



DISTRICT BOARD OF TRUSTEES BOARD MEETING

**MAY 22, 2024
4:00 PM**

LOCATION:
HILLSBOROUGH COMMUNITY COLLEGE
SOUTH SHORE CAMPUS
551 24TH ST. N.E.
RUSKIN, FL 33570

HILLSBOROUGH COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES
BOARD MEETING
MAY 22, 2024 4:00 PM
SOUTH SHORE CAMPUS
551 24TH STREET NE
RUSKIN, FL 33570

		<u>Page No.</u>
1.0	<u>GENERAL FUNCTIONS</u>	
1.01	Call to Order	
1.02	Invocation	
1.03	Pledge of Allegiance	
1.04	Roll Call	
1.05	Welcome to Guests and Staff Members – Dr. Jennifer China	
1.06	Foundation Report	
1.07	Faculty and Staff Recognitions	
1.08	The Chairman recommends adoption of the Agenda, all revisions to the Agenda and approval of all agenda items marked “ Consent ”.	
1.09	The President recommends approval of the April 24, 2024 Board Meeting minutes (submitted herein for your review).	5
2.0	<u>HEARING OF STUDENTS</u>	
3.0	<u>HEARING OF CITIZENS</u>	
4.0	<u>HEARING OF FACULTY AND STAFF</u>	
5.0	<u>HUMAN RESOURCES</u>	
CONSENT	5.01 The President recommends approval of individuals for full-time employment . Each full-time employee will be compensated in accordance with the Board-approved Salary Schedule (submitted herein for your review).	9
CONSENT	5.02 The President recommends approval of individuals for part-time employment during Term 24/SU. Each part-time employee will be compensated in accordance with the Board-approved Salary Schedule (submitted herein for your review).	12
CONSENT	5.03 The President recommends acknowledgment of employment separations (submitted herein for your review).	14

5.04	The President recommends approval of annual contracts, as appropriate, for full-time, non-tenured instructional personnel (submitted herein for your review).	16
5.05	The President recommends approval of the awarding of administrative contracts for the 2024-2025 fiscal year (submitted herein for your review).	20
5.06	The President recommends approval of the awarding of continuing contracts to the following faculty members (submitted herein for your review): <ul style="list-style-type: none"> • <i>Connor Al Khatib (DM)</i> • <i>Danielle Clark (DM)</i> • <i>Spencer Daniels (BR)</i> • <i>Joshua Crosby (DM)</i> • <i>Timothy Curran (BR)</i> • <i>Eric Fiske (DM)</i> • <i>Teresa Hesse (DM)</i> • <i>Lana Iapicco (BR)</i> • <i>Jenny Lee (DM)</i> • <i>Christopher Lue (DM)</i> • <i>Andre Mathurin (DM)</i> • <i>Maggie Medina (YB)</i> • <i>Thomas Neff (DM)</i> • <i>Rebecca Page (PC)</i> • <i>Shawn Robinson (BR)</i> • <i>Armando Signorini (BR)</i> • <i>Patricia Wilson (DM)</i> 	23
5.07	The President recommends approval for the following faculty to receive Rank & Promotion (submitted herein for your review): <ul style="list-style-type: none"> • <i>Rebecca Todd (DM)</i> • <i>Michelle Thompson (BR)</i> • <i>Deborah Barr (DM)</i> • <i>Krista Noren-Santmyer (BR)</i> • <i>Adonis Amparo (YB)</i> • <i>Janet Willman (BR)</i> • <i>Kristine Thomas (SS)</i> • <i>Debarati Ghosh (BR)</i> • <i>Lorenzo Carswell (DM)</i> • <i>Michelle Sanders (DM)</i> • <i>Charlene Bell (PC)</i> • <i>Melynda Neal (YB)</i> • <i>Phillip Chamberlin (SS)</i> • <i>Kelley Torregiante (DM)</i> • <i>Sharon Moran (DM)</i> 	24
5.08	The President recommends approval of the salary increases for non-union Staff, full-time administrators, and part-time hourly employees (submitted herein for your review).	25
5.09	The President recommends approval of the 2024-25 salary scale increase of 1% and step increase for eligible full-time faculty members effective August 15, 2024 (submitted herein for your review).	28
5.10	The President recommends approval of the 2024-2025 Salary Schedule effective July 1, 2024 for full-time non-union staff, full-time administrators, and part-time hourly employees and effective August 15, 2024 for full-time faculty (submitted herein for your review).	34

6.0 EDUCATIONAL PROGRAMS AND STUDENT SERVICES

CONSENT	6.01	The President recommends approval of the proposals to delete the course fees to be effective FA/24 , unless otherwise noted (submitted herein for your review).	35
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7.0 **INSTITUTIONAL SERVICES**

8.0 **FINANCIAL SERVICES**

- 8.01 The President recommends approval of an **Easement with Tampa Electric Company at the Dale Mabry campus associated with the Yankees' IT Center construction project** (submitted herein for your review). 38
- 8.02 The President recommends approval of the **College's Annual Update of the Five-Year Capital Improvement Plan** for submittal to the Division of Florida Colleges and for inclusion in the Division's annual Capital Improvement Plan and Legislative Budget Request for capital projects (submitted herein for your review). 43
- 8.03 The President recommends approval to **adjust the College's property records to reflect asset write offs**. Any previously capitalized items have been fully depreciated and are of negligible value. 44

9.0 **ADMINISTRATIVE REPORT**

10.0 **LEGAL REPORT**

11.0 **HEARING OF BOARD MEMBERS**

12.0 **ADJOURNMENT**

Section 1

**HILLSBOROUGH COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES
BOARD MEETING
WEDNESDAY, APRIL 24 2024 – 4:00 P.M.
DR. GWENDOLYN W. STEPHENSON DISTRICT ADMINISTRATION CENTER
4115 NORTH LOIS AVENUE
TAMPA, FLORIDA 33614
MINUTES**

1.0 GENERAL FUNCTIONS

1.01 Call to Order

This meeting was also held by Zoom video conferencing. The public was reminded that questions or comments can be submitted to the Trustees' email address at any time.

1.02 Invocation

1.03 Pledge of Allegiance

1.04 Roll Call

The following Trustees were in attendance:

- Nancy Watkins
- Greg Celestan
- Chip Diehl
- Brian Lametto
- Aakash Patel
- Matthew Valentin

1.05 Welcome to Guests, Staff and Faculty.

1.06 Foundation Report

Garrett Weddle, Executive Director for the Foundation, provided the Board with a brief update of the HCCF activities and support.

1.06.01 The Foundation Report was sent to the Board under separate cover and included:

- New gifts and commitments \$5.6M (July-March) up 19% compared to last year.

1.06.02 Highlights:

- Presidential Showcase Follow Up. A \$3M gift was pledged to SouthShore Campus for Workforce development. Mr. Weddle expressed appreciation to Dr. Jennifer China for the work she has done cultivating the relationship with the pledging donor.

1.06.03 Events:

- Scholarship Partners Breakfast
- Hook Line and Sinker Fishing Tournament
- HCC Golf Classic

1.07 Faculty, Staff and Student Recognitions

Angela Eveillard, Executive Director of Marketing, provided the following faculty, staff and student recognitions:

- 1.07.01 **Daniel Cardwell**, Brandon Campus Librarian successfully completed the Bar Leadership Institute program hosted by the Hillsborough County Bar Association's Young Lawyers' Division.
 - 1.07.02 **Nursing** first-time NCLEX test takers had a pass rate was 91.92%. With repeaters it was 88.68%.
 - 1.07.03 **Dental hygiene** students had a 100% pass rate for the ADEX exam.
 - 1.07.04 **Dr. Brian Mann** has been appointed to the Regional CareerSource Hillsborough/Pinellas Board.
 - 1.07.05 **HCC Lady Hawks Tennis** won the 2024 Florida College System Activities Association (FCSAA) State Champions and the NJCAA Regional Championship.
 - 1.07.06 **Catherine Goldman**, first year student won the FCSAA Player Tennis of the Year.
 - 1.07.07 **Sarah Lytle** won FCSAA Tennis Coach of the Year.
 - 1.07.08 **HCC men's basketball team** earned their ticket for the FCSAA region eight tournament for the first time in 10 years.
 - 1.07.09 **Men's Basketball coach Dominic Coleman** was inducted into the FCSAA Men's Basketball Hall of Fame.
 - 1.07.10 Freshman **Masiel Reyes** named to the FCSAA All-Tournament Team for women's basketball.
 - 1.07.11 Sophomore **Dominic Gooden** named to the FCSAA All-Tournament Team for men's basketball.
 - 1.07.12 **Doug Holton and Ilene Frank** gave a plenary talk: Navigating the AI Frontier for the TCC 2024 Worldwide Online Conference, Teaching Colleges and Community Worldwide Online Conference on April 16, 2024.
 - 1.07.13 **Tyler Gonzalez**, Chapter Founder and President for Dale Mabry's Society of Hispanic Professional Engineers (SHPE) was awarded a \$1,000 scholarship from the Regional Vice President of SHPE at the SHPE Region 7 meeting. Tyler received the scholarship for his diligence, hard work, and achievements in SHPE chapter development.
- 1.08 The Chair recommended adoption of the agenda, all revisions to the agenda and approval of all agenda items marked "**Consent.**" The President asked to revise the agenda to withdraw agenda item 8.03.

Trustee Lametto made a motion to approve, seconded by Trustee Celestan. After due discussion and consideration, approval was given by aye vote of all members present.

- 1.09 The President recommended approval of the **March 27, 2024, Board Meeting Minutes**.
Trustee Watkins asked if there were any additions or corrections to the minutes, hearing none, the minutes were approved as drafted.

2.0 HEARING OF STUDENTS

3.0 HEARING OF CITIZENS

4.0 HEARING OF FACULTY AND STAFF

5.0 HUMAN RESOURCES

- 5.01 The President recommended approval of individuals for **full-time employment**. These individuals will be compensated in accordance with the Board-approved Salary Schedule.
- 5.02 The President, recommended approval of **part-time faculty and staff employment** recommendations for Term 24/SP. Each part-time employee will be compensated in accordance with the Board-approved Salary Schedule.
- 5.03 The President recommended acknowledgment of **employment separations**.
- 5.04 The President recommended approval of the following faculty members be granted **Sabbatical Leave during the 2024-2025 Academic Year**.
- Jennifer Paquette, English, Dale Mabry Campus
 - Theresa Lewis, Counselor, Brandon Campus
 - Adonis Amparo, Librarian, Ybor City Campus

Trustee Lametto made a motion to approve, seconded by Trustee Patel. After due discussion and consideration, approval was given by aye vote of all members present.

6.0 EDUCATIONAL PROGRAMS & STUDENT SERVICES

- 6.01 The President recommended approval of the **new courses, the course modification, the course deletion, and program modifications** to be effective FA/24, unless otherwise noted.
- 6.02 The President recommend that the Board approve **the Dual Enrollment Annual Articulation Agreement between HCC and the SBHC**.

The President commented that we have over 8,500 Dual Enrollment students. The second highest enrollment in the state of Florida.

Trustee Celestan asked about the number of Dual Enrolled students were graduating from HCC next month. Dr. Kenneth Ray later reported that the total DE graduates this year is 241 students.

Trustee Patel made a motion to approve, seconded by Trustee Lametto. After due discussion and consideration, approval was given by aye vote of all members present.

7.0 INSTITUTIONAL SERVICES

8.0 FINANCIAL SERVICES

- 8.01 The President recommended **acceptance of the Financial Audit Report No. 2024-163.**

Trustee Diehl made a motion to approve, seconded by Trustee Celestan. After due discussion and consideration, approval was given by aye vote of all members present.

- 8.02 The President recommended that the Board approve the application for **final payment in the amount of \$17,624.35 to Reno Building, LLC for completion of the Renovation of the HCC DTEC Cyber Lab at the Dale Mabry Campus** as reviewed and recommended by Wilder Architecture, Inc.

Trustee Celestan made a motion to approve, seconded by Trustee Diehl. After due discussion and consideration, approval was given by aye vote of all members present.

9.0 ADMINISTRATIVE REPORT

- 9.01 Equity Accountability Plan

The President informed the Board that HB1285 has been rescinded and there is no need to submit a report on the Equity Accountability Plan any longer.

10.0 LEGAL REPORT

11.0 HEARING OF BOARD MEMBERS

- 11.01 Student Trustee Valentin commented on the Showcase student speaker and how much he enjoyed Showcase. He is excited to see the outcome of the selection of the upcoming student trustee.

- 11.02 Trustee Patel commented on the upcoming Ybor Student Excellence awards, and he is excited to attend. He also congratulated Dr. Baia on her appointment as Chair of the Ybor City Chamber of Commerce.

- 11.03 Trustee Diehl expressed kudos to the HCC community with the visit of the President of the United States.

- 11.04 Trustee Watkins expressed her thoughts on the visit from the US President. She felt it was a negative impact for the college, due to it being finals week, the event consumed over 50% of HCC parking areas and that it was disruptive and controversial. Until we have a policy in place, she requests in the future that the Board be notified before any political use of the campus is approved. Discussion ensued regarding the definition of "official visit" and "campaign stop". The President commented that the college will draft a policy regarding these types of requests to use college property.

12.0 ADJOURNMENT

There being no further business, the meeting was adjourned at 4:42 p.m.

Section 2-4

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Section 5

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 5.01

CONSENT

BACKGROUND AND PERTINENT FACTS:

These are personnel appointments for budgeted full-time positions.

ECONOMIC IMPACT:

All of the positions are budgeted within the current fiscal year (2023 – 2024). Except for temporary positions, these positions will be fully budgeted in subsequent fiscal years unless program or service changes or financial exigency requires that funds be discontinued.

OBJECTIVE:

To provide necessary staff support for the appropriate divisional unit.

LEGAL AUTHORITY:

F.S. 1001.64; 1001.65

RECOMMENDATION:

The President recommends approval of individuals for full-time employment. Each full-time employee will be compensated in accordance with the Board-approved Salary Schedule.

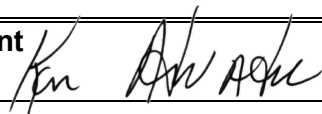
Initiator

Date

Vice President/Campus President/Exec Dir of Human Resources

Date

District President



Date

5/14/24

1-0-024 (2/04)

FULL-TIME APPOINTMENTS
MAY 22, 2024 BOARD MEETING

ADMINISTRATOR

<u>NAME</u>	<u>TITLE</u>	<u>CAMPUS</u>	<u>START DATE</u>
Joseph, Deepesh	Director, Enterprise Systems	District	06/03/24

FACULTY

<u>NAME</u>	<u>TITLE</u>	<u>CAMPUS</u>	<u>START DATE</u>
Simmons, Kimberly	Human Services Instructor	Dale Mabry	05/13/24

STAFF EXEMPT

<u>NAME</u>	<u>TITLE</u>	<u>CAMPUS</u>	<u>START DATE</u>
Brown, Ryan	Enrollment Development Coordinator	SouthShore	05/06/24
Bueno, Bruno	Academic Advisor	Dale Mabry	05/02/24
Peet, Austin	Marketing & Communications Coordinator	District	05/09/24
Rodriguez, Stephanie	Academic Advisor	Dale Mabry	05/06/24

STAFF NON-EXEMPT

<u>NAME</u>	<u>TITLE</u>	<u>CAMPUS</u>	<u>START DATE</u>
Adu-Dickson, Samuel	Public Safety Officer	District	05/06/24
Alfonso-Martinez, Daniel	Public Safety Officer	District	05/06/24
Blincoe, Tabitha*	Staff Assistant	Plant City	04/24/24
Brown, Lindsey	Public Safety Officer	District	04/25/24
Caballero, Olivia	Staff Assistant II	Ybor City	05/01/24
Foose, Dillon	Public Safety Officer	District	04/24/24
Hasanovic, Muhamed	Information Technology Technician	SouthShore	05/03/24
Kitchen, Cina	Public Safety Officer	District	05/09/24

*Full-Time Temporary

**Full-Time Temporary/Grant-Funded

Mann, Christopher	Tradesworker	Brandon	04/22/24
Sherbet, Jessi	Learning Resources Technician	Dale Mabry	05/13/24

**Full-Time Temporary*
***Full-Time Temporary/Grant-Funded*

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES**Agenda Number: 5.02****CONSENT****BACKGROUND AND PERTINENT FACTS:**

The College has determined that part-time faculty and staff are needed to support the academic programs for the Academic Term 24/SU. Part-time faculty will be employed on a term-by-term basis. If additional part-time staff is needed, a supplementary list will be submitted for appointment.

ECONOMIC IMPACT:

All of the positions are budgeted within the current fiscal year (2023-2024). All part-time faculty and staff budgets are reviewed during budget development and established based on enrollment projections and departmental need.

OBJECTIVE:

To augment full-time faculty and staff with temporary assistance to meet the academic goals of the College.

LEGAL AUTHORITY:

F.S. 1001.64; 1001.65

RECOMMENDATION:

The President recommends approval of individuals for part-time employment during Term 24/SU. Each part-time employee will be compensated in accordance with the Board-approved Salary Schedule.

Initiator**Date****Vice President/Campus President/Exec Dir of Human Resources****Date****District President****Date**

5/14/24

1-0-024(2/04)

PART-TIME APPOINTMENTS
MAY 22, 2024 BOARD MEETING

FACULTY

<u>NAME</u>	<u>TITLE</u>	<u>CAMPUS</u>	<u>BEGIN DATE</u>
Erdil-Moody, Zeynep	Adjunct Instructor	Dale Mabry	05/06/24
Hope, Ted	Adjunct Instructor	Ybor City	08/14/24
Murphy, Laura	Adjunct Instructor	Dale Mabry	05/06/24
Szczesny, Cynthia	Adjunct Instructor	Dale Mabry	05/10/24

NON-FACULTY

<u>NAME</u>	<u>TITLE</u>	<u>CAMPUS</u>	<u>BEGIN DATE</u>
Cardwell, Daniel	Part-Time Advanced Technician	Brandon	05/07/24
Hamel, Annie	Part-Time Associate	Dale Mabry	05/08/24
Interdonato, Vincenzo	Part-Time Technician	Brandon	05/02/24
Robinson, Kaelon	Part-Time Associate	Dale Mabry	04/26/24
Tearrt, Tracy	Part-Time Associate	Brandon	05/02/24

***Temporary/Grant-Funded*

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES**Agenda Number: 5.03****CONSENT****BACKGROUND AND PERTINENT FACTS:**

Upon review of documentation, it was determined that the employees listed herein will separate from employment at the College as indicated.

ECONOMIC IMPACT:

None.

OBJECTIVE:

To acknowledge separations.

LEGAL AUTHORITY:

F.S. 1001.64; 1001.65

RECOMMENDATION:

The President recommends acknowledgement of employment separations.

Initiator**Date****Vice President/ President/Exec Dir of Human Resources****Date****District President****Date**

5/14/24

1-0-024 (2/04)

FULL-TIME SEPARATIONS
MAY 22, 2024 BOARD MEETING

RESIGNATION


<u>NAME</u>	<u>TITLE</u>	<u>CAMPUS</u>	<u>BEGIN DATE</u>	<u>END DATE</u>
Hales, Laura	Staff Assistant II	District	08/27/18	05/08/24

EXPIRATION OF TEMPORARY ASSIGNMENT

<u>NAME</u>	<u>TITLE</u>	<u>CAMPUS</u>	<u>BEGIN DATE</u>	<u>END DATE</u>
Axley, Nicole*	Reading Instructor	Dale Mabry	08/17/23	05/06/24
Bhandari, Priya*	Computer Science Instructor	Ybor City	08/17/23	05/06/24
Bushway, Scott*	Criminal Justice Technology Instr.	Ybor City	08/17/23	05/06/24
Cardwell, Daniel*	Librarian	Brandon	01/11/24	05/06/24
Clark, Leisa*	Humanities Instructor	Dale Mabry	08/17/23	05/06/24
Corson, Joshua*	English Instructor	Dale Mabry	08/17/23	05/06/24
Culp, Derek*	Political Science Instructor	Dale Mabry	08/17/23	05/06/24
D'Amico, Evie*	Speech Instructor	Plant City	08/17/23	05/06/24
Davis, Kathryn*	English Instructor	Brandon	08/17/23	05/06/24
Ivanova, Mariya*	Mathematics Instructor	Dale Mabry	08/17/23	05/06/24
Klein, Ellen*	Speech Instructor	Dale Mabry	08/17/23	05/06/24
Mandel, Leesa*	EAP Instructor	Dale Mabry	08/17/23	05/06/24
Maymeskul, Olena*	Mathematics Instructor	SouthShore	08/17/23	05/06/24
Moss, Krista*	Nursing Instructor	Dale Mabry	08/17/23	05/06/24
Parayil, Meera*	Nursing Instructor	Dale Mabry	08/17/23	05/06/24
Pierre, Anne*	English Instructor	SouthShore	08/17/23	05/06/24
Romanowich, Jennifer*	Biology Instructor	Dale Mabry	08/17/23	05/06/24
Rydzewski, Monika*	Mathematics Instructor	SouthShore	08/17/23	05/06/24
Sims, James*	Film/Motion Media Instructor	Ybor City	08/17/23	05/06/24
Southworth, Jason*	Philosophy Instructor	Dale Mabry	08/17/23	05/06/24

* Full-Time Temporary

** Full-Time Temporary/Grant Funded

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES	
Agenda Number: 5.04	
BACKGROUND AND PERTINENT FACTS: The Board awards contracts to community college instructional personnel pursuant to Florida statutes. Current full-time, non-tenured instructional personnel have been reviewed by the respective Deans and Campus Presidents and recommendations have been made for the issuance of contracts for the 2024-2025 academic year.	
ECONOMIC IMPACT: Funds are internally available within the 2024-2025 Budget.	
OBJECTIVE: To issue contracts to non-tenured instructional personnel for the 2024-2025 academic year.	
LEGAL AUTHORITY: F.S. 1001.64; 1001.65; 1012.83, SBE 6A-14.0411,	
RECOMMENDATION: The President recommends that the Board approve annual contracts, as appropriate, for full-time, non-tenured instructional personnel.	
Initiator	Date
Vice President/ President/Exec Dir of Human Resources	Date
District President 	Date 5/14/24

1-0-024 (2/04)

2024 - 2025 Non-Tenured Faculty Contract Renewals

Name	Title	Campus	Date
Hamid Nawaz	Biological Sciences Instructor	Brandon	6/30/2025
Taylor Kelsay	Biology Instructor	Brandon	6/30/2025
Valerie Alice Carson	Biotechnology Instructor	Brandon	6/30/2025
Francis Jon Fiskey	Computer Science Instructor	Brandon	6/30/2025
Joseph A Hart	Mathematics Instructor	Brandon	6/30/2025
Monica Meng Chen	Mathematics Instructor	Brandon	6/30/2025
Loi Dac Ho	Mathematics Instructor	Brandon	6/30/2025
Olga V Timofeeva	Mathematics Instructor	Brandon	6/30/2025
Courtney Marie Woodliff	Student Life Skills Instructor	Brandon	6/30/2025
Eric William Russell	Accounting Instructor	Dale Mabry	6/30/2025
Shelby Nickole Moore	Accounting Instructor	Dale Mabry	6/30/2025
Ashraf Hashem Abuhelal	Architectural Construction Instructor	Dale Mabry	6/30/2025
Shannon McHugh Moroney	Biology Instructor	Dale Mabry	6/30/2025
Brian Bennett	Business Instructor	Dale Mabry	6/30/2025
Melissa Jo Brooks	Business Instructor	Dale Mabry	6/30/2025
Patrick A Hoier	Cardiac Catherization Instructor	Dale Mabry	6/30/2025
Eugene Anitori	Cardiovascular Sonography Instructor	Dale Mabry	6/30/2025
Kinga Jankowiak	Chemistry Instructor	Dale Mabry	6/30/2025
Mubarak Banisakher	Computer Science Instructor	Dale Mabry	6/30/2025
Marcie Lynette Yordy	Computer Science Instructor	Dale Mabry	6/30/2025
Michelle Katherine Stewart	Computer Science Instructor	Dale Mabry	6/30/2025
Ashish Girish Dubal	Dental Assisting Instructor, College Year	Dale Mabry	6/30/2025
Melissa Alair Miller	Dental Hygiene Instructor	Dale Mabry	6/30/2025
Louise Elizabeth Black	Dietetic Technician Instructor	Dale Mabry	6/30/2025
Ekaterina A Jegede	English As a 2nd Language Instructor	Dale Mabry	6/30/2025
Michael J Kelley	English As a 2nd Language Instructor	Dale Mabry	6/30/2025
Jean Louise Danic	English As a 2nd Language Instructor	Dale Mabry	6/30/2025
Mary Michele Lambert	English Instructor	Dale Mabry	6/30/2025
Stephanie Rose Lance	English Instructor	Dale Mabry	6/30/2025
Teri Lawson Sliman	Instructor College Year	Dale Mabry	6/30/2025

Amy Lynne Smith	Mathematics Instructor	Dale Mabry	6/30/2025
David Jeffrey Bueller	Mathematics Instructor	Dale Mabry	6/30/2025
Lauren Adelle Jacobs	Mathematics Instructor	Dale Mabry	6/30/2025
Rosamaria Montana	Medical Laboratory Science Instructor	Dale Mabry	6/30/2025
Jennifer Miles	Nuclear Medicine Technology Instructor	Dale Mabry	6/30/2025
Elena Marie Eldridge	Nursing Instructor	Dale Mabry	6/30/2025
Michelle Hutcherson	Nursing Instructor	Dale Mabry	6/30/2025
Elsie Daliz Valentin Medina	Nursing Instructor	Dale Mabry	6/30/2025
Karen Michell Taylor	Nursing Instructor	Dale Mabry	6/30/2025
Jacob M Schwalb	Nursing Instructor	Dale Mabry	6/30/2025
Kathrine Hall McGill	Nursing Instructor	Dale Mabry	6/30/2025
Sheila Rae Matthias	Nursing Instructor	Dale Mabry	6/30/2025
Sonya Irene Damiani	Psychology Instructor	Dale Mabry	6/30/2025
Tina Marie Bishop	Radiology Technology Instructor	Dale Mabry	6/30/2025
Nathaniel Andrew Moats	Religion Instructor	Dale Mabry	6/30/2025
Elizabeth Bush Drolz	Sonography Instructor	Dale Mabry	6/30/2025
Leena Al-Saleh	Surgical Technology Instructor	Dale Mabry	6/30/2025
Bianca Aracelis Pedroza	Biology Instructor	Plant City	6/30/2025
Mau Thi Tran	Biology Instructor	Plant City	6/30/2025
Sheryl Y Davis	English Instructor	Plant City	6/30/2025
Nileshkumar Ambalal Patel	Mathematics Instructor	Plant City	6/30/2025
Bianca Clermont	Nursing Instructor	Plant City	6/30/2025
Danielle Leslie King	Nursing Instructor	Plant City	6/30/2025
Zeinab Yehiakhalil Motawe	Biological Sciences Instructor	SouthShore	6/30/2025
William G Krynski	Computer Science Instructor	SouthShore	6/30/2025
Alysia McClendon	Counselor, College Year	SouthShore	6/30/2025
Yilan Monroe	Mathematics Instructor	SouthShore	6/30/2025
LaShonda T. Coulbertson	Nursing Instructor	SouthShore	6/30/2025
Amanda Perry	Nursing Instructor	SouthShore	6/30/2025
Omar M Richardson	Art Instructor	Ybor City	6/30/2025
Tasnee L Daniels Gardner	Computer Science Instructor	Ybor City	6/30/2025
Ronnette Regina Barther-Gordon	Counselor	Ybor City	6/30/2025

Jacqueline Gill	Counselor	Ybor City	6/30/2025
Lauren Madera Farrell	EAP Instructor	Ybor City	6/30/2025
Douglas Edward Ponticos	Humanities Instructor	Ybor City	6/30/2025
Alle J Adjiri	Mathematics Instructor	Ybor City	6/30/2025
Ruth Tara Lynn Nelson	Music Instructor	Ybor City	6/30/2025
Christopher Douglas Charles	Sociology Instructor	Ybor City	6/30/2025

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 5.05

BACKGROUND AND PERTINENT FACTS:

The Board awards contracts to administrative personnel pursuant to Florida statutes and SBE rules. The list of administrative staff identified for (re) appointment is herein attached. The remaining vacant administrative positions will be reported to the Board as they are filled.

ECONOMIC IMPACT:

Funds are internally available within the 2024-2025 Budget.

OBJECTIVE:

To issue administrative contracts for the 2024-2025 fiscal year.

LEGAL AUTHORITY:

F.S. 1001.64; 1001.65; 1012.83, SBE 6A-14.0411

RECOMMENDATION:

The President recommends approval of the awarding of administrative contracts for the 2024-2025 fiscal year.

Initiator

Date

Vice President/ President/Exec Dir of Human Resources

Date

District President



Date

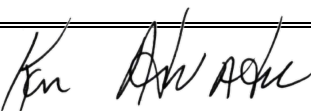
5/14/24

1-0-024 (2/04)

2024 - 2025 Administrator One-Year Contracts

Name	Title	Expiration Date
Terri Christine Barshay	Associate Dean for Accelerated Learning	6/30/2025
Ruth Marie Tallman	Associate Dean of Academic Affairs	6/30/2025
Hikmat BC	Associate Dean of Academic Affairs	6/30/2025
Glenn E Davis	Associate Dean of EMS	6/30/2025
Laura Carter Lewicki	Associate Dean of Nursing	6/30/2025
Peter James Panoulis	Associate Director of Financial Aid Campus Operations	6/30/2025
Felicia J Holmes	Associate Director, Purchasing	6/30/2025
Brian W Mann	Associate Vice President, Associate in Science Programs	6/30/2025
Dionna L. Doss	Associate Vice President, Associates in Arts Program	6/30/2025
John W Meeks	Associate Vice President, Post Secondary Adult Vocational	6/30/2025
Rhonesia L. Dennard	Controller	6/30/2025
Kellie Jennifer Geary	Dean of Academic Affairs	6/30/2025
Nadia M Kotula	Dean of Academic Affairs	6/30/2025
Keith W Berry	Dean of Academic Affairs	6/30/2025
A. Joseph Borrell	Dean of Academic Affairs	6/30/2025
Leif M Penrose	Dean of Health Sciences	6/30/2025
Dustin Eric Lemke	Dean, Associates in Arts Degree Programs	6/30/2025
Sheila Rios	Dean, Associates in Science Degree Programs	6/30/2025
Christopher K. Paynter	Dean, Associates in Science Degree Programs	6/30/2025
Nestor Melendez	Dean, Student Services	6/30/2025
Julie A Richardson	Dean, Student Services	6/30/2025
John Turner	Dean, Student Services	6/30/2025
Joseph A. Bentrovato	Dean, Student Services	6/30/2025
Yaima Serrano	Dean, Student Services	6/30/2025
Ryan Robert Buckthorpe	Director - Continuing Education/Corporate Training	6/30/2025
Marni Lebowitz Fuente	Director - Early Childhood & Community Grant	6/30/2025
Kayla Diane Charles	Director - Enrollment Management	6/30/2025
James Wiggers	Director - Facilities & Construction Management	6/30/2025
Richard Benton Marshall	Director - Facilities Management, Planning, & Construction	6/30/2025
Bethoria A. Paige	Director - Finance and Budget	6/30/2025

Tierra Nicole Smith	Director - Financial Aid & Veteran Affairs	6/30/2025
Kaya Lee Hamer-Small	Director - Honors Program	6/30/2025
Nicole E Jagusztyn	Director - Information Management/Reporting	6/30/2025
Sarah Christine Thomas	Director - Institutional Research	6/30/2025
Mark D Lewis	Director - Instructional Technology	6/30/2025
Michael F Brennan	Director - International Education	6/30/2025
Adrian D McCray	Director - Networking & Telecommunications	6/30/2025
Brenda Ann Watkins	Director - Professional Development	6/30/2025
C Craig Samtmann	Director - Public Safety & Emergency Management	6/30/2025
Vonda Flowers Melchior	Director - Purchasing	6/30/2025
Ms. Michele Lynn Menendez	Director - Student Financial Services	6/30/2025
Jeremy Russel Parker	Director - Systems Administration	6/30/2025
Caprice Jones Thompkins	Director - Talent Acquisition and Employee Records	6/30/2025
Andrea M Lightfoot Bisson	Director - Total Rewards & Compensation	6/30/2025
Nevaler Tanesha Davis	Registrar	6/30/2025

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES	
Agenda Number: 5.06	
BACKGROUND AND PERTINENT FACTS:	
<p>SBE Rule 6A-14.0411 provides the legal basis for awarding continuing contracts to community college personnel upon recommendation of the President. In accordance with the HCC/FUSA Agreement, Article 6.16, Tenure and Continuing Contract, the College-Wide Tenure Committee deliberated to review documentation and to interview individual tenure candidates to support the issuance of continuing contracts. Based on that process and by unanimous vote, the committee recommended that continuing contracts be issued to the spring term 2024 candidates listed below. Based on further review of coursework and activities, the President recommends the issuance of continuing contracts to the candidates listed below.</p>	
ECONOMIC IMPACT:	
None anticipated.	
OBJECTIVE:	
To issue continuing contracts to the below named instructional personnel to be effective the 2024-2025 academic year.	
LEGAL AUTHORITY:	
SBE Rule 6A-14.0411, SBE Rule 6A-14.002(1), FS 1012.83	
RECOMMENDATION:	
<p>The President recommends that the Board of Trustees approve the awarding of continuing contracts to the following faculty members:</p> <div style="display: flex; justify-content: space-between;"> <ul style="list-style-type: none"> Connor Al Khatib (DM) Danielle Clark (DM) Spencer Daniels (BR) Joshua Crosby (DM) Timothy Curran (BR) Eric Fiske (DM) Teresa Hesse (DM) Lana Iapicco (BR) Jenny Lee (DM) <ul style="list-style-type: none"> Christopher Lue (DM) Andre Mathurin (DM) Maggie Medina (YB) Thomas Neff (DM) Rebecca Page (PC) Shawn Robinson (BR) Armando Signorini (BR) Patricia Wilson (DM) </div>	
Initiator	Date 4/25/24
Vice President/Campus President/Director of Human Resources	Date
District President 	Date 5/14/24

1-0-024(2/04)

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 5.07

BACKGROUND AND PERTINENT FACTS:

The Vice President for Academic Affairs and the College's Committee for Rank and Promotion are recommending that following names have met the qualifications for Rank and Promotion per: Article 6.17 Professional Development and Rank.

ECONOMIC IMPACT:

\$20,000 Included in the budget

OBJECTIVE:

To award and recognize faculty with the rank of Associate Professor or Professor who distinguish themselves through continuing significant contributions to the College.

LEGAL AUTHORITY:

FS 1001.64, FS 1001.65

RECOMMENDATION:

The President recommends that the Board approve that the following faculty receive Rank & Promotion:

- Rebecca Todd (DM)
- Michelle Thompson (BR)
- Deborah Barr (DM)
- Krista Noren-Santmyer (BR)
- Adonis Amparo (YB)
- Janet Willman (BR)
- Kristine Thomas (SS)
- Debarati Ghosh (BR)
- Lorenzo Carswell (DM)
- Michelle Sanders (DM)
- Charlene Bell (PC)
- Melynda Neal (YB)
- Phillip Chamberlin (SS)
- Kelley Torregiante (DM)
- Sharon Moran (DM)

Initiator

Date

Vice President/Campus President/Director of Human Resources

Date

District President



Date

5/14/24

1-0-024(2/04)

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 5.08

BACKGROUND AND PERTINENT FACTS:

This item is to provide 3% salary increases for full-time, non-union staff and administrators retroactive to January 3, 2024 as part of implementation of the salary study completed by Newport Consulting.

Effective July 1, 2024, we will be updating the salary scales and realigning job titles with new paygrades as recommended by the study for non-union full-time staff as well as administrators.

Also, effective July 1, 2024 will be a 3% increase for part-time, hourly employees.

ECONOMIC IMPACT:

The expected cost is \$3,000,000. The cost is included in the proposed 2024-25 budget.

OBJECTIVE:


To provide salary increases for non-union Staff, full-time administrators, and part-time hourly employees.

LEGAL AUTHORITY:

F.S. 1001.64; 1001.65

RECOMMENDATION:

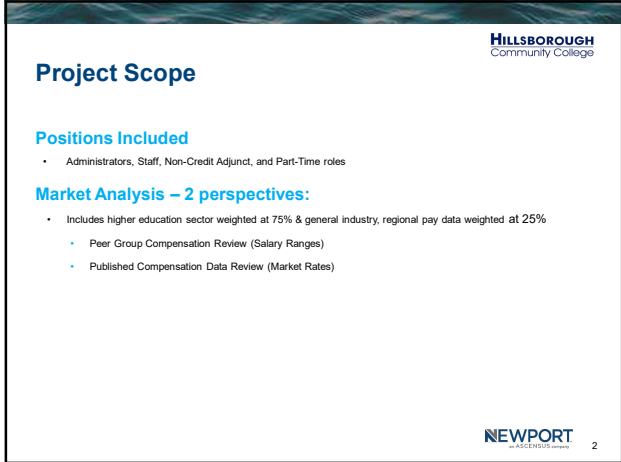
The President recommends Board approval of the salary increases for non-union Staff, full-time administrators, and part-time hourly employees.

Initiator	Date
Vice President/ President/Exec Dir of Human Resources	Date
District President 	Date 5/14/24

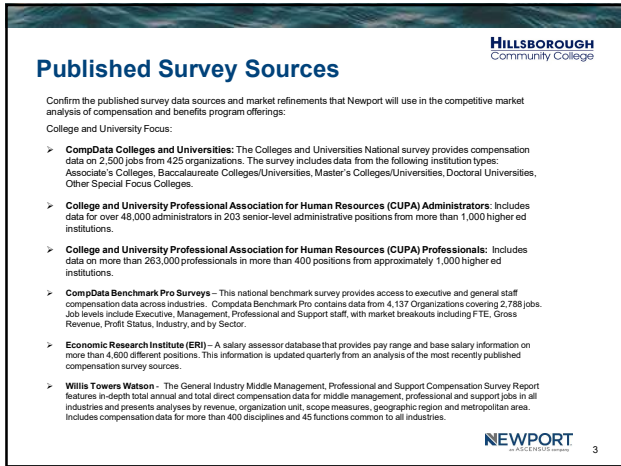
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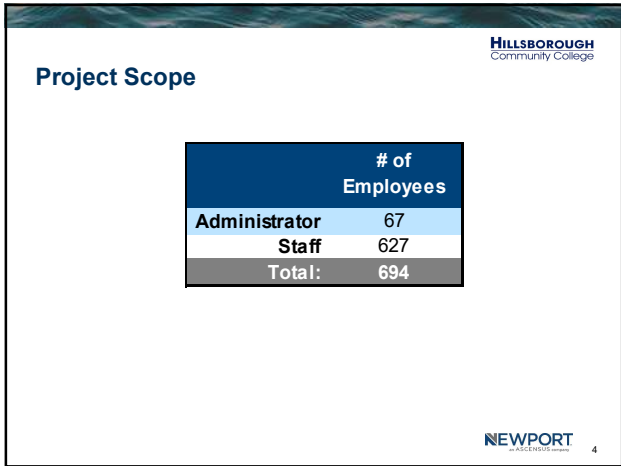
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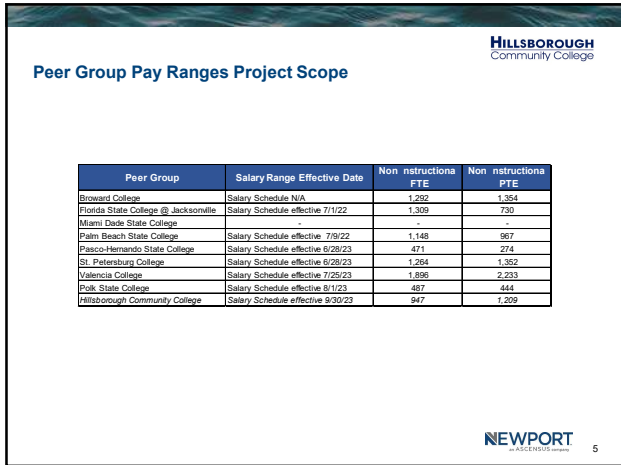
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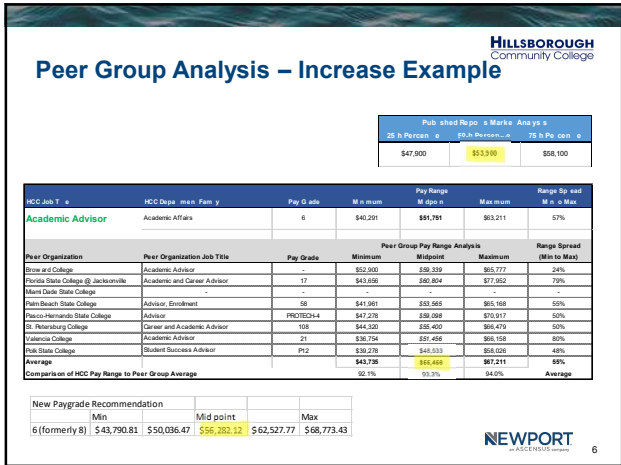
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6

Structure

Full Time Staff

- Recommend structure movement across all grades and steps of 3%.
- Change midpoint for Grade 3
- Adjust differentials to provide more consistency throughout the structure. Remove grades 6 and 7. Add grades 11 and 12 for higher market value roles.

HILLSBOROUGH
Community College

Grade	Minimum	1st/2nd	Midpoint	3rd/4th	Maximum	Differential	Range
1	\$32,134	\$35,063	\$39,191	\$42,720	\$46,248	-	44%
2	\$32,717	\$36,978	\$41,240	\$45,501	\$49,763	5%	52%
3	\$34,145	\$38,198	\$44,250	\$48,149	\$52,049	7%	52%
4	\$37,416	\$42,706	\$47,995	\$53,285	\$58,574	8%	57%
5	\$40,769	\$46,562	\$52,354	\$58,147	\$63,939	9%	57%
6 (formerly 8)	\$43,791	\$50,036	\$56,282	\$62,528	\$68,773	9%	57%
7 (formerly 9)	\$47,304	\$54,238	\$61,172	\$68,109	\$75,040	9%	59%
8 (formerly 10)	\$51,893	\$59,516	\$67,139	\$74,761	\$82,384	10%	59%
9 (formerly 11)	\$56,704	\$65,048	\$73,393	\$81,737	\$90,081	9%	59%
10 (formerly 12)	\$61,515	\$70,861	\$79,647	\$88,712	\$97,778	9%	59%
11	\$67,051	\$76,933	\$86,815	\$96,697	\$106,578	9%	59%
12	\$73,086	\$83,857	\$94,628	\$105,399	\$116,170	9%	59%

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Structure

Administrators

- Increase overall structure by 3%
- Maintain consistency and improve competitiveness with range spread of 59% for all
- Round amounts to nearest dollar

HILLSBOROUGH
Community College

Grade	Minimum	1st/2nd	Midpoint	3rd/4th	Maximum	Differential	Range
ADM1	\$79,715	\$91,438	\$103,160	\$114,883	\$126,606	-	59%
ADM2	\$88,085	\$101,038	\$113,992	\$126,946	\$139,899	10%	59%
ADM3	\$97,334	\$111,647	\$125,961	\$140,275	\$154,589	10%	59%
ADM4	\$113,880	\$128,115	\$142,350	\$161,609	\$180,868	13%	59%
ADM5	\$125,837	\$141,567	\$157,297	\$178,578	\$199,860	10%	59%
ADM6	\$139,050	\$156,431	\$173,813	\$197,328	\$220,844	10%	59%

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2024 Pay Structure Recommendation

Part Time Staff

HILLSBOROUGH
Community College

Grade	Minimum	Maximum	Range
1	\$12.36	\$12.36	0%
2	\$12.36	\$12.36	0%
3	\$12.36	\$14.49	17%
4	\$14.34	\$19.17	34%
5	\$18.95	\$25.49	35%
6	\$20.60	\$41.20	100%
7	\$22.66	\$37.08	64%
8	\$42.45	\$103.00	143%

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Summary of Costs

HILLSBOROUGH
Community College

3% increase	Below Minimum increases	New Grade/New Step increases	Part time 3% increase
Admin \$ 235,077.22	Admin \$ 75,930.00	Admin \$ 630,192.00	
Staff \$ 861,130.03	Staff \$ 483,389.00	Staff \$ 1,075,702.00	
\$ 1,096,207.25	\$ 569,319.00	\$ 1,705,894.00	\$ 386,634.00
with Benefits \$ 1,315,448.70	with Benefits \$ 675,982.80	with Benefits \$ 2,047,072.80	with Benefits * \$ 405,965.70
			*estimated 5% average benefit cost

TOTAL COSTS	
Staff/Admin 3% Increase	\$ 1,315,448.70
Below Min Increases	\$ 675,982.80
New Grade/Step Increases	\$ 2,047,072.80
	\$ 4,038,504.30
Part time hourly and non-credit	\$ 405,965.70
	\$ 4,444,470.00

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RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 5.09

BACKGROUND AND PERTINENT FACTS:

In October 2023, The College and FUSA bargaining teams met to negotiate wages for the 2024-25 academic year.

An agreement was reached to increase all steps and grades on the faculty salary scale by 1% and to provide eligible faculty one step on their respective scale.

The updated salary scale and step increase was ratified by FUSA on October 24, 2023, by a vote of 124 in favor and 1 opposed.

ECONOMIC IMPACT:

\$850,000 includes the cost of benefits and is included in the proposed 2024-25 budget.

OBJECTIVE:


To provide a 1% scale and 1-step increase to full-time faculty for the 2024-25 year.

LEGAL AUTHORITY:

F.S. 1001.64; 1001.65

RECOMMENDATION:

The President recommends approval of the 2024-25 salary scale increase of 1% and step increase for eligible full-time faculty members effective August 15, 2024.

Initiator	Date
Vice President/ President/Exec Dir of Human Resources	Date
District President 	Date 5/14/24

1-0-024 (2/04)

14.2 Salary Schedules

A. Salary Schedules.

A faculty member shall be assigned to the appropriate salary grade based on Article 14.1.

Full-Time, Tenure Track Faculty Salary Schedule – Basic Year Contract 2022 - 2023 Salary Schedule				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$ 43,757.00	\$ 45,818.00	\$ 48,084.00	\$ 50,351.00
2	\$ 44,813.19	\$ 46,925.79	\$ 49,248.52	\$ 51,572.28
3	\$ 45,869.38	\$ 48,033.58	\$ 50,413.04	\$ 52,793.56
4	\$ 46,925.57	\$ 49,141.37	\$ 51,577.56	\$ 54,014.83
5	\$ 47,981.76	\$ 50,249.16	\$ 52,742.08	\$ 55,236.11
6	\$ 49,037.95	\$ 51,356.95	\$ 53,906.61	\$ 56,457.39
7	\$ 50,094.14	\$ 52,464.74	\$ 55,071.13	\$ 57,678.67
8	\$ 51,150.33	\$ 53,572.53	\$ 56,235.65	\$ 58,899.94
9	\$ 52,206.53	\$ 54,680.32	\$ 57,400.17	\$ 60,121.22
10	\$ 53,262.72	\$ 55,788.11	\$ 58,564.69	\$ 61,342.50
11	\$ 54,318.91	\$ 56,895.90	\$ 59,729.21	\$ 62,563.78
12	\$ 55,375.10	\$ 58,003.69	\$ 60,893.73	\$ 63,785.05
13	\$ 56,431.29	\$ 59,111.48	\$ 62,058.25	\$ 65,006.33
14	\$ 57,487.48	\$ 60,219.27	\$ 63,222.77	\$ 66,227.61
15	\$ 58,543.67	\$ 61,327.06	\$ 64,387.30	\$ 67,448.89
16	\$ 59,599.86	\$ 62,434.85	\$ 65,551.82	\$ 68,670.16
17	\$ 60,656.05	\$ 63,542.64	\$ 66,716.34	\$ 69,891.44
18	\$ 61,712.24	\$ 64,650.42	\$ 67,880.86	\$ 71,112.72
19	\$ 62,768.43	\$ 65,758.21	\$ 69,045.38	\$ 72,334.00
20	\$ 63,824.62	\$ 66,866.00	\$ 70,209.90	\$ 73,555.27
21	\$ 64,880.81	\$ 67,973.79	\$ 71,374.42	\$ 74,776.55
22	\$ 65,937.00	\$ 69,081.58	\$ 72,538.94	\$ 75,997.83
23	\$ 66,993.19	\$ 70,189.37	\$ 73,703.46	\$ 77,219.11
24	\$ 68,049.38	\$ 71,297.16	\$ 74,867.99	\$ 78,440.38
25	\$ 69,105.58	\$ 72,404.95	\$ 76,032.51	\$ 79,661.66
26	\$ 70,161.77	\$ 73,512.74	\$ 77,197.03	\$ 80,882.94
27	\$ 71,217.96	\$ 74,620.53	\$ 78,361.55	\$ 82,104.22
28	\$ 72,274.15	\$ 75,728.32	\$ 79,526.07	\$ 83,325.49
29	\$ 73,330.34	\$ 76,836.11	\$ 80,690.59	\$ 84,546.77
30	\$ 74,386.53	\$ 77,943.90	\$ 81,855.11	\$ 85,768.05

Full-Time, -Non-Tenure-Track - Basic Year Contract 2022 - 2023 Salary Schedule			
Grade III	Grade II	Grade II+	Grade I
\$ 43,757.00	\$ 45,818.00	\$ 48,084.00	\$ 50,351.00

Full-Time, Tenure Track Faculty Salary Schedule – Basic Year Contract 2023 – 2024, 2024 – 2025 Salary Schedule				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$47,597.39	\$ 49,922.71	\$ 52,479.32	\$ 55,037.06
2	\$48,789.03	\$ 51,172.57	\$ 53,793.18	\$ 56,414.96
3	\$49,980.68	\$ 52,422.43	\$ 55,107.05	\$ 57,792.87
4	\$51,172.32	\$ 53,672.29	\$ 56,420.92	\$ 59,170.76
5	\$52,363.97	\$ 54,922.15	\$ 57,734.79	\$ 60,548.67
6	\$53,555.61	\$ 56,172.02	\$ 59,048.66	\$ 61,926.58
7	\$54,747.25	\$ 57,421.88	\$ 60,362.53	\$ 63,304.48
8	\$55,938.90	\$ 58,671.74	\$ 61,676.40	\$ 64,682.38
9	\$57,130.55	\$ 59,921.60	\$ 62,990.27	\$ 66,060.28
10	\$58,322.20	\$ 61,171.46	\$ 64,304.13	\$ 67,438.19
11	\$59,513.84	\$ 62,421.32	\$ 65,618.00	\$ 68,816.10
12	\$60,705.49	\$ 63,671.19	\$ 66,931.87	\$ 70,193.99
13	\$61,897.13	\$ 64,921.05	\$ 68,245.73	\$ 71,571.90
14	\$63,088.77	\$ 66,170.91	\$ 69,559.60	\$ 72,949.81
15	\$64,280.42	\$ 67,420.77	\$ 70,873.48	\$ 74,327.71
16	\$65,472.06	\$ 68,670.63	\$ 72,187.35	\$ 75,705.61
17	\$66,663.71	\$ 69,920.49	\$ 73,501.21	\$ 77,083.51
18	\$67,855.35	\$ 71,170.34	\$ 74,815.08	\$ 78,461.42
19	\$69,046.99	\$ 72,420.21	\$ 76,128.95	\$ 79,839.33
20	\$70,238.64	\$ 73,670.07	\$ 77,442.82	\$ 81,217.22
21	\$71,430.28	\$ 74,919.93	\$ 78,756.68	\$ 82,595.13
22	\$72,621.93	\$ 76,169.79	\$ 80,070.55	\$ 83,973.03
23	\$73,813.57	\$ 77,419.65	\$ 81,384.42	\$ 85,350.94
24	\$75,005.21	\$ 78,669.51	\$ 82,698.30	\$ 86,728.84
25	\$76,196.87	\$ 79,919.38	\$ 84,012.16	\$ 88,106.74
26	\$77,388.51	\$ 81,169.24	\$ 85,326.03	\$ 89,484.65
27	\$78,580.16	\$ 82,419.10	\$ 86,639.90	\$ 90,862.56
28	\$79,771.80	\$ 83,668.96	\$ 87,953.76	\$ 92,240.45
29	\$80,963.44	\$ 84,918.82	\$ 89,267.63	\$ 93,618.36
30	\$82,155.09	\$ 86,168.68	\$ 90,581.50	\$ 94,996.26

Full-Time, Non-Tenure-Track Faculty - Basic Year Contract 2023 – 2024, 2024 – 2025 Salary Schedule			
Grade III	Grade II	Grade II+	Grade I
\$47,597.39	\$ 49,922.71	\$ 52,479.32	\$ 55,037.06

<u>Full-Time, Tenure Track Faculty Salary Schedule – Basic Year Contract</u> <u>2024-2025, Salary Schedule</u>				
<u>Step</u>	<u>Grade III</u>	<u>Grade II</u>	<u>Grade II+</u>	<u>Grade I</u>
<u>1</u>	<u>\$ 48,073.36</u>	<u>\$ 50,421.94</u>	<u>\$ 53,004.11</u>	<u>\$ 55,587.43</u>
<u>2</u>	<u>\$ 49,276.92</u>	<u>\$ 51,684.30</u>	<u>\$ 54,331.11</u>	<u>\$ 56,979.11</u>
<u>3</u>	<u>\$ 50,480.49</u>	<u>\$ 52,946.65</u>	<u>\$ 55,658.12</u>	<u>\$ 58,370.80</u>
<u>4</u>	<u>\$ 51,684.04</u>	<u>\$ 54,209.01</u>	<u>\$ 56,985.13</u>	<u>\$ 59,762.47</u>
<u>5</u>	<u>\$ 52,887.61</u>	<u>\$ 55,471.37</u>	<u>\$ 58,312.14</u>	<u>\$ 61,154.16</u>
<u>6</u>	<u>\$ 54,091.17</u>	<u>\$ 56,733.74</u>	<u>\$ 59,639.15</u>	<u>\$ 62,545.85</u>
<u>7</u>	<u>\$ 55,294.72</u>	<u>\$ 57,996.10</u>	<u>\$ 60,966.16</u>	<u>\$ 63,937.52</u>
<u>8</u>	<u>\$ 56,498.29</u>	<u>\$ 59,258.46</u>	<u>\$ 62,293.16</u>	<u>\$ 65,329.20</u>
<u>9</u>	<u>\$ 57,701.86</u>	<u>\$ 60,520.82</u>	<u>\$ 63,620.17</u>	<u>\$ 66,720.88</u>
<u>10</u>	<u>\$ 58,905.42</u>	<u>\$ 61,783.17</u>	<u>\$ 64,947.17</u>	<u>\$ 68,112.57</u>
<u>11</u>	<u>\$ 60,108.98</u>	<u>\$ 63,045.53</u>	<u>\$ 66,274.18</u>	<u>\$ 69,504.26</u>
<u>12</u>	<u>\$ 61,312.54</u>	<u>\$ 64,307.90</u>	<u>\$ 67,601.19</u>	<u>\$ 70,895.93</u>
<u>13</u>	<u>\$ 62,516.10</u>	<u>\$ 65,570.26</u>	<u>\$ 68,928.19</u>	<u>\$ 72,287.62</u>
<u>14</u>	<u>\$ 63,719.66</u>	<u>\$ 66,832.62</u>	<u>\$ 70,255.20</u>	<u>\$ 73,679.31</u>
<u>15</u>	<u>\$ 64,923.22</u>	<u>\$ 68,094.98</u>	<u>\$ 71,582.21</u>	<u>\$ 75,070.99</u>
<u>16</u>	<u>\$ 66,126.78</u>	<u>\$ 69,357.34</u>	<u>\$ 72,909.22</u>	<u>\$ 76,462.67</u>
<u>17</u>	<u>\$ 67,330.35</u>	<u>\$ 70,619.69</u>	<u>\$ 74,236.22</u>	<u>\$ 77,854.35</u>
<u>18</u>	<u>\$ 68,533.90</u>	<u>\$ 71,882.04</u>	<u>\$ 75,563.23</u>	<u>\$ 79,246.03</u>
<u>19</u>	<u>\$ 69,737.46</u>	<u>\$ 73,144.41</u>	<u>\$ 76,890.24</u>	<u>\$ 80,637.72</u>
<u>20</u>	<u>\$ 70,941.03</u>	<u>\$ 74,406.77</u>	<u>\$ 78,217.25</u>	<u>\$ 82,029.39</u>
<u>21</u>	<u>\$ 72,144.58</u>	<u>\$ 75,669.13</u>	<u>\$ 79,544.25</u>	<u>\$ 83,421.08</u>
<u>22</u>	<u>\$ 73,348.15</u>	<u>\$ 76,931.49</u>	<u>\$ 80,871.26</u>	<u>\$ 84,812.76</u>
<u>23</u>	<u>\$ 74,551.71</u>	<u>\$ 78,193.85</u>	<u>\$ 82,198.26</u>	<u>\$ 86,204.45</u>
<u>24</u>	<u>\$ 75,755.26</u>	<u>\$ 79,456.21</u>	<u>\$ 83,525.28</u>	<u>\$ 87,596.13</u>
<u>25</u>	<u>\$ 76,958.84</u>	<u>\$ 80,718.57</u>	<u>\$ 84,852.28</u>	<u>\$ 88,987.81</u>
<u>26</u>	<u>\$ 78,162.40</u>	<u>\$ 81,980.93</u>	<u>\$ 86,179.29</u>	<u>\$ 90,379.50</u>
<u>27</u>	<u>\$ 79,365.96</u>	<u>\$ 83,243.29</u>	<u>\$ 87,506.30</u>	<u>\$ 91,771.19</u>
<u>28</u>	<u>\$ 80,569.52</u>	<u>\$ 84,505.65</u>	<u>\$ 88,833.30</u>	<u>\$ 93,162.85</u>
<u>29</u>	<u>\$ 81,773.07</u>	<u>\$ 85,768.01</u>	<u>\$ 90,160.31</u>	<u>\$ 94,554.54</u>
<u>30</u>	<u>\$ 82,976.64</u>	<u>\$ 87,030.37</u>	<u>\$ 91,487.32</u>	<u>\$ 95,946.22</u>

<u>Full-Time, Non-Tenure-Track Faculty - Basic Year Contract</u> <u>2024-2025, Salary Schedule</u>			
<u>Grade III</u>	<u>Grade II</u>	<u>Grade II+</u>	<u>Grade I</u>
<u>\$ 48,073.36</u>	<u>\$ 50,421.94</u>	<u>\$ 53,004.11</u>	<u>\$ 55,587.43</u>

B. Academic Years 2022-2023, ~~and 2023-2024, and 2024-2025 only~~

1. An eligible, full-time, tenure-track faculty member shall receive an additional step.
 - a. To be eligible for the 2022 – 2023 step, the faculty member must have been employed at the College by December 31, 2021.
 - b. To be eligible for the 2023 – 2024 step, the faculty member must have been employed at the College by December 31, 2022.
 - c. To be eligible for the 2024 – 2025 step, the faculty member must have been employed at the College by December 31, 2023.
2. A faculty member whose current basic year salary exceeds the salary for the step into which they are placed shall retain their current salary.
3. For 2023-2024, a faculty member who was eligible for a step increase (or a lump sum payment) in 2021-2022 shall receive one additional step at the beginning of the 2023-24 academic year. The step increase for 2023 – 2024 shall not be subject to the salary increase limitations set forth in Article 14.2.G. There is no retroactivity of this increase.
4. A faculty member with less than 35 years of service and who is at Step 30 or whose current basic year salary exceeds the step into which they are placed will receive a one-time payment equivalent to the amount of one (1) step of their pay grade. A faculty member with 35 years or more of faculty service will receive a one-time payment equivalent to the amount of two (2) steps of their pay grade.

C. Academic Year 2024 – 2025 Wage Re-Opener

The parties shall have the right to reopen this Agreement on matters pertaining to Article 14.2.B for the academic year of 2024-2025 by giving written notice prior to October 16, 2023. Negotiations shall commence under this section within ten (10) days after such notice is given. The terms and conditions of this Agreement shall remain in full force and effect during such negotiations. The time requirements in this Article may be adjusted by mutual written agreement by the parties.

D. Administrators Returning to a Tenure-track Position

An administrator returning to a tenure-track faculty position within five (5) years of separation will be placed on the salary schedule in accordance with Article 14.1. Years of service in administration will count towards years of service as a full-time regular faculty member.

E. Non-Tenure-Track Faculty

Full-time non-tenure-track faculty members will be paid at a flat rate in accordance with the Full-Time Non-Tenure-Track salary schedule.

F. College Year Faculty


College Year faculty salaries will be prorated based on the number of days in the college year contract from the start of the academic year. (Basic Year Salary/160*number of days in the college year contract = College Year Salary).

G. Salary Increase Limitations

Faculty salary increases are contingent upon funding availability.

H. Retroactive Payment Eligibility

Retroactive payment eligibility applies to full-time faculty who are employed in a full-time faculty position at the time of payment.



Richard F. Gaspar, FUSA Chief Negotiator

October 16, 2023



Digitally signed by Richard Senker
DN: cn=Richard Senker, o=Hillsborough Community College,
ou=Academic Affairs, email=rsenker@hccfl.edu, c=US
Date: 2023.10.16 13:57:57 -04'00'

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 5.10

BACKGROUND AND PERTINENT FACTS:

This item provides revision to the Salary Schedule for FY 2024-2025 to update the full time, non-union staff, administrator, full-time faculty, and part-time salary tables.

The updated non-union staff and administrator tables are effective July 1, 2024 and reflect the new salary ranges as well as the realignment of job titles/pay grades as recommended in the salary study.

The part-time, hourly pay ranges are increased 3% effective July 1, 2024.

The full-time faculty tables are effective August 15, 2024 and reflect the result of the negotiations between the College and FUSA.

ECONOMIC IMPACT:

Funds used for these items are included in the proposed 2024-2025 budget.

OBJECTIVE:

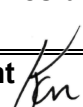
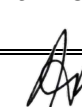
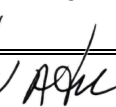
To provide a revised Salary Schedule for adoption by the Board of Trustees.

LEGAL AUTHORITY:

F.S. 1001.64; 1001.65

RECOMMENDATION:

The President recommends Board approval of the 2024-2025 Salary Schedule effective July 1, 2024 for full-time non-union staff, full-time administrators, and part-time hourly employees and effective August 15, 2024 for full-time faculty.

Initiator	Date
Vice President/ President/Exec Dir of Human Resources	Date
District President   	Date 5/14/24

1-0-024 (2/04)

Section 6

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 6.01

CONSENT

BACKGROUND AND PERTINENT FACTS:

Course fee deletions presented by the Health Science discipline group were approved through the Academic Affairs Committee process. The proposals were forwarded to the Vice President for Academic Affairs who reviewed the recommendations with the appropriate staff and forwarded the proposals to the College President.

ECONOMIC IMPACT:

There is not an economic impact associated with the deletion of the course fees.

OBJECTIVE:

To reduce the lab fees for students.

LEGAL AUTHORITY:

HCC Procedure 5.18

RECOMMENDATION:

The President recommends that the BOT approve the proposals to delete the course fees to be effective FA/24, unless otherwise noted.

Initiator

Date

Vice President/Campus President/Director of Human Resources

Date

District President



Date

5/14/24

1-0-024(2/04)

Hillsborough Community College
May 2024 BOT

Effective FA/24

RAT 1691L, Introduction to Clinical Concepts

- Delete the lab fee.

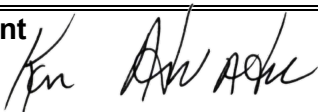
RAT 2619L, Computer Applications in Treatment Planning

- Delete the lab fee.

Section 7

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Section 8

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES	
Agenda Number: 8.01	
BACKGROUND AND PERTINENT FACTS:	
<p>On July 1, 2021, HCC leased a portion of its Dale Mabry campus to the New York Yankees Partnership for construction of an IT Center. Tampa Electric Company has requested an Easement for the installation of underground lines of wires, cables, data transmission and supporting structures to provide necessary utilities to the leased premises.</p> <p>Section 17 of the lease requires that the Yankees obtain HCC's prior written consent for all easements, including utility easements.</p>	
ECONOMIC IMPACT:	
None	
OBJECTIVE:	
To obtain approval of an Easement with Tampa Electric Company.	
LEGAL AUTHORITY:	
FS 1001.64; 1001.65	
RECOMMENDATION:	
The President recommends approval of an Easement with Tampa Electric Company at the Dale Mabry campus associated with the Yankees' IT Center construction project.	
Initiator	Date
Ben Marshall, Director of Facilities Planning & Construction	May 8, 2024
Vice President/Campus President/Director of Human Resources	Date
District President	Date
	5/14/24

SEC. 09 TWP. 29 S. RGE. 18 E.
FOLIO/PARCEL ID NO. 109054-0010
W.O. NO. 2425334

PREPARED BY
AND RETURN TO:
Lena Kirby
Real Estate Department
Tampa Electric Company
P.O. Box 111
Tampa, FL 33601

EASEMENT

KNOW ALL MEN BY THESE PRESENTS, that **THE DISTRICT BOARD OF TRUSTEES OF THE HILLSBOROUGH COMMUNITY COLLEGE**, a public entity whose address is Post Office Box 31127, Tampa, Florida 33631 ("Grantor"), in consideration of One Dollar and other valuable considerations paid to Grantor by **TAMPA ELECTRIC COMPANY**, a Florida corporation, P.O. Box 111, Tampa, Florida 33601 ("Company"), receipt whereof is hereby acknowledged, has given and granted unto the Company, its successors and assigns, a perpetual easement over and the right to enter upon the land in Hillsborough County, Florida, described as follows:

See Exhibit "A" attached hereto and by reference made a part hereof ("Easement Parcel")

together with the right of ingress and egress to and from the same, and all rights therein and all privileges thereon which are or may be necessary or convenient for the full use and enjoyment of such easement, which is for the purposes of placing, constructing, operating, maintaining, repairing, replacing on and removing from the Easement Parcel, installations described as follows:

Underground lines of wires, cables, data transmission and communication facilities, supporting structures, and necessary appurtenances ("Facilities").

The aforesaid rights and privileges granted shall include the right and privilege to trim or remove any and all trees or shrubs upon the Easement Area, and the Company shall also have the right and privilege to trim or remove any and all trees or shrubs upon the Grantor's lands adjacent to Easement Area, wherever the Company may deem it necessary or desirable to do so for the protection of said installations.

The Grantor may use the Easement Area for any purpose which will not interfere or conflict in any manner with the use of the same by the Company for the purposes enumerated above and which will not endanger any person or property, except that in no event shall any improvement or structure be installed or constructed thereon, grade changed, or water impounded thereon.

With respect to underground Facilities, Grantor acknowledges that under the "Underground Facility Damage Prevention and Safety Act" (ch. 556 Fla. Stat.), that Grantor is obligated to notify "Sunshine State One-Call of Florida, Inc." of its intent to engage in excavation or demolition prior to commencing any work, and Grantor may be held responsible for costs and expenses incurred due to damage of Company's Facilities in the event Grantor fails to so notify.

The Company agrees, at the sole expense of Grantor, to relocate its Facilities, over, under and upon the Easement Parcel upon the request of Grantor, and the vacated portion of this easement being released and conveyed back to Grantor and the site of the relocated Facilities being conveyed and included in this easement grant as though it had been included ab initio.

The terms "Grantor" and "Company" herein employed shall be construed to include the words "heirs, executors, administrators and assigns" and "successors and assigns" of the respective parties hereto, wherever the context so admits

or requires. This grant of Easement constitutes the entire agreement and understanding between the parties with respect to the subject matter hereof. This grant of Easement may not be changed, altered or modified except by an instrument in writing signed by the party against whom enforcement of such change would be sought. This grant of Easement shall be binding upon the parties hereto and their respective successors and assigns.

Grantor warrants to Company that it is duly formed, validly existing and in good standing under the laws of its state of formation, and Grantor has all requisite right, power, and authority to enter into this Easement, Grantor owns the Easement Parcel, and no consent of any other person is required to render this Easement a valid and binding instrument.

IN WITNESS WHEREOF, the Grantor has executed this grant of Easement this ____ day of _____, 20____.

SIGNED, SEALED AND DELIVERED IN THE PRESENCE OF WITNESSES TO EXECUTION BY GRANTOR:

Signature of First Witness

Print Name: _____

Address: _____

Signature of Second Witness

Print Name: _____

Address: _____

STATE OF _____

COUNTY OF _____

The foregoing instrument was acknowledged before me this _____ day of _____, 20__ by _____ as _____ of THE DISTRICT BOARD OF TRUSTEES OF HILLSBOROUGH COMMUNITY COLLEGE, a public entity, on behalf of said corporation by means of ☐ physical presence or ☐ online notarization who is ☐ personally known to me or has produced _____ as identification.

Witness my hand and official seal the date aforesaid.

Notary Public, State of _____ at Large

My Commission Expires: _____

GRANTOR:
THE DISTRICT BOARD OF TRUSTEES OF THE HILLSBOROUGH COMMUNITY COLLEGE, a public entity,

By: _____

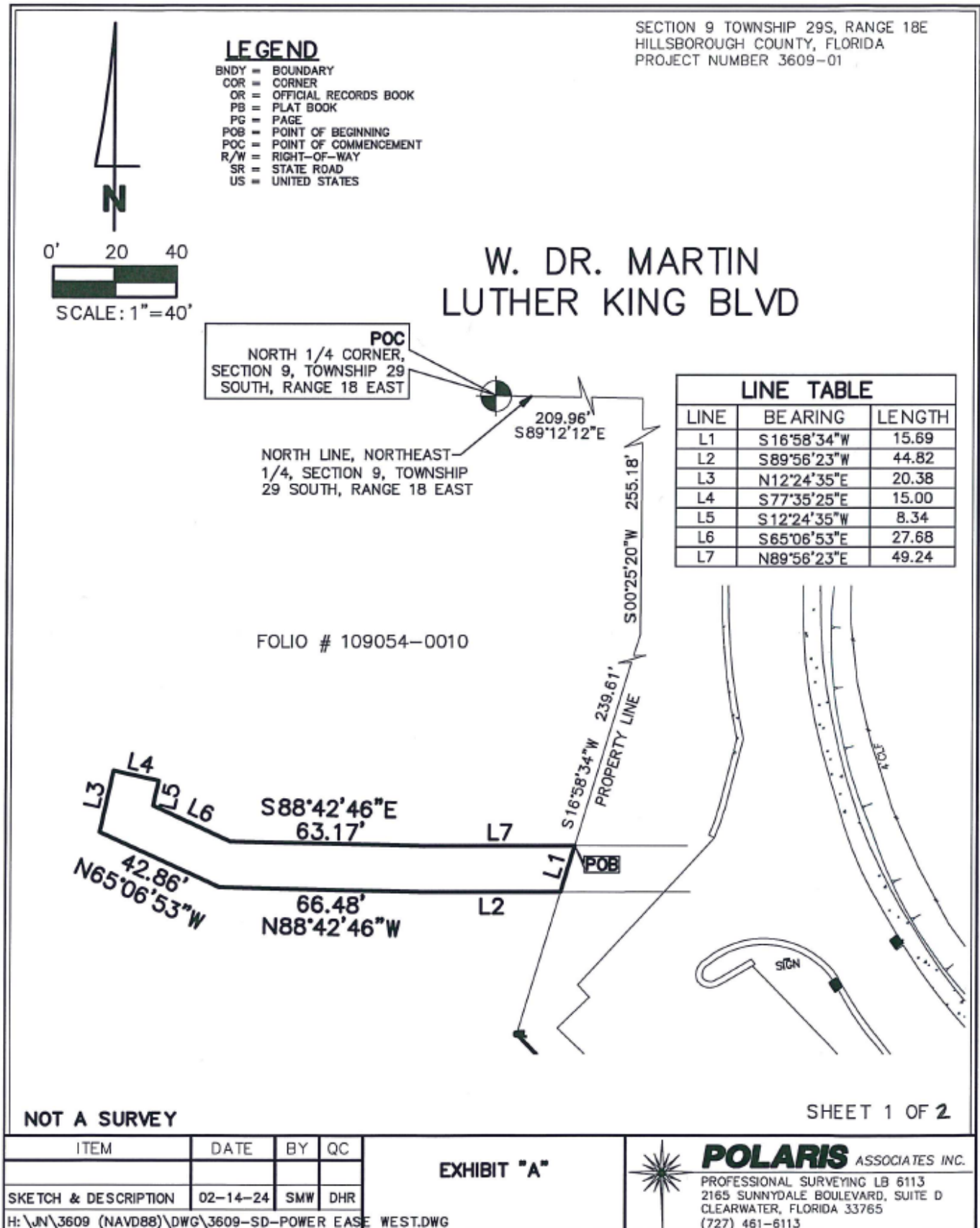
Print Name: _____

Its: _____

Address: _____

Notary: Print or Type Name

EXHIBIT "A"



DESCRIPTION

THAT PORTION OF THE NORTHEAST 1/4 OF SECTION 9, TOWNSHIP 29 SOUTH, RANGE 18 EAST, HILLSBOROUGH COUNTY, FLORIDA, BEING FURTHER DESCRIBED AS FOLLOWS:

COMMENCE AT THE NORTH 1/4 CORNER OF SAID SECTION 9; THENCE S.89°12'12"E., 209.96 FEET ALONG THE NORTH LINE OF SAID NORTHEAST 1/4; THENCE LEAVING SAID LINE, S.00°25'20"W., 255.18 FEET; THENCE S.16°58'34"W., 239.61 FEET TO THE POINT OF BEGINNING; THENCE S.16°58'34"W., 15.69 FEET; THENCE S.89°56'23"W., 44.82 FEET; THENCE N.88°42'46"W., 66.48 FEET; THENCE N.65°06'53"W., 42.86 FEET; THENCE N.12°24'35"E., 20.38 FEET; THENCE S.77°35'25"E., 15.00 FEET; THENCE S.12°24'35"W., 8.34 FEET; THENCE S.65°06'53"E., 27.68 FEET; THENCE S.88°42'46"E., 63.17 FEET; THENCE N.89°56'23"E., 49.24 FEET TO THE POINT OF BEGINNING.

CONTAINING 0.055 ACRES(2,422.283 SQUARE FEET), MORE OR LESS.

NOTES

1. BEARINGS ARE BASED ON THE NORTH LINE OF THE NORTHEAST 1/4 OF SECTION 9, TOWNSHIP 29 SOUTH, RANGE 19 EAST, SAID LINE BEING ASSUMED AS S89°12'12"E.
2. LEGAL DESCRIPTION WAS PREPARED BY POLARIS ASSOCIATES, INC.
3. RE-USE OF THIS SKETCH FOR PURPOSES OTHER THAN WHICH IT WAS INTENDED, WITHOUT WRITTEN VERIFICATION, WILL BE AT THE RE-USERS SOLE RISK AND WITHOUT LIABILITY TO THE SURVEYOR. NOTHING HEREIN SHALL BE CONSTRUED TO GIVE ANY RIGHTS OR BENEFITS TO ANYONE OTHER THAN THOSE CERTIFIED TO.
4. THIS SKETCH IS NOT INTENDED TO SHOW THE LOCATION OR EXISTENCE OF ANY JURISDICTIONAL, HAZARDOUS OR ENVIRONMENTALLY SENSITIVE AREAS.
5. THIS SKETCH WAS PREPARED WITHOUT THE BENEFIT OF AN ABSTRACT OF TITLE AND MAY BE SUBJECT TO EASEMENTS, RESTRICTIONS, RIGHTS-OF-WAY AND OTHER MATTERS OF RECORD.

CERTIFICATION

I HEREBY CERTIFY THAT THE SKETCH REPRESENTED HEREON MEETS THE STANDARDS OF PRACTICE SET FORTH BY THE FLORIDA BOARD OF PROFESSIONAL SURVEYORS AND MAPPERS IN CHAPTER 5J-17, FLORIDA ADMINISTRATIVE CODE, PURSUANT TO SECTION 472.027 FLORIDA STATUTES.



Digitally signed by Dan
Rizzuto
Date: 2024.02.14 10:52:30
-05'00'

DAN H. RIZZUTO
PROFESSIONAL LAND SURVEYOR
LS 5227 STATE OF FLORIDA

NOT A SURVEY

SHEET 2 OF 2

ITEM	DATE	BY	QC	EXHIBIT "A"	 POLARIS ASSOCIATES INC. PROFESSIONAL SURVEYING LB 6113 2165 SUNNYDALE BOULEVARD, SUITE D CLEARWATER, FLORIDA 33765 (727) 461-6113
REVISE DESCRIPTION					
SKETCH & DESCRIPTION	02-14-24	SMW	DHR		
H:\JN\3609 (NAVD88)\DWG\3609-SD-POWER EASE WEST.DWG					

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 8.02

BACKGROUND AND PERTINENT FACTS:

Each year the Colleges' Capital Improvement Program (CIP) report is submitted to the Division of Florida Colleges to be included in the Division's annual Capital Improvement Plan and Legislative Budget Request for capital projects. The report lists Renovation, Remodeling, and New Construction projects that the College plans to complete using Public Education Capital Outlay (PECO) funds during the next five years. Projects listed on the report are updated annually by the Facilities Planning & Construction Department and reviewed by Campus Presidents, District Vice Presidents, and the College President. All projects listed in the Capital Improvement Program are supported by survey recommendations contained in the College's current Five-Year Educational Plant Survey or an approved Amendment to the survey. The CIP report is due at the Division of Florida Colleges in early July each year. The College's Capital Improvement Program report for the Years 2025-26 through 2029-30 has been reviewed by Campus Presidents, District Vice Presidents and the College President and must be reviewed and approved by the Board of Trustees prior to being submitted to the Division of Florida Colleges on the due date of July 1, 2024.

ECONOMIC IMPACT:

No economic impact.

OBJECTIVE:

To obtain the approval of the College's Annual Update of the Five-Year Capital Improvement Plan for submittal to the Division of Community Colleges and inclusion in the Division's annual Capital Improvement Plan and Legislative Budget Request for capital projects.

LEGAL AUTHORITY:

SBE 6A-14.0716, FS 1001.02, FS 1001.64

RECOMMENDATION:

The President recommends the approval of the College's Annual Update of the Five-Year Capital Improvement Plan for submittal to the Division of Florida Colleges and for inclusion in the Division's annual Capital Improvement Plan and Legislative Budget Request for capital projects.

Initiator

Ben Marshall

Date

May 8, 2024

Vice President/Campus President/Director of Human Resources

Date


District President



Date

5/14/24

1-0-024(2/04)

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES	
Agenda Number: 8.03	
BACKGROUND AND PERTINENT FACTS: <p>Each year HCC performs a thorough inventory of all College assets, including those that are capitalized and depreciated (over \$5000 each) as well as those assets which have been tagged but are not capitalized (\$1000-\$5000 each). Through the annual inventory, the College has identified and itemized both types of assets that are no longer useful at HCC but are potentially worthy of donation to a qualified organization or have been traded in/returned to a vendor. Items that are not donated will be disposed of according to F.S. 274.06. The College's property records must be adjusted to reflect this action. Any previously capitalized items have been fully depreciated and are of negligible value.</p> <p>The College's property records must be adjusted to reflect this action. Any previously capitalized items have been fully depreciated and are of negligible value.</p>	
ECONOMIC IMPACT: <p>This agenda item has no budget or operational impact.</p>	
OBJECTIVE: <p>To remove these items from the College's property records.</p>	
LEGAL AUTHORITY: <p>F.S. 274.05; F.S. 1001.64; FS.1001.65;6HX-10.6.05</p>	
RECOMMENDATION: <p>The President recommends approval to adjust the College's records.</p>	
Initiator	Date
Vice President/Campus President/Director of Human Resources	Date
District President 	Date 5/14/24