-		

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Panola**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2025					K	L	
					F	G	H	I	J			
Name	Position	Funding Source	Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Dr. Jessica Pace	President	State General Revenue	65,945	0.00%	-	-	-	-	-	-	
			Non-state Income	189,805	13.96%	-	-	-	-	-	189,805	
			Total	255,750	10.00%	-	-	-	-	-	255,750	
2	Natalie Oswalt	Vice President of Instruction	State General Revenue	106,500	6.37%	-	-	-	-	-	-	
			Non-state Income	43,500	-7.67%	-	-	-	-	-	43,500	
			Total	150,000	1.88%	-	-	-	-	-	150,000	
3	Rachael Payne	Vice President of Fiscal Services	State General Revenue	106,500	6.73%	-	-	-	-	-	-	
			Non-state Income	43,500	-7.36%	-	-	-	-	-	43,500	
			Total	150,000	2.22%	-	-	-	-	-	150,000	
4	Donald M. Clinton	Vice President of Student Services	State General Revenue	114,854	8.59%	-	-	-	-	-	-	
			Non-state Income	46,912	-5.75%	-	-	-	-	-	46,912	
			Total	161,766	4.00%	-	-	-	-	-	161,766	
5	Joanna Huckabee	Director of Institutional Advancement	State General Revenue	63,900	-10.55%	-	-	-	-	-	-	
			Non-state Income	26,100	-4.04%	-	-	-	-	-	26,100	
			Total	90,000	5.88%	-	-	-	-	-	90,000	
6	Laura Wood	Director of Harrison County Operations	State General Revenue	54,635	6.59%	-	-	-	-	-	-	
			Non-state Income	22,316	-7.49%	-	-	-	-	-	22,316	
			Total	76,951	2.09%	-	-	-	-	-	76,951	
7	Cancee Lester	Director of Shelby County Operations	State General Revenue	55,283	8.59%	-	-	-	-	-	-	
			Non-state Income	22,580	-5.75%	-	-	-	-	-	22,580	
			Total	77,863	4.00%	-	-	-	-	-	77,863	
8	Whitney McBee	Education	State General Revenue	60,729	8.59%	-	-	-	-	-	-	
			Non-state Income	24,805	-5.75%	-	-	-	-	-	24,805	
			Total	85,534	4.00%	-	-	-	-	-	85,534	
9	Jerry Driskill	Dean of Career & Technical Programs	State General Revenue	71,000	-5.08%	-	-	-	-	-	-	
			Non-state Income	29,000	-17.61%	-	-	-	-	-	29,000	
			Total	100,000	-9.09%	-	-	-	-	-	100,000	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Panola**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2025					K	L
					F	G	H	I	J		
Name	Position	Funding Source	Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
10	Texas Reardon	Director of Digital Learning	62,594	8.59%	-	-	-	-	-	-	
		State General Revenue	25,566	-5.75%	-	-	-	-	-	25,566	
		Non-state Income	88,160	4.00%	-	-	-	-	-	88,160	
		Total									
11	Dr. Rebecca Morris	Dean of Academic Transfer	73,840	8.59%	-	-	-	-	-	73,840	
		State General Revenue	30,160	-5.75%	-	-	-	-	-	30,160	
		Non-state Income	104,000	4.00%	-	-	-	-	-	104,000	
		Total									
12	Jeremy Dorman	Director of Human Resources	80,940	9.20%	-	-	-	-	-	80,940	
		State General Revenue	33,060	-5.22%	-	-	-	-	-	33,060	
		Non-state Income	114,000	4.59%	-	-	-	-	-	114,000	
		Total									
13				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
14				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
15				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
16				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
17				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
18				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
19				0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Paris Junior College**

A	B	C	D	E	F G H I J					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Stephen Benson	President	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	312,000	13.45%	-	-	7,200	-	-		319,200
			Total	312,000	0.00%	-	-	7,200	-	-		319,200
2	Michael Erny	Vice President of Workforce Education	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	165,107	2.93%	-	-	-	-	-		165,107
			Total	165,107	0.00%	-	-	-	-	-		165,107
3	Rob Stanley	Vice President of Academic Instruction	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	165,107	2.93%	-	-	-	-	-		165,107
			Total	165,107	0.00%	-	-	-	-	-		165,107
4	Keitha Carlton	Vice President of Business Services	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	162,107	2.99%	-	-	-	-	-		162,107
			Total	162,107	0.00%	-	-	-	-	-		162,107
5	Lisa Elliott	Vice President of Student Services	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	165,107	2.93%	-	-	-	-	-		165,107
			Total	165,107	0.00%	-	-	-	-	-		165,107
6	Sebastian Barron	Vice President of Technology	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	162,107	2.99%	-	-	-	-	-		162,107
			Total	162,107	0.00%	-	-	-	-	-		162,107
7	Eric Lewis	Dean of Business & Industry Development	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	118,436	2.99%	-	-	-	-	-		118,436
			Total	118,436	0.00%	-	-	-	-	-		118,436
8	Heather Unruh	Dean of Health Occupations	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	121,436	2.91%	-	-	-	-	-		121,436
			Total	121,436	0.00%	-	-	-	-	-		121,436
9	Lanny Matthews	Director of Sulphur Springs Center/Dual Credit Coordinator	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	117,936	2.55%	-	-	-	-	-		117,936
			Total	117,936	0.00%	-	-	-	-	-		117,936

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Paris Junior College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
10	Donnie Featherston	Director of Institutional Research	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	110,000	0.00%	-	-	-	-	-	110,000	
			Total	110,000	0.00%	-	-	-	-	-	110,000	
11	John Eubanks	Director of Plant Operations	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	106,337	2.84%	-	-	-	-	-	106,337	
			Total	106,337	0.00%	-	-	-	-	-	106,337	
12	Baleigh McCoin	Marketing	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	118,436	2.99%	-	-	-	-	-	118,436	
			Total	118,436	0.00%	-	-	-	-	-	118,436	
13	Victoria Bethea	Controller	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	106,872	0.00%	-	-	-	-	-	106,872	
			Total	106,872	0.00%	-	-	-	-	-	106,872	
14	Clay Cox	Director of Athletics	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	110,940	2.72%	-	-	-	-	-	110,940	
			Total	110,940	0.00%	-	-	-	-	-	110,940	
15	Michael Flatt	Director of Continuing Education	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	95,937	3.16%	-	-	-	-	-	95,937	
			Total	95,937	0.00%	-	-	-	-	-	95,937	
16	Melanie Hatcher	Executive Director of Human Resources	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	121,436	2.91%	-	-	-	-	-	121,436	
			Total	121,436	0.00%	-	-	-	-	-	121,436	
17	Cary Gable	Director of Learning Resources	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	87,832	9.79%	-	-	-	-	-	87,832	
			Total	87,832	0.00%	-	-	-	-	-	87,832	
18	Kimberly Herron	Director of Financial Aid	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	97,937	18.86%	-	-	-	-	-	97,937	
			Total	97,937	0.00%	-	-	-	-	-	97,937	
19	Dwana Hollidai	Director of Nursing	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	99,936	3.03%	-	-	-	-	-	99,936	
			Total	99,936	0.00%	-	-	-	-	-	99,936	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Paris Junior College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
20	Jody Todhunter	Director of Greenville Center	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	106,937	12.57%	-	-	-	-	-	106,937	
			Total	106,937	0.00%	-	-	-	-	-	106,937	
21	Kenneth Webb	Director of Student Life	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	108,937	13.48%	-	-	-	-	-	108,937	
			Total	108,937	0.00%	-	-	-	-	-	108,937	
22	Natasha Whitaker	Director of Advising	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	85,970	16.02%	-	-	-	-	-	85,970	
			Total	85,970	0.00%	-	-	-	-	-	85,970	
23	Stefanie Eppler	Director of Accounting & Reporting	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	85,000	0.00%	-	-	-	-	-	85,000	
			Total	85,000	0.00%	-	-	-	-	-	85,000	
24	Thad Turman	Director of Purchasing	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	93,915	0.00%	-	-	-	-	-	93,915	
			Total	93,915	0.00%	-	-	-	-	-	93,915	
25	Chris Mayfield	Chief of Police	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	95,916	0.00%	-	-	-	-	-	95,916	
			Total	95,916	0.00%	-	-	-	-	-	95,916	
26	Amy Mouser	Registrar	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	88,853	0.00%	-	-	-	-	-	88,853	
			Total	88,853	0.00%	-	-	-	-	-	88,853	
27	Amie Cato	Director of State Reporting	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	90,827	2.75%	-	-	-	-	-	90,827	
			Total	90,827	0.00%	-	-	-	-	-	90,827	
28	Susan Sanchez	Director of Adult Education and Family Literacy	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	63,000	0.00%	-	-	-	-	-	63,000	
			Total	63,000	0.00%	-	-	-	-	-	63,000	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Ranger College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L	
					F	G	H	I	J			
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Derrick Worrels	President	State General Revenue	200,000	0.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	18,000	-	-	-	18,000	
			Total	200,000	0.00%	-	18,000	-	-	-	218,000	
2	Debbie Karl	Executive Vice President of Accreditation and Institutional Services	State General Revenue	116,000	10.48%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	116,000	0.00%	-	-	-	-	-	116,000	
3	Lindy Matthews	Executive Vice President of Institutional Advancement	State General Revenue	130,295	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	130,295	0.00%	-	-	-	-	-	130,295	
4	Dayna Prochaska	Senior Vice President of Instruction and Brown County	State General Revenue	148,900	2.70%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	148,900	0.00%	-	-	-	-	-	148,900	
5	Gaylyn Mendoza	Senior Vice President of Financial and Administrative Services	State General Revenue	190,550	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	190,550	0.00%	-	-	-	-	-	190,550	
6	Ahmy Arca	Vice President of Student Services	State General Revenue	108,150	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	108,150	0.00%	-	-	-	-	-	108,150	
7	Luis Ramirez	Vice President of Dual Enrollment and Erath County	State General Revenue	90,190	2.49%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	90,190	0.00%	-	-	-	-	-	90,190	
8	Robert Culverhouse	Vice President of Informational Technology	State General Revenue	105,000	9.38%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	105,000	0.00%	-	-	-	-	-	105,000	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Ranger College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L	
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation			Total Compensation
9	Babette Cuadrado	Vice President of Grant Development & Continuing Education	State General Revenue	115,000	9.52%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	115,000	0.00%	-	-	-	-	-	115,000	
10	Stephanie Worrels	Associate Vice President of ARC	State General Revenue	80,983	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	80,983	0.00%	-	-	-	-	-	80,983	
11	Sandra Lee	Dean of Allied Health	State General Revenue	112,476	3.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	112,476	0.00%	-	-	-	-	-	112,476	
12	Lance Hawvermale	Dean of Humanities and Fine Arts	State General Revenue	70,680	0.00%	-	-	-	-	-	70,680	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	70,680	0.00%	-	-	-	-	-	70,680	
13	Jonathan Roach	Dean of Social and Behavioral Sciences	State General Revenue	62,862	1.59%	-	-	-	-	-	62,862	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	62,862	0.00%	-	-	-	-	-	62,862	
14	Gretchin Geye	Dean of Science	State General Revenue	62,862	1.59%	-	-	-	-	-	62,862	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	62,862	0.00%	-	-	-	-	-	62,862	
15	Jessica Brown	Dean of Mathematics	State General Revenue	61,060	1.67%	-	-	-	-	-	61,060	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	61,060	0.00%	-	-	-	-	-	61,060	
16	Kimberly Sandford	Dean of Workforce & Outreach	State General Revenue	72,000	17.39%	-	-	-	-	-	72,000	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	72,000	0.00%	-	-	-	-	-	72,000	
17	Gabe Lewis	Dean of Student Life	State General Revenue	67,486	3.00%	-	-	-	-	-	67,486	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	67,486	0.00%	-	-	-	-	-	67,486	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: San Jacinto Community College District, Institution Code 978

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary as of 9/1/2025	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Hellyer, Brenda	Chancellor	State General Revenue	0.00%	-	-	-	-	-	-	Chancellor salary increase is effective in October each year based on the timing of the performance	
			Non-state Income	495,585	3.00%	-	-	25,000	114,356	-		634,940
			Total	495,585	3.00%	-	-	25,000	114,356	-		634,940
2	Williamson, Laurel	Deputy Chancellor/President	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	395,415	3.65%	-	-	12,000	-	-		407,415
			Total	395,415	3.65%	-	-	12,000	-	-		407,415
3	Bionat, Christian	Vice Chancellor, External Relations	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	260,447	3.65%	-	-	7,200	-	-		267,647
			Total	260,447	3.65%	-	-	7,200	-	-		267,647
4	Dickerson, Allatia	Vice Chancellor, Strategic Initiatives	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	304,247	3.40%	-	-	7,200	-	-		311,447
			Total	304,247	3.40%	-	-	7,200	-	-		311,447
5	Ramirez, Sandra	Vice Chancellor, HR Org/Talent Effectiveness	State General Revenue	0.00%	-	-	-	-	-	-	Other: Bilingual Stipend	
			Non-state Income	279,327	3.65%	-	-	7,200	600	-		287,127
			Total	279,327	3.65%	-	-	7,200	600	-		287,127
6	Stanicic, Robert	Vice Chancellor, Technology Initiatives	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	336,862	0.00%	-	-	7,200	-	-		344,062
			Total	336,862	0.00%	-	-	7,200	-	-		344,062
7	Hutchins, Carin	Vice Chancellor, Fiscal Affairs	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	300,626	0.00%	-	-	7,200	-	-		307,826
			Total	300,626	0.00%	-	-	7,200	-	-		307,826
8	Dokes, Destry	Provost	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	200,208	3.15%	-	-	4,800	-	-		205,008
			Total	200,208	3.15%	-	-	4,800	-	-		205,008
9	Knight, James	Provost	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	205,241	3.40%	-	-	4,800	-	-		210,041
			Total	205,241	3.40%	-	-	4,800	-	-		210,041

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					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary as of 9/1/2025	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
10	Okwonna, Alexander	Provost	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	221,875	3.65%	-	-	4,800	-	-	226,675	
			Total	221,875	3.65%	-	-	4,800	-	-	226,675	
11	Wigginton, Van	Provost	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	238,227	3.40%	-	-	4,800	-	-	243,027	
			Total	238,227	3.40%	-	-	4,800	-	-	243,027	
12	Janes, Sarah	Associate Vice Chancellor, CPD	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	217,057	3.40%	-	-	3,600	-	-	220,657	
			Total	217,057	3.40%	-	-	3,600	-	-	220,657	
13	Whiteside, Niki	Chief Online/Innovation Officer	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	215,040	0.00%	-	-	3,600	-	-	218,640	
			Total	215,040	0.00%	-	-	3,600	-	-	218,640	
14	Zimmerman, Joanna	Associate Vice Chancellor, Student Services	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	216,684	3.65%	-	-	6,000	-	-	222,684	
			Total	216,684	3.65%	-	-	6,000	-	-	222,684	
15	Duke, Chris	Assoc VC, Inst Eff/Assmt/Accr	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	186,533	3.65%	-	-	-	-	-	186,533	
			Total	186,533	3.65%	-	-	3,600	-	-	190,133	
16	Duron, Dianne	Assoc VC, Finance	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	175,375	0.00%	-	-	3,600	-	-	178,975	
			Total	175,375	0.00%	-	-	3,600	-	-	178,975	
17	Garcia, Rachel	Assoc VC, Teaching/Learning	State General Revenue	-	0.00%	-	-	-	-	-	-	Other: Bilingual Stipend
			Non-state Income	179,789	3.40%	-	-	3,600	600	-	183,989	
			Total	179,789	3.40%	-	-	3,600	600	-	183,989	
18	Griffin, James	AVC/SVP, Ctr Petro/Enrg/Tech	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	184,940	3.65%	-	-	2,400	-	-	187,340	
			Total	184,940	3.65%	-	-	2,400	-	-	187,340	
19	Jones, Bryan	Assoc VC, Facilities Svcs	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	235,888	3.40%	-	-	3,600	-	-	239,488	
			Total	235,888	3.40%	-	-	3,600	-	-	239,488	

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		State General Revenue	-	0.00%	-	-	-	-	-	-	
20	Naulings, Sabrina	Chief of Police	Non-state Income	175,672	3.40%	-	-	-	-	175,672	
		Total	175,672	3.40%	-	-	-	-	-	175,672	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
21	Smith, Charles	AVC, Fiscal Init/Capital Projects	Non-state Income	212,830	3.65%	-	-	3,600	-	216,430	
		Total	212,830	3.65%	-	-	3,600	-	-	216,430	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
22	Stauffer, John	Assoc Vice Chancellor, Maritime	Non-state Income	186,517	3.65%	-	-	2,400	-	188,917	
		Total	186,517	3.65%	-	-	2,400	-	-	188,917	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
23	Bourque, Allen	VP, Infrastructure Services	Non-state Income	188,721	3.65%	-	-	2,400	-	191,121	
		Total	188,721	3.65%	-	-	2,400	-	-	191,121	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
24	Cage, Robert	Executive Director, Foundation	Non-state Income	155,087	0.00%	-	-	7,200	-	162,287	
		Total	155,087	0.00%	-	-	7,200	-	-	162,287	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
25	Del Bello, Vickie	VP, Human Resources	Non-state Income	191,026	3.65%	-	-	2,400	-	193,426	
		Total	191,026	3.65%	-	-	2,400	-	-	193,426	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
26	Dray, Joshua	Chief Info Security Officer	Non-state Income	179,886	3.65%	-	-	2,400	-	182,286	
		Total	179,886	3.65%	-	-	2,400	-	-	182,286	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
27	Fenwick, Amanda	VP, External Relations	Non-state Income	173,700	0.00%	-	-	3,600	-	177,300	
		Total	173,700	0.00%	-	-	3,600	-	-	177,300	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
28	Harris, Damon	Chief Procurement Officer	Non-state Income	198,468	3.65%	-	-	2,400	-	200,868	
		Total	198,468	3.65%	-	-	2,400	-	-	200,868	

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29	Rinehart, Shelley	Asst VC, Instr/Supt Prog Effcy									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	172,291	3.65%	-	-	3,600	-	-	175,891	
		Total	172,291	3.65%	-	-	3,600	-	-	175,891	
30	Sanchez, Ronald	VP, Org and Talent Development									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	183,639	3.65%	-	-	2,400	-	-	186,039	
		Total	183,639	3.65%	-	-	2,400	-	-	186,039	
31	Tambrella, Jeffrey	VP, Technical Support									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	186,422	3.65%	-	-	2,400	-	-	188,822	
		Total	186,422	3.65%	-	-	2,400	-	-	188,822	
32	Torres, Linda	Exec Director, Internal Audit									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	180,041	3.40%	-	-	4,800	-	-	184,841	
		Total	180,041	3.40%	-	-	4,800	-	-	184,841	
33	Wild, Christopher	Asst VC/VP, Biotechnology									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	178,404	3.65%	-	-	2,400	-	-	180,804	
		Total	178,404	3.65%	-	-	2,400	-	-	180,804	
34	Antoine, Tanesha	Dean, Student Support Services									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	132,585	3.40%	-	-	3,600	-	-	136,185	
		Total	132,585	3.40%	-	-	3,600	-	-	136,185	
35	Bell, Rhonda	Dean, Health and Natural Sciences									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	192,910	3.65%	-	-	2,400	-	-	195,310	
		Total	192,910	3.65%	-	-	2,400	-	-	195,310	
36	Bernal, Jesus	Dean, Student Advising									Other: Bilingual Stipend
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	125,219	3.40%	-	-	3,600	600	-	129,419	
		Total	125,219	3.40%	-	-	3,600	600	-	129,419	
37	Burton, Tiffany	Dean, Business and Technology									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	150,254	3.65%	-	-	2,400	-	-	152,654	
		Total	150,254	3.65%	-	-	2,400	-	-	152,654	
38	DeLauro, Kimberly	Dean, Liberal Arts									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	163,467	3.65%	-	-	2,400	-	-	165,867	
		Total	163,467	3.65%	-	-	2,400	-	-	165,867	

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39	Farias, Teddy	Dean, Health and Natural Sciences	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	172,518	3.65%	-	-	2,400	-	-	174,918	
			Total	172,518	3.65%	-	-	2,400	-	-	174,918	
40	Kennebrew, Kara	Dean, Student Rights and Responsibilities	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	125,826	3.65%	-	-	3,600	-	-	129,426	
			Total	125,826	3.65%	-	-	3,600	-	-	129,426	
41	McKisson, Kevin	College Registrar/Dean of Records	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	156,810	3.15%	-	-	2,400	-	-	159,210	
			Total	156,810	3.15%	-	-	2,400	-	-	159,210	
42	McWaine, DeRonda	Dean, Liberal Arts	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	166,945	3.65%	-	-	2,400	-	-	169,345	
			Total	166,945	3.65%	-	-	2,400	-	-	169,345	
43	Mizell, Kelly	Dean, Instructional Services	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	182,984	3.40%	-	-	2,400	-	-	185,384	
			Total	182,984	3.40%	-	-	2,400	-	-	185,384	
44	Morris, Kevin	Dean, Business and Technology	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	183,449	3.65%	-	-	2,400	-	-	185,849	
			Total	183,449	3.65%	-	-	2,400	-	-	185,849	
45	Olson, Tomoko	Sr. Director, Office of Grants Mgmt	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	135,991	0.00%	-	-	3,600	-	-	139,591	
			Total	135,991	0.00%	-	-	3,600	-	-	139,591	
46	Price, Joellen	Dean, Financial Aid/Scholarship	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	166,085	3.65%	-	-	3,600	-	-	169,685	
			Total	166,085	3.65%	-	-	3,600	-	-	169,685	
47	Ragasis, James	Dean, Business & Technology	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	16,206	3.65%	-	-	2,400	-	-	18,606	
			Total	16,206	3.65%	-	-	2,400	-	-	18,606	
48	Silman, Shawn	Dean, Liberal Arts	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	162,515	3.40%	-	-	2,400	-	-	164,915	

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					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
Total			162,515	3.40%	-	-	2,400	-	-	164,915	
49	Tello, Jessica	Dean, Student Comm/Admin Svcs	-	0.00%	-	-	-	-	-	-	Other: Bilingual Stipend
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	122,677	3.40%	-	-	2,400	600	-	125,677	
		Total	122,677	3.40%	-	-	2,400	600	-	125,677	
50	Townsend, Sonia	Dean, Dual Credit Partnerships	-	0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	131,636	3.65%	-	-	3,600	-	-	135,236	
		Total	131,636	3.65%	-	-	3,600	-	-	135,236	
51	Valentine, Jose	Dean, Enrollment Services	-	0.00%	-	-	-	-	-	-	Other: Bilingual Stipend
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	125,522	3.65%	-	-	3,600	600	-	129,722	
		Total	125,522	3.65%	-	-	3,600	600	-	129,722	
52	Virani, Rizwan	Sr Dir, CyberSecurity Programs	-	0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	136,035	3.65%	-	-	2,400	-	-	138,435	
		Total	136,035	3.65%	-	-	2,400	-	-	138,435	
53	Gernander, Scott	Dean, Administration	-	0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	123,666	3.65%	-	-	2,400	-	-	126,066	
		Total	123,666	3.65%	-	-	2,400	-	-	126,066	
54	HeBert, Joseph	Dean, Administration	-	0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	162,680	3.65%	-	-	2,400	-	-	165,080	
		Total	162,680	3.65%	-	-	2,400	-	-	165,080	
55	Izaguirre, Minelia	Dean, Administration	-	0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	136,301	3.65%	-	-	2,400	-	-	138,701	
		Total	136,301	3.65%	-	-	2,400	-	-	138,701	
56	McWaine, Wendell	Den, Strategic Initiatives	-	0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	138,196	3.40%	-	-	3,600	-	-	141,796	
		Total	138,196	3.40%	-	-	3,600	-	-	141,796	
57	Sullivan, Janice	Dean, Community Education	-	0.00%	-	-	-	-	-	-	Other: Bilingual Stipend
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	128,927	3.40%	-	-	2,400	600	-	131,927	
		Total	128,927	3.40%	-	-	2,400	600	-	131,927	
58	Aguilar, Robert	Director, IT Systems	-	0.00%	-	-	-	-	-	-	
		State General Revenue	-	0.00%	-	-	-	-	-	-	

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					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
		Non-state Income	139,658	3.65%	-	-	2,400	-	-	142,058	
		Total	139,658	3.65%	-	-	2,400	-	-	142,058	
59	Andell, Ronald	Director, Facilities Operations									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	130,415	3.65%	-	-	3,600	-	-	134,015	
		Total	130,415	3.65%	-	-	3,600	-	-	134,015	
60	Boudreaux, Bret	Director, Internal Audit									
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	137,240	3.65%	-	-	4,800	-	-	142,040	
		Total	137,240	3.65%	-	-	4,800	-	-	142,040	
61	Carlson, Dena	Dir, Fin Planning, Analysis, Budget									
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	129,562	0.00%	-	-	2,400	-	-	131,962	
		Total	129,562	0.00%	-	-	2,400	-	-	131,962	
62	Castillo, Kyle	Dir, ITVendor and Contract Management									
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	113,577	3.40%	-	-	2,400	-	-	115,977	
		Total	113,577	3.40%	-	-	2,400	-	-	115,977	
63	Dement, Shanna	Dir, Compensation and HRIS									
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	160,411	3.65%	-	-	2,400	-	-	162,811	
		Total	160,411	3.65%	-	-	2,400	-	-	162,811	
64	Detiveaux, George	Director, Online Quality									
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,386	3.40%	-	-	2,400	-	-	135,786	
		Total	133,386	3.40%	-	-	2,400	-	-	135,786	
65	Dubois, Andrea	Comptroller									
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	133,738	3.40%	-	-	2,400	-	-	136,138	
		Total	133,738	3.40%	-	-	2,400	-	-	136,138	
66	Gonzalez, George	Dir, Inst Research and Data Science									
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	170,963	3.65%	-	-	3,600	-	-	174,563	
		Total	170,963	3.65%	-	-	3,600	-	-	174,563	
67	Helms, Rosselle	Dir, Technology Effectiveness									
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income	113,577	3.40%	-	-	2,400	600	-	116,577	Other: Bilingual Stipend
		Total	113,577	3.40%	-	-	2,400	600	-	116,577	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: San Jacinto Community College District, Institution Code 978

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary as of 9/1/2025	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
68	Marvel, Kam	Dir, Talent Technology and Support	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	118,054	3.40%	-	-	2,400	-	-		120,454
			Total	118,054	3.40%	-	-	2,400	-	-		120,454
69	McCann-Faucett, Tareena	Dir, Student Fin Services/Bursar	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	112,805	3.15%	-	-	2,400	-	-		115,205
			Total	112,805	3.15%	-	-	2,400	-	-		115,205
70	Parnell, Niles	Director, IT Communications	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	116,057	3.40%	-	-	2,400	-	-		118,457
			Total	116,057	3.40%	-	-	2,400	-	-		118,457
71	Pennington, Linda	Dir, Enterprise Applications	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	141,415	3.65%	-	-	2,400	-	-		143,815
			Total	141,415	3.65%	-	-	2,400	-	-		143,815
72	Weller, Cecil	Director, Honors Program	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	181,724	3.40%	-	-	2,400	-	-		184,124
			Total	181,724	3.40%	-	-	2,400	-	-		184,124
73	Wilson, Teena Marie	Dir, Employee Relations & Benefits	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	129,689	0.00%	-	-	2,400	-	-		132,089
			Total	129,689	0.00%	-	-	2,400	-	-		132,089
74	Wimbley, Noveta	Dir, Enterprise Development	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	161,403	3.65%	-	-	2,400	-	-		163,803
			Total	161,403	3.65%	-	-	2,400	-	-		163,803
75	Allison, Colelia	Dir, Curriculum/Accr Strategy	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	111,468	0.00%	-	-	3,600	-	-		115,068
			Total	111,468	0.00%	-	-	3,600	-	-		115,068
76	Arrowood, Amy	Direcotr, Maritime Credit Program	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	128,126	3.40%	-	-	2,400	-	-		130,526
			Total	128,126	3.40%	-	-	2,400	-	-		130,526
77	Cardwell, Robyn	Sr Dir, Strategic Partnerships	State General Revenue	0.00%	-	-	-	-	-	-		

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: San Jacinto Community College District, Institution Code 978

A Name	B Position	C Funding Source	D FY 2026 Salary as of 9/1/2025	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
		Non-state Income	162,520	0.00%	-	-	3,600	-	-	166,120	
		Total	162,520	0.00%	-	-	3,600	-	-	166,120	
78	Chase, Dianca	Dir, Donor Relations/Stewardship	-	0.00%	-	-	-	-	-	-	
		Non-state Income	104,825	0.00%	-	-	7,200	-	-	112,025	
		Total	104,825	0.00%	-	-	7,200	-	-	112,025	
79	Culver, Jay	Dir, CPET Incumbent Workforce	-	0.00%	-	-	-	-	-	-	
		Non-state Income	125,516	3.40%	-	-	2,400	-	-	127,916	
		Total	125,516	3.40%	-	-	2,400	-	-	127,916	
80	Gonzalez, Susana	Dir, Safety/Health/Env/Risk Mgmt	-	0.00%	-	-	-	-	-	-	
		Non-state Income	120,354	3.40%	-	-	2,400	-	-	122,754	
		Total	120,354	3.40%	-	-	2,400	-	-	122,754	
81	Haugen, John	Director, Capital Projects	-	0.00%	-	-	-	-	-	-	
		Non-state Income	116,163	2.50%	-	-	3,600	-	-	119,763	
		Total	116,163	2.50%	-	-	3,600	-	-	119,763	
82	Horton, Edward	Director, Maritime Commercial	-	0.00%	-	-	-	-	-	-	
		Non-state Income	116,968	3.65%	-	-	2,400	-	-	119,368	
		Total	116,968	3.65%	-	-	2,400	-	-	119,368	
83	Maslonka, John	Dir, Facilities Support Services	-	0.00%	-	-	-	-	-	-	
		Non-state Income	126,367	3.15%	-	-	3,600	-	-	129,967	
		Total	126,367	3.15%	-	-	3,600	-	-	129,967	
84	Miller-Davis, Kimberly	Proj	-	0.00%	-	-	-	-	-	-	
		Non-state Income	125,893	3.65%	-	-	2,400	-	-	128,293	
		Total	125,893	3.65%	-	-	2,400	-	-	128,293	
85	Nguyen, Andrea	Dir, Corp/Foundation Relations	-	0.00%	-	-	-	-	-	-	
		Non-state Income	111,547	3.65%	-	-	7,200	-	-	118,747	
		Total	111,547	3.65%	-	-	7,200	-	-	118,747	
86	Rahman, Reaur	Dir, Sustainability/Energy Mgmt	-	0.00%	-	-	-	-	-	-	
		Non-state Income	114,283	3.65%	-	-	3,600	-	-	117,883	
		Total	114,283	3.65%	-	-	3,600	-	-	117,883	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: San Jacinto Community College District, Institution Code 978

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary as of 9/1/2025	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
87	Russell, Angela	Director, Purchasing									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	108,430	3.65%	-	-	2,400	-	-	110,830	
		Total	108,430	3.65%	-	-	2,400	-	-	110,830	
88	Shah, Ali	Director, Emergency Management									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	120,645	3.40%	-	-	-	-	-	120,645	
		Total	120,645	3.40%	-	-	-	-	-	120,645	
89	Stang, Thomas	Dir, Petrochemical Technology									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	139,896	3.15%	-	-	2,400	-	-	142,296	
		Total	139,896	3.15%	-	-	2,400	-	-	142,296	
90	Tewes, Crystal	Director, Teaching/Learning									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	121,561	3.65%	-	-	2,400	-	-	123,961	
		Total	121,561	3.65%	-	-	2,400	-	-	123,961	
91	Blankenship, Karen	Director, Library									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	134,136	3.40%	-	-	-	-	-	134,136	
		Total	134,136	3.40%	-	-	-	-	-	134,136	
92	Cowey, Janet	Director, Marketing & Web									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	134,898	3.65%	-	-	2,400	-	-	137,298	
		Total	134,898	3.65%	-	-	2,400	-	-	137,298	
93	Garner, Madelyn	Director, Library									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	133,599	3.15%	-	-	-	-	-	133,599	
		Total	133,599	3.15%	-	-	-	-	-	133,599	
94	Kearns, April	Director, Student Info Systems/Support									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	117,022	3.65%	-	-	-	-	-	117,022	
		Total	117,022	3.65%	-	-	-	-	-	117,022	
95	Mason, Gail	Director, Learning Management System									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	166,480	3.65%	-	-	2,400	-	-	168,880	
		Total	166,480	3.65%	-	-	2,400	-	-	168,880	
96	McKay, Richard	Director, Library									
		State General Revenue	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: San Jacinto Community College District, Institution Code 978

A Name	B Position	C Funding Source	D FY 2026 Salary as of 9/1/2025	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
		Non-state Income	133,599	3.15%	-	-	-	-	-	133,599	
		Total	133,599	3.15%	-	-	-	-	-	133,599	
97	Prasifka, Timothy	Director, Auxiliary Services									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	115,813	3.40%	-	-	4,800	-	-	120,613	
		Total	115,813	3.40%	-	-	4,800	-	-	120,613	
98	Ransdell, Sherry	Director, Instructional Design									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	125,111	3.65%	-	-	2,400	-	-	127,511	
		Total	125,111	3.65%	-	-	2,400	-	-	127,511	
99	Conger, Jacquelynn	Director, Public Relations/Marketing/Comm									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	103,884	3.65%	-	-	2,400	-	-	106,284	
		Total	103,884	3.65%	-	-	2,400	-	-	106,284	
##	Lanre, Carol	Assistant Comptroller									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	113,487	3.40%	-	-	2,400	-	-	115,887	
		Total	113,487	3.40%	-	-	2,400	-	-	115,887	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

South Texas College

A	B	C	D	E	F	G	H	I	J	K	L
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Nonsalary Benefits & Emoluments FY 2026					Total Compensation	Explanation / Comments
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation		
		Non-state Income	136,767	0.00%	-	-	-	-	-	136,767	
		Total	<u>136,767</u>	<u>0.00%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>136,767</u>	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

South Texas College

	A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
						F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
10	Dr. Ghanbard A Esmaili	Dean - Math, Science, Information Technology and Bachelor Programs	State General Revenue		3.00%	-	-	-	-	-	-	
			Non-state Income	163,457	0.00%	-	-	-	-	-	163,457	
			Total	163,457	0.00%	-	-	-	-	-	163,457	
11	Dr. Eric L Reitinger	Dean - Social and Behavioral Sciences	State General Revenue		3.00%	-	-	-	-	-	-	
			Non-state Income	150,769	0.00%	-	-	-	-	-	150,769	
			Total	150,769	0.00%	-	-	-	-	-	150,769	
12	Dr. Carlos L. Margo	Dean - Center for Advanced Training and Apprenticeships	State General Revenue		3.00%	-	-	-	-	-	-	
			Non-state Income	133,886	0.00%	-	-	-	-	-	133,886	
			Total	133,886	0.00%	-	-	-	-	-	133,886	
13	Pablo Hernandez	Dean - Student Affairs	State General Revenue		3.00%	-	-	-	-	-	-	
			Non-state Income	133,215	0.00%	-	-	-	-	-	133,215	
			Total	133,215	0.00%	-	-	-	-	-	133,215	
14	Dr. Fernando Chapa	Dean - Institutional Research, Effectiveness and Strategic Planning	State General Revenue	-	3.00%	-	-	-	-	-	-	
			Non-state Income	118,471	0.00%	-	-	-	-	-	118,471	
			Total	118,471	0.00%	-	-	-	-	-	118,471	
15	Dr. Jesus Campos	Dean - Library and Learning Support Services	State General Revenue	-	3.00%	-	-	-	-	-	-	
			Non-state Income	132,517	0.00%	-	-	-	-	-	132,517	
			Total	132,517	0.00%	-	-	-	-	-	132,517	
16	Vacant	Dean - Digital Learning	State General Revenue	-	3.00%	-	-	-	-	-	-	
			Non-state Income	-	0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	
17	Dr. Rebecca M. De Leon	Associate Vice President - Dual Credit Programs and School District Partnerships	State General Revenue	-	3.00%	-	-	-	-	-	-	
			Non-state Income	146,311	0.00%	-	-	-	-	-	146,311	
			Total	146,311	0.00%	-	-	-	-	-	146,311	
18	Elizabeth S. Hollenbeck	Associate Dean - Library Services	State General Revenue	-	3.00%	-	-	-	-	-	-	
			Non-state Income	96,279	0.00%	-	-	-	-	-	96,279	
			Total	96,279	0.00%	-	-	-	-	-	96,279	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

South Texas College

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
25	Antonio De La Cruz	Associate Dean - Dual Credit Programs									
		State General Revenue	-	3.00%	-	-	-	-	-	-	
		Non-state Income	108,527	0.00%	-	-	-	-	-	108,527	
		Total	<u>108,527</u>	<u>0.00%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>108,527</u>	
26	Dr. Brett Millan	Associate Vice President - Academic Success and Advancement									
		State General Revenue	-	3.00%	-	-	-	-	-	-	
		Non-state Income	153,201	0.00%	-	-	-	-	-	153,201	
		Total	<u>153,201</u>	<u>0.00%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>153,201</u>	
27	Olivia De La Rosa	Dean - Continuing Education and Workforce Development									
		State General Revenue	-	3.00%	-	-	-	-	-	-	
		Non-state Income	133,990	0.00%	-	-	-	-	-	133,990	
		Total	<u>133,990</u>	<u>0.00%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>133,990</u>	
28	Cynthia Blanco	Dean of Enrollment Systems and Registrar									
		State General Revenue	-	3.00%	-	-	-	-	-	-	
		Non-state Income	131,150	0.00%	-	-	-	-	-	131,150	
		Total	<u>131,150</u>	<u>0.00%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>131,150</u>	
29	Jose L Gonzalez	Associate Vice President - Technology and Chief Information Officer									
		State General Revenue	-	3.00%	-	-	-	-	-	-	
		Non-state Income	154,923	0.00%	-	-	-	-	-	154,923	
		Total	<u>154,923</u>	<u>0.00%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>154,923</u>	
30	Myriam M Lopez	Associate Vice President - Finance and Management									
		State General Revenue	-	3.00%	-	-	-	-	-	-	
		Non-state Income	156,647	0.00%	-	-	-	-	-	156,647	
		Total	<u>156,647</u>	<u>0.00%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>156,647</u>	
31	Ricardo De La Garza	Executive Director - Facilities Planning and Construction									
		State General Revenue	-	3.00%	-	-	-	-	-	-	
		Non-state Income	133,886	0.00%	-	-	-	-	-	133,886	
		Total	<u>133,886</u>	<u>0.00%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>133,886</u>	
32	Lynda Lopez	Executive Director - Public Relations and Marketing									
		State General Revenue	-	3.00%	-	-	-	1,800	-	1,800	Section I - Cell Phone Allowance
		Non-state Income	133,886	0.00%	-	-	-	-	-	133,886	
		Total	<u>133,886</u>	<u>0.00%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,800</u>	<u>-</u>	<u>135,686</u>	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **South Texas College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
33	George McCaleb	Executive Director - Facilities Operations and Maintenance	State General Revenue	-	3.00%	-	-	-	-	-	-	
			Non-state Income	136,023	0.00%	-	-	-	-	-	136,023	
			Total	136,023	0.00%	-	-	-	-	-	136,023	
34	Carla M Rodriguez	Executive Director - Sponsored Initiatives	State General Revenue	-	3.00%	-	-	-	-	-	-	
			Non-state Income	129,686	0.00%	-	-	-	-	-	129,686	
			Total	129,686	0.00%	-	-	-	-	-	129,686	
35	Daniel Montez	Campus Administrator - Mid Valley Campus	State General Revenue	-	3.00%	-	-	-	-	-	-	
			Non-state Income	113,461	0.00%	-	-	-	-	-	113,461	
			Total	113,461	0.00%	-	-	-	-	-	113,461	
36	Dr. Arturo Montiel	Campus Administrator - Starr County Campus	State General Revenue	-	3.00%	-	-	-	-	-	-	
			Non-state Income	113,461	0.00%	-	-	-	-	-	113,461	
			Total	113,461	0.00%	-	-	-	-	-	113,461	
37	Roberto Vela	SITE - Administrator - RCPSE	State General Revenue	-	3.00%	-	-	-	-	-	-	
			Non-state Income	102,559	0.00%	-	-	-	-	-	102,559	
			Total	102,559	0.00%	-	-	-	-	-	102,559	
38	Deyadira Leal	Director - Purchasing	State General Revenue	-	3.00%	-	-	-	-	-	-	
			Non-state Income	108,178	0.00%	-	-	-	-	-	108,178	
			Total	108,178	0.00%	-	-	-	-	-	108,178	
39	Marcos Silva	Executive Director- Foundation and External Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	
			Non-state Income	123,000	0.00%	-	-	-	-	-	123,000	
			Total	123,000	0.00%	-	-	-	-	-	123,000	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Trinity Valley Community College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L	
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation			Total Compensation
1	Morrison, Jason	President	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	285,000	18.00%	-	-	-	9,600	-	294,600	
			Total	285,000	0.00%	-	-	-	9,600	-	294,600	
2	David Gibson	Vice President	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	141,239	5.00%	-	-	-	3,564	-	144,803	
			Total	141,239	0.00%	-	-	-	3,564	-	144,803	
3	Tammy Denney	Vice President	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	144,602	12.00%	-	-	-	3,564	-	148,166	
			Total	144,602	0.00%	-	-	-	3,564	-	148,166	
4	David Hopkins	Vice President	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	158,990	10.00%	-	-	-	3,564	-	162,554	
			Total	158,990	0.00%	-	-	-	3,564	-	162,554	
5	Melinda Berry	Associate Vice President	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	113,660	5.00%	-	-	-	1,080	-	114,740	
			Total	113,660	0.00%	-	-	-	1,080	-	114,740	
6	Richard Crosby	Associate Vice President	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	104,188	5.00%	-	-	-	3,564	-	107,752	
			Total	104,188	0.00%	-	-	-	3,564	-	107,752	
7	Erica Richardson	Assistant Vice President	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	128,373	19.00%	-	-	-	3,564	-	131,937	
			Total	128,373	0.00%	-	-	-	3,564	-	131,937	
8	Jason Smith	Associate Vice President	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	111,990	5.00%	-	-	-	3,564	-	115,554	
			Total	111,990	0.00%	-	-	-	3,564	-	115,554	
9	Spencer Wagley	Vice President	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	156,705	22.00%	-	-	-	3,564	-	160,269	
			Total	156,705	0.00%	-	-	-	3,564	-	160,269	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Tyler Junior College

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Mejia, Juan E.	President & CEO	State General Revenue	381,918	2.50%	50,000	-	-	-	8,461	-	-Deferred Compensation - Social Club Memberships for Community Engagement
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	381,918	2.50%	50,000	-	-	-	8,461	440,379	
2	Sheppard, Deana K.	Vice President, Academic & Student Affairs/Provost	State General Revenue	216,221	2.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	216,221	2.50%	-	-	-	-	-	216,221	
3	Van Cleef, Sarah E.	Vice President, Financial and Administrative Affairs/CFO	State General Revenue	207,150	2.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	207,150	2.50%	-	-	-	-	-	207,150	
4	Lessner, Kimberly G.	Vice President, Operations/COO	State General Revenue	191,033	2.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	191,033	2.50%	-	-	-	-	-	191,033	
5	Andrews, Dennis Mitchell	Vice President, Institutional Advancement	State General Revenue	185,064	2.50%	-	-	-	-	5,213	-	Social Club Memberships for Community Engagement
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	185,064	2.50%	-	-	-	-	5,213	190,277	
6	Fowler, Samuel Kevin	Executive Director, Regional Community Engagement	State General Revenue	129,106	2.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	129,106	2.50%	-	-	-	-	-	129,106	
7	Drain, Timothy S.	Associate Vice Provost, Student Affairs	State General Revenue	137,112	2.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	137,112	2.50%	-	-	-	-	-	137,112	
8	Grimes, Lee H.	Associate Vice Provost, Academic Affairs and Workforce Deve	State General Revenue	137,372	2.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	137,372	2.50%	-	-	-	-	-	137,372	
9	Cantey, Mark Andrew	Dean of Students	State General Revenue	120,824	2.50%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	120,824	2.50%	-	-	-	-	-	120,824	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Tyler Junior College

A Name	B Position	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase Over FY 2025	F Nonsalary Benefits & Emoluments FY 2026					K Total Compensation	L Explanation / Comments
					F Cash Bonuses	G Housing Allowance	H Car Allowance	I Other Emoluments	J Non-Cash Compensation		
					#	Boucher, John C.	Dean, School of Engineering, Mathematics & Sciences	127,592	2.50%		
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income			-	-	-	-	-	-	
		Total	127,592	2.50%	-	-	-	-	-	127,592	
#	Richey, James D.	Dean, School of Humanities, Communications & Fine Arts	119,256	2.50%	-	-	-	-	-	119,256	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income			-	-	-	-	-	-	
		Total	119,256	2.50%	-	-	-	-	-	119,256	
#	Olivier, Elizabeth A.	Dean, School of Nursing & Health Sciences	119,256	2.50%	-	-	-	-	-	119,256	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income			-	-	-	-	-	-	
		Total	119,256	2.50%	-	-	-	-	-	119,256	
#	Wallace, M. Brent	Studies	119,256	2.50%	-	-	-	-	-	119,256	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income			-	-	-	-	-	-	
		Total	119,256	2.50%	-	-	-	-	-	119,256	
#	Nichols, Richard A.	Dean, School of Professional & Technical Programs	119,256	2.50%	-	-	-	-	-	119,256	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income			-	-	-	-	-	-	
		Total	119,256	2.50%	-	-	-	-	-	119,256	
#	Palacios, Adam J.	Dean, TJC Norrth	95,874	0.00%	-	-	-	-	-	95,874	Increase not applicable - employee began position June 2025
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income			-	-	-	-	-	-	
		Total	95,874	0.00%	-	-	-	-	-	95,874	
#	Cuellar, Kristi L.	Chief Information Officer	154,871	2.63%	-	-	-	-	-	154,871	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income			-	-	-	-	-	-	
		Total	154,871	2.63%	-	-	-	-	-	154,871	
#	Laird, Kimberly L.	Chief Business Officer	152,006	2.68%	-	-	-	-	-	152,006	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income			-	-	-	-	-	-	
		Total	152,006	2.68%	-	-	-	-	-	152,006	
#	Cecil, Stephanie	Chief Human Resources Officer	145,938	2.80%	-	-	-	-	-	145,938	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income			-	-	-	-	-	-	
		Total	145,938	2.80%	-	-	-	-	-	145,938	
#	Sabota, Brittney L.	Administrative Officer, Records, Reporting & Research	105,783	2.75%	-	-	-	-	-	105,783	
		State General Revenue		0.00%	-	-	-	-	-	-	
		Non-state Income			-	-	-	-	-	-	
		Total	105,783	2.75%	-	-	-	-	-	105,783	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Vernon College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Dusty Johnston	President	State General Revenue	65,129	1.03%	-	-	-	-	-	-	
			Non-state Income	185,369	1.03%	-	-	-	-	-	185,369	
			Total	250,498	1.03%	-	-	-	-	-	250,498	
2	Shana Drury	Vice President of Instructional Services	State General Revenue	36,715	1.08%	-	-	-	-	-	-	
			Non-state Income	104,497	1.08%	-	-	-	-	-	104,497	
			Total	141,212	1.08%	-	-	-	-	-	141,212	
3	Mindi Flynn	Vice President of Administrative Services	State General Revenue	33,872	1.08%	-	-	-	-	-	-	
			Non-state Income	96,406	1.08%	-	-	-	-	-	96,406	
			Total	130,278	1.08%	-	-	-	-	-	130,278	
4	Criquett Scott-Chapman	Vice President Student Services	State General Revenue	33,872	1.08%	-	-	-	-	-	-	
			Non-state Income	96,406	1.08%	-	-	-	-	-	96,406	
			Total	130,278	1.08%	-	-	-	-	-	130,278	
5			State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	
6	Roxanne Hill	Vice President of Information Techonology	State General Revenue	33,782	1.08%	-	-	-	-	-	-	
			Non-state Income	96,406	1.08%	-	-	-	-	-	96,406	
			Total	130,188	1.08%	-	-	-	-	-	130,188	
7	Kristin Harris	Dean of Student Services	State General Revenue	25,072	1.03%	-	-	-	-	-	-	
			Non-state Income	71,357	1.03%	-	-	-	-	-	71,357	
			Total	96,429	1.03%	-	-	-	-	-	96,429	
8	Bettye Hutchins	Dean of Instructional Services	State General Revenue	23,514	1.03%	-	-	-	-	-	-	
			Non-state Income	66,924	1.03%	-	-	-	-	-	66,924	
			Total	90,438	1.03%	-	-	-	-	-	90,438	
9	Maria Servin	Dean of Information Technology	State General Revenue	22,824	0.00%	-	-	-	-	-	-	
			Non-state Income	64,960	0.00%	-	-	-	-	-	64,960	
			Total	87,784	0.00%	-	-	-	-	-	87,784	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Victoria College**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
					Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation			Total Compensation
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025								
10	Wiley, Gerry Matthew	Executive Director of IREA	State General Revenue		0.00%	-	-	-	-	-	-	2% COLA
			Non-state Income	105,537	2.00%	-	-	-	-	-	105,537	
			Total	105,537	0.00%	-	-	-	-	-	105,537	
11	Flores, Jacob	Dean of Arts, Humanities, & Social Sciences	State General Revenue		0.00%	-	-	-	-	-	-	2% COLA
			Non-state Income	115,398	2.00%	-	-	-	-	-	115,398	
			Total	115,398	0.00%	-	-	-	-	-	115,398	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Weatherford College of Parker County Jr College District**

A	B	C	D	E	F					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Dr. Tod Farmer	President	State General Revenue	-	0.00%	-	-	-	-	-	-	Employee is provided an allowance of 16.15 per pay period for a cell phone and 184.10 per pay period
			Non-state Income	487,500	8.00%	1,000	-	-	5,207	-	493,707	
			Total	487,500	8.00%	1,000	-	-	5,207	-	493,707	
2	Dr. Andra Cantrell	Executive VP, Financial & Admin Affairs	State General Revenue	-	0.00%	-	-	-	-	-	-	Employee is provided an allowance of 16.15 per pay period for a cell phone
			Non-state Income	241,890	7.00%	1,000	-	-	420	-	243,310	
			Total	241,890	7.00%	1,000	-	-	420	-	243,310	
3	Brent Baker	VP Institutional Advancement	State General Revenue	-	0.00%	-	-	-	-	-	-	Employee is provided an allowance of 16.15 per pay period for a cell phone and stipend for radio station
			Non-state Income	189,857	7.00%	1,000	-	-	33,390	-	224,247	
			Total	189,857	7.00%	1,000	-	-	33,390	-	224,247	
4	Dr. Alexander Ibe	Assistant VP, Student Services and Athletics	State General Revenue	-	0.00%	-	-	-	-	-	-	Employee is provided an allowance of 16.15 per pay period for a cell phone and teaches a class
			Non-state Income	154,413	11.00%	1,000	-	-	6,528	-	161,941	
			Total	154,413	11.00%	1,000	-	-	6,528	-	161,941	
5	Dr Scott Tarnowiecki	Associate Vice President Academics	State General Revenue	-	0.00%	-	-	-	-	-	-	Employee is provided an allowance of 16.15 per pay period for a cell phone
			Non-state Income	142,689	7.00%	1,000	-	-	420	-	144,109	
			Total	142,689	7.00%	1,000	-	-	420	-	144,109	
6	Dr Shannon Ydoyaga	Executive Vice President Academics Services	State General Revenue	-	0.00%	-	-	-	-	-	-	New Employee is provided an allowance of 16.15 per pay period for a cell phone
			Non-state Income	190,053	7.00%	1,000	-	-	420	-	191,473	
			Total	190,053	7.00%	1,000	-	-	420	-	191,473	
8	Lisa Simons	Controller	State General Revenue	-	0.00%	-	-	-	-	-	-	Employee is provided an allowance of 16.15 per pay period for a cell phone
			Non-state Income	129,395	7.00%	1,000	-	-	420	-	130,815	
			Total	129,395	7.00%	1,000	-	-	420	-	130,815	
9	Katherine Boswell	Dean Health & Human Sciences	State General Revenue	-	0.00%	-	-	-	-	-	-	Employee is provided an allowance of 16.15 per pay period for a cell phone and teaches a class
			Non-state Income	156,092	7.00%	1,000	-	-	9,582	-	166,674	
			Total	156,092	7.00%	1,000	-	-	9,582	-	166,674	
11	Adam Finley	Executive Dean Enrollment Management	State General Revenue	-	0.00%	-	-	-	-	-	-	Employee is provided an allowance of 16.15 per pay period for a cell phone
			Non-state Income	135,969	7.00%	1,000	-	-	420	-	137,389	
			Total	135,969	7.00%	1,000	-	-	420	-	137,389	
14	Kristin McLaughlin	Executive Dean WCWC	State General Revenue	-	0.00%	-	-	-	-	-	-	Employee is provided an allowance of 16.15 per pay period for a cell phone.
			Non-state Income	141,303	7.00%	1,000	-	-	420	-	142,723	
			Total	141,303	7.00%	1,000	-	-	420	-	142,723	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Weatherford College of Parker County Jr College District**

A	B	C	D	E	F					K	L
					Nonsalary Benefits & Emoluments FY 2026						
Name	Position	Funding Source	FY 2026 Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments
15	Doug Jefferson	Dean Student Life									
		State General Revenue	-	0.00%	-	-	-	-	-	-	Employee is provided an allowance of 16.15 per pay period for a cell phone \$5,000 cheer stipend and
		Non-state Income	138,120	7.00%	1,000	-	-	11,528	-	150,648	
		Total	138,120	7.00%	1,000	-	-	11,528	-	150,648	
16	Priscilla Parsons	Executive Director Information Technology									
		State General Revenue	-	0.00%	-	-	-	-	-	-	Employee is provided an allowance of 16.15 per pay period for a cell phone
		Non-state Income	151,638	7.00%	1,000	-	-	420	-	153,058	
		Total	151,638	7.00%	1,000	-	-	420	-	153,058	
17	Sarah Edwards	Executive Director Creative Services									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	95,325	7.00%	1,000	-	-	-	-	96,325	
		Total	95,325	7.00%	1,000	-	-	-	-	96,325	
18	John D Jones	Executive Director Institutional Research									
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	134,595	7.00%	1,000	-	-	-	-	135,595	
		Total	134,595	7.00%	1,000	-	-	-	-	135,595	
19											
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
20											
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
21											
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
22											
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
23											
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	
24											
		State General Revenue	-	0.00%	-	-	-	-	-	-	
		Non-state Income	-	0.00%	-	-	-	-	-	-	
		Total	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: **Western Texas College**

A	B	C	D	E	F Nonsalary Benefits & Emoluments FY 2026					K	L	
					FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance			Other Emoluments
1	Dr. Laurie Sharp	President	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	175,000	0.00%	-	-	8,400	1,800	-	185,200	
			Total	175,000	0.00%	-	-	8,400	1,800	-	185,200	
2	Stephanie Ducheneaux	Dean of Instructional Affairs	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	105,773	0.00%	-	-	-	-	-	105,773	
			Total	105,773	0.00%	-	-	-	-	-	105,773	
3	Patricia Claxton	Chief Financial Officer	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	130,034	0.00%	-	-	-	-	-	130,034	
			Total	130,034	0.00%	-	-	-	-	-	130,034	
4	Donald Sewell	Dean of Institutional Research & Effectiveness	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	90,897	0.00%	-	-	-	-	-	90,897	
			Total	90,897	0.00%	-	-	-	-	-	90,897	
5	Ralph Ramon	Vice President/Dean of Student Services	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	117,139	0.00%	-	-	-	-	-	117,139	
			Total	117,139	0.00%	-	-	-	-	-	117,139	
6	Emily Powell	Chief Technology & Information Security Officer	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	92,264	0.00%	-	-	-	-	-	92,264	
			Total	92,264	0.00%	-	-	-	-	-	92,264	
7	Tammy Davis	Athletic Director	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	101,212	0.00%	-	-	-	-	-	101,212	
			Total	101,212	0.00%	-	-	-	-	-	101,212	
8	Shawn Fonville	Dean of Career & Technical Education	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	100,507	0.00%	-	-	-	-	-	100,507	
			Total	100,507	0.00%	-	-	-	-	-	100,507	
9			State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income		0.00%	-	-	-	-	-	-	
			Total	-	0.00%	-	-	-	-	-	-	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name: Wharton County Junior College

A	B	C	D	E	F G H I J					K	L	
					Nonsalary Benefits & Emoluments FY 2026							
Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation	Total Compensation	Explanation / Comments	
1	Amanda Allen	President	State General Revenue	0.00%	-	-	-	-	-	-	Salary increase is from a change in position, Dr. Allen moved from a VP position to college President in 2026; Other Emoluments - TRS Reimbursement	
			Non-state Income	280,000	62.05%	-	-	8,400	23,100	-		311,500
			Total	280,000	0.00%	-	-	8,400	23,100	-		311,500
2	Leigh Ann Collins	Vice President of Instruction	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	170,125	1.19%	-	-	4,200	-	-	174,325	
			Total	170,125	0.00%	-	-	4,200	-	-	174,325	
3	Scott Cunningham	Vice President of Finance & Administration	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	155,453	0.00%	-	-	4,200	-	-	159,653	
			Total	155,453	0.00%	-	-	4,200	-	-	159,653	
4	David Byrd	Vice President of Access, Completion & Trans	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	150,117	0.00%	-	-	4,200	-	-	154,317	
			Total	150,117	0.00%	-	-	4,200	-	-	154,317	
5	Kettida Vasiknanon	Vice President of Information Technology	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	138,110	0.00%	-	-	4,200	-	-	142,310	
			Total	138,110	0.00%	-	-	4,200	-	-	142,310	
6	Michael Wilkinson	Chief of Staff	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	114,099	0.00%	-	-	-	-	-	114,099	
			Total	114,099	0.00%	-	-	-	-	-	114,099	
7	Rachel Bahnsen	Dean of Human Resources	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	104,070	1.96%	-	-	-	-	-	104,070	
			Total	104,070	0.00%	-	-	-	-	-	104,070	
8	Cynthia Ward	Associate Vice President of Financial Operatio	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	114,098	1.79%	-	-	-	-	-	114,098	
			Total	114,098	0.00%	-	-	-	-	-	114,098	
9	Lindsey McPherson	Associate Vice President of Academic Affairs	State General Revenue	0.00%	-	-	-	-	-	-		
			Non-state Income	114,097	1.78%	-	-	-	-	-	114,097	
			Total	114,097	0.00%	-	-	-	-	-	114,097	

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5 (8.a -d)**

Institution Name:

Wharton County Junior College

	A	B	C	D	E	F G H I J					K	L
	Name	Position	Funding Source	FY 2026 Salary	Percentage Salary Increase Over FY 2025	Nonsalary Benefits & Emoluments FY 2026					Total Compensation	Explanation / Comments
						Cash Bonuses	Housing Allowance	Car Allowance	Other Emoluments	Non-Cash Compensation		
10	Danny Bacot	Dean of Vocational Instruction	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	102,090	2.11%	-	-	-	-	-	102,090	
			Total	102,090	0.00%	-	-	-	-	-	102,090	
11	Jerry Martinez	Dean of Enrollment Management & Registrar	State General Revenue		0.00%	-	-	-	-	-	-	
			Non-state Income	100,736	2.03%	-	-	-	-	-	100,736	
			Total	100,736	0.00%	-	-	-	-	-	100,736	