

BOARD OF TRUSTEES BOARD BOOK

October 28, 2025, at 2:00 PM
Middle Keys Center, Marathon

MINUTES

CALL TO ORDER

The meeting was called to order by Chair Madok at 2:01pm.

PRESENT

Chair Kevin Madok
Trustee Mike Puto
Vice Chair Sheldon Suga (Virtually)
Trustee Richard Weinstein
Trustee Dan Leben
Trustee Alexandria Suarez

Employees in person: President Gueverra, Dr. Snyder, Dr. Gaspari, Dr. Munroe, Dr. Veldheer, H. Margiotta, Administrative Dean, Beren Lindenberg, Sr. Director, Sponsored Programs, R. Oropeza, Director, President's Office.

Student Speaker: Tinashay Cunningham

Guest: Jacelyn Gauron, Basilica High School

PLEDGE OF ALLEGIANCE

ADOPTION AND ADDITION TO THE AGENDA

Dr. Gueverra stated that he had additions to the agenda - a presentation and conferring honorary degrees. However, all these items were currently listed on the agenda.

Motion made by Trustee Puto, Seconded by Trustee Suarez.

Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

APPROVAL OF MINUTES

A. BOT Minutes 9/30/25 - Request for Approval

Motion made by Trustee Puto, Seconded by Trustee Leben.

Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

CONSENT AGENDA

1. August 2025 Disbursement Report – Request for Approval
2. August 2025 Electronic Activity – Request for Approval

Motion made by Trustee Weinstein, Seconded by Trustee Puto.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee
Leben, Trustee Suarez.

DISTRICT BOARD OF TRUSTEES

PRESIDENT

Focus on Students: Tinashay Cunningham, Dual Enrollment Student

President's Report: President Gueverra

- Dr. Gueverra informed the Board that the demolition of the "P" building is now complete.
- He shared a memo from Chancellor Hebda detailing "The Florida College System Sunshine State Debate." Each College is expected to send a team to the debate which is being held in Tallahassee President's Day weekend in February 2026. The Board was made aware of the travel challenges to and from Tallahassee. The College will do all that they can to participate.
- For informational purposes, he shared there is an approved Board Rule for President and Trustee Emeritus. The All-College Council (ACC) is working on a procedure for Employee Emeritus. The Board will be notified once it has been completed.

3. Conferral of Honorary Degree Upon First Graduates of CFK - Request for Approval

Motion made by Trustee Weinstein, Seconded by Trustee Suarez.

Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee
Leben, Trustee Suarez.

R E S O L U T I O N

The College of the Florida Keys | Board of Trustees &
President

Conferral of Honorary Degree Upon First Graduates of CFK

WHEREAS: The College's ability to fulfill both its mission and vision statements is strengthened by the contributions and exemplary professional and civic accomplishments of individuals of significant merit. In order to recognize these individuals for the positive impact they have had on the College, the President shall utilize the statutory authority granted to the position to award honorary degrees. The President, with approval of the District Board of Trustees, may confer upon such individuals an honorary degree; and

WHEREAS: the College President may award honorary degrees consistent with the degree-

granting authority given to the College by Statute; and

WHEREAS: CFK is celebrating its 60th anniversary, marking six decades of educational excellence, student achievement, and community impact; and

WHEREAS: the individuals who attended the College between 1966 and 1969 played a foundational role in shaping its legacy and mission; and

WHEREAS: the College seeks to honor these pioneering individuals through the awarding of honorary degrees as part of its 60th anniversary celebrations.

NOW THEREFORE BE IT RESOLVED:

The College is hereby authorized to award honorary degrees to individuals who graduated from The College of the Florida Keys, as it is known now, with any degree between the years 1966 and 1969. Eligible individuals shall be identified and verified by the appropriate College departments, in accordance with criteria established by the Office of the President. Honorary degrees may be presented during the College’s official commencement ceremonies scheduled for December 12, 2025, and May 8, 2026.

All honorary degree conferrals made pursuant to this resolution shall be presented to the District Board of Trustees for formal ratification.

This resolution shall take effect immediately upon its adoption.

Kevin Madok, Board of Trustees Chair

Jonathan Gueverra, Ed.D., President

Motion made by:

Voting yea:

- 4. Honorary Degree - Mario Rivera - Request for Approval

RESOLUTION

The College of the Florida Keys | Board of Trustees & President

Conferral of Honorary Degree upon Mario Rivera

WHEREAS: The College's ability to fulfill both its mission and vision statements is strengthened by the contributions and exemplary professional and civic accomplishments of individuals of significant merit. In order to recognize these individuals for the positive impact they have had on the College, the President shall utilize the statutory authority granted to the position to award honorary degrees. The President, with approval of the District Board of Trustees, may confer upon such individuals an honorary degree.

WHEREAS: The College President may award honorary degrees consistent with the degree-granting authority given to the College by Statute.

WHEREAS: The following individual having exhibited achievement worthy of being recognized by the conferral of an honorary degree by The College of the Florida Keys:

Mario Rivera graduated from Florida Keys Junior College - now known as The College of the Florida Keys - in 1969 with an Associate of Arts degree, focusing on Physical Education. He went on to earn a Bachelor of Arts from the University of South Florida. Mario began his professional journey as a high school teacher and baseball coach before transitioning into a successful career in the insurance industry. In addition to his professional accomplishments, Mario is also a published author.

NOW THEREFORE BE IT RESOLVED:

The College of the Florida Keys will confer upon Mario Rivera. the Honorary Degree of Bachelor of Science in Supervision and Management honoris causa on a date to be determined before June 30, 2026.

Passed

Kevin Madok, Board of Trustees Chair

Jonathan Gueverra, Ed.D., President

Motion made by:

Voting yea:

Motion made by Trustee Weinstein, Seconded by Trustee Leben.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

RESOLUTION

The College of the Florida Keys | Board of Trustees &
President

Conferral of Honorary Degree upon William Wickers Jr.

WHEREAS: The College's ability to fulfill both its mission and vision statements is strengthened by the contributions and exemplary professional and civic accomplishments of individuals of significant merit. In order to recognize these individuals for the positive impact they have had on the College, the President shall utilize the statutory authority granted to the position to award honorary degrees. The President, with approval of the District Board of Trustees, may confer upon such individuals an honorary degree.

WHEREAS: The College President may award honorary degrees consistent with the degree-granting authority given to the College by Statute.

WHEREAS: The following individual having exhibited achievement worthy of being recognized by the conferral of an honorary degree by The College of the Florida Keys:

William "Bill" Wickers Jr. is a lifelong resident of the Florida Keys. In 1967, he graduated with a General Transfer (A.A.) degree as part of the first graduating class of Florida Keys Junior College, the institution that would evolve into The College of the Florida Keys. A seasoned boat charter captain and experienced diver, Bill has spent much of his life on and under the waters that define the island chain, sharing his knowledge and passion for the sea with countless visitors and locals alike. His deep commitment to the Keys continues to inspire future generations.

NOW THEREFORE BE IT RESOLVED:

The College of the Florida Keys will confer upon William Wickers Jr. the Honorary Degree of Bachelor of Science in Marine Resource Management honoris causa, on December 12, 2025.

Passed

Kevin Madok, Board of Trustees Chair

Jonathan Gueverra, Ed.D., President

Motion made by:

Voting yea:

Motion made by Trustee Leben, Seconded by Trustee Puto.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

CFK Academy:

6. CFK Academy Division Report October 2025

7. 2024-2025 CFK Academy Performance Evaluation Increases - Request for Approval

Motion made by Trustee Weinstein, Seconded by Trustee Suarez.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

8. CFK Academy Financial Report August 2025 – Request for Approval

Motion made by Trustee Puto, Seconded by Trustee Suarez.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

ATTORNEY

Attorney Report - No report.

Board Rules - No board rules.

FINANCE & ADMINISTRATION

EXECUTIVE VICE PRESIDENT & CFO

9. Division Report – Dr. Brittany Snyder

Dr. Snyder shared with the Board - a major achievement for the Office of Science and Research, Dr. Patrick Rice was invited to present CFK's groundbreaking hydrokinetic energy and green hydrogen pilot project at the *Prototypes for Humanity* program in Dubai, showcasing the College's leadership in sustainable innovation and environmental stewardship.

Dr. Rice has also been asked to serve on a panel for the 50th Anniversary of Jaws to be held at the Tropic Cinema.

10. Grant Trends - Presentation by Beren Lindenberg - Board Training

Beren Lindenberg gave a presentation on the current grant trends. Between 2018 and 2025 there has been a 25% increase in awards. The College has 21 open awards and is applying for 5 more of which 3 are due this week. The College has received \$42 million in grant awards from 2018 through 2025. The College will continue to diversify the funding streams.

The College has received the Department of Education Grant Award for \$2 million of which \$425,000 will be awarded annually for Title III Award, Strengthening Institutions (SIP) Using Technology to Increase Access and Outcomes.

11. Annual IT Risk Assessment – Discussion

12. Financial Report August 2025 – Request for Approval

Motion made by Trustee Weinstein, Seconded by Trustee Puto.

Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

13. Personnel Actions - Request for Approval

New Full Time Employees:

Melissa Cherniss	10/1/2025	Coordinator, Student Success Services	\$50,914 annually
Ricardo Sanchez	10/7/2025	College Fleet Captain	\$50,310 annually

New Part-Time Employees:

Maureen Cerullo	9/29/2025	Adjunct, Nursing	\$543 per credit hour
Josh Desport	9/16/2025	Lab Assistant, Marine Engineering	\$17.50 hourly
Simone Johnson	10/1/2025	College Work Study	\$15.00 hourly
David Jones	9/16/2025	Technical Advisor, Marine Science	\$18.96 hourly
Blanca Suarez-Lara	9/29/2025	Adjunct, Nursing	\$676.00 per credit hour
Christopher Kinard	10/1/2025	College Work Study	\$15.00 hourly
Hannah Klopff	10/1/2025	College Work Study	\$15.00 hourly
Khimberly Pateno	9/16/2025	College Work Study	\$15.00 hourly
Tamiah Richardson	9/15/2025	College Work Study	\$15.00 hourly
Leah Williams-Jones	9/29/2025	Adjunct, Nursing	\$676.00 per credit hour

Additional Employees: current or returning employees, filling temporary, part-time positions:

Suzette Frey	9/16/2025	Non-credit Instructor	30.00 hourly
Suzette Frey	9/16/2025	Non-credit Instructor	35.00 hourly
Suzette Frey	9/16/2025	Non-credit Instructor	25.00 hourly
Walter Kramer	9/16/2025	Apprenticeship Instructor	50.00 hourly
Tony Campo	9/16/2025	CDL Instructor	450.00 lump sum
Tony Campo	9/16/2025	CDL Instructor	300.00 lump sum

Jesse Young	9/16/2025	IPS General Instructor	\$45.00 hourly
Jesse Young	9/16/2025	IPS High Liability	\$50.00 hourly

Separation:

Matthew Posey	Faculty, Marine Engineering	9/16/2025
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Motion made by Trustee Weinstein, Seconded by Trustee Suarez.
 Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

14. Construction Report – Information Only

As stated earlier the demolition of the "P" building has been completed. The area will be fenced off and additional parking available for Lagoon Landing residents.

Another of the College's deferred maintenance projects is underway. There is a generator being installed for Buildings B and C.

CONTRACTS

15. Toshiba Business Solutions AIMS Maintenance Contract - Request for Approval

Motion made by Trustee Puto, Seconded by Trustee Weinstein.
 Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

16. JCN Partners, Inc dba Everblue Professional Testing Services Agreement - Request for Approval

Motion made by Trustee Weinstein, Seconded by Trustee Puto.
 Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

17. The City of Key West Emergency Medical Services Student Education Affiliation Agreement - Request for Approval

Motion made by Trustee Puto, Seconded by Trustee Suarez.
 Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

INSTRUCTIONAL SERVICES

VP ACADEMIC AFFAIRS

18. Division Report - Dr. Monekka Munroe

19. 2026-2027 Academic Calendar – Request for Approval

Motion made by Trustee Suarez, Seconded by Trustee Puto.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

20. 2025-2026 DE Articulation Agreement with The Basilica School of St. Mary Star of the Sea – Request for Approval

Motion made by Trustee Suarez, Seconded by Trustee Leben.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

Jacelyn Gauron, Councilor at the Basilica School, thanked the board for accepting the MOU and is grateful for the opportunity for the high school students to be able to enroll in the dual enrollment classes that the College offers.

21. Fee Waiver for Student Paramedic Hard Copy Certificate – Request for Approval

Motion made by Trustee Puto, Seconded by Trustee Suarez.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

22. New course proposals CWE - Request for Approval

Motion made by Trustee Puto, Seconded by Trustee Suarez.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

23. New Course Proposals REC - Request for Approval

Motion made by Trustee Puto, Seconded by Trustee Suarez.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

24. Program Revision Proposal, Certificate in Marine Technology – Request for Approval

Motion made by Trustee Suarez, Seconded by Trustee Puto.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

25. Program Revision Proposal, Associate in Applied Science, Marine Engineering, Management & Seamanship – Request for Approval

Motion made by Trustee Puto, Seconded by Trustee Suarez.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

26. 2025 - 2026 College Catalog Update – Request for Approval

Motion made by Trustee Suarez, Seconded by Trustee Puto.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

ADVANCEMENT

VP ADVANCEMENT

VP Advancement Report: Marketing, Recruitment, Enrollment, Financial Aid, Student Activities and Athletics

27. Division Report – Dr. Lana Gaspari

Dr. Gaspari reminded the Board that Community Day will take place on Saturday, November 1, 2025. The 60th Anniversary historical exhibit display in the library will open to the public on Community Day.

She also invited the Board to the fundraising event at the home of Foundation Board member, Kim Fowler.

28. 2025-2026 CFK Student Handbook – Request for Approval

Motion made by Trustee Puto, Seconded by Trustee Suarez.

Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

VP Advancement Report: Foundation

29. Foundation Report - Dr. Lana Gaspari

30. Foundation DSO Audit/990 - Request for Approval

Motion made by Trustee Suarez, Seconded by Trustee Puto.

Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

ADDITIONAL DOCUMENTS

31. CFK in the News - October BOT meeting

GOOD OF THE ORDER

- The Next Board Meeting will be Tuesday, November 18, 2025, at 2:00pm. The Upper Key Center, 106040 Overseas Highway, Key Largo, FL.
- Dr. Gueverra shared with the Board that former Senator Broxson has been appointed to the Board of Governors of the State University System.

- There have been conversations at the senior level regarding the hiring of a staff person to help students and staff with growing mental health issues. There was a lengthy board discussion on the issue and potential liability for the College.
- Dr. G. will give his annual Veteran's Salute on Community Day. The Veterans being honored are CFK employees, Ed Coy and Terry Varney.
- County Mayor Scholl will present the College with a proclamation for the month of November 2025 as "The College of the Florida Keys Month."
- Motion to adjourn at 4:04pm.

Dr. Jonathan Gueverra
President/ CEO

Kevin Madok
Chair, Board of Trustees