

Local College Board Meeting Agenda

- September 7th,2023
- 3:00pm – 5:30 pm
- Workforce and Technology Building -10000 Germanna Point Drive, Fredericksburg VA 22408

2:00 p.m. – 2:55 p.m. Tour of Workforce and Technology Building (SP2)

1. 3:00 p.m.- 3:45 p.m. Committee Meetings

a. Academic Affairs/Workforce/Student Success Room 105A

Dr. Tiffany Ray and Dr. Shashuna Gray

- i. Enrollment Update
- ii. Introduction and Overview of ALICE (Asset-Limited, Income-Constrained, Employed) p.10

 [2023 ALICE Report PD16 County Snapshots VA.pdf](#)

 [PD16 ALICE One Pager.pdf](#)


- iii. Discontinuance of Education K-8 AAS Program..... p.23

 [Education AA&S Program Change.pdf](#)

b. Executive/Human Resources Approvals Room 126

Dr. Janet Gullickson, Ms. Veronica Curry, and Mr. Bruce Davis

- i. VCCS Six-year plan Debrief 2024-2030..... p.40




 [Six-Year Plan Debrief for Presidents 06232023 - Delivered.pptx](#)

- ii. Gala Update p.58

- iii. Human Resources Update p.59

 [Board Slides 8.23 - HR Update.pptx](#)


iv. Charter Revisions..... p.64
Chief Craig Branch

-  [RRCJA 2022 Bylaws.pdf](#)
-  [RRCJA 2022 Charter.docx](#)
-  [RRCJA Charter.Bylaw letter.pdf](#)


c. **Finance/Facilities/Financial Approvals, Room 105B**

Dr. John Davis, Mr. David Swanson, and Mr. Garland Fenwick


i. FY23 Local Funds Financial review 06/30/23 p.76

-  [FY23 Local Funds Financial Review 063023.pdf](#)

ii. FY25 Locality Funding Requests p.89

-  [FY25 Locality Funding Requests.pdf](#)

iii. Facilities Report p.95


-  [Facilities Report_Sept_7_2023_ Meeting.docx](#)


2. **4:00 p.m.- 4:30 p.m. Presentation Room 126**


Dean Tina Lance, Dr. John Davis, Mr. Garland Fenwick, and Mr. Bruce Davis

a. Building Project Updates:

- Replacement of French Slaughter Building p.99
- Center Street I & II..... p.109
- FredCAT, Workforce & Technology p.119

-  [College Board Meeting_9_7_2023.pptx](#)

-  [Center Street update 09.07.23.pptx](#)

-  [College Board Presentation 09072023 WF T. Lance.pptx](#)


3. **4:30 p.m. Regular Meeting of the Germanna College Board Room 126**

a. Call to Order

b. Public Comment

c. **Approval of Minutes**

i. Approval of Minutes # 339, June 8, 2023,.....p.4

-  [060823 Board Meeting Minutes Draft SG.pdf](#)

- The Germanna Local College Board moves to accept the June 8th minutes as presented.

4. **Committee Discussion/Action**

a. Academic Affairs/Workforce/Student Success

Curriculum Approvals

Ms. Wanda Stroh, Chair

- The Academic Affairs/Workforce/Student Success Committee has reviewed the curriculum approvals and moves to accept them as presented.

b. Executive/Human Resources Approvals

Ms. Frankie Gilmore, Chair

c. Finance/Facilities/ Financial Approvals

Mr. Jack Rowley, Chair

- The Finance and Facilities Committee has reviewed the financial analysis for the twelve months ending June 30, 2023 and moves to accept the financials as presented.
- The Finance and Facilities Committee has reviewed the FY25 Locality funding Request plan and moves to accept the plan as presented.

5. Informational Items/Other Business

a. **President's Report**

Dr. Janet Gullickson

b. **Chair's Report**

Ms. Frankie Gilmore

c. **New Business**

6. **Adjournment**

GERMANNA COMMUNITY COLLEGE BOARD

June 8, 2023

MEETING MINUTES # 339

Members Present:

Sarah Berry
Jack Rowley
Wanda Stroh
Ann Marie
Anderson
Frankie Gilmore

Members Absent:

Lydell Fortune
L. Wayne Bushrod
Simon Gray

Staff Present:

Dr. Shashuna Gray
Dr. Tiffany Ray
Dr. John Davis
Ms. Jessica
Thompson
Veronica Curry
Michael Zitz
Garland Fenwick
David Swanson
Stacy Stovall
Lorraine Pendleton
Dr. A. Wesley
Kinsey
Page Durham
Dr. Patti Lisk
Taylor Landrie

Guests Present:

REGULAR MEETING

1. Call to Order

Ms. Sarah Berry called the meeting to order at 4:31 pm.

2. Public Comment – None

3. Approval of Minutes # 338, March 6, 2023

Ms. Sarah Berry moved to approve the minutes of the March 6, 2023, meeting.

Motion was seconded by Ms. Frankie Gilmore

Motion carried.

COMMITTEE DISCUSSION/ACTION

4. Academic Affairs/Workforce/Student Success

Mr. Jack Rowley reviewed the curriculum items. The changes proposed included:

- a) Program Change - A.A.S Computer Science. This program will replace the existing Computer Science specialization under the Science AA&S degree. The certificate was developed as part of the Transfer Virginia Initiative. It provides students access to transfer to a four-year college or university to complete a baccalaureate degree in Computer Science.
- b) Program Change – A.A.S Education – This program underwent revision as part of the Transfer Virginia initiative. The objective of the revision was to enhance and streamline the pathway to the teaching profession while ensuring compliance with VDOE requirements. The revisions to the core education curriculum include the following: a) Elimination of the English Literature requirement, resulting in a reduction of credits from 9 credits to 6 credits, b) Reduction of Social Science credits from 9 credits to 6 credits, and c) Removal of the ITE 152 elective, leading to a total credit reduction from 9 credits to 6 credits.

Mr. Rowley made a motion to approve the changes to the A.A.S Computer Science degree program and the A.A.S Education program.

Motion Carried.

Mr. Rowley invited Dr. Tiffany Ray to provide an enrollment update.

Dr. Tiffany Ray discussed the current state of summer and fall enrollment. She mentioned that there's a 5% increase in summer enrollment and the enrollment team has been actively working on increasing Fall enrollment numbers. She also highlighted the ongoing Smart Start program and expressed optimism for better news about fall enrollment at the upcoming board retreat in July. Dr. Ray mentioned initiatives such as dual enrollment and health professions enrollment that are expected to contribute to the numbers. She also mentioned that in terms of academic advising, advisors have seen over 300 students in their offices and online, indicating strong interest in Fall enrollment. As a result,

additional drop-in appointments have been made available to accommodate the demand.

Doctor ray expressed her enthusiasm for the upcoming class of the early college programs, highlighting that the class is expected to have around 37 students. She also mentioned the implementation of a new approach to welcome and induct the students into the program. This approach will emphasize the significance of the program and demonstrate the colleges dedication to supporting their success by exploring various learning resources and support options.

Dr. Ray concluded the enrollment update and addressed questions that were presented.

5. Executive/Human Resources

Ms. Sarah Berry invited Ms. Veronica Curry to provide an update on Human Resources.

Ms. Curry began with a statement that the onboarding process is progressing smoothly, with a focus on hiring and filling vacant positions. She explained that the implementation of an onboarding buddy program provides new employees with valuable resources and support from seasoned employees as they are acclimated to their roles. She further explained that the program paired new employees with experienced employees who had been with the organization for at least a year, and the feedback was ongoing and is positive.

Ms. Curry discussed the Timely Care program. She explained that the program had been initially introduced for students and later expanded to include employees. Since its implementation in December, employees have fully taken advantage of the mental health and wellness resources provided. The program offered support for various areas, including counseling and general wellness.

Ms. Curry spoke on the upcoming changes to educational aide for employees. She mentioned that adjustments were made to the cost of graduate credits, reducing it from \$1000 to \$750 per credit. This change was expected to have a positive impact and benefit many employees. She also mentioned that in April, the Human Resources Department hosted a Benefits and Wellness Fair, which was well-attended, and that the fair allowed employees to meet with vendors and ask questions about their benefits and preparations for the upcoming year. The fair was held annually ahead of the open enrollment season.

Ms. Curry discussed the Search Advocates initiative, where employees are trained to ensure a fair and unbiased hiring process as non-voting members of the hiring committee. She mentioned that the college had the highest number of Search Advocates across the system, with a current membership total of sixty-six members and seven more scheduled for training this summer. Additionally, the program included faculty and staff participation.

Lastly, Ms. Curry spoke about the implementation of the structured professional development requirement that was implemented last year and its effectiveness. She mentioned that employees had various options to fulfill their training requirements, which were categorized into areas such as DEI, teaching, and technical aspects of their jobs. The number of required training hours varied based on employment classification, ranging from six to sixteen hours. Overall, employees actively participated in professional development activities, both in-person and through various methods. The structure and

guidance provided for professional development had been beneficial in ensuring employees met their requirements and enhanced their skills.

Ms. Sarah Berry invited miss Jessica Thompson to present an update on the Educational Foundation.

Ms. Jessica Thompson began with a statement that they are currently in need of filling two vacancies at and that the foundation is working diligently to increase their fundraising event to recover the combined decline in the stock market and decline in donations. Miss Thompson encouraged everyone to attend the Germanna Together Gala on July 15th at the Woolen Mill in Fredericksburg.

Ms. Thompson mentioned that all the proceeds will go to the Germanna Cares Program in celebration of the 30 plus years of work that Dr. Patti Lisk has dedicated to the college. She added that everyone is encouraged to attend upcoming fundraising events.

Additionally, Mr. Jack Rowley was the winner of the 17th annual Chancellors Award for Leadership in Philanthropy and he continues to lead the real estate foundation and has served on the educational foundation board for twenty-five years.

6. Finance/Facilities

Ms. Berry invited Ms. Ann Marie Anderson to present the financial reports.

Ms. Anderson provided a brief overview of the FY23 local funds financial review, highlighting the financial performance until April 30th, 2023. She then presented the FY24 local funds budget proposal.

Motion 1: Approval of FY23 Local Funds Financial Review

Ms. Anderson moved to approve the FY23 local funds financial review ending April 30th, 2023. The motion was seconded by Ms. Wanda Stroh.

The motion carried, and the FY23 local funds financial review was approved.

Motion 2: Approval of FY24 Local Funds Budget Proposal

Ms. Anderson moved to approve the FY24 local funds budget proposal. The motion was seconded by Ms. Frankie Gilmore

The motion carried, and the FY24 local funds budget proposal was approved.

7. Closed Session for the Purpose of discussing a personnel matter

8. Board Reconvened

9. Motion and rollcall vote to certify business of the Closed Session:

Ms. Sarah Berry read the following:

The Germanna Community College Board has concluded its closed meeting and is hereby in open session. We will now take a roll call vote that will be included in the minutes certifying that to the best

of each member's knowledge (1) only public business matters lawfully exempted from open meeting requirements under the Freedom of Information Act were discussed, and (2) only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed or considered in the meeting by the public body.

Ms. Lorraine Pendleton conducted the roll call.

Votes to approve were unanimous.

There was no business presented out of closed session.

10. President's Report, Dr. Shashuna Gray

Dr. Gray began with a statement that Secretary of Education, Aimee Guidera, visited the college on Fentanyl Awareness Day to create awareness and to speak to healthcare students and staff about Governor Youngkin's new anti-fentanyl initiative, which includes launching a new fentanyl-fighting strategy that will aid in prevention, treatment, and public safety. The students and staff also participated in REVIVE training which educates Virginians on how to recognize and respond to an opioid overdose emergency using naloxone.

Additionally, Chancellor David Doré visited the college as part of his statewide college tour. This tour provided the college with the opportunity to showcase its achievements and discuss important matters related to education and workforce development.

Dr. Gray mentioned that on May 11th the college celebrated the achievements of 900 students who earned their degrees in certificates. Amongst them were 40 high school students who successfully obtained their credential certificates, signifying their dedication and commitment to their educational goals and on June the 7th, Dr. Tiffany Ray, and Dr. Hardy Aaron Finney visited with US Representative Abigail Spanberger and Senator Warner with her to discuss their funding requests that was recently submitted for \$1.9 million to support funding for the Regional Career and Technical Education Center at Fredericksburg Area Campus.

Dr. Gray also mentioned that she's actively participating in congressional meetings to advocate for the college's mission and fostering relationships with key policymakers.

Dr. Gray announced that on June 10th, the college will be hosting a Community Connection Day on 400 Bragg Hill Drive in Fredericksburg VA from 10 a.m. to 1:00 p.m. to strengthen its ties within the community and provide valuable resources and information to community members. She encouraged everyone to attend if able.

11. Chair Report

Ms. Sarah Berry expressed her deepest gratitude to each board member for the unwavering support that was provided to her during the loss of her husband. She mentioned that everyone's kindness demonstrated the strength of the board and the exceptional individuals who serve on it.

Ms. Berry mentioned that as her tenure as the board chair is coming to an end, she is profoundly grateful for the privilege of serving alongside such a talented and dedicated group of individuals and she encouraged everyone to provide the same support to Ms. Frankie Gilmore incoming board chair, for the

board to continue to thrive and make remarkable contributions to the college.

12. New Business

None.

13. Adjournment

The meeting adjourned at 6:35 pm.

2022-2023 Committee Appointments

Executive / Executive/Human Resources

Ms. Sarah Berry, Chair
Ms. Frankie Gilmore, Vice Chair
Mr. Simon Gray
Dr. Janet Gullickson, Secretary
Mr. Bruce Davis, Staff

Finance/Facilities

Mr. L. Wayne Bushrod, Chair
Ms. Ann Marie Anderson
Dr. John Davis, Staff
Mr. Garland Fenwick, Staff
Mr. David Swanson, Staff

Academic Affairs/Workforce/Student Success

Mr. Jack Rowley, Chair
Mr. Lydell Fortune
Ms. Wanda Stroh
Dr. Shashuna Gray, Staff
Dr. Tiffany Ray, Staff

ALICE IN THE CROSSCURRENTS



FINANCIAL HARDSHIP IN PD16 - VIRGINIA

2023 Report | UnitedForALICE.org



United Ways of Virginia

Point-in-Time Data

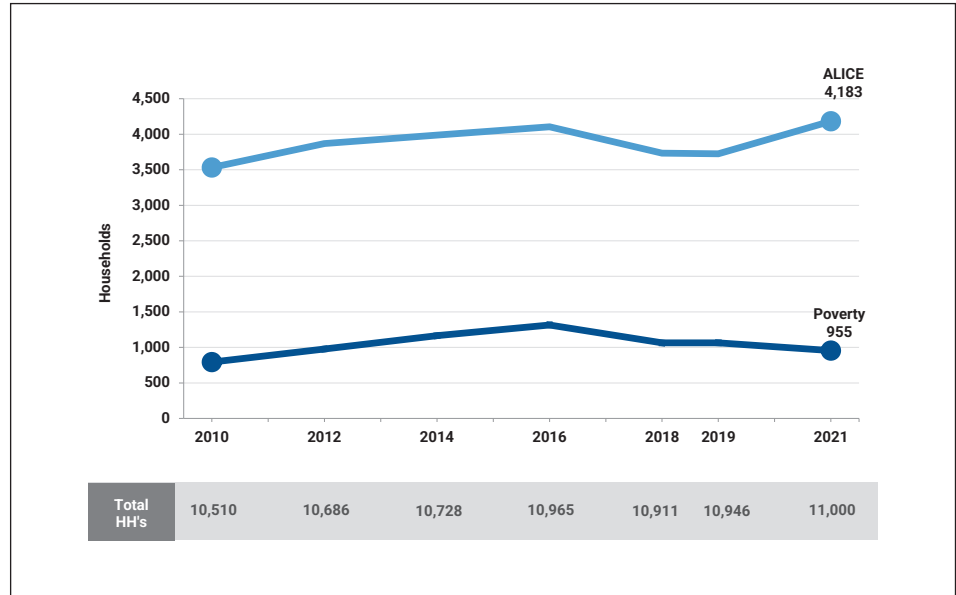
Population: 30,861 • **Number of Households:** 11,000 (0% change from 2019)
Median Household Income: \$76,528 (state average: \$80,963)
Labor Force Participation Rate: 67.5% (state average: 65.2%)
ALICE Households: 38% (state average: 28%) • **Households in Poverty:** 9% (state average: 10%)

Financial Hardship Changes Over Time

ALICE is an acronym for **A**sset **L**imited, **I**ncome **C**onstrained, **E**mloyed – households that earn more than the Federal Poverty Level, but less than the basic cost of living for the county (the ALICE Threshold). Households below the ALICE Threshold – ALICE households plus those in poverty – can’t afford the essentials.

As circumstances change, households may find themselves below or above the ALICE Threshold at different times. While the COVID-19 pandemic brought employment shifts, health struggles, and school/business closures in 2021, it also spurred unprecedented public assistance through pandemic relief measures. In 2019, 4,788 households in Caroline County were below the ALICE Threshold; in 2021 this number changed to 5,138, (a 7% change).

Households by Income, Caroline County



Note: See an interactive version of this data at UnitedForALICE.org/Virginia

Sources: ALICE Threshold, 2010–2021; American Community Survey, 2010–2021

The Cost of Basics Outpaces Wages

The Household Survival Budget reflects the minimum cost to live and work in the modern economy and includes housing, child care, food, transportation, health care, a smartphone plan, and taxes. It does not include savings for emergencies or future goals like college or retirement. The Household Survival Budget is calculated at the county level and varies by household composition, as costs can vary greatly depending on location and household needs.

In 2021, household costs in Caroline County were well above the Federal Poverty Level of \$12,880 for a single adult and \$26,500 for a family of four.

To see costs for different household compositions in Caroline County, visit UnitedForALICE.org/Household-Budgets/Virginia

Household Survival Budget, Caroline County		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Monthly Costs and Credits		
Housing – Rent	\$1,045	\$1,112
Housing – Utilities	\$154	\$292
Child Care	–	\$1,104
Food	\$447	\$1,219
Transportation	\$330	\$807
Health Care	\$230	\$927
Technology	\$75	\$110
Miscellaneous	\$228	\$557
Tax Payments	\$454	\$1,211
Tax Credits	\$0	-\$1,152
Monthly Total	\$2,963	\$6,187
ANNUAL TOTAL	\$35,556	\$74,244
Hourly Wage*	\$17.78	\$37.12

*Wage working full-time required to support this budget

For ALICE Survival Budget sources, visit UnitedForALICE.org/Methodology

Financial Hardship is Not Evenly Distributed

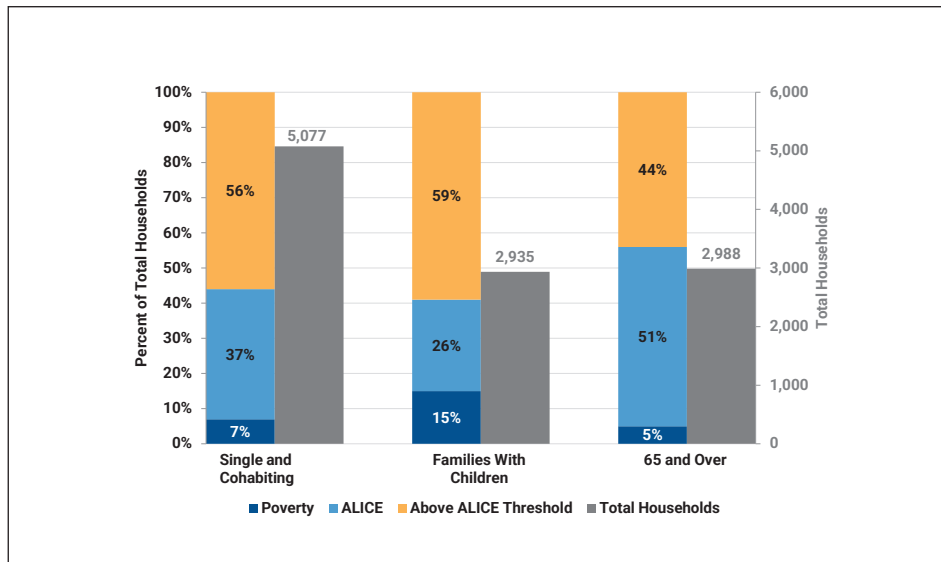
Groups with the largest number of households below the ALICE Threshold tend to also be the largest demographic groups. However, when looking at the percentage of each group that is below the ALICE Threshold, some groups are more likely to be ALICE than others.

By addressing the disparities in financial hardship by county demographics, community members can move toward more equitable solutions.

Visit UnitedForALICE.org/Virginia to view more national, state, and county data.

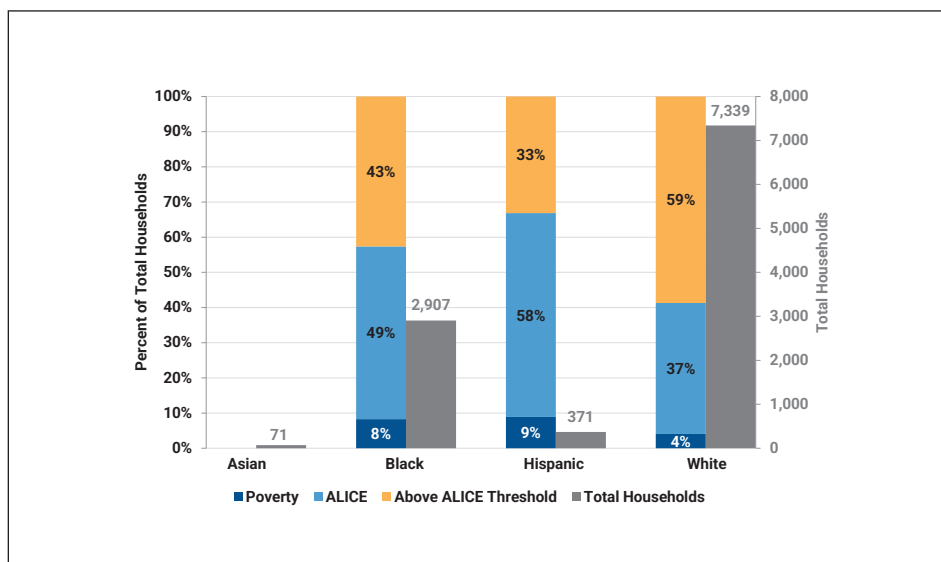
Caroline County		
Town	Total Households	% ALICE & Poverty
Bowling Green town	586	53%
Lake Caroline CDP	516	62%
Lake LandOr CDP	1,376	21%

Household Financial Status by Household Type, Caroline County



Source: ALICE Threshold, 2021; American Community Survey, 2021

Household Financial Status by Race/Ethnicity, Caroline County



Note: All racial categories are for one race alone. Race and ethnicity are overlapping categories; the Asian and Black groups may include Hispanic households. The White group includes only White, non-Hispanic households. The Hispanic group may include households of any race.

Source: ALICE Threshold, 2021; American Community Survey, 2021

Note: Municipal-level data on this page is 1 or 5-year averages for Incorporated Places. Totals will not match county-level numbers because some places cross county borders, data is not available for the smallest places, and county-level data is often 1-year estimates.

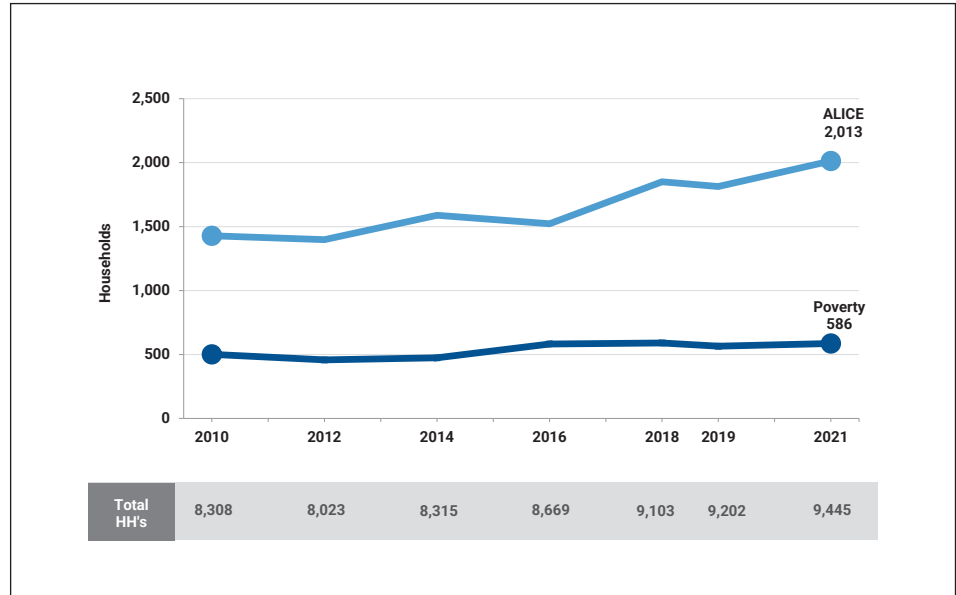
Population: 26,597 • **Number of Households:** 9,445 (3% change from 2019)
Median Household Income: \$101,599 (state average: \$80,963)
Labor Force Participation Rate: 68.4% (state average: 65.2%)
ALICE Households: 21% (state average: 28%) • **Households in Poverty:** 6% (state average: 10%)

Financial Hardship Changes Over Time

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As circumstances change, households may find themselves below or above the ALICE Threshold at different times. While the COVID-19 pandemic brought employment shifts, health struggles, and school/business closures in 2021, it also spurred unprecedented public assistance through pandemic relief measures. In 2019, 2,379 households in King George County were below the ALICE Threshold; in 2021 this number changed to 2,599, (a 9% change).

Households by Income, King George County



Note: See an interactive version of this data at UnitedForALICE.org/Virginia.
 Sources: ALICE Threshold, 2010–2021; American Community Survey, 2010–2021

The Cost of Basics Outpaces Wages

The Household Survival Budget reflects the minimum cost to live and work in the modern economy and includes housing, child care, food, transportation, health care, a smartphone plan, and taxes. It does not include savings for emergencies or future goals like college or retirement. The Household Survival Budget is calculated at the county level and varies by household composition, as costs can vary greatly depending on location and household needs.

In 2021, household costs in King George County were well above the Federal Poverty Level of \$12,880 for a single adult and \$26,500 for a family of four.

To see costs for different household compositions in King George County, visit UnitedForALICE.org/Household-Budgets/Virginia

Household Survival Budget, King George County		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Monthly Costs and Credits		
Housing – Rent	\$569	\$781
Housing – Utilities	\$154	\$292
Child Care	–	\$1,417
Food	\$436	\$1,189
Transportation	\$330	\$807
Health Care	\$230	\$927
Technology	\$75	\$110
Miscellaneous	\$179	\$552
Tax Payments	\$318	\$1,197
Tax Credits	\$0	-\$1,267
Monthly Total	\$2,291	\$6,005
ANNUAL TOTAL	\$27,492	\$72,060
Hourly Wage*	\$13.75	\$36.03

*Wage working full-time required to support this budget
 For ALICE Survival Budget sources, visit UnitedForALICE.org/Methodology

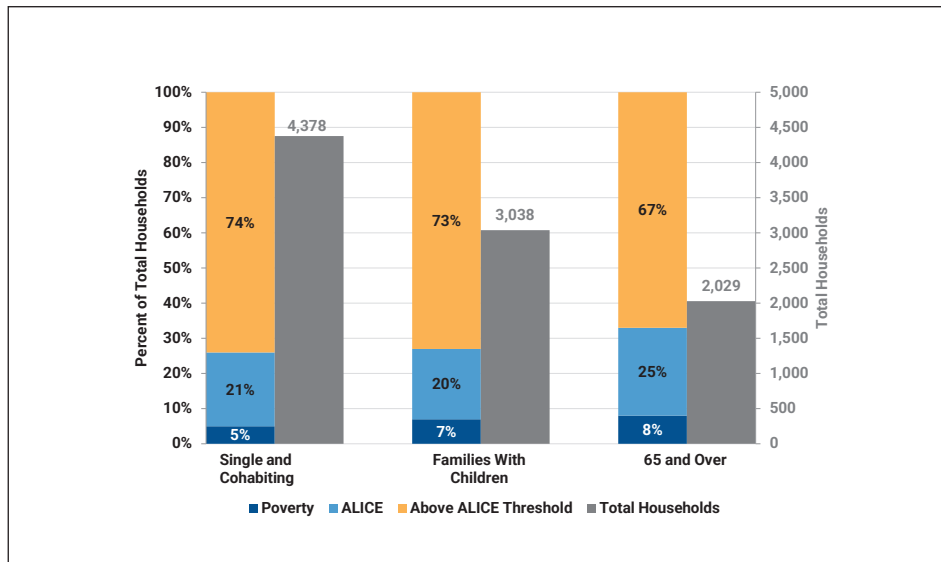
Financial Hardship is Not Evenly Distributed

Groups with the largest number of households below the ALICE Threshold tend to also be the largest demographic groups. However, when looking at the percentage of each group that is below the ALICE Threshold, some groups are more likely to be ALICE than others.

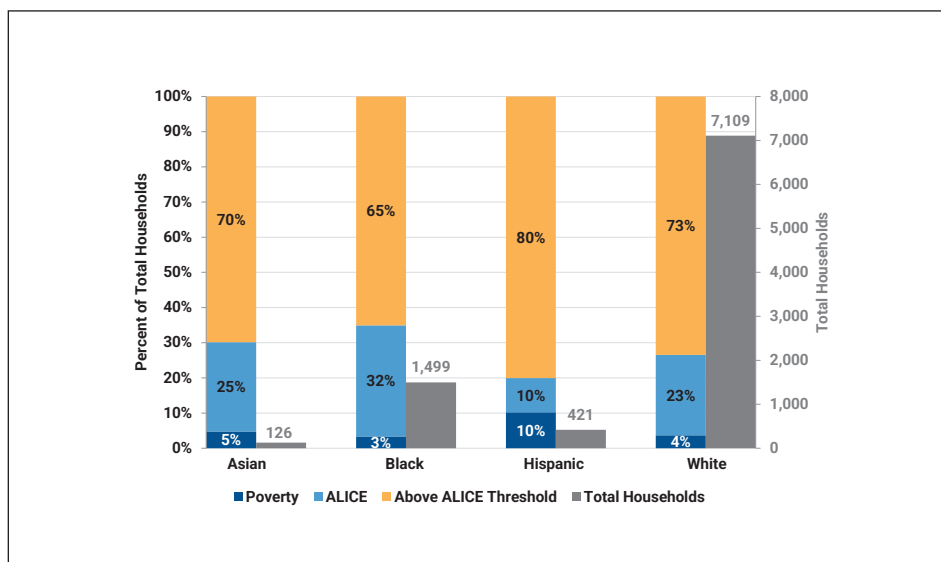
By addressing the disparities in financial hardship by county demographics, community members can move toward more equitable solutions.

Visit UnitedForALICE.org/Virginia to view more national, state, and county data.

Household Financial Status by Household Type, King George County



Household Financial Status by Race/Ethnicity, King George County



Note: All racial categories are for one race alone. Race and ethnicity are overlapping categories; the Asian and Black groups may include Hispanic households. The White group includes only White, non-Hispanic households. The Hispanic group may include households of any race.

Source: ALICE Threshold, 2021; American Community Survey, 2021

King George County		
Town	Total Households	% ALICE & Poverty
Dahlgren CDP	1,278	19%
Dahlgren Center CDP	181	47%
Fairview Beach CDP	105	54%
King George CDP	1,488	36%
Passapatanzy CDP	418	39%

Note: Municipal-level data on this page is 1 or 5-year averages for Incorporated Places. Totals will not match county-level numbers because some places cross county borders, data is not available for the smallest places, and county-level data is often 1-year estimates.

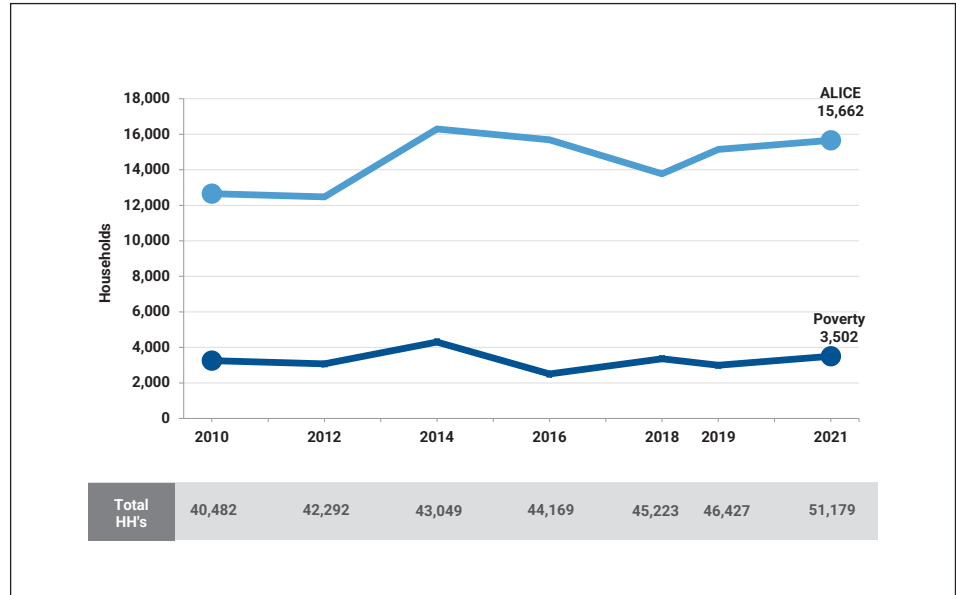
Population: 143,676 • **Number of Households:** 51,179 (10% change from 2019)
Median Household Income: \$101,289 (state average: \$80,963)
Labor Force Participation Rate: 67.5% (state average: 65.2%)
ALICE Households: 31% (state average: 28%) • **Households in Poverty:** 7% (state average: 10%)

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As circumstances change, households may find themselves below or above the ALICE Threshold at different times. While the COVID-19 pandemic brought employment shifts, health struggles, and school/business closures in 2021, it also spurred unprecedented public assistance through pandemic relief measures. In 2019, 18,144 households in Spotsylvania County were below the ALICE Threshold; in 2021 this number changed to 19,164, (a 6% change).

Households by Income, Spotsylvania County



Note: See an interactive version of this data at UnitedForALICE.org/Virginia
 Sources: ALICE Threshold, 2010–2021; American Community Survey, 2010–2021

The Cost of Basics Outpaces Wages

The Household Survival Budget reflects the minimum cost to live and work in the modern economy and includes housing, child care, food, transportation, health care, a smartphone plan, and taxes. It does not include savings for emergencies or future goals like college or retirement. The Household Survival Budget is calculated at the county level and varies by household composition, as costs can vary greatly depending on location and household needs.

In 2021, household costs in Spotsylvania County were well above the Federal Poverty Level of \$12,880 for a single adult and \$26,500 for a family of four.

To see costs for different household compositions in Spotsylvania County, visit UnitedForALICE.org/Household-Budgets/Virginia

Household Survival Budget, Spotsylvania County		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Monthly Costs and Credits		
Housing – Rent	\$1,713	\$1,886
Housing – Utilities	\$154	\$292
Child Care	–	\$1,417
Food	\$447	\$1,219
Transportation	\$330	\$807
Health Care	\$230	\$927
Technology	\$75	\$110
Miscellaneous	\$295	\$666
Tax Payments	\$640	\$1,515
Tax Credits	\$0	-\$1,267
Monthly Total	\$3,884	\$7,572
ANNUAL TOTAL	\$46,608	\$90,864
Hourly Wage*	\$23.30	\$45.43

*Wage working full-time required to support this budget
 For ALICE Survival Budget sources, visit UnitedForALICE.org/Methodology

Financial Hardship is Not Evenly Distributed

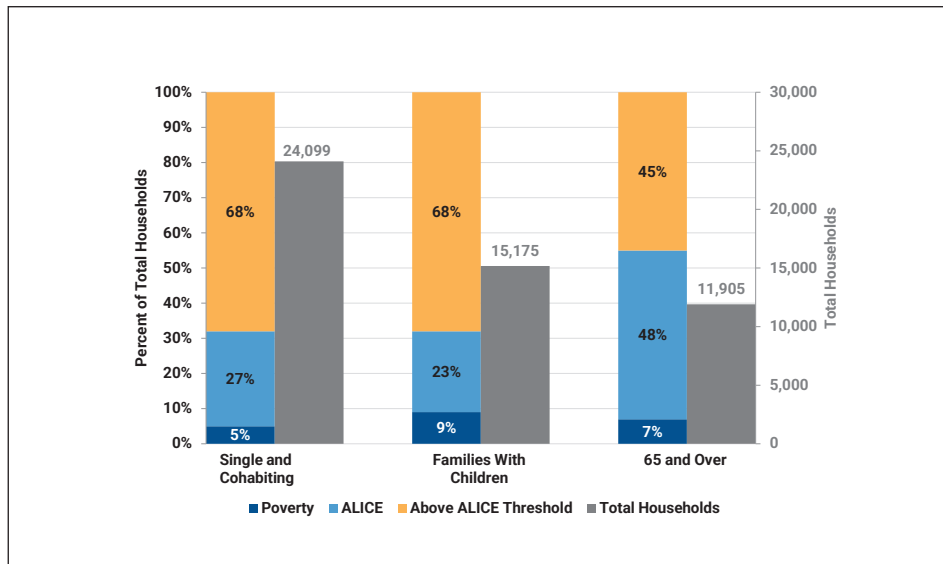
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By addressing the disparities in financial hardship by county demographics, community members can move toward more equitable solutions.

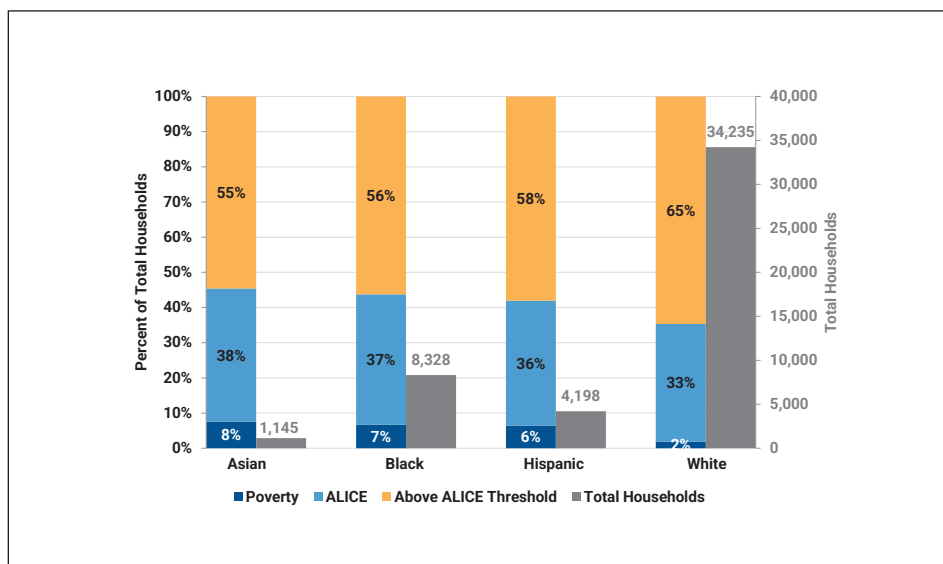
Visit UnitedForALICE.org/Virginia to view more national, state, and county data.

Spotsylvania County		
Town	Total Households	% ALICE & Poverty
Lake Wilderness CDP	954	27%
Spotsylvania Courthouse CDP	1,789	58%

Household Financial Status by Household Type, Spotsylvania County, 2021



Household Financial Status by Race/Ethnicity, Spotsylvania County



Note: All racial categories are for one race alone. Race and ethnicity are overlapping categories; the Asian and Black groups may include Hispanic households. The White group includes only White, non-Hispanic households. The Hispanic group may include households of any race.

Source: ALICE Threshold, 2021; American Community Survey, 2021

Note: Municipal-level data on this page is 1 or 5-year averages for Incorporated Places. Totals will not match county-level numbers because some places cross county borders, data is not available for the smallest places, and county-level data is often 1-year estimates.

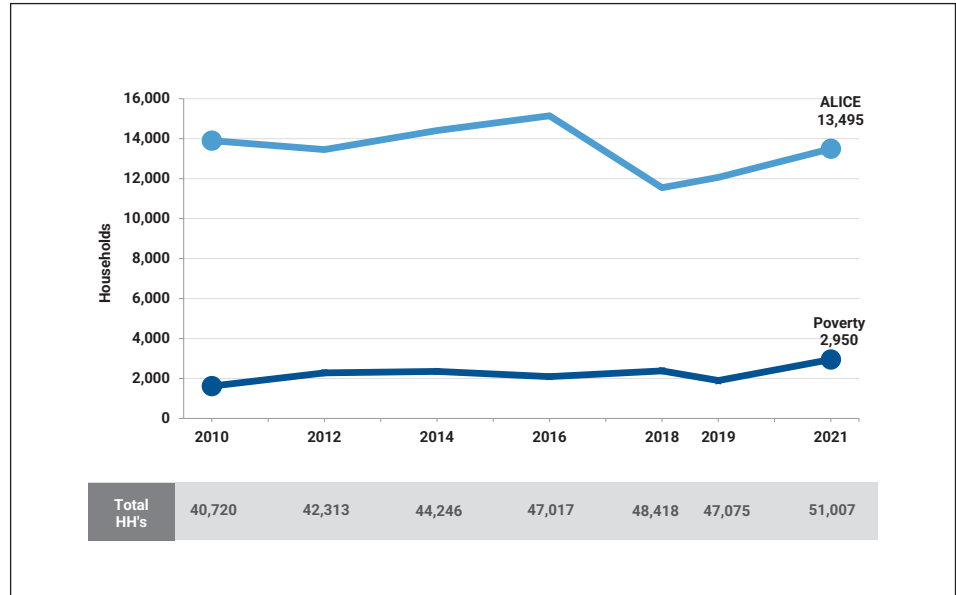
Population: 160,877 • **Number of Households:** 51,007 (8% change from 2019)
Median Household Income: \$117,251 (state average: \$80,963)
Labor Force Participation Rate: 69.5% (state average: 65.2%)
ALICE Households: 26% (state average: 28%) • **Households in Poverty:** 6% (state average: 10%)

Financial Hardship Changes Over Time

ALICE is an acronym for **A**sset Limited, **I**ncome **C**onstrained, **E**mloyed – households that earn more than the Federal Poverty Level, but less than the basic cost of living for the county (the ALICE Threshold). Households below the ALICE Threshold – ALICE households plus those in poverty – can't afford the essentials.

As circumstances change, households may find themselves below or above the ALICE Threshold at different times. While the COVID-19 pandemic brought employment shifts, health struggles, and school/business closures in 2021, it also spurred unprecedented public assistance through pandemic relief measures. In 2019, 13,959 households in Stafford County were below the ALICE Threshold; in 2021 this number changed to 16,445, (a 18% change).

Households by Income, Stafford County



Note: See an interactive version of this data at UnitedForALICE.org/Virginia.
 Sources: ALICE Threshold, 2010–2021; American Community Survey, 2010–2021

The Cost of Basics Outpaces Wages

The Household Survival Budget reflects the minimum cost to live and work in the modern economy and includes housing, child care, food, transportation, health care, a smartphone plan, and taxes. It does not include savings for emergencies or future goals like college or retirement. The Household Survival Budget is calculated at the county level and varies by household composition, as costs can vary greatly depending on location and household needs.

In 2021, household costs in Stafford County were well above the Federal Poverty Level of \$12,880 for a single adult and \$26,500 for a family of four.

To see costs for different household compositions in Stafford County, visit UnitedForALICE.org/Household-Budgets/Virginia

Household Survival Budget, Stafford County		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Monthly Costs and Credits		
Housing – Rent	\$1,800	\$1,988
Housing – Utilities	\$154	\$292
Child Care	–	\$1,562
Food	\$461	\$1,257
Transportation	\$330	\$807
Health Care	\$230	\$927
Technology	\$75	\$110
Miscellaneous	\$305	\$694
Tax Payments	\$669	\$1,594
Tax Credits	\$0	-\$1,267
Monthly Total	\$4,024	\$7,964
ANNUAL TOTAL	\$48,288	\$95,568
Hourly Wage*	\$24.14	\$47.78

*Wage working full-time required to support this budget
 For ALICE Survival Budget sources, visit UnitedForALICE.org/Methodology

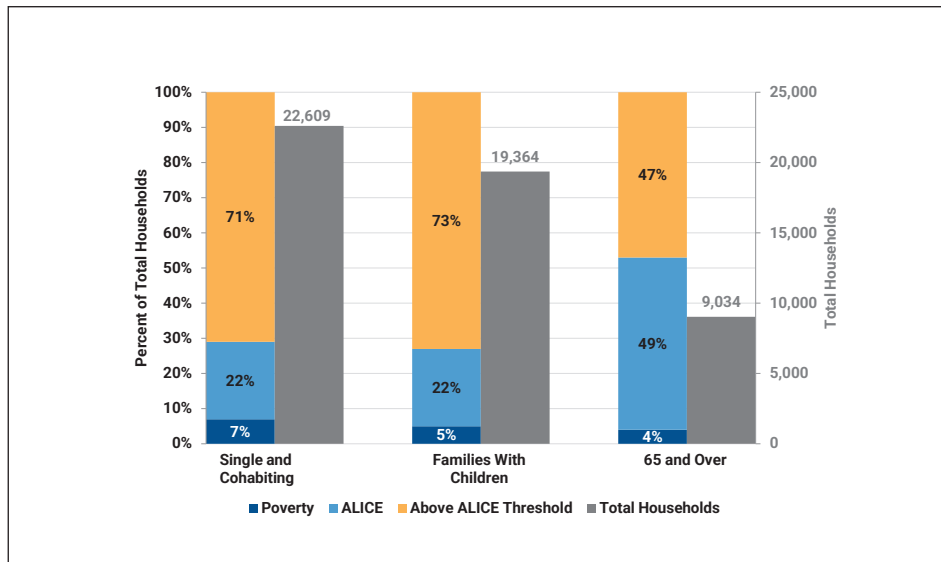
Financial Hardship is Not Evenly Distributed

Groups with the largest number of households below the ALICE Threshold tend to also be the largest demographic groups. However, when looking at the percentage of each group that is below the ALICE Threshold, some groups are more likely to be ALICE than others.

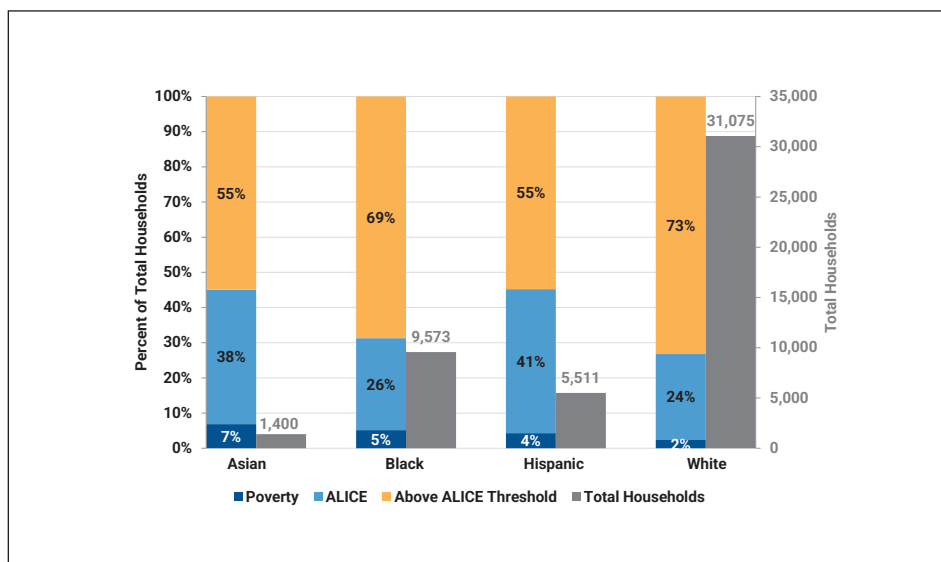
By addressing the disparities in financial hardship by county demographics, community members can move toward more equitable solutions.

Visit UnitedForALICE.org/Virginia to view more national, state, and county data.

Household Financial Status by Household Type, Stafford County



Household Financial Status by Race/Ethnicity, Stafford County



Note: All racial categories are for one race alone. Race and ethnicity are overlapping categories; the Asian and Black groups may include Hispanic households. The White group includes only White, non-Hispanic households. The Hispanic group may include households of any race.

Source: ALICE Threshold, 2021; American Community Survey, 2021

Stafford County		
Town	Total Households	% ALICE & Poverty
Aquia Harbour CDP	2,124	20%
Boswells Corner CDP	474	48%
Falmouth CDP	1,897	36%
Southern Gateway CDP	1,258	54%
Stafford Courthouse CDP	1,394	43%

Note: Municipal-level data on this page is 1 or 5-year averages for Incorporated Places. Totals will not match county-level numbers because some places cross county borders, data is not available for the smallest places, and county-level data is often 1-year estimates.

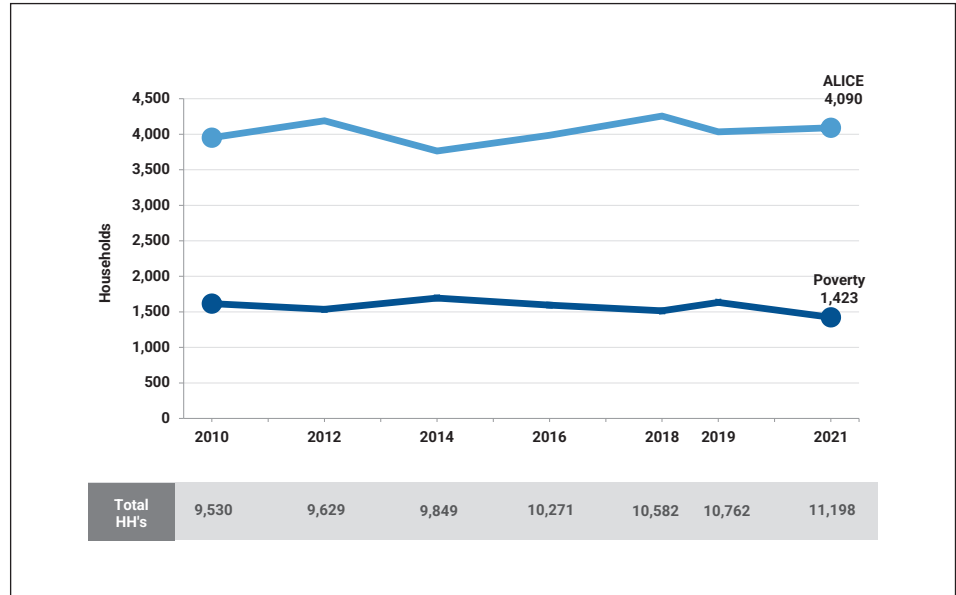
Population: 28,027 • **Number of Households:** 11,198 (4% change from 2019)
Median Household Income: \$72,293 (state average: \$80,963)
Labor Force Participation Rate: 71.1% (state average: 65.2%)
ALICE Households: 37% (state average: 28%) • **Households in Poverty:** 13% (state average: 10%)

Financial Hardship Changes Over Time

ALICE is an acronym for **A**sset **L**imited, **I**ncome **C**onstrained, **E**mloyed – households that earn more than the Federal Poverty Level, but less than the basic cost of living for the county (the ALICE Threshold). Households below the ALICE Threshold – ALICE households plus those in poverty – can't afford the essentials.

As circumstances change, households may find themselves below or above the ALICE Threshold at different times. While the COVID-19 pandemic brought employment shifts, health struggles, and school/business closures in 2021, it also spurred unprecedented public assistance through pandemic relief measures. In 2019, 5,667 households in Fredericksburg city were below the ALICE Threshold; in 2021 this number changed to 5,513, (a -3% change).

Households by Income, Fredericksburg city



Note: See an interactive version of this data at UnitedForALICE.org/Virginia
 Sources: ALICE Threshold, 2010–2021; American Community Survey, 2010–2021

The Cost of Basics Outpaces Wages

The Household Survival Budget reflects the minimum cost to live and work in the modern economy and includes housing, child care, food, transportation, health care, a smartphone plan, and taxes. It does not include savings for emergencies or future goals like college or retirement. The Household Survival Budget is calculated at the county level and varies by household composition, as costs can vary greatly depending on location and household needs.

In 2021, household costs in Fredericksburg city were well above the Federal Poverty Level of \$12,880 for a single adult and \$26,500 for a family of four.

To see costs for different household compositions in Fredericksburg city, visit UnitedForALICE.org/Household-Budgets/Virginia

Household Survival Budget, Fredericksburg city		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Monthly Costs and Credits		
Housing – Rent	\$1,521	\$1,662
Housing – Utilities	\$154	\$292
Child Care	–	\$1,417
Food	\$506	\$1,379
Transportation	\$330	\$807
Health Care	\$230	\$927
Technology	\$75	\$110
Miscellaneous	\$282	\$659
Tax Payments	\$603	\$1,497
Tax Credits	\$0	-\$1,267
Monthly Total	\$3,701	\$7,483
ANNUAL TOTAL	\$44,412	\$89,796
Hourly Wage*	\$22.21	\$44.90

*Wage working full-time required to support this budget
 For ALICE Survival Budget sources, visit UnitedForALICE.org/Methodology

Financial Hardship is Not Evenly Distributed

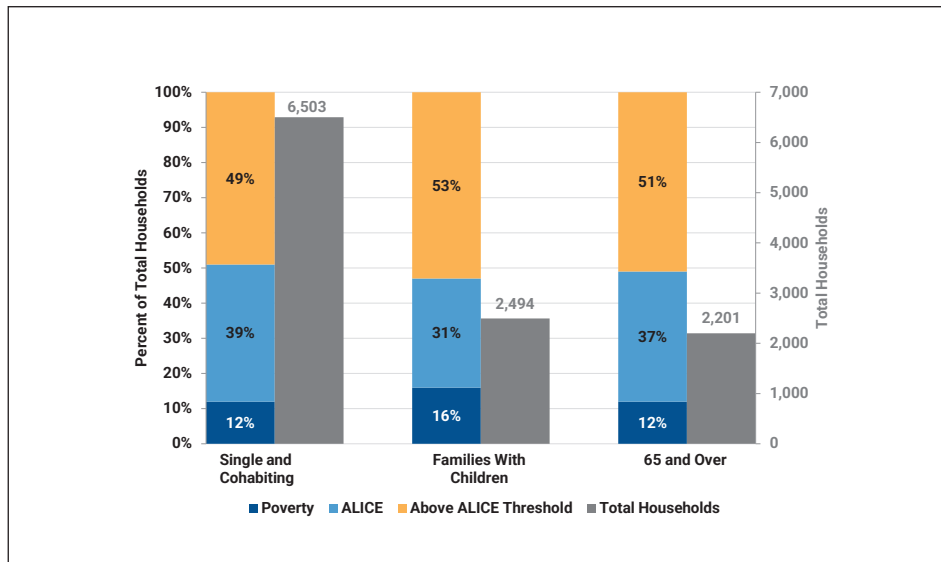
Groups with the largest number of households below the ALICE Threshold tend to also be the largest demographic groups. However, when looking at the percentage of each group that is below the ALICE Threshold, some groups are more likely to be ALICE than others.

By addressing the disparities in financial hardship by county demographics, community members can move toward more equitable solutions.

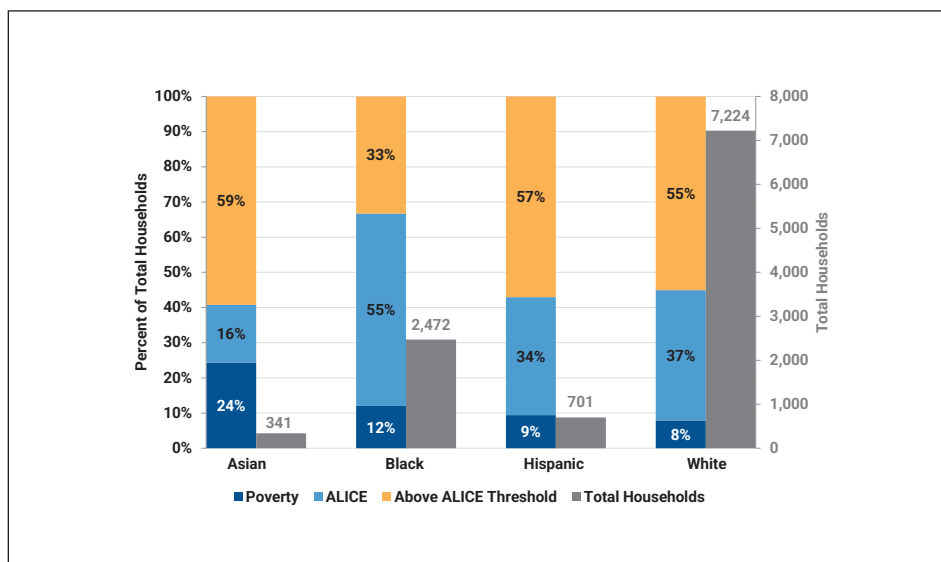
Visit UnitedForALICE.org/Virginia to view more national, state, and county data.

Fredericksburg city		
Town	Total Households	% ALICE & Poverty
Fredericksburg city	11,198	49%

Household Financial Status by Household Type, Fredericksburg city



Household Financial Status by Race/Ethnicity, Fredericksburg city



Note: All racial categories are for one race alone. Race and ethnicity are overlapping categories; the Asian and Black groups may include Hispanic households. The White group includes only White, non-Hispanic households. The Hispanic group may include households of any race.

Source: ALICE Threshold, 2021; American Community Survey, 2021

Note: Municipal-level data on this page is 1 or 5-year averages for Incorporated Places. Totals will not match county-level numbers because some places cross county borders, data is not available for the smallest places, and county-level data is often 1-year estimates.

NEXT STEPS

Capturing the true extent of financial hardship in Virginia is critical for the appropriate allocation of funds for programs in areas such as education, health care, food access, housing, and employment. There is a lot more to be done to change the trajectory for households struggling to make ends meet. How can you help?

Learn more and help to raise awareness of the struggles ALICE households face with:

- The interactive [ALICE in Virginia](#) webpages, to dig deeper into:
 - » [County Reports](#)
 - » [Household budgets](#)
 - » [Maps with data for local geographies](#)
 - » [Demographics](#)
 - » [Labor force data](#)
 - » [ALICE data alongside additional Indicators of Well-Being](#)

Connect with stakeholders:

- [Contact your local United Way](#) for support and volunteer opportunities.
- Connect with members of the state [Research Advisory Committees](#) that support this work.
- Find your state and federal representatives and see ALICE household data by legislative district with our [ALICE Legislative District Tool](#).

Turn the ALICE data into action in your community:

- Use the ALICE metrics to highlight the challenges ALICE households face, to inspire action and generate solutions that promote financial stability.

- Armed with the ALICE data, advocate for policy change, apply for grant funding, allocate funding for programs and services targeted to ALICE households, etc.
- Learn more on our [ALICE in Action](#) webpage about the programs, practices, and policies to improve access to affordable housing, high quality child care and education, healthy food, health care, transportation, workforce training, and more.
- Demonstrate potential financial challenges that ALICE workers face with interactive tools from the Federal Reserve Bank of Atlanta that incorporate the Household Survival Budget. These tools, which include the [Policy Rules Database](#) and the [Career Ladder Identifier and Financial Forecaster](#), map changes in benefits along a career path and identify potential benefits cliffs.

Be an ally and advocate for better data:

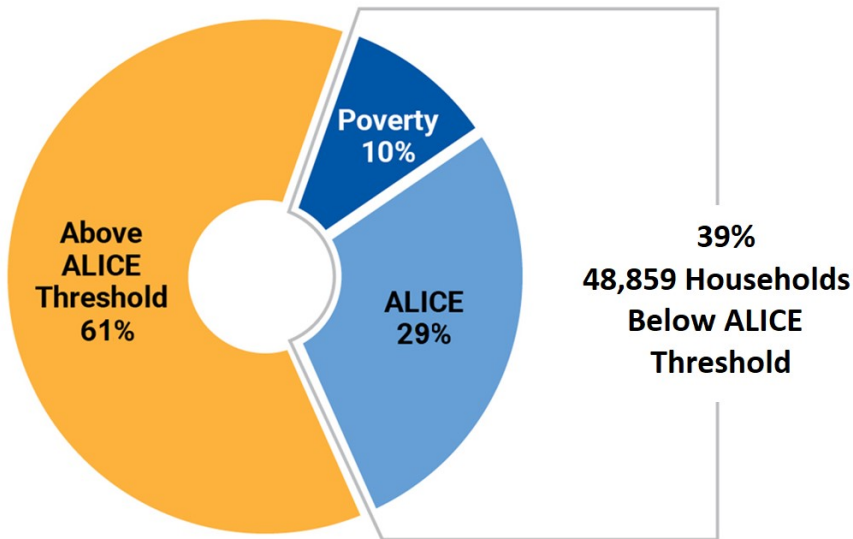
- Advocate for more accurate data collection by the [U.S. Census Bureau](#) for people who have been [historically undercounted](#), including (but not limited to) people with disabilities, people experiencing homelessness, people of color, individuals who identify as LGBTQ+, and people in low-income and hard-to-count geographic areas.
- Support the [implementation](#) of a single combined question for race and ethnicity. Census [research](#) shows this change will yield a more accurate portrait of how the U.S. population self-identifies, especially for people who self-identify as multiracial or multiethnic.

For More Virginia ALICE Report Information, Contact: Sarah Walsh swalsh@rappahannockunitedway.org

Suggested Citation: United For ALICE. (2023). "ALICE in the Crosscurrents: COVID and Financial Hardship in Virginia." UnitedForALICE.org/Virginia

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ALICE[®] WHEN WORKING ISN'T ENOUGH



We all know people who are **ALICE**:

Asset Limited, **I**ncome **C**onstrained, **E**mployed.

Earning more than the Federal Poverty Level, but not enough to cover the basic costs of living in our region.

ALICE workers were celebrated as essential heroes during the COVID-19 pandemic, yet they do not earn enough to support their own families.

ALICE households and households in poverty are forced to make tough choices, such as deciding between quality child care or paying the rent - choices that have long-term consequences not only for them, but for all.

\$84,509 *

COST OF LIVING

- Housing
- Child Care
- Food
- Transportation
- Health Care
- Technology
- Taxes

\$83,200

ALICE BUDGET

2 Adults
Working
Full Time @
\$20 per hr each

A Family of Four Falls Short

2 Adults Working Full Time Jobs, making \$20 per Hour Each, with 2 Children in Child Care, in our Community, Don't Earn Enough to Cover the Basic Costs of Living.



* Average ALICE Threshold for PD16

LEARN MORE WWW.VIRGINIALICE.ORG

Education, AA&S - 624-01

2023-2024 Program Change

General Catalog Information

****Read before you begin****

Select *Program* below, unless proposing a change to an Acalog shared core

(Shared Core includes Science, AA&S)

Type of Proposal* Program
 Shared Core

FILL IN all fields required marked with an * after importing data.

ATTACH supporting documentation.

LAUNCH proposal by clicking Validate and Launch at the top. Once the proposal has been launched, approve the proposal to move the proposal forward in the workflow.

IMPORTANT: If you are modifying any courses within this program, please ensure a Course Change Proposal has also been submitted.

Department*

Effective Year:

Term*

Year*

Program Title* Education, AA&S - 624-01

Program Type*

Degree Type*

Program Description*

Purpose: The Education program is designed to provide the courses in general education for the student who plans to complete a baccalaureate degree program in teacher education at a four-year institution. Students who plan to enter this program should be aware of the opportunities for professional employment in the several specialized areas of teaching and counseling. Students are required to participate in observation and practicum experiences in approved or licensed early childhood/primary/secondary settings. A Criminal Record Clearance/Sex Offender Registry check is required for placement at the student's expense. Students should see the program head for a list of convictions that will prevent employment. Students will be expected to complete a tuberculosis test before placement as well.

Admission Requirements: All students will be required to demonstrate college readiness through transcript review or informed self-placement. Based on this review students may request or be required to enroll in prerequisite or corequisite math and/or English courses.

Follow these steps to propose changes to the program curriculum:

Step 1

To add new courses to the program curriculum.

There are two options for adding courses: "Add Course" and "Import Course."

For courses already in the catalog, click on "Import Course" and find the courses needed.

For new classes going through a Curriculog Approval Process click on "Add Course"-- a box will open asking you for the Prefix, Course Number, and Course Title.

Step 2

Click on "View Curriculum Schema". Select the core where the new course(s) should be added. Next, click on "Add Courses" to access the list of courses from step 1. Then select the courses you wish to add.

For **removing courses** click on the Delete and proceed.

Education Curriculum Degree Requirements:

Student Development (1 cr.)

SDV 100 College Success Skills
[Right] or any approved SDV course

English (6 cr.)

ENG 111 College Composition I
ENG 112 College Composition II

Mathematics (6 cr.)

Please consult your advisor to choose your Math sequence

MTH 154 Quantitative Reasoning
[Right] and **MTH 155: Statistical Reasoning** or

[Left] **MTH 154: Quantitative Reasoning** and

MTH 245 Statistics I
[Right] or

MTH 161 Precalculus I
[Right] and **MTH 261: Applied Calculus I** or

MTH 167 Precalculus with Trigonometry
[Right] and **MTH 263: Calculus I**

History (6 cr.)

Any two HIS courses

Humanities (6 cr.)

Any two courses from ART, ENG (Literature), HUM, MUS, PHI, REL, or Foreign Language (Recommend Approved Passport Course)

Social Sciences (6 cr.)

Any two courses from ECO, GEO, HIS, PLS, PSY, or SOC

Lab Sciences (8 cr.)

Any two Lab Sciences or one, two-semester sequence from any BIO, CHM, CSC, GOL, GIS, ENV, or PHY. Example: BIO 101 and CHM 111, or BIO 101 and BIO 102.

Education (12 cr.)

EDU 200 Introduction to Teaching as a Profession

PSY 230 Developmental Psychology

[Right] or EDU 207: Human Growth and Development³

ITE 152 and/or Transfer Electives (6 cr.)

ITE 1521 and/or any approved course(s) from the transfer elective list².

Total Minimum Credits: 60

(Note: BIO 141 and BIO 142 do not meet this requirement)

1 Students graduating from this program must demonstrate proficiency in specific computer competencies necessary for academic success, transfer, and employment. Individual programs may specify how computer competency is attained as part of the program. If not specified otherwise, computer competency is demonstrated by passing ITE 152 (transfer elective) or an equivalent competency test. Students are encouraged not to wait until the final semester to complete this requirement.

2 Transfer elective credits must be selected from the Approved Transfer Electives List. See a counselor, a faculty advisor, or <http://www.germannna.edu/counselingcenter/transfer-electives.asp>.

3 Students are encouraged to meet with their academic advisor when selecting between PSY 230 and EDU 207

Students graduating from this program may be called upon to participate in a general education outcomes assessment during their last semester.

Suggested Scheduling:

First Year

First Five

SDV 100 College Success Skills
[Right] or any approved SDV

ENG 111 College Composition I
[After] MTH (I)

[After] HIS (I)

[After] Lab Science (I)

Total Credits: 14

Second Semester

[Before] Lab Science (II)

ENG 112 College Composition II
[After] MTH (II)

[After] HIS (II)

PSY 230 Developmental Psychology
[Right] or **EDU207: Human Growth and Development**

Total Credits: 16

Second Year

Third Semester

ENG (Literature)

Humanities Elective (I)

Social Science Elective (I)

Transfer Elective(s)

Transfer Elective(s)

Total Credits: 15

Fourth Semester

EDU 200 Introduction to Teaching as a Profession

[After] Transfer Elective(s)

[After] Humanities Elective (II)

[After] Social Science Elective (I)

[After] Social Science Elective (II)

Total Credits: 15

Communications

CST 100 Introduction to Public Speaking

New Core

Provide the rationale for proposing this program change.*

Due to revisions through Transfer VA changes were made to the core education curriculum with the goal to accelerate and streamline the pathway to the teaching profession and meet VDOE requirements and better reflect the needs of programs, universities and employers. Revisions to the core education program include:

1. English - the literature requirement was removed and credits reduced from (9 credits to 6).
2. Social Science credits were reduced from (9 credits to 6).
3. Electives (ITE 152) requirement was removed credits reduced from (9 to 6).

Impact of Proposed Change On (Please describe if there is an impact)

Curriculum: Due to revisions through Transfer VA changes were made to the core education curriculum with the goal to accelerate and streamline the pathway to the teaching profession and meet VDOE requirements and better reflect the needs of programs, universities and employers. Curriculum changes include:

1. Reduction of humanities (-3) credits, social science (-3) credits and electives (-3) credits
2. Addition of (3) credits in communications and (6) credits in education.

Instructional Load: None

Scheduling: None

Transferability: Due revision made through Transfer VA with the goal to accelerate and streamline the pathway to the teaching profession and meet VDOE requirements and better reflect the needs of programs, universities and employers the core education program was revised to improve transferability.

Accreditation Impact: None












ADMINISTRATORS ONLY

Acalog Owner

Program OID 729

Status Active-Visible Inactive-Hidden

Steps for Education, AA&S - 624-01

Originator	<i>Status: Approved</i>
Participants  Teresa Conour 2/6/2023 10:49 AM	
▼	
Faculty Group	<i>Status: Approved</i>
Participants  Kevin Handley 2/10/2023 11:06 AM  Kelley Lloyd 2/6/2023 11:53 AM  Craig Willits 2/13/2023 8:17 AM  Novel Yi 2/12/2023 5:57 PM	
▼	
Department Chair	<i>Status: Approved</i>
Participants  Teresa Conour 2/13/2023 8:28 AM	
▼	
Dean	<i>Status: Approved</i>
Participants  John Stroffolino 2/13/2023 2:29 PM	
▼	
Dean	<i>Status: Approved</i>
Participants  Eric Earnhardt 2/13/2023 6:46 PM  Patricia Lisk 2/14/2023 10:37 PM  Cheri Maea 2/14/2023 9:27 AM  John Stroffolino 2/14/2023 1:28 PM	
▼	
Curriculum Committee	<i>Status: Approved</i>

Participants

▲ **Curriculum Committee**
February 2023

✔️ Tracy Affeldt * 2/22/2023 9:55 AM

✔️ Craig Willits * 2/18/2023 7:20 AM

VP of Academic Affairs & Workforce Development Status: *Approved*

Participants

✔️ Shashuna Gray 3/8/2023 5:15 PM

Accreditation Status: *Approved*

Participants

✔️ John Davis 3/14/2023 1:45 PM

College Board Status: *Working*

Participants

Lorraine Pendleton

System Admin Status: *Incomplete*

Participants

Tracy Affeldt
Cheri Maea

Attachments for Education, AA&S - 624-01

This proposal does not have any attachments.

Comments for Education, AA&S - 624-01

Curriculog	3/14/2023 1:45 pm Reply
John Davis has approved this proposal on Accreditation.	
Curriculog	3/8/2023 5:15 pm Reply
Shashuna Gray has approved this proposal on VP of Academic Affairs & Workforce Development.	
Curriculog	2/22/2023 9:55 am Reply
Tracy Affeldt has approved this proposal on Curriculum Committee.	
Curriculog	2/20/2023 9:24 am Reply
Diana Merkel has approved this proposal on Curriculum Committee.	
Curriculog	2/18/2023 9:33 am Reply
Sarah Somerville has approved this proposal on Curriculum Committee.	
Curriculog	2/18/2023 7:20 am Reply
Craig Willits has approved this proposal on Curriculum Committee.	
Curriculog	2/17/2023 9:38 am Reply
Preston Simms has approved this proposal on Curriculum Committee.	
Curriculog	2/17/2023 9:37 am Reply
Kevin Handley has approved this proposal on Curriculum Committee.	
Curriculog	2/17/2023 9:37 am Reply
Ann McGowan has approved this proposal on Curriculum Committee.	
Curriculog	2/17/2023 9:33 am Reply
Shawn Shields has approved this proposal on Curriculum Committee.	
Curriculog	2/17/2023 9:26 am Reply

Denise Talley has approved this proposal on Curriculum Committee.

Curriculog 2/17/2023 9:26 am [Reply](#)

Denise Talley has approved this proposal on Curriculum Committee.

Curriculog 2/17/2023 9:24 am [Reply](#)

Tamara Remhof has approved this proposal on Curriculum Committee.

Curriculog 2/17/2023 9:24 am [Reply](#)

Denise Talley has approved this proposal on Curriculum Committee.

Curriculog 2/14/2023 10:37 pm [Reply](#)

Patricia Lisk has approved this proposal on Dean.

Curriculog 2/14/2023 1:28 pm [Reply](#)

John Stroffolino has approved this proposal on Dean.

Curriculog 2/14/2023 1:28 pm [Reply](#)

John Stroffolino has approved this proposal on Dean.

Curriculog 2/14/2023 9:27 am [Reply](#)

Cheri Maea has approved this proposal on Dean.

Curriculog 2/13/2023 6:46 pm [Reply](#)

Eric Earnhardt has approved this proposal on Dean.

Curriculog 2/13/2023 2:29 pm [Reply](#)

John Stroffolino has approved this proposal on Dean.

Curriculog 2/13/2023 8:28 am [Reply](#)

Teresa Conour has approved this proposal on Department Chair.

Curriculog 2/13/2023 8:17 am [Reply](#)

Craig Willits has approved this proposal on Faculty Group.

Curriculog 2/12/2023 5:57 pm [Reply](#)

Novel Yi has approved this proposal on Faculty Group.

Curriculog	2/10/2023 11:06 am Reply
Kevin Handley has approved this proposal on Faculty Group.	
Curriculog	2/8/2023 6:53 pm Reply
Novel Yi has approved this proposal on Faculty Group.	
Curriculog	2/6/2023 3:52 pm Reply
Novel Yi has approved this proposal on Faculty Group.	
Curriculog	2/6/2023 11:53 am Reply
Kelley Lloyd has approved this proposal on Faculty Group.	
Curriculog	2/6/2023 10:49 am Reply
Teresa Conour has approved this proposal on Originator.	
Curriculog	2/6/2023 10:34 am Reply
Teresa Conour has launched this proposal.	
Curriculog	2/4/2023 7:30 pm Reply
<p>Teresa Conour imported from the map 2022-2023 Undergraduate Catalog and Student Handbook (Addendum 12/19/2022) into the following proposal fields:</p> <p>1. General Catalog Information:</p> <ul style="list-style-type: none"> Program Title Program Type Degree Type Program Description Prospective Curriculum Program OID Status 	

Signatures for Education, AA&S - 624-01

There are no signatures required on this proposal.

Crosslistings for Education, AA&S - 624-01

Education, AA&S - 624-01 (parent proposal)

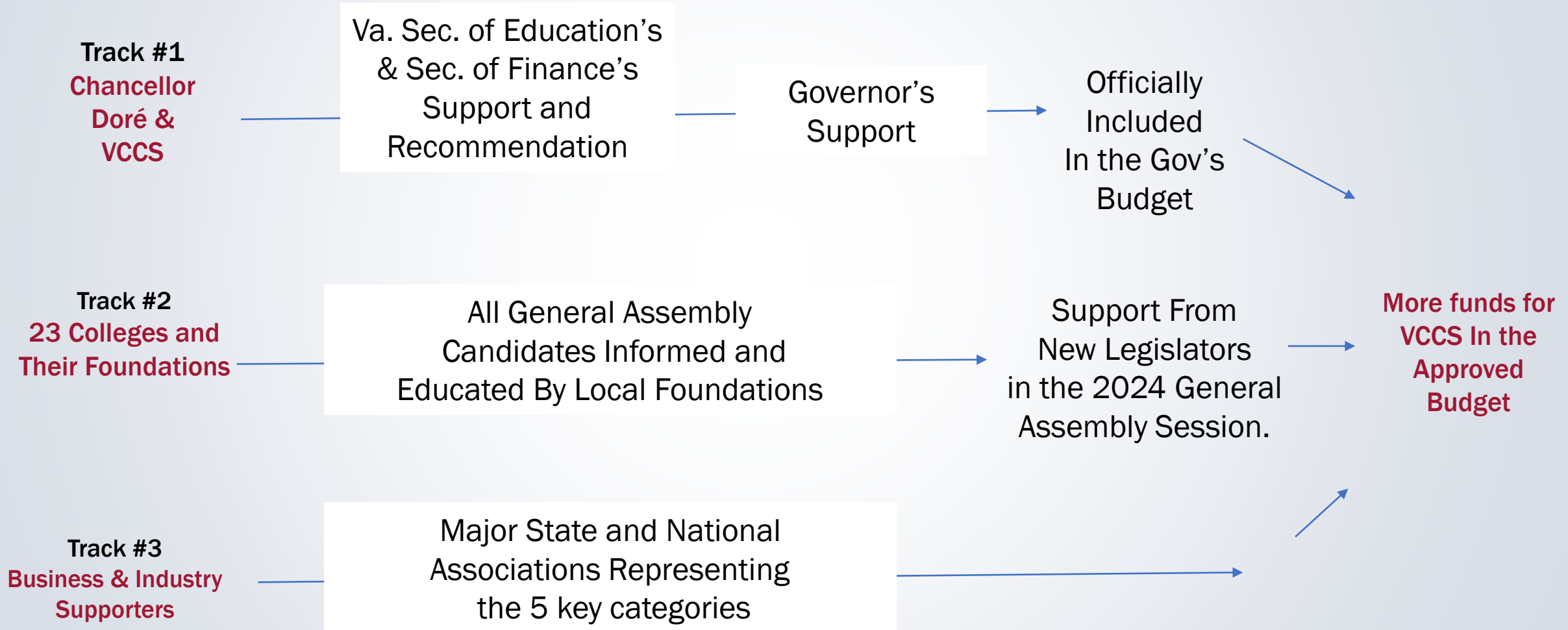
This proposal does not have any active crosslisted proposals.

Decision Summary for Education, AA&S - 624-01

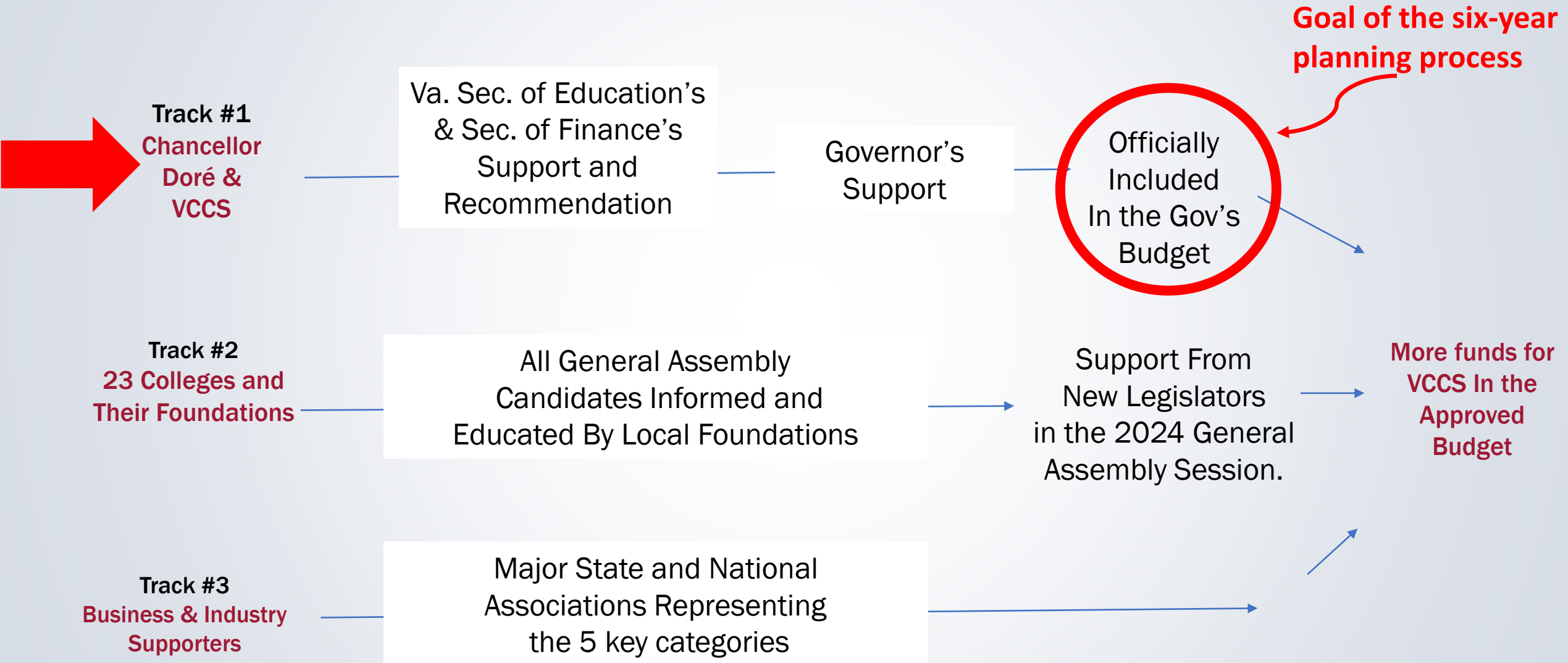
College Board	Status: <i>Working</i>
Step Summary This step requires 100% approval from all participants to move forward.	
Participants	Totals
Lorraine Pendleton	Users Approved: 0 Users Rejected: 0

Preparing the VCCS Six-Year Plan: Debriefing for Presidents

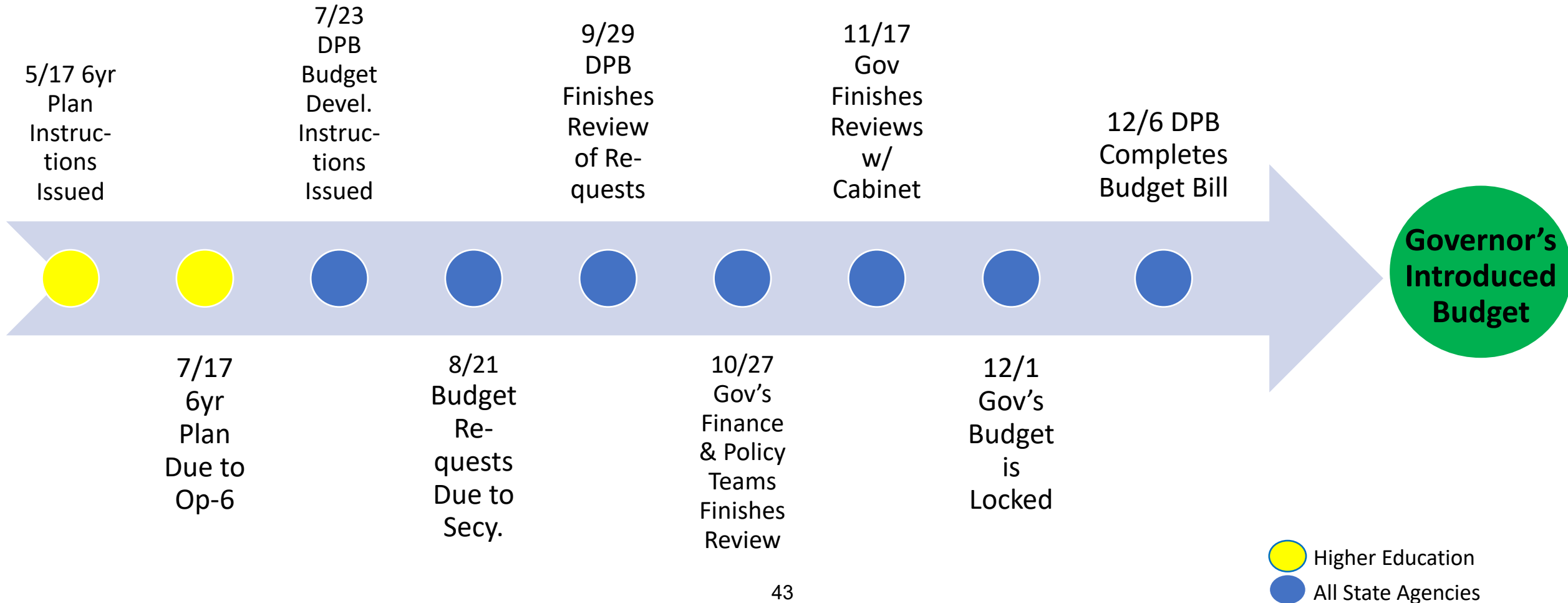
Three Tracks - What It Will Take To Be In The Approved Budget



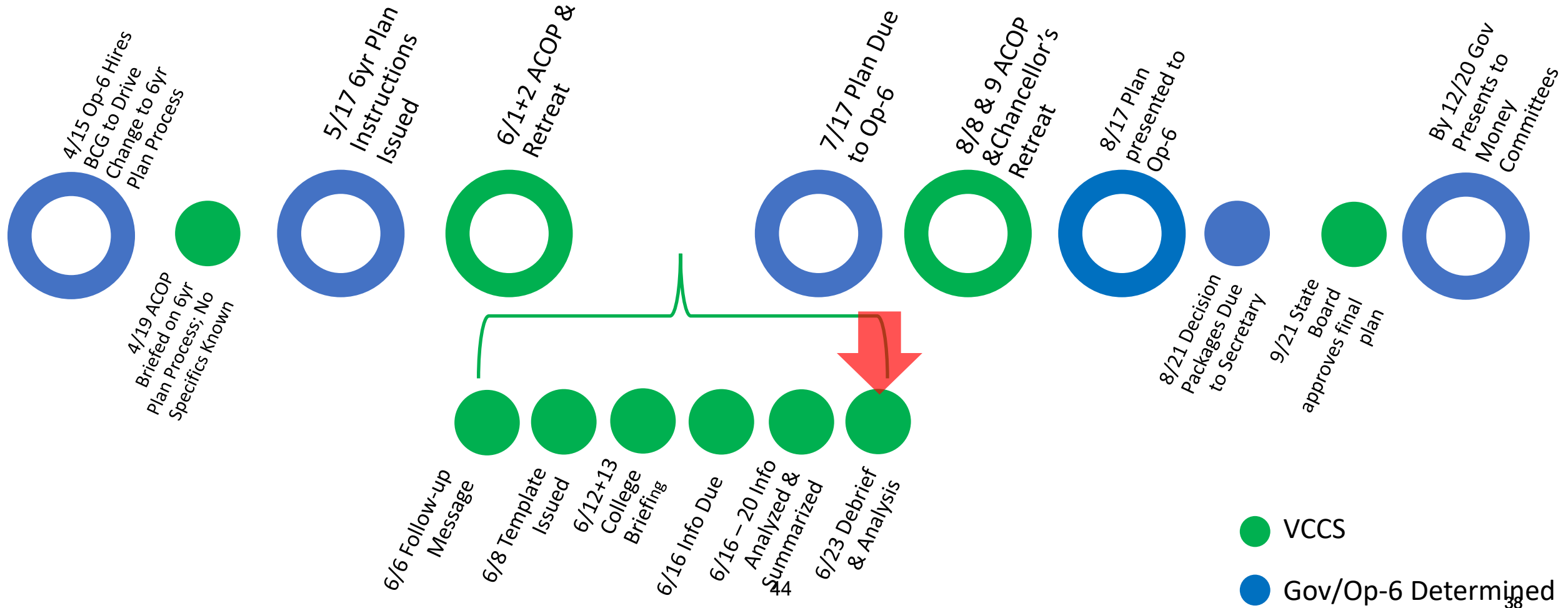
Three Tracks - What It Will Take To Be In The Approved Budget



Governor's Timeline for Developing Budget



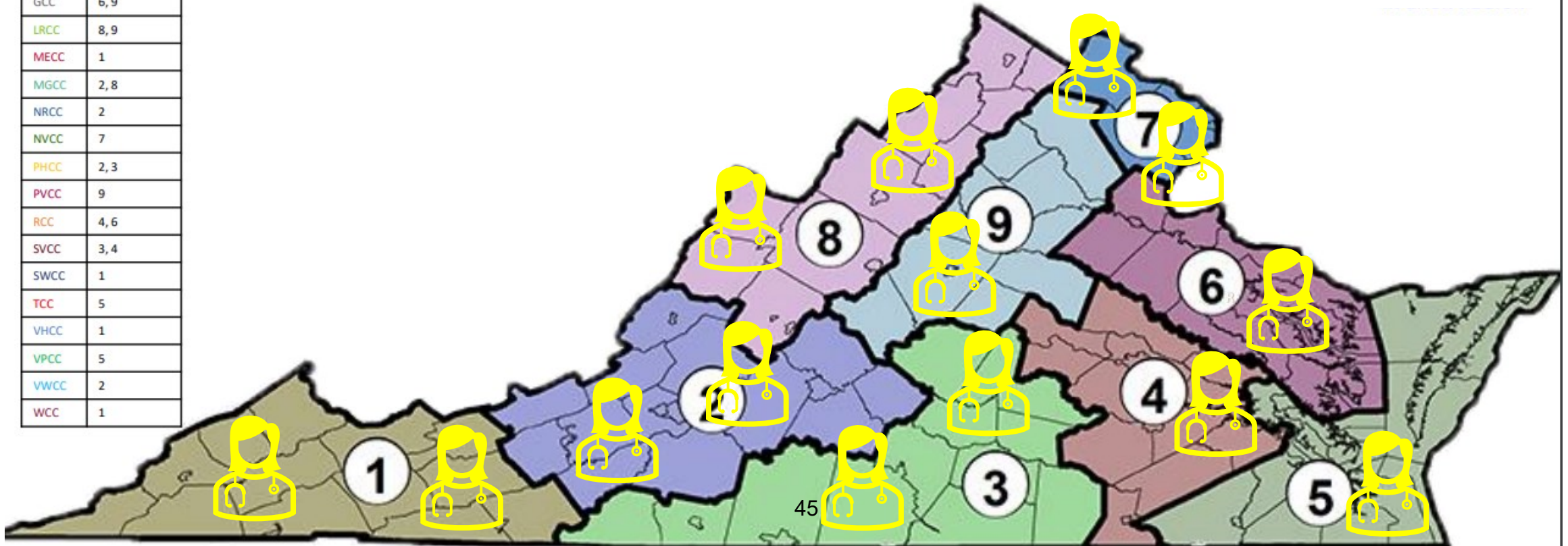
VCCS Timeline to Address Governor's Budget Development Process



Healthcare Initiatives

College	Region(s)
BRCC	8
CCC	5
CCWA	4
CVCC	2
DCC	3
ESCC	5
GCC	6,9
LRCC	8,9
MECC	1
MGCC	2,8
NRCC	2
NVCC	7
PHCC	2,3
PVCC	9
RCC	4,6
SVCC	3,4
SWCC	1
TCC	5
VHCC	1
VPCC	5
VWCC	2
WCC	1

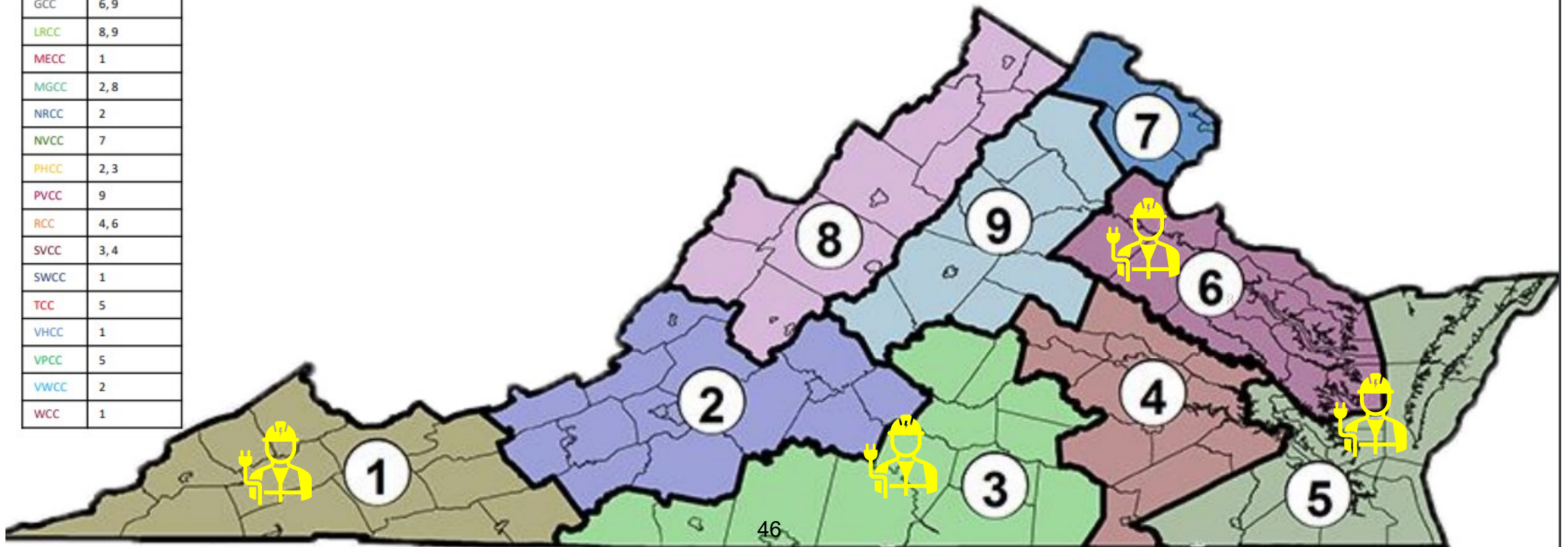
Virginia Community Colleges Locations and Service Regions



Skilled Trades Initiatives

College	Region(s)
BRCC	8
CCC	5
CCWA	4
CVCC	2
DCC	3
ESCC	5
GCC	6,9
LRCC	8,9
MECC	1
MGCC	2,8
NRCC	2
NVCC	7
PHCC	2,3
PVCC	9
RCC	4,6
SVCC	3,4
SWCC	1
TCC	5
VHCC	1
VPCC	5
VWCC	2
WCC	1

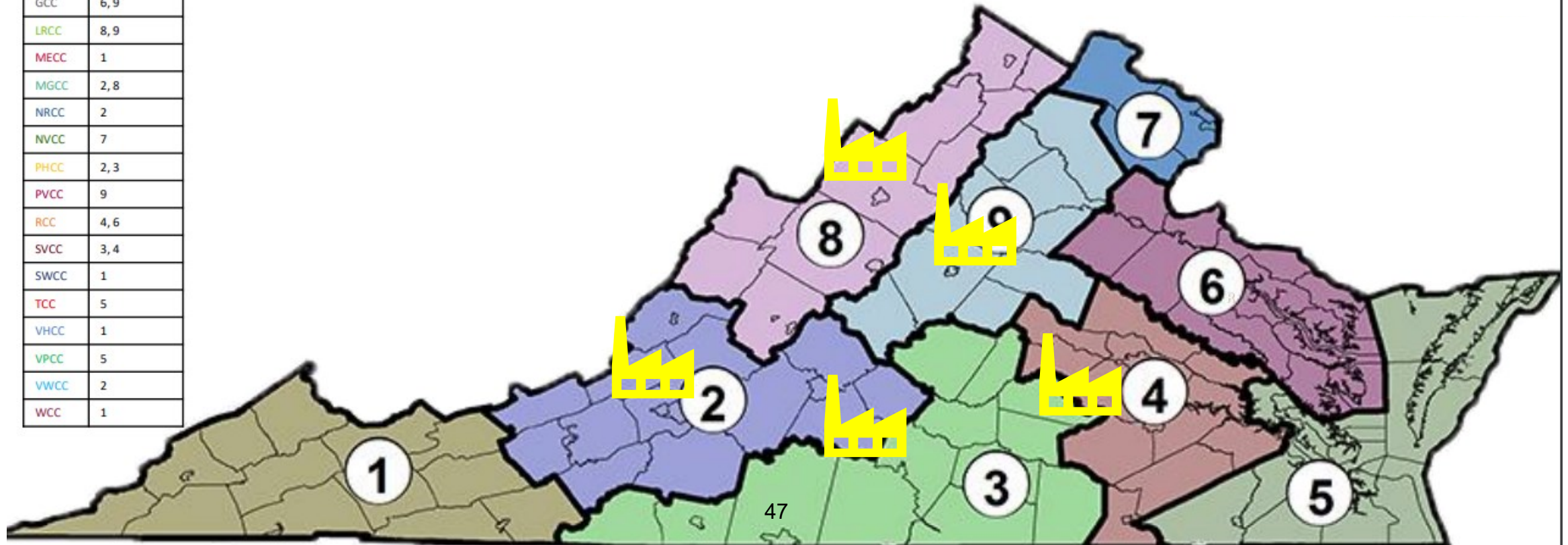
Virginia Community Colleges Locations and Service Regions



Advanced Manufacturing Initiatives

College	Region(s)
BRCC	8
CCC	5
CCWA	4
CVCC	2
DCC	3
ESCC	5
GCC	6,9
LRCC	8,9
MECC	1
MGCC	2,8
NRCC	2
NVCC	7
PHCC	2,3
PVCC	9
RCC	4,6
SVCC	3,4
SWCC	1
TCC	5
VHCC	1
VPCC	5
VWCC	2
WCC	1

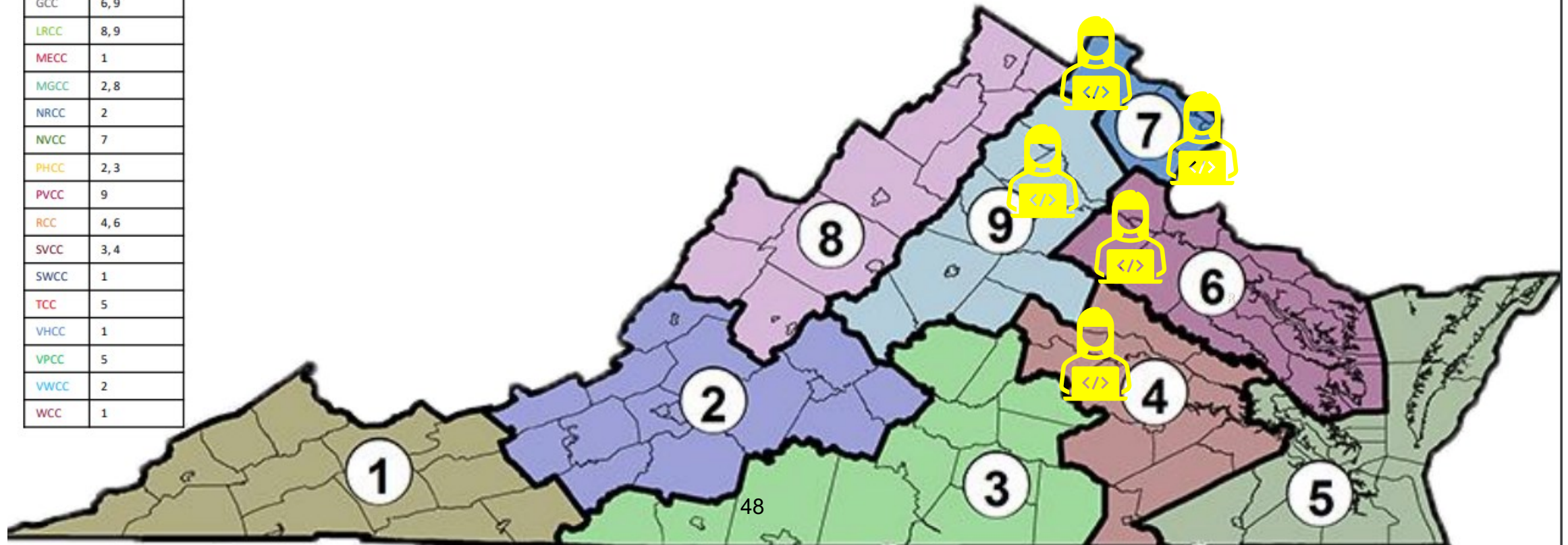
Virginia Community Colleges Locations and Service Regions



Information Technology Initiatives

College	Region(s)
BRCC	8
CCC	5
CCWA	4
CVCC	2
DCC	3
ESCC	5
GCC	6, 9
LRCC	8, 9
MECC	1
MGCC	2, 8
NRCC	2
NVCC	7
PHCC	2, 3
PVCC	9
RCC	4, 6
SVCC	3, 4
SWCC	1
TCC	5
VHCC	1
VPCC	5
VWCC	2
WCC	1

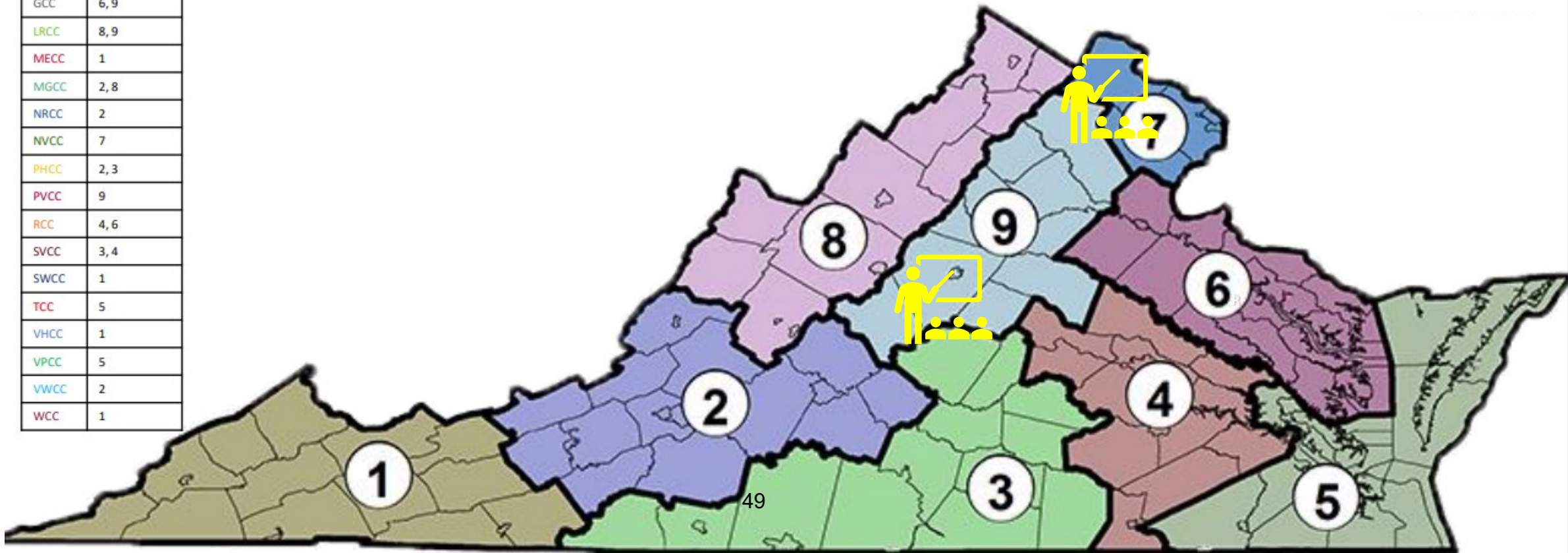
Virginia Community Colleges Locations and Service Regions



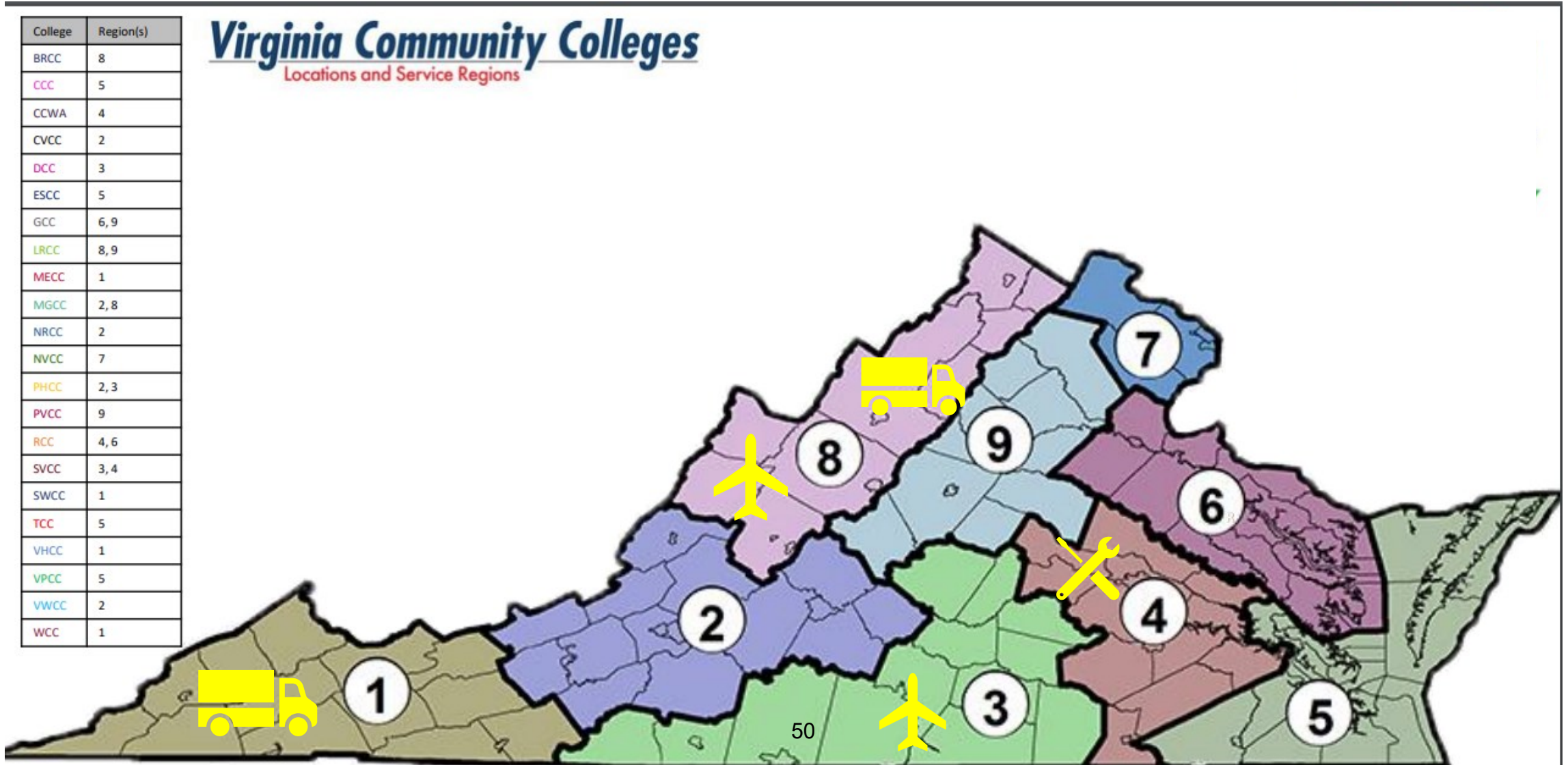
Education Initiatives

College	Region(s)
BRCC	8
CCC	5
CCWA	4
CVCC	2
DCC	3
ESCC	5
GCC	6, 9
LRCC	8, 9
MECC	1
MGCC	2, 8
NRCC	2
NVCC	7
PHCC	2, 3
PVCC	9
RCC	4, 6
SVCC	3, 4
SWCC	1
TCC	5
VHCC	1
VPCC	5
VWCC	2
WCC	1

Virginia Community Colleges Locations and Service Regions



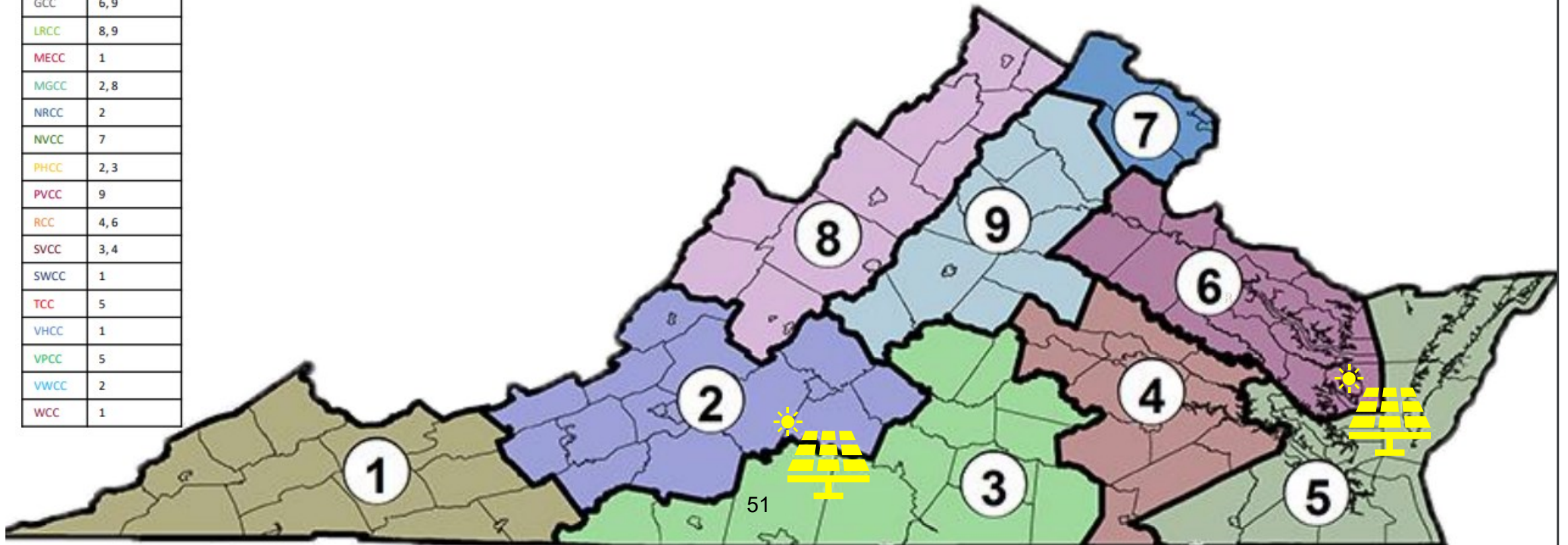
Transportation Initiatives



Energy Initiatives

College	Region(s)
BRCC	8
CCC	5
CCWA	4
CVCC	2
DCC	3
ESCC	5
GCC	6, 9
LRCC	8, 9
MECC	1
MGCC	2, 8
NRCC	2
NVCC	7
PHCC	2, 3
PVCC	9
RCC	4, 6
SVCC	3, 4
SWCC	1
TCC	5
VHCC	1
VPCC	5
VWCC	2
WCC	1

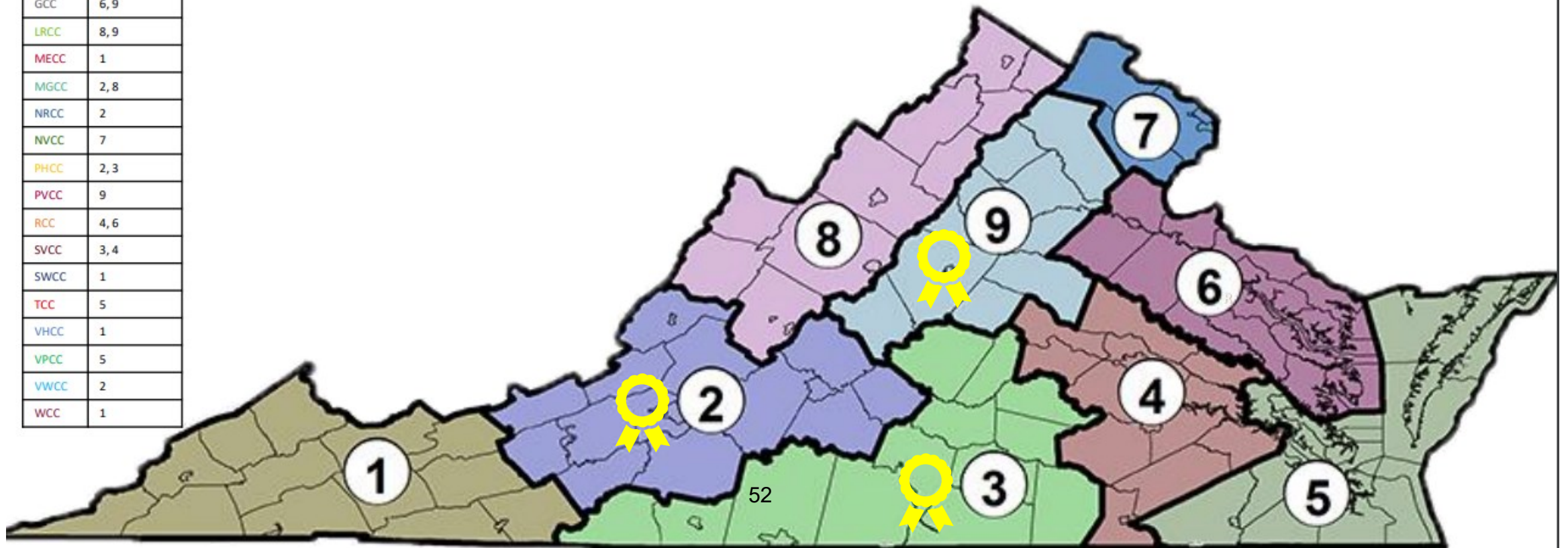
Virginia Community Colleges Locations and Service Regions



Centers of Excellence Initiatives

College	Region(s)
BRCC	8
CCC	5
CCWA	4
CVCC	2
DCC	3
ESCC	5
GCC	6,9
LRCC	8,9
MECC	1
MGCC	2,8
NRCC	2
NVCC	7
PHCC	2,3
PVCC	9
RCC	4,6
SVCC	3,4
SWCC	1
TCC	5
VHCC	1
VPCC	5
VWCC	2
WCC	1

Virginia Community Colleges Locations and Service Regions



Reflections on Regional Initiatives

Projected Output

- **35,662** new credentialers employed by 2030 at a cost of \$291M for first biennium and ongoing costs of \$56.1M/year for a total cost of \$515.4M

Investment and ROI

- Regional initiatives range in cost from \$1,710 to more than \$190,000 per credentialer employed by 2030
- Regional initiatives display a range in *cost to annual wage* of 0.29 to 24.8
- Across all initiatives and regions, the average cost per credentialer employed by 2030 is \$14,452 (= \$515.4M/35,662 new credentialer employed)

Breakout in spending of \$291M

- FastForward - \$9M
- Credit - \$48M
- Combined Credit and FastForward - \$233M (blurring the lines)

Next Steps

- Need presidents' reflection on two big buckets for legislative ask:
 - **Transforming VCCS to regionally scale programs in high demand sectors through meaningful credentials leading to good jobs**
 - Capacity building captured in the information supplied by regions
 - FastForward – increase funding
 - Marketing – Gov previously supported; still in play in this budget
 - Career Navigators – Gov previously supported; still in play in this budget
 - **Providing every high school student with the opportunity to graduate with a meaningful postsecondary credential (Associate or Workforce Credential)**
 - Co-led with Sec. of Education and Superintendent of Public Instruction
 - Tuition for Concurrent Enrollment

>>Underlying both buckets is a need to increase operational funding to continue to expand on successful outcomes achieved in recent years

Next Steps

- Validate that data supplied is representative of NEW graduates/credentialers
- Review proposals from other regions
- Review ROI, as documented in the summary available on Google drive
- Schedule a separate meeting to follow-up on track 2 and track 3 identified in retreat
 - Establish industries to be championed with presidents who participate/lead each
 - Develop schedule for executing tracks 2 and 3

Appendix

Sources

- 300,000 open jobs in Virginia today, of which 94,369 are middle skill (source: SIR analyzing JobsEQ)
- Workforce participation rate: <https://fred.stlouisfed.org/release/tables?eid=784070&rid=446>
- Domestic net migration to Virginia: <https://www.nar.realtor/blogs/economists-outlook/where-people-moved-in-2022>; <https://cardinalnews.org/2023/05/08/for-ninth-straight-year-more-people-move-out-of-virginia-than-move-in/>

Germanna Educational Foundation Update

September 7, 2023

- May Golf Tournament raised **\$30,000**.
- July Gala honoring Dr. Patti Lisk was a great hit! Dr. Lisk was greatly surprised at having BOTH the LGC and Center Street Virtual Hospitals named for her.

Raised **\$400,000**

\$200,000 raised went to Germanna Cares at Dr. Lisk's request.

\$200,000 raised for Virtual Hospital equipment.

Next up:

- **October 5, 2023, Give Day! New on-line platform, easier to use, need your social media assistance, and we'll gladly accept some coin as well...**
- Real Estate Foundation Annual Meeting 11/13/2023
4:00pm Zoom
- Educational Foundation Annual Meeting 11/14/2023 4:30 pm and Thank You Dinner 6:00 pm. In-person Stevenson Ridge, Spotsylvania. Be there or be square!



Updates & Accomplishments FY 2022-2023

RECRUITMENT & ON-BOARDING

- For FY 2022–2023, 176 jobs have been posted yielding 259 filled positions (multiple adjuncts hired for same job).
- Provided support for search and hiring of inaugural AVP of Health Sciences Division. Partnered with search firm Storbeck Search – Diversified Search.
- Onboarding Buddy program
 - Matched 55 new classified, wage and A&P employees with buddies to help retain and provide guidance the first 90 days
 - Currently have a pool of 42 buddies

EMPLOYEE TUITION ASSISTANCE

- For FY 2022–2023, \$203,269 for 76 awards was distributed to 46 faculty/staff in educational aid for the pursuit of bachelor/graduate degrees.
- A total of 157 credit hours have been awarded to 27 faculty and staff for continuous learning for classes offered by Germanna.

SEARCH ADVOCATES

- Currently there are 67 active search advocates with 10 newly trained during this fiscal year.
- The search advocates have served on 65 new hire search committees this fiscal year.

PROFESSIONAL DEVELOPMENT

- Verified 365 faculty/staff completed new professional development requirements
 - Sharepoint tracking system was used to document professional development activities
 - \$500 incentive bonus disbursed for completion of hours
- A total of 36 webinars have been offered to faculty/staff
 - Topics include leadership, technical skills, diversity and inclusion, and personal enrichment
 - Live webinars are also recorded for on-demand viewing
 - Offered an on-demand tool with 10,000+ webinars

ARTICLE I - THE ACADEMY

1.1 **Description:** The Rappahannock Regional Criminal Justice Training Academy was created and exists pursuant to a charter agreement dated November 28, 1978 by and between the original local political subdivisions. The remaining charter jurisdictions are as listed:

City of Fredericksburg	County of Goochland
Town of Bowling Green	County of King George
Town of Colonial Beach	County of King William
Town of Kilmarnock	County of Lancaster
Town of Orange	County of Northumberland
Town of Tappahannock	County of Orange
Town of Warrenton	County of Richmond
Town of Warsaw	County of Spotsylvania
County of Caroline	County of Stafford
County of Essex	County of Westmoreland

1.2 **Name:** The name of this regional organization shall be the Rappahannock Regional Criminal Justice Training Academy.

1.3 **Purpose:** The purpose of the Academy is to provide the highest achievable level of professional law enforcement and criminal justice-related training to the participating jurisdictions through the development and operation of initial recruit training, continuing in-service training and advanced training programs.

1.4 **Agencies to be Served:** The Academy shall serve the charter member agencies and any other agency that may become a training member.

1.5 **Office:** The principal office of the Academy shall be the office of the Executive Director of the Rappahannock Regional Criminal Justice Training Academy at 3630 Lee Hill Drive, Fredericksburg, VA 22408.

1.6 **Records:** All of the books and records of the Academy shall be kept at the principal office, except as may be otherwise required by the Academy for the conducting of business.

1.7 **Definitions** Terms used in these by laws shall be defined as follows:

A. "Agreement" - Shall mean the charter agreement entered into by resolutions adopted in November 1978 or any subsequent revisions of such charter.

B. "Board of Directors" - Shall include all charter and training members of the Academy which by virtue of membership are responsible for the supervision of the Rappahannock Regional Criminal Justice Training Academy as set forth in Section 15.2-1747 of the Code of Virginia.

C. "Charter Members" - Shall mean the original agencies chartered under the resolution adopted in November 1978.

- D. "Training Members" - Shall mean any agency which has joined the Academy after its original charter.

ARTICLE II - MEMBERSHIP TO THE ACADEMY

- 2.1 **Joining**: The Academy may admit any other jurisdiction of the Commonwealth of Virginia as a training member following two-thirds vote of the Board and providing that the requesting jurisdiction has met the requirements of section 15.2-1747 of the Code of Virginia and stipulations as set forth by the Board.
- 2.2 **Withdrawal**: A jurisdiction may withdraw membership from the academy only by two-thirds vote of the Board of Directors of the Academy. Such withdrawals are considered in October once every five years commencing in October 2001. No requests to withdraw will be considered at any other time, unless agreed to unanimously. Any withdrawal agreed to by the Board of Directors will normally be effective on June 30 of the following year. In addition to fulfilling any financial obligations for the current fiscal year, withdrawing agencies will be required to satisfy any outstanding debt service as outlined in the current fiscal budget.
- 2.3 **Duration**: The Academy and this charter shall exist in perpetuity, subject, however, to the dissolution under one of the following conditions:
- A. At any time, by unanimous agreement of the governing members of the academy.
 - B. In the event the governing member desiring to withdraw receives approval under section 2.2.
- 2.4 **Termination**: Termination of this cooperative endeavor shall occur only as provided for in this section. In the event this agreement and charter is terminated, payment and/or credit for the furnishing and use of real property owned by a member shall be adjusted ratable to the date of termination. All property shall be scheduled and valued by or at the direction of the Board of Directors and distributed in kind to the members as nearly as is feasible in the same proportion as each member contributed to acquiring it; provided, however, that one or more members may purchase the interests of one or more of the other members in the property.

ARTICLE III - BOARD OF DIRECTORS

- 3.1 **Board Members**: There is hereby created the Academy Board of Directors (hereinafter called the "Board") which shall be comprised of the Chief of Police, Sheriff, Superintendent or Director from each of the member agencies.
- 3.2 **Term**: Each board member shall serve so long as the member agency remains in good standing with the academy.
- 3.3 **Ex-officio Members**: Ex-officio members may be admitted at the discretion of the Board. They shall not have a vote in decisions made by the Board. The Executive Director shall be an Ex-officio member of the Board.

3.4 Powers and Duties of the Board:

- A. Appointment of the Academy Director
- B. Fix compensation of the Director and staff
- C. Establish duties of the director
- D. Evaluate performance of the director
- E. Establish staffing level for the Academy
- F. Establish the level of support personnel
- G. Authorize budget and revenue
- H. Establish fees for outside users
- I. Approve contractual arrangements
- J. Adopt and approve Academy By-laws
- K. Review policies, rules and procedures
- L. Other duties as specified in the Academy Charter, and the Code of VA

ARTICLE IV - OFFICERS OF THE BOARD

- 4.1 Officers: The Officers of the Board shall be selected or nominated from the Board members and shall consist of a Chairperson, a Vice-Chairperson and a Secretary. The Secretary need not be a member of the Board.
- 4.2 Elections: The election of officers shall occur at the regular meeting of the Board in December of each year. The Secretary shall be elected by the Board upon recommendation of the Executive Director. Officers shall be elected at the regular meeting of the Board in December of each year to serve a staggered term of two years, unless sooner removed by the Board. The officers will take office in January of the proceeding calendar year. Officers are eligible to serve consecutive terms.
- 4.3 Vacancies: Any vacancy occurring in an office shall be filled for the unexpired term by the Board at the next regular scheduled meeting, or at a special meeting called for that purpose. An office shall become vacant when the holder of an office ceases to be a member of the Board.
- 4.4 Chairperson: The Chairperson shall preside at all meetings of the Board and shall serve as Chairperson of the Executive Committee. The Chairperson shall appoint such committees as may be deemed appropriate and shall have such other powers or duties as may be prescribed in these By-laws, by applicable law, or as directed by the Board.
- 4.5 Vice Chairperson: The Vice Chairperson shall preside at all meetings of Board and Executive Committee when the Chairperson is not in attendance and shall have such other powers or duties as may be prescribed in these By-laws, by applicable law, or as directed by the Board.
- 4.6 Secretary: The Secretary shall attend all regular and special meetings of the Board and Executive Committee. The Secretary shall be responsible for keeping the minutes of the Board and Executive Committee and keeping a record of their proceedings, which shall be a public record, and copies of which shall be mailed or delivered to the members of the Board.

ARTICLE V - COMMITTEES

- 5.1 Executive Committee: The Executive Committee shall consist of nine (9) voting members, as outlined below. The Executive Committee shall be composed as follows: The Chairperson of the Board, the Vice Chairperson of the Board, past-chairperson and six 6 members elected by the Board. All members of the Executive Committee shall serve two (2) year staggered terms. In the event the nominating committee cannot fill a specific member role, the position shall become an at-large position and voted on by the full board.

A. Executive Committee Membership

- Chairperson – elected from full board membership
- Vice-Chairperson – elected from full board membership
- Past Chairperson – automatic two (2) year term upon election of new chairperson
- Member – At-Large – elected from full board membership
- Member – Chief of Police – elected from Board Chiefs
- Member – Sheriff – elected from Board Sheriffs
- Member – Jail Superintendent – elected from Board Superintendents
- Member – Campus Chief of Police – elected from Campus Chiefs
- Member – Communications Director – elected from Board Communications Directors
- Executive Director – ex-officio member
- Secretary – ex-officio member elected on recommendation of Executive Director

5.2 The Executive Committee shall be responsible for the following functions:

- A. Overseeing the budgeting, financial operation, and quality of training of the Academy.
- B. Meeting quarterly or as needed to conduct Academy business.
- C. The Chairman shall conduct an annual performance evaluation of the Academy Director.
- D. The committee will present the budget for the coming fiscal year for amendment, modification, or approval, to the Board of Directors at the annual meeting.
- E. The Chairman shall call special meetings of the Executive Committee as required to conduct Academy business which is time sensitive.

5.3 Nominating Committee: The Executive Committee shall serve as the nominating committee.

5.4 Finance Committee: The Finance Committee shall be a standing committee reporting to the Executive Committee. The Finance Chair shall be appointed by the Board of Director Chair and will be a member of the Executive Committee. The Board Chair will also appoint 3-5 board members to participate in the finance committee. The finance committee shall with work the academy director in crafting and amending the Academy annual budget.

5.5 Training Committee: The Training Committee shall be a standing committee reporting to the Executive Committee. The Training Chair shall be appointed by the Board of Director Chair and will be a member of the Executive Committee. The Board Chair will also appoint 3-5 board members to participate in the training committee. The training committee shall work with the academy director in developing, changing and amending academy training programs.

5.6 Special Committees: The Board Chair may appoint from time to time such committees as may be deemed necessary for the effective operation of the Academy. All special committees shall be chaired by a member of the executive committee and have 3-5 board members appoint by the board chair.

ARTICLE VI - MEETINGS

6.1 Full Board Meeting: The annual meeting of the Board of Directors shall take place during the month of December of each year. Should the Executive Committee determine, for good and sufficient reason, that a December meeting is not possible all members of the Board will be given thirty days (30) advance written notice of the changed meeting date, time and place. At the annual meeting the Executive Committee shall present the budget for the coming fiscal year and any other matters that may require action by the Board. The Executive Director of the Academy shall make a report concerning Academy activities for the previous year. The officers for the coming year shall be elected and installed.

6.2 Special Meetings: The Chairman shall have the authority to call special meetings of the Board of Directors and the Executive Committee for urgent Academy business.

6.3 Quorum: In order to achieve a quorum two-thirds (2/3) of the voting members of the board, or any committee, must be in attendance. The member may assign an alternate or give their vote to a proxy to constitute a quorum. An alternate may be sent to represent the interests of the member. The alternate shall have the authority of the absent member. The member may also request another board member act as their proxy and vote on the members behalf. Alternates and proxies shall be counted as the member being present in constituting a quorum. All members assigning an alternate or proxy shall notify the secretary in writing.

6.4 Vote: Each member of the Board shall be entitled one (1) vote. All actions of the Board, outside of Article II – Membership to the Academy, shall require a simple majority vote of those present plus alternates and proxies for the motion to pass.

6.5 Procedure: Meetings of the Board and Executive Committee shall be conducted in compliance with the Virginia Freedom of Information Act. In all matters of parliamentary procedure not specifically governed by these By-laws, Robert’s Rules of Order shall be parliamentary authority in all meetings of the Board and Executive Committee.

ARTICLE VII - ADMINISTRATION

7.1 Executive Director: The Chief Executive and Administrative Officer of the Rappahannock Regional Criminal Justice Training Academy shall be the Executive Director who shall have direct supervision of all the other employees of the Academy. The Executive Director will have direct control, subject to the authority and approval of the Board for the management of the affairs of the Academy. The Executive Director shall have such duties as provided by the Code of Virginia, and other such duties as established by the Board. The Executive Director shall be employed under a written contract establishing terms, conditions, and rate of pay of employment. The contract shall be for no more than a period of two years. The Chairperson of the Board shall review the Executive Director’s performance at least annually.

7.2 Personnel Actions: The Executive Committee will hear appeals of personnel actions of termination taken by the Executive Director. At the discretion of the Chairperson, Executive Committee

members may be appointed to hear such matters.

7.3 Policy: The Board retains the right to establish policy for the operation of the Academy and the conduct of Academy business.

ARTICLE VIII - FINANCIAL

8.1 Fiscal Year: The Fiscal Year of the Board shall begin each year on July 1st, and shall end on June 30th of the following year.

8.2 Budget: The Board, at the annual meeting, shall approve an annual budget for the coming fiscal year.

8.3 Audits: An audit shall be conducted annually by an independent Certified Public Accountant of all academy revenue and expenditures. A full report of the audit shall be made to the Board at the annual meeting.

8.4 Insurance: The Board shall cause to be secured such casualty and liability insurance coverage as the Board deems necessary to protect its liability and cover its assets.

ARTICLE IX - AMENDMENTS

9.1 Amendments: These By-laws may be amended upon recommendation of the Executive Committee and affirmed by a majority vote of the Board of Directors at the next regularly scheduled meeting, or a special meeting called for that purpose.

Last Reviewed: 08/24/2022

Revised: 08/24/2022

Adopted: 01/01/2023

CHARTER AGREEMENT
FOR THE
RAPPAHANNOCK REGIONAL CRIMINAL JUSTICE TRAINING ACADEMY
(EFF. 01/01/2023, AMENDED 08/24/2022)

Section 1. Creation

On July 13, 1978 the participating Counties, Cities and Towns created the Rappahannock Regional Criminal Justice Training Academy (hereinafter called the "Academy") which shall exist under and be subject to the terms and conditions of this charter, which shall be deemed to constitute the agreement required by Section 15.2-1747 Code of Virginia, 1950, as amended, for the joint exercise of powers of participating political subdivisions.

Section 2. Principal Office

The principal office of the Academy is located in Spotsylvania County, Virginia. The principal office may be changed at such times and under such conditions as the Board may determine.

Section 3. Purpose

The purpose of the Academy is to furnish the highest achievable level of professional law enforcement and criminal justice-related training to the participating jurisdictions through the development and operation of initial recruit training, continuing in-service training and advanced training programs.

Section 4. Duration

- A. The Academy and this charter shall exist in perpetuity, subject, however, to the dissolution at any time, by unanimous agreement of the governing bodies of the academy.
- B. An individual agency may withdraw from the under the following statutory guidelines:
 - Withdrawal: Pursuant to Virginia Code 15.2-1747, an agency seeking to withdraw membership from RRCJA must signify its desire by resolution or ordinance issued from the agency's governing body and submitted to the Board of Directors. Withdrawals are only considered in October, once every five (5) years, commencing in October, 2001, and will not be considered at any other time, unless agreed to unanimously. Approval for the withdrawal requires a favorable vote of two-thirds of the Board of Directors of the academy. Withdrawals agreed to by the Board will be effective on June 30 of the following year, unless stipulated as otherwise by the Board. In addition to fulfilling any financial obligations for the current fiscal year, agencies granted withdrawal will be required to satisfy any outstanding debt service as outlined in the current fiscal budget, unless otherwise stipulated by the Board.

Section 5. Board of Directors

There is hereby created the Academy Board of Directors (hereinafter called the "Board") which shall be comprised of the Chief of Police, Sheriff, Superintendent or Director from each of the member agencies.

- A. Organization - - The Board shall conduct an annual meeting on a date selected by the Chairperson. Board officers and Executive Committee members shall be elected at this annual meeting in accordance with the Academy by-laws. Members shall serve a two-year term and may be re-elected at the expiration of the term. The secretary need not be a member of the Board. The Board shall fix such other meeting times as it deems necessary. Written minutes shall be recorded for all board and committee meetings.

B. Powers of the Board - - The Board shall have the following powers and duties:

1. To develop and approve the Academy curriculum in cooperation with and subject to review by the Virginia Department of Criminal Justice Services, and the academy policy.
2. To oversee and be responsible for the operation of the Academy, giving due consideration to the needs of the participating jurisdictions for recruit and in-service training and to the maximum benefits of instruction available, in fixing length and frequency of training, and in accordance with demand fixing the operational and staffing levels of the Academy, with which it shall have the power to expend funds appropriated to it.
3. To appoint a Director of the Academy, fix compensation and prescribe powers and responsibilities.
4. To contract with participating jurisdictions for necessary administrative and maintenance services.
5. To provide for the admission of trainees not employed by a participating jurisdiction and to fix necessary fees.
6. To create such standing committees as are deemed necessary to assist in developing plans for regional training programs and projects for criminal justice agencies and for proper administration and operation of the Academy.

Section 6. Financing and Budget

The Board shall designate the Chief Financial Officer of one of the participating jurisdictions to act as its fiscal agent. The Board shall provide for the manner in which and by whom disbursements may be authorized provided that it shall ensure that the disbursement authorization system of the fiscal agent is employed.

A. Capital Assets and Expenditures

1. Real Estate - - The Board may own or lease necessary real property, or may contract for its location needs. In the event an Academy location is furnished by a participating jurisdiction; the Board shall determine the method by which payment and/or credit for the furnishing of the physical facilities shall be given.
2. Equipment - - The Board shall, from time to time as it deems necessary, approve a schedule of equipment requirements, provided, however, that one or more participants may purchase the interests of one or more of the other participants in the property.
3. Debt Service – The Board, by super-majority vote (2/3), may enter into debt service to secure real property or equipment necessary to meet the needs and requirements of the academy. Each agency shall be responsible for its share of the debt service as outlined in the initial debt approval and subsequent budget reviews.

B. Operating Expenses

1. The Executive Committee shall be responsible for preparation of an annual operating budget, and shall submit its approved proposal to the Board not later than December 15th preceding the next fiscal year. Upon the receipt of the proposed budget, the Board may make adjustments as approved by a majority of the Board members.

2. The operating budget and debt service appropriations shall be determined by the number of sworn personnel and that cost shall be established by the Board. Payments of the operational and debt appropriation to the academy shall be made at such intervals as the Board may provide.

Section 7. Termination

Termination of this cooperative endeavor shall occur only as provided for in Section 3. In the event this charter is terminated, payment and/or credit for the furnishing and use of real property owned by a member shall be adjusted ratable to the date of termination. All property shall be scheduled and valued by or at the direction of the Board and distributed in kind to the members as nearly as is feasible in the same proportion as each member contributed to acquiring it; provided, however, that one or more members may purchase the interests of one or more of the other members in the property.

Section 8. Amendments

The Executive Committee may recommend minor amendments to this Charter to keep the academy in compliance with any state or federal law or regulation change. Such amendments shall become effective upon approval by two-thirds of the Board Members.

The board may recommend amendments to this Charter. Such amendments shall become effective upon approval by two-thirds of the Board Members, and by Resolution duly adopted by their respective governing bodies.

FORM OF RESOLUTION FOR ADOPTING 2022 CHARTER AMENDMENTS

Amendment to the Charter Agreement of the Rappahannock Regional Criminal Justice Training Academy:

RESOLVED that the Charter Agreement for the Rappahannock Regional Criminal Justice Training Academy shall be amended, revised and updated by the adoption of the changes reflected in the document entitled, “CHARTER AGREEMENT FOR THE RAPPAHANNOCK REGIONAL CRIMINAL JUSTICE TRAINING ACADEMY, (AS AMENDED 2022)” attached hereto and incorporated herein.

The foregoing Resolution was duly adopted by the governing body of Germanna Community College _____, on the _____ day of _____, 2022.

College President

Governing Body Chairperson

August 25, 2022

To: RRCJA Academy Members

From: Michael C. Harvey, Executive Director

Re: Academy Charter and By-laws Revisions

During the annual academy full board meeting on December 7, 2021, several members expressed concerns over the structure of the academy board and executive committee. Training members brought concerns to the full board meeting regarding the perception of unfair practices in creating and approving the budget and limited seats on the Executive Committee. The original Charter and By-laws designate only the Charter members as having a financial interest in the academy and the authority to approve and/or adjust the academy budget. It also required $\frac{3}{4}$ of the members of the Executive Board be Charter members. The academy currently supports 43 agencies with only 20 of those being identified as Charter members. After discussion, the academy board convened a committee to examine the current academy Charter and By-laws and to propose changes allowing for full equity of all members. The Charter/By-law committee found no evidence that Charter members have ever assumed a higher burden of dues payment or separately funded any capital project or debt service. All members have consistently paid the same level of dues payments across the history of the academy. Several revisions were made and approved by the Charter Committee on August 24, 2022. The revised Academy Charter and By-laws shall become effective on January 1, 2023.

In accordance with Code of Virginia 15.2-1747, "Creation of Academies" the Charter must be approved by your Governing body in the form of a Resolution or Ordinance. The Charter has a space for your Governing Body to adopt it by resolution on its last page. **Please make every effort to have the amended Charter adopted and returned prior to the Academy Annual Full Board Meeting on December 6, 2022.**

- Major Changes are highlighted below and the Charter and By-Laws, are attached for your review.
 - Defined Charter Members
 - "Shall mean the original agencies chartered under the resolution adopted November 1978."
 - Defined Training Members
 - "Shall mean any agency which has joined the academy after its original charter."
 - Defined Board of Directors
 - "Shall include all charter and training member of the academy which by virtue of membership are responsible for the supervision of the Rappahannock Regional Criminal Justice Training Academy as set forth in Section 15.2-1747 of the Code of Virginia."
 - Clarified Officer and Executive Committee Elections
 - Two-year appointments on staggered terms
 1. Chairperson – Elected by Full Board
 2. Vice-Chairperson – Elected by Full Board
 3. Past-Chair – automatic term upon election of new chair
 4. Member – At-large – Elected by Full Board
 5. Member – Chief – Elected by board Chiefs
 6. Member – Sheriff – Elected by board Sheriffs
 7. Member – Jail – Elected by Jail Superintendents
 8. Member – Campus – Elected by Campus Chiefs
 9. Member – Communications – Elected by Comm Directors
 10. Executive Director – Non-voting Ex-Officio member
 11. Secretary -Non-voting Ex-Officio member elected upon rec. of ED.

- Defined Standing and Special Committee formation and appointments.
 - Standing committees include the Finance and Training Committees
 - Appointed by the Board Chair 4-6 members
 - Committee Chair member of Executive Committee, all other members selected from Board of Directors.
- Clarified budgetary process and timelines
- Separated Debt Service from Operating Budget
 - The separation will not raise the cost of dues but will allow member to see how their dues are being spent.
 - As debt service is paid members will see their costs reduced.
 - Members will have to agree (majority vote) to any new debt service and once agreed will be responsible for their portion of that debt.
 - Created satisfying member portion of debt service as a condition of withdrawal replacing the current language of paying an additional year of dues payment.
- Defined quorum requirements of the board or any committee.
 - "In order to achieve a quorum two-thirds (2/3) of the voting members of the board, or any committee, must be in attendance. The member may assign an alternate or give their vote to a proxy to constitute a quorum. An alternate may be sent to represent the interests of the member. The alternate shall have the authority of the absent member. The member may also request another board member act as their proxy and vote on the members behalf. Alternates and proxies shall be counted as the member being present in constituting a quorum. All members assigning an alternate or proxy shall notify the secretary in writing."
- Cleaned up outdated and/or redundant language

Please review the changes to the academy Charter and By-laws and reach out to me with any questions or concerns you may have. I can also make myself available to your Governing Bodies should they have questions or concerns regarding the Charter. I hope to see you at the board meeting on December 6, 2022 to participate in our new board and financial structure.

Yours in training.

Sincerely,



Michael C. Harvey

Attachments:

- Academy Charter
- Academy By-laws

GERMANNA COMMUNITY COLLEGE

FY23 LOCAL FUNDS FINANCIAL REVIEW

FOR THE TWELVE MONTHS ENDING JUNE 30, 2023

WITH

FY24 APPROVED BUDGETS

GERMANNA COMMUNITY COLLEGE BOARD

SEPTEMBER 7, 2023

FY23 LOCAL FUNDS FINANCIAL ANALYSIS

- Highlights of the FY23 results through June 30, 2023:
- Unrestricted Funds – Unrestricted Fund Balance/Net Assets increased by \$53.5K. Significant expenditures for this year included the debt service payment of \$70K for the Fredericksburg campus parking garage, \$159K for the College Branding Project, and \$318K for grant matching funds. A significant transfer of \$850K was made from the Facilities Fund to the Parking Fund in order to move forward with the Locust Grove parking lot project. Also, a \$600K grant that had been temporarily recorded in the Vending Fund was transferred to the appropriate grant fund. Investment performance is beginning to turn around after two dull years. *Unrestricted Funds details are noted on slides 5–9.*
- Restricted Funds – Over \$11M was received and disbursed for Federal Aid awards.
- Plant Funds – Locality contributions of \$778K were received, with \$228K designated as maintenance reserves and \$550K designated for the Locust Grove replacement fund. Orange County paid in \$300K which included their FY24 and FY25 commitments in advance. The fund balance is \$5.2M with \$3.8M in the Unexpended Plant Fund and \$1.4M in the Investment in Plant Fund. *Details of the Unexpended Plant Fund are noted on slides 10 and 11.*
- Endowment Fund – After approval from the Attorney General, the remaining endowments were transferred to the Foundation in September 2022.

LOCAL FUNDS FY23 STATEMENT OF CHANGES

	Unrestricted	Restricted	Endowment	Plant
Revenues:				
Unrestricted Current Fund Revenue	1,829,134			
Local Appropriations - Restricted		-	-	778,534
Federal Grants and Contracts - Restricted		11,474,044	-	-
Private Grants and Contracts - Restricted		24,559	-	-
Investment Income		-	76	46,072
Expended for Plant Facilities				22,353
Other Sources	-	-	52,402	22,353
Total Revenues and Other Additions:	1,829,134	11,498,603	52,478	869,312
Expenditures:				
Educational and General	771,086	11,513,044		
Auxiliary Enterprise Expenditures	1,004,511			
Expended for Plant Facilities				75,033
Liquidation of Endowment			51,893	
Other Expenditures/Deductions	-	-	23,193	-
Total Expenditures	1,775,597	11,513,044	75,086	75,033
Transfers among funds				
Net Increase/(Decrease) for the Year	53,537	(14,441)	(22,608)	794,279
Fund Balances	8,244,487	83,726	22,608	4,456,423
Fund Balances at the End of Year	8,298,024	69,285	-	5,250,702

- Unrestricted Funds are reviewed in greater detail on slides 5 through 9.
- Plant Funds are reviewed in greater detail on slides 10 and 11.

LOCAL FUNDS FY23 BALANCE SHEET

	Unrestricted	Restricted	Plant	Endowment	Agency
Assets:					
Cash	5,130,738	94,285	2,600,019	-	113,887
Petty Cash	1,000	-	-	-	-
Cash Equivalents	696,765	-	1,205,328	-	-
Investments	2,233,740	-	-	-	-
Current Receivables	10,853	-	-	-	-
Current A/R Allowance	(72)	-	-	-	-
Due From Other Funds	225,000	-	-	-	-
Investment in Plant Assets	-	-	1,445,354	-	-
Total Assets:	8,298,024	94,285	5,250,701	-	113,887
Liabilities:					
Due to Other Funds	-	(25,000)	-	-	-
Fund Balances	8,298,024	69,284	5,250,702	-	113,887
Total Liabilities and Fund Balances:	8,298,024	94,284	5,250,702	-	113,887

- Unrestricted Funds are reviewed in greater detail on slides 5 through 9.
- Plant Funds are reviewed in greater detail on slides 10 and 11.

LOCAL OPERATING / COLLEGE BOARD FUND BUDGET

- FY23 Operating fund contributions and spending came in as expected. FY24 budgets were approved by the Board in June.

Fund 40001	FY20	FY21	FY22	FY23	FY23 Budget	FY24 Budget
Beginning Cash	455,492	614,159	831,762	1,008,368	1,008,368	1,184,704
Spotsylvania	89,171	89,171	89,171	89,171	89,171	89,171
Stafford	48,858	48,858	48,858	48,858	48,858	48,858
Caroline	6,539	6,866	6,866	7,209	7,209	7,209
Culpeper	28,158	28,158	28,158	28,158	28,158	28,158
Orange	16,931	41,931	41,931	41,931	41,931	41,931
Madison	4,535	4,535	4,535	4,535	4,535	4,535
Fredericksburg	9,291	9,291	9,291	9,291	9,291	9,291
Interest Income	1,849	935	339	(2,946)	500	500
Total Revenues	205,332	229,745	229,149	226,207	229,653	229,653
Expenses by Department						
Employee REL-FAC	8,040	2,923	11,977	18,840	15,000	15,000
Student Development Programs	7,169	6,133	7,100	19,365	15,000	15,000
Student Recruitment	8,022	1,882	11,908	11,666	10,000	12,000
Contingency	-	1,204	6,924	-	27,500	27,500
Dean of Inst Effectiveness	-	-	-	-	10,000	10,000
Physical Plant	23,435	-	20,154	-	30,000	30,000
Total Expenses	46,666	12,142	58,063	49,871	107,500	109,500
Annual Surplus (Deficit)	158,666	217,604	171,086	176,336	122,153	120,153
Transfers	-	-	5,519	-	-	25,000
Net Assets	614,159	831,762	1,008,368	1,184,704	1,130,521	1,329,857

VENDING FUND BUDGET

- Commissions ended slightly below budget. The College Branding Project has been completed. Grant matching expenses of \$318K are shown on the Commissions Contingency Reserve line (Board action from last year). FY24 budgets were approved by the Board in June.

Fund 40002	FY20	FY21	FY22	FY23	FY23 Budget	FY24 Budget
Beginning Cash	2,301,634	2,506,078	2,458,736	2,903,277	2,903,277	1,947,449
Bookstore Commissions	247,194	139,954	174,781	138,887	140,000	120,000
Vending Commissions	9,234	-	4,457	8,477	-	5,000
Vending Commissions	-	-	533	-	-	-
Investment Income	20,657	10,993	4,893	(15,895)	5,000	5,000
Investment Income	(28,471)	2,033	(7,059)	-	-	-
Total Revenues	248,613	152,980	177,605	131,468	145,000	130,000
Expenses by Department						
Diversity and Inclusion	5,637	9,584	7,474	6,509	10,000	12,000
College Branding	-	194,699	244,808	159,198	-	-
Regional Activities	4,347	4,599	5,654	5,855	10,000	10,000
Commissions Contingency Reserve	-	-	76,546	318,085	275,000	275,000
President's Discretionary	513	-	6,285	2,050	10,000	10,000
Fiscal Operating	89,391	(9,098)	(20,376)	13,674	2,500	25,000
Travel & Meals - Excess	-	-	124	1,501	250	1,000
Auxiliary Plant Maintenance	46,278	538	7,031	3,617	20,000	20,000
Total Expenses	146,166	200,322	327,545	510,489	327,750	353,000
Annual Surplus (Deficit)	102,447	(47,342)	(149,940)	(379,021)	(182,750)	(223,000)
Other Transfers	-	-	600,000	(600,000)	(600,000)	-
Transfer In	101,997	-	(5,519)	23,193	-	-
Net Assets	2,506,078	2,458,736	2,903,277	1,947,449	2,120,527	1,724,449

STUDENT ACTIVITY FUND BUDGET

- Student Activity Fund incurred a deficit for the year as expected. The State Board has approved the Student Activity Fee increase, which will provide more robust resources in the future. FY24 budgets were approved by the Board in June.

Fund 40003	FY20	FY21	FY22	FY23	FY23 Budget	FY24 Budget
Beginning Cash	39,187	64,085	84,251	96,554	96,554	93,774
Student Activity Fees	205,869	204,925	202,057	207,946	200,000	268,686
Total Revenues	205,869	204,925	202,057	207,946	200,000	268,686
Expenses by Department						
Student Activities	37,752	51,227	49,387	59,289	68,737	68,000
Student Organizations	32,677	17,364	30,633	41,258	40,000	40,000
Student Projects	29,544	24,142	23,965	21,475	25,000	25,000
Dean of Student Services	25,000	25,133	25,116	27,881	28,000	28,000
Lecture & Culture	24,249	32,356	28,227	19,957	28,000	28,000
Student Recognition	1,338	1,500	-	3,999	4,000	4,000
Wellness & Recreation	26,867	31,343	30,117	32,802	30,000	30,000
Co-Curricular Programs	3,544	1,695	2,309	4,064	5,000	5,000
Total Expenses	180,971	184,759	189,754	210,726	228,737	228,000
Annual Surplus (Deficit)	24,898	20,165	12,303	(2,780)	(28,737)	40,686
Transfers	-	-	-	-	-	(25,000)
Net Assets	64,085	84,251	96,554	93,774	67,817	109,460

PARKING AUXILIARY FUND BUDGET

- This fund has been bolstered by an \$850K transfer from the Facilities Auxiliary Fund for major expenditures planned for the Locust Grove parking. (Board action from March). FY24 budgets were approved by the Board in June.

Fund 40203	FY20	FY21	FY22	FY23	FY23 Budget	FY24 Budget
Beginning Cash	765,763	956,018	712,829	835,843	835,843	1,874,950
Parking Fees	240,336	239,557	236,860	242,045	235,000	235,000
Interest	4,213	1,161	722	2,939	500	500
Total Revenues	244,548	240,718	237,582	244,983	235,500	235,500
Expenses by Department						
Parking Expenses	54,293	483,907	114,568	55,877	124,837	1,857,177
Total Expenses	54,293	483,907	114,568	55,877	124,837	1,857,177
Annual Surplus (Deficit)	190,255	(243,189)	123,014	189,106	110,663	(1,621,677)
Transfers	-	-	-	850,000	850,000	-
Net Assets	956,018	712,829	835,843	1,874,950	1,796,506	253,273

FACILITIES AUXILIARY FUND BUDGET

- Debt service on the Fredericksburg campus parking garage of \$70K was incurred this year. Other expenses have been minor. A transfer of \$850K was made to the Parking Auxiliary Fund after Board approval in March 2023. FY24 budgets were approved by the Board in June.

Fund 40206	FY20	FY21	FY22	FY23	FY23 Budget	FY24 Budget
Beginning Cash	2,268,461	2,606,019	3,009,975	3,400,445	3,400,445	3,197,147
Facilities Fee	758,200	753,051	744,768	760,812	750,000	750,000
Investment Income	18,492	9,352	1,953	(29,378)	4,000	4,000
Interest	5,584	534	2,335	13,902	4,500	4,500
Total Revenues	782,275	762,937	749,056	745,337	758,500	758,500
Expenses by Department						
Facilities Expenses	32,761	16,667	44,086	28,297	103,147	65,510
Total Expenses	32,761	16,667	44,086	28,297	103,147	65,510
Annual Surplus (Deficit)	749,514	746,270	704,970	717,040	655,353	692,990
Debt Service	(411,956)	(342,313)	(314,500)	(70,338)	(409,400)	(409,450)
Transfers	-	-	-	(850,000)	(850,000)	
Net Assets	2,606,019	3,009,975	3,400,445	3,197,147	2,796,398	3,480,687

UNEXPENDED PLANT FUND BUDGET

- Nearly \$1.5M of this fund is designated as the Stafford maintenance reserve and will be utilized to equip the new Center Street facility. The Locust Grove project fund is approaching \$1.8M and is detailed on the next slide. FY24 budgets were approved by the Board in June.

Fund 79001	FY20	FY21	FY22	FY23	FY23 Budget	FY24 Budget
Beginning Cash	2,208,267	2,301,611	2,501,565	3,033,422	3,033,422	3,805,348
LGC Building Replacement	200,000	350,000	350,000	550,000	350,000	250,000
MR - STAFFORD CO	200,000	200,000	200,000	200,000	200,000	200,000
MR - FREDERICKSBURG	50,000	50,000	25,000	25,000	25,000	25,000
MR - ORANGE CO	1,669	1,669	1,669	1,669	1,669	1,669
MR - MADISON COUNTY	465	465	465	465	465	465
MR - CULPEPER CO	-	-	-	1,400	1,400	1,400
Prior Year Correction	(20,302)	-	-	-	-	-
Investment Income	21,710	1,808	2,999	46,072	840	3,000
Total Revenues	453,542	603,942	580,133	824,606	579,374	481,534
CAPITAL PROJECTS	-	-	145,470	22,353	-	-
MR - FREDERICKSBURG	7,637	72,414	48,276	-	48,276	48,276
Total Expenses	7,637	72,414	193,746	22,353	48,276	48,276
Annual Surplus (Deficit)	445,905	531,528	386,387	802,252	531,098	433,258
CAPITAL PROJECTS	-	-	145,470	22,353	-	-
LGC Building Replacement	(352,561)	(331,574)	-	(52,680)	(400,000)	(400,000)
Net Assets	2,301,611	2,501,565	3,033,422	3,805,348	3,164,520	3,838,606

UNEXPENDED PLANT FUND

LOCUST GROVE REPLACEMENT FUNDING STATUS

- The LGC building replacement fund stands at \$1.787M on June 30, after paying out \$53K in design costs this year. Orange County completed their pledge by paying their FY24 and FY25 amounts in advance.

	FY18	FY19	FY20	FY21	FY22	FY23
Sources of Funds						
Transfer In	1,000,000	-	-	-	-	-
Contributions from Localities	-	-	200,000	350,000	350,000	550,000
Interest Income	9,774	22,046	15,179	1,188	1,941	23,957
	<u>1,009,774</u>	<u>22,046</u>	<u>215,179</u>	<u>351,188</u>	<u>351,941</u>	<u>573,957</u>
Uses of Funds						
Design Costs	-	-	352,561	331,574	-	52,680
	<u>1,009,774</u>	<u>22,046</u>	<u>(137,382)</u>	<u>19,614</u>	<u>351,941</u>	<u>521,277</u>
Beginning Fund Balance	-	1,009,774	1,031,820	894,438	914,053	1,265,993
Ending Fund Balance	1,009,774	1,031,820	894,438	914,053	1,265,993	1,787,271
Contributions by Locality						
Spotsylvania County	-	-	100,000	100,000	100,000	100,000
Stafford County	-	-	100,000	100,000	100,000	100,000
Orange County	-	-	-	100,000	100,000	300,000
Culpeper County	-	-	-	-	50,000	50,000
Fredericksburg EDA	-	-	-	50,000	-	-
	<u>-</u>	<u>-</u>	<u>200,000</u>	<u>350,000</u>	<u>350,000</u>	<u>550,000</u>

Note on the New Locust Grove Facility:

Germanna must fund all infrastructure and land improvement including lighting, storm water management, utilities, parking and sidewalks. Additionally, state of the art medical equipment will be required to provide real life training environments in labs, hospitals, and clinics.

FINANCIAL REVIEW – WRAP UP

- Questions and Discussion.
- Suggested motion for the Committee:

“The Finance and Facilities Committee has reviewed the financial analysis for the twelve months ending June 30, 2023 and moves to accept the financials as presented.”

FUND DESCRIPTIONS

Fund 40001 – Local Operating College Board Fund

- Primarily funded by contributions from localities
- Expenses for employee relations, student development and recruitment, and contingencies
- Fund balance is increasing, providing opportunities for future student and community engagement

Fund 40002 – Vending Fund

- Primarily funded by bookstore and foodservice commissions
- Expenses for diversity and inclusion, marketing and branding, and contingencies
- Fund balance serves as a reserve fund; previously transferred \$1M as the initial funding for the replacement of the new Locust Grove facility

Fund 40003 – Student Activity Fund

- Primarily funded by a student activity fee charged at \$1.50 per credit hour, increasing to \$2.00 per hour in Academic Year 2023-2024
- Expenses for student activities and organization
- Fund balance is minimal

Fund 40203 – Parking Auxiliary Fund

- Primarily funded by a parking fee charged to students at \$1.75 per credit hour
- Expenses to maintain parking lots
- Fund balance is increasing in order to accumulate funds for parking and lighting for the new Locust Grove facility

Fund 40206 – Facilities Auxiliary Fund

- Primarily funded by a facility fee charged to students at \$5.50 per credit hour
- Expenses to maintain the Fredericksburg parking garage and to cover its debt service (\$3.37M loan maturing September 2031)
- Fund balance serves as a reserve for structural repairs and debt service

Fund 79001 – Unexpended Plant Fund

- Primarily funded by contributions from localities
- Expenses to cover maintenance and repairs for Germanna facilities; some maintenance costs are planned, but can be unpredictable
- Fund balance is increasing in order to accumulate local funds for the new Locust Grove facility, including ongoing design costs

GERMANNA COMMUNITY COLLEGE

FY25 LOCALITY FUNDING REQUEST PLAN

GERMANNA COMMUNITY COLLEGE BOARD
SEPTEMBER 7, 2023

FY25 LOCALITY FUNDING REQUESTS

- FY25 locality funding requests are typically submitted September through January
- Eastern Localities – single application due TBD (October 23 in prior year)
 - Spotsylvania County
 - Stafford County
 - Caroline County
 - King George County
 - City of Fredericksburg
- Western Localities – due dates not yet announced
 - Culpeper County – prior year December 22
 - Orange County – prior year December 31
 - Madison County – prior year January 13
- Funding history:

Summary by Locality	FY18 Actuals	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Budgeted	FY23 Actuals	FY24 Confirmed	FY25 Plan
Caroline County	7,237	6,866	7,237	6,866	6,866	7,209	7,209	7,209	7,209
Culpeper County	6,000	28,158	28,158	28,158	78,158	79,558	79,558	79,558	79,558
King George County	-	-	-	-	-	-	-	-	-
Madison County	3,620	5,000	5,000	5,000	5,000	5,000	5,000	4,000	4,000
Orange County	10,296	18,600	18,600	143,600	143,600	143,600	343,600	43,600	43,600
Spotsylvania County	59,020	89,171	189,171	189,171	189,171	189,171	189,171	189,171	189,171
Stafford County	226,070	226,070	348,858	348,858	348,858	348,858	348,858	348,858	348,858
Fredericksburg City	33,359	34,291	34,291	34,291	34,291	34,291	34,291	34,291	34,291
Fredericksburg EDA	-	-	-	50,000	-	-	-	-	-
Grand Total	345,602	408,156	631,315	805,944	805,944	807,687	1,007,687	706,687	706,687

FY25 REQUESTS FOR OPERATING FUNDS

- FY25 requests for operating funds totals \$504,153
 - Only Orange County has responded to previous requests for Career Coach funding
 - Will continue to ask for Career Coach funding as noted below

Locality	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Actuals	FY24 Request	FY24 Confirmed	FY25 Plan
Operating Funds							
Caroline County	6,539	6,866	6,866	7,209	7,209	7,209	7,209
Culpeper County	28,158	28,158	28,158	28,158	28,158	28,158	28,158
Fredericksburg City	9,291	9,291	9,291	9,291	9,291	9,291	9,291
Madison County	4,535	4,535	4,535	4,535	4,535	4,535	4,535
Orange County	16,931	16,931	16,931	16,931	16,931	16,931	16,931
Spotsylvania County	89,171	89,171	89,171	89,171	89,171	89,171	89,171
Stafford County	48,858	48,858	48,858	48,858	48,858	48,858	48,858
Subtotal	203,483	203,810	203,810	204,153	204,153	204,153	204,153
Career Coaches							
Caroline County	-	-	-	-	-	-	-
Culpeper County	-	-	-	-	25,000	-	25,000
Fredericksburg City	-	-	-	-	-	-	-
King George County	-	-	-	-	25,000	-	25,000
Madison County	-	-	-	-	25,000	-	25,000
Orange County	-	25,000	25,000	25,000	25,000	25,000	25,000
Spotsylvania County	-	-	-	-	100,000	-	100,000
Stafford County	-	-	-	-	100,000	-	100,000
Subtotal	-	25,000	25,000	25,000	300,000	25,000	300,000
Total Operating Funds	203,483	228,810	228,810	229,153	504,153	229,153	504,153

FY25 REQUESTS FOR CAPITAL FUNDS

- FY25 requests for capital funds totals \$586,534
 - Requests of Caroline, Fredericksburg, King George, and Madison to fund the Locust Grove replacement project have not been successful so far, but will keep trying
 - Budget planning will be made with previously confirmed contributions

Locality Funding	FY20 Actuals	FY21 Actuals	FY22 Actuals	FY23 Actuals	FY24 Request	FY24 Confirmed	FY25 Plan
Maintenance Reserve							
Caroline County	698	-	-	-	-	-	-
Culpeper County	-	-	-	1,400	1,400	1,400	1,400
Fredericksburg City	25,000	25,000	25,000	25,000	25,000	25,000	25,000
Fredericksburg EDA	25,000	25,000	NA	NA	NA	NA	NA
Madison County	465	465	465	465	465	465	465
Orange County	1,669	1,669	1,669	1,669	1,669	1,669	1,669
Stafford County	200,000	200,000	200,000	200,000	200,000	200,000	200,000
FAC Phase III	-	-	-	-	-	-	-
Subtotal	252,832	252,134	227,134	228,534	228,534	228,534	228,534
LGC Construction							
Caroline County	-	-	-	-	24,000	-	24,000
Culpeper County	-	-	50,000	50,000	50,000	50,000	50,000
Fredericksburg City	-	-	-	-	50,000	-	50,000
Fredericksburg EDA	-	50,000	-	-	-	-	-
King George County	-	-	-	-	10,000	-	10,000
Madison County	-	-	-	-	24,000	-	24,000
Orange County	-	100,000	100,000	300,000	-	-	-
Spotsylvania County	100,000	100,000	100,000	100,000	100,000	100,000	100,000
Stafford County	100,000	100,000	100,000	100,000	100,000	100,000	100,000
Subtotal	200,000	350,000	350,000	550,000	358,000	250,000	358,000
Total Capital Funds	452,832	602,134	577,134	778,534	586,534	478,534	586,534

FY25 REQUEST SUMMARY

- FY25 requests for operating funds totals \$504,153
 - Only recurring contributions are factored into budget planning at this point
 - Of the requests for Career Coaches, only Orange County's is recurring
- FY25 requests for capital funds totals \$586,534
 - Orange County has completed its pledge of \$500K to the Locust Grove project
 - Only recurring contributions are factored into budget planning at this point

WRAP UP

- Questions and Discussion.
- Suggested motion for the Committee:

“The Finance and Facilities Committee has reviewed the FY25 Locality Funding Request plan and moves to accept the plan as presented.”

Germanna Community College Local Board Facilities Report September 7, 2023

Italic print references May 9, 2023, meeting.

1. Locust Grove Campus Replacement Building

From the System Office: “GREAT NEWS! The 6 PAC Committee Funding Report for the referenced project was received on Friday, July 21sr. Receipt of this Funding Report clears the way for our office to submit a CO-2 to the Division of Engineering & Buildings and the Department of Planning & Budget, requesting additional funding, sufficient to complete the design of this project. I have already spoken with Dan Hickok, RRMM, apprising him of this good news and alerting him to the fact that we will be able to resume the Design Phase, as soon as the additional funding is allotted by DPB.”

Project Cost Breakdown:

1.) Building	\$31,046,667
2.) Utilities & Sitework	\$5,789,524
Accepted VE	\$0
Construction Total	\$36,836,190
3.) Design & Related Services	\$3,753,000
4.) Inspection	\$679,000
5.) FF&E	\$4,531,000
6.) Other Costs	\$2,868,000
7.) Contingency	\$1,448,000
6.) Land	\$0
Project Grand Total	\$50,115,190

- *The System Office made a request to the Department of Planning and Budget (DPB) to infuse System Office dollars into the project so we could move forward with the Working Drawings. DPB has put that request on-hold. So, the college is back to where we have been for the last couple years. Division of Engineering and Buildings (DEB) is working to complete their Cost Review and then make a recommendation to the 6 PAC Committee, regarding the project budget. Once the project budget has been reviewed and approved, a funding report will be provided to the System Office. The System Office will then need to submit a CO-2 to have the budget dollars infused into the project. Once the CO-2 has been accepted that will allow us to start Working Drawings and then move into Construction.*

2. Maintenance Reserve Projects

Curtain Wall Repair at the Science & Engineering Building and Information Commons.

- The bid documents are complete. We will go out to bid in the late fall with construction starting in the Spring of 2024.
- *Design is complete. The college will not need approval from the Division of Engineering and Buildings (DEB) since this work is considered a repair. The bid documents are being prepared so we can go out to bid.*

Replace Fire Alarm System in the Workforce Building.

- A&E firm was having some difficulty getting the front-end documents correct, the System office and College have worked with them to get them moving in the right direction. Once the Division of Engineering and Buildings (DEB) reviews, comments, and approves the drawings we will be able to go out to bid. I hope for late spring to early summer for a start date for construction.
- *The design is complete. The front-end documents for the project are being added to the project manual so we can send the project manual and drawings to Division of Engineering and Buildings (DEB) for their review and comments. Once we get approval from DEB we will be able to go out to bid.*

Replace/Upgrade Elevator in the V. Earl Dickinson Building

- We have received Maintenance Reserve budget through the System Office to replace/upgrade the elevator. We had an initial meeting August 24 with Setty(Engineering Firm) to discuss scope of work so they can provide us with a design fee proposal.

Replace Fire Alarm Panel in the Science & Engineering Building and Information Commons

- We have received Maintenance Reserve budget through the System Office to replace the failing fire alarm panel. Since we will replace the panel in kind, we can move forward procuring the replacement through our Fire System contractor.

Upgrade Elevator in the Workforce and Technology Building

- We have received Maintenance Reserve budget through the System Office to upgrade the Processor Board and Door System. This upgrade will extend the life of the elevator by 10 years. We will move forward with an upgrade with the elevator company.

3. Bus Shelter at Fredericksburg

- The JOC contractor was released from their contract. We have engaged RRMM Architects to try and move us forward with the design of this project. We are waiting to receive a fee proposal from them for design services. The System Office is engaging the Division of Engineering and Buildings (DEB) to review some of the comments made in reference to the bus shelter that seems to be more stringent than necessary.
- *This project has developed a problem. We have been trying to get the Job Order Contractor to work with us on trying to resolve accessibility route question that was commented on in the review by Division of Engineering and Buildings (DEB). We issued the JOC contractor a change order in which they did not sign. We have since received another project order from them requesting more dollars for accessibility route review. I*

have made a request to the System Office for us to cancel the JOC contract and to hire a traditional A/E firm to evaluate the accessibility route and to move us forward with construction.

4. Daniel Technology Monumental Sign

- We received comments back from the System Office and Division of Engineering and Buildings (DEB) all the comments have been addressed and returned to the System Office and DEB for review and approval. AARB (Art and Architectural Review Board) approved the sign on May 5, 2023. Once we receive the final approval from DEB we will be ready to go out to bid. We anticipate a late winter to early spring 2024 construction start date.
- *The design of the monumental sign is completed and has been forwarded to the System Office and Division of Engineering and Buildings (DEB) for review and comment. The submission to AARB (Art and Architectural Review Board) has been made and will be reviewed at the May meeting. When we get approval from AARB we will request approval from the System Office. Once we receive these approvals, we will be ready to go out to bid. We are in the process of identifying a vendor who can clear the right-away along route 29.*

5. Sports Court at Fredericksburg

- Design is complete. Once the bid documents are finished, reviewed, and approved we will go out to bid in the late fall to early winter with construction starting in the Spring of 2024.
- *Wetland Studies and Solutions, Inc. fee proposal is still under review with the System Office. Once the review is complete the System Office will issue a contract to Wetland Studies and Solutions for them to start design.*

6. 10 and 25 Center Street at Stafford

- The demolition has been completed and was done in the 45 days that was allotted for Dario Construction. We decided to move forward with Dario Construction for the build out of Center Street. The construction drawings are complete and have been submitted to Stafford County for review and permitting. Dario has had his subcontractors review drawings, do a walk-thru of both buildings and created "Request for Information" for the Architect and College to review and answer prior to bidding. Because we did the Demo under a separate contract it allowed us to see the building from a different perspective that allowed the subcontractors to create "Request for Information" before the build out begins.

IT had Comcast and Segra install fiber optic that supports the VCCS internet access. Conduit was installed between 10 and 25 so the buildings can be connected. We are cleaning up the last bit of old network cabling that needs to be removed.

Next Tier has completed the design of the additional parking lot over the stormwater area and is working with the county on approvals and permitting. This parking lot will give us an additional 104 spaces.

- *Work continues on the construction drawings. We hope to have the drawings completed in May and to apply for a construction permit and to go out to bid. Demolition is ready to go. We are just waiting on the permit to be issued from Stafford County. Once we receive the permit, we will issue a Notice to Proceed, and the contractor will have 45 days to complete the work. College departments are finishing up their budget proposal for Fixed Furniture and Equipment (FF&E).*

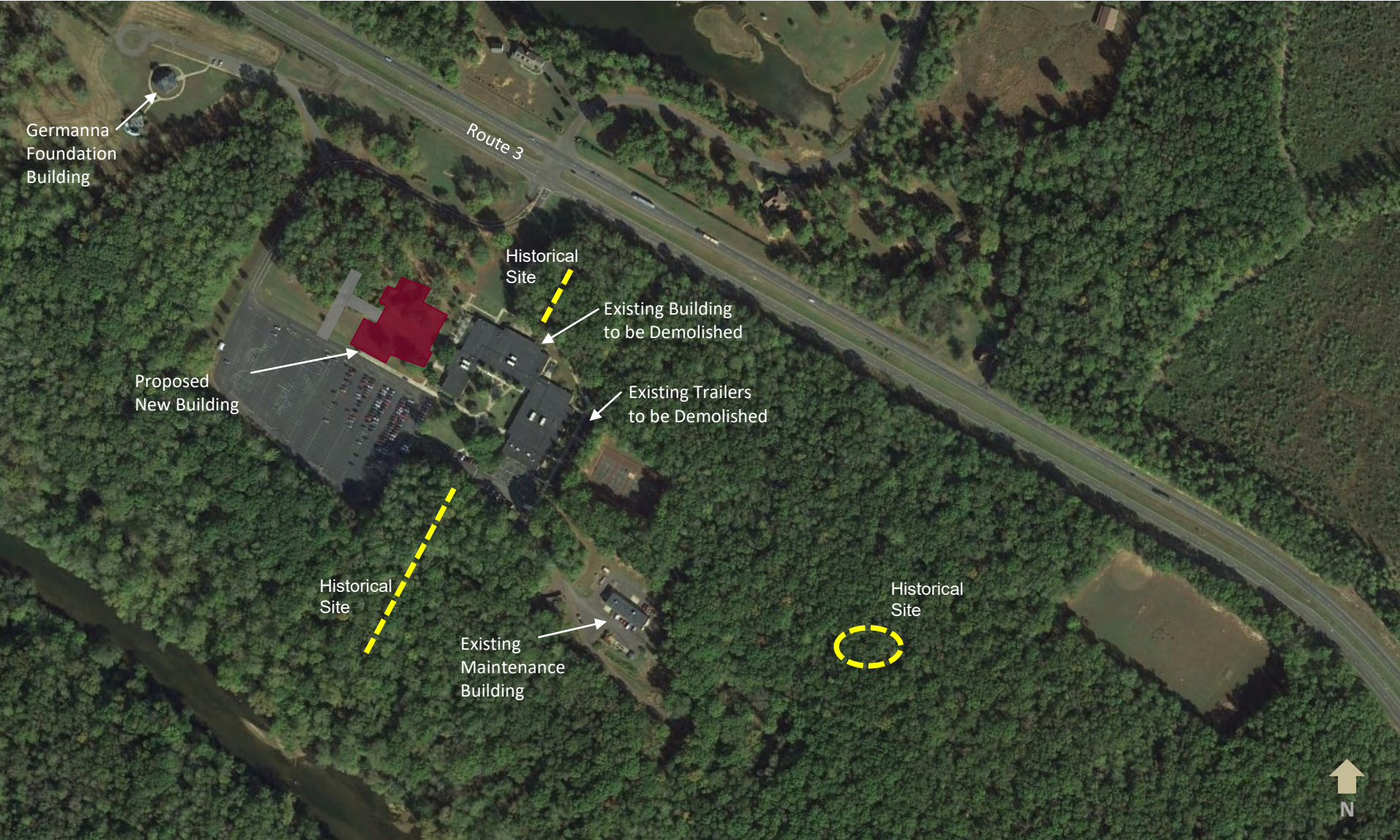
7. Locust Grove Parking Lot Repair and Site Lighting Upgrade

- The design is complete. The submission to Division of Engineering and Buildings (DEB) to review the electrical drawing has been completed. Once we receive comments and approvals, we will go to bid in late winter with construction starting in early Spring 2024.
- *The contract has been issued to VHB (Vanasse Hangen Brustlin, Inc.) to start the design. We had our kickoff meeting with VHB on April 19. We expressed to them that we would like to have this project completed by late fall of 2023.*

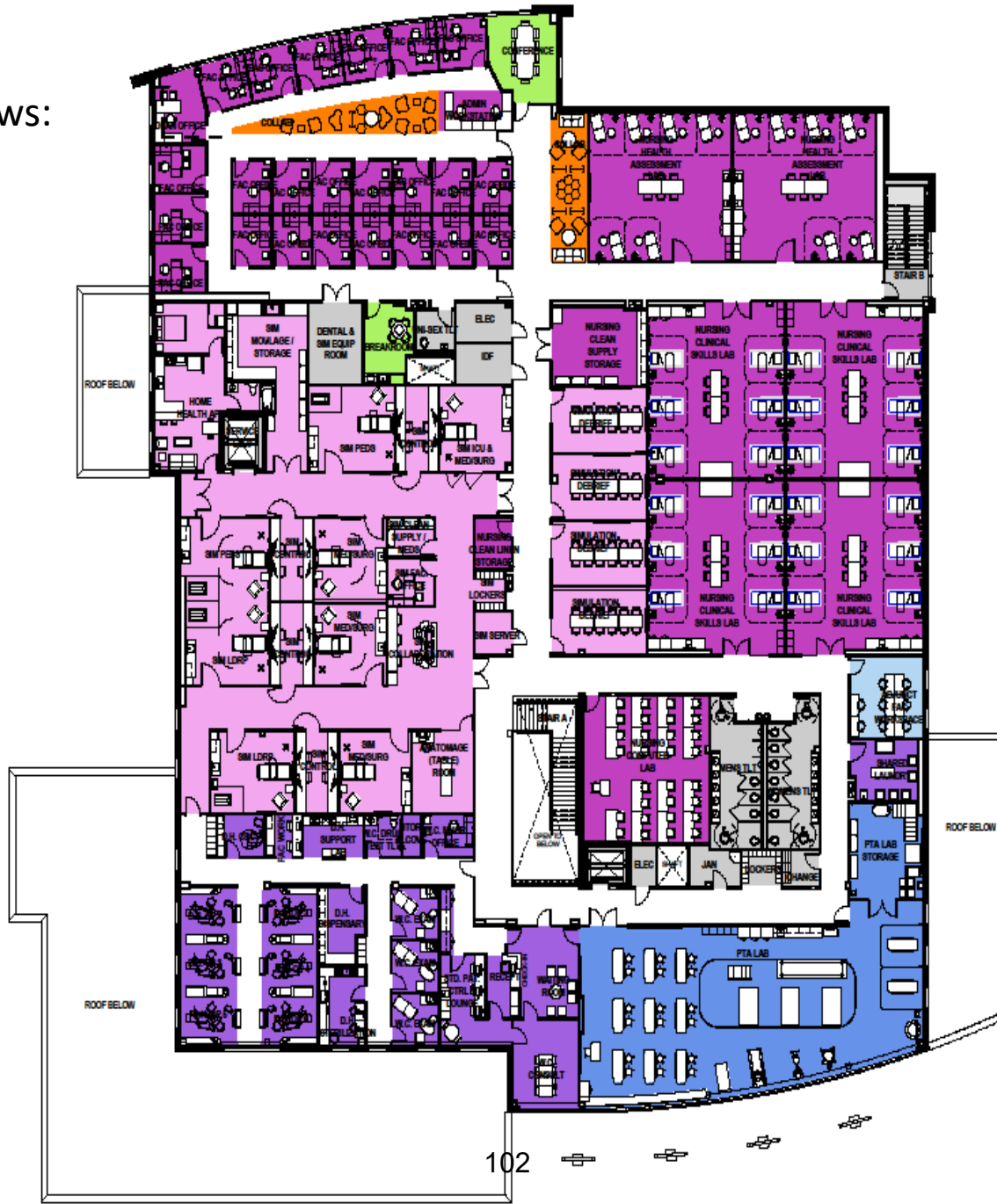
Local College Board Meeting
September 7, 2023
Replace French Slaughter Building



+ Site



+ Perspective Views:
Second Floor



SECOND FLOOR PLAN - OVERALL

FRENCH SLAUGHTER REPLACEMENT BUILDING RMM Project No: 18179-00

Locust Grove, VA 22508



Date: 05/15/2020

+ Perspective Views: **Main Entrance**



+ Perspective Views: **Main Entrance**



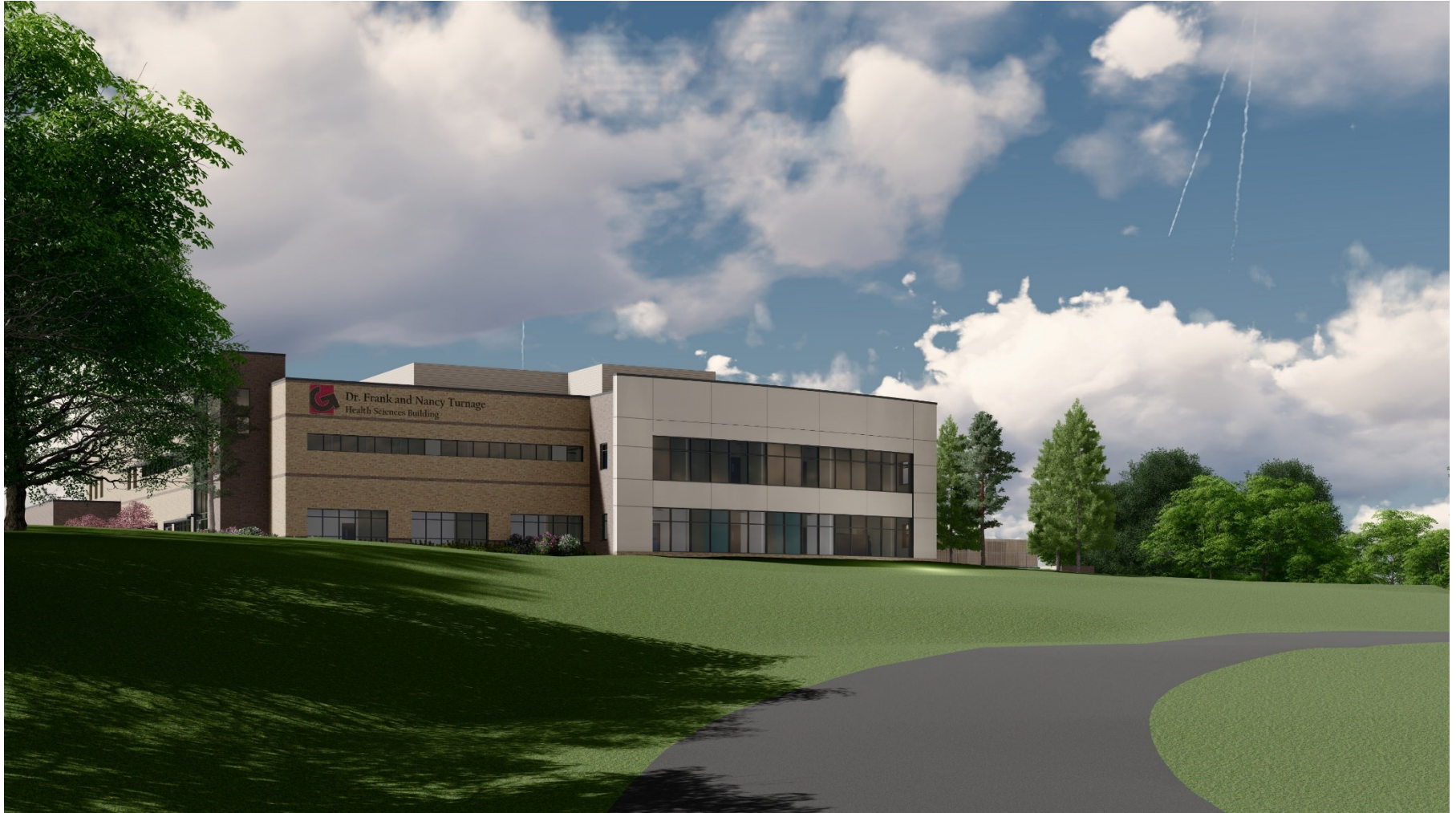
+ Perspective Views: **View from Southwest**



+ Perspective Views: **View from Northeast**



+ Perspective Views: **View from Route 3 Entrance**



+ Funding Report

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COMMONWEALTH of VIRGINIA Department of General Services

DIVISION OF ENGINEERING AND BUILDINGS

1100 BANK STREET, 6TH FLOOR
RICHMOND, VIRGINIA 23219-3424
(804) 786-3581
FAX (804) 225-4709

July 24, 2023

William E Price
Virginia Community College System
300 Arboretum Place, Suite 200
Richmond, Virginia 23236

CORRECTED FUNDING REPORT

RE: Virginia Community College System
Germana Community College
Replace French Slaughter Building
280-18340-000 2021 Chapter 582 Construction Pool **Pool Fund Project - Approved Funding Amounts**

Funding for this project has been authorized by the 6 PAC Committee as follows:

1.) Building	\$31,046,867	(excluding prevailing wages)
2.) Utilities & Sitework	\$5,789,524	(excluding prevailing wages)
Accepted VE	\$0	(excluding prevailing wages)
Construction Total	\$36,836,190	
3.) Design & Related Services	\$3,753,000	
4.) Inspection	\$679,000	
5.) FF&E	\$4,531,000	
6.) Other Costs	\$2,888,000	
7.) Contingency	\$1,448,000	
8.) Land	\$0	
Project Grand Total	\$50,115,190	
SF (basis of cost review)	69,700	

Consideration is included in this review to resolve additional costs that may arise from further development of details, more in-depth site investigations, review comments from the technical review, and typical items that are revealed during the development of permitted drawings.

Based upon the Agency's declaration as to the applicability of the Prevailing Wage law, the Grand Total shown above reflects funding for adjustments due to the Prevailing Wage law (effective May 1, 2021) if it is determined by the 6PAC that the Agency has correctly applied the Prevailing Wage law to the project. Release of these additional funds to be subject to review and authorization by the 6PAC and administered by DPB in coordination with DEB and the 6PAC in compliance with the provisions of Title 2.2, Chapter 15.1 (§2.2-1515 through §2.2-1520) for the sole purpose of supporting the cost impact of the Prevailing Wage Law and shall not be otherwise obligated by the agency.

Agency is exercising alternate operational authority with respect to the Code of Virginia § 2.2-4321.3: "Payment of prevailing wage for work performed on public works contracts" hereby declares that prevailing wage applies. **yes**

Allowance for Prevailing Wage Law Impacts **\$1,841,810**

The total amount authorized for this project is: **\$51,957,000**

The construction estimates and requested amount for construction are as follows:

A/E Cost Estimate:	\$41,649,005	(Inc. esc.)
Independent Cost Estimate:	\$40,272,585 (basis of cost review)	(Inc. esc.)
Construction Amount Requested by Agency:	\$41,649,004	(Inc. esc. & VE)
Comparable Projects:	\$38,766,231	(Inc. esc.)

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Contract:

Here are some of the more significant differences

	Agency:	DEB:	S/BF
B. Shell	\$7,934,833	\$1,128,742	\$16.19 Per historical data
C. Interiors	\$6,176,595	\$4,913,002	\$70.49 Per historical data
D. Services	\$7,814,325	\$7,253,710	\$104.18 Per historical data
Demolition	\$255,000	\$0	\$0.00 Duplication of costs carried in const.
Cost Estimating Services	\$30,000	\$104,550	\$1.50 Per historical data
Project Inspection Services (in-house or consultant)	\$180,000	\$483,475	\$6.94 Per historical data
Data & Voice Communications	\$520,000	\$667,349	\$9.86 Per historical data
Utility Connection Fees	\$100,000	\$265,295	\$3.82 Per historical data
Commissioning	\$440,000	\$554,651	\$7.99 Per historical data
Furnishings	\$1,330,000	\$2,091,000	\$30.00 Per historical data
Movable Equipment	\$1,556,000	\$2,439,500	\$35.00 Per historical data

Guidance Forward:

The amount authorized for construction is greater than the amount requested due to a difference in opinion of probable construction costs. Agency shall continue to develop the project's design into Working Drawings consistent with the Preliminary phase. Added scope or extent without prior legislative approval is not permitted.

As with all Pool funded projects, agency should utilize all other project funding sources, including planning, preplanning, and detailed planning funds advanced prior to utilizing the new Pool funds.

For this project, those amounts are identified as shown below:

A. Project Cost After FF&E Adjustment: (If chapter's construction pool includes or excludes FF&E)	\$47,426,000
B. Non-Pool Funds Required By Agency:	\$0
C. Funds Required From Pool Without Funding Options: (Includes Planning Funds Already Advanced From Pool)	\$47,426,000 (A - B)
D. Total Detailed Planning Funds:	\$0
D1. Planning Funds Already Advanced From Construction Pool:	\$0
D2. Planning Funds Already Advanced From CCPF Post:	\$0
D3. Additional amount required to advance the project through Working Drawings (bid ready):	\$3,853,842
Construction Pool funds to reimburse \$ back to CCPF	
E. Net Bill Needed From Pool:	\$47,426,000 (C - D1)
* * Note to DPB Analyst: Please verify prior funding and adjust net funding as required.	
F. Funding Options Authorized By The 6 PAC Committee:	\$0
G. The net new funds approved under this authorization are as shown below: Source: 2021 Chapter 582	\$47,426,000 (E + F)
Net additional amount to agency after D2 funds reimbursed to CCPF:	\$47,426,000 ((E + F) - D2)
H. HE0 (Agency Reimbursement - Included in "G" Above)	\$0
I. AA (Authorized Amount) Pool Funds Including Funding Options:	\$47,426,000

For renovation projects, additional Contingency may be made available for unforeseen conditions if no more than 2% of the original contingency was used for owner requested changes.

Submit a CO-2 using the funding information in this report.

Funding order: The next disbursement will be additional funds required to advance the project to complete Working Drawings (bid ready). This amount is identified in D3 above. Subsequent to that will be the construction phase funding, followed by FF&E.

Sincerely,



W. Michael Coppa
Director

CC: Ronald S. Samal
Billey Shaw (EDT)
Emily Grimes
Darwin DeBasio

CENTER STREET UPDATE

Bruce L. Davis

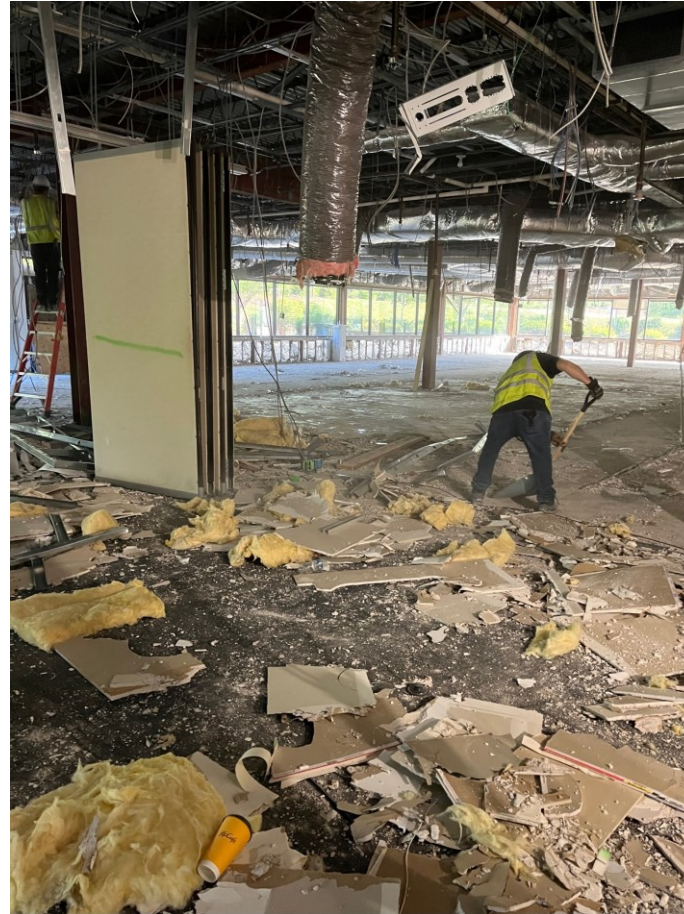
College Board Meeting

September 7, 2023

TIMELINE

- Demolition completed within 45 days by Dario Construction.
- All 15 permits submitted to Stafford County.
- Chris Dario has met with sub-contractors and will begin putting together cost estimates for project.
- College and Foundation will “value-engineer” the cost estimates. IT had Comcast and Segra install fiber optic that supports the VCCS internet access. Conduit was installed between 10 and 25 so the buildings can be connected.
- Construction estimated to begin in October 2023.
- Estimated opening is dependent on pace of construction and supply chain.

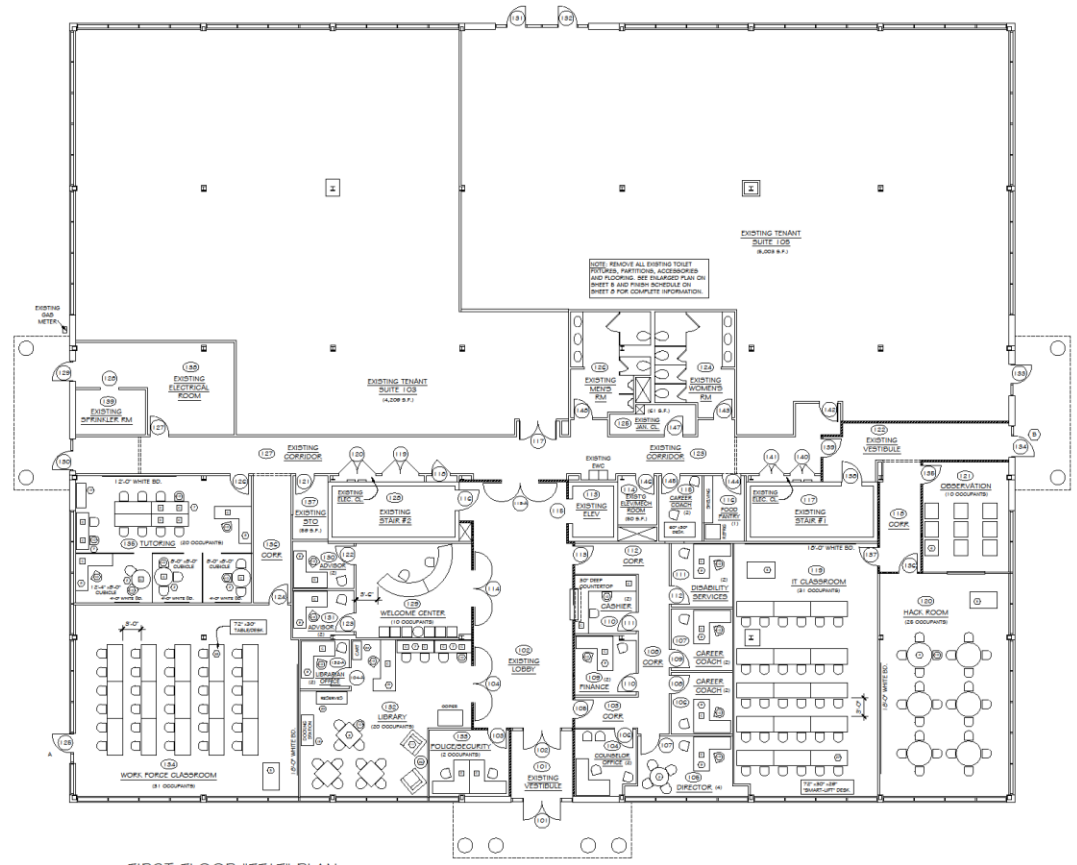
PROGRESS



PROGRESS



FIRST FLOOR -10 CENTER STREET



FIRST FLOOR "FF#E" PLAN
1/8" = 1'-0"

FURNITURE, FIXTURES & EQUIPMENT SCHEDULE		
MARK	DESCRIPTION	QTY/MT
01	12" X 12" WHITE BR	100
02	12" X 12" WHITE BR	100
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JOHN J. BURGER, P.C.
ARCHITECT
FREDERICKSBURG, VIRGINIA
(540) 371-8556

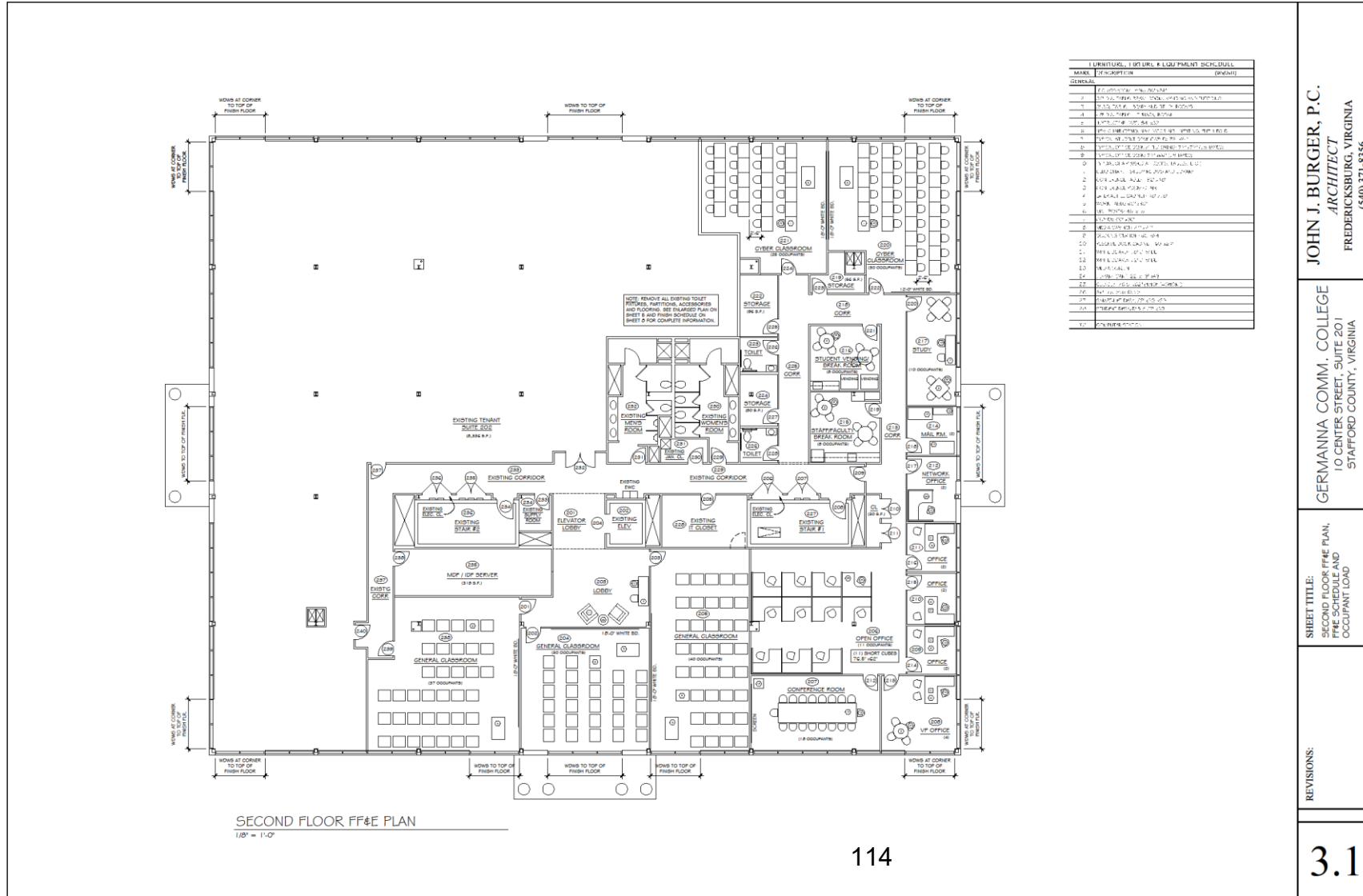
GERMANNA COMM. COLLEGE
10 CENTER STREET, SUITE 101
STAFFORD COUNTY, VIRGINIA

SHEET TITLE:
FIRST FLOOR FF#E PLAN,
SCHEMATIC AND
OCCUPANT LOAD

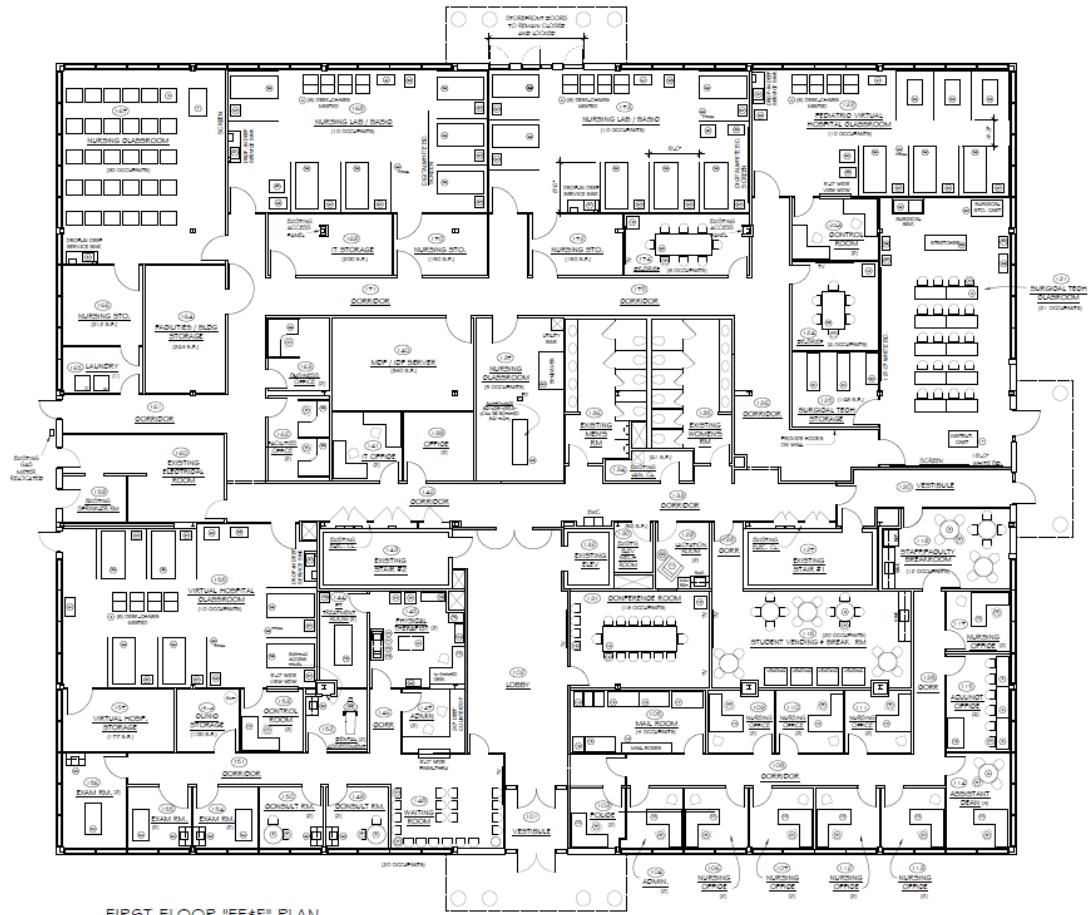
REVISIONS:

3.2

SECOND FLOOR - 10 CENTER STREET



FIRST FLOOR - 25 CENTER STREET

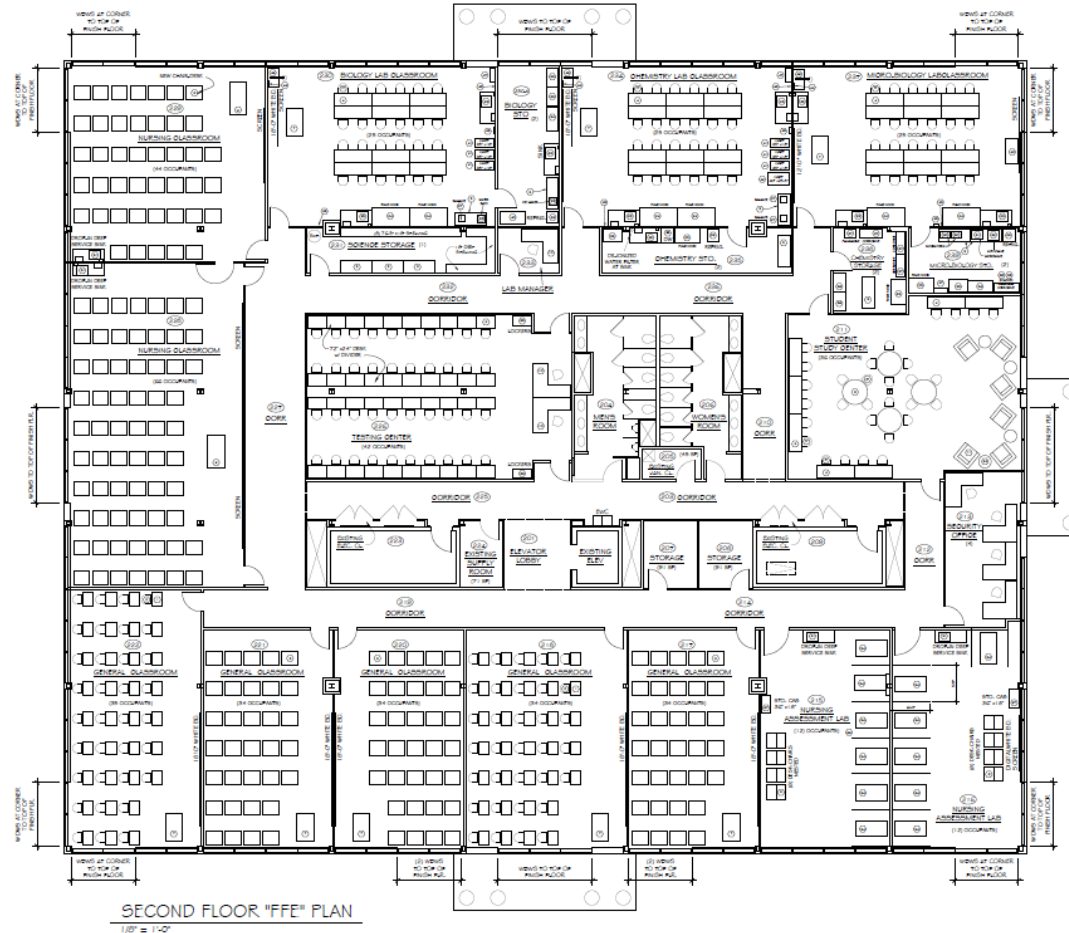


FIRST FLOOR "FF#E" PLAN
1/8" = 1'-0"

NOTE: SEE FF#E SCHEDULE ON SHEET 4.3 FOR COMPLETE INFORMATION.

<p>JOHN J. BURGER, P.C. ARCHITECT FREDERICKSBURG, VIRGINIA (540) 371-8356</p>	<p>GERMANIA COMM. COLLEGE 25 CENTER STREET STAFFORD COUNTY, VIRGINIA</p>	<p>SHEET TITLE: FIRST FLOOR FINE PLAN</p>	<p>REVISIONS:</p>	<p>SHEET NO.: 4.2</p>
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SECOND FLOOR - 25 CENTER STREET



NOTE: SEE FFE SCHEDULE ON SHEET 4.3 FOR COMPLETE INFORMATION.

JOHN J. BURGER, P.C. ARCHITECT FREDERICKSBURG, VIRGINIA (540) 371-8356
GERMANNA COMM. COLLEGE 25 CENTER STREET STAFFORD COUNTY, VIRGINIA
SHEET TITLE: SECOND FLOOR FFE PLAN, AND OCCUPANCY LOAD CALC.
REVISIONS: DATE: SHEET NO.:
5.1

GERMANNA COMMUNITY CLASSES

Open to you and our communities



Workforce Update

Presentation Overview

- “Blurring the Lines”
- Enrollment numbers
- Leveraging space and partnerships
- Challenges
- Discussion and Questions

Enrollment Comparison

Course	22-23	23-24	
Electrical	91	111	
HVAC	55	52	
Plumbing	6	6	
Welding	17	17	
Heavy Equipment Operator	22	5	
Forklift	0	10	
CompTIA	58	47	
EMT	0	11	
Phlebotomy	3	12	
Total	252	271	7% increase

Spring 2024 Progression (example)

Electrical Level 1	45
Electrical Level 2	32
Electrical Level 3	17
	94

22-23 = 252 ** 23-24 = 365 ** +31% enrollment increase



Phlebotomy Class Fredericksburg Campus SP2 - Room 129



Electrical Class Fred CAT - Room 115

Opportunities & Challenges

- Continual Integration of One Door
- Workforce Processes and Standardization
- Instructor Training
- Increase in Credential Attainment
- Space



Discussion and Questions

Tina Lance - tlance@germanna.edu