



DISTRICT BOARD OF TRUSTEES SPECIAL BOARD MEETING

**JANUARY 18, 2023
12:00 PM**

**LOCATION:
DALE MABRY CAMPUS
4001 TAMPA BAY BLVD., STUDENT SERVICES 108
TAMPA, FL 33614**

**PUBLIC ACCESS:
VIA ZOOM**

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**HILLSBOROUGH COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES
SPECIAL BOARD MEETING
WEDNESDAY, JANUARY 18, 2023 – 12:00 P.M.
DALE MABRY CAMPUS
4001 TAMPA BAY BLVD.
STUDENT SERVICES BLDG., ROOM 108
TAMPA, FL 33614**

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Page No.

1.0 GENERAL FUNCTIONS

- 1.01 Call to Order
- 1.02 Invocation
- 1.03 Pledge of Allegiance
- 1.04 Roll Call

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 recommends approval of the Memorandum of Understanding concerning salary increases for 2022-23 academic year (submitted herein for your review). 5
- 5.02 The President recommends approval of the Memorandum of Understanding concerning Rank and Promotion (submitted herein for your review). 8

5.03 The President recommends approval of post-tenured faculty to remain on continuing contracts (submitted herein for your review).

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6.0 EDUCATIONAL PROGRAMS & STUDENT SERVICES

7.0 INSTITUTIONAL SERVICES

8.0 FINANCIAL SERVICES

9.0 ADMINISTRATIVE REPORT

10.0 LEGAL REPORT

11.0 HEARING OF BOARD MEMBERS

12.0 ADJOURNMENT

Section 1

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Section 5

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 5.01

BACKGROUND AND PERTINENT FACTS:

The College and the faculty started negotiating a new Collective Bargaining Agreement in April 2022. Currently, bargaining is at impasse; however, both groups have agreed on an MOU for the 2022-23 year that provides for the following:

1. Grants faculty a one-step salary increase for the 2022-23 academic year. This payment will be retroactive to the beginning of the academic year, August 11, 2022.
2. Faculty at the top of the pay scale will receive one-time payments equivalent to one or two steps depending on their current length of service.
3. The overload rate for full-time faculty will increase from \$75 to \$76 per point, effective at the beginning of the Spring semester, January 5, 2023.

This will remove these items from the impasse proceedings.

The MOU was ratified by the faculty.

ECONOMIC IMPACT:

Approximately \$450,000 which is included in the College's budget.

OBJECTIVE:


To approve the MOU granting the increases.

LEGAL AUTHORITY:

F.S. 1001.64; 1001.65

RECOMMENDATION:

The President recommends approval of the Memorandum of Understanding concerning salary increases for 2022-23 academic year (attached).

Initiator	Date
Vice President/ President/Exec Dir of Human Resources Kristen Smuder	Date 01/12/23
District President 	Date 01/12/23

1-0-024 (2/04)

Memorandum of Understanding
between
FUSA and Hillsborough Community College

This Memorandum of Understanding (MOU) is entered into by and between the District Board of Trustees of Hillsborough Community College and FUSA.

WHEREAS, the parties have been engaged in good faith collective bargaining for a new successor contract, but are currently at impasse over various articles, which are to be resolved by a Special Magistrate pursuant to Chapter 447, Florida Statutes; and

WHEREAS, the parties have reached certain agreements regarding certain economic terms, which cannot otherwise be implemented due to the pending impasse proceeding; and

WHEREAS, the parties recognize the importance of granting salary increases in a timely manner to the extent agreed upon and to avoid the delay in implementation due to the pending impasse.

The Parties agree as follows:

1. The College agrees to award an additional step and pay faculty a one-step salary increase for 2022-2023, retroactive to the beginning of the 2022-2023 academic year, for all faculty in a full-time tenure track position for the 2021-2022 academic year. Faculty must have started before January 1, 2022 to be eligible.
 - a. Faculty whose current basic year salary exceeds the salary for the step into which they are placed will retain their current salary.
 - b. Faculty with less than 35 years of service and who are 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. Faculty 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.
2. The College agrees to increase the overload rate from \$75 per point to \$76 per point effective January 5, 2023.
3. Both increases, as outlined in 1 and 2 above, will be paid after ratification by the Union and approval by the Board of Trustees. If this MOU is not ratified by either party, the increases shall not go into effect, subject to further bargaining.
4. The Parties agree that as a result of this MOU, these terms for 2022-2023 shall be considered to be tentative agreements and both items will be removed from consideration of issues to be resolved in the impending impasse proceedings.
5. This Agreement shall not be considered as a past practice for purposes of bargaining for future contracts.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their
duty authorized representatives on this 12 day of January, 2023.

HILLSBOROUGH COMMUNITY COLLEGE

Chair, Board of Trustees

President

FACULTY UNITED SERVICE ASSOCIATION – UNITED FACULTY OF FLORIDA

Sheryl Lippel

President

Richard F. Gerson

Chief Negotiator

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 5.02

BACKGROUND AND PERTINENT FACTS:

Under the Collective Bargaining Agreement between HCC and FUSA, Faculty are allowed to apply for rank and promotion to Associate Professor and then Professor. To clarify the process for Faculty who are eligible to apply for rank and promotion for the 2022-23 year, the College and FUSA are proposing an MOU with the following:

1. Faculty who earned tenure in 2018 are in their tenth year of service to the college and are eligible to apply for Rank and Promotion.
2. Faculty who earned tenure in 2018 were not scheduled for their post tenure review in 2023, thereby negating their eligibility to apply for Rank and Promotion.
3. Post tenure review is a requirement to apply for Rank and Promotion.
4. Allowing faculty who earned tenure in 2018 to complete their post tenure review this year which will allow them to be eligible to apply for Rank and Promotion in their tenth year of service.

The MOU has been ratified by the faculty.

ECONOMIC IMPACT:

There is no significant cost to making this clarification.

OBJECTIVE:


To approve the MOU clarifying who is eligible to apply for rank and promotion.

LEGAL AUTHORITY:

F.S. 1001.64; 1001.65

RECOMMENDATION:

The President recommends approval of the Memorandum of Understanding concerning Rank and Promotion (attached).

Initiator	Date
Vice President/ President/Exec Dir of Human Resources Kristen Smuder	Date 01/12/23
District President 	Date 01/12/23

1-0-024 (2/04)



Memorandum of Understanding

November 29, 2022

In order to honor the intent of rank and promotion in the tenth year, FUSA and the Administration have agreed to allow any interested Spring 2018 tenure recipients the ability to submit post-tenure review documentation outside of the prescribed calendar.

Except as specifically provided below, the terms and conditions outlined in this MOU shall supersede any other College practice or policy through the Spring 2023 term only. In the event of a conflict, this MOU will govern over the current FUSA Agreement.

Faculty who earned tenure in Spring of 2018 have until December 12, 2022 to submit their post tenure review documentation for consideration for Rank and Promotion.

This onetime exception to the contract will be from Article 9.3.A:

9.3 Post-Tenure/Continuing Contract Award Review

Post-Tenure consists of a peer review by the Campus Tenure Committee and a review by the Administration.

A. Campus Tenure Committee Review

For a faculty member on continuing contract (tenure), a peer review will be conducted every five years following the award of continuing contract. This review will be conducted by the Campus Tenure Committees. All members of the committee must be tenured and on continuing contract. The faculty members will provide copies of the appropriate Faculty Evaluation Performance Review forms as described in 9.1.B.3.A., Student Feedback Survey reports, and the End of Year Verification forms for the previous four (4) years. The Administration will ensure the Student Feedback Surveys and the appropriate Faculty Evaluation Performance Review forms are available.

The committee members will review the forms provided to them by the faculty member. The committee members shall use four years on an amended Post-Tenure checklist (Appendix V) to verify that since the award of a continuing contract, or his last Post-Tenure Review, the faculty member has continued satisfactory professional performance of all faculty duties as well as continued contributions in the following areas:

1. Participation in professional development activities as specified in Article 9.2 and;
2. Service and/or contributions to department, College, and community

The Campus Tenure Committee will communicate its recommendation to the supervising Dean and the Campus President in writing.

The signed Post-Tenure form will be returned to the supervising Dean by the Chairperson, with a copy provided to the faculty member.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their duly authorized representatives on this 12 day of January, 2023.

HILLSBOROUGH COMMUNITY COLLEGE

Chair, Board of Trustees

President

FACULTY UNITED SERVICE ASSOCIATION – UNITED FACULTY OF FLORIDA

Sheryl Lippel
President

Richard F. Gerson
Chief Negotiator

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 5.03

BACKGROUND AND PERTINENT FACTS:

In order to contribute to the continual growth and development of faculty, Faculty under a continuing contract have periodic post-award performance reviews. SBE Rule 6A-14.0411 provides for continuing contracts to community college personnel upon recommendation of the President. In accordance with the HCC/FUSA Agreement, Article 9.4, Post-Tenure/Continuing Contracts Reward Review, the Campus Tenure Committees, the Deans, and the Campus Presidents reviewed documentation to support that these faculty remain on continuing contracts. Based on further review of coursework and activities, the President recommends that the faculty listed below remain on continuing contracts.

ECONOMIC IMPACT:

None anticipated.

OBJECTIVE:

To allow the following post-tenured faculty to remain on continuing contracts effective the 2023-2024 academic year.

LEGAL AUTHORITY:

SBE Rule 6A-14.0411
SBE Rule 6A-14.002(1)
FS 1012.83

RECOMMENDATION:

The President recommends that the Board approve that the following post-tenured faculty remain on continuing contracts:

Bruce Bondurant, Chemistry, DM
Dexter Brock, Reading, YB
Lorenzo Carswell, Reading, YB
Tametryce Collins, Psychology, BR
Patrick Cureton, Math, YB
Leslie Eckstein, EAP, YB

Timothy Griffin, Accounting, YB
Carrie Hall, Diagnostic Sonography, DM
Gregory Henderson, Math, DM
Sharon Henderson, Nursing, DM
James Leake, Computer Science, DM
Jenifer Paquette, English, DM

Joan Rogers, Computer Science, BR
Mary Seguiti, Opticianry, DM
Janet Sibol, Math, DM
Alex Tavares, Humanities, DM
Terry Varvil, Math, YB
Kara Williamson, History, PC

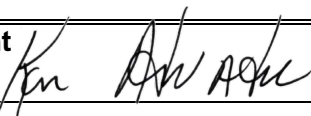
Initiator
Richard Senker

Date
1/17/23

**Vice President/Campus President/Director of
Human Resources**

Date

District President



Date
1/17/23

1-0-024(2/04)

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