

BOARD OF TRUSTEES BOARD BOOK

September 24, 2024 at 2:00 PM
Key West Campus, Key West

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
Trustee Richard Weinstein
Trustee Dan Leben
Trustee Alexandria Suarez

Employees in person: President Gueverra, Dr. Snyder, VP Gaspari, Dr. W. McPherson, Dr. Munroe, R. Oropeza, Director, President's Office, H. Margiotta, Administrative Dean, Dr. Medyk, Faculty, College Success, G. Darius, Assistant Director, Student Success Services and Project ACCESS.

Student Speakers: Colin David Carroll, Kaemon Fagley.

Students: Isaiah Stevens, Jesse Adamson, Joseph Rejuney.

PLEDGE OF ALLEGIANCE

ADOPTION AND ADDITION TO 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 6/25/24 - Request for Approval (July 30, 2024)

Motion made by Trustee Puto, Seconded by Trustee Suarez.

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

B. BOT Notes - 7/30/24 - Request for Approval

Motion made by Trustee Weinstein, Seconded by Vice Chair Suga.

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

C. BOT Emergency Meeting Minutes 9/3/24 - Request for Approval

Motion made by Trustee Leben, Seconded by Trustee Puto.

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

CONSENT AGENDA

1. June 2024 Electronic Activity – Request for Approval (July 30, 2024)

Motion made by Vice Chair Suga, Seconded by Trustee Leben.

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

2. July and August 2024 Electronic Activity – 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.

3. June, July, and August 2024 Disbursement Report – Request for Approval

Motion made by Vice Chair Suga, Seconded by Trustee Leben.

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

DISTRICT BOARD OF TRUSTEES

PRESIDENT

Focus on Students: Colin David Carroll and Kaemon Fagley

President's Report: President Gueverra

- Dr. Gueverra presided over the Organizational Meeting and Election of Officers:
- Nomination by Trustee Puto for Chair: Kevin Madok
- Motion made by Trustee Puto, Seconded by Trustee Suarez.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.
- Nomination by Trustee Puto for Vice Chair: Sheldon Suga
- Motion made by Trustee Puto, Seconded by Trustee Suarez.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.
- Dr. Gueverra thanked Trustee Puto for attending College Day in Marathon on behalf of CFK.
- Dr. G. discussed the policy and procedure for "emeritus" status for a Board Member and College President. This procedure will be brought to the October BOT meeting for a vote.
- Dr. G. discussed the letter he received on the Baccalaureate Program Review. He shared the report to show the value of what CFK brings to the community.

- All were reminded of the Scholarship Social that will take place this evening after the BOT meeting.

CFK Academy:

4. CFK Academy Division Report - Dr. W. McPherson
5. CFK Academy Policy Manual - Request for Approval (July 30, 2024)
Motion made by Trustee Weinstein, Seconded by Trustee Puto.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.
6. CFK School Improvement Plan - Request for Approval (July 30, 2024)
Motion made by Vice Chair Suga, Seconded by Trustee Puto.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.
7. CFK Academy Mental Health - Request for Approval (July 30, 2024)
Motion made by Trustee Weinstein, Seconded by Trustee Puto.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.
8. CFK Academy Student Handbook - Request for Approval (July 30, 2024)
Motion made by Trustee Puto, Seconded by Trustee Leben.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.
9. CFK Academy Teacher Handbook - Request for Approval (July 30, 2024)
Motion made by Vice Chair Suga, Seconded by Trustee Puto.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.
10. Info only - Consortium Teacher & School Education System Form (July 30, 2024)
11. CFK Academy Financial Report May 2024 – Request for Approval (July 30, 2024)
Motion made by Trustee Suarez, Seconded by Trustee Puto.
Voting Yea: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez.

12. CFK Academy Financial Report June 2024 – 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.

13. CFK Academy Financial Report July 2024 – 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.

14. 2023 - 2024 CFK Academy Annual Financial Audit

Trustee Weinstein asked that it be noted, he is not the Treasurer.

Motion made by Trustee Puto, Seconded by Trustee Suarez.

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

15. Certification Plan for Out of Field Teachers Notification

Motion made by Trustee Weinstein, Seconded by Trustee Puto.

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

ATTORNEY

Attorney Report - No report.

Adjourn as a Regular Board and Re-convene as a Rule Making Board

Motion made by Trustee Weinstein, Seconded by Trustee Puto.

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

Board Rules

16. BR 2.510 Direct Support Organization (DSO) Accountability - Request for Approval

Motion made by Trustee Puto, Seconded by Vice Chair Suga.

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

17. BR 5.115 Faculty Contracts - 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.

18. BR 5.433 Annual Leave Use and Accrual - Request for Approval

Motion made by Trustee Weinstein, Seconded by Trustee Leben.

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

19. BR 5.680 Termination and Notice - 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.

Adjourn as a Rule Making Board and Re-convene as a Regular Board

Motion made by Trustee Weinstein, Seconded by Trustee Puto.

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

FINANCE & ADMINISTRATION

EXECUTIVE VICE PRESIDENT & CFO

20. Division Report – Dr. Brittany Snyder

The "Gauze Cutting Ceremony" for the new Tuga Clinic will take place on Wednesday, October 9th at 5:00pm. The Rural Health Network Dental Bus will be here and available for viewing as well.

21. Personnel Actions, July 2024 - Request for Approval (July 30, 2024)

New Full Time Employees:

Jennette Alexander	July 1, 2024	Assistant Principal, CFK Academy	\$86,227.18 annually
Jasmine Jefferson	July 16, 2024	Assistant Director, Institute for Public Safety	\$58,685.00 annually

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

April Allen	May 14, 2024	Independent Study Instructor	\$260.00
April Allen	May 14, 2024	Independent Study Instructor	\$260.00
April Allen	July 16, 2024	Independent Study Instructor	\$260.00
April Allen	July 16, 2024	Independent Study Instructor	\$260.00
Anna Anglin	July 1, 2024	IPS Instructor, General	\$25.00 hourly
Anna Anglin	July 1, 2024	IPS Instructor, High Liability	\$28.00 hourly
Erica Augst	July 1, 2024	Marine Research Assistant	\$20.00 hourly
Salah Badjou	June 16, 2024	Independent Study Instructor	\$519.00
Tiffany Clavijo	June 24, 2024	Instructor, Summer Camp	\$20.00 hourly
Tiffany Clavijo	July 1, 2024	Lab Assistant, Marine Science	\$15.00 hourly
Tristan Clute	July 1, 2024	Marine Research Assistant	\$20.00 hourly
Andrea Ferrer	July 1, 2024	Adjunct, Non-Credit	\$25.00 hourly
Suzette Frey	June 16, 2024	Adjunct, Non-Credit	\$50.00 hourly
Myles Fritts	July 1, 2024	Marine Research Assistant	\$20.00 hourly

Bryan Gaitan	June 16, 2024	Adjunct, Non-Credit	\$35.00 hourly
Bryan Gaitan	July 1, 2024	Adjunct, Non-Credit	\$52.50 hourly
Lana Gaspari	June 16, 2024	Stipend, Additional Duties	\$5,000.00
Thomas Hill	June 16, 2024	Adjunct, Non-Credit	\$35.00 hourly
Cecelia Hoversen	June 16, 2024	Adjunct, Non-Credit	\$35.00 hourly
Carlos Javier	July 1, 2024	EMS Instructor	\$41.87 hourly
Lindsey Knowles	June 20, 2024	Independent Study Instructor	\$260.00
Jenee Mendez	June 16, 2024	Stipend, Additional Duties	\$1,935.00
Gurleen Mohan	July 1, 2024	Stipend, Additional Duties	\$4,655.00
Cody Moore	July 1, 2024	Tech Advisor, STEM	\$20.00 hourly
Rachel Oropeza	June 16, 2024	Stipend, Additional Duties	\$1,500.00
Brittany Snyder	June 16, 2024	Stipend, Additional Duties	\$5,000.00
Hannah Stoneman	July 1, 2024	Lab Assistant, Marine Science	\$15.00 hourly
Angelo Spadaro	July 1, 2024	Dive Safety Officer	\$250.00
Kenneth Tracy	July 1, 2024	IPS Instructor, General	\$25.00 hourly
Kenneth Tracy	July 1, 2024	IPS Instructor, High Liability	\$28.00 hourly
Terrence Varney	June 16, 2024	Independent Study Instructor	\$315.00

Promotions/Reclassifications/Transfer/Adjustments:

Promise Clark-Kimbio	Assistant Director, TADA (HR/IE)	July 1, 2024	Transfer
Richaunda Curry	Manager, Institutional Effectiveness	July 1, 2024	Transfer
Beren Lindenberg	Senior Director, Sponsored Programs	July 1, 2024	Transfer
John Rouge	Executive Director, TADA	July 1, 2024	Promotion

Separations:

Stacey Hardy	Artist in Residence	July 1, 2024	Separation
Aimee Jorgenson-Stough	Dean, Sciences and Nursing	July 3, 2024	Separation
Lovensky Oge	Accounting Analyst, Accounts Payable	June 27, 2024	Separation
Renato Varga	Administrative Assistant, Continuing Education and Testing	July 15, 2024	Separation
Jessica Wood	Director, Marine Science and Technology	July 18, 2024	Separation

Motion made by Trustee Weinstein, Seconded by Vice Chair Suga.

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

22. Personnel Actions - Request for Approval

New Full Time Employees:

David Duff	August 15, 2024	Faculty, Mathematics	\$59,904.00 annual
Caeley Flowers	August 22, 2024	Assistant Director, Student Activities	\$58,685.00 annual
Brenda Huebscher	September 12, 2024	School Counselor, CFK Academy	\$75,752.00 annual
Joanne Kertis	August 16, 2024	Coordinator, Financial Aid and Veteran Affairs	\$23.89 hourly
Kevin Patty	August 16, 2024	Manager, Maintenance and Security Operations (Key West Campus)	\$63,380.00 annual

Veronica Schramm	August 1, 2024	Coordinator, Student Support Services	\$46,585.50 annual
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New Part Time Employees:

Marco Albarran	August 15, 2024	Adjunct Instructor, Hospitality and Ecotourism	\$628.00 per credit
Stephen Balkaran	July 16, 2024	Independent Study Instructor	\$260.00
Erin Bruner	August 15, 2024	Adjunct Instructor, Nursing	\$676.00 per credit
Gary Ford	August 15, 2024	Adjunct Instructor, Accounting	\$628.00 per credit
Alyx Henry	September 6, 2024	Federal Work Study	\$15.00 hourly
Michelle Ho	August 15, 2024	Adjunct Instructor, Nursing	\$584.00 per credit
Kevin Hulse	August 15, 2024	Adjunct Instructor, EMS	\$628.00 per credit
Michelle Isambert	August 15, 2024	Adjunct Instructor, Nursing	\$628.00 per credit
Rose Littlejohn	August 15, 2024	Adjunct Instructor, Student Life Skills	\$727.00 per credit
Juliet Marin	September 6, 2024	Federal Work Study	\$15.00 hourly
Christina Moody-Maple	September 4, 2024	Adjunct Instructor, Nursing	\$628.00 per credit
Cody Puckett	August 15, 2024	Adjunct Instructor, Exceptional Student Education	\$628.00 per credit
LaQuinta Roberts	August 15, 2024	Adjunct Instructor, Nursing	\$676.00 per credit
Mark Roby	August 15, 2024	Adjunct Instructor, Nursing	\$727.00 per credit
Jodi Rolison	August 15, 2024	Adjunct Instructor, English	\$628.00 per credit
Alejandra Wardlow	August 15, 2024	Adjunct Instructor, Nursing	\$676.00 per credit
Daniel Washmuth	August 15, 2024	Adjunct Instructor, Nutrition	\$628.00 per credit
Michael Zeliff	August 15, 2024	Adjunct Instructor, Business of Diving	\$727.00 per credit

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

Erica Albury	August 1, 2024	IPS Instructor, General	\$25.00 hourly
Erica Albury	August 1, 2024	IPS Instructor, High Liability	\$28.00 hourly
Erica Albury	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Erica Albury	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
April Allen	July 16, 2024	Independent Study Instructor	\$260.00
April Allen	August 23, 2024	CFK Academy Substitute	\$201.60
Anna Anglin	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Anna Anglin	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Stephen Balkaran	August 1, 2024	Independent Study Instructor	\$260.00
Jorge Bosque	August 19, 2024	Apprenticeship Instructor	\$50.00 hourly
Jermaine Brodie	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Jermaine Brodie	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Tony Campo	June 13, 2024	Adjunct, Non-Credit	\$300.00
Tony Campo	August 5, 2024	Adjunct, Non-Credit	\$450.00
Tony Campo	August 6, 2024	Adjunct, Non-Credit	\$450.00
Tony Campo	August 7, 2024	Adjunct, Non-Credit	\$450.00
Tony Campo	August 16, 2024	Adjunct, Non-Credit	\$450.00
Scott Cator	August 19, 2024	Tech Advisor, Diving	\$18.96 hourly
Ron Clayton	August 22, 2024	Lab Assistant, Marine Engineering	\$17.50 hourly
Tiffany Clavijo	August 19, 2024	Lab Assistant, Marine Science	\$17.50 hourly
Tiffany Clavijo	August 22, 2024	Senior Specialist, STEM	\$22.12 hourly
Richaunda Curry	September 23, 2024	Engagement Administrator, UKC	\$7,916.67
Dora DeMaria	August 6, 2024	Aquatics Personnel	\$17.50 hourly
Andrea Ferrer	August 28, 2024	Adjunct, Non-Credit	\$40.00 hourly
Bryan Gaitan	August 19, 2024	Adjunct, Non-Credit	\$45.00 hourly

Ruth Gallagher	July 15, 2024	Nursing Administrator	\$70.00 hourly
Carlos Garcia	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Carlos Garcia	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Jean Goeddel	August 12, 2024	Aquatics Personnel	\$17.50 hourly
Jennifer Goldstein	August 19, 2024	Tutor	\$15.00 hourly
Jean Gonzalez	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Jean Gonzalez	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Joseph Gormley	July 16, 2024	Independent Study Instructor	\$236.00
Kieran Grealish	August 16, 2024	Deckhand, Part-Time	\$17.50 hourly
Stephen Grinsell	August 19, 2024	Tutor	\$15.00 hourly
Nerelys Guerra	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Nerelys Guerra	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Jill Herasme	August 5, 2024	Temporary Duties, Student Activities	\$30.09 hourly
Thomas Hill	August 1, 2024	IPS Instructor, General	\$25.00 hourly
Thomas Hill	August 1, 2024	IPS Instructor, High Liability	\$28.00 hourly
Thomas Hill	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Thomas Hill	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Cecelia Hoversen	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Cecelia Hoversen	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
William Howell	August 16, 2024	IPS Instructor, General	\$25.00 hourly
William Howell	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Alexandra James	August 14, 2024	Aquatics Personnel	\$17.50 hourly
Carlos Javier	August 19, 2024	EMS Instructor, Lab and Lecture	\$38.93 hourly
Carlos Javier	August 19, 2024	EMS Instructor, Clinical	\$17.50 hourly
Jasmine Jefferson	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Jasmine Jefferson	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Deron Joy	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Deron Joy	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Edward Kertis, Jr.	August 19, 2024	Boat Captain, Part-Time	\$25.00 hourly
Edward Kertis, Jr.	August 19, 2024	Deckhand, Part-Time	\$17.50 hourly
Edward Kertis, Jr.	August 19, 2024	Tech Advisor, Diving	\$18.96 hourly
Edward Kertis, Jr.	August 19, 2024	Tech Advisor, Marine Science	\$18.96 hourly
Joanne Kertis	July 29, 2024	Coordinator, Financial Aid and Veteran Affairs (training)	\$23.89 hourly
Walter Kramer	August 19, 2024	Apprenticeship Instructor	\$50.00 hourly
Diana Krekel	August 21, 2024	Adjunct, Non-Credit	\$50.00 hourly
Eric Lahti	August 19, 2024	Boat Captain, Part-Time	\$25.00 hourly
Eric Lahti	August 19, 2024	Tech Advisor, Diving	\$18.96 hourly
Anthony Loboguerrero	August 19, 2024	EMS Instructor, Lab and Lecture	\$38.93 hourly
John Lombardo	August 19, 2024	Tutor	\$15.00 hourly
Jace Lovelace	August 19, 2024	Apprenticeship Instructor	\$50.00 hourly
Anthony Margiotta	August 9, 2024	Lab Assistant, Marine Science	\$17.50 hourly
Stephen Marshall	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Stephen Marshall	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Derrick Medina	September 3, 2024	Federal Work Study	\$16.50 hourly
Jeffery Meeler	August 19, 2024	EMS Instructor, Lab and Lecture	\$38.93 hourly
Jeffery Meeler	August 19, 2024	EMS Instructor, Clinical	\$17.50 hourly
Charles Meier	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Charles Meier	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Edgard Miranda	August 19, 2024	EMS Instructor, Lab and Lecture	\$38.93 hourly
Edgard Miranda	August 19, 2024	EMS Instructor, Clinical	\$17.50 hourly
Ignacio Molina	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Ignacio Molina	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly

Ebenson Michelin	July 16, 2024	Summer Camp Instructor	\$20.00 hourly
Graham Murza	August 12, 2024	Aquatics Personnel	\$17.50 hourly
Isabella Oliverio	August 12, 2024	Aquatics Personnel	\$17.50 hourly
Kimberly Platt	August 19, 2024	Tech Advisor, Diving	\$18.96 hourly
Nicholas Revoredo	August 1, 2024	IPS Instructor, General	\$25.00 hourly
Nicholas Revoredo	August 1, 2024	IPS Instructor, High Liability	\$28.00 hourly
Justin Rivas	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Justin Rivas	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Mark Roby	July 3, 2024	Nursing Administrator	\$70.00 hourly
Candida Rodriguez	August 1, 2024	IPS Instructor, General	\$25.00 hourly
Candida Rodriguez	August 1, 2024	IPS Instructor, High Liability	\$28.00 hourly
Timothy Ruff	August 19, 2024	Apprenticeship Instructor	\$50.00 hourly
Barney Sajdak	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Barney Sajdak	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Fred Carter Sims	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Fred Carter Sims	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Skylar Saxon	August 19, 2024	Tech Advisor, Diving	\$18.96 hourly
Wayne Shannon	August 19, 2024	Apprenticeship Instructor	\$50.00 hourly
Jeffrey Snipes	August 1, 2024	IPS Instructor, General	\$25.00 hourly
Jeffrey Snipes	August 1, 2024	IPS Instructor, High Liability	\$28.00 hourly
Jeffrey Snipes	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Jeffrey Snipes	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Eric Stalter	August 19, 2024	EMS Instructor, Lab and Lecture	\$38.93 hourly
Michelle Stettner	August 23, 2024	CFK Academy Substitute	\$201.60
Hannah Stoneman	August 19, 2024	Lab Assistant, Marine Science	\$17.50 hourly
Kaitlyn Stumbar	August 19, 2024	Marine Research Assistant, GSMFC	\$18.50 hourly
Amie Szymanski	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Amie Szymanski	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Mark Tobin	August 19, 2024	Boat Captain, Part-Time	\$25.00 hourly
Mark Tobin	August 19, 2024	Deckhand, Part-Time	\$17.50 hourly
Mark Tobin	August 19, 2024	Tech Advisor, Diving	\$18.96 hourly
Mark Tobin	August 19, 2024	Tech Advisor, Marine Science	\$18.96 hourly
Alina Trueba	July 16, 2024	Engagement Administrator, UKC	\$2,083.33
Cameron Ua	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Cameron Ua	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Nancy Weiner	August 13, 2024	Aquatics Personnel	\$17.50 hourly
Frank Westerband	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Frank Westerband	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Daniel Widell	September 1, 2024	Lab Assistant, Marine Science	\$17.50 hourly
Erik Wikane	August 16, 2024	Aquatics Personnel	\$17.50 hourly
Boyd Williams	August 16, 2024	IPS Instructor, General	\$25.00 hourly
Boyd Williams	August 16, 2024	IPS Instructor, High Liability	\$28.00 hourly
Mariah Woessner	August 12, 2024	Aquatics Personnel	\$17.50 hourly

Separations:

Salah Badjou	Faculty, Engineering Technology	June 30, 2024	Separation
Shekinah Foy	Assistant Director, Student Activities	August 1, 2024	Separation
Alina Trueba	Director, Office of Academic Affairs and UKC Engagement Administrator	September 20, 2024	Separation
Michelle Walsh	Faculty, Marine Sciences	June 30, 2024	Separation

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

23. Revision to the 2024-25 Annual Salary Schedule - Request for Approval (July 30, 2024)

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

24. Annual Financial Report 2023 - 2024 – 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. Financial Report May 2024 – Request for Approval (July 30, 2024)

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

26. Financial Report June 2024 – Request for Approval

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

27. Financial Report July 2024 – Request for Approval

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

28. 2024-25 FCS Carryforward Spending Plan – Request for Approval

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

29. 2024 - 2025 Salary Schedule Revision – Request for Approval

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

30. CJK 0018 Legal / One-Time Lab Fee Waiver – 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.

CONTRACTS

31. Celebration of the Sea Foundation Memorandum of Understanding – Request for Approval (July 30, 2024)

Motion made by Vice Chair Suga, Seconded by Trustee Suarez.

Voting Nay: Chair Madok, Trustee Puto, Vice Chair Suga, Trustee Weinstein, Trustee Leben, Trustee Suarez, the roll was called, the item failed.

32. TK Elevator Corporation Modernization Proposal – Request for Approval (July 30, 2024)

Motion made by Trustee Weinstein, Seconded by Trustee Leben.

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

33. Hydrokinetic Energy Corp Memorandum of Understanding – Request for Approval (July 30, 2024)

Motion made by Trustee Leben, Seconded by Trustee Weinstein.

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

34. The CE Shop LLC Affiliate Agreement – Request for Approval

Motion made by Trustee Weinstein, Seconded by Trustee Leben.

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

35. Yamaha Marine Maintenance Certification Testing Fee Renewal Program Addendum – 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.

INSTRUCTIONAL SERVICES

VP ACADEMIC AFFAIRS

36. Division Report – Dr. Monekka Munroe

37. New Course Proposal - Request for Approval

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

38. 2025 - 2026 Academic Calendar - Request for Approval

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

39. 2024 Florida College System Affordability Report - Request for Approval

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

ADVANCEMENT

VP ADVANCEMENT

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

40. Division Report – Lana Gaspari

The Seaside Soiree will take place at The Islander on Friday, February 28, 2025.

The CFK Community Day will take place on Saturday, November 2, 2024.

The UKC Community Day will take place on Saturday, January 25, 2025.

41. 2024 - 2025 CFK Student Handbook - 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.

VP Advancement Report: Foundation

42. VP Advancement Report – Foundation

43. CFK Foundation Cash Management Account

44. Foundation DSO Audit - 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.

ADDITIONAL DOCUMENTS

45. CFK in the News- September BOT meeting

GOOD OF THE ORDER

The Next Board Meeting will be Tuesday, October 29, 2024, 2:00pm.
Upper Keys Center, 106040 Overseas Highway, Key Largo, FL.

- Dr. G. informed the Board about the upcoming 60th Anniversary Party and that he would like for all Board members to be involved.
- The EPA grant that the College has been involved in for water quality and data collection has been getting local attention. He emphasized that the College is just collecting the data and not creating or writing any policies.
- VP Gaspari discussed the Collective Bargaining Process - the Board will have a role in the next phase of the process. The Union did not accept the contract and the negotiations are ongoing. The bargaining has been taking place since March 2024. There have been 8 sessions, approximately 2/3 hours each. In June, the Union declared an impasse, and a special magistrate has been assigned for the meeting on November 21, 2024. Both sides will present their case to the magistrate. The magistrate will give his/her recommendation. If either side still says "no" then it will be presented to the Board as the legislative authority. The Board will have the final say and vote.
- It was determined that the Board will meet for an "Executive Closed Session" on Tuesday, October 29th at 1:00pm, prior to the regular Board meeting.
- Trustee Leben stated that he was very impressed with the students' presentation today.

BOT Meeting Dates & Locations for 2024/2025

2024

October 29, 2024 - Upper Keys Center

November 19, 2024 - Middle Keys Center

December 2024 - No Meeting

2025

January 28, 2025 - Upper Keys Center

February 25, 2025 - Key West Campus

March 2025 - No Meeting

April 29, 2025 - Middle Keys Center

May 20, 2025 - Key West Campus, Budget Workshop & Meeting

June 24, 2025 - Upper Keys Center

July 29, 2025 - Middle Keys Center, Organizational Meeting

Motion to adjourn at 3:44pm.

Dr. Jonathan Gueverra
President/ CEO

Kevin Madok
Chair, Board of Trustees