

MINUTES OF THE MAY 16, 2023 SPECIAL MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

The Board of Trustees of St. Petersburg College met on Tuesday, May 16, 2023 at the St. Petersburg College EpiCenter, 13805 58th Street N, Clearwater, Florida. The following Board members were present: Chair Thomas Kidwell, Jason Butts, Katie Cole, Deveron Gibbons and Nathan Stonecipher. Also present was Tonjua Williams, President of St. Petersburg College and Secretary to the Board of Trustees. Proof of public notice of this meeting is included as part of these minutes. Notices were duly posted.

NOTICE OF MEETING BOARD OF TRUSTEES, ST. PETERSBURG COLLEGE

The Board of Trustees of St. Petersburg College will hold a public meeting to which all persons are invited, commencing at 9:00 a.m. on Tuesday, May 16, 2023 at the St. Petersburg College EpiCenter, 13805 58th Street N, Clearwater, Florida. The meeting will be held for the purpose of considering routine business of the College; however, there are no rules being presented for adoption or amendment at this meeting.

A copy of the agenda may be obtained within seven (7) days of the meeting on the [SPC Board of Trustees website](#) at www.spcollege.edu, or by calling the Board Clerk at (727) 341-3241.

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23-049. In accordance with the Administrative Procedure Act, the following Agenda was prepared:

AGENDA

ST. PETERSBURG COLLEGE BOARD OF TRUSTEES MAY 16, 2023

SPC EPICENTER (Collaborative Labs)
13805 58th STREET N
CLEARWATER, FL
SPECIAL MEETING: 9:00 A.M.

I. CALL TO ORDER

- A. Invocation
- B. Pledge of Allegiance

II. COMMENTS

- A. Board Chair
- B. Board Members
- C. President
- D. Public Comment pursuant to §286.0105 FS

III. REVIEW AND APPROVAL OF MINUTES

Board of Trustees' Meeting of April 18, 2023 (*Action*)

IV. CONSENT AGENDA

A. OLD BUSINESS (**items previously considered but not finalized**) - None

B. NEW BUSINESS

1. ADMINISTRATIVE MATTERS

- a. Human Resources
 - i. Executive/Administrative/Managerial and Professional Contract Recommendations (*Action*)
- b. Off-Cycle Credit Curriculum Changes (*Action*)

2. GRANTS/RESTRICTED FUNDS CONTRACTS

- a. CareerSource Florida, Inc.–Quick Response Training Grant – Power Design, In (*Action*)

MINUTES OF THE MAY 16, 2023 SPECIAL MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

3. BIDS, EXPENDITURES, CONTRACTS OVER \$325,000

- a. Amendment to Agreement with Honorlock, Inc. (*Action*)
- b. Walter L. Schafer, MD & Vivian B. Schafer, RN College of Nursing Baccalaureate Degrees Program (*Action*)

4. OTHER

- a. Approval of Deferred Maintenance Guaranteed Maximum Prices (GMPs) (*Action*)
- b. Renewal of Contract, Construction Managers and Design Services (*Action*)
- c. Approval of Recommendations of Real Estate Brokerage Services for the Allstate Center and Health Education Centers (*Action*)

V. INFORMATIONAL REPORTS

- A. Graham-Leach Bliley Act, Information Security update (*Informational*)

VI. ADJOURNMENT

Items summarized on the Agenda may not contain full information regarding the matter being considered. Further information regarding these items may be obtained by calling the Board Clerk at (727) 341-3241.

Date Advertised: May 5, 2023

23-050. Under Item I, Call to Order

The meeting was convened by Chair Kidwell at 9:00 a.m. The invocation was given by Trustee Stonecipher and was immediately followed by the Pledge of Allegiance.

23-051. Under Item III, Comments

Chair Kidwell opened the meeting up for comments:

A. Board Chair

Chair Kidwell shared that graduation was a success.

B. Board Members

Trustee Stonecipher thanked the trustees and Jesse Turtle that attended the recent networking event with the Foundation Board. It was a great chance to be in the same room together to get to know each other and learn about ways to help the college.

C. President

President Williams shared that it is a wonderful time of year. She attended the pinning ceremonies for nursing, PTA, a special luncheon with for the dental hygiene graduates, both collegiate high school graduations and the Spring SPC Graduation. She shared that she has received several emails from parents and students thanking the college and specific people who have made their experience at the college great. Dr. Williams thanked the trustees for attending and thanked the faculty for the work they have done to help students learn earn and hopefully return.

She also mentioned that the college is going into the last year of the three-year strategic plan. Dr. Williams stated they will start working on the new strategic plan in the upcoming year.

D. Public Comment pursuant to §286.0105 FS - None

23-052. Under Item III, Review and Approval of Minutes

The minutes of the April 18, 2023 Meeting of the Board of Trustees of St. Petersburg College were presented by the chairman for approval. Mr. Stonecipher moved approval of the minutes as submitted. Mr. Gibbons seconded the motion. The motion passed unanimously

23-053. Under Item IV – A, Old Business

NONE

23-054. Under VII-B, New Business

The Board considered all Items in VII -B under the Consent Agenda. Mr. Gibbons moved approval Mr. Stonecipher seconded the motion. The motion passed unanimously.

XII. ADJOURNMENT

Having no further business to come before the Board, Chair Kidwell adjourned the meeting at 9:05 a.m.


Tonjua Williams, Ph.D.
Secretary, Board of Trustees
St. Petersburg College
FLORIDA

Thomas Kidwell
Chairman, Board of Trustees
St. Petersburg College
FLORIDA

May 16, 2023

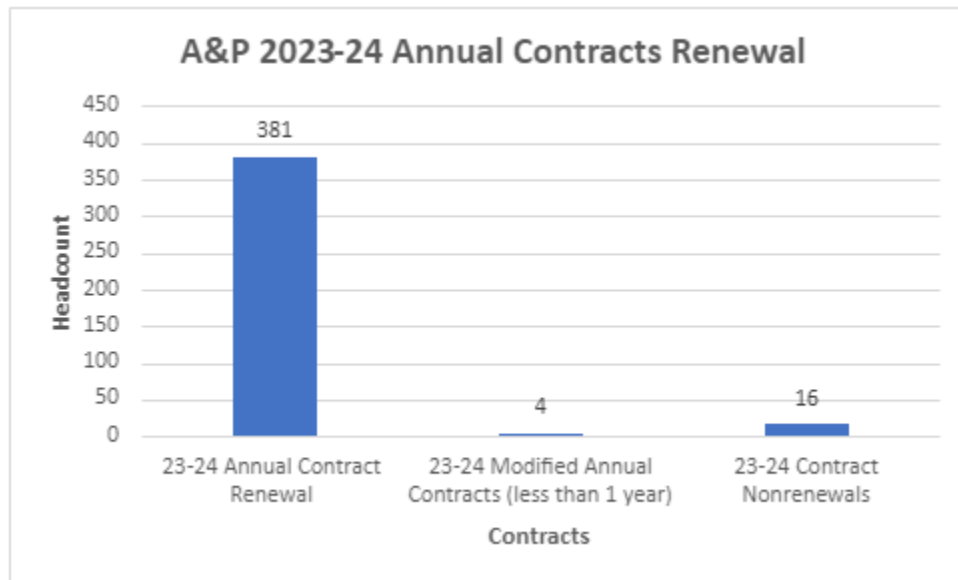
MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: Tonjua Williams, Ph.D., President 

SUBJECT: Executive/Administrative/Managerial and Professional Annual Contract Recommendations (2023-2024)

Approval is sought for the following recommended personnel transactions concerning Administrative and Professional appointments, which shall be enforced via contracts for employment.




Jamelle Conner, Vice President, Student Affairs; Mia Conza, General Counsel; Janette Hunt, Vice President, Finance and Business Operations, Patrick Rinard, Vice President, Information Technology, Jackie Skryd, Vice President, Workforce and Corporate Relationships, Jesse Turtle, Vice President, Institutional Advancement & Foundation Executive Director, Darryl Wright-Greene, Chief Human Resources and Talent Officer and Tonjua Williams, President, recommend approval.

May 16, 2023

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: Tonjua Williams, President 

SUBJECT: Off-Cycle Credit Curriculum Changes

The following is a summary of off-cycle credit curriculum changes for which approval is sought for the Fall 2023 (Term 625).

Program & Course Updates Effective Fall 2023 (0625)

Program Deactivation:


Paramedic Advanced Technical Diploma (PMED-ATD)

FLDOE allows ATD programs to be offered as either non-credit or credit-based programs. SPC was offering both options and, in consultation with faculty and the advisory committee, it was determined that a credit based program was the preferred option. This program was offered as cohort based, with the program beginning in January and completing in December of each year. All students in the program beginning in January 2022 completed the program in December 2022. The content of this paramedic program continues to be offered under our 42 credit Paramedic Certificate Program (PMED-CT). The faculty and staff remain in their current positions.

May 16, 2023

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: Tonjua Williams, Ph.D., President 

SUBJECT: CareerSource Florida, Inc.–Quick Response Training Grant – Power Design, Inc.

Confirmation is sought for a proposal that was submitted, subject to Board of Trustees' approval, to CareerSource Florida, Inc., by St. Petersburg College for the Quick Response Training (QRT) grant opportunity on behalf of Power Design, Inc. Permission is sought to accept an estimated \$735,000 in funding over a one-year period for this proposal, if awarded, and enter into any amendments, extensions or agreements as necessary, within the original intent and purpose of the grant.

Quick Response Training (QRT) grants provide funding for customized training to new or expanding businesses. Through this customer-driven program, Florida is able to effectively retain and attract businesses creating new high-quality jobs in targeted industries. Businesses are required to apply for QRT grants through a community college, area technical center or state university, in partnership with the local economic development organization and workforce board.

Power Design, Inc. was founded in 1989 and is a full service electrical subcontractor company based in St. Petersburg, Florida, and licensed in 19 states. Power Design's capabilities include design build and value engineering services, low voltage systems, fire alarms, security, structured wiring, telephone, cable head end systems, and controlled access. QRT grants will assist in training over 100 new employees to deliver optimal solutions to meet clients' needs. The projected growth will pay an average annual wage well over the local and state private sector in the State of Florida over the next year. SPC Workforce, Community and Corporate Partnerships will provide consulting and fiscal agent services to Power Design over the one-year program. SPC will also be able to provide potential training and consulting services outside of the grant at the full corporate training fee.

The estimated period of performance will be from July 1, 2023, through June 30, 2024. The total project budget is projected to be \$735,000 over a one-year period. Of this amount, the College anticipates receiving approximately \$35,000 (5%) for its services over the same period. See attached Information Summary for additional information.

Jackie Skryd, Vice President of Workforce Development and Corporate Partnerships; Mia Conza, General Counsel; and Belinthia Berry, Dean, Workforce Development, recommend approval.

Attachment
gms050123

Required match or cost sharing:	No	X	Yes
Voluntary match or cost sharing:	No	X	Yes
Source of match/cost sharing:	N/A		
Negotiated indirect cost:	N/A		
(Fixed) administrative fee:	N/A		
Software/materials:	N/A		
Equipment:	N/A		
Services:	N/A		
Staff Training:	N/A		
FTE:	N/A		
Other:	N/A		

College Values, Strategic Initiatives and Activities Addressed:

Values:


1. Community Focus
2. Growth & Empowerment

Strategic Initiatives:

1. Align County-Wide Priorities and Needs
2. Increase Strategic Connections by Partnering with Businesses

May 16, 2023

MEMORANDUM

TO: Board of Trustees, St. Petersburg College
FROM: Tonjua Williams, Ph.D., President 
SUBJECT: Amendment to Agreement with Honorlock, Inc.

On February 15, 2022, the Board authorized a 14-month Agreement with Honorlock, Inc. for \$332,500.00. Approval is now sought to extend the Agreement through July 31, 2023, for an additional \$57,780.00. The amended Agreement will commence on May 19, 2023, and continue through July 31, 2023. Federal COVID Relief Act, Higher Education Emergency Relief Funds (HEERF) will be used to cover this service through June 30, 2023, with SPC Institutional funds covering the remainder. The total cost to the College for the Agreement and Amendment with Honorlock, Inc. is \$390,280.

St. Petersburg College utilizes Honorlock for proctoring resources and services for online classes, particularly those that shifted to the online platform due to the COVID-19 Pandemic.

The Agreement with Honorlock provides college-wide online testing services, including student identity verification, recording of proctored tests, AI flags for potential academic integrity, and live proctor “pop-ins” when academic dishonesty is suspected. This Agreement, part of a state-for-contract, is for an FTE of 15,000 students, and live proctor pop-in services for 12,000 students. The requested extension will allow the College to explore options for transitioning the funding of this service.


Matthew Liao-Troth, Vice President, Academic Affairs; Patrick Rinard, Vice President, Information Technology; and Mia Conza, General Counsel, recommend approval.

ch050123

May 16, 2023

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: Tonjua Williams, President 

SUBJECT: Walter L. Schafer, MD & Vivian B. Schafer, RN College of Nursing
Baccalaureate Degrees Program

Approval is sought from the St. Petersburg College President and Board of Trustees for the use of \$10,000 from the Walter L. Schafer, MD & Vivian B. Schafer, RN College of Nursing Baccalaureate Degrees Program Fund held with the St. Petersburg College Foundation for the BSN Program for AY23.

The use of these funds supports all three college initiatives: Academic Excellence, Community Engagement and Economic Mobility.

The RN-BSN program is in the process of a major curriculum revision. The program has begun working with nationally recognized consultants who have identified improvements to our current program to ensure it will meet national standards and benchmarks and serve our community going forward. The College of Nursing administration recognizes that the five full-time faculty currently teaching in the RN-BSN program need considerable support to create new courses and make significant improvements to others in order to meet the new standards brought forth by our accrediting body. Furthermore, the College of Nursing recognizes the wealth of academic experience and recent nursing practice within the ASN FT faculty. The objective will be to have internal faculty members to assist with the development of new courses. The goal is to increase student enrollment, success, and retention in the BSN program.

- A comparison of 2016 and 2022 data reveals a 26% decline in enrollment and 40% fewer graduates despite interim changes to reduce program duration and credits.
- A complete overhaul will be made with additional expert input for development, taking into consideration the magnitude of revision (11 courses) and time frame (implementation in Fall 2024).


An impact report will be completed at the closing of AY24 by the Dean of Nursing. This report would be presented to the Schafer family by the VP of Institutional Advancement/ Executive Director of the Foundation.

May 16, 2023

Agenda Item IV – B.4a

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: Tonjua Williams, Ph.D., President 

SUBJECT: Approval of Deferred Maintenance Guaranteed Maximum Prices (GMPs)

Approval is requested for Guaranteed Maximum Prices (GMPs) and to issue all necessary purchase orders for Deferred Maintenance projects as listed below.

In May 2022, SPC was advised of appropriation approximating \$47.5M to be used on deferred maintenance projects. On September 20, 2022, the Board of Trustees approved authorization to negotiate with Continuing Contractors for projects up to \$4,000,000 and advertise for additional Construction Management companies for projects over \$4,000,000. On February 21, 2023, the Board of Trustees approved the ranking of Construction Management Companies (CMs) resulting from RFC #03-22-23 and authorized negotiations.

A prioritized facilities need assessment was developed in collaboration with VFA, Inc. per campus. GMPs have been developed based on this assessment and available funding. Authorization is sought to approve the GMPs for the projects listed below.

The total estimated project budgets as listed below include the GMP, professional fees, and other vendors associated with the project.

Project Number	Official Project Name	Estimated Total Project Budget	CM	GMP
337-A-23-2	Clearwater Campus Reno DFR, CL	\$7,485,000	JE Dunn	\$6,271,075
337-B-23-3	St.Pete/Gibbs Campus DFR, SPG	\$7,660,000	AD Morgan	\$4,303,700
337-C-23-4	Seminole Campus Reno DFR, SE	\$4,201,000	Kenyon	\$2,464,271
337-D-23-5	Tarpon Springs Campus Reno DFR TS	\$5,900,000	CPPI	\$4,563,000
337-E-23-15	Downtown Center Reno, DFR DT	\$4,065,000	AD Morgan	\$2,486,000
337-F-23-3PA	Palladium Life Safety DFR, PAL	\$450,000	Kenyon	\$251,323

337-G-23-1	Epicenter Reno DFR, EPI	\$5,232,000	Foresight	\$3,678,840
337-H-23-16	Midtown Ctr Gym Reno, DFR MT	\$6,310,000	Creative Contractors	\$5,487,000
337-J-23-17	Fire Training Ctr Reno DFR, FTC	\$1,750,000	AD Morgan	\$1,550,000
337-K-23-9	Allstate Renovations DFR, AC	\$3,976,500	Kenyon	\$3,631,500
337-L-23-8	Health Edu Ctr Reno DFR, HEC	\$547,141	Kenyon	\$291,500
500-DEF-23-5	Deferred Maint- Tarpon Springs	\$5,000,000	CPPI	\$2,691,000

The anticipated date for substantial completion is July 31, 2026. The College may utilize the Direct Purchase Program for this project to realize cost savings. Any savings will be reported to the Board at the time of final accounting.


Janette Hunt, Vice President, Finance & Business Operations; and David Cutler, Executive Director Construction Management, Facilities Planning & Institutional Services; recommend approval.

May 16, 2023

Agenda Item IV – B.4b

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: Tonjua Williams, Ph.D., President 

SUBJECT: Renewal of Contract, Construction Managers and Design Services

Approval is sought by the Board of Trustees to renew the contracts of our previously selected continuing contracts for an additional two-year term.

On April 21, 2020, the Board of Trustees approved the selection of continuing contracts to provide construction management for project costs over \$65,000, up to and including \$2 million, and with engineering firms for design services up to \$200,000. Authorization was received to utilize these firms for a period of three (3) years with an option to renew for an additional two (2) years.

Effective July 1, 2020, the Florida Legislature raised the continuing contract services limit for construction management from \$2 million to \$4 million. The limit for professional services associated with study activity was also raised from \$200K to \$500k. These changes were adopted by the Board via procedure change on December 13, 2021.

It is the desire of the college to renew the existing contracts with the firms as listed below for an additional two (2) years.


<p>Construction Managers:</p> <ol style="list-style-type: none"> 1. A.D. Morgan 2. Kenyon Partners 3. Foresight 	<p>Structural Engineers:</p> <ol style="list-style-type: none"> 1. Pennoni Associates 2. Master Consulting Engineers 3. McLaren Technical
<p>MEP Engineers:</p> <ol style="list-style-type: none"> 1. Engineering Matrix 2. TLC Engineering 3. Phoenix Engineering 	<p>Civil Engineers:</p> <ol style="list-style-type: none"> 1. George F. Young 2. Anderson Lane 3. Deuel & Associates

Janette Hunt, Vice President, Finance & Business Operations; and David Cutler, Executive Director, Construction Management, Facilities Planning & Institutional Services; recommend approval.

May 16, 2023

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: Tonjua Williams, Ph.D., President 

SUBJECT: Graham-Leach Bliley Act, Information Security Annual Assessment

St. Petersburg College is required to comply with the Graham-Leach Bliley Act (“GLBA” or the “Act”) because it administers financial aid associated with Title IV funding. Under new requirements of the Act’s Safeguards Rules, the College must provide the Board a written assessment on the current state of the College’s Information Security at least annually. The assessment and written report must be performed by a “qualified individual” of the College who is responsible for overseeing, implementing, and enforcing its Information Security program.

The College has designated Jimmy Hester, its Information Security Officer, as the qualified individual for purposes of the GLBA. Hester has an AS in IT Security and a BAS in Technology Management and Development with a focus in Information Security Assurance, both from St. Petersburg College. He has 14 years of experience working in IT and IT Security – 10 of which were at the College. Hester also holds many industry certifications, including a CompTIA Security+ and (ISC)² Certified Information Systems Security Professional (CISSP).

The following is Hester’s current assessment of the College’s Information Security:

Information Security Program Overview:

Information Security works to protect the confidentiality, integrity, and availability of the valuable data the College retains on its employees and current or prospective students. The College is currently developing and implementing a Written Information Security Program (“WISP” or “Program”) with its Board Rules and Procedures, the creation of Departmental Standard Operating Procedures (SOPs), by performing various exercises such as phishing remediation, anomaly monitoring, and risk assessments, and conducting audits of information handling and systems throughout the College.

The College’s WISP is in its final stages of development and will be completed by the end of June 2023. The WISP aligns with the National Institute of Standards and Technology Cyber Security Framework (NIST CSF) and follows industry-recognized and published standards, guidelines, and best practices, which will help the College streamline responses to audit requests in the future. The WISP also codifies many of the College’s Information Security practices that were previously not documented. In developing the WISP, the College’s IT team is also reviewing and revising some of the College’s outdated BOT Procedures governing Information Security and Information Technology to align with the Program and the updated framework.

The biggest vulnerability identified through this process thus far is the un-aware person – whether it be employee, student, or third-party. As such, awareness and education (e.g., how to identify a phishing email, how to help protect the college information systems, and how to secure your own identity within the college and personally) is a large focus of the College’s Program.

Information Technology Risk Management Status:

While College’s IT risk has been evaluated in the past during the acquisition of a new system or for major system changes, it has typically been done by a select few individuals with very little documentation of the process. To remediate this issue, the College recently retained an external vendor to conduct a comprehensive IT risk assessment of its systems and process. The College will perform ongoing risk assessments of systems and processes to monitor the progress of the findings from this assessment. The College is also in the initial stages of developing an internal protocol to require risk assessments during the procurement process for IT services, integrations, and applications.

Recent Findings:

The College recently underwent a NIST CSF evaluation from an external vendor. The vendor’s overall finding was “Satisfactory”. The findings were not unexpected as the College was aware of most of the identified gaps and many of the gaps were already fully remediated by the College. The College is working to address the other identified areas that have not been remediated – most of which will be resolved with the changes that the College will be making to the IT risk assessment processes.

The College also recently had an external vendor perform penetration testing to identify critical vulnerabilities in our environment. This vendor utilized individuals trained in ethical hacking to confirm ways that the College’s systems could be compromised. There were 15 different findings across all the systems tested, many of the findings were related to multiple systems. All critical external vulnerabilities have been addressed and 95% of all findings have already been addressed. To assist in keeping these issues in check, the College is also investing in an emulated penetration testing platform that will provide continuous monitoring of these types of vulnerabilities, reports on new issues, and remediation procedures for fixing any of the issues identified.

GLBA Compliance:

The College is working diligently to be fully compliant with the GLBA’s Safeguards Rule by the end of June 2023. The College has implemented many of the Rule’s new requirements, including a written incident response plan, awareness training for employees and ongoing training for information security staff, Multi Factor Authentication, documented procedures for changes to systems, and having system monitoring in place. Additionally, as noted above, the College is in the process of completing a Written Risk Assessment and Written Information Security Program, both of which will be completed in June.

The remaining areas that need to be addressed to meet this Rule include encrypting data that is stored on drives in the College’s data center, which is a minor change that the College is already equipped to

perform, and removing sensitive data that does not serve a legitimate business purpose. A retention procedure is currently being developed that will govern this retention process.

Patrick W. Rinard, Vice President, Information Technology & CIO is in agreement with this informational report.

MINUTES OF THE MAY 16, 2023 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

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23-055. In accordance with the Administrative Procedure Act, the following Agenda was prepared:

AGENDA

ST. PETERSBURG COLLEGE BOARD OF TRUSTEES

May 16, 2023

SPC EpiCenter (Collaborative Labs)

13805 58th Street N

Clearwater, FL

WORKSHOP

- | | | |
|------|---|---|
| I. | Call to Order | Thomas Kidwell
Chair |
| II. | 2023 End of Legislative Session Report | Mr. Chris Schoonover
Partner
Capital City Consulting |
| III. | SPC Employee Benefit Program Strategy
for Sustainability | Ms. Amy Leonard
Vice President
Insurance Office of America |
| IV. | SPC Budget | Dr. Hector Lora
Associate Vice President, Budgeting
Ms. Janette Hunt
Vice President, Finance and Business Operations |
| V. | Facilities Master Plan | Ms. Janette Hunt |
| VI. | Adjournment | |

23-056. **Under Item I, Call to Order**
The convened was convened by Chair Kidwell at 9:05 a.m.

23-057. **Under Item II 2023 End of Legislative Session Report**

Mr. Schoonover shared that the session ended on May 5th. He shared that the state of Florida is doing very well revenue wise.

MINUTES OF THE MAY 16, 2023 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

With gross receipts continuing to break records in Florida, the Florida Legislature passed a \$117 billion budget, SB 2500. Last year we were at \$112 billion so we are \$5 billion above this year. He shared some of the big-ticket items such as adding \$10.9 billion into reserves. The Legislature also approved a tax cut package totaling \$2.7 billion.

State Funding:

- SPC Applied Mental Health Certificate: \$386,840 NR
- SPC Funding Operational Funding: \$93,333,325 (\$6.973m increase over FY 22-23)
- College System Funding: \$2.4 billion [\$1.4 billion GR; \$274 million TF; \$668.5 million tuition/fees]
 - CAPE Incentive Funds for students who earn Industry Certifications - \$20 million
 - Workload increase - \$6 million
 - College System Program Fund - \$1.6 billion \
 - Florida College New Funding Model - \$100 million
 - Dual Enrollment Fee Reimbursement - \$25.7 million
 - Nursing Education Initiatives - \$59 million
 - Postsecondary Academic Library Network - \$11.1 million
 - Student Success Incentive Funds - \$30 million
 - 2+2 Student Success Incentive Funds - \$17 million
 - Work Florida Incentive Funds - \$13 million
 - No tuition increases

Mr. Schoonover shared that he worked with Dr. Williams on a strategic plan approach for St. Petersburg College's Legislative Budget Request. Senate Bill 240 passed the Legislature. The bill enhances and streamlines provisions to improve the implementation and expansion of workforce education programs. The bill also increases access to career and technical education in middle and high school, including opportunities for work-based learning, such as apprenticeships.

Senate Bill 266 passed the Legislature. The bill prohibits a state college, state university, or one of their direct-support organizations, from expending state or federal funds on Diversity, Equity, and Inclusion (DEI) programs or activities unless required for compliance with federal law, state law, or regulations or in support of specified access programs. Additionally, the bill updates the responsibilities of the Board of Governors (BOG) relating to the alignment of state university missions, including, providing a directive to each university regarding its programs for any curriculum that violates the Florida Educational Equity Act (FEEA) or is based on divisive concepts. The bill clarifies that public postsecondary institutions are not required to change accrediting agencies or associations more than once and provides additional protections for postsecondary education institutions from retaliatory and adverse actions by accrediting agencies and associations.

House Bill 931 passed the Legislature. The bill provides the following:

Intellectual Freedom and Viewpoint Diversity Assessments: The bill requires that each state university establish an Office of Public Policy Events (OPPE). The purpose of the OPPE is to facilitate the advancement of knowledge through sponsorship of events featuring open discussion and debate of contested public policy issues from diverse perspectives. Additionally, the OPPE must maintain a permanent, publicly accessible, searchable, and up-to-date calendar in print, on the office's website, and on each state university's website listing all of the events sponsored by the OPPE and all other debates, group forums, and events open to the entire campus community at the state university that address public policy issues.

Loyalty Tests: The bill prohibits any public institution of higher education from requiring or soliciting a person to complete a political loyalty test as a condition of employment by, admission into, or promotion within such institution. Additionally, public institutions of higher education are prohibited from giving preferential consideration to a person for an opinion or actions in support of a partisan, a political, or an ideological set of beliefs or another person or group of persons based on the person's or group's race or ethnicity or support of a specified ideology or movement.

Senate Bill 274 passed the Legislature and creates the "Pathway for Military Combat Medics Act." The bill expands the award of postsecondary credit for military training and education courses to promote uniformity in the application of military combat medic training and education toward postsecondary credit (credit) or career education clock hours (clock hours) by public postsecondary educational institutions.

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House Bill 1531 passed the Legislature and creates the "Safety in Private Spaces Act." The bill provides the following:

- Requires public buildings, K-12 schools, colleges and universities maintain a restroom or changing facility to have restrooms separately designated for males and females or a unisex restroom or changing facility.

Mr. Schoonover mentioned that the committee weeks for next session will start in September with the legislative session beginning in January.

Trustee Gibbons asked Mr. Schoonover could share the process of the budget and to share if President Passidomo had in her priority bill where the technical schools can now offer A.S. degrees.

MINUTES OF THE MAY 16, 2023 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

Mr. Schoonover shared that legislator will pass the bills and the budget and then send the bills and budget to the governor as he requests them (he has until July 1st). Once he receives the budget he has 14 days to act on it.

23-058. Under Item III SPC Employee Benefit Program Strategy for Sustainability

Ms. Leonard shared the very first hot box shows 75 percent of U.S Healthcare is spent on preventable disease which means is that we're not taking care of ourselves we're not doing the things that we need to do to prevent disease. If half of that were taken an it would change dramatically the cost of care annually. \$327 billion dollars is spent on diabetes, not just type 1, more so about type 2. Cell and Gene therapies are coming to the marketplace these are life-changing treatments for people who have perhaps some type of muscular dystrophy a spinal atrophy hereditary of blindness one treatment of these medications and change those individuals lives and cure them from those diseases however those diseases and illnesses those concerns can cost upwards of \$3.5 million dollars for one treatment. One in five American adults are experiencing a mental health disorder. Chris shared the ability to have psychologists available virtually to the college is fantastic and a much needed advancement in care for everyone.

The college is part of the state Consortium and is considered a self-funded plan basically you pay claims, pay expenses up to a certain limit and then reinsurance begins coverage once that limit has been met as a self-funded plan. He stated that you can look at your claims or your costs into two categories the first category would be fixed costs and that represents about four percent of your total plan spent that represents the administrative fees that are played to Florida Blue to simply give you access to their Health Plan Network processing the claims and then their member services network access that you have you also are paying for reinsurance or something known as stop loss by keeping part of the Consortium you all are taking part of a greater number of employees greater number of lives that are covered which then helps reduce those fixed costs they are a function of enrollment which means based upon the number of people that are enrolled in the St Pete Health Plan you're paying a flat cost based upon that number multiplied by that head count each and every month. Self-funded health plan costs can be viewed in two areas, fixed costs and claims costs.

- **Fixed costs (4%)** are comprised of administrative service fees and reinsurance and a function of enrollment.
- **Claims costs (96%)** are driven by utilization and are the greatest share of overall spend.

Employers deploy a **Population Health Management** strategy to address claims costs through:

- Member Advocacy
- Care Navigation
- Total Wellbeing

- **Enrollment Trend**
 - Employees: -6.6% annually over last 24 months
 - Members: -8.5% annually over last 24 months
 - Employees comprise 55% of the enrolled population
- **Total Claims Spend**
 - Medical: 78%
 - Rx: 32%
- **Claim Spend by Member Type as % of Total**
 - Employee: 61%
 - Spouse: 29%
 - Dependent: 10%
- **Claim Trend Per Employee/Month (gross of stop loss/reinsurance reimbursement)**
 - Medical: 30% over last 24 months
 - Rx: -25% over last 24 months
 - Rx trend is heavily influenced by introduction/removal of specialty medications and/or number of claimants on said medications

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Ms. Leonard shared concerns with the current setup with the Consortium as it is very much a lack of transparency and they have been asking questions and getting limited half responses and not what would be anticipated.

- **Contribution strategy** – providing affordable and equitable coverage to all through a phased approach
- **Plan design evaluation**
 - Value and variety of plans offered
 - Design and menu composition vs. local/national benchmarks

MINUTES OF THE MAY 16, 2023 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

- Estimated financial impact on overall plan performance
- Alignment to contribution strategy for purposes of attraction/retention
- Sustainable approach to risk mitigation
- **Evaluation of current partners/administrators**
 - Medical network and administrator
 - Pharmacy benefit manager
 - Stop loss contract review and purchasing arrangement
 - Chronic condition management
 - Additional point solutions for member advocacy

23-059. Under Item IV SPC Budget

Dr. Lora presented the FY 2022-23-year end budget as well as the projected budget for 2023-24. He shared the projected revenue as a year ahead it's about \$107 million. Dr. Lora reminded the board that they forecasted about 10 percent the decrease in tuition.

As a community due to some of the accounting procedures we have to accompany the expenditure for capital expenditure will break about \$1.7 million when we objective as I just mentioned in some of the changes in capital expenditures have a correlation to the current expenses and some additional capital expenses that are related to spending programming and projections.

He added process will account for about \$51.6 million in terms of the capital our latest services we have about five hundred thousand dollars the priority your capital Improvement in relation to this fiscal year are about to be the same the Tarpon Springs Workforce Center, \$7.9 million and we also have a \$3.4 million property from the operating, we have \$2.7 million for the power bonds payable we are on track to pay the by 2030.

Dr. Lora shared that the ERP will be implemented this year to improve the budget and provide the actual data to the budget. Personnel is five percent down in some ways even if they catch you free fall you mentioned the changes in the comp study that also include retirements and things of that nature and vacant positions where we have over 100 vacant positions.

23-060. Under Item V SPC Masterplan

Ms. Hunt shared that the Facilities Master Plan is a multi-year strategy to align physical space to college plan, it provides framework for growth and capital improvements. She mentioned that the SPC Master Plan Addresses:

- Improve 28% space utilization
- Reduce oversubscription in physical footprint assets
- Enhance academic synergy
- Generate diverse funding for future capital projects that align with mission critical initiatives
- Reduce facilities maintenance costs in alignment with usage

Ms. Hunt mentioned the college started this process in August 2021 with Cushman and Wakefield and they determined that the college really needed to develop a master plan that addressed the 28-space utilization which is prior to the pandemic and with that we wanted to really look at a lot of our synergy amongst our academic programs, students, faculty and employees and also create some diverse funding to be able to fund projects. Their analysis and the recommendations that they made for us to move forward, the college hired architects to come in and we facilitated quite a few charrettes and meetings. There have been about 50 meetings and charrettes through this process and those were probably some of the larger meetings. There were a lot of smaller meetings we had, vision sessions that Cushman and Wakefield lead we also had a space utilization analysis that was done.

She shared a lot of the master plan was based off of enrollment data and looking at our state required educational facilities recommendations on how much space is needed or recommended for each student's station. The college looked at estimated growth, we reviewed several space drawings and had a lot of follow-up meetings with a lot of the stakeholders, leadership workshops and also data facilities conditions assessment with that we had input from approximately a hundred stakeholders across the college and put in about more than 200 hours into this particular project.

Ms. Hunt thanked the college because there were several meetings that happened over the last few months that they were in two, three and four-hour meetings on to get their input and to get feedback on this project. She also thanked Ms. Diana Wright who consulted on the project. Next, Ms. Hunt asked Dr. Liao Troth to share the recommended moves.

Dr. Liao Troth shared moving programs out of the Allstate Center such as Emergency Medical Services associates degree our emergency medical technician from our paramedic certificate to the St Pete Gibbs Campus the line workers certificate, and then our Corrections in law enforcement academies of secondary adult vocational services Center. Moving out of the education center will be moving nursing to St Pete Gibbs and Clearwater, respiratory associates degree the dental hygiene Health Sciences

Physical Therapy radiography and surgical tech program to the Seminole campus, funeral services to the Tarpon Springs campus and then as discussed the veterinary technology program to the Seminole campus.

Clearwater

Nursing AS and Respiratory AS keep synergies between programs at a more central location

EpiCenter

Law Enforcement and Corrections academies gain synergies by proximity to Fire Training Center and College infrastructure in a central county location with easy access to TPA for EOT transition

Gibbs

Night/weekend Nursing AS program and RN to BSN program create south county nursing programs

EMT/Paramedic/EMS AS gains synergies of campus environment and colocation with Homeland Security/Emergency Service Management AS program

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Seminole

Dental Hygiene, Physical Therapy Assistant, Radiography, and Surgical Tech keep synergies of common health science background

Veterinary Technology gains synergies of campus environment

Tarpon Springs

EMS AS and Paramedic enhance the EMT program, and Funeral Services gains synergies of campus environment

Ms. Hunt added the student support synergy. You Belong in action Interactions with advisors and supports for an enhanced student experience. Services become unavoidable. On-campus collaboration between Student and Academic Affairs to build connections and student opportunities, Strengthening student involvement into student integration. Centralizing services to one location on campus. All student services available to our health programs. Ms. Hunt shared the Masterplan timeline.

XII. ADJOURNMENT

Having no further business to come before the Board, Chair Kidwell adjourned the meeting at 11:13am

Tonjua Williams, Ph.D.
Secretary, Board of Trustees
St. Petersburg College
FLORIDA

Thomas Kidwell
Chairman, Board of Trustees
St. Petersburg College
FLORIDA



2023 End of Session Report

St. Petersburg College

2023 End of Session Report

Capital City Consulting is pleased to provide the following 2023 Florida Legislative Session Report. It was our pleasure to represent you and we hope you find the information contained herein valuable. Please do not hesitate to contact us for any further information.

Florida's 60-day Session started March 7th and ended on May 5th.

With gross receipts continuing to break records in Florida, the Florida Legislature passed a \$117 billion budget, SB 2500. The proposed spending plan gives pay raises to state employees, provides \$3.7 billion in Hurricane Relief, \$1 billion in water quality improvements, \$574 million in Everglades restoration, \$711 million in affordable housing, \$14 billion in transportation projects, and \$1 billion total in teacher salary increases. The budget also added \$10.9 billion into reserves. The Legislature also approved a tax cut package totaling \$2.7 billion.

Regarding the Legislature's policymaking, of the 1,828 general bills filed, only 356 bills passed both chambers. The successful bills included some hot button issues and gubernatorial priorities—such as ESG reform, firearm constitutional carry, tort reform, abortion restrictions, and E-verify.

This report is in two parts. Part I describes general legislative session issues (pgs. 5-19). Part II contains issues specific to your interests (starting on pg. 21). Each bill reported contains a hyperlink to access the bill language and information. To open the hyperlink, click the bill number with your mouse.

STATE FUNDING

- SPC Applied Mental Health Certificate: \$386,840 NR
- SPC Funding Operational Funding: \$93,333,325 (\$6.973m increase over FY 22-23)
- College System Funding: \$2.4 billion [\$1.4 billion GR; \$274 million TF; \$668.5 million tuition/fees]
 - CAPE Incentive Funds for students who earn Industry Certifications - \$20 million
 - Workload increase - \$6 million
 - College System Program Fund - \$1.6 billion \
 - Florida College New Funding Model - \$100 million
 - Dual Enrollment Fee Reimbursement - \$25.7 million
 - Nursing Education Initiatives - \$59 million
 - Postsecondary Academic Library Network - \$11.1 million
 - Student Success Incentive Funds - \$30 million
 - 2+2 Student Success Incentive Funds - \$17 million
 - Work Florida Incentive Funds - \$13 million
 - No tuition increase



Workforce Education

SB 240 passed the Legislature. The bill enhances and streamlines provisions to improve the implementation and expansion of workforce education programs. The bill also increases access to career and technical education in middle and high school, including opportunities for work-based learning, such as apprenticeships. Among other things, the bill:

- Removes the prohibition on the awarding by district school boards of college credit in associate in applied science and associate in science degrees. The bill provides a process for the State Board of Education to approve associate in science and associate in applied science degree programs offered by district school boards that aligns with the process for state colleges to offer baccalaureate degree programs.
- Expands the Reimagining Education and Career Help (REACH) Office's authority to include facilitation of cooperation between the Department of Economic Opportunity (DEO), the Department of Education, and CareerSource Florida, Inc., (CareerSource) to develop and expand apprenticeship, preapprenticeship, and other work-based learning models.
- Expands and renames the internship tax credit program to include businesses that employ student apprentices and preapprentices.
- Expands the Pathways to Career Opportunities Grant Program (PCOG) to facilitate more employers creating, expanding, and operating apprenticeship programs.
- Requires each district school board to ensure that each student enrolled in grades 9 through 12 has access to at least one work-based learning opportunity.
- Revises the Money-Back Guarantee Program to provide flexibility for institutions to determine the three programs for which the institution offers a money-back guarantee.
- Converts the Open Door Grant Program to a student financial assistance program and provides requirements.



Higher Education

SB 266 passed the Legislature. The bill prohibits a state college, state university, or one of their direct-support organizations, from expending state or federal funds on Diversity, Equity, and Inclusion (DEI) programs or activities unless required for compliance with federal law, state law, or regulations or in support of specified access programs. Additionally, the bill updates the responsibilities of the Board of Governors (BOG) relating to the alignment of state university missions, including, providing a directive to each university regarding its programs for any curriculum that violates the Florida Educational Equity Act (FEEA) or is based on divisive concepts.

The bill bolsters the authority of university presidents to select and hire the provost, the deans, and all full-time faculty for the university. The president may only delegate this authority to specified university personnel. Additionally, the university board of trustees must have procedures to review the university president's selection and reappointment of his or her executive management team.

To ensure that faculty, staff, and students at Florida's public postsecondary educational institutions are hired or admitted based on merit rather than ideological perspective, the bill prohibits the use of statements, pledges, or oaths, except those to uphold state or federal law or constitutions, in the institution's admissions, hiring, employment, promotion, tenure, disciplinary, or evaluation processes.

The bill clarifies that public postsecondary institutions are not required to change accrediting agencies or associations more than once and provides additional protections for postsecondary education institutions from retaliatory and adverse actions by accrediting agencies and associations.



Postsecondary Education

HB 931 passed the Legislature. The bill provides the following:

Intellectual Freedom and Viewpoint Diversity Assessments: The bill requires that each state university establish an Office of Public Policy Events (OPPE). The purpose of the OPPE is to facilitate the advancement of knowledge through sponsorship of events featuring open discussion and debate of contested public policy issues from diverse perspectives. Additionally, the OPPE must maintain a permanent, publicly accessible, searchable, and up-to-date calendar in print, on the office's website, and on each state university's website listing all of the events sponsored by the OPPE and all other debates, group forums, and events open to the entire campus community at the state university that address public policy issues.

Loyalty Tests: The bill prohibits any public institution of higher education from requiring or soliciting a person to complete a political loyalty test as a condition of employment by, admission into, or promotion within such institution. Additionally, public institutions of higher education are prohibited from giving preferential consideration to a person for an opinion or actions in support of a partisan, a political, or an ideological set of beliefs or another person or group of persons based on the person's or group's race or ethnicity or support of a specified ideology or movement.

Due Process for Students Participating in Student Government: The bill officially designates the FSA as the nonprofit advocacy group for SUS students and requires the FSA president's due process rights be protected to the extent other students participating in student government activities have their due process rights protected. The chancellor of the BOG is authorized to designate an alternate entity if the FSA fails to meet the standard established in law. The bill requires that the board of directors of the FSA be comprised of the 12 SUS institution student body presidents. The chair of the board of directors must be annually selected by the members of the board and shall also serve as the president of the FSA.



Florida School for Competitive Academics

HB 5101 passed the Legislature and establishes the Florida School for Competitive Academics (FSCA) as a public school in Alachua County for students in grades 6-12, to be admitted starting in the 2024-2025 school year. The school is intended to provide a rigorous academic curriculum, and to prepare students for regional, state, and national academic competitions in all areas of study, including, but not limited to, science, technology, engineering, and mathematics. The bill establishes a board of trustees to govern the FSCA, appointed by the Governor and confirmed by the Senate. The board of trustees is authorized to manage, maintain, support, and control the FSCA. Specific authority includes, but is not limited to, admissions, personnel, purchasing, school safety, budgets, and records. The FSCA is exempted from Florida Statutes in the same manner as charter schools, and is subject to financial and operational audits by the Auditor General in the same manner as other public educational institutions. SB 2500 allocates \$24 million for the School

Agreements of Educational Entities with Foreign Entities

SB 846 passed the Legislature. The bill establishes requirements specific to State University System (i.e. state universities) and Florida College System (i.e. state colleges) institutions with respect to receiving foreign gifts and entering into international cultural agreements. The bill prohibits state universities, state colleges, and their employees and representatives, from soliciting or accepting any gift in their official capacities from a college or university based in a foreign country of concern, or from a foreign principal. It also prohibits state universities and colleges from accepting any grant from or participating in any agreement or partnership with any college or university based in a foreign country of concern, or with any foreign principal. A state university or college may only participate in a partnership or agreement with a college or university based in a foreign country of concern, or with a foreign principal, if authorized by the Board of Governors or the State Board of Education, respectively, and if the agreement satisfies certain other criteria required of all state agency cultural agreements.



Hunger Free Campus Pilot

SB 1172 and HB 155 failed to pass the Legislature. The bill creates the Hunger-Free Campus Pilot Program within the Department of Agriculture and Consumer Services (department). The purpose of the program is to support efforts to fight hunger on the campuses of postsecondary educational institutions and the program is established for one year beginning July 1, 2023. The bill directs the Commissioner of Agriculture (commissioner) to identify the top three institutions that have the highest percentage of Pell Grant-eligible students among all state universities and Florida College System institutions and those three shall participate in the program. The commissioner shall develop a survey instrument requiring all participating universities or Florida College System institutions to meet certain requirements, including, but not limited to, establishing a hunger task force, designating a staff member responsible for assisting students in enrollment in the Supplemental Nutrition Assistance Program (SNAP), providing options for students to use SNAP benefits on campus, providing at least one food pantry on campus, and conducting a student study on hunger. The bill requires each participating state university or Florida College System institution to submit a report to the department which describes how it implemented the program. By January 1, 2025, the commissioner shall report on the program to the Governor, the President of the Senate, and the Speaker of the House of Representatives. The report shall include, but is not limited to, the impact of the program on establishing hunger-free campuses at participating state universities or Florida College System institutions; the impact of the program on reducing the number of students at such universities and institutions who are experiencing food insecurity; and recommendations regarding future funding and implementation of the program on a long-term basis. The bill directs the Office of Program Policy Analysis and Government Accountability (OPPAGA) to conduct a study to evaluate food insecurity on the campuses of state universities and Florida College System institutions.



Florida Scholars Academy

SB 7014 passed the Legislature. The bill creates s. 985.619, F.S., to require DJJ to establish the Florida Scholars Academy (Academy) to deliver educational opportunities to students serving in residential commitment programs. The bill requires DJJ to contract with an education service provider to provide educational pathways including a K-12 education, high school equivalency diploma, career and technical education credential, and enrollment in a degree program at a state college or university, with an emphasis on attaining an industry-recognized credential of value from the Master Credentials List. The bill creates a five-member board of trustees (Board) to govern the Academy. The bill provides specified powers and duties of the Board. The bill grants both the Board and DJJ rulemaking authority and requires the Academy to comply with specified accounting and auditing requirements.

Prohibited Applications on Government Devices

SB 258 passed the Legislature. The bill instructs the Department of Management Services (DMS) to create a list of prohibited applications, defined as those that (1) are created, maintained, or owned by a foreign principal and that engage in specific activities that endanger cybersecurity; or (2) present a security risk in the form of unauthorized access to or temporary unavailability of a public employer's information technology systems or data, as determined by the DMS. This definition will likely include TikTok and WeChat. The bill requires public employers (including state agencies, public education institutions, and local governments) to:

- Block access to prohibited applications on any wireless network or virtual private network that it owns, operates, or maintains; Restrict access to prohibited applications on any government-issued device; and Retain the ability to remotely wipe and uninstall prohibited applications from a compromised government-issued device.

All persons are prohibited from downloading prohibited applications on a government-issued device, and officers and employees of a public employer must remove any prohibited application from their government-issued device within 15 calendar days of the DMS' issuance of a list of prohibited applications.

Psychology Interjurisdictional Compact

HB 33 passed the Legislature. establishes Florida as a member state in the Psychology Interjurisdictional Compact (PSYPACT or compact). Pursuant to the compact, and with appropriate authorizations, a licensed psychologist may engage in the practice of interjurisdictional telepsychology and also obtain a temporary authorization to practice psychology in-person, face-to-face for up to 30 days per calendar year with clients and patients in member states other than the one in which he or she is licensed.

The bill also amends statutes to facilitate implementation of the PSYPACT to:

- Require the Department of Health (DOH) to report any significant investigatory information relating to a psychologist practicing under the PSYPACT to the coordinated licensure information system.
- Require the monitoring contract of a psychologist practicing under the PSYPACT who is in the impaired practitioner program to withdrawal from all practice under the compact.
- Require the board of psychology to appoint an individual to be the state's commissioner on the PSYPACT commission.
- Exempt from licensure in this state a psychologist licensed in another state who is only practicing within the scope and pursuant to the PSYPACT.
- Authorize the Board of Psychology to take adverse action against a psychologist's credentials to practice pursuant to the PSYPACT and to impose any other applicable penalties for violation of the compact.

Nursing Education for Military Combat Veterans

SB 274 passed the Legislature and creates the “Pathway for Military Combat Medics Act.” The bill expands the award of postsecondary credit for military training and education courses to promote uniformity in the application of military combat medic training and education toward postsecondary credit (credit) or career education clock hours (clock hours) by public postsecondary educational institutions. Specifically, the bill requires:

- The Department of Education’s Articulation Coordinating Committee (ACC) to convene a workgroup to establish a process for prioritizing and determining postsecondary course equivalencies and the minimum credit or clock hours that must be awarded in an accredited nursing education program for military training and education required for service in specified positions. The process must be approved by the Board of Governors of the State University System (BOG) and the State Board of Education (SBE).
- The ACC to approve a list of postsecondary course equivalencies and credit and clock hours awarded for such courses and training, which must be approved by the BOG and SBE in the statewide articulation agreement.
- State universities, Florida College System (FCS) institutions, and career centers to award credit or clock hours based on the approved list.

Additionally, the bill revises a primary goal of the Florida Center for Nursing (Center) to provide that, under its strategic statewide plan for nursing manpower, the encouragement and coordination of the development of partnerships must include partnerships with hospitals that provide opportunities for nursing students to obtain clinical experience.

Paycheck Protection

SB 256 passed the Legislature and enacts several new requirements of the employee organizations that represent public employees in collective bargaining. Specifically, the bill:

- Requires employees who wish to join certain employee organizations to sign a membership authorization form that is prescribed by the Public Employees Relations Commission (PERC), which must contain specific information.
- Requires specific employee organizations to allow a member to revoke his or her membership in the organization at any time, and without any reason.
- Allows the PERC to inspect specific employee organization's membership authorization forms and membership revocation forms.
- Prohibits certain employee organizations from receiving their members' dues and assessments via salary deduction from the members' public employer.
- Expands the information required in an employee organization's annual registration renewal with the PERC. This newly required information includes information that relates to the number and percentage of dues-paying members in each bargaining unit. In addition, the employee organization's current annual financial report must be audited by an independent certified public accountant.
- Authorizes the public employer or an employee who is eligible for representation in the bargaining unit to challenge the application for registration renewal. The PERC must investigate to confirm the information submitted.
- Requires the employee organization to be recertified as the bargaining agent if the number of employees paying dues to the employee organization during the last registration period is less than 60 percent of the number of employees eligible for representation in the bargaining unit.
- Requires the certified bargaining agent to provide certain information to its members, including the annual costs of membership.
- Several provision in the bills do not apply to employee organizations that have been certified as the bargaining agent to represent law enforcement officers, correctional officers, correctional probation officers, firefighters, public transit workers.

Bathroom Facility Requirements Based on Sex

HB 1521 passed the Legislature and creates the “Safety in Private Spaces Act.” The bill provides the following:

- Requires public buildings, K-12 schools, colleges and universities maintain a restroom or changing facility to have restrooms separately designated for males and females or a unisex restroom or changing facility.
- Limits instances when a person may enter a restroom or changing facility designated for the opposite sex to the following circumstances:
 - For assisting or chaperoning a minor child, elderly person, or disabled person.
 - For law enforcement or governmental regulatory purposes.
 - For emergency situations.
 - For custodial, maintenance, or inspection purposes, if not in use.
 - If the appropriate designated restroom or changing facility is out of order or under repair and the opposite designated restroom or changing facility contains no person of the opposite sex.
- Makes it a second degree misdemeanor for a person 18 years of age or older to willfully enter a restroom or changing facility designated for the opposite sex and refuse to immediately depart.
- Requires educational institutions to establish disciplinary procedures for violators under 18 years old.
- Requires all covered entities who must be licensed to operate in the state to submit documentation regarding compliance with restroom and changing facilities requirements, as applicable, upon initial or renewal application for licensure, after July 1, 2023.
- Makes covered entities who fail to comply with such requirements subject to penalties and licensure or regulatory disciplinary action.
- Authorizes the Attorney General to bring a civil action to enforce these provisions against any covered entity, to seek injunctive relief, and to impose a fine of up to \$10,000 for any covered entity found to have willfully violated such provisions.



— EMPLOYEE BENEFITS SERVICES —

St. Petersburg College Employee Benefit Program Strategy for Sustainability



May 16, 2023

Presented by:

Amy Leonard | Vice President

Dominic Marzolino | National Analytic Consultant

Brooke Montgomery | Senior Account Executive

IOA Brings National Capabilities & Local Expertise



- Headquartered in Longwood, FL
- 60+ locations
- 1,300+ team members
- 72,000+ clients
- 4th largest privately held agency in the US
- 28th largest broker of US business
- Underwriting and analytics capabilities
- HR services and support
- Total wellbeing
- Compliance
- Pharmacy solutions
- Employee communications

Official
insurance
broker of



SYNOVUS

SEMIOLE COUNTY PUBLIC SCHOOLS

Challenges Facing Employers and Benefit Programs

75% of US healthcare spend is on preventable disease

\$327B annual cost of diabetes

90% of healthcare costs are related to chronic physical and mental health conditions

52% of Americans are unable to navigate the healthcare system

45% of Americans do not feel financially secure

47% of Americans canceled or delayed care since the pandemic started

Inflationary pressure from providers could increase costs 9-10% each year

Specialty drugs represent 51% of prescription drug spend

Cell and gene therapies
\$850k-\$3.5M

1 in 5 American adults experience a mental health disorder

Social Determinants of Health

Five generations in the current workforce

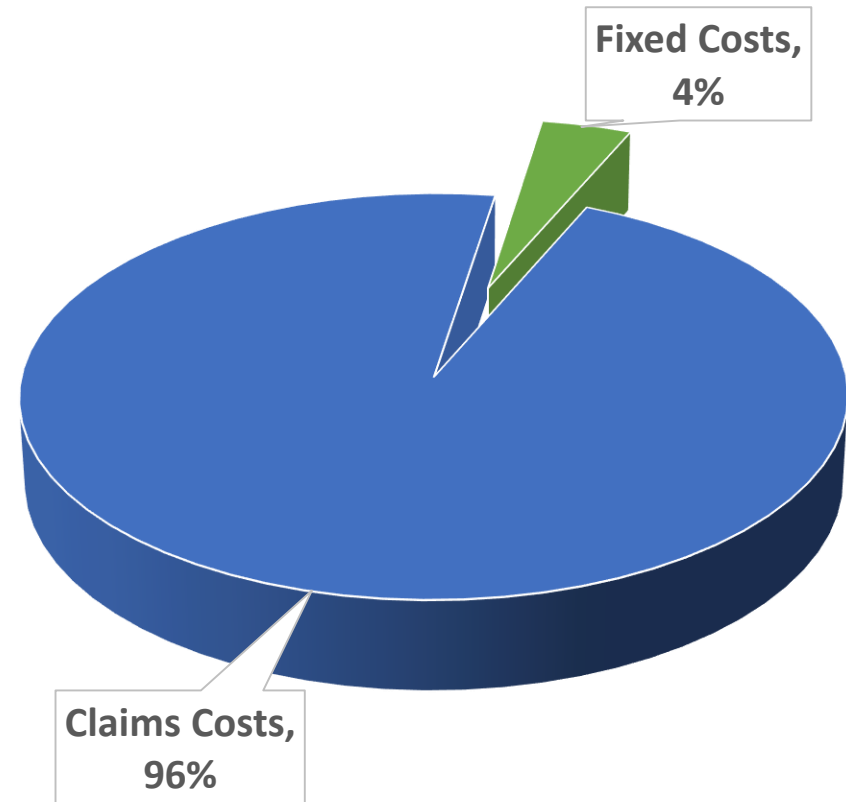
Response to These Challenges

Self-funded health plan costs can be viewed in two areas, fixed costs and claims costs.

- **Fixed costs** are comprised of administrative service fees and reinsurance and a function of enrollment.
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Employers deploy a **Population Health Management** strategy to address claims costs through:

- Member Advocacy
- Care Navigation
- Total Wellbeing



St. Petersburg College: Plan Performance at a Glance

- **Enrollment Trend**
 - Employees: -6.6% annually over last 24 months
 - Members: -8.5% annually over last 24 months
 - Employees comprise 55% of the enrolled population
- **Total Claims Spend**
 - Medical: 78%
 - Rx: 32%
- **Claim Spend by Member Type as % of Total**
 - EE: 61%
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- **Claim Trend Per EE/Month (gross of ISL reimbursement)**
 - Medical: 30% over last 24 months
 - Rx: -25% over last 24 months
 - Rx trend is heavily influenced by introduction/removal of specialty medications and/or number of claimants on said medications

St. Petersburg College: Plan Performance (cont.)

- **High Cost Claimants (>\$50k)**
 - 68 claimants in the most recent 12 months (through 3/2023)
 - 65 in the prior 12
 - Both periods account for ~\$9mm in total claim spend
 - Through 3/2023: 75% medical/25% Rx
 - Through 3/2022: 63% medical/37% Rx
 - Actionable categories of cost
 - Cancer
 - Diabetes
 - Pharmacy management
 - Increasing number of claimants Rx-driven
 - 6 of top 20 claimants in current 12 months
 - 8 of top 20 claimants in prior 12 months

Short Term Strategic Opportunities

- **Contribution strategy** – providing affordable and equitable coverage to all through a phased approach
- **Plan design evaluation**
 - Value and variety of plans offered
 - Design and menu composition vs. local/national benchmarks
 - Estimated financial impact on overall plan performance
 - Alignment to contribution strategy for purposes of attraction/retention
 - Sustainable approach to risk mitigation
- **Evaluation of current partners/administrators**
 - Medical network and administrator
 - Pharmacy benefit manager
 - Stop loss contract review and purchasing arrangement
 - Chronic condition management
 - Additional point solutions for member advocacy

Benchmark Study: Employee Contributions

- 12 Florida colleges polled
- All utilized EE-only contributions ranging from 0-12% of estimated funding for at least one plan
 - Polled institutions range from offering 2-4 plans
 - Mix of HMO, PPO, HDHP options
- EE+ tiers had no uniform pattern of contributions beyond an overall lower ER subsidy threshold vs. EE-only
 - Several respondents noted ER funding for some EE+ plans/tiers was increased to ameliorate onerous impact of the defined contribution model
- National contribution benchmarks (Higher Education)
 - EE-only: 20%
 - EE+: 30%
- Contributions function holistically with plan design to establish steerage
 - Out of pocket exposure to be measured in concert with payroll deductions

Benchmark Study: Plan Design Summary

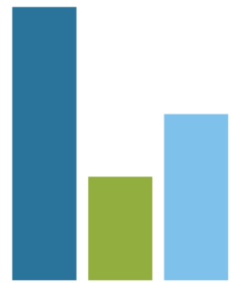
	SPC HMO	National HMO
In Network Deductible	\$600 / \$1,200	\$1,500 / \$3,000
Coinsurance	20%	0%
In Network Out of Pocket Max	\$5,000 / \$10,000	\$3,000 / \$6,000
Copays		
Office Visit	\$0	\$20
Specialist	\$20	\$30
ER	\$250	\$150
Rx Copays	15 / 45 / 65	10 / 30 / 50
Monthly Contributions		
EE	\$274.91	\$100.00
ES	\$577.70	\$391.00
EC	\$495.08	\$402.00
FAM	\$797.62	\$578.00

	SPC PPO 1	SPC PPO 2	National PPO
In Network Deductible	\$1,200 / \$2,400	\$6,000 / \$12,000	\$2,000 / \$4,000
Coinsurance	20%	40%	20%
In Network Out of Pocket Max	\$6,000 / \$12,000	\$8,700 / \$17,400	\$4,500 / \$9,000
Copays			
Office Visit	\$0	\$0	\$25
Specialist	\$20	\$20	\$45
ER	\$250	Ded + Coin	\$200
Rx Copays	15 / 60 / 100	15 / Ded + Coin	\$150 Ded, then 10 / 35 / 60
Monthly Contributions			
EE	\$268.95	\$220.20	\$151.00
ES	\$565.24	\$462.87	\$491.00
EC	\$484.25	\$396.50	\$414.00
FAM	\$780.54	\$639.17	\$673.00

*Based upon Higher Education with 500 or more employees participating in the 2022 Risk Match Survey.

Long Term Strategic Opportunities

- Contribution strategy – providing affordable and equitable coverage to all through a phased approach
- Population Health Management
 - Outcomes based wellbeing program
 - Member Advocacy
 - Care Navigation
- Onsite / Nearsite Health and Wellness Clinics



St. Petersburg College Board of Trustees Budget Workshop

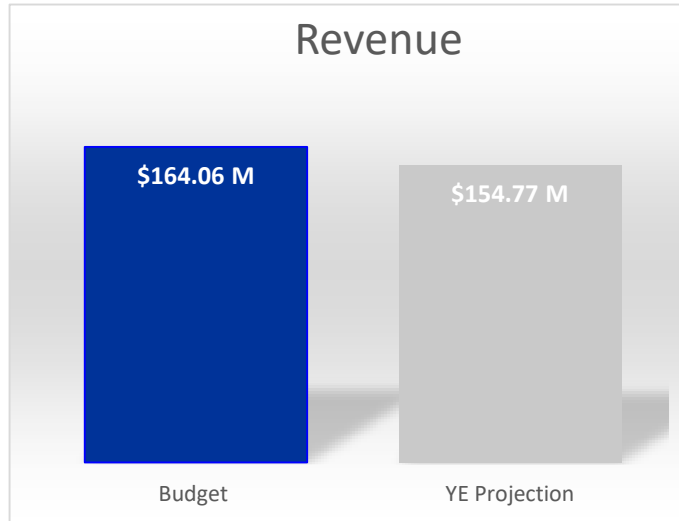
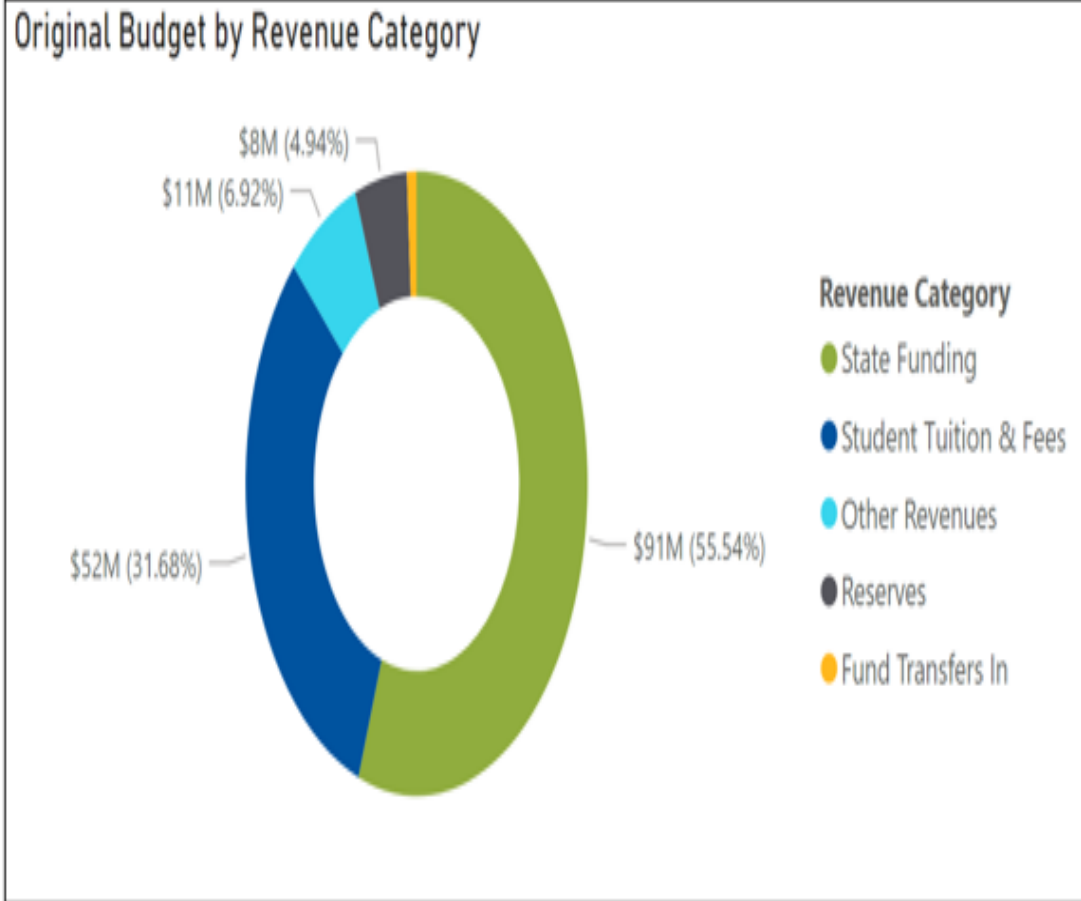
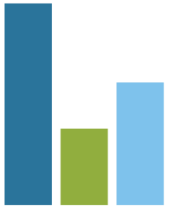
Dr. Hector Lora - AVP, Budgeting

May 16, 2023

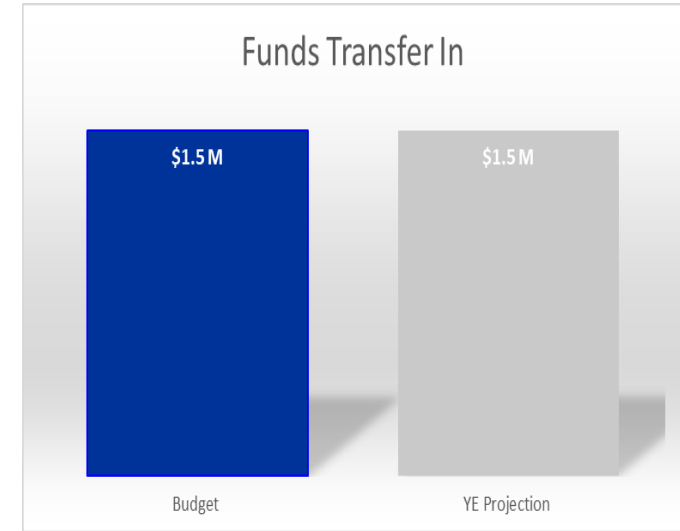
Contingent Governor Approval. Presentation intended for BOT
Workshop discussion.



FY 22/23 Year end Projections



- Tuition and Fees 5% Decrease
- State Funding
- Other Revenue

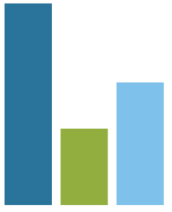


- Auxiliary Funding
- Bookstore Commissions
- Vending Commissions
- Royalties



Source: BI Peoplesoft Financials as of April 30, 2023

FY 22/23 Year end Projections

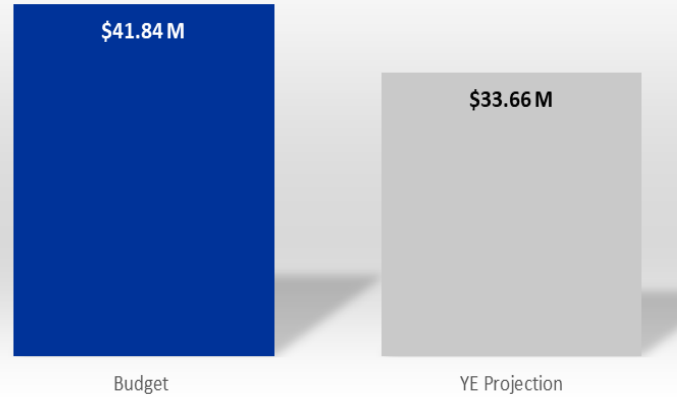


Personnel & Benefits



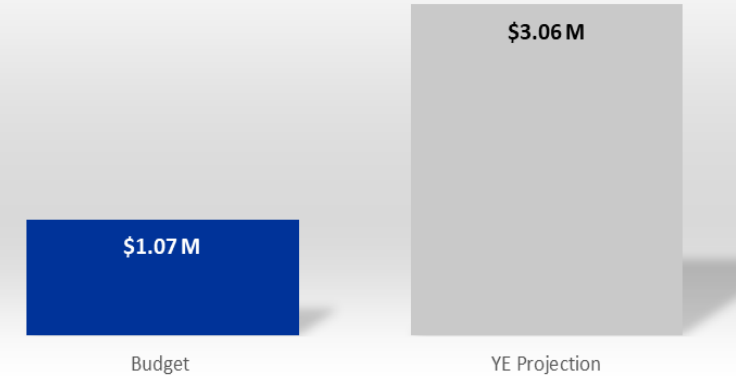
- Vacant Positions

Current Expenses



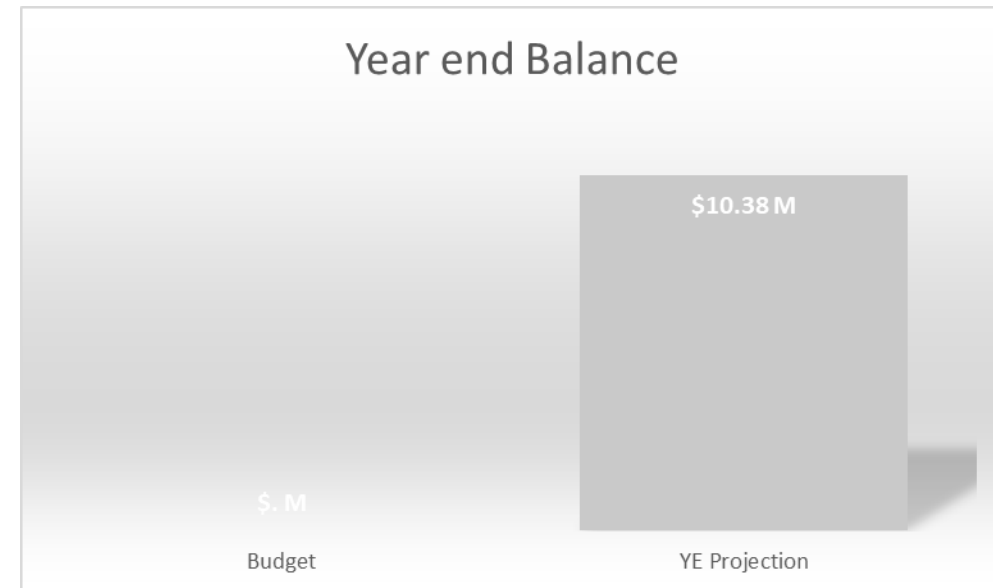
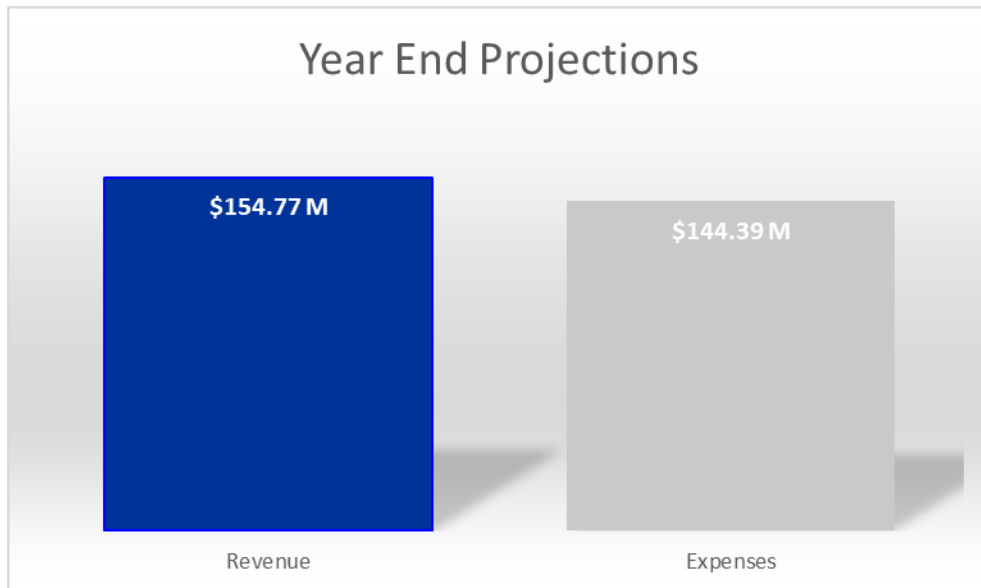
- Materials and Supplies
- Utilities
- Travel
- Other Current expense

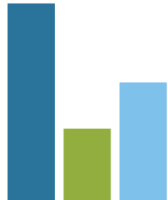
Capital



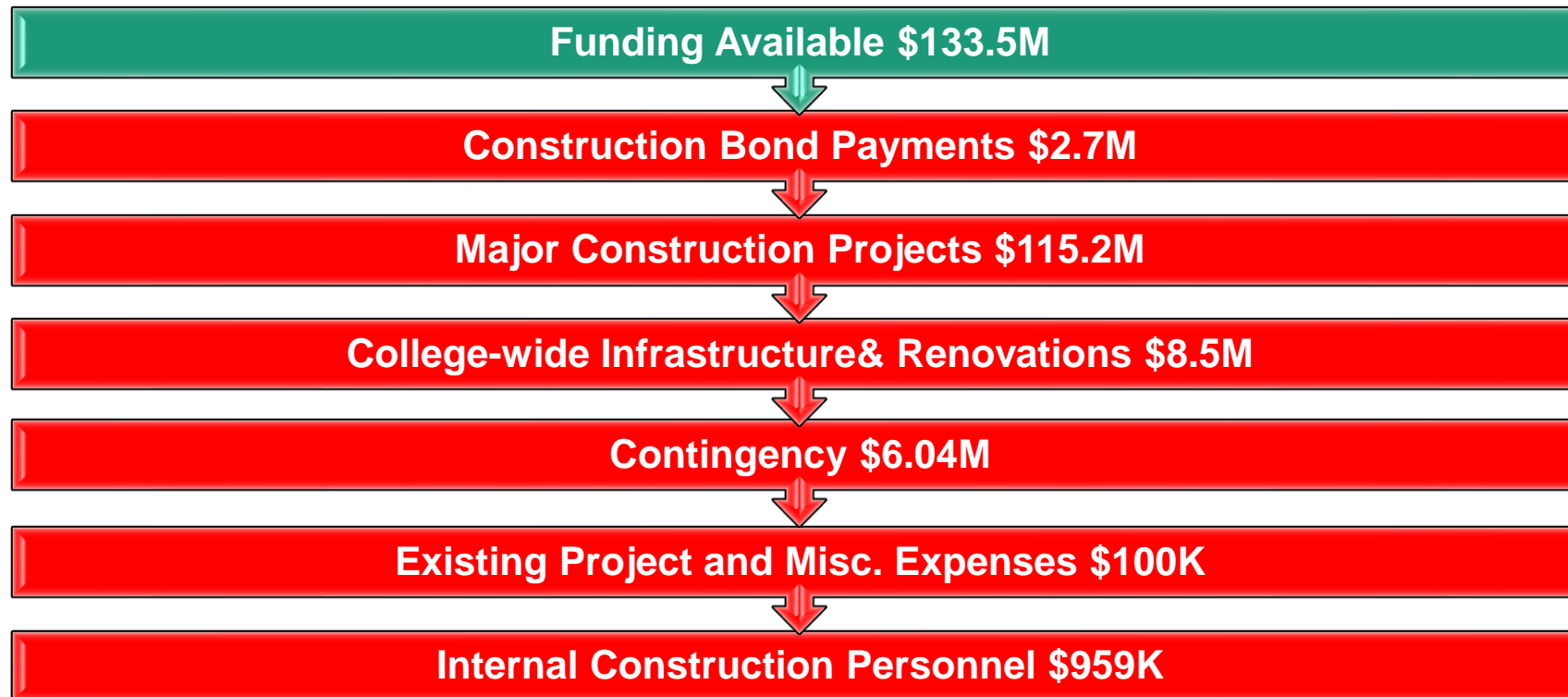
FY 22/23 Year end Projections

	Budget	Year End Projection	%
Revenue	\$ 164,060,756	\$ 154,767,063	94.3%
Expenses	\$ 164,060,756	\$ 144,390,774	88.0%
	\$ 0	\$ 10,376,289	





FY 2023-24 Fund/ Capital Outlay Fund

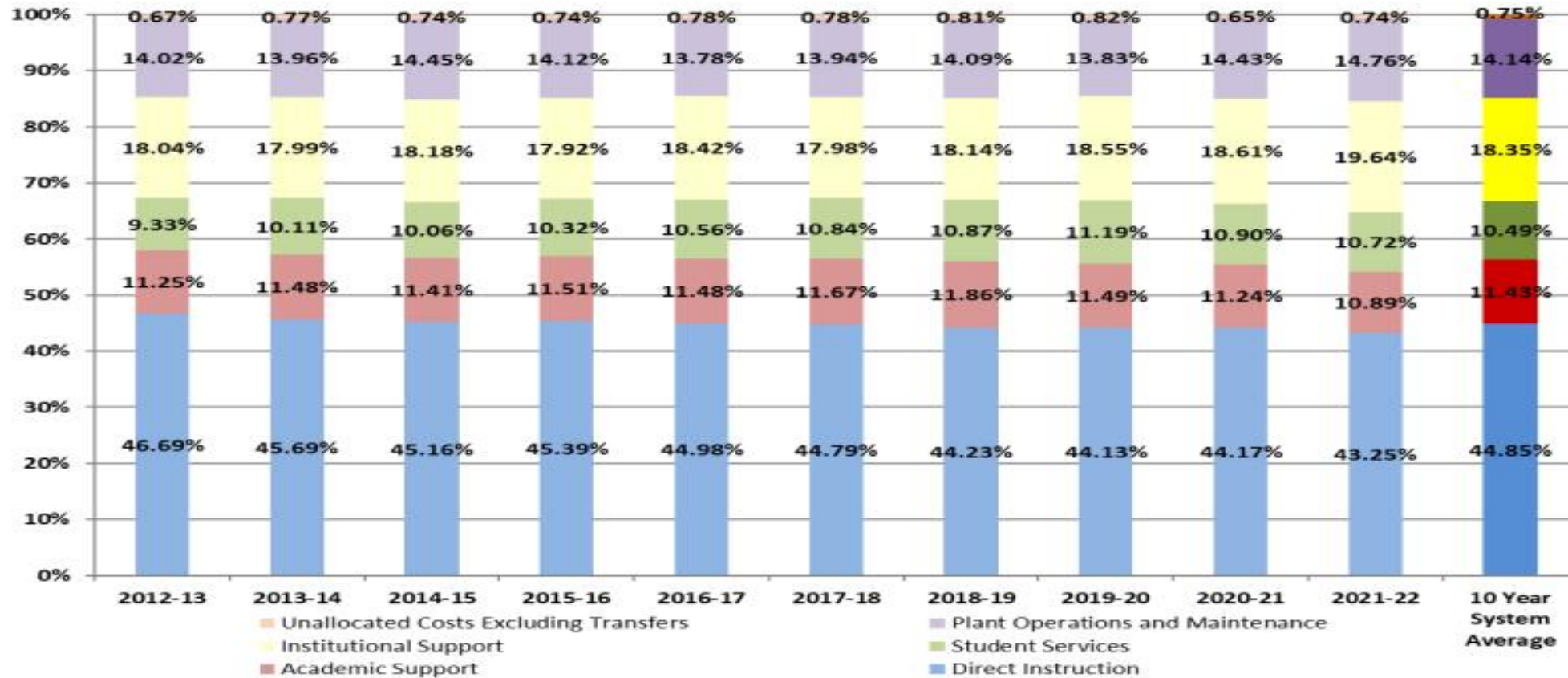


Contingent Governor Approval. Presentation intended for BOT Workshop discussion.



Cost Analysis Expenditure by Function

FLORIDA COLLEGE SYSTEM
ANNUAL COST ANALYSIS % EXPENDITURES BY FUNCTION
10 YEAR HISTORICAL COMPARISON

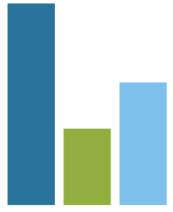




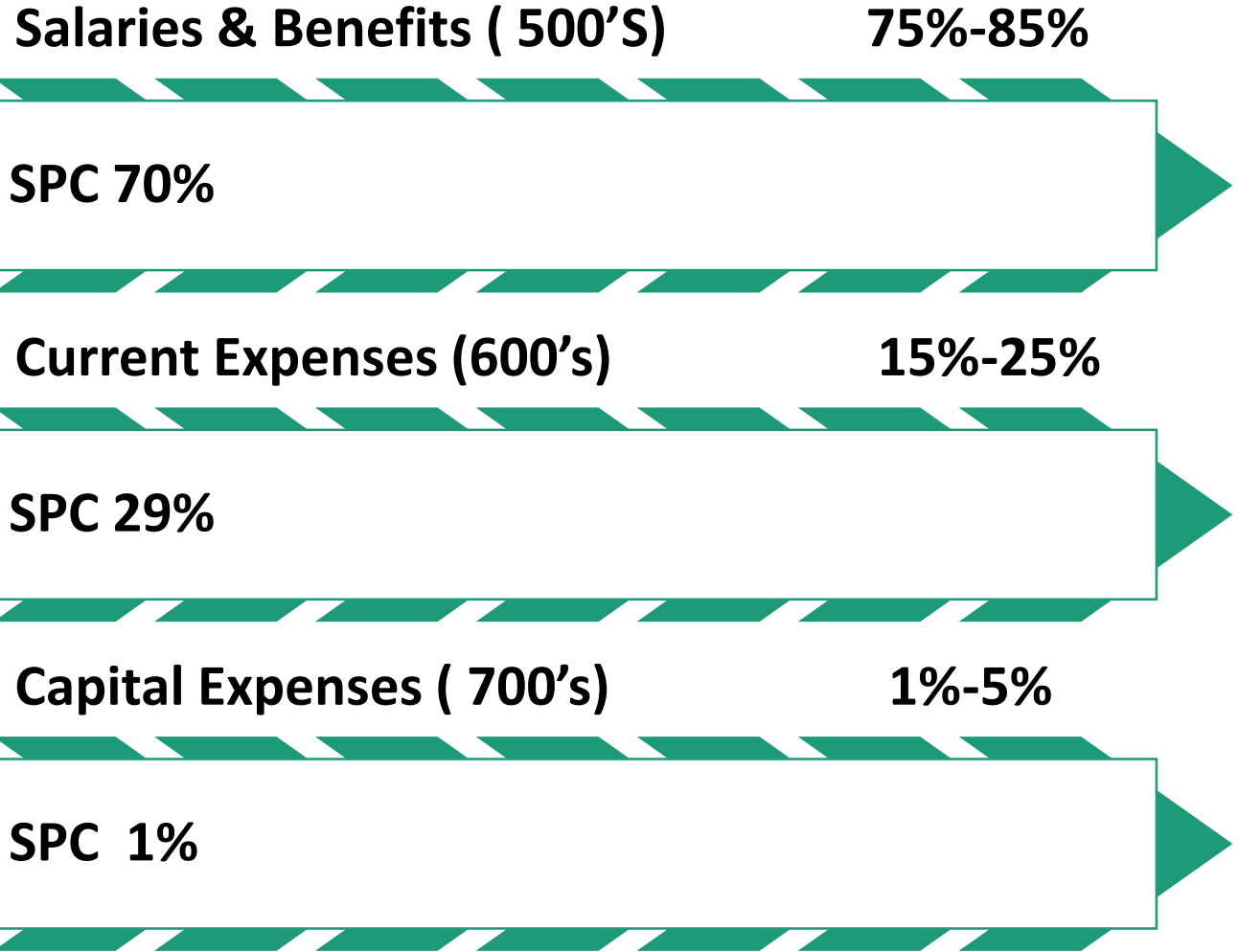
Functional Expenditures/ FCS Benchmark

	FCS Average	FCS 2021-22	SPC FY 2022-23	SPC FY 2023-24
Direct Instruction	45%	43%	47%	43%
Academic Support	11%	11%	15%	16%
Student Support	10%	11%	13%	13%
Institutional Support	18%	20%	14%	16%
Plant Operations	14%	15%	11%	12%

Contingent Governor Approval. Presentation intended for BOT Workshop discussion.



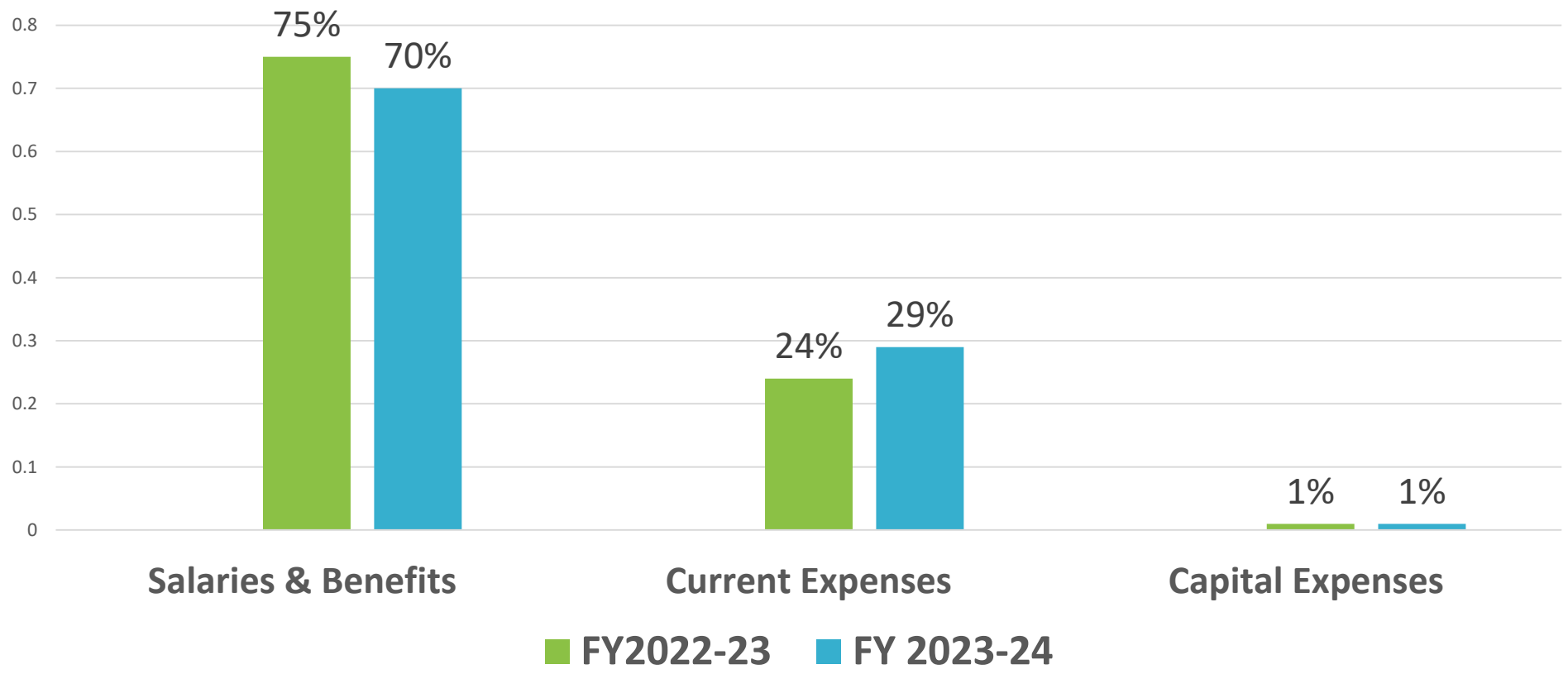
Analysis- Benchmark Categories





Analysis- Benchmark Categories

Natural Classifications



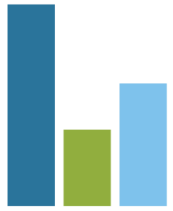
Contingent Governor Approval. Presentation intended for BOT Workshop discussion.



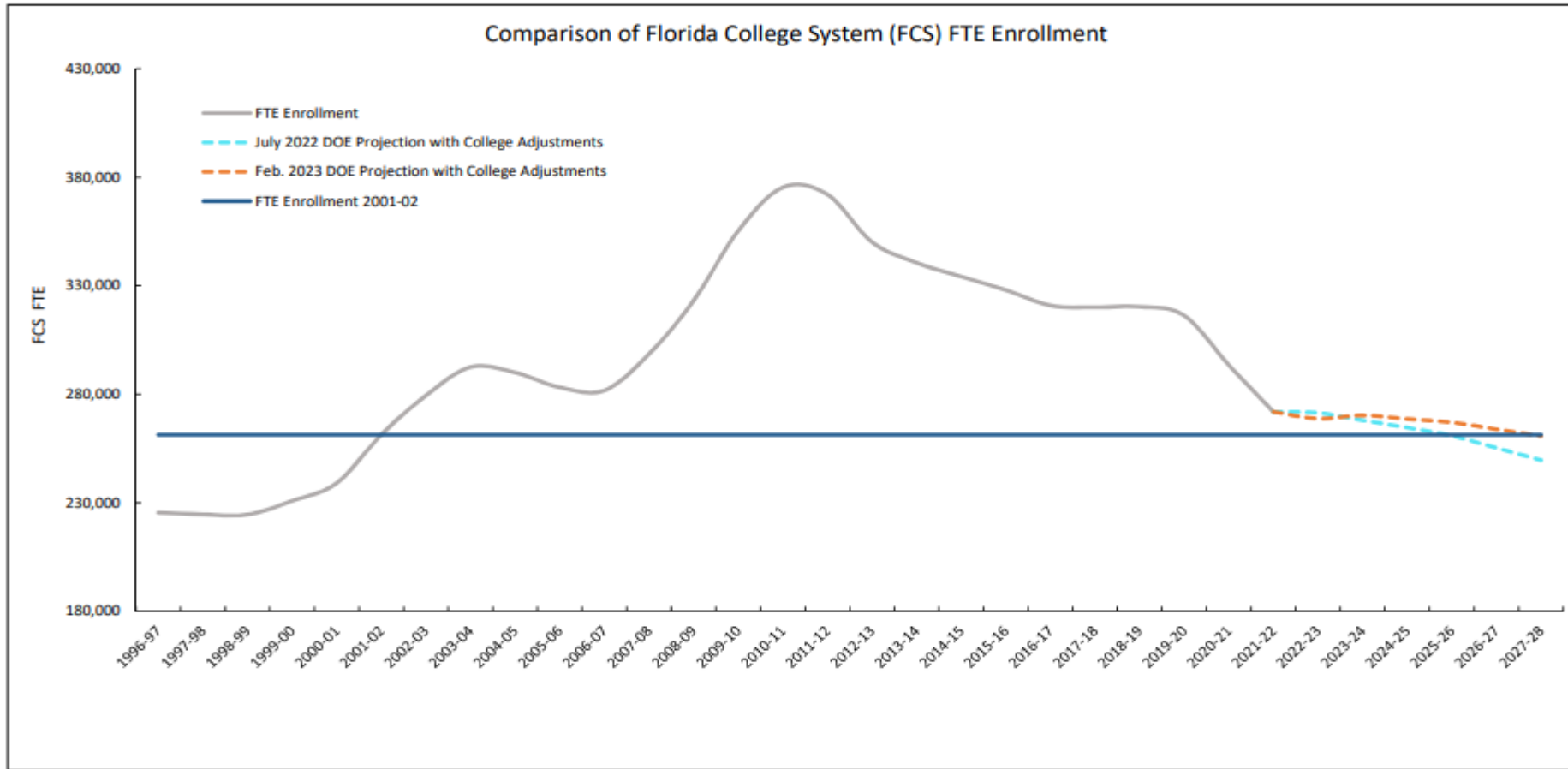
Revenue FY 2023-24

Operating Budget	Budget FY 2022-23	Budget FY 2023-24	% of Change
Revenue		Proposed	
Student Tuition & Fees	\$ 51,981,580	\$ 54,321,149	4.5%
State Funding	\$ 91,118,156	\$ 95,797,825	5.1%
Other Revenues	\$ 11,359,768	\$ 8,304,325	(27%)
Fund Transfers In	\$ 1,500,000	\$ 1,600,000	6.7%
Transfer in (1013.841, F.S.)	\$ 8,101,252	\$ 11,640,000	44%
Total Revenue	\$ 164,060,756	\$ 171,663,299	4.6%
*Transfer in (1013.841, F.S.) Includes PO rollover			

Contingent Governor Approval. Presentation intended for BOT
Workshop discussion.

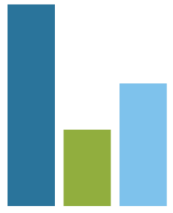


Revenue FY 2023-24 Tuition and Fees



Contingent Governor Approval. Presentation intended for BOT Workshop discussion.

Source: <http://edr.state.fl.us/content/conferences/communitycolleges/ComparisontoPriorEstimate.pdf>



Revenue FY 2023-24 State Funding

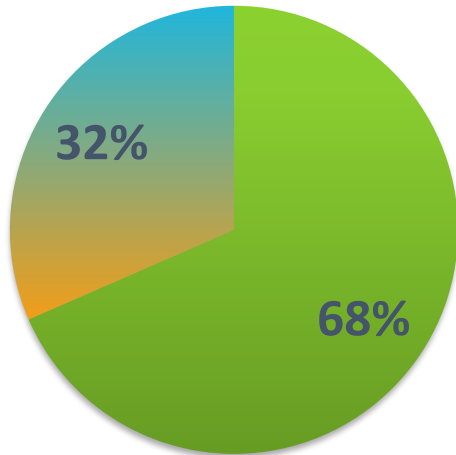
Fund Type	FY21/22 Budget	FY22/23 Budget Base	Governor Proposed Budget	FY 23-24 Senate	FY 23-24 House	Budget Conference	Final Approval
State Appr - Florida College System	\$ 66,032,070	\$ 71,617,032	\$ 73,759,378	\$ 92,946,385	\$ 88,915,391	\$ 92,946,385	
State Appr - FCS Applied Mental Health				\$ 386,940.00	\$ 193,470	\$ 386,940	
State Appr - Lottery	\$ 12,104,813	\$ 14,743,060	\$ 14,743,060				
Performance Funding	\$ 1,112,491	\$ 1,599,416		\$ 1,764,500	\$ 1,765,553	\$ 1,764,500	
New Nursing Funding		\$ 2,458,648					
Industry Certifications	\$ 700,000	\$ 700,000	\$ 700,000	\$ 700,000	\$ 700,000	\$ 700,000	
Total	\$ 79,949,374	\$ 91,118,156	\$ 89,202,438	\$ 95,797,825	\$ 91,574,414	\$ 95,797,825	\$ -

Contingent Governor Approval. Presentation intended for BOT Workshop discussion.



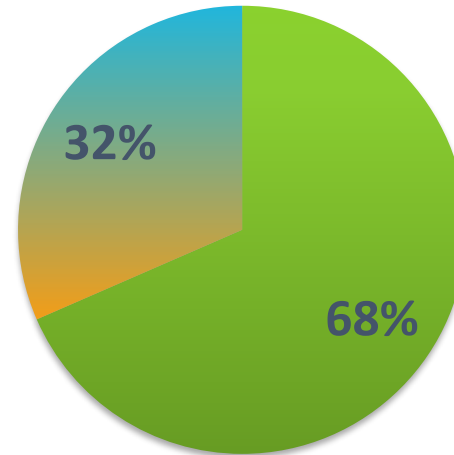
Expenses FY 2023-24

FY 2022-23



- Instructional Functions
- Administrative Functions

FY 2023-24



- Instructional Functions
- Administrative Functions

Contingent Governor Approval. Presentation intended for BOT Workshop discussion.

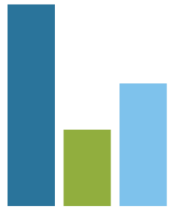


Expenses FY 2023-24

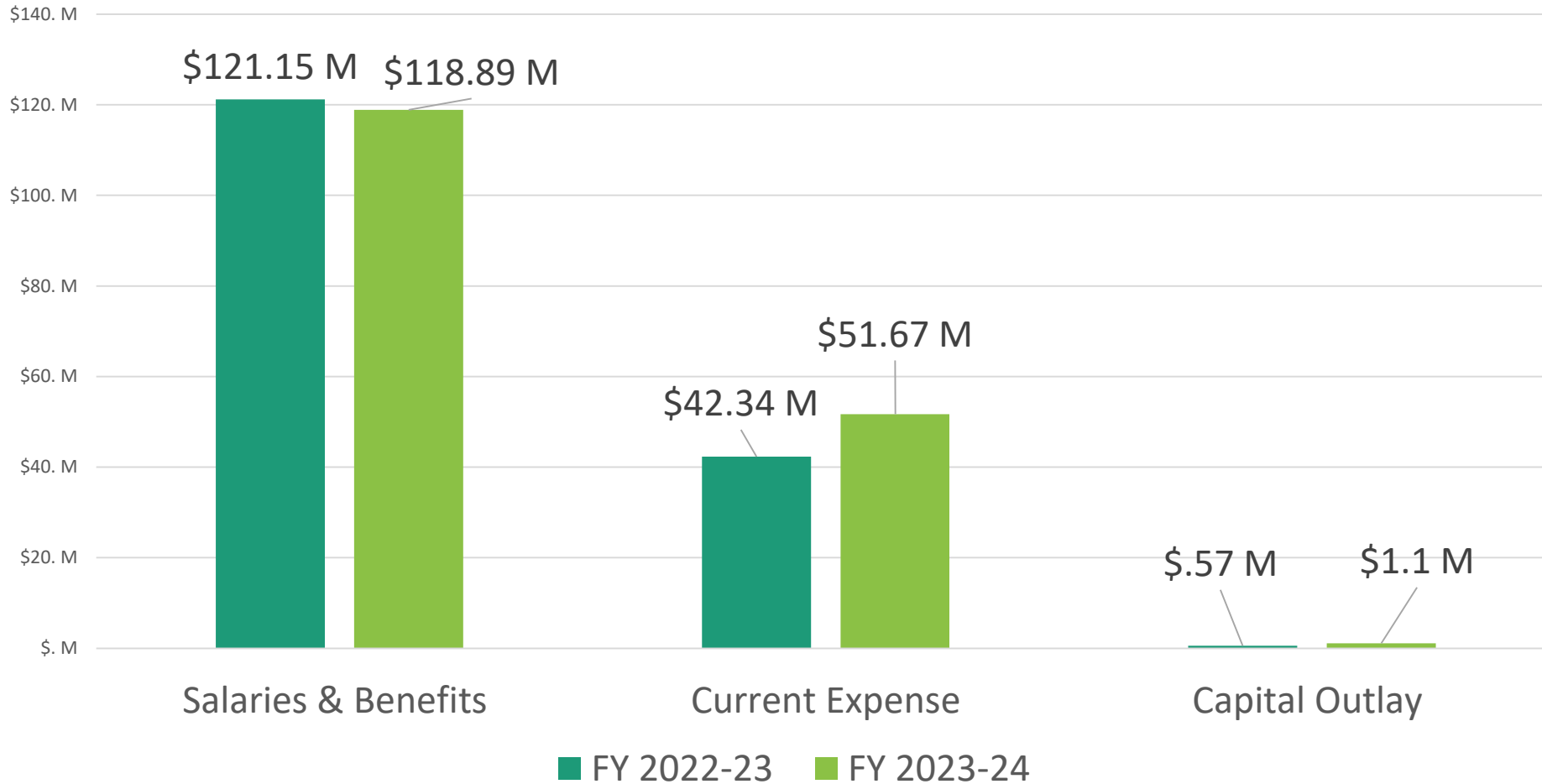
Operating Budget	Budget FY 2022-23	Budget FY 2023-24 Proposed	% of Change
Expenses			
Instruction	\$ 62,561,377	\$ 61,260,846	2%
Public Services	\$ 995	\$ 995	0%
Academic Support	\$ 26,071,026	\$ 26,674,788	(2%)
Student Support	\$ 22,952,552	\$ 22,017,747	4%
Total Instructional	\$ 111,585,950	\$ 109,953,382	1.5%
Institutional Support	\$ 26,825,016	\$ 28,669,383	(7%)
Physical plant Operation and Maintenance	\$ 17,607,303	\$ 21,686,666	(23%)
Student Financial Assistance	\$ 2,372,798	\$ 2,341,848	1.3%
Contingency, Transfer, Etc.	\$ 5,669,689	\$ 9,012,021	(59%)
Total Administrative	\$ 52,474,806	\$ 61,709,917	(18%)
Total Operating Expenses	\$ 160,060,756	\$ 171,663,299	(4.6%)
Balance	\$ -	\$ -	

*FY2023-24 excludes Net Pension adjustments.

Contingent Governor Approval. Presentation intended for BOT
Workshop discussion.



College Wide Expenses FY 2023-24



Contingent Governor Approval. Presentation intended for BOT Workshop discussion.



College Wide Expenses FY 2023-24



Salaries and Benefits

- **Compensation Increases by 3%**
- **FRS increase of 1% ~ \$826K**
- **Health Insurance increase by 3% ~\$450K**



College Wide Expenses FY 2023-24



**Current
Expenses**

- **Transfer Promise Scholarship
\$3M**
- **Spending plan \$5M**
- **Transfer to Capital Outlay
\$3.4M**
- **Risk management/property
Insurance**

Contingent Governor Approval. Presentation intended for BOT
Workshop discussion.

Questions?

Contingent Governor Approval. Presentation intended for BOT
Workshop discussion.



Cabinet Workshop: Facilities Master Plan

Board of Trustee Workshop
May 18, 2023

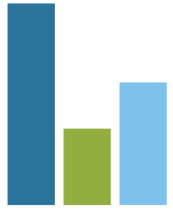


Recap - Facilities Master Plan

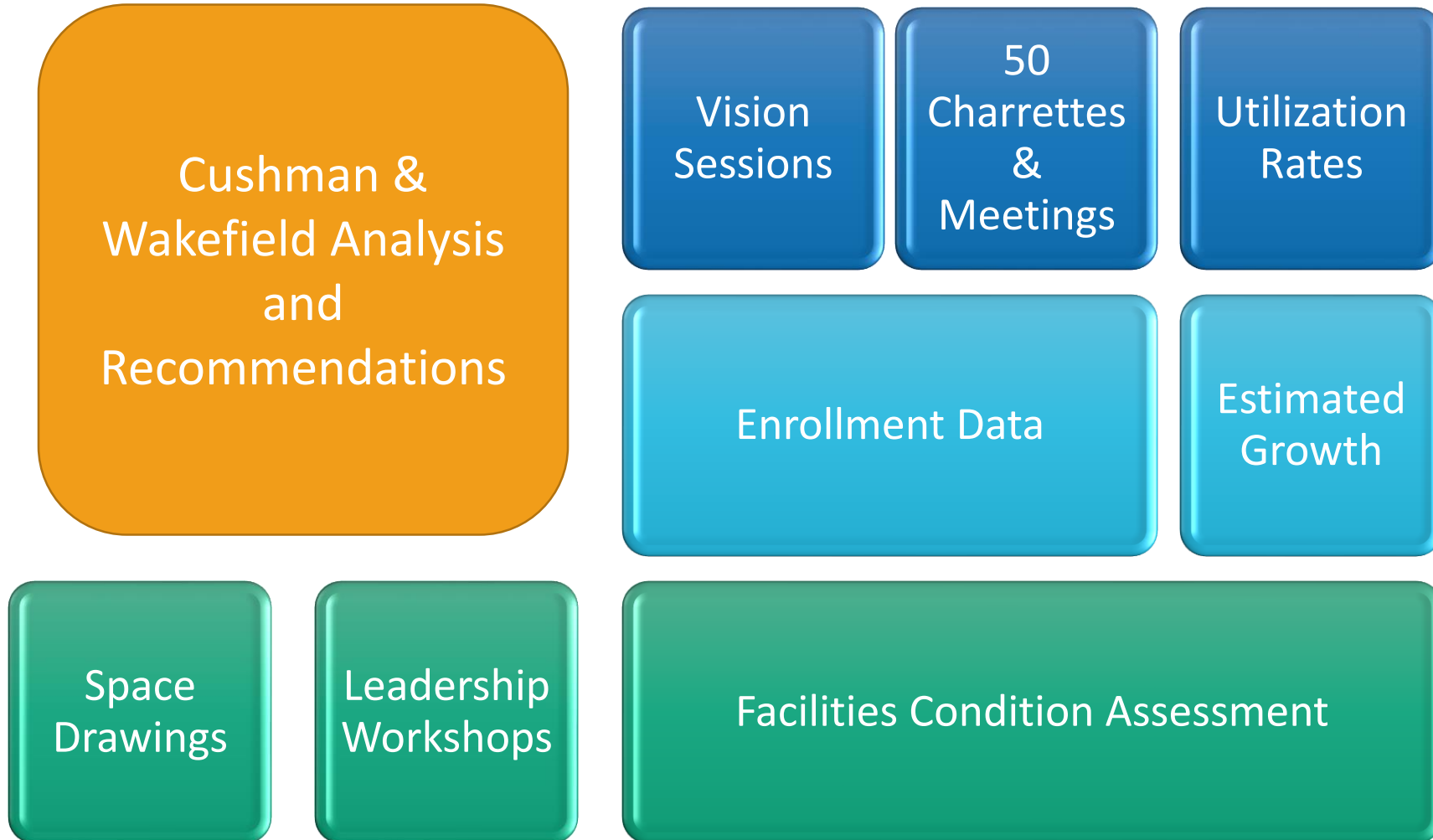
Facilities Master Plan: multi-year strategy to align physical space to college plan, it provides framework for growth and capital improvements

In addition, the SPC Master Plan Addresses:

- Improve 28% space utilization
- Reduce oversubscription in physical footprint assets
- Enhance academic synergy
- Generate diverse funding for future capital projects that align with mission critical initiatives
- Reduce facilities maintenance costs in alignment with usage



Recap - Facilities Master Plan





Recap - Allstate Program Moves

EMS AS Program
EMT Certificate
Paramedic Certificate

Allstate to SPG

St Pete/Gibbs
Campus

Line Worker Certificate

Allstate to SPG

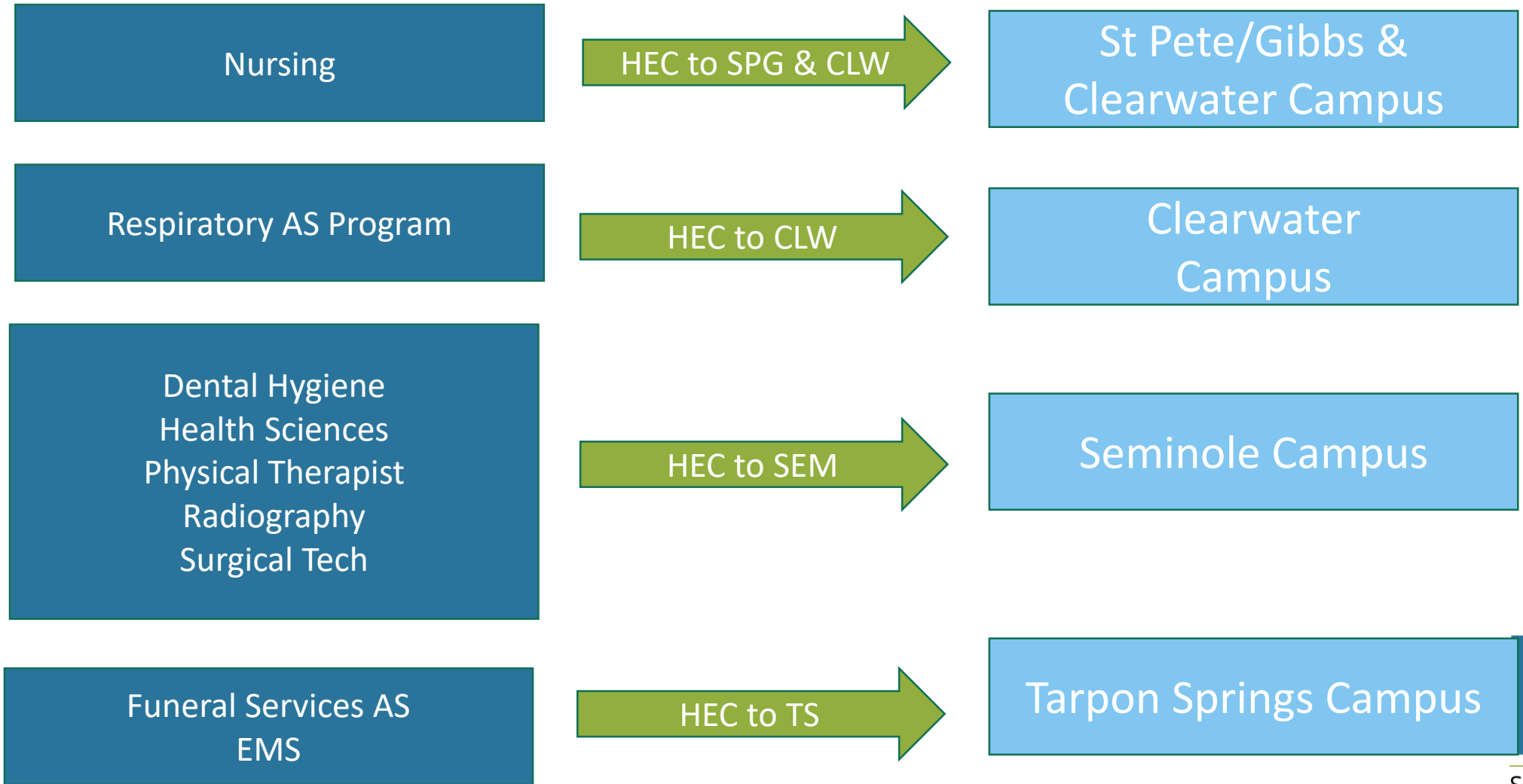
Corrections/Law Enforcement
(PSAV)

Allstate to EPI

Epi Service Center



Recap - HEC Program Moves





Recap - Vet Tech Program Moves

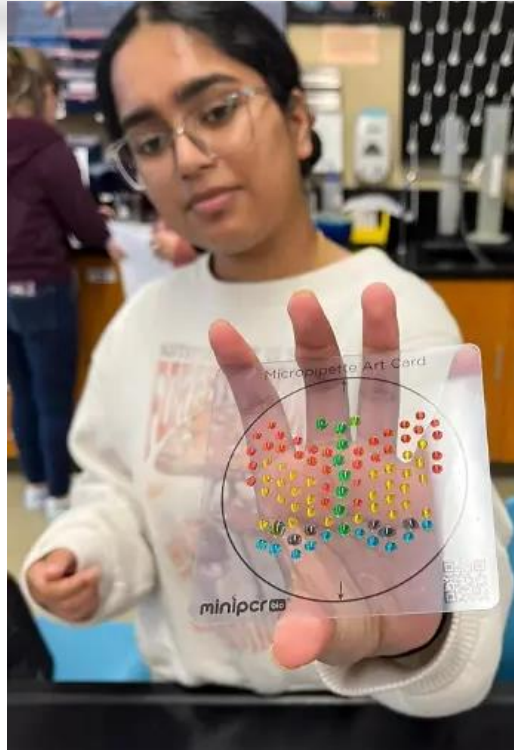




Dispersion of High Wage Programs for Geographic Access

- **Clearwater**
 - Nursing AS and Respiratory AS keep synergies between programs at a more central location
- **EpiCenter**
 - Law Enforcement and Corrections academies gain synergies by proximity to Fire Training Center and College infrastructure in a central county location with easy access to TPA for EOT transition
- **Gibbs**
 - Night/weekend Nursing AS program and RN to BSN program create south county nursing programs
 - EMT/Paramedic/EMS AS gains synergies of campus environment and colocation with Homeland Security/Emergency Service Management AS program
- **Seminole**
 - Dental Hygiene, Physical Therapy Assistant, Radiography, and Surgical Tech keep synergies of common health science background
 - Veterinary Technology gains synergies of campus environment
- **Tarpon Springs**
 - EMS AS and Paramedic enhance the EMT program, and Funeral Services gains synergies of campus environment

Student Support Synergy



- **You Belong** in action
 - Interactions with advisors and supports for an enhanced student experience.
 - Services become unavoidable.
- On-campus collaboration between Student and Academic Affairs to build connections and student opportunities
 - Strengthening student involvement into student integration.
- Centralizing services to one location on campus.
- All student services available to our health programs.

Guiding Principles & Decisions

- Facilitate student success & student support services.
- Enrich the campus life experience with program synergy.
- Create flexible learning spaces.

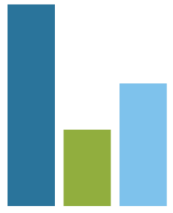
- Enhance a sense of belongingness to increase on-campus enrollment and retention.
- Create opportunities on campus for engagement & collaboration among students, faculty and staff.
- Define the campus entrances.
- Enhance campus safety.

- Strengthen and maximize community partnerships and relationship.
- Develop spaces for workforce training opportunities.
- Welcome the community by defining the campus wayfinding.

- Create dynamic & collaborative work environments.
- Promote employee well-being.

- Allocate appropriate classroom and lab sizing to enrollment.
- Make the most of existing resources & improve efficient and effective utilization of space.





Master Plan (5-Year Educational Plant Survey) Summary



Renovations/Remodels

- Allstate Migration Projects
- Health Education Center Migration Projects
- Midtown Center Projects
- Tarpon Springs- Manufacturing Project
- Vet Tech Migration Project



Decommissions

- Clearwater- Social Science Building
- Clearwater- SA Building
- Tarpon Springs- Alpha, Beta, Delta, Gamma, Epsilon, Algora



New Construction

- Clearwater- New Allied Health Building (Student Service Support)
- Tarpon Springs - New Academic Building



Funding







Real Estate Update

St. Petersburg College Real Estate Status*

Allstate Center	3200 34 th Street S St. Petersburg, FL 33711	Health Education Center South Annex	6698 68 th Avenue N Pinellas Park, FL 33781
Bay Pines STEM Center	4723 Bay Pines Terrace St. Petersburg, FL 33708	SP/Gibbs Wellness Center	7045 Burlington Avenue N St. Petersburg, FL 32177
Coliseum Parking Lot	13707 58 th Street N Largo, FL 33760	Veterinary Technology Center	12376 Ulmerton Road Largo, FL 33774
Health Education Center Main	7200 66 th Street N Pinellas Park, FL 33781		

*Decisions made are to improve the utilization of state resources and enhance program and operation synergy

	In Strategic Discussion for Disposition
	Board of Trustee Approved for Disposition
	Property is Actively Listed or Marketed
	Pending Sale Contract on Property
	Property has Sold



Master Plan Timeline

[St Petersburg College Master Plan
Timeline PDF](#)

Questions
