

MINUTES: October 19, 2021

MEETING: NORTH FLORIDA COLLEGE
MADISON, FLORIDA

TRUSTEES PRESENT: Mr. Ricky Lyons, Chair
Mr. Billy Washington, Vice Chair
Mrs. Sharon Benoit
Mrs. Sandra Haas
Mr. David Howell
Mr. Al Williams
Mr. Mike Williams
Mr. Gary Wright

TRUSTEES ABSENT: Mr. J. Travis Coker

STAFF PRESENT: President John Grosskopf
Larry Akers
Tyler Coody
Kay Hogan
Dr. James Holland
Judy Lundell
Dani Mays
Jennifer Page
Micah Rodgers
Connor Starling, Audio/Visual Technician
Kristin Summers
Michelle Wheeler

Rob Sniffen, Board Attorney

The regular meeting was called to order at 5:30 p.m. by Chair Ricky Lyons, who asked Mr. Washington to open the meeting with a prayer and lead the pledge of allegiance.

MOTION: (M. Williams/Haas) That the District Board of Trustees adopts the agenda as presented. The motion carried by general consent.

MOTION: (Wright/Benoit) That the District Board of Trustees adopts the minutes for the September 21, 2021 regular meeting as presented. The motion carried unanimously.

PUBLIC INPUT

Chair Lyons asked for public input and the President stated that no requests were submitted.

CAREER AND WORKFORCE EDUCATION

Dr. Holland presented the following items for approval:

MOTION: (Haas/A. Williams) That the District Board of Trustees approves the agreement renewals with the following agencies: Greenleaf Center, LLC and Down Home Medical. This recommendation will ensure that the Allied Health Department of North Florida College will have adequate clinical locations to provide clinical experience for students as required. The motion carried unanimously.

ADMINISTRATIVE AND BUSINESS SERVICES

Dean Micah Rodgers presented the following items:

MOTION: (Howell/Wright) That the District Board of Trustees approves the Warrant List through September 30, 2021, as presented. The motion carried unanimously.

The Statement of Account was presented as an informational item as was the Current Funds Unrestricted Revenue and Expenditure Report. The Florida Prime account is earning 0.09% interest.

MOTION: (Haas/A. Williams) That the District Board of Trustees approves the fiscal year 2021-22 Facilities Inspection Report. This recommendation will document compliance with Florida Statutes.

Dean Rodgers offered praise for our Director of Physical Plant, Glenn Strickland for zero fire-safety violations and zero non-serious violations. Micah stated that this is an impressive accomplishment given the age of our facilities.

The motion carried unanimously.

DEVELOPMENT AND EXTERNAL AFFAIRS

Judy Lundell discussed the following from the Foundation Report for September 2021.

- Top Gun Event sponsored by Sniffen & Spellman with a donation of \$3,000 to benefit non-funded programs in Public Safety Academy. A fun time was had by all. There were 11 participants from 7:30am until about noon. One lady entered and she was amazing at the obstacle course with a running dive to hit a target. A local man won the competition.
- Attorney Sniffen interjected that the energy was positive and fun. He thought that the law enforcement officers felt genuinely appreciated. The event was meant as a pat on the back and he felt that efforts were well received. Suggested a special category for retirees at future events.
- Audit attached with no findings, has been submitted to the State

- Balance Sheet shows balance right at \$6 Million
- Fall 2021 Scholarships – 228 scholarships
- Republican Committee Scholarship with essay requirement
- John Lee Gerstmyer Memorial Scholarship Endowment
- Nurse Testing Scholarship – 19 applicants
- Last Mile Scholarship – 31 students joined in 2021

PRESIDENT'S HIGHLIGHTS

Kristin Summers presented the following for approval:

MOTION: (Washington/Haas) That the District Board of Trustees approves the following edits to current policies for October 2021 to align with SACSCOC Principles of Accreditation. The applicable SACSCOC standards have been noted at the end of each policy. The motion carried unanimously.

President Grosskopf informed the Board that SACSCOC recognized NFC's 5th year QEP (Quality Enhancement Plan) as being extraordinary. Kristin Summers and Dean Page have been invited by SACSCOC to host a number of zoom sessions where other colleges can ask them how they generated our QEP and their work will help other colleges to improve their performance. The Board expressed pride in this accomplishment and honor.

President Grosskopf provided updates on the following:

Great Colleges to Work For booklet to showcase North Florida College being named 6 years in a row. Each trustee was presented with a copy of the booklet. We are using Florida College System contract with Moore Agency to advertise this recognition to legislators through their targeted Twitter feeds.

- September and October Events:

September 22-23: Legislative meetings with Senator Bradley, Representative Clemons, and Representative Shoaf about FCS Funding Equity.

September 23: Meetings with Representative Brannen and Senator Ausley.

October 11: Met via Zoom with Representative Shoaf who was very generous with his time by giving an hour to hear about FCS Funding, NFC's legislative ask, and ideas for the future of the college. He seems personally interested in seeing the college advance.

October 20-22: NFC Staff will be attending the DOE Charter School Conference in Orlando.

- Foundation Nomination Committee needs suggestions for Suwannee County representation this year, particularly someone who is a CPA and could help donors

understand end of life and legacy giving. Next year, they will have a vacancy for representation from Hamilton County.

- Scheduling a meeting with President of Valencia and Joe Pickens, President of St. Johns River. Valencia is newly concerned about dual enrollment issues, and since they have a lot of political pull, Pickens and Grosskopf will work to communicate issues affecting FGC, NFC, and dual enrollment challenges within the State. If Valencia will take on this issue, it will help smaller colleges tremendously as their lobbying power is an army.

ATTORNEY TIME

Attorney Sniffen discussed the following:

- Parking Space Lease Agreement – incorporates suggestions made at last meeting.
 - Maximum of 20 vehicles – only hospital employees
 - Indemnification clause
 - NFC listed as an additional insured
 - \$1-\$2 million coverage and standard provisions
 - Derive revenue from rental
 - Requesting approval to present to MCMH
 - Alternately close the property with no parking allowed
 - This has not been approved by the hospital, this is first draft to present for their review with Board's approval.

President Grosskopf stated that we are not interested in profiting from this agreement, the primary reason for the agreement is to indemnify the college and for any rent collected to be simply to cover the cost of maintenance.

Mike Williams asked about how much it would cost to repair the damaged area. Glenn Strickland estimates that it will take about \$500 in materials to repair the space plus labor. Mr. Williams observed that even if no rent was charged, that the agreement would still protect the college from liability issues.

Mr. Washington suggested selling the parcel to the hospital. President Grosskopf recalled a discussion to this effect years ago when it was not agreed to by the Board. But this option could be presented if it is what the Board desires. President Grosskopf also speculated that their parking needs may change once James Madison High School vacates.

Mrs. Haas wants it to be made clear that although the College is planning to maintain the property, that this agreement does not obligate us to do so or commit us to a certain standard of care.

Intent is to keep the property and maintain it, but indemnify NFC and pass the expense of maintenance on to the hospital. The person leasing pays for the cost of the maintenance, general maintenance falls to NFC but we are not liable for injuries.

Attorney Sniffen agreed to clarify this during the negotiations.

MOTION: (M. Williams/Washington) that the District Board of Trustees approves moving forward with the attached agreement with Madison County Memorial Hospital (with the correction of capitalizing the word North in the first sentence) The motion carried unanimously.

President Grosskopf shared an invitation to the 2021 Pinning Ceremony that is to be held on Tuesday, November 16, 2021.

The President was excused for a discussion regarding his contract.

Chair Lyons presented a proposal made by the committee per the Boards direction to revise the President's contract as presented. He began by sharing the following considerations:

- Comparable salaries – number shown is still lowest in the state and falls below the statutory maximum of \$200,000 which includes salary and cash equivalent benefits. Some other colleges work around this limit by funding the President's salary with multiple sources. Attorney Sniffen stated that John has made it clear that he is not interested in doing anything to work around statute that would lack transparency.
- The next most comparable President salaries were Florida Gateway (\$240,000) and Florida Keys which are still well above this proposal.
- Even at the proposed new salary, it is still \$70,000-\$80,000 below the next closest one.
- Main Changes:
 - Changed from 2-year term to 3-year term. Still allows for removal if desired but will be a more convenient/less frequent cycle.
 - New salary amount
 - \$2,000 per month increase upon completion of doctorate degree.

Mr. Wright commented on vehicle reimbursement and would like to see what the total package is, including health benefits, vehicle, etc. Tyler Coody presented a summary of the President's current total compensation. He gave a summary of salary, cash equivalent benefits (tuition reimbursement, vehicle, and cell phone). Health Insurance is not a cash equivalent benefit because it is not taxable income– his health insurance is the same as staff, we do not pay for his family coverage.

Mr. Wright commented that even without his doctorate, our President's performance is far above others who are compensated with a much higher salary.

Attorney Sniffen noted that in Paragraph 15, where the Board can request a medical examination at any time, he added language that it would be requested and conducted in accordance with ADA requirements.

Effective date of the contract is July 1, 2021 per the Board's request to make the increase in pay retroactive. The difference will be paid in a lump sum in the next payroll.

The contract includes a provision for termination with or without cause subject to proper notice.

MOTION: (Haas/Wright) That the District Board of Trustees approves the Employment Contract with John Grosskopf as presented. The motion carried unanimously.

GOOD OF THE ORDER

Mr. Williams inquired regarding the Fitness Center and when it will be returning to normal hours of operation. Dean Hogan stated that they are short-staffed and will be extending hours once they hire a Coordinator and a Staff Assistant to assist with supervising the work-study students during longer hours.

President Grosskopf was invited back in and informed that his contract has been renewed. He expressed his gratitude for their approval.

Chair Lyons announced that next meeting will be held on Tuesday, November 16, 2021 at 5:30 p.m. in the Board Room, and it will include spouses or a guest for pre-Thanksgiving Feast. President Grosskopf mentioned that the Pinning Ceremony is on the same day at 2pm and if anyone would like to attend both events we will be happy to accommodate.

Chair Lyons declared the meeting adjourned at 6:23 p.m. and asked Mr. Mike Williams to pray before dinner.

Respectfully submitted,


John Grosskopf
President



Ricky Lyons
Chair

/mmw