

**HILLSBOROUGH COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES
BOARD MEETING
WEDNESDAY, FEBRUARY 24, 2021 – 4:00 P.M.
DR. GWENDOLYN W. STEPHENSON DISTRICT
ADMINISTRATION CENTER – BOARD ROOM
MINUTES**

1.0 GENERAL FUNCTIONS

1.01 Call to Order

1.01.01 Due to the COVID-19 virus, this meeting was also held by Zoom video conferencing due to social distancing limitations. The public was reminded that questions or comments could be submitted to the Trustees' email address at any time during the meeting.

1.02 Invocation

1.02.01 Mr. Reid asked that we keep the family of Mary Ann Ratliff in our thoughts. During her tenure as the Educator Preparation Institute Coordinator, Mary Ann touched the lives of over 1,500 HCC graduates. She passed away this weekend.

1.03 Pledge of Allegiance

1.04 Roll Call

The following Trustees were in attendance:

- Randall Reid
- Chip Diehl
- Nancy Watkins
- Greg Celestan
- Brian Lametto
- Bruce Wills

1.04.01 Mr. Reid read the following Resolution of Appreciation:

***“WHEREAS**, Ms. Dipa Shah, was appointed by Governor Rick Scott in 2015, and has served on the District Board of Trustees for Hillsborough Community College for six (6) years; and*

***WHEREAS**, Ms. Shah maintained a district-wide perspective as the Chair and as a member of the Board of Trustees, while representing Hillsborough County with honor and distinction; and*

WHEREAS, as a member of the Board of Trustees, Ms. Shah served as the HCC Labor Liaison for the years 2015, 2018-2019; and

WHEREAS, as a member of the Board of Trustees, Ms. Shah served as the Liaison for the HCC Foundation in 2020; and

WHEREAS, Ms. Shah has been an advocate for equal and fair treatment to all faculty, staff and students of the Hillsborough Community College District; and

WHEREAS, as a respected and established business person, Ms. Shah provided guidance and counsel to HCC in policy-making decisions for the institution; and

WHEREAS, Ms. Shah oversaw the disposition of HCC's Davis Island property, and both the Cockroach Bay and English Creek Environmental Center; and

WHEREAS, Ms. Shah oversaw the continued development of the College's Dale Mabry Campus, to include the new Allied Health Building and the new District Administrative Building; and

WHEREAS, as Chair of the Board of Trustees, Ms. Shah promoted economic development opportunities for the College; and

WHEREAS, Ms. Shah assisted HCC overall with our federal funding efforts and for targeted initiatives on local, state and national levels; and

WHEREAS, Ms. Shah dedicated her time and experience to improve the HCC experience for our students, all members of the HCC family and for the residents of the Hillsborough County community overall; and

WHEREAS, Ms. Shah represented the College with enthusiasm and distinction to the Hillsborough County community, the State Legislature, the Association of Florida Colleges (AFC), and the Association of Community College Trustees (ACCT); and

WHEREAS, as a member of and Chair of the Board of Trustees, Ms. Shah provided leadership for expanded efforts to broaden HCC's outreach to attract students with new educational programs and training opportunities including support for increased distance-learning courses.

NOW THEREFORE BE IT RESOLVED that the District Board of Trustees of Hillsborough Community College extends the recognition and appreciation of the Board, students, faculty, staff and the administration of the district for her distinguished service as Board Chair, and thank her for her time and devotion to the betterment of the College, this 24th day of February, 2021.

This Resolution shall take effect immediately and shall be recorded in the minutes of the Board of Trustees."

1.04.02 Mr. Reid read the following Resolution of Appreciation:

“WHEREAS, Ms. Betty Viamontes, was appointed by Governor Rick Scott in 2015, and has served on the District Board of Trustees for Hillsborough Community College for five (5) years; and

WHEREAS, Ms. Viamontes maintained a district-wide perspective as the Chair and as a member of the Board of Trustees, while representing Hillsborough County with honor and distinction; and

WHEREAS, as a member of the Board of Trustees, Ms. Viamontes served as the HCC Labor Liaison for the years 2017-2018 and 2020; and

WHEREAS, Ms. Viamontes has been an advocate for equal and fair treatment to all faculty, staff and students of the Hillsborough Community College District; and

WHEREAS, as a respected and established business person, Ms. Viamontes provided guidance and counsel to HCC in policy-making decisions for the institution and in particular to the institution’s financial statements and processes; and

WHEREAS, Ms. Viamontes oversaw the disposition of HCC’s Davis Island property, and both the Cockroach Bay and English Creek Environmental Center; and

WHEREAS, Ms. Viamontes oversaw the continued development of the College’s Dale Mabry Campus, to include the new Allied Health Building and the new District Administrative Building and Environmental Services; and

WHEREAS, as Chair of the Board of Trustees, Ms. Viamontes promoted economic development opportunities for the College; and

WHEREAS, Ms. Viamontes assisted HCC overall with our federal funding efforts and for targeted initiatives on local, state and national levels; and

WHEREAS, Ms. Viamontes dedicated her time and experience to improve the HCC experience for our students, all members of the HCC family and for the residents of the Hillsborough County community overall; and

WHEREAS, Ms. Viamontes represented the College with enthusiasm and distinction to the Hillsborough County community, the State Legislature, the Association of Florida Colleges (AFC), and the Association of Community College Trustees (ACCT); and

WHEREAS, as a member of and Chair of the Board of Trustees, Ms. Viamontes provided leadership for expanded efforts to broaden HCC’s outreach to attract students with new educational programs and training opportunities including support for increased distance-learning courses.

NOW THEREFORE BE IT RESOLVED that the District Board of Trustees of Hillsborough Community College extends the recognition and appreciation of the Board, students, faculty, staff and the administration of the district for her

distinguished service as Board Chair, and thank her for her time and devotion to the betterment of the College, this 24th day of February, 2021.

This Resolution shall take effect immediately and shall be recorded in the minutes of the Board of Trustees.”

1.05 Welcome to Guests, Faculty and Staff Members

1.06 Foundation Report

1.06.01 Mr. Steve Shear, Executive Director of the HCC Foundation, introduced the current Foundation Board Chair Ms. Louise Elrod, Vice President for Business Development at Charles Perry Partners. Ms. Elrod provided several 2020-2021 highlights including the annual fishing tournament, the status of the campus food pantries and the annual golf tournament.

1.06.02 The Foundation Report was sent to the Board under separate cover. A summary of activities during the month of January included:

- \$596K in Scholarships awarded;
- \$1.75M YTD in Net Gains on Investments;
- \$1.64M YTD in Total Revenue; and
- \$14.55M in Ending Net Assets.

1.06.03 Over \$65K in FUSE scholarships were awarded for spring term from funds donated by The Helios Foundation and the US Ameribank Foundation. We have awarded over \$400K in scholarships in just two (2) years.

1.06.04 The Board Governance Committee is seeking nominations to the Board for 2021-2022. There are currently six (6) seats open. The committee is seeking nominees from industries where we currently do not have representation.

1.06.05 A summary of activities and donations received in January totaled \$21,500. Donors included:

- *Krewe of Sant' Yago Education Foundation, Inc.*
- *Anonymous*
- *Brown & Brown Insurance of Florida, Inc., Pinellas Division*
- *National Philanthropic Trust*
- *Florida Veterinary Medical Association Foundation, Inc.*
- *James F. Perry*

1.07 Faculty, Staff and Student Recognitions

Mr. Shear stated that Faculty, Staff and Student Recognitions will be included at the March 24, 2021 Board meeting.

- 1.08 The Chairman recommended adoption of the agenda, all revisions to the agenda and approval of all agenda items marked “**Consent**”.

Trustee Watkins made a motion of approval as amended, seconded by Trustee Diehl. After due discussion and consideration, approval was given by aye vote of all members present.

- 1.09 The President recommended approval of the **January 26, 2021 Board Meeting Minutes**.

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

2.0 HEARING OF STUDENTS

3.0 HEARING OF CITIZENS

- 3.01 Mr. Javan Frinks, SEIU for Adjunct Faculty, addressed the Board regarding the need for sick leave.

- 3.02 Mr. Ray Higginbotham, SEIU Representative, submitted the following statement:
“I am a member of the SEIU representing Adjuncts at HCC. I am writing this in support of the Board directing their bargaining team to come to some agreement with the Adjuncts Union. It is my understanding that the Adjuncts Union wants very much to work with HCC to come to reasonable agreement with the unions demands.

Specifically the Union is demanding that Sick Leave be extended to adjuncts. We believe that sick leave is not a "Benefit" but a basic of a good workplace. It would also be consistent with the policy of HCC that Faculty and Students not come to campus while sick.

Contemporary adjuncts no longer fit the previous stereotype of working professionals teaching on the side. Adjuncts these days teach on a full time basis , sometimes between 2 or 3 campuses. It is their livelihood. There is really no such thing as a part time professor because the assignments must go on. Without sick leave a system of work without pay is created because the class must continue. The expectation of an adjunct is the same as a full time tenured professor when it comes to teaching their classes. Adjunct are already paid on an hourly basis which is below the minimum wage. I'm sure that none of you , if you have or run a business , would run it with Masters and PHD holding employees working for less than minimum wage work to side by side with employees sometimes less qualified making 4-5 times their wage. We just feel that sick leave is a basic feature and right in the workplace that serves to protect faculty, the administration, and students.

The members believe that the Board has the power to make changes in this area and it needs to change the dynamics of bargaining and finalize a contract with the adjuncts. Please consider these demands and act to enter into good faith negotiations with the union. Thank you for your consideration in these matters.

Dr. Atwater advised a response was sent to Mr. Higginbotham.

4.0 HEARING OF FACULTY AND STAFF

- 4.01 Dr. Sally Bartlett thanked the Board for offering loaner laptops for adjunct faculty as well as the opportunity to receive the COVID vaccine through HCC. She also addressed the Board regarding the need for sick leave, job security and digital signatures for adjuncts.
- 4.02 Mr. Larry Bush, Adjunct Faculty at the Dale Mabry Campus, submitted the following statement: *“The adjuncts at HCC need sick leave pay to be effective employees. If full-time employees receive a leave allowance, adjuncts need a similar allowance to maintain an effective professional work force. It also helps ensure the safety of students from contagion in that instructors will not feel compelled to work when they are ill. In a flier posted on its bathroom doors, HCC encourages its students to stay home if they do not feel well. It would make sense for the college to do the same for all of its workers as well.”*
- 4.03 Mr. Iman Daadoush, Adjunct Faculty at the Ybor City Campus, submitted the following statement: *“I would like to start by extending my thanks to the respected Board of Trustee members for their commitment and service to our community and our institution.*

My name is Iman Daadoush and I’ve been an adjunct instructor at the EAP Department of Ybor City since 2012. I’m committed and dedicated to providing my students with the best quality education, and I’m positive that with your help to achieve our demands, this will enable us to better reach out goals. Therefore, we wish to come to an agreement with HCCs bargaining team.

I would like to state that as an adjunct professor myself, we are typically doing the work load of a full time professional. We have the same qualifications and many have much more experience in the field, yet we get paid by the hour and do not have any of the benefits full time instructors do. As professionals and educators, we work hard for our students and college and our hard work has earned many of us a great reputation as professors. Nonetheless, we get paid by the hour; which adds up to less than minimum wage and salary a month. For example, this semester, I was only given one class. I’m working very hard to prepare the materials, to teach live twice a week via Zoom, to be available for office hours, and to grade all the work submitted, yet, my bi-weekly paycheck is \$199.

Around mid-January, I tested positive for Covid and instead of resting to get better, I had to pull myself to teach my Grammar 1 class putting my health at risk and feeling worse after each class. My throat, cough, breathing and chest were all impacted following each Zoom meeting for over a period of two weeks. I couldn't afford to ask for a sub as that would disproportionately impact my paycheck. Clearly, the lack of sick leave puts students, faculty and staff at risk and creates a system of work without pay. Just as HCCs policy for full time faculty and students is to stay off campus when sick, this should also be a policy that includes us adjuncts without having our paychecks suffer direly.

As adjuncts, we demand the same positive outcomes for students and the college and we are positive that the Board of Trustee has the power to change the dynamics of bargaining so that we may reach an agreement in regards to our basic right; sick leave.”

- 4.04 Mr. Kenneth Kwo, Adjunct Faculty at the Ybor City Campus, submitted the following statement: *“Thank you for all the work you do, especially during these difficult times. As an adjunct teacher for HCC Ybor City Campus and a union member of the local branch of the American Federation of Musicians, It seems to me that when a group of individuals feel the need to unionize, then those employees feel undervalued, devalued and/or unheard. I encourage the Board to bargain in good faith during all and any contract negotiation with SEIU.*

I am aware that educational institutions nationally are operating under tighter and tighter budgets. The fact that there are so many adjuncts is testament to the essential services adjuncts provide institutions. Professionalism and high standards are expected from adjuncts; employers should ensure that their employees have the support and good working conditions under which they can perform their duties.

Sick leave during a pandemic should be applied equally to all members of the HCC community. Sick leave should be extended to adjuncts; it is not a “benefit” but a basic feature of the workplace, it is consistent with the college’s policy for full time faculty/staff, and students who are told do not come to campus sick. That it is a point of contention in these times seems ridiculous and unnecessary.

I hear that attempts to negotiate contracts with the board have been dismissed. I encourage the Board of Trustees to be open to talks. Together, both parties can achieve continued success for HCC.”

- 4.05 Mr. Robert Silverman, Adjunct Faculty at the Dale Mabry Campus, submitted the following statement: *“My name is Robert Silverman and I have been teaching as an HCC adjunct faculty member for ten years. I appreciate the significant contributions that you and our administration make to our students and community.*

Your adjunct faculty serves a critical role as a flexible resource, and we understand this. However, currently this translates into policies that are less than optimal or unfair, such as: no sick leave; no participation in textbook selection; and a one-sided perspective of job security in which adjuncts make commitments to HCC in return for virtually none in return.

There are many low-cost and no-cost options for better treatment of adjuncts that can greatly benefit our college. I urge the board to pass along to the administration the idea of keeping an open mind when negotiating. Currently, it seems that the administration feels that every negotiating point of the adjunct's union is some kind of trick and that any proposed change must immediately be viewed as a threat rather than considered as a possible improvement.

Your adjunct faculty is dedicated to this institution, and the members are incredibly talented. We deserve the trust and respect of the board and administration. We can do so much more if allowed. I urge the board to advise the administration that you are open to new ideas from the adjunct faculty that make sense for the institution and exhibit mutual respect.”

- 4.06 Mr. Greg Popovich, Adjunct Faculty at the Dale Mabry Campus, submitted the following statement: *“My name is Greg Popovich, and I am an adjunct chemistry professor for the Dale Mabry Campus. Two years ago, I underwent hernia surgery and was advised to take two weeks off to recuperate. But, I have no sick leave. So, my wife had to drive me to the Dale Mabry campus two days after surgery was performed for me to teach a class and avoid having my pay docked.*

On March 10 of this year, I have prostate cancer surgery scheduled and will not have that same luxury. Although I have delayed the surgery to diminish my time off by scheduling it during the spring break, I will still need to have a substitute take over my class and forfeit the pay for those days that I miss.

I have worked for Hillsborough Community College for 7 years and in that time, this will be the first time I have missed a class. It is a source of great pride to be present to teach the students at HCC. Loyalty needs to be supported not punished. Please support our loyalty to you.”

- 4.07 Mr. Rene Ramirez, Adjunct Faculty at the Ybor City Campus, submitted the following statement: *“Thank you board of trustees for hearing my concerns and the goals of the adjunct faculty. I am very committed and passionate about teaching HCC students and enjoy working here as I have for the past 14 years. The adjuncts union would like to come to an agreement with HCC's bargaining team and end the current round of negotiations which have gone on for more than a year.*

First, I am not a retired professional nor teaching part time as a hobby, I am a full-time academic and having served HCC for more than a decade. I want to be seen as part of the school. Second, I want to state that not having sick leave puts the students, faculty, and staff at risk because I often choose to go to work while sick unless it is severe. Moreover, I cannot stay home because I will not earn enough to pay my bills, I am sure that full time professors and administrators would not like to work making less than \$15 an hour as we do. This current system leads to work without pay because if I must take a day off the curriculum and assignments must still be completed. Finally, I want to say that adjuncts want the same outcomes for students and the college as everyone else. You have the power to change the dynamics of bargaining, so we can finalize the contract. Please keep in mind, sick leave is not a special benefit; it is a basic part of the workplace that protects faculty, administration, and students. Why not include us as well?”

Dr. Atwater advised that a response was sent to each Adjunct.

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.

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

- 5.02 The President recommended approval of **part-time faculty and staff employment** recommendations for Term 21/SP. Each part-time employee will be compensated in accordance with the Board-approved Salary Schedule.

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

- 5.03 The President recommended acknowledgment of **employment separations**.

Trustee Watkins made a motion of approval, seconded by Trustee Diehl. 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, course modifications, new programs, program modifications** and the **program moratorium** to be effective Fall 2021, unless otherwise noted.

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

- 6.02 The President approval of the **new course fees** to be effective Fall 2021, unless otherwise noted.

Trustee Celestan made a motion of approval, seconded by Trustee Watkins. 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 approval of the **December 2020 Financial Statements**.

Trustee Celestan made a motion of approval, 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 Dr. Atwater briefed the Board on the request made by the Onicx Group to lease land at the Dale Mabry Campus. Dr. Atwater previously spoke to Board members individually and all Board members were in agreement that the land not be leased. Trustee Watkins added that this lease was not compatible with HCC's mission. She also reiterated for the record that Dr. Atwater spoke to each Board member individually and there was no group discussion or vote.

10.0 LEGAL REPORT

11.0 HEARING OF BOARD MEMBERS

- 11.01 Trustee Diehl thanked Mrs. Shah and Mrs. Viamontes and wished them well.

12.0 ADJOURNMENT

There being no further business, the meeting adjourned at 4:43 p.m.