PRESENT: Trustees: Martin, Bassett, Scales, Slate, O’Bannon; Attorney DeVane, President Boyle; Provost Charles; VP Kehoe; Staff: Estenoz, Dinkel, A. Ernst-Leonard, Snyder, C. Malshheimer, Pichard, W. Chalfant, Parker, Cline, Fry, P. Rice, Chalfant, Alvarado, R. Fisch, G. Martin, MacWilliams, McKiernan, Carreaga, Gragg, Farrell, D. Rudolph, Gilchrist, Cruz, Manzer, Preston, Silcox, Carey, Boyer, Mera, Nicholas, Urban, Lingle, Olsen


The Meeting was called to order by Chairman Slate

The Agenda was approved.

Moved Bassett, seconded O’Bannon to allow letters to be read.

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

ATTORNEY

- Attorney DeVane reminded the speakers that they would be allowed 3 minutes to speak and asked that people who were going to read letters fill out a public input card.

Moved Bassett, seconded O’Bannon to allow the employees to speak first.

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

Chairman Slate thanked everyone for coming and reminded everyone that we were being televised. He apologized if he said anything that offended anyone and that he takes his position as Board Chair very seriously. Chairman Slate asked everyone to conduct themselves with tact and decorum and refrain from any celebrations, bad language, shouting or interruptions during the meeting, as everyone deserves to be heard and respected.

Vice-Chair Bassett also reminded everyone that this is a very sad issue and that there is no room for cheering or clapping, that this is not what this is about.

Trustee O’Bannon also reminded everyone no cheering or applause.

Chairman Slate spoke on change and how hard change is, that the College has undergone positive changes and that we are suffering growing pains. He hopes everyone will work together to solve the issues.

EMPLOYEE INPUT

Randy Charles - Spoke on the work environment at the College, paralyzing micro-management, paranoia and direct and indirect threats to employment status. The institution is divided, wounded and in need of intervention.

Brittany Snyder – Work in an environment of fear, intimidation, retaliation, inequity and lies and gave examples of such.

Mike Cruz – Spoke of the many jobs he does at the College and his concern about being asked to spy on a fellow employee.

Erika MacWilliams – Spoke about how she has endured abuse, humiliation and harassment and intimidation at the leadership of President Boyle.

Michelle Cherry - gave examples of abuse, micro-management and a break-down of regulations that she felt has occurred that has damaged the morale of her department.

Jillian Manzer – Spoke of how she was told by fellow employees that if she went to a SAC’s conference with Erika MacWilliams that she would be put on a hit list. She spoke of the hit list and the paranoia that it causes.

Penni Wise - Spoke of a culture of oppression with the use of aggression, bullying, fear faced tactics and a keeping her from doing her job and advancing in the institution.

Chairman Slate reminded speakers to stay within the three minute time limit.

Moved O’Bannon, seconded Scales that no more time be yielded and that speakers must stay within the three minutes.

VOTING YES: O’Bannon, Slate, Scales

VOTING NO: Martin, Bassett

Motion passes.
EMPLOYEE INPUT CONT’D

Cheryl Malsheimer – Spoke about Dr. Landesberg-Boyle criticizing her and telling her she was an obstacle to registration and she was putting up too many barriers to registration.

Suzy Park – Felt that she had been retaliated against by Dr. Landesberg-Boyle.

Karla Malsheimer – Spoke of abusive language used by Dr. Landesberg-Boyle.

Susan Urban – Spoke of the heavy handed, random way that change is managed.

Bryan Gilchrist - Spoke of all of the work employees did to achieve some of the College’s accomplishments and asked that the Board terminate Dr. Landesberg-Boyle.

Steven Parker – Spoke of all his accomplishments and that he received a demotion of two pay grades and did not know why.

Christina Pichardo – Spoke of the way Dr. Landesberg-Boyle accused her of being a mole, had her phone records and e-mails checked.

Gavin McKiernan – Spoke of her department being downsized after the other member quit after being harassed and that she still did her job, so resigned on August 25.

Lydia Estenoz – Spoke of her accomplishments since Dr. Landesberg-Boyle had come and of the outside smear campaign against Dr. Landesberg-Boyle and how that effected Dr. Landesberg-Boyle treatment of employees.

Nicole Gerrard – Spoke of the EPI program she runs and the fact that the numbers are growing, not declining as was reported to the Board by Dr. Landesberg-Boyle. She also spoke on the grants that she brought in for the Program.

Douglas Rudolph – Reminder the Board of the accomplishments of Dr. Landesberg-Boyle and asked the Board that if they find that she has done anything illegal, immoral or unethical that they take appropriate action, if that is not the case he asked that the College move on and continue with the business of providing the best possible education for the Students.

Deborah Solow – Spoke of Dr. Landesberg-Boyle’s establishing the student’s welfare as her priority, but she neglected to show the same concern for the employees. She also spoke of how the turmoil has affected her fundraising efforts.

Dr. John Kehoe – Spoke of Dr. Landesberg-Boyle having to put up with personal attacks, insults, lies, insinuations, and taunts, whatever she did was twisted around to make it look like a bad thing. She gave 6% raises to employees even though staff recommended against it. He asked that if the Board finds that deficiencies exists, that Dr. Landesberg-Boyle be given the opportunity to correct them, as she has brought transformational change to the College.

Dr. Patrick Rice – Spoke of how he has worked with Dr. Landesberg-Boyle with open communication. He asked that everyone work together really hard to try and solve this as a team.

Sharon Farrell – Spoke of the meeting with Mel Rubin and felt that progress has been made, she spoke of his findings, that the College is not factual, that it runs on rumor. She reminded everyone that the President deserves justice and that her side of the story needs to be heard. She read a statement from Edgardo Alvardo-Vasquez which stated that “I have never been called anything but by my name and title by Dr. Boyle, my relationship with Dr. Boyle is professional, I do not ascribe to anything being said without my express authorization”.

Melissa Nicholas – Spoke of her own personal experiences with Dr. Landesberg-Boyle, she sat in on the President’s Cabinet and she was amazed at how hard the President and her staff worked to increase enrollment, raise pay, create sustainable programs and make lasting partnerships within the community while trying to work with a decreasing budget.

Pat Silcox – Spoke of her hope that things can be worked out, thought that the mediation with Mr. Rubin was good and that some of the recommendations he made would help.
Joanne Preston – Spoke of Dr. Boyle amazing vision for the college, because there are many colleges who do not have a clear vision. Management communication is terrible at the College, the College runs on rumor.

Justin Kawaler – Spoke of the deplorable state of the College before Dr. Boyle came on board, the lack of student scholarships being given out from the money he donated, the accreditation of the College, and the Dorm Housing issues.

Alex Bryskie – Spoke of his perspective of how the College has improved since Dr. Boyle took over.

Norman Olsen – Spoke on the reason he came back to the College was because of Dr. Boyle and the changes that she made. He believes that needed changes dictates unpopular decisions and causes anger as expectations change and growth begins to happen. What he believes is unusual is the hatefulness of some of the attacks on Dr. Boyle and attempts by some to manipulate people and use by some, their legitimate complaints as vehicles for termination of the College President rather than assertive confrontation and problem solving.

Dr. Bruce Gragg – supports the vision that Dr. Boyle brought to the College, and wants to see if we can come back together as a group and go from there.

William Chalfant – Spoke of the overwhelming faculty support for Dr. Boyle, most of the contention is in three main areas Advising and Enrollment and IT, the other side is very happy.

Dawn Cline – Spoke about the outside faction that wants to take Dr. Boyle down, she was threatened that if she sided with Dr. Boyle that she would go down with her. She supports everything that Dr. Boyle has done for the College, she knows there are problems, but feels we all need to get together to fix them without the public being there.

Kenny Lingle – Spoke about the College being on the verge of collapse before Dr. Boyle came here. He feels that we can work with Dr. Boyle and keep the College moving forward.

Christa Fly - Spoke about how Dr. Boyle has encouraged the extension of our programs, concentrating on Student Learning, applying for and receiving industry certifications. Since Fall of 2007, enrollment for the Dive department has gone up 72%. She would like to see something worked out with Dr. Boyle.

Mark Woods – Spoke about how all of this is affecting our students, we have a leader if we don’t like what going on we take it to HR and then the Board, not to the newspapers. He acknowledged that everyone works hard. Take care of our school. Do it now.

Roland Fisch – Spoke to the Board on the division of the College, Firing of the President will not solve anything. He asked why any candidate for the presidency come to a college that just thrown out a president that had turned the College around, an incoming President would likely clean house. We need to make people feel more secure, we should work together to solve these problems.

Gary Martin – Spoke on how Dr. Boyle was instrumental in increasing classes and enrollment in the Middle and Upper Keys.

COMMUNITY MEMBERS

Sandra Downs – Spoke about how apparent it was that it was a stacked deck with crying/complaining force over and over again and the fact that there was no longer any media present. She spoke on the positive direction the College has taken.

Weston Kemp – Read a letter from Dr. Lynne Bentley Kemp.

Constance Gilbert – Spoke about how all of the cons were at the beginning of the meeting, and how that seemed to be planned. She felt that the Board had already made up their minds; she felt that the people speaking against Dr. Boyle, speeches were scripted. She felt that a lot of the problems were coming from hearsay and that she hoped Dr. Boyle would remain at the College, because that was good for the College.

Susan Hammaker – Spoke on behalf of Dr. Boyle, she read a letter from Dr. Ken Sorensen who spoke on behalf of Dr. Boyle and a letter from John Ferre, who spoke for Dr. Boyle and all of her accomplishments. Ms. Hammaker spoke on behalf of Dr. Boyle and she laid the real blame on the Board of Trustees, she feels this is time for serious work by everyone, not rash action.

Valerie Gillory - a student at FKCC, spoke on behalf of Dr. Boyle.

Quilla Perkins – Spoke about how people want change, but not change that is illegal. She felt that too much has happened for there to be any healing.

Wil Miner – from what he has seen that Dr. Boyle has done what is necessary to protect the safety of the Students. What needs to happen is what is best for the students and the College.

Sharon Toppino - spoke on a few students who received scholarships that Dr. Boyle had requested and those students had failed.

G. Paul Whorton - William DeVane read a letter from Mr. Whorton, who spoke on behalf of Dr. Boyle. He put the blame on the Board of Trustees, for listening to employees who were not happy.

Carey Goodman – spoke on change what is the best interest of the College, and about the rumors about the college closing through the years, and about the college SAC’s accreditation rumor and that the college was never at risk.
Dr. Craig Vernet – from Hodges University, spoke on behalf of Dr. Boyle; he is concerned that the agreement with Hodges may be in jeopardy if the colleges replaces Dr. Boyle. Dr. Boyle has done an amazing job in keeping the students at the College. He urged the Board to try to work through this.

Don Booth - Spoke on behalf of the Faculty and the lack of respect for them. He feels that Dr. Boyle has some limitations with dealing with people.

Mike Driscoll – Spoke of the vessel running aground and that the captain is held responsible.

Bambi Griffith – Bill Chalfant read a letter from Bambi that was in support of Dr. Boyle.

Lori Kelly – She felt the Board made the right decision when hiring Dr. Boyle to clean house, but she felt that perhaps they needed someone else to build the institution.

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Chairman Slate spoke on the internal issues, he is glad that he could listen and that the Board would get to the bottom of what is going on.

-Trustee Martin thanked everyone for coming and that she knew it took a lot of courage to get up in front of everyone and speak. She feels that the Board needs to meet quickly to come up with a plan.

-Vice-Chair Bassett - She has worked with Dr. Boyle for two years and she appreciates her drive and ambition, she is amazed of how Dr. Boyle always was focused on the College, but she is not sure that Dr. Boyle is a good leader. There is a serious divide at the College. For two years she has been trying to work with Dr. Boyle on employee issues. She feels that Dr. Boyle is good managing people. A leader needs to recognize that there are issues with the team and resolve those issues and she has not seem that in two years. She feels the Board needs to bring back harmony and stability to the institution, no matter what the decision the Board makes about half the employees are not going to be happy. She is not prepared to make a decision tonight, but that we need to get back together quickly.

-Trustee O’Bannon - She would like to see this problem fixed so that we can move on. She disturbed by the difference in the mediation sessions disclosures and the statements made tonight, some were completely different. At the mediation blame was put differently and tonight it was put entirely on Dr. Boyle.

-Trustee Scales - Spoke about the respect that he has for Mel Rubin. Feels that the Board needs to resolve this problem and no matter what the decision is the Board needs to make it with one clear voice. These are real concerns from real employees and the president must knowledge that and that this is not a conspiracy about Dorms. The Board needs to set a Special Meeting to address this issue and that the Board speaks with one voice.

Moved Bassett, seconded O’Bannon to freeze firing pending the next Board meeting.

VOTING YES: Scales, Bassett, Slate, O’Bannon, Martin.
Moved Scales, seconded Bassett to hold a Special Board meeting in Key West and the Regular meeting in Key Largo and the dates will be scheduled by Debbie Leonard after she polls the Board.

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

SPECIAL AND REGULAR BOARD MEETINGS

Jill Landesberg-Boyle
President

Spencer Slate
Chairman