

June 17, 2014

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: Suzanne L. Gardner

SUBJECT: *“2014 New Law Summary” and
“Board of Trustees: Authority and Responsibilities (2014)”*

Please find attached printed copies of the College’s New Law Summary of legislation impacting the Florida College System institutions, as well as an updated version of the booklet, Board of Trustees: Authority and Responsibilities reflecting recent changes to Florida law and State Board of Education Rules. The electronic version of the New Law Summary continues to be revised to reflect the movement of enrolled bills to the Governor’s desk for signature. Both publications are available on the Board of Trustees’ website wherein links to each piece of legislation or rule is accessible. <http://www.spcollege.edu/bot/>

Highlights include the following:

1. Proviso Language – General Appropriations Act ([House Bill 5001](#))

Proviso is language in the General Appropriations Act attached to a specific appropriation which directs or authorizes how the funds can be expended; it expires after one year.

- ***Performance Funding:*** By no later than December 31, 2014, the Commissioner of Education shall recommend to the Governor and legislative leaders a performance funding formula to be used to allocate funds to Florida College System (FCS) institutions. The recommendations shall include up to ten performance measures, appropriate performance benchmarks for each measure, and a detailed methodology for allocating performance funding to the colleges. At a minimum, the measures must include job placement rates, cost per degree, and graduation/retention rates. In addition, the performance benchmarks and allocation methodology shall include institutions’ current performance effectiveness as well as rates of improvement.
- ***Industry Certification Performance Funding:*** A total of \$5,000,000 was allocated for performance-based funding for industry certifications. Department of Education (DOE) must distribute the funds by June 15, 2015, and must establish reporting procedures for earned certifications.

2. Appropriations Conforming Bill_ ([House Bill 5101](#))

Conforming bills are part of the Budget Conference and conform Florida law to the provisions in the budget. Unlike proviso language, these are permanent changes to law.

- ***Moratorium on Florida College System (FCS) Baccalaureate Programs:*** Retains current law governing the FCS baccalaureate programs, however, prohibits the State Board of Education and St. Petersburg College from approving any new baccalaureate degree programs between March 31, 2014 and May 31, 2015 in any Florida College System (FCS) institution.
- ***Public Education Capital Outlay (PECO):*** Makes the payment of debt service the first priority expenditure from the PECO and Debt Service Trust Fund. Creates a method to save funds necessary to cover bond payments and requires the legislature to set aside funds.

- ***Provisions Related to Dual Enrollment (DE):*** Requires school districts to pay standard tuition rate for dual enrollment on public postsecondary campus from funds provided in the Florida Education Finance Program (FEFP). When not offered on the college campus, the school district must pay a portion of salary and benefits when the instruction is provided by the postsecondary institution. Allows agreements to offer courses on a school district site, however allows no payment to the postsecondary institution if the instruction is provided by the school district. The bill further removes provisions for certain administrative costs colleges may charge and provides public postsecondary institutions may only receive payment for Spring and Fall. Summer tuition is subject to an annual appropriation.
- 3. Dual Enrollment & Early College Collegiate High School ([CS/SB 850](#))**
- ***Collegiate High School Program – Dual Enrollment Provisions:*** Requires each Florida College System institution to work with school districts to establish one or more collegiate high school programs in the service area. At a minimum this must include an option for grades 11 or 12, for at least one full school year, to earn Career and Professional Education (CAPE) industry certifications and complete 30 credit hours through dual enrollment toward the first year of college for an associate or baccalaureate degree. Beginning with 2015-16 school year, if the college does not establish a program in its service area, another FCS institution may do so. Contracts must be executed by January 1 of each school year for implementation of the program during the next school year.
 - ***Career and Professional Education (CAPE) Provisions:*** Requires the Commissioner to recommend the CAPE Industry Certification Funding List, and include the career pathways list approved for the FL Gold Seal Vocational Scholars Award. Specifies K-12 funding for CAPE certificates including additional funding for CAPE Acceleration Industry Certifications that articulate for 15-29 college credit hours and 1.0 FTE for those that articulate for 30 or more college credit hours.
- 4. Post-Secondary Education Tuition and Fees ([HB 851](#))**
- ***Tuition:*** For **adult education**, eliminates reference to non-residents, resulting in single block tuition of \$45 per year or \$30 per term for all students. For all public postsecondary education:
 - Adjusts the current level of tuition stated in the Statute. Tuition is established in the Appropriations Act, and did not increase.
 - Specifies that if the resident undergraduate tuition per credit hour at workforce education institutions, Florida College System institutions, or state universities is not provided in the General Appropriations Act, the tuition must remain the same as the prior fiscal year,
 - Eliminates the annual rate of inflation increase of the resident undergraduate tuition per credit hour at workforce education institutions, Florida College System institutions, and state universities.
 - ***Out-of-State Fee Waivers/Undocumented Students (“Dream Act”)*** Requires all public higher education to waive out-of-state fees for students who are undocumented for federal immigration purposes and who attended a secondary school in Florida for 3 consecutive years immediately prior to graduation from Florida high school, and apply for enrollment within 24 months of high school graduation and submit official Florida high school transcript. (Waivers limited to 110% of required credit hour and students granted the waivers are not eligible for state financial aid. Requires that priority in non-resident

enrollment system-wide is to be given to veterans with waivers over students given waivers according to this Act.

- **Residency for Tuition Purposes:** The bill amends the definition of “parent” to allow for either or both parents, any guardian, or any person in a parental relationship and reduces the amount of time a child must live with a relative from 5 years to 3 years in order to use the relative’s documentation to establish residency for tuition purposes. Further, a dependent child cannot be denied classification as a resident for tuition purposes solely based on the immigration status of the parent. (Codifies the 2012 ruling in Ruiz, et al. v. Gerard Robinson, et al.)

5. Florida GI Bill (CS/CS/HB 7015)

The bill provides education and employment opportunities, including a waiver of out-of-state fees for an honorably discharged veteran who physically resides in Florida while enrolled in the state institutions. The bill creates the “Veterans Employment and Training Services Program” (VETS) within the Department of Veterans Affairs to fund specialized training. Grants may be allocated to any training provider, including a Florida College System institution. The bill also includes increased funding through Educational Dollars for Duty (EDD) which, in part, covers training for industry certifications and continuing education to maintain licensure.

6. Educator Certification (CS/CS/CS HB 433)

Students who take a baccalaureate degree in education must complete an internship as a degree requirement. The bill amends the requirements for educator certification in regard to clinical training requirements, expanded training for renewal of certification for those teaching students with disabilities, enhance optional assessment options for preparation, training and in-service requirement and additional examinations to certify applicants demonstrating mastery of particular subject area knowledge.

7. Nursing Education Programs (CS/CS/CS SB 1036)

Revises the definition of “clinical training” to include clinical simulation and the definition of “practice of professional nursing” to include “the teaching of general principles of health and wellness to the public and to students other than nursing students,” and increases the percentage of clinical training that may consist of simulation from 25 percent to 50 percent. Further, revises requirements related to continuing education, eligibility and graduate passage rates for licensing through the state Board of Nursing.

8. Public Records Regarding FERPA (CS/SB 646)

This bill reenacts the public record exemption for education and student applicant records held by a public postsecondary educational institution.

9. Full-time Faculty and Instructional Contracts (6A-14.0411)

State Board of Education Rule revises the requirements and criteria for awarding faculty continuing contracts and the evaluation of employees under continuing contract and other instructional contracts.

SPC St. Petersburg College

2014 Legislative Session

New Law Summary

June, 2014

The Florida House and Senate adjourned Sine Die during the final hours of Friday, May 2, 2014. A total of 1,812 bills were introduced, although only 264 passed both chambers. Below is a preliminary summary of the 2014 General Appropriations Act, Implementing Bill, Conforming Bills, and key bills impacting the Florida College System, St. Petersburg College and the St. Petersburg Collegiate High School (Charter School).



The Florida College System (FCS) has some significant legislative changes to address as a result of the 2014 Legislative Session. Perhaps most impactful to a select group of students was the passing of CS/CS/CS HB 851, which created a waiver of out-of-state fees for undocumented students and others who recently graduated from a Florida high school, and attended that school for the three consecutive years prior to graduation. House Bill 851 also addressed some long-standing concerns with the residency-for-tuition-purposes law, adding flexibility in the use of the term “parent”

and confirming that a parent’s immigration status cannot be used as a reason to deny a student in-state status.

The Legislature addressed another long-standing concern related to out-of-state tuition, allowing veterans to have their out-of-state fees waived. The “Florida GI Bill” includes that provision, as well as providing additional options for funding current and post-service training.

Baccalaureate degree offerings in the Florida College System came under fire this session in the Florida Senate. At one point, Senate committees had approved language that would eliminate the opportunity to add new degrees, and would have moved 10% of the funding for the existing degrees to the university sector. The Council of Presidents agreed to a one year “pause” in new baccalaureate proposals being submitted to the Florida Board of Education, which is included in HB 5101, and a review of the existing programs. A review will likely compare the existing degrees to the statutory authorization for the degrees, completion data, and earnings of graduates. This review also is expected to look at the current approval process and determine any changes which may be needed.

Last year, legislation established a requirement that school districts pay colleges for tuition or other costs, depending on the location of the dual enrollment. This year, the language was amended to restrict some of those costs, particularly the costs associated with dual enrollment offered at the high

school. In addition, funding for dual enrollment was provided to specifically cover the cost of summer dual enrollment. A new provision related to dual enrollment outlines the requirement that every Florida College System (FCS) college develop a collegiate high school program in every school district in their service area. The collegiate high school program requirement is described in the SB 850 summary, but basically provides high school juniors and seniors the opportunity to earn 30 college credits and an industry certification.

As always, many issues failed to pass during the legislative session, even when both sides appeared to support the concept. This year, retirement changes were expected again, but in the end, agreement was not to be had. The two chambers differed on their intent, although neither side proposed changes that would impact existing employees. Another issue that was watched carefully was a House proposal to allow school district technical centers to become technical colleges. While the bill did not move far in the Senate, language was adopted related to reporting that may be a precursor to the issue returning in 2015. Finally, changes to the current textbook laws moved through the process rapidly, but in the end did not pass.

General Appropriations Act (GAA) 2014-15, HB 5001

STATEWIDE FUNDING **(Summary before Governor's Actions)**

The Florida Legislature had significant additional General Revenue available to address budget issues. However, while funding for the Florida College System and the Florida College System Program Fund (FCSPF) increased for 2014-15 from the 2013-14 level by \$31.2 million, this was below the \$50 million level requested by the Council of Presidents.

As part of this year's appropriation, the Legislature again implemented a funding source shift for the Florida College System. Funding from General Revenue was replaced with funding from the Educational Enhancement Trust Fund (Lottery) which is up substantially from \$204,938,935 to \$254,972,113, for an increase of \$50,033,178 or 24 percent. Historically, these funds have not been available for the colleges to draw against until after the midpoint of the fiscal year, potentially causing cash flow problems.

Operating costs for new facilities was fully funded at \$2.0 million, including \$1.2 million for the annualization of appropriations from 2013-14 and \$.8 million for new facilities opening in 2014-15.

The Legislature adjusted funding in the Florida College System Program Fund (FCSPF) to reflect a change in Florida Retirement System (FRS) employer contributions. An increase of \$4.8 million was provided to fund normal cost increases of the retirement program and to cover the unfunded actuarial liability. The increase reflects the employer's contribution rates to be paid by the colleges during the 2014-15 fiscal year. These changes are intended by the Legislature to have no net impact on the funds available for college operations.

The Legislature provided approximately \$15.5 million in compression/equity funding, which was distributed to fourteen colleges with the lowest percentage of met need (basically below 75.50%) in the Funding Allocation Model. This resulted in a significant reduction in the range of least-funded to best-funded colleges. While still under review, compression/equity funding may be complete, or close to complete.

In addition, the Legislature appropriated \$5.0 million in new operational funding through the

FCSPF, to be distributed among the 28 colleges using the Funding Allocation Model. As stated above, the result was an overall increase in state funding for the Florida College System Program Fund of \$31.2 million or a net increase of 2.8 percent over 2013-14. However, because the Legislature did not authorize a tuition increase for the FY 2014-15, the overall increase in funding for the Florida College System is 1.4%. The Legislature also, in separate legislation (HB 5101), removed the authority of local boards to increase tuition by the change in the Consumer Price Index.

The Legislature appropriated another \$5.0 million for performance funding as a separate categorical. Distribution of these funds will be based on the number of specified industry certifications earned by a college's students.

The Legislature appropriated \$4.8 million of non-recurring General Revenue for dual enrollment funding within the Florida College System Program Fund (FCSPF) appropriation. Distribution of these funds is included in the totals above and is based on the number of students served during the summer term.

The Florida Virtual Campus was appropriated \$9.0 million (with a matching amount provided through the State University System's appropriation.) The Commission on Community Service (Florida's Americorp program) received an increase in funding of \$250,000, raising their total funding to approximately \$.7 million (this is a pass-through Federal appropriation.)

CAPITAL OUTLAY

The Legislature provided \$107,511,216 from the Public Education Capital Outlay and Debt Service Trust Fund (PECO) for twenty three projects at twenty colleges. This compares with \$41,510,867 in the 2013-14 budget after the Governor's

veto. In addition, the budget includes two appropriations for maintenance. \$5 million is for the regular repair, maintenance, and renovation type projects. A second appropriation for \$10 million is dedicated to critical maintenance projects for a total of \$15 million for maintenance.

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Appropriations Proviso,
Implementing and Conforming
Bill Issues

The Legislature has three methods to reflect funding decisions made in the General Appropriations Act (GAA) process. "Proviso" is language in the General Appropriations Act attached to a specific appropriation which directs or authorizes how the funds can be expended. An implementing bill is a substantive bill which provides instructions to enact specific provisions for a GAA appropriation or proviso by changing the law (Florida Statutes) temporarily for one year. This is necessary because the courts have ruled the GAA cannot contradict current law; however, there may be a need to temporarily suspend some provision of law. A conforming bill is also a substantive bill which may "travel" with the GAA. It differs from the implementing bill in that it makes permanent changes to Florida Statutes.

In summary, proviso language and implementing bills are law for only one year and then they expire, while a conforming bill makes a permanent change in Florida law. While the Governor may veto the entire appropriations act or exercise his veto by "line item," he does not have "line item" veto in a conforming or implementing bill but must act on the entire bill. Bills which are passed by the Legislature are sent to the Governor. The Governor may sign, veto, or allow a bill to become law without his signature. Because the Legislature has now adjourned the 2014 Session, the Governor has fifteen consecutive days from the date he receives a bill to act on that bill. Leadership of the Legislature staggers sending bills to the Governor in order to provide time to fully review the content/impact of bills.

When a bill is passed and sent to the Governor while the Legislature is still in session, the time line is different; the Governor must act within seven days from the time his office receives the bill. Several bills were signed into law during this legislative session, for example HB 7015 has already been signed and becomes effective on July 1, 2014.

Following are the appropriations, implementing and education related conforming bills that passed this session. The implementing bill did not include any sections that impacted the FCS this year, and is not addressed in this report.

HB 5001, General Appropriations Act
HB 5003, Implementing Bill
HB 5101, Education Conforming Bill

[Appropriations Proviso](#)

Performance Funding

The original Senate appropriations bill included \$40 million in performance funding for the Florida College System (FCS). Included in the \$40 million was \$10 million for industry certification performance, as was funded at \$5 million in 2013. The remaining \$30 million would have created a new performance fund, with \$15 million in new funds, and \$15 million taken out of the College's base funding and redistributed among all colleges based on performance. All colleges would have been competing for their own money.

The Senate proposal was not included in the final appropriations bill. However, proviso language was agreed to which requires the Commissioner of Education to recommend a performance funding formula to allocate funds to FCS institutions. The Commissioner's recommendation is to include up to ten performance measures, appropriate performance benchmarks for each measure, and

a detailed methodology for allocating performance funds to the colleges. At a minimum, the measures must include job placement rates, cost per degree, and graduation/retention rates. In addition, the performance benchmarks and allocation methodology must consider institutions' current performance effectiveness as well as rates of improvement. The Commissioner's report is due no later than December 31, 2014.

Conforming Bill: HB 5101

PUBLIC EDUCATION CAPITAL OUTLAY (PECO) Section 1, 2

Creates a separate account within the Public Education Capital Outlay and Debt Service Trust Fund. The purpose of the account is to ensure sufficient revenue is available to meet both debt service (interest) and bond (principal) payment requirements in a fiscally responsible manner. The first transfers are to occur on or before June 30, 2014.

BACCALAUREATE DEGREES Section 3

Provides that the State Board of Education and the Board of Trustees of St. Petersburg College may not approve a Florida College System baccalaureate degree program proposal from March 31, 2014 through May 31, 2015. Earlier versions of Senate Bills would have repealed altogether the authority of the State Board and St. Petersburg College Board of Trustees to approve new bachelor's degrees after March 31, 2014. A parallel proposal to reduce funding of baccalaureate degrees by 10% and shift funding to preeminent universities was adopted at the committee level, but was not included in HB 5101.

ELEMENTARY/SECONDARY (K-12)

Section 4, 19, 27

Requires development and implementation of a digital classroom plan, to include computer science and technology instruction.

FLVC/FCLA Sections 15, 16, 17

Creates the Florida Academic Library Services Cooperative for the public colleges and universities, in lieu of the existing Florida Center for Library Automation, under the leadership of the University of West Florida. Shifts the services administered through the Florida Virtual Campus to UWF. The effort is renamed the Complete Florida Plus Program and includes the statewide student support services, online student advising, and the statewide catalog of distance learning courses.

ARTICULATION REPORTING Section 18

Requires the Articulation Coordinating Committee to make recommendations on the costs and requirements to develop and implement an online system for data on transfer of credit by postsecondary students. The report is due by January 31, 2015.

NATIONAL MERIT SCHOLARSHIP

Section 26

Creates the National Merit Scholar Incentive Program. Any National Merit Scholar or Achievement Scholar who is a Florida resident, and who enrolls in a baccalaureate program at a regionally accredited public or private postsecondary institution is eligible for a scholarship. The Appropriations Act included \$2.8 million for this program.

DUAL ENROLLMENT (DE) Section 21

Requires School Districts to have Dual Enrollment (DE) agreements with each public postsecondary institution in its service area. School Districts are required to pay public postsecondary institutions tuition for courses at

the institution in the fall or spring term. Districts are required to only pay cost of salary and benefits, not 'other actual costs', when courses are offered at a high school by postsecondary instructor. Districts are no longer required to pay if a course is offered at a high school by a high school teacher. Summer tuition is subject to an annual appropriation.

Education: **CS/CS/SB 850**

COLLEGIATE HIGH SCHOOL PROGRAM - DUAL ENROLLMENT Section 10

Each Florida College System (FCS) institution is required to work with its designated school districts to establish one or more collegiate high school program in every school district in the college's service area. Funding will be in accordance with dual enrollment (§ 1007.271, F.S.) and the Florida Education Finance Program (FEFP) (§ 1011.62, F.S.).

- At a minimum, this must include an option for students in grades 11 or 12, for at least one full school year, to earn CAPE industry certifications and complete 30 credit hours through dual enrollment toward the first year of college for an associate or baccalaureate degree.
- Beginning with the 2015-16 school year, if a designated college does not establish a program in its service area, another FCS institution may do so. Contracts must be executed by January 1 of each school year for implementation of the program during the next school year.

- Allows school board to execute a contract with a state university or a nonprofit independent college or university that is SACS accredited (ICUF schools).
- Requires the State Board of Education to withhold funding for noncompliance.

CAREER & PROFESSIONAL EDUCATION (CAPE)

- Requires the Commissioner to recommend the CAPE Industry Certification Funding List, and include the career pathways list approved for the Florida Gold Seal Vocational Scholars Award.
- Requires the Articulation Coordinating Committee to review and make recommendations to the State Board of Education regarding articulation of postsecondary credit for related degrees for approved industry certifications.
- Specifies K-12 funding for CAPE certificates including additional funding for CAPE Acceleration Industry Certifications that articulate for 15-29 college credit hours and 1.0 FTE for those that articulate for 30 or more college credit hours.

PERSONAL LEARNING SCHOLARSHIP ACCOUNTS Section 16

- Creates a new scholarship (voucher) program called "Personal Learning Scholarship Accounts" for kindergarten through grade 12 students with a disability.

- The new scholarship program created by the bill:
 - Specifies parent and student eligibility requirements, prohibitions, responsibilities and obligations;
 - Delineates allowable expenditures related to elementary, secondary and postsecondary education expenses; and
 - Provides funding, payment, and accountability responsibilities.
- Repeals, with phase-out, the Special Diploma and creates new pathways for students with disabilities who meet the requirements to earn a standard diploma. Also requires postsecondary goals and career transition planning processes begin before a student with a disability turns age 14.
- Provides students with disabilities with an additional opportunity to satisfy the requirements for a standard high school diploma. Additionally, the bill allows a student with a disability to defer receipt of the standard high school diploma if the individual education plan (IEP) prescribes special education or services through age 21 and the student meets high school graduation and other requirements.
- The General Appropriations Bill appropriates \$18.4 million in the Education budget for implementation of this program.

CORPORATE TAX SCHOLARSHIP PROGRAMS
Section 17

Among many changes, amends the Corporate Tax Scholarship (voucher) program to allow public universities and private non-profit institutions participating in the Florida Resident Access Grant program (FRAG) to serve as a scholarship funding organization.

JUVENILE JUSTICE EDUCATION PROGRAMS
Section 29

Among many changes, requires significant changes to the processes in juvenile justice to encourage student long range planning, including college and career plans.

Education Bill:
CS/CS/CS HB 851

FLORIDA PREPAID Section 1
Amends law so that the impact of the SUS tuition differential assessments are negated related to prepaid contracts.

TUITION Sections 2, 3, and 4
For adult education, eliminates reference to non-residents, resulting in a block tuition of \$45 per year or \$30 per term for all students.

For all public postsecondary education:

- Corrects the current level of tuition stated in the Statute. Tuition is established in the Appropriations Act, and did not increase.
- Specifies that if the resident undergraduate tuition per credit hour at workforce education institutions, Florida College System institutions, or state universities is not provided in the General Appropriations Act, the

tuition must remain the same as the prior fiscal year.

- Eliminates the annual rate of inflation increase of the resident undergraduate tuition per credit hour at workforce education institutions, Florida College System institutions, and state universities.

For universities, reduces the maximum aggregate sum that the tuition and tuition differential fee may increase for state universities from 15% to 6%. Limits differential tuition to preeminent universities, with cap now of 6%, and that 6% is tied to performance standards.

**OUT-OF-STATE FEE
WAIVERS/UNDOCUMENTED STUDENTS**

Section 5

Requires all public higher education institutions to waive out-of-state fees for students, including those who are undocumented for federal immigration purposes, and who:

- Attended a secondary school in Florida for 3 consecutive years immediately prior to graduation from a Florida high school.
- Apply for enrollment within 24 months of high school graduation.
- Submit an official Florida high school transcript.

Provides additional requirements:

- Limits waivers to 110% of required credit hours for program enrolled in.

- Requires reporting as to the number and value of the waivers.
- Requires the State University System system-wide cap to include students covered by waiver.
- Provides priority in non-resident student enrollment system-wide to be given to veterans with waivers over students given waivers according to this act.
- Provides that students who are granted the waiver are not eligible for state financial aid.

RESIDENCY FOR TUITION PURPOSES Section 6

- Amends definition of parent to allow for either or both parents, any guardian, or any person in a parental relationship.
- States that a dependent child cannot be denied classification as a resident for tuition purposes solely based on the immigration status of the parent.
- Reduces the amount of time a child must live with a relative from 5 years to 3 years in order to use the relative’s documentation.
- Simplifies the statute related to residency status changes due to marriage.

Other Bills That Passed

College Name Changes: CS/SB 236

Changes the names of Edison State College and Pasco-Hernando State College to Florida SouthWestern State College and Pasco-Hernando State College, respectively.

Effective July 1, 2014
Chapter No. 2014-8

EDUCATION PROGRAMS

Educator Certification: CS/CS HB 433

Students who take a baccalaureate degree in education must complete an internship as a degree requirement. Current law requires the student's supervisor for the field experience to have a Florida teaching certificate, which is not feasible for out-of-state or out-of-country online students. The bill amends the requirements as follows.

- Instructional personnel in another state must have received "clinical educator" training or its equivalent in that state, hold a valid professional certificate issued by that state, and have at least three years of teaching experience in pre-kindergarten through grade 12.
- Instructional personnel on a U.S. military base outside the U.S. must have received "clinical educator" training or its equivalent; hold a valid professional certificate issued by a state, U.S. territory, or the Department of Defense; and have at

least 3 years teaching experience in pre-kindergarten through grade 12.

- Requires the State Board of Education to adopt rules that would expand training for renewal of professional certificates for educators who must complete training in teaching students with disabilities.
- Revises K-12 educator certification requirements to authorize the use of additional assessment options, align competencies across preparation program types, and provide flexibility for training and in-service requirements.
- Allows additional examinations to be used by teacher certification applicants to demonstrate mastery of subject area knowledge.
- Allows a consortium of charter schools to develop a professional development system.

Effective July 1, 2014
Chapter No. 2014-32

Concrete Masonry Education Act: CS/CS SB 286

Creates the Concrete Masonry Council, Inc. as a non-profit, direct support organization to the Department of Economic Opportunity (DEO) and gives the Council power to plan, implement, and conduct educational programs related to concrete masonry with a particular focus on training opportunities that lead to gainful employment in the industry. The Council may accept grants and donations, contract with and make payments to organizations for services, and

collect self-imposed voluntary assessments on concrete units produced and sold by masonry manufacturers.

Enrolled, pending Governor's approval

**HEALTH RELATED
PROGRAMS**

**Nursing Education Programs:
CS/CS SB 1036**

- Establishes a schedule for all registered nurse pre-licensure programs approved by the Board of Nursing (BON) to become accredited by a specialized nursing accrediting agency that is recognized by the U.S. Secretary of Education. Allows the BON to grant a one-year extension for a program that is set for termination due to low licensure passage rates.
- Requires the plan of remediation for a program that is placed on probation to include specific benchmarks to identify progress toward the required passage rate. Authorizes the BON to extend a program's probationary period for 1 year if the program is meeting a majority of the benchmarks.
- Revises the definition of "clinical training" to include clinical simulation and the definition of "practice of professional nursing" to include "the teaching of general principles of health and wellness to the public and to students other than nursing students."
- Increases the percentage of clinical training that may consist of simulation from 25 percent to 50 percent.

- Exempts a nurse who is certified by a health care specialty program that is accredited by the National Commission for Certifying Agencies (NCCA) or Accreditation Board for Specialty Nursing Certification (ABSNC) from the biennial continuing education requirement.
- Requires a person who fails to take the licensure examination within 6 months after graduation to complete an examination preparatory class that is approved by the Board of Nursing. Prohibits the use of state or federal funds to pay for the prep class.
- Requires the graduate passage rate to be calculated based on first-time test takers who take the examination within 6 months of graduation.
- Requires an approved program to require a graduate who does not take the exam within 6 months of graduation to enroll in a prep class.

Enrolled, pending Governor's approval

STUDENT VETERANS**Florida GI Bill:
CS/CS/HB 7015**

The first bill to pass the 2014 Legislative Session was the Florida GI Bill, CS/CS HB 7015, which provides education and employment opportunities for veterans, including:

- Increases funding for Educational Dollars for Duty, EDD.
- Allows National Guard training funds (EDD) to cover training for industry certifications and continuing education to maintain licensure.
- Provides for public higher education to waive out-of-state fees for an honorably discharged veteran who physically resides in Florida while enrolled in a postsecondary institution.
- Creates the “Veterans Employment and Training Services Program” (VETS) in the Department of Veterans Affairs. Florida Is For Veterans, Inc. (FIV) is to run the program, and will create a grant program to fund specialized training specific to a business. The grants can be allocated to any training provider, including FCS institutions.

***Effective July 1, 2014
Chapter No. 2014-1***

***STUDENT RECORDS AND
PUBLIC RECORDS POLICY*****Public Records Regarding FERPA:
CS/SB 646**

The bill reenacts this public record exemption for education and applicant records held by a public postsecondary educational institution. Current law provides a public record exemption for public postsecondary education records and applicant records held by a public postsecondary educational institution. For purposes of the public record exemption, applicant records are records that are directly related to an applicant for admission to a public postsecondary educational institution who has not been in attendance at such institution, and that are maintained by such institution. A public postsecondary educational institution may not release a student’s education records without the written consent of the student, except in accordance with and as permitted by the Family Educational Rights Privacy Act (FERPA).

***Effective October 1, 2014
Chapter No. 2014-11***

**ADMINISTRATION
AND BUSINESS****Economic Development:
HB 5601**

As part of a large bill related to tax breaks, changes were made that will create additional funds for PECO projects. The Florida Statutes in Chapter 203 impose, at the rate of 2.5% percent, a tax on gross receipts from the sale, delivery, or transportation of natural gas, manufactured gas, or electricity to a retail consumer in Florida. All revenue received pursuant to this tax is deposited in the Public Education Capital Outlay and Debt Service ("PECO") Trust Fund. The use of such funds is limited to paying the principal and interest on bonds to finance capital projects for institutions of higher learning, community colleges, vocational technical schools, or public schools; the cost of any public educational facility capital project; and the cost of maintenance and repairs.

The bill amends this law to decrease the sales tax rate on sales of electricity by three percentage points from 7% to 4% and increases the gross receipts tax rate on electrical power or energy delivered to a non-exempt retail consumer by three percentage points from 2.5% to 5.5%. The new gross receipts tax additional rate will incorporate the existing exemptions from the sales tax in order to make this change revenue neutral to both the state and to taxpayers. The overall effect of these changes is to provide a small tax reduction to purchasers of electricity and to deposit additional revenues in the Public Education Capital Outlay Trust Fund. The Staff Analysis projects an estimated recurring increase in deposits to the Gross Receipts Tax of between \$160 and \$200 million.

Effective upon becoming law, unless stated otherwise therein.

Chapter No. 2014-38

**Computer Crimes:
CS/CS/CS HB 641**

Recognizing the proliferation of new technologies and the impact of computer-related crimes, the bill amends the definition of computer network and creates a definition of the term *electronic device*, which means "a device or a portion of a device that is designed for and capable of communicating across a computer network with other computers or devices for the purpose of transmitting, receiving, or storing data, including, but not limited to, a cellular telephone, tablet, or other portable device designed for and capable of communicating with or across a computer network and that is actually used for such purpose."

- Creates new computer-related offenses and expands the application of various existing computer-related crimes to include electronic devices.
- Broadens and creates additional exceptions to computer-related offenses for persons who act pursuant to a search warrant, an exception to a search warrant, or who perform authorized security operations of a government or business.
- Expands the entities that can bring a civil action against persons convicted of computer-related offenses by including owners and lessees of electronic devices.

- Adds electronic devices to the list of items subject to forfeiture if used in computer-related offenses.

Enrolled, pending Governor's approval

Legal Notices:
CS/HB 781

The publication of legal notices in newspapers is a long established practice for giving notice to the general public of matters such as public sales, pending estates, or businesses' fictitious names, and for service of process upon absent, unknown, or unreachable parties to an action. Current law provides that a newspaper's website must include the same legal notices that appear in print. A newspaper's legal notice webpage must be clearly titled and free of charge. The Florida Press Association maintains a statewide website for legal notices as a repository for all published notices. The bill:

- Provides legal notices must be posted on the date that the printed newspaper notice appears in a separate web page entitled, "Legal Notices," "Legal Advertisements," or comparable language.
- Provides that no fee may be charged nor may registration be required for viewing or searching legal notices on the statewide site.
- Requires that a legal notice placed on the statewide website must be searchable by party or case number, be posted for 90 consecutive days, and retained for 18 months.
- Provides that the newspaper's web pages that contain legal notices must present the legal

notices as the dominant and leading subject matter of those pages.

Enrolled, pending Governor's approval

***SECONDARY EDUCATION--
IMPACTING CHARTER
SCHOOLS & EARLY COLLEGE***

**Education Accountability/High School
Graduation: HB 7031**

- This bill is primarily a technical bill that repeals terminated or unfunded programs, corrects cross references, removes obsolete effective dates, eliminates duplicate reporting requirements, repeals completed pilot programs, and updates nomenclature.
- Fixes last year's SB 1076 glitch so that high school students having passed Algebra I in middle school do not have to take the end-of-course (EOC) exam.

***Effective upon becoming law
Chapter No. 2014-39***

Education Data Privacy:
CS/CS SB 188

- Codifies proposed K-12 records changes presented in the Florida Department of Education report: *Student Data Privacy Recommendations*, which may impact FCS Charter Schools, and dual enrollment.
- Defines "biometric information" and precludes schools collecting, obtaining, or retaining information on political affiliation,

voting history, religious affiliation, or biometric information. Grandfathers in through 2014-15 the use of a palm scanner (included in Biometric Information) for schools already using this system for student identification for food programs.

- Specifies limited causes for K-12 institutions to make confidential and exempt records available, mostly relating to lawfully issued subpoenas and court orders.
- Florida's Education Commissioner and the FLDOE are responsible for developing rules and a process for Social Security numbers to be replaced by student identification numbers.

***Effective upon becoming law
Chapter No. 2014-41***

**Sexually Violent Predators:
CS/SB 524**

The bill creates the "Protecting Our Children and Adults from Sexual Predators Act," with the purpose to improve the assessment of sex offenders for possible civil commitment as sexually violent predators and to improve public notification of the location of sexual offenders and predators. The bill requires public and private colleges and universities to inform students and employees at orientation and on the institution's website about the FDLE website and toll-free number.

***Effective July 1, 2014
Chapter No. 2014-3***

**Sexual Offenses by Authority Figures: CS/HB
485**

Creates the "Stop Harassing Underage Teens Act". Applies primarily to K-12 institutions which includes charter schools operated by FCS institutions and increases the penalties for and severity of offenses for criminal sexual activity involving an "authority figure" (any person over the age of 18 who is employed by, volunteering at, or under contract with a school) and a student (person younger than 18 and who is enrolled at the school). "Facilities dedicated exclusively to the education of adults" are specifically excluded.

Enrolled, pending Governor's approval



***Prepared by the Office of the
General Counsel, St. Petersburg College, with excerpts
taken from the 2014 Legislation Session Report,
Florida College System Institutional Lobbyists.***

SPC Board of Trustees

2014



SPC St. Petersburg College

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Florida College System Board of Trustees Governance

I. POWERS AND DUTIES

Florida Statutes, 1001.64, Florida College System boards of trustees; powers and duties [1001.64 FS](#) (in pertinent part, by subsection)

A. AUTHORITY OF THE BOARD

[1001.64](#)(1) The boards of trustees shall be responsible for cost-effective policy decisions appropriate to the Florida College System institution's mission, the implementation and maintenance of high-quality education programs within law and rules of the State Board of Education, the measurement of performance, the reporting of information, and the provision of input regarding state policy, budgeting, and education standards.

[1001.64](#)(2) Each board of trustees is vested with the responsibility to govern its respective Florida College System institution and with such necessary authority as is needed for the proper operation and improvement thereof in accordance with rules of the State Board of Education.

[1001.64](#)(3) A board of trustees shall have the power to take action without a recommendation from the president and shall have the power to require the president to deliver to the board of trustees all data and information required by the board of trustees in the performance of its duties. A board of trustees shall ask the Commissioner of Education to authorize an investigation of the president's actions by the department's inspector general if the board considers such investigation necessary. The inspector general shall provide a report detailing each issue under investigation and shall recommend corrective action. If the inspector general identifies potential legal

violations, he or she shall refer the potential legal violations to the Commission on Ethics, the Department of Law Enforcement, the Attorney General, or another appropriate authority.

[1001.64](#)(13) Each board of trustees is responsible for the uses for the proceeds of academic improvement trust funds pursuant to s. [1011.85](#).

[1001.64](#)(35) Each board of trustees may exercise the right of eminent domain pursuant to the provisions of chapter 1013.

[1001.64](#)(39) Each board of trustees shall prescribe conditions for direct-support organizations to be certified and to use Florida College System institution property and services. Conditions relating to certification must provide for audit review and oversight by the board of trustees.

[1001.64](#)(43) Each board of trustees has responsibility for compliance with state and federal laws, rules, regulations, and requirements.

B. RULEMAKING AND POLICY

[1001.64](#)(4)(a) The board of trustees, after considering recommendations submitted by the Florida College System institution president, may adopt rules pursuant to ss. [120.536](#)(1) and [120.54](#) to implement the provisions of law conferring duties upon it. These rules may supplement those prescribed by the State Board of Education if they will contribute to the more orderly and efficient operation of Florida College System institutions.

[1001.64](#)(b) Each board of trustees is specifically authorized to adopt rules, procedures, and policies, consistent with law and rules of the State Board of Education, related to its mission and responsibilities as set forth in s. [1004.65](#), its governance, personnel, budget and finance, administration, programs, curriculum and instruction, buildings and grounds, travel

and purchasing, technology, students, contracts and grants, or college property.

1001.64(8) Each board of trustees has authority for policies related to students, enrollment of students, student records, student activities, financial assistance, and other student services.

(a) Each board of trustees shall govern admission of students pursuant to s. 1007.263 and rules of the State Board of Education. A board of trustees may establish additional admissions criteria, which shall be included in the district inter-institutional articulation agreement developed according to s. 1007.271(21), to ensure student readiness for postsecondary instruction. Each board of trustees may consider the past actions of any person applying for admission or enrollment and may deny admission or enrollment to an applicant because of misconduct if determined to be in the best interest of the Florida College System institution.

(b) Each board of trustees shall adopt rules establishing student performance standards for the award of degrees and certificates pursuant to s. 1004.68.

(c) Boards of trustees are authorized to establish intra-institutional and inter-institutional programs to maximize articulation pursuant to s. 1007.22.

(d) Boards of trustees shall identify their core curricula, which shall include courses required by the State Board of Education, pursuant to the provisions of s. 1007.25(6).

(e) Each board of trustees must adopt a written anti-hazing policy, provide a program for the enforcement of such rules, and adopt appropriate penalties for violations of such rules pursuant to the provisions of s. 1006.63.

(f) Each board of trustees may establish a uniform code of conduct and appropriate penalties for violation of its rules by students and student organizations, including rules governing student academic honesty. Such penalties, unless otherwise provided by law, may include fines,

the withholding of diplomas or transcripts pending compliance with rules or payment of fines, and the imposition of probation, suspension, or dismissal.

(g) Each board of trustees pursuant to s. 1006.53 shall adopt a policy in accordance with rules of the State Board of Education that reasonably accommodates the religious observance, practice, and belief of individual students in regard to admissions, class attendance, and the scheduling of examinations and work assignments.

1001.64(24) Each board of trustees shall provide rules governing parking and the direction and flow of traffic within campus boundaries. Except for sworn law enforcement personnel, persons employed to enforce campus parking rules have no authority to arrest or issue citations for moving traffic violations. The board of trustees may adopt a uniform code of appropriate penalties for violations. Such penalties, unless otherwise provided by law, may include the levying of fines, the withholding of diplomas or transcripts pending compliance with rules or payment of fines, and the imposition of probation, suspension, or dismissal. Moneys collected from parking rule infractions shall be deposited in appropriate funds at each Florida College System institution for student financial aid purposes.

1001.64(40) Each board of trustees may adopt policies pursuant to s. 1010.02 that provide procedures for transferring to the direct-support organization of that Florida College System institution for administration by such organization contributions made to the Florida College System institution.

1001.64(44) Each board of trustees may adopt rules, procedures, and policies related to institutional governance, administration, and management in order to promote orderly and efficient operation, including, but not limited to,

financial management, budget management, physical plant management, and property management.

[1001.64](#)(45) Each board of trustees may adopt rules and procedures related to data or technology, including, but not limited to, information systems, communications systems, computer hardware and software, and networks.

C. FINANCIAL OBLIGATIONS

[1001.64](#)(11) Each board of trustees shall submit an institutional budget request, including a request for fixed capital outlay, and an operating budget to the State Board of Education for review in accordance with guidelines established by the State Board of Education.

[1001.64](#)(12) Each board of trustees shall account for expenditures of all state, local, federal and other funds in the manner described by the Department of Education.

D. EMPLOYMENT POLICIES

[1001.64](#)(18) Each board of trustees shall establish the personnel program for all employees of the Florida College System institution, including the president, pursuant to the provisions of chapter 1012 and rules and guidelines of the State Board of Education, including: compensation and other conditions of employment; recruitment and selection; non-reappointment; standards for performance and conduct; evaluation; benefits and hours of work; leave policies; recognition; inventions and work products; travel; learning opportunities; exchange programs; academic freedom and responsibility; promotion; assignment; demotion; transfer; ethical obligations and conflict of interest; restrictive covenants; disciplinary actions; complaints; appeals and grievance procedures; and separation and termination from employment.

[1001.64](#)(20) Each board of trustees is authorized to enter into contracts to provide a State Community College System Optional Retirement Program pursuant to s. [1012.875](#) and to enter into consortia with other boards of trustees for this purpose.

[1001.64](#)(21) Each board of trustees is authorized to purchase annuities for its Florida College System institution personnel who have 25 or more years of creditable service and who have reached age 55 and have applied for retirement under the Florida Retirement System pursuant to the provisions of s. [1012.87](#).

[1001.64](#)(22) A board of trustees may defray all costs of defending civil actions against officers, employees, or agents of the board of trustees pursuant to s. [1012.85](#).

[1001.64](#)(46) Each board of trustees may consider the past actions of any person applying for employment and may deny employment to a person because of misconduct if determined to be in the best interest of the Florida College System institution.

[1001.64](#)(47) Each contract or employment agreement, or renewal or renegotiation of an existing contract or employment agreement, containing a provision for severance pay with an officer, agent, employee, or contractor must include the provisions required in s. [215.425](#).

E. STUDENT POLICIES

[1001.64](#)(8) Each board of trustees has authority for policies related to students, enrollment of students, student records, student activities, financial assistance, and other student services.

(a) Each board of trustees shall govern admission of students pursuant to s. [1007.263](#) and rules of the State Board of Education. A board of trustees may establish additional admissions criteria, which shall be included in the district inter-institutional articulation

agreement developed according to s. [1007.271\(2\)](#), to ensure student readiness for postsecondary instruction. Each board of trustees may consider the past actions of any person applying for admission or enrollment and may deny admission or enrollment to an applicant because of misconduct if determined to be in the best interest of the Florida College System institution.

(e) Each board of trustees must adopt a written anti-hazing policy, provide a program for the enforcement of such rules, and adopt appropriate penalties for violations of such rules pursuant to the provisions of s. [1006.63](#).

(f) Each board of trustees may establish a uniform code of conduct and appropriate penalties for violation of its rules by students and student organizations, including rules governing student academic honesty. Such penalties, unless otherwise provided by law, may include fines, the withholding of diplomas or transcripts pending compliance with rules or payment of fines, and the imposition of probation, suspension, or dismissal.

(g) Each board of trustees pursuant to s. [1006.53](#) shall adopt a policy in accordance with rules of the State Board of Education that reasonably accommodates the religious observance, practice, and belief of individual students in regard to admissions, class attendance, and the scheduling of examinations and work assignments.

F. BUSINESS AND CONTRACTS

[1001.64\(25\)](#) Each board of trustees constitutes the contracting agent of the Florida College System institution. It may when acting as a body make contracts, sue, and be sued in the name of the board of trustees. In any suit, a change in personnel of the board of trustees shall not abate the suit, which shall proceed as if such change had not taken place.

[1001.64\(26\)](#) Each board of trustees is authorized to contract for the purchase, sale, lease, license,

or acquisition in any manner, including purchase by installment or lease-purchase contract which may provide for the payment of interest on the unpaid portion of the purchase price and for the granting of a security interest in the items purchased, subject to the provisions of subsection (38) and ss. [1009.22](#) and [1009.23](#), of goods, materials, equipment, and services required by the Florida College System institution. The board of trustees may choose to consolidate equipment contracts under master equipment financing agreements made pursuant to s. [287.064](#).

[1001.64\(28\)](#) Each board of trustees is authorized to enter into agreements for, and accept, credit card, charge card, and debit card payments as compensation for goods, services, tuition, and fees. Each Florida College System institution is further authorized to establish accounts in credit card, charge card, and debit card banks for the deposit of sales invoices.

[1001.64\(37\)](#) Each board of trustees may purchase, acquire, receive, hold, own, manage, lease, sell, dispose of, and convey title to real property, in the best interests of the Florida College System institution.

[1001.64\(48\)](#) Each board of trustees shall use purchasing agreements and state term contracts pursuant to s. [287.056](#) or enter into consortia and cooperative agreements to maximize the purchasing power for goods and services. A consortium or cooperative agreement may be statewide, regional, or a combination of institutions, as appropriate to achieve the lowest cost, with the goal of achieving a 5-percent savings on existing contract prices through the use of new cooperative arrangements or new consortium contracts.

G. COLLEGE PROPERTY & FACILITIES

[1001.64\(5\)](#) Each board of trustees shall have responsibility for the use, maintenance,

protection, and control of Florida College System institution owned or Florida College System institution controlled buildings and grounds, property and equipment, name, trademarks and other proprietary marks, and the financial and other resources of the Florida College System institution. Such authority may include placing restrictions on activities and on access to facilities, firearms, food, tobacco, alcoholic beverages, distribution of printed materials, commercial solicitation, animals, and sound.

[1001.64](#)(23) Each board of trustees has authority for risk management, safety, security, and law enforcement operations. Each board of trustees is authorized to employ personnel, including police officers pursuant to s. [1012.88](#), to carry out the duties imposed by this subsection.

[1001.64](#)(27) Each board of trustees shall be responsible for managing and protecting real and personal property acquired or held in trust for use by and for the benefit of such Florida College System institution. To that end, any board of trustees is authorized to be self-insured, to enter into risk management programs, or to purchase insurance for whatever coverage it may choose, or to have any combination thereof, in anticipation of any loss, damage, or destruction. A board of trustees may contract for self-insurance services pursuant to s. [1004.725](#).

[1001.64](#)(33) Each board of trustees is authorized to develop and produce work products relating to educational endeavors that are subject to trademark, copyright, or patent statutes pursuant to chapter 1004.

[1001.64](#)(34) Each board of trustees shall administer the facilities program pursuant to chapter 1013, including but not limited to: the construction of public educational and ancillary plants; the acquisition and disposal of property; compliance with building and life safety codes;

submission of data and information relating to facilities and construction; use of buildings and grounds; establishment of safety and sanitation programs for the protection of building occupants; and site planning and selection.

[1001.64](#)(41) The board of trustees shall exert every effort to collect all delinquent accounts pursuant to s. [1010.03](#).

H. *ACADEMIC PROGRAMS AND AWARDING OF DEGREES*

[1001.64](#)(6) Each board of trustees has responsibility for the establishment and discontinuance of program and course offerings in accordance with law and rule; provision for instructional and non-instructional community services, location of classes, and services provided; and dissemination of information concerning such programs and services. New programs must be approved pursuant to s. [1004.03](#).

[1001.64](#)(7) Each board of trustees has responsibility for: ensuring that students have access to general education courses as identified in rule; requiring no more than 60 semester hours of degree program coursework, including 36 semester hours of general education coursework, for an associate in arts degree; notifying students that earned hours in excess of 60 semester hours may not be accepted by state universities; notifying students of unique program prerequisites; and ensuring that degree program coursework beyond general education coursework is consistent with degree program prerequisite requirements adopted pursuant to s. [1007.25](#)(5).

[1001.64](#)(8)(b) Each board of trustees shall adopt rules establishing student performance standards for the award of degrees and certificates pursuant to s. [1004.68](#).

(c) Boards of trustees are authorized to establish intra-institutional and inter-institutional programs to maximize articulation pursuant to s. [1007.22](#).

(d) Boards of trustees shall identify their core curricula, which shall include courses required by the State Board of Education, pursuant to the provisions of s. [1007.25\(6\)](#).

[1001.64\(17\)](#) Each board of trustees is accountable for performance in certificate career education and diploma programs pursuant to s. [1008.43](#).

[1001.64\(10\)](#) Each board of trustees shall establish fees pursuant to ss. [1009.22](#), [1009.23](#), [1009.25](#), [1009.26](#), and [1009.27](#).

I. STRATEGIC PLANNING

[1001.64\(44\)](#) Each board of trustees may adopt rules, procedures, and policies related to institutional governance, administration, and management in order to promote orderly and efficient operation, including, but not limited to, financial management, budget management, physical plant management, and property management.

[1001.64\(14\)](#) Each board of trustees shall develop a strategic plan specifying institutional goals and objectives for the Florida College System institution for recommendation to the State Board of Education.

J. COMPLIANCE WITH LAW

[1001.64\(43\)](#) Each board of trustees has responsibility for compliance with state and federal laws, rules, regulations, and requirements.

[1001.64\(15\)](#) Each board of trustees shall develop an accountability plan pursuant to s. [1008.45](#).

K. PRESIDENTIAL CONTRACT AND EVALUATION

[1001.64\(19\)](#) Each board of trustees shall appoint, suspend, or remove the president of the Florida College System institution. The board of trustees may appoint a search committee. The board of trustees shall conduct annual evaluations of the president in accordance with rules of the State Board of Education and submit such evaluations to the State Board of Education for review. The evaluation must address the achievement of the performance goals established by the accountability process implemented pursuant to s. [1008.45](#) and the performance of the president in achieving the annual and long-term goals and objectives established in the Florida College System institution's employment accountability program implemented pursuant to s. [1012.86](#).

[1001.64\(47\)](#) Each contract or employment agreement, or renewal or renegotiation of an existing contract or employment agreement, containing a provision for severance pay with an officer, agent, employee, or contractor must include the provisions required in s. [215.425](#).

L. ARTICULATION/K-20

[1001.64\(9\)](#) A board of trustees may contract with the board of trustees of a state university for the Florida College System institution to provide college-preparatory instruction on the state university campus.

[1001.64\(8\)\(c\)](#) Boards of trustees are authorized to establish intra-institutional and inter-institutional programs to maximize articulation pursuant to s. [1007.22](#).

[1001.64\(42\)](#) Each board of trustees shall implement a plan, in accordance with guidelines of the State Board of Education, for working on a regular basis with the other Florida College System institution boards of trustees, representatives of the university boards of

trustees, and representatives of the district school boards to achieve the goals of the seamless education system.

M. MISCELLANEOUS

[1001.64](#)(29) Each board of trustees may provide incubator facilities to eligible small business concerns pursuant to s. [1004.79](#).

[1001.64](#)(30) Each board of trustees may establish a technology transfer center for the purpose of providing institutional support to local business and industry and governmental agencies in the application of new research in technology pursuant to the provisions of s. [1004.78](#).

[1001.64](#)(31) Each board of trustees may establish economic development centers for the purpose of serving as liaisons between Florida College System institutions and the business sector pursuant to the provisions of s. [1004.80](#).

[1001.64](#)(32) Each board of trustees may establish a child development training center pursuant to s. [1004.81](#).

[1001.64](#)(33) Each board of trustees is authorized to develop and produce work products relating to educational endeavors that are subject to trademark, copyright, or patent statutes pursuant to chapter 1004.

[1001.64](#)(34) Each board of trustees shall administer the facilities program pursuant to chapter 1013, including but not limited to: the construction of public educational and ancillary plants; the acquisition and disposal of property; compliance with building and life safety codes; submission of data and information relating to facilities and construction; use of buildings and grounds; establishment of safety and sanitation programs for the protection of building occupants; and site planning and selection.

[1001.64](#)(36) Each board of trustees may enter into lease-purchase arrangements with private individuals or corporations for necessary grounds and buildings for Florida College System institution purposes, other than dormitories, or for buildings other than dormitories to be erected for Florida College System institution purposes. Such arrangements shall be paid from capital outlay and debt service funds as provided by s. [1011.84](#)(2), with terms not to exceed 30 years at a stipulated rate. The provisions of such contracts, including building plans, are subject to approval by the Department of Education, and no such contract may be entered into without such approval.

[1001.64](#)(38) Each board of trustees is authorized to enter into short-term loans and installment, lease-purchase, and other financing contracts for a term of not more than 5 years, including renewals, extensions, and refundings. Payments on short-term loans and installment, lease-purchase, and other financing contracts pursuant to this subsection shall be subject to annual appropriation by the board of trustees. Each board of trustees is authorized to borrow funds and incur long-term debt, including promissory notes, installment sales agreements, lease-purchase agreements, certificates of participation, and other similar long-term financing arrangements, only as specifically provided in ss. [1009.22](#)(6) and (9) and [1009.23](#)(11) and (12).

N. SEXUAL PREDATOR NOTIFICATION

http://laws.flrules.org/files/Ch_2014-003.pdf

Sexual predator and sexual offender notification; Florida College institutions, state universities, and career centers shall inform students and employees at orientation and on its website of the existence of the Florida Department of Law Enforcement sexual predator and sexual offender

registry website and the toll-free telephone number that gives access to public information pursuant to s. 943.043. (Effective July 1, 2014)

II. DISTRICT BOARD OF TRUSTEES

A. BOARD CORPORATE STRUCTURE

1001.63 FS

Each Florida College System institution board of trustees is constituted a body corporate by the name of “The District Board of Trustees of (name of Florida College System institution) Florida” with all the powers and duties of a body corporate, including the power to adopt a corporate seal, to contract and be contracted with, to sue or be sued, to plead and be impleaded in all courts of law or equity, and to give and receive donations. In all suits against a board of trustees, service of process shall be made on the chair of the board of trustees or, in the absence of the chair, the corporate secretary or designee of the chair.

1004.67 FS

It is the legislative intent that Florida College System institutions, constituted as political subdivisions of the state, continue to be operated by Florida College System institution boards of trustees as provided in s. 1001.63 and that no department, bureau, division, agency, or subdivision of the state exercise any responsibility and authority to operate any Florida College System institution of the state except as specifically provided by law or rules of the State Board of Education

B. BOARD GOVERNANCE AND MISSION

1004.65 FS

(1) Each Florida College System institution shall be governed by a district board of trustees under statutory authority and rules of the State Board of Education.

(2) Each Florida College System institution district shall:

(a) Consist of the county or counties served by the Florida College System institution pursuant to s. 1000.21(3).

(b) Be an independent, separate, legal entity created for the operation of a Florida College System institution.

(3) Florida College System institutions are locally based and governed entities with statutory and funding ties to state government. As such, the mission for Florida College System institutions reflects a commitment to be responsive to local educational needs and challenges. In achieving this mission, Florida College System institutions strive to maintain sufficient local authority and flexibility while preserving appropriate legal accountability to the state.

(4) As comprehensive institutions, Florida College System institutions shall provide high-quality, affordable education and training opportunities, shall foster a climate of excellence, and shall provide opportunities to all while combining high standards with an open-door admission policy for lower-division programs. Florida College System institutions shall, as open-access institutions, serve all who can benefit, without regard to age, race, gender, creed, or ethnic or economic background, while emphasizing the achievement of social and educational equity so that all can be prepared for full participation in society.

(5) The primary mission and responsibility of Florida College System institutions is responding to community needs for postsecondary academic education and career degree education. This mission and responsibility includes being responsible for:

(a) Providing lower level undergraduate instruction and awarding associate degrees.

(b) Preparing students directly for careers requiring less than baccalaureate degrees. This may include preparing for job entry, supplementing of skills and knowledge, and

responding to needs in new areas of technology. Career education in a Florida College System institution shall consist of career certificates, credit courses leading to associate in science degrees and associate in applied science degrees, and other programs in fields requiring substantial academic work, background, or qualifications. A Florida College System institution may offer career education programs in fields having lesser academic or technical requirements.

(c) Providing student development services, including assessment, student tracking, support for disabled students, advisement, counseling, financial aid, career development, and remedial and tutorial services, to ensure student success.

(d) Promoting economic development for the state within each Florida College System institution district through the provision of special programs, including, but not limited to, the:

1. Enterprise Florida-related programs.
2. Technology transfer centers.
3. Economic development centers.
4. Workforce literacy programs.

(e) Providing dual enrollment instruction.

(f) Providing upper level instruction and awarding baccalaureate degrees as specifically authorized by law.

(6) A separate and secondary role for Florida College System institutions includes the offering of programs in:

(a) Community services that are not directly related to academic or occupational advancement.

(b) Adult education services, including adult basic education, adult general education, adult secondary education, and General Educational Development test instruction.

(c) Recreational and leisure services.

(7) Funding for Florida College System institutions shall reflect their mission as follows:

(a) Postsecondary academic and career education programs and adult general education programs shall have first priority in Florida College System institution funding.

(b) Community service programs shall be presented to the Legislature with rationale for state funding. The Legislature may identify priority areas for use of these funds.

(c) The resources of a Florida College System institution, including staff, faculty, land, and facilities, shall not be used to support the establishment of a new independent nonpublic educational institution. If any institution uses resources for such purpose, the Division of Florida Colleges shall notify the President of the Senate and the Speaker of the House of Representatives.

(8) Florida College System institutions are authorized to:

(a) Offer such programs and courses as are necessary to fulfill their mission.

(b) Grant associate in arts degrees, associate in science degrees, associate in applied science degrees, certificates, awards, and diplomas.

(c) Make provisions for the General Educational Development test.

(d) Provide access to and award baccalaureate degrees in accordance with law.

C. BOARD OVERSIGHT ACADEMIC STANDARDS [1004.68 FS](#)

Each Florida College System institution board of trustees shall adopt rules establishing student performance standards for the award of degrees and certificates.

D. BOARD OVERSIGHT DIRECT SUPPORT ORGANIZATIONS [1004.70 FS](#)

(1) DEFINITIONS.—For the purposes of this section:

(a) “Florida College System institution direct-support organization” means an organization that is:

1. A Florida corporation not for profit, incorporated under the provisions of chapter 617 and approved by the Department of State.

2. Organized and operated exclusively to receive, hold, invest, and administer property and to make expenditures to, or for the benefit of, a Florida College System institution in this state.

3. An organization that the Florida College System institution board of trustees, after review, has certified to be operating in a manner consistent with the goals of the Florida College System institution and in the best interest of the state. Any organization that is denied certification by the board of trustees may not use the name of the Florida College System institution that it serves.

(b) "Personal services" includes full-time or part-time personnel as well as payroll processing.

(2) **BOARD OF DIRECTORS.**—The chair of the board of trustees shall appoint a representative to the board of directors and the executive committee of each direct-support organization established under this section, including those established before July 1, 1998. The president of the Florida College System institution for which the direct-support organization is established, or the president's designee, shall also serve on the board of directors and the executive committee of the direct-support organization, including any direct-support organization established before July 1, 1998.

(3) **USE OF PROPERTY.**

(a) The board of trustees is authorized to permit the use of property, facilities, and personal services at any Florida College System institution by any Florida College System institution direct-support organization, subject to the provisions of this section.

(b) The board of trustees is authorized to prescribe by rule any condition with which a Florida College System institution direct-support organization must comply in order to use property, facilities, or personal services at any Florida College System institution.

(c) The board of trustees may not permit the use of property, facilities, or personal services at any Florida College System institution by any Florida College System institution direct-support organization that does not provide equal employment opportunities to all persons regardless of race, color, national origin, gender, age, or religion.

(4) **ACTIVITIES; RESTRICTIONS.**—

(a) A direct-support organization may, at the request of the board of trustees, provide residency opportunities on or near campus for students.

(b) A direct-support organization that constructs facilities for use by a Florida College System institution or its students must comply with all requirements of law relating to the construction of facilities by a Florida College System institution, including requirements for competitive bidding.

(c) Any transaction or agreement between one direct-support organization and another direct-support organization or between a direct-support organization and a center of technology innovation designated under s. [1004.77](#) must be approved by the board of trustees.

(d) A Florida College System institution direct-support organization is prohibited from giving, either directly or indirectly, any gift to a political committee or committee of continuous existence as defined in s. [106.011](#) for any purpose other than those certified by a majority roll call vote of the governing board of the direct-support organization at a regularly scheduled meeting as being directly related to the educational mission of the Florida College System institution.

(e) A Florida College System institution board of trustees must authorize all debt, including lease-purchase agreements, incurred by a direct-support organization. Authorization for approval of short-term loans and lease-purchase agreements for a term of not more than 5 years, including renewals, extensions, and refundings, for goods, materials,

equipment, and services may be delegated by the board of trustees to the board of directors of the direct-support organization. Trustees shall evaluate proposals for debt according to guidelines issued by the Division of Florida Colleges. Revenues of the Florida College System institution may not be pledged to debt issued by direct-support organizations.

(5) **ANNUAL BUDGETS AND REPORTS.**—Each direct-support organization shall submit to the board of trustees its federal Internal Revenue Service Application for Recognition of Exemption form (Form 1023) and its federal Internal Revenue Service Return of Organization Exempt from Income Tax form (Form 990).

(6) **ANNUAL AUDIT.**—Each direct-support organization shall provide for an annual financial audit in accordance with rules adopted by the Auditor General pursuant to s. [11.45\(8\)](#). The annual audit report must be submitted, within 9 months after the end of the fiscal year, to the Auditor General, the State Board of Education, and the board of trustees for review. The board of trustees, the Auditor General, and the Office of Program Policy Analysis and Government Accountability may require and receive from the organization or from its independent auditor any detail or supplemental data relative to the operation of the organization. The identity of donors who desire to remain anonymous shall be protected, and that anonymity shall be maintained in the auditor's report. All records of the organization, other than the auditor's report, any information necessary for the auditor's report, any information related to the expenditure of funds, and any supplemental data requested by the board of trustees, the Auditor General, and the Office of Program Policy Analysis and Government Accountability, shall be confidential and exempt from the provisions of s. [119.07\(1\)](#).

E. INSTITUTIONAL INSURANCE

[1004.725 FS](#)

The Florida College System institution boards of trustees, singly or collectively, are authorized to contract with an administrator or service company approved pursuant to chapter 626 to provide self-insurance services, including, but not limited to, the evaluation, settlement, and payment of self-insurance claims on behalf of the board of trustees or a consortium of boards of trustees.

F. INSTITUTIONAL BUDGETS

[1011.30 FS](#)

Each Florida College System institution president shall recommend to the Florida College System institution board of trustees a budget of income and expenditures at such time and in such form as the State Board of Education may prescribe. Upon approval of a budget by the Florida College System institution board of trustees, such budget shall be transmitted to the Department of Education for review. Rules of the State Board of Education shall prescribe procedures for effecting budget amendments subsequent to the final approval of a budget for a given year.

G. COST ACCOUNTING

[1010.23 FS](#)

Florida College System institutions shall provide an annual report on the cost of operations as provided in s. [1011.84](#).

H. EDUCATIONAL PLANT NEEDS

[1013.64 FS](#)

(4)(a) Florida College System institution boards of trustees and university boards of trustees shall receive funds for projects based on a 3-year priority list, to be updated annually, which is submitted to the Legislature in the legislative budget request at least 90 days prior to the legislative session. The State Board of Education shall submit a 3-year priority list for Florida College System institutions, and the

Board of Governors shall submit a 3-year priority list for universities. The lists shall reflect decisions by the State Board of Education for Florida College System institutions and the Board of Governors for state universities concerning program priorities that implement the statewide plan for program growth and quality improvement in education. No remodeling or renovation project shall be included on the 3-year priority list unless the project has been recommended pursuant to s. [1013.31](#) or is for the purpose of correcting health and safety deficiencies. No new construction project shall be included on the first year of the 3-year priority list unless the educational specifications have been approved by the commissioner for a Florida College System institution project or by the Board of Governors for a university project, as applicable. The funds requested for a new construction project in the first year of the 3-year priority list shall be in conformance with the scope of the project as defined in the educational specifications. Any new construction project requested in the first year of the 3-year priority list which is not funded by the Legislature shall be carried forward to be listed first in developing the updated 3-year priority list for the subsequent year's capital outlay budget. Should the order of the priority of the projects change from year to year, a justification for such change shall be included with the updated priority list.

(b) Florida College System institution boards of trustees and university boards of trustees may lease relocatable educational facilities for up to 3 years using non-bonded PECO funds.

(c) Florida College System institution boards of trustees and university boards of trustees shall receive funds for remodeling, renovation, maintenance and repairs, and site improvement for existing satisfactory facilities pursuant to subsection (1).

III. BOARD POLICIES

A. *HIRING; ANTI-DISCRIMINATION* [1012.855 FS](#)

(1)(a) Employment of all personnel in each Florida College System institution shall be upon recommendation of the president, subject to rejection for cause by the Florida College System institution board of trustees; to the rules of the State Board of Education relative to certification, tenure, leaves of absence of all types, including sabbaticals, remuneration, and such other conditions of employment as the State Board of Education deems necessary and proper; and to policies of the Florida College System institution board of trustees not inconsistent with law.

(b) Any internal auditor employed by a Florida College System institution shall be hired by the Florida College System institution board of trustees and shall report directly to the board.

(2) Each Florida College System institution board of trustees shall undertake a program to eradicate any discrimination on the basis of gender, race, or physical handicap in the granting of salaries to employees.

B. *PUBLIC RECORDS POLICY* [Chap. 119, FS](#)

119.01(1) It is the policy of this state that all state, county, and municipal records are open for personal inspection and copying by any person. Providing access to public records is a duty of each agency.

119.011 Definitions.—As used in this chapter, the term: (2) “Agency” means any state, county, district, authority, or municipal officer, department, division, board, bureau, commission, or other separate unit of government created or established by law including, for the purposes of this chapter, the Commission on Ethics, the Public Service Commission, and the Office of Public Counsel, and any other public or private agency, person,

partnership, corporation, or business entity acting on behalf of any public agency.

119.07 Inspection and copying of records; photographing public records; fees; exemptions.

(1)(a) Every person who has custody of a public record shall permit the record to be inspected and copied by any person desiring to do so, at any reasonable time, under reasonable conditions, and under supervision by the custodian of the public records.

C. *STANDARDS OF CONDUCT*

Chapter 112, Section III, FS

(1) DEFINITION.—As used in this section, unless the context otherwise requires, the term “public officer” includes any person elected or appointed to hold office in any agency, including any person serving on an advisory body.

(2) SOLICITATION OR ACCEPTANCE OF GIFTS.—No public officer, employee of an agency, local government attorney, or candidate for nomination or election shall solicit or accept anything of value to the recipient, including a gift, loan, reward, promise of future employment, favor, or service, based upon any understanding that the vote, official action, or judgment of the public officer, employee, local government attorney, or candidate would be influenced thereby.

(3) DOING BUSINESS WITH ONE’S AGENCY.—No employee of an agency acting in his or her official capacity as a purchasing agent, or public officer acting in his or her official capacity, shall either directly or indirectly purchase, rent, or lease any realty, goods, or services for his or her own agency from any business entity of which the officer or employee or the officer’s or employee’s spouse or child is an officer, partner, director, or proprietor or in which such officer or employee or the officer’s or employee’s spouse or child, or any combination of them, has a material interest. Nor shall a public officer or employee, acting in a private capacity, rent, lease, or sell any realty, goods, or services to the officer’s or employee’s

own agency, if he or she is a state officer or employee, or to any political subdivision or any agency thereof, if he or she is serving as an officer or employee of that political subdivision. The foregoing shall not apply to district offices maintained by legislators when such offices are located in the legislator’s place of business or when such offices are on property wholly or partially owned by the legislator. This subsection shall not affect or be construed to prohibit contracts entered into prior to:

(a) October 1, 1975.

(b) Qualification for elective office.

(c) Appointment to public office.

(d) Beginning public employment.

(4) UNAUTHORIZED COMPENSATION.—No public officer, employee of an agency, or local government attorney or his or her spouse or minor child shall, at any time, accept any compensation, payment, or thing of value when such public officer, employee, or local government attorney knows, or, with the exercise of reasonable care, should know, that it was given to influence a vote or other action in which the officer, employee, or local government attorney was expected to participate in his or her official capacity.

(5) SALARY AND EXPENSES.—No public officer shall be prohibited from voting on a matter affecting his or her salary, expenses, or other compensation as a public officer, as provided by law. No local government attorney shall be prevented from considering any matter affecting his or her salary, expenses, or other compensation as the local government attorney, as provided by law.

(6) MISUSE OF PUBLIC POSITION.—No public officer, employee of an agency, or local government attorney shall corruptly use or attempt to use his or her official position or any property or resource which may be within his or her trust, or perform his or her official duties, to secure a special privilege, benefit, or exemption for himself, herself, or others. This section shall not be construed to conflict with s. 104.31.

(7) CONFLICTING EMPLOYMENT OR CONTRACTUAL RELATIONSHIP.—

(a) No public officer or employee of an agency shall have or hold any employment or contractual relationship with any business entity or any agency which is subject to the regulation of, or is doing business with, an agency of which he or she is an officer or employee, excluding those organizations and their officers who, when acting in their official capacity, enter into or negotiate a collective bargaining contract with the state or any municipality, county, or other political subdivision of the state; nor shall an officer or employee of an agency have or hold any employment or contractual relationship that will create a continuing or frequently recurring conflict between his or her private interests and the performance of his or her public duties or that would impede the full and faithful discharge of his or her public duties.

1. When the agency referred to is that certain kind of special tax district created by general or special law and is limited specifically to constructing, maintaining, managing, and financing improvements in the land area over which the agency has jurisdiction, or when the agency has been organized pursuant to chapter 298, then employment with, or entering into a contractual relationship with, such business entity by a public officer or employee of such agency shall not be prohibited by this subsection or be deemed a conflict per se. However, conduct by such officer or employee that is prohibited by, or otherwise frustrates the intent of, this section shall be deemed a conflict of interest in violation of the standards of conduct set forth by this section.

2. When the agency referred to is a legislative body and the regulatory power over the business entity resides in another agency, or when the regulatory power which the legislative body exercises over the business entity or agency is strictly through the enactment of laws or ordinances, then employment or a contractual relationship with such business entity by a public

officer or employee of a legislative body shall not be prohibited by this subsection or be deemed a conflict.

(b) This subsection shall not prohibit a public officer or employee from practicing in a particular profession or occupation when such practice by persons holding such public office or employment is required or permitted by law or ordinance.

(8) DISCLOSURE OR USE OF CERTAIN INFORMATION.—A current or former public officer, employee of an agency, or local government attorney may not disclose or use information not available to members of the general public and gained by reason of his or her official position, except for information relating exclusively to governmental practices, for his or her personal gain or benefit or for the personal gain or benefit of any other person or business entity.

IV. MEETINGS OF THE BOARD**A. PUBLIC MEETINGS****286.011 FS**

All meetings of any board or commission of any state agency or authority or of any agency or authority of any county, municipal corporation, or political subdivision, except as otherwise provided in the Constitution, at which official acts are to be taken are declared to be public meetings open to the public at all times, and no resolution, rule, or formal action shall be considered binding except as taken or made at such meeting. The board or commission must provide reasonable notice of all such meetings.

The minutes of a meeting of any such board or commission of any such state agency or authority shall be promptly recorded, and such records shall be open to public inspection. The circuit courts of this state shall have jurisdiction to issue injunctions to enforce the purposes of this section upon application by any citizen of this state.

B. PUBLIC COMMENT**286.0114 FS**

286.0114(2) Members of the public shall be given a reasonable opportunity to be heard on a proposition before a board or commission. The opportunity to be heard need not occur at the same meeting at which the board or commission takes official action on the proposition if the opportunity occurs at a meeting that is during the decision-making process and is within reasonable proximity in time before the meeting at which the board or commission takes the official action. This section does not prohibit a board or commission from maintaining orderly conduct or proper decorum in a public meeting. The opportunity to be heard is subject to rules or policies adopted by the board or commission, as provided in subsection (4).

(3) The requirements in subsection (2) do not apply to:

(a) An official act that must be taken to deal with an emergency situation affecting the public health, welfare, or safety, if compliance with the requirements would cause an unreasonable delay in the ability of the board or commission to act;

(b) An official act involving no more than a ministerial act, including, but not limited to, approval of minutes and ceremonial proclamations;

(c) A meeting that is exempt from s. 286.011; or

(d) A meeting during which the board or commission is acting in a quasi-judicial capacity. This paragraph does not affect the right of a person to be heard as otherwise provided by law.

(4) Rules or policies of a board or commission which govern the opportunity to be heard are limited to those that:

(a) Provide guidelines regarding the amount of time an individual has to address the board or commission;

(b) Prescribe procedures for allowing representatives of groups or factions on a proposition to address the board or commission,

rather than all members of such groups or factions, at meetings in which a large number of individuals wish to be heard;

(c) Prescribe procedures or forms for an individual to use in order to inform the board or commission of a desire to be heard; to indicate his or her support, opposition, or neutrality on a proposition; and to indicate his or her designation of a representative to speak for him or her or his or her group on a proposition if he or she so chooses; or

(d) Designate a specified period of time for public comment.

FLORIDA STATE BOARD OF EDUCATION (SBE) RULES

I. SBE Rules, (6A-14) Community Colleges

A. 6A-14.026 *Employment of a President*

Boards of trustees shall notify the State Board of Education of the appointment, suspension, or dismissal of presidents immediately upon such action. At the time the contract is issued, the board of trustees shall inform the president of duties and responsibilities, of the procedure by which performance shall be evaluated, and of the criteria for evaluation. The board shall evaluate the president annually. After completion of the evaluation and acceptance by the board of trustees, the notice of findings shall be submitted to the Chancellor of the Division of Community Colleges for review.

B. 6A-14.041 *Personnel Contracts*

(1) Contract forms for college personnel shall be prescribed by the board of trustees.

(2) Periods of service. Full-time administrative personnel may be given multi-year contracts not to exceed three (3) years, but other contracts, except for the president, shall not exceed twelve (12) months.

(3) A contract shall not create the expectancy of employment beyond the term of the contract. Non-renewal of a contract shall not entitle the person to the reasons for non-renewal or to a hearing.

C. 6A-14.0411 *Full-Time Faculty*

(1) Each District Board of Trustees shall develop, maintain and distribute a policy governing the issuance of continuing contracts and other employment contracts for employees serving in a full-time faculty capacity as determined by the college. Such policy shall be consistent with this rule.

(2) In order to be eligible for a continuing contract, full-time faculty shall meet the following minimum requirements:

(a) Complete at least five (5) years of satisfactory service, based on the criteria set forth in subsection (3) below, in the same college, except as provided below, during a period not in excess of seven (7) years. In all cases, such service shall be continuous except for leave duly authorized and granted. The policy established by the district board of trustees may also consider satisfactory service in other institutions of higher learning for purposes of this section.

(b) Receive the recommendation of the president and approval by the board for a continuing contract based on successful performance of duties, demonstration of professional competence pursuant to policy adopted by the board in accordance with subsection (3) of this rule and the needs of the college.

(3) Each board of trustees, after receiving a recommendation from the president and ensuring that input has been received from the faculty, shall establish criteria which must be met by a full-time faculty member before a continuing contract may be awarded.

D. 6A-14.060 *Accountability Standards*

The standards herein provide a basis for quality improvement and for accountability. Each community college shall:

(1) Adopt and follow a periodic needs assessment process to determine the educational services needed within the community college district. The process shall use accurate and current information about the educational services which could be provided by the college pursuant to its purpose. Needs assessment shall be conducted in cooperation with other institutions and agencies serving the district.

(2) Provide a system to enable its students to set educational goals for themselves and to use its services to attain the goals. The system shall recognize that many students establish their goals without direct assistance from the institution. Consideration of student goals shall be an important part of the institutional planning process.

(3) Establish a process to select and retain employees who are successful in helping the college accomplish its purpose. The process shall involve selection, evaluation, development, and retention procedures related to successful performance of the responsibilities for which the personnel are employed.

(4) Provide equal access to and equal opportunity in employment, programs, and services without regard to race, color, age, national origin, religion, marital status, sex or disability.

(5) Develop a comprehensive, long-range program plan, including program and service priorities. Statements of expected outcomes shall be published, and facilities shall be used efficiently to achieve such outcomes. Periodic evaluations of programs and services shall use placement and follow-up data, shall determine whether expected outcomes are achieved, and shall be the basis for necessary improvements.

(6) Establish adequate and sound control of expenditures, efficient operations including energy conservation, and a budget process producing the greatest benefits to the service

area. Efficiency is the economical use of resources to support programs. The emphasis is the operation of an effective program at a reasonable cost.

(7) Differentiate between the policy making responsibility of the board of trustees and the management responsibility of the president.

E. 6A-14.099 *Florida College System – Reporting of Child Abuse, Abandonment or Neglect*

(1) Definitions. For purposes of this section:

(a) The terms “abuse,” “abandonment,” and “neglect” shall have the same meaning as in Section 39.01, F.S.

(b) The term “Administrator” means high level personnel who have been assigned the responsibilities of college-wide or campus-wide academic or administrative functions, such as: college presidents, campus presidents, provosts, senior/executive vice presidents, vice presidents, associate vice presidents, associate/vice provosts, chief human resource officer, deans, chief of police, campus safety officer, equal opportunity programs director, intercollegiate athletics director, internal auditor, Title IX coordinator and college compliance officer.

(c) The term “college” means a Florida College System institution.

(d) The term “Law Enforcement Agency” means the unit of the college which is vested with the authority to bear arms and make arrests, and whose primary responsibility is the prevention and detection of crime or the enforcement of the penal, criminal, traffic or highway laws of the state.

(e) The term “State Board” means the State Board of Education.

(2) Investigation of an Allegation of a Failure to Report.

(a) Upon receipt of a credible allegation that a college Administrator or Law Enforcement Agency knowingly and willfully failed to report information of known or suspected child abuse, abandonment, or neglect as required by Section

39.205, F.S., the Florida Department of Education’s Office of Inspector General shall conduct an investigation to determine if sufficient evidence exists to support the allegation and the assessment of the \$1 million fine pursuant to Section 39.205, F.S.

(b) The Inspector General shall submit the investigatory findings to the Chair of the college’s District Board of Trustees or the Chair’s designee, and the college shall have twenty (20) business days after receipt to submit a written response to the Inspector General. The Inspector General shall provide a rebuttal, if any, to the college within twenty (20) business days after receipt of the college’s response. The college’s response and the Inspector General’s rebuttal to the response, if any, shall be included in the final investigative report presented to the State Board and the Chair of the college’s District Board of Trustees.

(3) Action by the State Board. The State Board shall issue a written order determining whether or not to assess the \$1 million fine against the college pursuant to Section 39.205, F.S.

(4) Additional Proceedings. Within twenty-one (21) business days after receipt of the State Board’s written order, the college may file a petition challenging the State Board of Education’s determination in an administrative proceeding conducted pursuant to Section 120.57, F.S.

II. SBE Rules, (6A-10) Miscellaneous

A. 6A-10.080 Code of Ethics of the Education Profession in Florida

(1) The educator values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of democratic citizenship. Essential to the achievement of these standards are the

freedom to learn and to teach and the guarantee of equal opportunity for all.

(2) The educator's primary professional concern will always be for the student and for the development of the student's potential. The educator will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity.

(3) Aware of the importance of maintaining the respect and confidence of one's colleagues, of students, of parents, and of other members of the community, the educator strives to achieve and sustain the highest degree of ethical conduct.

B. 6A-10.081 *Principles of Professional Conduct for the Education Profession*

(1) The following disciplinary rule shall constitute the Principles of Professional Conduct for the Education Profession in Florida.

(2) Violation of any of these principles shall subject the individual to revocation or suspension of the individual educator's certificate, or the other penalties as provided by law.

(3) Obligation to the student requires that the individual:

(a) Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.

(b) Shall not unreasonably restrain a student from independent action in pursuit of learning.

(c) Shall not unreasonably deny a student access to diverse points of view.

(d) Shall not intentionally suppress or distort subject matter relevant to a student's academic program.

(e) Shall not intentionally expose a student to unnecessary embarrassment or disparagement.

(f) Shall not intentionally violate or deny a student's legal rights.

(g) Shall not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition,

sexual orientation, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.

(h) Shall not exploit a relationship with a student for personal gain or advantage.

(i) Shall keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.

(4) Obligation to the public requires that the individual:

(a) Shall take reasonable precautions to distinguish between personal views and those of any educational institution or organization with which the individual is affiliated.

(b) Shall not intentionally distort or misrepresent facts concerning an educational matter in direct or indirect public expression.

(c) Shall not use institutional privileges for personal gain or advantage.

(d) Shall accept no gratuity, gift, or favor that might influence professional judgment.

(e) Shall offer no gratuity, gift, or favor to obtain special advantages.

(5) Obligation to the profession of education requires that the individual:

(a) Shall maintain honesty in all professional dealings.

(b) Shall not on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.

(c) Shall not interfere with a colleague's exercise of political or civil rights and responsibilities.

(d) Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or

oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.

(e) Shall not make malicious or intentionally false statements about a colleague.

(f) Shall not use coercive means or promise special treatment to influence professional judgments of colleagues.

(g) Shall not misrepresent one's own professional qualifications.

(h) Shall not submit fraudulent information on any document in connection with professional activities.

(i) Shall not make any fraudulent statement or fail to disclose a material fact in one's own or another's application for a professional position.

(j) Shall not withhold information regarding a position from an applicant or misrepresent an assignment or conditions of employment.

(k) Shall provide upon the request of the certificated individual a written statement of specific reason for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.

(l) Shall not assist entry into or continuance in the profession of any person known to be unqualified in accordance with these Principles of Professional Conduct for the Education Profession in Florida and other applicable Florida Statutes and State Board of Education Rules.

(m) Shall self-report within forty-eight (48) hours to appropriate authorities (as determined by district) any arrests/charges involving the abuse of a child or the sale and/or possession of a controlled substance. Such notice shall not be considered an admission of guilt nor shall such notice be admissible for any purpose in any proceeding, civil or criminal, administrative or judicial, investigatory or adjudicatory. In addition, shall self-report any conviction, finding of guilt, withholding of adjudication, commitment to a pretrial diversion program, or entering of a plea of guilty or Nolo Contendere

for any criminal offense other than a minor traffic violation within forty-eight (48) hours after the final judgment. When handling sealed and expunged records disclosed under this rule, school districts shall comply with the confidentiality provisions of Sections 943.0585(4)(c) and 943.059(4)(c), F.S.

(n) Shall report to appropriate authorities any known allegation of a violation of the Florida School Code or State Board of Education Rules as defined in Section 1012.795(1), F.S.

(o) Shall seek no reprisal against any individual who has reported any allegation of a violation of the Florida School Code or State Board of Education Rules as defined in Section 1012.795(1), F.S.

BOARD OF TRUSTEES AS CHARTER SCHOOL GOVERNANCE BOARD

I. Oversight Under the Charter

[1002.33\(7\)](#) The School and its Board are responsible for academic and student success; measurement and reporting requirements, special needs, eligibility and graduation, procedures for student code of conduct.

[1002.33\(9\)\(h\)](#) The governing body is responsible to review and adopt an annual budget and maintain an operating budget. The School shall be in compliance with monthly and annual reporting to the Board and the Department of Education

[1002.33\(9\)\(i\)](#) The governing body of the charter school shall exercise the continuing oversight over charter school operations.

[1002.33\(9\)\(j\)1-3](#) The governing body shall retain CPA or secure Auditor General for annual

audit; and the Board shall review and approve audit report.

[1002.33\(9\)\(j\)4](#) The governing body shall participate in governance training regarding sunshine laws, conflicts of interest, ethics and financial responsibility.

[1002.33\(9\)\(k\)](#) The governing body of the charter school shall report its progress annually to its sponsor, which shall forward the report to the Commissioner of Education at the same time as other annual school accountability reports.

The Department of Education shall develop a uniform, online annual accountability report to be completed by charter schools. This report shall be easy to utilize and contain demographic information, student performance data, and financial accountability information. A charter school shall not be required to provide information and data that is duplicative and already in the possession of the department. The Department of Education shall include in its compilation a notation if a school failed to file its report by the deadline established by the department. The report shall include at least the following components:

1. Student achievement performance data, including the information required for the annual school report and the education accountability system governed by ss. [1008.31](#) and [1008.345](#). Charter schools are subject to the same accountability requirements as other public schools, including reports of student achievement information that links baseline student data to the school's performance projections identified in the charter. The charter school shall identify reasons for any difference between projected and actual student performance.
2. Financial status of the charter school which must include revenues and expenditures at a level of detail that allows for analysis of the

charter school's ability to meet financial obligations and timely repayment of debt.

3. Documentation of the facilities in current use and any planned facilities for use by the charter school for instruction of students, administrative functions, or investment purposes.

4. Descriptive information about the charter school's personnel, including salary and benefit levels of charter school employees, the proportion of instructional personnel who hold professional or temporary certificates, and the proportion of instructional personnel teaching in-field or out-of-field.

II. Background Screening

[1002.33 FS](#)

[1002.33 \(12\)\(g\)1](#). A charter school shall employ or contract with employees who have undergone background screening as provided in s. [1012.32](#). Members of the governing board of the charter school shall also undergo background screening in a manner similar to that provided in s. [1012.32](#).

2. A charter school shall disqualify instructional personnel and school administrators, as defined in s. [1012.01](#), from employment in any position that requires direct contact with students if the personnel or administrators are ineligible for such employment under s. [1012.315](#).

3. The governing board of a charter school shall adopt policies establishing standards of ethical conduct for instructional personnel and school administrators. The policies must require all instructional personnel and school administrators, as defined in s. [1012.01](#), to complete training on the standards; establish the duty of instructional personnel and school administrators to report, and procedures for reporting, alleged misconduct by other instructional personnel and school administrators which affects the health, safety, or welfare of a student; and include an explanation of the liability protections provided under ss. [39.203](#)

and 768.095. A charter school, or any of its employees, may not enter into a confidentiality agreement regarding terminated or dismissed instructional personnel or school administrators, or personnel or administrators who resign in lieu of termination, based in whole or in part on misconduct that affects the health, safety, or welfare of a student, and may not provide instructional personnel or school administrators with employment references or discuss the personnel's or administrators' performance with prospective employers in another educational setting, without disclosing the personnel's or administrators' misconduct. Any part of an agreement or contract that has the purpose or effect of concealing misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student is void, is contrary to public policy, and may not be enforced.

4. Before employing instructional personnel or school administrators in any position that requires direct contact with students, a charter school shall conduct employment history checks of each of the personnel's or administrators' previous employers, screen the instructional personnel or school administrators through use of the educator screening tools described in s. 1001.10(5), and document the findings. If unable to contact a previous employer, the charter school must document efforts to contact the employer.

III. Meetings of the Charter School Governing Board

1002.33(16) A Charter School must be in compliance with Section 286.011 relating to public meetings, records, public inspection, and criminal/civil penalties, and Chapter 119 relating to public records. Charter Schools shall operate in accordance with its charter and are exemption from all statutes in 1001-1013, except statutes specifically applying to charter schools, student assessment programs, grading systems, provision

of services to students with disabilities, civil rights including 1000.05, student health, safety and welfare, Section 286.011, and Chapter 119.

1002.33(7)(d)1. Each charter school's board must appoint a representative to facilitate parental involvement, provide access to information, assist parents and others with questions and concerns, and resolve disputes.

1002.33(7)(d)2. Each charter school's governing board must hold at least two public meetings per school year in the school district. The meetings must be noticed, open, and accessible to the public, and attendees must be provided an opportunity to receive information and provide input regarding the charter school's operations. The appointed representative and charter school principal or director, or his or her equivalent, must be physically present at each meeting.

IV. Ethics in Education Act (K-12)

1001.42 FS

Regarding standards of Ethical Conduct the District shall;

- Adopt policies to complete training on standards for all teachers and administrators (1012.01 personnel)
- Implement training
- Establish reporting procedures for misconduct
- Impose a duty to report all suspected misconduct that affect the health safety and welfare of students.
- Policy will include that no school shall execute a confidentiality agreement based on misconduct, and shall not provide references without disclosure of misconduct.

V. Disqualification of Personnel (K-12)**1001.42 FS 1012.315 FS**

Charter School administrators/board shall disqualify instructional personnel and others in positions that require direct contact with students from employment if convicted of a particular type of crime pursuant to 1012.315.

VI. Child Abuse (K-12)**1006.061 FS**

Charter school administrators/board shall;

- Post notice of Section 39 regarding duty to report child abuse and neglect, both at school facility and website
- Post policies and procedures relating to reporting child abuse, including a hotline number
- Provide a liaison to DCFS where case is referred for investigation or action.

VII. Sexual Offenses by Authority Figures (K-12) (2014 HB 485)

Enrolled Designates Act as the “Stop Harassing Underage Teens Act” and provides for reclassification of specified sexual offenses committed against students by authority figures of a school. If passed, effective October 1, 2014.

VIII. Governance Training-Charter**6A-6.0784 FAC**

(1) General training requirements.

(a) Beginning with the effective date of this rule, every member of the governing body of a charter school operating in Florida shall participate in governance training. The charter school governance training must meet the requirements of this rule and be approved by the Department. Governing boards composed entirely of “school officers”, as defined by Section 1012.01, F.S., may meet the requirements of this rule by complying with the procedures set forth in subsection (6) of this rule.

(b) Each governing board member must complete a minimum of four (4) hours of instruction focusing on government in the sunshine, conflicts of interest, ethics, and financial responsibility as specified in Section 1002.33(9)(k), F.S. After the initial four (4) hour training, each member is required, within the subsequent three (3) years and for each three (3) year period thereafter, to complete a two (2) hour refresher training on the four (4) topics above in order to retain his or her position on the charter school board. Any member who fails to obtain the two (2) hour refresher training within any three (3) year period must take the four (4) hours of instruction again in order to remain eligible as a charter school board member.

(c) New members joining a charter school board must complete the four (4) hour training within 90 days of their appointment to the board.

(d) Instruction beyond the hours specified in paragraphs (1)(b) and (c) of this rule may be included in the training plan to address additional topics generally recognized and supported by research or practitioners as important for effective governing board operation.

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Board of Trustees

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St. Petersburg College is an Equal Access/Equal Opportunity institution.

14-0357-06

Classification & Salary Schedule 2014-15

ADMINISTRATIVE & PROFESSIONAL

Grade Level	Minimum	Maximum	Classification Title	Position Title			
I	\$43,247.95	\$60,547.13	Academic Program Coordinator	College-wide Workforce Internship Coordinator EMS Program Support Coordinator Museum Education Coordinator School Partnership Liaison			
			Assistant Curator	Museum Collections Manager			
			Curriculum Developer	Curriculum Development Specialist Language Institute Project Coordinator			
			Development Specialist	Development Specialist			
			Human Resources Coordinator	Employment Coordinator Wellness Coordinator			
			Laboratory Coordinator	Laboratory Manager			
			Media Services Coordinator	Audio/Visual Services Coordinator			
			Multimedia Content Developer	Multimedia Content Developer Public Relations Marketing Specialist Social Media Marketing Specialist			
			Performance Operations Manager	Performance Operations Manager			
			Range Master	Range Master			
			Research Analyst	Grants Research Analyst Research Analyst			
			Risk Management Coordinator	Risk Management Coordinator			
			Student Activities Coordinator	Student Life & Leadership Coordinator			
			Student Support Counselor	Career Development Specialist Career Outreach Specialist College Support Coordinator Project Coordinator I Scholarship & Student Financial Assistance Officer Student Support Coordinator			
			Videographer	Videographer			
			II	\$46,226.34	\$64,716.88	Accounting and Financial Analyst	Budget Specialist Facilities Accounting Manager Fiscal and Business Analyst Grants Accountant Staff Accountant
						Business Development Representative	Client Account Representative
						College Archivist	College Archivist
						Emergency Management Coordinator	Emergency Management Director
						Facilities Coordinator	Facilities Project Coordinator

	Planning Coordinator
Head Coach	Athletics Coach
Human Resources Trainer	Instructional Designer/Facilitator
Information Resources Librarian	Reference & Instruction Librarian
Instructional Support Coordinator	College Placement Testing Coordinator Nursing Skills Facilitator Special Services Specialist
Legal Services Coordinator	Legal Services Coordinator
Project Manager	Data Quality Coordinator - FL TRADE Grant Grant Management Specialist Institutional Strategic Project Coordinator
Senior Academic Program Coordinator	Academy Coordinator II International Language Institute Coordinator Internships Program Director Lifelong Learning/CFK Coordinator Public Safety Training Coordinator II
Senior Student Support Counselor	Career Services Support Coordinator Disability Resource Specialist Early College/Dual Enrollment Coordinator Education Specialist - Impact International Students Services Representative Project Coordinator II Senior Student Support Coordinator Student Success Specialist

III	\$49,409.85	\$69,173.79	Curator	Museum Curator
			Development Officer	Development Officer Palladium Community Relations Coordinator
			Grant Writer	Grant Writer
			Graphic Design Manager	Graphic Design Manager Search Engine Marketing (SEM) Manager Social Media Manager (MPI)
			Human Resources Manager	Benefits Manager Payroll Manager
			Institutional Effectiveness Coordinator	Accreditation & Baccalaureate Assessment Coordinator Assessment Baccalaureate Program Coordinator Curriculum Services Coordinator Institutional Research Coordinator Institutional Research & Reporting Coordinator
			Instructional Design	Instructional Design Specialist Instructional Design Technician
			Instructional Technology Analyst	Instructional Technology Analyst Systems Operations Coordinator
			Marketing/Communications Manager	Academic Program Support Coordinator Marketing Services Manager

			Materials Management Manager	Purchasing Manager
			Producer	Public Safety Training Producer
			Senior Accounting and Financial Analyst	Budget Support & Development Coordinator Business Office Coordinator Business Systems & Accounting Manager Project Administration Services Manager Senior Accountant
			Senior Facilities Coordinator	Building Code Administrator Environmental Services Coordinator Institutional Services Coordinator
			Senior Performance Operations Manager	Palladium Production Manager
IV	\$53,707.34	\$75,190.28	Facilities Manager	Custodial & Landscape Services Manager
			Grant Management Coordinator	Career and Technical Education Coordinator Grants Management Coordinator
			Professional Development Manager	Professional Development Manager
			Information Technology Analyst	Analyst/Programmer Information Technology Analyst Network/Design & Security Engineer Project Technologist Technology Applications & Support Coordinator Web Analyst/Programmer
			Instructional Support Manager	Learning Resources Specialist Project Technologist
			Instructional Technology Coordinator	Instructional Technology Coordinator
			Performance Operations Director	Palladium Operations Coordinator
			Security Director	Safety & Security Director
			Senior Development Officer	Senior Development Officer
			Senior Instructional Technology Analyst	Course Delivery Manager Senior Instructional Technologist
			Student Support Manager	Academic Projects Coordinator Electronic Center Coordinator Scholarship & Student Financial Assistance Assistant Director Student Success Manager Student Support Manager Student Support Services TRIO Coordinator Veteran Affairs Coordinator Women on the Way Coordinator
V	\$61,937.62	\$92,906.43	Academic Program Manager	Academic Department Coordinator Associate Director of Learning Resources Curriculum & Program Management Director Curriculum Services Director Honors College Director QEP & Accreditation Services Director Program Director I Public Safety Training Manager

Assistant Marketing/Communications Director	Creative Assistant Director (MPI) Interactive Assistant Director Marketing & Public Information Assistant Director Public Information Assistant Director (MPI) Senior Web Developer
Broadcast Services Manager	Broadcast Services Manager
Business Development Officer	Business Development Officer – Collaborative Labs Manager – Collaborative Labs
Institutional Effectiveness Director	Assessment Director Institutional Research Director
Library Program Director	Library Program Director
Materials Management Director	Procurement/Asset Management Director
Museum Director	Museum of Fine Arts Director
Senior Information Technology Analyst	Enrollment Services Operations Coordinator PeopleSoft Student System Development Manager Senior Analyst/Developer Senior Analyst/Programmer Senior Developer Senior Network/Design & Security Engineer Senior Web Analyst/Programmer SQL SSIS Developer Student Information Systems Support Manager Systems Analyst Systems Analyst – Learning Management System Strategic Project Execution Manager
Student Support Assistant Director	Admissions Assistant Director Records Assistant Director
VI	
\$70,762.40	\$106,143.60
Academic Program Director	Multi Media Coordinator Program Director II - FL Trade Grant Program Director II Public Safety Training Director Workforce Coordinator Workforce Services Director
Accountant/Business Manager	Accountant/Business Manager
Accounting and Financial Director	Accounting Services Director Business Systems & Student Accounting Director
Chief of Staff	Chief of Staff
Executive Performance Operations Director	Palladium Executive Director
Facilities Director	Design & Construction Services Director Facilities Services Director
Human Resources Operations Director	Human Resources Operations Director
Information Technology Manager	Microsoft Systems Applications Coordinator Network System & Security Operations Manager Web Program & Support Manager

			Instructional Technology Director	Learning Management System & Web Systems Support Director
			Student Support Director	Admissions & Records Director Disability Resources Director International Program Director Recruitment Services Director
VII	\$85,006.50	\$127,509.76	Administrative Director	Associate General Counsel Corporate Training Director Government Relations Director Institutional Strategic Policy Solutions Executive Director
			Associate Provost	Associate Provost eCampus, Web & IT Executive Director
			Executive Institutional Effectiveness Director	Institutional Research Effectiveness Executive Director
			Executive Student Services Director	Retention Programs Executive Director
			Information Technology Director	Enterprise Systems Director Systems Administration Director
			Senior Academic Program Director	Early College/Dual Enrollment Director Online Academic Integration, Student Success & Services Executive Director
			Scholarships & Student Financial Assistance Director	Scholarships & Student Financial Assistance Director
VIII	\$98,763.47	\$148,145.20	Executive Academic Program Director	Associate Dean Collaborative Labs Executive Director Collegiate HS Principal Learning Resources Director Public Safety Training Executive Director
			Executive Administrative Director	Enterprise Systems Senior Director General Counsel Grants Development Executive Director Marketing & Public Information Director Network Systems & Telecommunications Senior Director
IX	\$105,565.09	\$158,347.64	Associate Academic Vice President	AVP, Academic Affairs & Partnership AVP, Institutional Effectiveness, Research & Grants AVP, Online Learning and Services
			Associate Administrative Vice President	AVP, Facilities Planning & Institutional Services AVP, Financial & Business Services AVP, Human Resources AVP, Information Technology AVP, Planning, Budgeting & Compliance
			Associate Student Services Vice President	AVP, Enrollment Services AVP, Financial Assistance Services
			Dean	Dean, College of Business Dean, College of Computer & Information Technology Dean, College of Education Dean, College of Health Sciences Dean, College of Nursing Dean, Communications Dean, Humanities and Fine Arts Dean, Mathematics Dean, Natural Science Dean, Public Policy & Legal Studies

Dean, Public Safety
 Dean, School of Veterinary Technology
 Dean, Social & Behavioral Sciences

Provost

Provost

X	\$114,746.78	\$172,120.17	Administrative Vice President	VP, Institutional Advancement & Foundation Executive Director
XI	\$126,814.80	\$190,222.20	Senior Academic Vice President	SVP, Instruction & Academic Programs
			Senior Administrative Vice President	SVP, Administrative/Business Services & Information Technology
			Senior Student Services Vice President	SVP, Student Services

CAREER SERVICE

Grade Level	Minimum	Maximum	Position Title
1	\$10.79	\$15.65	Custodian Landscaper Library Services Technician Print Services Technician
2	\$12.03	\$17.45	Accounting Support Assistant Administrative Services Assistant Bus Operator Facilities Technician Lead Custodian Materials Management Assistant Security Officer Senior Landscaper Student Support Assistant
3	\$13.28	\$19.25	Senior Administrative Services Assistant Senior Library Services Technician Senior Security Officer
4	\$14.35	\$21.24	Academic Records Specialist Accounting Support Technician Administrative Services Specialist Direct Mail & Storefront Specialist (MPI) Multimedia Services Assistant Museum Technician Senior Print Services Technician Sign Language Interpreter Student Support Specialist Veterinary Technician
5	\$15.58	\$23.05	Accounting Support Specialist Custodial Supervisor Facilities Specialist Graphic Designer Human Resources Specialist Information Technology Technician Instructional Support Specialist Instructional Technology Specialist Laboratory Specialist Landscaper Supervisor Library Services Paraprofessional Materials Management Specialist Multi-Media Graphic Designer

			Multimedia Services Specialist Performance Support Specialist Print Shop Graphic Artist (MPI) Research Specialist Risk Management Specialist Security Supervisor Senior Administrative Services Specialist Senior Sign Language Interpreter Senior Veterinary Technician Technology Support Specialist Transportation Supervisor
6 Exempt	\$34,673.60	\$52,020.80	Recruiter Student Support Advisor
6	\$16.67	\$25.01	Community Relations and Outreach Coordinator (MPI) Lead Sign Language Interpreter Senior Custodial Supervisor Senior Facilities Specialist Senior Instructional Support Specialist Senior Materials Management Specialist Senior Technology Support Specialist
7 Exempt	\$37,856.00	\$56,763.20	Academic Records Supervisor Accounting Support Supervisor Administrative Services Supervisor
7	\$18.20	\$27.29	Executive Administrative Services Specialist Information Technology Specialist Multimedia Services Supervisor Senior Human Resources Specialist
8	\$41,654.00	\$62,481.00	Facilities Supervisor Materials Management Supervisor Print Services Supervisor Technology Support Supervisor

TEMPORARY (OPS)

Grade Level	Rate	Position Titles
1	\$10.45	Custodian (OPS) Lab Assistant (OPS) Landscaper (OPS) Library Services Technician (OPS) Print Services Technician (OPS) Science Lab Technician (OPS) Test Proctor (OPS)
2	\$11.66	Accounting Support Assistant (OPS) Administrative Services Assistant (OPS) Bus Operator (OPS) Curatorial Prep Assistant Facilities Technician (OPS) Lead Custodian (OPS) Materials Management Assistant (OPS) Security Officer (OPS) Senior Landscaper (OPS) Student Support Assistant (OPS)
3	\$12.87	Senior Administrative Services Assistant (OPS)

		Senior Library Services Technician (OPS) Senior Security Officer (OPS)
4	\$14.18	Academic Records Specialist (OPS) Accounting Support Technician (OPS) Administrative Services Specialist (OPS) Multimedia Services Assistant (OPS) Museum Technician (OPS) Senior Print Services Technician (OPS) Sign Language Interpreter (OPS) Student Support Specialist (OPS) Veterinary Technician (OPS)
5	\$14.87	Accounting Support Specialist (OPS) Custodial Supervisor (OPS) Facilities Specialist (OPS) Graphic Designer (OPS) Human Resources Specialist (OPS) Information Technology Technician (OPS) Instructional Support Specialist (OPS) Instructional Technology Specialist (OPS) Laboratory Specialist (OPS) Landscape Supervisor (OPS) Library Services Paraprofessional (OPS) Materials Management Specialist (OPS) Multimedia Services Specialist (OPS) Performance Support Specialist (OPS) Research Specialist (OPS) Risk Management Specialist (OPS) Security Supervisor (OPS) Senior Administrative Services Specialist (OPS) Senior Sign Language Interpreter (OPS) Senior Veterinary Technician (OPS) Technology Support Specialist (OPS) Transportation Supervisor (OPS)
6	\$16.35	Lead Sign Language Interpreter (OPS) Recruiter (OPS) Senior Custodial Supervisor (OPS) Senior Facilities Specialist (OPS) Senior Instructional Support Specialist (OPS) Senior Materials Management Specialist (OPS) Senior Technology Support Specialist (OPS) Student Support Advisor (OPS)
7	\$17.86	Academic Records Supervisor (OPS) Accounting Support Supervisor (OPS) Administrative Services Supervisor (OPS) Executive Administrative Services Specialist (OPS) Information Technology Specialist (OPS) Multimedia Services Supervisor (OPS) Senior Human Resources Specialist (OPS)
8	\$20.03	Facilities Supervisor (OPS) Materials Management Supervisor (OPS) Technology Support Supervisor (OPS)
General Support - Diverse	\$9.52	General Support - Call Center General Support -Financial Assistance Services

General Support - Moderate	\$8.81	
General Support - Routine	\$7.93	General Support

TEMPORARY WORK STUDY

Grade Level	Rate
Student Ambassador	\$10.00
Student Assistant	\$9.37
Tutoring Program	\$10.96

FACULTY

36 Equated Credit Hour

GRADE	ENTRY SALARY
II (Bachelor's)	\$41,742
III (Master's)	\$45,916
IV (Master's + 30)	\$50,508
V (Doctorate)	\$55,557

42 Equated Credit Hour

GRADE	ENTRY SALARY
II (Bachelor's)	\$47,167
III (Master's)	\$51,884
IV (Master's + 30)	\$57,074
V (Doctorate)	\$62,780

Academic Department Chair Stipends - 36 ECH Base + Stipend

Degree	Lower Division	Upper Division
Master's	\$13,197	\$16,106
Master's +30	\$14,020	\$17,217
Doctorate	\$14,895	\$18,390

COLLEGIATE HIGH SCHOOL

There are two schedules for Collegiate High School employees. The Grandfathered Schedule will be available only to Collegiate High School employees hired before July 1, 2014. Under the Grandfathered Schedule in order to receive the same pay increase as other college employees, such Collegiate High School employees must be rated at least "effective" to receive the full BOT-approved increase. Collegiate High School employees who are rated "needs improvement" or "unsatisfactory" will receive 50 percent of the BOT-approved increase.

The Pay-for-Performance portion of the schedule shall be administered as follows:

- 1. Base compensation.** Faculty of the Collegiate High School falling under this Salary Schedule shall be paid at the Master's level rate on the 36-ECH portion of the regular college salary schedule regardless of the instructors' degree level. Administrators falling under this Salary Schedule will be paid according to the grade where their position falls on the Administrative & Professional Salary Schedule, with no differentiation for the administrators' degree level. The college has the authority to offer an annual supplement for level of degree.
- 2. Salary adjustments.** Employees deemed "highly effective" shall receive the greatest possible salary adjustment. Employees must be rated "highly effective" or "effective" in order to receive a salary adjustment.
- 3. Contracts.** Employees must be on an annual or probationary contract. This aligns with the current St. Petersburg College practice of placing new faculty on annual contracts.

ADJUNCT, TEMPORARY AND SUBSTITUTE PERSONNEL

General Compensation Information

Adjunct/Supplemental Salary Schedule - Credit

This schedule covers (1) credit courses taught by full-time St. Petersburg College staff as a supplement, (2) credit courses taught by staff not under annual or continuing contract with the college and expressed in equated credit hours, (3) payment for responsibilities expressed in equated credit hours for duties performed by full-time staff beyond contract minimums. If the amount of overload is less than one hour, payment will be on a pro rata basis.

Adjustments in pay for extra ECH or other supplements do not calculate into final pay-out for sick leave and vacation leave.

Lower Division Rate per Equated Credit Hour

Grade	*Hard-to-Fill	
	Salary Per Equated Credit Hour	Salary per Equated Credit Hour
Associate's	\$597	\$1,085.76
Bachelor's	\$655	\$1,194.30
Master's	\$731	\$1,313.82
Master's + 30/Bachelor's	\$779	\$1,445.04
Doctorate	\$829	\$1,589.58

* Total pay for Hard-to-Fill Adjunct is calculated using ECH values which have been derived from the full-time faculty salary schedule.

The total of all combined work for the college by a non-budgeted employee must not, on average, exceed 29 hours per week.

Upper Division Rate per Equated Credit Hour

Grade	Salary Per Equated Credit Hour
Bachelor's	\$810
Master's	\$894
Master's +30/Bachelor's	\$957
Doctorate	\$1,022

(Any variations in the above rates of pay must be approved by the Board of Trustees.)

Distinguished Faculty Adjunct Rate per Equated Credit Hour

Grade	Salary Per Equated Credit Hour
Distinguished Faculty	\$2,678

(Any variations in the above rates of pay must be approved by the Board of Trustees.)

High Technology Certification Programs

Competition for a very limited number of instructors with the proper certification necessitates paying a rate close to the industry. As a result, instructors will be paid the following for the different certification programs:

Community College Certificate - Information Technology (IT) Security Certificate **Rate**
 Instructors for courses (ISM 3320, ISM3324, & ISM 3330) in the IT Security Certificate program when instructors have passed an IT security exam in the appropriate specialty area in which they will be teaching. \$1,286 per ECH

Bachelor of Applied Science in Technology Management
 Instructors for ETI 4448 (Applied Project Management), when the instructors hold certification from the Project Management Institute. \$1,072 per ECH

ECH & TEACHING PREPARATION IN EXCESS OF BASE FACULTY CONTRACT **Rate**

Full-time or acting full-time faculty on a 30 or 36 ECH contract teaching in excess of three preparations as part of base contract. Courses with the highest ECH will be counted first towards the base contract in determining the number of excess preparations. Lab sections or portions of courses count as a different preparation only when the lab is significantly different from the lecture portion of the course, as determined by the Dean. \$104.50 stipend for each ECH over three preparations with a maximum per semester of \$627.

ADJUNCT/SUPPLEMENTAL SALARY SCHEDULE - NON CREDIT

Collegiate High School Rate

Adjunct instructors teaching in the Collegiate High School Program.

Non-Credit Course Rate

The normal hourly rate to be paid for non-credit courses.

A Senior-Level approver can approve an hourly rate in excess of \$13.59 but not more than \$54.50 per contact hour in extraordinary or exceptional circumstances in accordance with the appropriate level derived from the following Non-Credit Instructional Payment Level Determination Table.

An hourly rate in excess of \$54.50 per contact hour must be approved by the Board of Trustees.

Credit Technical/Subject Matter Expert and Noncredit Payment Table

The structure, content and mandated student-instructor ratios of many courses within the Public Safety Programs require the use of technical and subject matter experts in support of the instructor of record. Hourly payment allows for the efficient and appropriate payment to these instructors used in support of the instructor of record. For their pay rate the Credit Technical/Subject Matter Expert and Noncredit Payment Table will be used.

Rate

\$26.13 per classroom contact hour

\$13.59 per contact hour of instruction.

\$13.59 but not more than \$53.82 per contact hour

\$53.82

Non-credit Instructional Payment Level Determination Table

		Presenter Credentials				
		General Training/ Expertise	Recognized Specialized Expertise	Author Copy-Righted/ Franchised	High Demand/ High	Set Fee
Audience	Personal Development (Avocational)	Level 1 \$13.59	Level 1 \$13.59	Level 1 \$13.59	Level 2	Level 2 \$19.33
	Personal Development (Non-Recreational)	Level 1 \$13.59	Level 1 \$13.59 or Level 2 \$19.33	Level 2 \$19.33	Level 3 \$25.08 or Level 4 \$30.83	Level 3 \$25.08 or Level 4 \$30.83
	Cognitive Skills Development	Level 1 \$13.59	Level 1 \$13.59 or Level 2 \$19.33	Level 2 \$19.33	Level 3 \$25.08 or Level 4 \$30.83	Level 3 \$25.08 or Level 4 \$30.83
	Professional Technical (Non-Specialist)	Level 1 \$13.59 or Level 1b \$14.11	Level 2 \$19.33	Level 3 \$25.08 or Level 4 \$30.83	Level 4 \$30.83 or Level 5 \$36.58	Level 4 \$30.83 or Level 5 \$36.58
	Specialist Professional (Non-Agency)	Level 1b \$14.11 or Level 2 \$19.33	Level 2 \$19.33	Level 4 \$30.83 or Level 5 \$36.58	Level 4 \$30.83 or Level 5 \$36.58	Level 5 \$36.58 or Level 6 \$42.32

	Specialist/Professional (Agency Supported)	Level 1 \$13.59 or Level 2 \$19.33	Level 3 \$25.08 or Level 4 \$30.83	Level 5 \$36.58 or Level 6 \$42.32	Level 6 \$42.32 or Level 7 \$48.07	Level 8 \$53.82 or BOT Approval
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SUBSTITUTE PAY

Rate

Substitute pay for credit instruction \$27.43 per contact hour (50 minutes)

Extended Substitute Pay

In cases where an instructional substitute is needed for an extended period, the appropriate Senior Vice President may approve additional compensation based upon hard-to-fill base pay of the appropriate degree or at the equated credit hour rate.

Brain Bowl, Ethics, Forensics and Computer Team Coaching Salary Schedule

As per Board of Trustees rule, student organization advisors must be full-time faculty, administrative & professional or career exempt.

Head Coach \$1,254 annually
Assistant Coach \$783.75 annually

Experiential Learning Salary Schedule*

TYPE OF ASSESSMENT SUPPLEMENT

Portfolio Evaluation \$26.13 per clock hour, maximum 3 hours per course

* Salaried Non-Faculty personnel may not receive supplemental pay for experiential learning assessment.

Dual Enrollment Program Liaison

Dual Enrollment Liaison \$260 base pay per term
Offsite course rate \$26 per course section offered

Writing Assessment Salary Schedule

TYPE OF ASSESSMENT

SUPPLEMENT

Gordon Rule Writing Requirement Assessment for CLEP Credit in ENC 1101 and ENC 1102 \$104.50 per course

Holistic reading of essays for the Placement Test, Progress Assessment Tests, Comprehensive English Language Test, and Pathways Program \$15.68 per clock hour

Miscellaneous Salary Schedule

Recipients of stipends from Miscellaneous Salary Schedule must be in budgeted, salaried positions.

Athletic Director \$24,790.09 stipend
EA/EO Coordinator \$5,516.29 stipend
FGO Site Representative \$4,633.68 stipend
FGO President \$5,792.11 stipend
Full-time Faculty supplemental non-instructional assignments \$26.13 per hour
Health Academic Education Oversight \$8,000 stipend
Lead Technology Resource Specialist (TRS) \$827.44 per 6 months
Leepa-Rattner Museum Development Project Mentor Faculty from other countries (Budgeted Faculty Only) \$535.56 - \$1,606.69 stipend
Nursing Curriculum Leader \$827.44 stipend

Phi Theta Kappa Mentor for terms I and II only each year.	\$1,853.48 stipend
Pro Tools and Venue Certification	\$76.88 per hour
Special Projects approved by the President	\$535.56 - \$5,355.63 stipend based on scope of the project
Teaching Program Coordinator	\$5,278.75 stipend
Voice Over Talent - Institutional Advancement's videos, and radio and TV commercials	\$80.34-\$107.11 stipend based on scope of performance

Sign Language Interpreters & C-print Captionists

<u>TYPE</u>	<u>CERTIFICATION</u>	<u>HOURLY RATE</u>
National Certification	National Interpreter Certification	\$37.57
National Certification	Certificate of Interpretation & Certificate of Transliteration	\$37.57
National Certification	Comprehensive Skills Certificate	\$37.57
National Certification	National Association of the Deaf Level 5	\$37.57
National Certification	Certificate of Interpretation	\$32.88
National Certification	Certificate of Transliteration	\$32.88
National Certification	National Association of the Deaf level 4	\$32.88
National Certification	Interpretation Certificate & or Transliteration Certificate (Old System)	\$32.88
State Qualification	Quality Assurance Level 3	\$23.48
State Qualification	Educational Interpreter Evaluation Level 3	\$23.48
State Qualification	Quality Assurance Level 2	\$23.48
State Qualification	Educational Interpreter Evaluation Level 2	\$23.48
C-Print Captionists	1 - 3 Years Experience	\$23.48
C-Print Captionists	4 - 6 Years Experience	\$32.88
C-Print Captionists	7+ Years Experience	\$37.57

Project-Deliverable Salary Schedule

A project-deliverable is tangible as well as verifiable. To be verifiable, the deliverable must meet predetermined standards for its completion. The project should not be part of the employee's normally compensated duties or normal work hours.

Examples include but are not limited to:

- Course refresh
- Course development
- Study guide, exam creation, written tutorial
- Video or audio recording
- Training module creation
- Website creation
- Textbook creation/rewrite
- Workshops – preparation/presentation

Project-Deliverable Guidelines

Project deliverables must be specified and approved in advance of the appointment and submitted to HR via the Personnel Action Authorization Request (ePAAR).

Each defined project-deliverable is based on a minimum of 32 hours of work.

Lump-sum payments will be made following completion and verification to Human Resources for all project deliverables (and certification of minimum contact hours).

Adjustments in pay for extra ECH or other supplements do not calculate into final payout for vacation or sick leave.

Budgeted, salaried employees producing a project deliverable will be compensated from the following table:

<u>Level</u>	<u>Pay Rate Per Project-Deliverable</u> (for budgeted salaried employees only) (each defined project-deliverable is based on a minimum of 32 hours of work)
A ≤ BA	\$522.50 per defined project-deliverable
B ≥ MA	\$783.75 per defined project-deliverable
C*	\$1,045.00 per defined project-deliverable
D*	\$1,306.25 per defined project-deliverable

Non-budgeted employees producing a project deliverable will be compensated from the following table.

The following criteria must be adhered to:

The total of all combined work for the college must not exceed 29 hours per week

Before work on the project begins, deliverables must be approved via the Hours Worked Assessment Tool.

<u>Level</u>	<u>Pay Rate Per Project-Deliverable</u>
A ≤ BA	\$16.33 per hour
B ≥ MA	\$24.49 per hour
C*	\$32.66 per hour
D*	\$40.82 per hour

* Rates of pay in levels C-D may be based on one or more of the following criteria:

- Recognized Specialized Expertise
- Recognized Technical Expertise
- Specialized Certification

June 17, 2013

STATEMENT OF Deveron Gibbons, CHAIRMAN, BOT FOR ST. PETERSBURG COLLEGE, REGARDING THE PERFORMANCE REVIEW FOR DR. WILLIAM D. LAW, JR., PRESIDENT OF SPC, ON THE COMPLETION OF HIS FOURTH YEAR AS PRESIDENT.

Earlier this month, Dr. Law will be completed his fourth year as president of St. Petersburg College. As you know, one of the responsibilities of this board is to perform an annual review and evaluation of his performance over the past year.

To that end, board members have had the opportunity to meet with Dr. Law individually, and to complete a comprehensive, written evaluation assessing his performance. The categories we reviewed included, but were not limited to: Leadership, Diversity Initiatives, Planning & Budgeting, Board Relations, and External Relations.

I have had an opportunity to review all of the evaluations, and am pleased to report that they are exemplary.

One of the principal charges given to Dr. Law at the start of his tenure was to refocus our efforts on the core mission of this institution. Dr. Law has performed this portion of his responsibilities at the highest level of leadership. The college's College Experience project has significantly improved the classroom success of our students across the board.

His efforts included support for students beyond the classroom, improved systems to support intake, counseling, advising and student activities, renewing community and school district relationships, technology enhancements, facilities maintenance, remodeling and repair, and support and development for our faculty, administration and staff.

Our consistent, superior audit reviews, budgeting, and strategic planning, have been able to put into motion, a plan for future success. President Law continues to be an effective spokesperson for the college in Tallahassee and our college continues to perform at a very high level in the key areas of postsecondary education policy.

In the past year, Dr. Law has been successful in moving forward with the complex development of the Midtown Campus, the renewal of our online education program, and formulating a student-focused response to major changes in the state guidelines for developmental education. President Law continues to expand the college's commitments to workforce education across all levels of our college's instructional mission.

In view of Dr. Law's superior performance, as chairman, I would like to move that we extend his employment contract an additional year, as we did last year at this time. This one year extension, would be added on to his existing 3 year contract, thereby extending his employment agreement with the college to June 30, 2017.

While our review is limited to the performance of the president, I would be remiss if I did not acknowledge the tireless efforts of all the faculty and staff. Dr. Law prepared a written summary of progress over the last year, and in it, he specifically mentioned many of you individually, and did so with high praise. Our faculty, administration and support staff do a lot of the 'heavy lifting', and we know that. While Dr. Law provides the leadership, expertise and creativity to set the plan in motion, our success would not occur without your continued commitment to SPC and our students. On behalf of this board, we thank you.

**St. Petersburg College
Board Evaluation of the President
2013-2014**

For each of the following questions, indicate your level of satisfaction with the President’s performance in the following areas by providing a score between one and five. Additionally, please provide any additional feedback or comments as appropriate. If insufficient information or not applicable, the board member may indicate by placing N/A or by not placing a score and explaining in the comments.

Factor Category	BOT Ratings						Comments
	Trustee 1 (DG)	Trustee 2 (RF)	Trustee 3 (DO)	Trustee 4 (BB)	Trustee 5 (LW)	Avg.	
LEADERSHIP:							
1. Understands and supports comprehensive community college mission.	4	5	5	5	5	4.8	Dedicated and without question, a state college president who is a leader within our state.
2. Has ethical, fair, honest leadership style.	5	5	5	5	5	5	
3. Is an effective communicator.	5	4	4	5	5	4.6	
4. Has an effective management style, inspiring others and engendering confidence.	4	4	4	5	5	4.4	
5. Recruits and utilizes effective employees.	4	4	4	5	5	4.4	Change is difficult but Dr. Law continues to make excellent choices restructuring administrative staff – needs to continue.
6. Displays resourcefulness in identifying, analyzing, and solving problems.	5	4	4	4	5	4.4	
7. Provides decisive and diplomatic leadership style.	5	5	4	5	5	4.8	Dr. Law is respected throughout the college.
DIVERSITY INITIATIVES							
1. Provides appropriate institutional leadership on board priority of increasing diversity in employment among administrators, faculty and staff.	5	5	4	--	5	4.75	Diversity initiatives are always high on the priority list. I am not familiar with this initiative as it relates to anyone but students.

Factor Category	BOT Ratings						Comments
	Trustee 1 (DG)	Trustee 2 (RF)	Trustee 3 (DO)	Trustee 4 (BB)	Trustee 5 (LW)	Avg.	
2. Plans and implements initiatives to increase penetration into diverse communities and student enrollment of the diverse communities in Pinellas County.	5	5	5	5	5	5	
3. Reaches out to the diverse populations of Pinellas County by meeting with leaders and participating in activities and events in the community.	5	5	5	4	5	4.8	He is recognized as a leader in all of the communities of Pinellas County.
4. Follows through on the college's priority for minority businesses to participate in opportunities to partner and do business with the college.	4	5	5	5	5	4.8	Continues to improve in this area. Stats show the vast improvement.
<u>PLANNING AND BUDGETING:</u>							
1. Supports and provides leadership on the college's educational master plan.	5	5	4	5	5	4.8	
2. Sets appropriate priorities and focus for the college within the overall master plan.	5	4	4	3	5	4.2	Marketing/advertising for enrollment growth goals needs larger budget.
3. Provides leadership in the area of improving student success.	5	5	4	5	5	4.8	
4. Provides leadership in increasing student access and penetration into the community.	5	5	5	5	5	5	
5. Leads the college's efforts to identify sources of funding.	5	3	3	5	5	4.2	Would like to see advancements in the development side of the college.
6. Provides understanding and appropriate allocation of resources to priorities of college.	5	5	4	3	5	4.4	
7. Understands and supports fundraising from private and foundation supporters to strengthen college.	5	3	3	4	5	4	Resources and time should be evaluated in this area. There are some improvements that could be made.

Factor Category	BOT Ratings						Comments
	Trustee 1 (DG)	Trustee 2 (RF)	Trustee 3 (DO)	Trustee 4 (BB)	Trustee 5 (LW)	Avg.	
8. Is responsive to solving financial and management issues identified by audits or resulting from funding fluctuations.	5	5	3	5	5	4.6	
<u>BOARD RELATIONS:</u>							
1. Provides adequate information and makes sound recommendations to the Board.	4	4	5	5	5	4.6	
2. Carries out the actions and priorities of the Board	4	4	5	5	5	4.6	
3. Maintains a proper balance between bringing policy matters to the board for discussion and action and acting on managerial and administrative matters.	5	5	4	5	5	4.8	Excellent!
4. Maintains a positive and open relationship with board members.	5	5	5	5	5	5	
<u>EXTERNAL RELATIONS:</u>							
1. Provides effective, positive representation of the college in the community.	5	5	4	5	5	4.8	
2. Develops positive relationships with government, business, and industry leaders and organizations.	5	5	4	5	5	4.8	
3. Maintains appropriate relationships with state officials and demonstrates support for Florida College System goals and activities.	5	5	4	5	5	4.8	
4. Maintains appropriate relationships with state and federal organizations and government offices.	5	5	4	5	5	4.8	

Factor Category	BOT Ratings						Comments
	Trustee 1 (DG)	Trustee 2 (RF)	Trustee 3 (DO)	Trustee 4 (BB)	Trustee 5 (LW)	Avg.	
5. Represents and presents the college's image of success with appropriate regional and national education organizations.	5	5	5	5	5	5	
6. Skilled in meeting the social obligations of the presidency.	4	5	5	5	5	4.8	
7. Seeks opportunities to communicate the vision and goals of the college in the Pinellas community.	5	4	4	3	5	4.2	We could do a better job of communicating goals to the general community.
ADDITIONAL ITEM:							
1. The president provides leadership to assure that the college addresses equity issues required by the state and in bringing forth a report to the board with goals and performance in this area.	5	5	4	5	5	4.8	

Additional comments and feedback for the president:

Dr. Law has done an excellent job of making sure the college has moved forward in all areas. Programming has improved, baccalaureate and AA programs have also gotten extremely better. We also have had solid budget and finance programs which match enrollment and other factors which budget should be evaluated and based upon. Legislative – you have been a leader in the process. We must as a college create a Crisis Communication Plan. I think, as Board Chair, I have failed the Board and the President by not having a Crisis Communication Plan. I recognize this after the Carter G. Woodson incident.

Dr. Law is an experienced and dedicated community college leader. He understands the mission and goals of St. Petersburg College and there is no better advocate for “student success.” His leadership and accomplishments this year have been wonderful. Areas of growth for the college include: fund raising, international or global enrollment and/or programs, continued marketing, communication and admission efforts.

Bill keeps the mission of the college moving forward.

Midtown Construction is moving forward with the \$'s staying local.

While challenged with enrollment growth, Bill has managed to maintain a budget to allow the college to address needed programs and services.

Working with Dr. Law has been an incredible opportunity. I have learned so much from him and appreciate his candor and “style” of leadership. We can ALL always improve and he consistently gives me the opportunity to share my true thoughts on this topic. I’m confident that the college will continue to head in the right direction with Dr. Law at the helm.

I am excited and pleased that SPC, through Dr. Law, continues to focus on our goal of student success and career development. Bill continues to champion community partnerships that support our mission.

Board Chair’s Signature

Date

President’s Signature

Date

MEMORANDUM

Date: June 17, 2014

To: Dr. Bill Law, President, St. Petersburg College

From: Dr. Tonjua Williams, SVP, Student Services, St. Petersburg College

Re: Federal Initiative to Decrease Student Loan Debt

The [Consumer Financial Protection Bureau](#) reported that student loan debt has reached a new milestone, crossing the \$1.2 trillion mark — \$1 trillion of that in federal student loan debt. Student loan debt has exceeded the national credit card debt.

To ease the burden of student loans President Obama signed an executive order on Monday, June 9, 2014, that offers borrowers additional repayment options and debt management tools.

Below are the facts outlining the executive order:

- Pay As You Earn (“PAYE”) Repayment Plan - The PAYE option caps monthly payments at 10 percent of discretionary income, setting monthly payments on a sliding scale based upon income. Any remaining balance is forgiven after 20 years of payments, or 10 years for those in certain public service jobs. This program is an expansion of the existing Income Based Repayment Plan (15% cap on repayment) in which participation is at 11% of students in repayment. This new program would cost 55.6 billion the year the bill would be enacted and in theory these costs would be offset by taxes on the superrich. This provision is expected to take effect by December 2015.
- Improve Communication Strategies to Help Vulnerable Borrowers – By December 2014, implement new targeted strategies to ensure struggling borrowers have the information needed to select the best repayment option and avoid future default.
- Financial Literacy During Tax Season – During the 2015 tax season, educate students, families, financial aid administrators, and tax preparers to ensure that all students and families understand what education tax benefits for which they are eligible, such as the American Opportunity Tax Credit (AOTC), and that they receive the benefits for which they qualify. The Department of Treasury will release a fact sheet clarifying how Pell Grant recipients may claim the AOTC.
- Collaborate to ensure that Students and their Families have Pertinent Information Needed to Make Informed Decisions Prior to Borrowing – By September 2014, develop a pilot project to test the effectiveness of loan counseling resources. Improve information for students and families, including the Department of Education’s Financial Awareness Counseling Tool. Convene higher education experts and student debt researchers to develop a strategy to strengthen student loan counseling.

Basically, the order provides enhanced support for student loan borrowers and flexible student loan repayment options.

The Workforce Innovation and Opportunity Act

The Problem:

- By 2022 the United States will fall short by 11 million the necessary number of workers with postsecondary education, including 6.8 million workers with bachelor's degrees, and 4.3 million workers with a postsecondary vocational certificate, some college credits or an associate's degree.ⁱ
- Fifty-two percent of adults (16-65) in the United States lack the literacy skills necessary to identify, interpret, or evaluate one or more pieces of information; a critical requirement for success in postsecondary education and work.ⁱⁱ
- Individuals with disabilities have the highest rate of unemployment of any group, and more than two-thirds do not participate in the workforce at all.ⁱⁱⁱ

The Workforce Innovation and Opportunity Act (WIOA):

WIOA is bipartisan, bicameral legislation that will improve our nation's workforce development system and help put Americans back to work. Now more than ever, effective education and workforce development opportunities are critical to a stronger middle class. We need a system that prepares workers for the 21st century workforce, while helping businesses find the skilled employees they need to compete and create jobs in America.

The WIOA:

1. Reauthorizes the Workforce Investment Act (WIA) of 1998 for 6 years 2015-2020.
2. Streamlines workforce development:
 - a. Applies a single set of outcome system metrics.
 - b. Creates smaller, nimbler, more strategic state and local workforce development boards.
 - c. Integrates intake, case management and reporting systems to strengthen program evaluations.
 - d. Allows local areas to better meet the unique needs of individuals.
3. Creates greater value:
 - a. Maintains 15% funding at the state level to allow flexibility to address specific needs.
 - b. Empowers local boards to tailor services to region's employment and workforce needs.
 - c. Supports access to real-world education and workforce development.
4. Promotes better coordination:
 - a. Aligns workforce development programs with economic development and education initiatives.
 - b. Enables businesses to identify in-demand skills and connect workers with training to build those skills.
 - c. Requires core workforce programs to develop a single comprehensive state plan.
5. Improves outreach to disconnected youth, focusing on out of school youth, high school dropout recovery and attainment of a recognized post-secondary credential.

Impact on St. Petersburg College:

1. Continues our representation on the local workforce board, CareerSource Pinellas.
2. Potential for CareerSource to contract directly with SPC for training outside of current specific grant programs.
3. Increases opportunities to provide access to post-secondary professional certifications.

ⁱ The Georgetown University Center on Education and the Workforce.

ⁱⁱ Based on data from the Program for the International Assessment of Adult Competencies (PIAAC), 2012.

ⁱⁱⁱ Based on data from the Current Population Survey, Bureau of Labor Statistics.