PRESIDENT: Trustees: Bassett, Scales, Slate, Martin, O’Bannon


Guests: Anne O’Bannon, S. Kinney, Mike Driscoll, S. Toppino, N. Bunch, Susan Hammaker, Mark Howell, April Patterson, Roger Mills, Deb Bent, Ted Healy, Joseph Cubria, Christina Malsheimer, Natasha Martin, Karl Malsheimer, Vogue, John Guerra

Swearing-in of New Trustees, Anne O’Bannon and Dr. Antoinette Martin.

The Agenda was approved as presented.

Moved O’Bannon, seconded Bassett to approve the minutes of June 25, 2009, with the correction requested by Trustee Bassett that under Public Input, Ms. DeLorenzo’s statement would include “a setting that faculty may speak to the Board without fear of retaliation”

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon

ELECTION OF OFFICERS

Chairman Scales relinquished the Chair and turned the meeting over to President Landesberg-Boyle, who called for nominations for Chair. Trustee O’Bannon nominated Spencer Slate, seconded Bassett, Trustee Scales move to approve by acclamation. Spencer Slate’s nomination for Chair was approved.

Trustee Scales moved to nominate Kim Bassett for Vice-Chair, Chairman Slate moved to nominate Anne O’Bannon, Trustee Martin seconded Kim Bassett as Vice Chair. Anne O’Bannon’s nomination died for a lack of a second. Kim Bassett’s nomination for Vice-Chair is approved.

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon

MEETING TIME AND PLACE

Moved O’Bannon, seconded Bassett to approve the Meeting Time and Place on the 4th. Monday of the Month at 5:00 p.m.

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon

CONSENT AGENDA

Moved Scales, seconded Bassett to approve the Consent Agenda in bulk, as per separate attachment (Suppl. Min. Book)

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon

PRESIDENT’S HIGHLIGHTS

-Dr. Boyle reported that unduplicated headcount for the Summer topped 1017, last summer it was 892; for Fall 2009, we are at 696, with 4 weeks for registration left to go, last year at this time we were at 553. Applicants for the Fall are at 352, last year at this time they were at 289. Marine Science at lead in non-resident FTE with 12 FTE in that program.

-There is a need program, called MCAA is a Military Spouse Career Advancement Program, which provides $6,000, a year, for military spouses.

-The College received $11,000, in scholarships from the Hemingway Look-a-Like Society.

-Diveheart is on Campus working with handicapped students.

-President Boyle read a statement to the Board “until further action by the Board, I am moving all personnel matters, such as hiring, firing and promotions, to be delegated by the President, to the College’s Director of Human Resources, Joanne Dinkel, to allow me to focus on the State and Federal legislative agenda, that right now is coming to a critical point.”

DISTRICT BOARD OF TRUSTEES

PRESIDENT

Kirsten Kraig reported to the Board an overview of the financial differences between the two proposals on the Dorm Housing. Ms. Kraig went through the list of differences, as per separate attachment, (Suppl. Min. Book). One proposal has proposed a tax exempt structure and one has proposed a private equity conventional bank loan. The tax exempt proposal has a 35 year ground lease term and the private equity conventional bank loan has a minimum of 75 year ground lease term. The tax exempt proposal has been estimated by the developer to bring in 100% of the net cash flow to the College in excess of $10,000,000, over the 35 year life of the project. The conventional private equity proposal has no guaranteed ground rent but
they said that they would be willing to negotiate that with the college. A complete subordination of the ground lease is in the private equity proposal; if the project was to fail the college would lose the land. The developer has indicated that they can secure financing without the subordination, but it may impact the student rents.

There was a question of who would bear the responsibility of the soft cost in the Student Suites proposal, if they could not secure the bond. Student Suites sent a letter, that Trustee Scales said was a potential game changer, as Student Suites will bear that cost. He is also concerned about liability, if the College manages the Dorm. Wood Partners requires that they manage the Dorms, in their proposal. The premium costs for liability from Student Suites was $50,000.

The DSO Board is asking direction from the Trustees, whether the College is interested in making money from this project and if the College is interested in managing the facility.

There was discussion in the differences in the student rental costs. Student Suites proposal is $900.00 a month and Wood Partners was starting at $1025.00, a month.

Moved Scales, seconded Bassett to remand the issue of the two proposals on the Dorm Housing back to DSO Board with instructions to re-evaluate the matter based on the elimination of the risks that the Student Suites letter provided and give them the direction that the Board would not be adverse to the College making money and the Board has no objection to the College managing the facility.

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon

ATTORNEY

A. Moved Scales, seconded Slate to adjourn as a Regular meeting and reconvene as a Rule Making Board.

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon

The Grievance procedure was discussed and the Board was assured that there is a Grievance procedure in place and an active committee for grievances.

Moved Bassett, seconded Martin to approve the Board Rule changes to Final Pay-out, #BR5.463, as per separate attachment (Suppl. Min. Book)

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon

The Board adjourned as a Rule Making Board and re-convened as a regular Board.

GRIEVANCE POLICY AND COMMITTEE

Moved Bassett, seconded Scales to approve that the existing Grievance Policy remain in place and that the committee that was previously elected remain in place until the new committee is elected in September.

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon

COLLEGE NAME CHANGE AGREEMENT

B. Moved O’Bannon, seconded Scales to approve the College Name Change agreement with the Florida State Board of Education, as per separate attachment (Suppl. Min. Book)

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon

PERSONNEL ACTIONS

Moved Bassett, seconded O’Bannon to approve the Personnel Actions as follows:

NEW EMPLOYEES-Full-time
Bellido de Luna, Alexandra - July 13, 2009, Library Specialist, Career Grade 4, $12.87/hrly.
White, John - August 19, 2009, 10-Month Faculty, Marine Engineering, Level III, Masters/Highly Technical, $62,808, annually.

Part-time
Ford, Catherine - June 19, 2009, Part-time Swimming Skills Coordinator, Career, Grade 3, $11.91/ hour.
Budde, Michael - June 8, 2009, Part-time Diving Technical Advisor, $17.50 /hour.
Beckmann Brenda - August 17, 2009, Part-time EMS Program Coordinator UKC, $21 /hr.
Byers, Ellie - June 6, 2009, Part-time Proctor, Testing, $15.00 /hour.
Parker, Steven - June 6, 2009, Part-time Proctor, Testing, $15.00 /hour.
Elstrom, Ellen  - April 1, 2009, Part-time Tutor, Students w/ Disabilities, $15.00/hrly.
Hit, Sherri  - January 29, 2009, Part-time Tutor, Students w/ Disabilities, $15.00/hrly.
Provost, Rebecca  - June 8, 2009, Part-time Tutor, Students w/ Disabilities, $15.00/hrly.
Stephenson, Amber  - May 12, 2009, Part-time Tutor, Students w/ Disabilities, $15.00/hrly.
Torrence, Steven  - April 27, 2009, Part-time Criminal Justice Coordinator, $25.00 /hrly.

SOUTH FLORIDA SUMMER YOUTH PROGRAM:
COORDINATORS: $22.00 PER HOUR, UP TO 40 HOURS PER WEEK, JUNE – AUGUST 24, 2009
Jeff Pearson, Gwendolyn Hovorka , Donna LaTorre , Gwynne Milner

PARTICIPANTS: $10.00 PER HOUR, UP TO 40 HOURS PER WEEK, JUNE – AUGUST 24, 2009
Barger, Julian  Gonzales, Astwan  Hillary, Danika
Jackson, Shanon  Grandy, Cory  Holloway, Dontrell
Berry, Justin  Greenfield, Simona  Joseph, Wilson
Carey, Kenneth  Harden, Shelby  Pollok, Taryn
Castillo, Alicia  Mingo-Gordon, Ayanna  Smith, Brandon
Edwards, Tangela  Mingo-Gordon, Chelson  Walterson, Alexa
Gambino, Genna  Patomsom, Geoffrey  West, Challie
Pita, Dayana  Harris, Steven

CONTINUED

SALARY ADJUSTMENTS:
Due to increased in hourly ranges in the 09-10 Salary Schedule the following part-time employees hourly rates were brought to the minimum in the Career, Grade 3, hourly range = $11.91.

Marilyn McDonald
Greta Philips-Ford
Erika Stokes
Stephanie Ford

ALLISON SISE

ADVANCED / PART TIME INSTRUCTORS
As per separate attachment (Suppl Min. Book)

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon
B. Organizational Charts were reviewed.

ADMINISTRATIVE AND BUSINESS SERVICES
A. Moved O’Bannon, seconded Scales to approve the Capital Improvement Program, as per separate attachment (Suppl. Min. Book)

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon
B. Moved Bassett, seconded Bassett to approve the Intent to Negotiate the Lagoon Culverts and Maintenance Dredging Project, as per separate attachment (Suppl. Min. Book)

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon
C. There are no Financials this month because of year end.

INSTRUCTIONAL AFFAIRS
A. Moved O’Bannon, seconded Scales to approve the Dual Enrollment Agreement between MCSF and FKCC, as per separate attachment (Suppl. Min. Book)

VOTING YES: Scales, Slate, Bassett, Martin, O’Bannon
B. Dr. Randy Charles gave a brief introduction of the new faculty.

STUDENT AFFAIRS
Lydia Estenoz updated the Board on enrollment: the College ended with 149 FTE for the Summer Term; we are at 214 FTE for Fall Term, last year at this time we were at 150 FTE; our headcount is at 754 vs. 553 for last year and applications are at 532 vs. 495 last year. Ms. Estenoz disclosed to the Board that she had gone to the State Attorney’s office to report what she believed to be a violation to the statute as well as the Administrative Code, on the reporting of FTE to the State. She also reported this to the State Auditor and will be providing the Auditor with additional information. She updated the Board on some new registration processes that have been implemented. She spoke of significant morale problems in the Student Services area and referenced the Blog site with 600 posts, letters in the newspaper, and phone calls.

The Grievance Procedure was discussed, there is a procedure in place and the Committee from the previous year is still in place. Trustee Scales questioned Ms. Estenoz on her going to the State Attorney’s office. The Trustees requested a copy of the letter sent to the State, which reported an adjustment of approximately 2 FTE. Trustee Bassett would like to see the data, concerning the FTE. The Auditor will review the data and determine the actual FTE. Chairman Slate suggested that employees could speak on morale issues, under public input. Trustee Scales re-stated that for the purposes of HR, Joanne would be a direct report to the Board, as was stated previously by Dr. Boyle.
INSTITUTIONAL ADVANCEMENT
VP Solow reported to the Board on Florida Keys Educational Foundation activities. There was a fund raiser held in July at Dr. Boyle’s home. The Foundation has raised a total of $76,000, so far this year.

GOOD OF THE ORDER

Public Input
Dr. Susan Ford Hammacher – Spoke for Dr. Landesberg-Boyle about all the good things, in the past years the College has come from behind.
Nance Frank – Spoke for Dr. Landesberg-Boyle on all the improvements in the past two years. Everyone must come together for the College
Mike Driscoll – Spoke about his allegation that his wife was being sexually harassed by a staff member.
Nancy Bunch – Spoke about employee morale and her personnel experiences and her termination.
Norman Olsen – Spoke for Dr. Landesberg Boyle and his positive interactions with Dr. Boyle and the positive things that have gone on in the Nursing Dept.
Vallerie Gillory – A student spoke on behalf of Dr. Landesberg-Boyle and the hope she has since Dr. Landesberg-Boyle has become President.
John Santorio – Spoke of the negative emotions of the College and how it affects everyone, even though he has never had a problem with Dr. Landesberg-Boyle, himself.
John Burns – Spoke about Morale at the College.
Erika MacWilliams – Spoke about the hostile and aggressive environment at the College.
Brittany Snyder – Spoke about how her supervisor told her he did not do an evaluation on her his year, because he was afraid that Dr. Landesberg-Boyle would change it. She asked the Board for help.
Susan Urban – Spoke on how Dr. Landesberg-Boyle misuses her authority.
Dawn Cline – Spoke on behalf of Dr. Landesberg-Boyle, she feels that she gets the job done and that she supports what she has done.
Randy Charles – Spoke on the division at the College and that here is a fundamental core issue at the College that needs to get fixed.
Bill Chalfant – Spoke on behalf of Dr. Landesberg-Boyle and the Federal monies that she has helped to bring in.
Sharon Farrell - Spoke on behalf of Dr. Landesberg-Boyle and how she has been always treated fairly by her. She felt that not everyone who works at the College knew what was happening at this meeting and that everyone should have an opportunity to speak. She also spoke about how she has been treated badly by other employees at the College.
-Attorney DeVane apologized to Mr. Driscoll.
-Chairman Slate thanked everyone who spoke and said that the Board would work on the problems.
-Vice Chair Bassett – reminded the staff that we have to take care of the students and that this situation is not going to be resolved today. She agreed with Sharon Farrell and that we give notice to the College and allow employees to speak to the Board, good or bad, so that everyone can speak.
-Debbie Leonard will contact the Board to set up a date for a Special Meeting to allow employees to speak.
-Trustee O’Bannon spoke about how much abuse Dr. Landesberg-Boyle has taken in the last two years.
-Dr. Landesberg-Boyle spoke about how she has been harassed with the anonymous emails, how she has been called names, how she has been stalked for the last two years. She also spoke on what the College means to her and what she has done to improve the College and the problems she has encountered.

Meeting adjourned