

# DISTRICT BOARD OF TRUSTEES BOARD MEETING

JUNE 22, 2022 4:00 PM

# LOCATION:

DR. GWENDOLYN W. STEPHENSON DISTRICT ADMINISTRATION CENTER BOARD ROOM 39 COLUMBIA DRIVE

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# HILLSBOROUGH COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES BOARD MEETING WEDNESDAY, JUNE 22, 2022 – 4:00 P.M. DR. GWENDOLYN W. STEPHENSON DISTRICT ADMINISTRATION CENTER – BOARD ROOM 39 COLUMBIA DRIVE

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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
- 1.05 Welcome to Guests and Staff Members
- 1.06 Foundation Report
- 1.07 Faculty and Staff Recognitions
- 1.08 The Chairman recommends adoption of the Agenda, all revisions to the Agenda and approval of all agenda items marked "**Consent**".
- 1.09 The President recommends approval of the **May 25, 2022 Board Meeting** 5 **minutes** (submitted herein for your review).

# 2.0 HEARING OF STUDENTS

# 3.0 HEARING OF CITIZENS

# 4.0 HEARING OF FACULTY AND STAFF

# 5.0 HUMAN RESOURCES

The President recommends approval of individuals for <b>full-time employment</b> . Each full-time employee will be compensated in accordance with the Board-approved Salary Schedule (submitted herein for your review).	13
The President recommends approval of individuals for <b>part-time employment</b> during Term 22/SU. Each part-time employee will be compensated in accordance with the Board-approved Salary Schedule (submitted herein for your review).	15
The President recommends acknowledgment of <b>employment separations</b> (submitted herein for your review).	17
The President recommends approval of the <b>2022-2023 Salary Schedule</b> (submitted herein for your review).	19
The President recommends approval of <b>implementation of Phase 3 of the Administrator Salary Study</b> and approval of <b>full-time staff increases</b> (submitted herein for your review).	28
CATIONAL PROGRAMS & STUDENT SERVICES	
The President recommends approval of the <b>new courses, course modifications, and program modifications</b> to be effective FA/23, unless otherwise noted (submitted herein for your review).	29
The President recommends approval of the <b>Apprenticeship Training Program Agreement</b> between Hillsborough Community College and <b>Plumbers and Pipe Fitters Local Union 123</b> for a one-year term beginning on July 1, 2022 and ending June 30, 2023 (submitted herein for your review).	36
The President recommends approval of the <b>Apprenticeship Training Program Agreement</b> between Hillsborough Community College and <b>Independent Electrical Contractors</b> for a one-year term beginning on August 1, 2022 and ending July 31, 2023 (submitted herein for your review).	37
The President recommends approval of the <b>Apprenticeship Training Program Agreement</b> between Hillsborough Community College and <b>Associated Builders and Contractors</b> for a one-year term beginning on August 1, 2022 and ending July 31, 2023 (submitted herein for your review).	38
The President recommends approval of the <b>Apprenticeship Training Program Agreement</b> between Hillsborough Community College and <b>United Association Local Union 821</b> for a one-year term beginning on July 1, 2022 and ending June 30, 2023 (submitted herein for your review).	39
	Each full-time employee will be compensated in accordance with the Board-approved Salary Schedule (submitted herein for your review).  The President recommends approval of individuals for part-time employment during Term 22/SU. Each part-time employee will be compensated in accordance with the Board-approved Salary Schedule (submitted herein for your review).  The President recommends acknowledgment of employment separations (submitted herein for your review).  The President recommends approval of the 2022-2023 Salary Schedule (submitted herein for your review).  The President recommends approval of implementation of Phase 3 of the Administrator Salary Study and approval of full-time staff increases (submitted herein for your review).  CATIONAL PROGRAMS & STUDENT SERVICES  The President recommends approval of the new courses, course modifications, and program modifications to be effective FA/23, unless otherwise noted (submitted herein for your review).  The President recommends approval of the Apprenticeship Training Program Agreement between Hillsborough Community College and Plumbers and Pipe Fitters Local Union 123 for a one-year term beginning on July 1, 2022 and ending June 30, 2023 (submitted herein for your review).  The President recommends approval of the Apprenticeship Training Program Agreement between Hillsborough Community College and Independent Electrical Contractors for a one-year term beginning on August 1, 2022 and ending July 31, 2023 (submitted herein for your review).  The President recommends approval of the Apprenticeship Training Program Agreement between Hillsborough Community College and Associated Builders and Contractors for a one-year term beginning on August 1, 2022 and ending July 31, 2023 (submitted herein for your review).

### 7.0 INSTITUTIONAL SERVICES

7.01 The President recommends acceptance of the **Fiscal Year 2021-2022 Fire**Safety, Casualty and Sanitation Inspection Report for filing and action (submitted herein for your review).

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7.02 The President recommends approval of the selection of **Mr. Juan Penagos Marquez**, as **Student Trustee**, for the 2022-2023 academic year (submitted herein for your review).

### 8.0 FINANCIAL SERVICES

- 8.01 The President recommends approval of **Budget Amendment No. 4** to decrease Fund 1 (the General Fund) and **Budget Amendment No. 2** to increase Fund 7 (the Plant Fund) (submitted herein for your review).
- 8.02 The President recommends approval of the College's Annual Update of the Five-Year Capital Improvement Plan for submittal to the Division of Florida Colleges and for inclusion in the Division's annual Capital Improvement Plan and Legislative Budget Request for capital projects (submitted herein for your review).
- 8.03 The President recommends approval to remove **Depreciated Assets** from the College's property records (submitted herein for your review).
- 8.04 The President recommends approval of **Accounts Receivable Write-offs** as of June 2022 (submitted herein for your review).
- 8.05 The President recommends approval of the **Operating Budgets** for the Current Unrestricted Fund (as presented on Exhibit A, attached) and the Capital Projects/Unexpended Plant Fund for **Fiscal Year 2022-2023** (submitted herein for your review).
- 8.06 Informational Item Only-May 2022 Financial Statements.

# 9.0 ADMINISTRATIVE REPORT

9.01 Introduction of Administrators

9.02 Selection: Board Chair and Vice-Chair

9.03 Selection: 2022-2023 HCC Foundation and Labor Liaisons

9.04 Selection: Board Meeting Date/Time and Location

# 10.0 LEGAL REPORT

10.01 Discussion of Board Self-Evaluation

# 11.0 HEARING OF BOARD MEMBERS

# 12.0 ADJOURNMENT

#### HILLSBOROUGH COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES BOARD MEETING

#### WEDNESDAY, MAY 25, 2022 – 4:00 P.M. DR. GWENDOLYN W. STEPHENSON DISTRICT ADMINISTRATION CENTER – BOARD ROOM MINUTES

#### 1.0 **GENERAL FUNCTIONS**

#### 1.01 Call to Order

This meeting was also held by Zoom video conferencing. The public was reminded that questions or comments can be submitted to the Trustees' email address at any time.

#### 1.02 Invocation

Trustee Diehl asked to keep the families of: Mr. Stanley Menendez, beloved father of Michele Menendez, Director of Student Financial Services, Mr. Allen Edgar Arthur, beloved father of Ashley Carl, Executive Director, Marketing & Public Relations, and Jean Marie Senker, beloved sister of Rich Senker, Vice President of Academic Affairs, all who recently passed away, in their thoughts and prayers.

- 1.03 Pledge of Allegiance
- 1.04 Roll Call

The following Trustees were in attendance:

- Chip Diehl
- Nancy Watkins
- Greg Celestan
- Brian Lametto
- Aakash Patel
- Dalia McCloud
- 1.05 Welcome to Guests, Faculty and Staff Members
- 1.06 Foundation Report
  - 1.06.01 Ashley Carl, Executive Director of Marketing and Public Relations, provided the Board with a brief update of the HCCF activities and support.
  - 1.06.02 The Foundation Report was sent to the Board under separate cover. A summary of activities during the month of April included:
    - \$2.42M YTD in Donations, 174% higher than last year
    - \$3.97M in Total Revenue, 59% higher than last year
    - \$436K YTD in Losses on Investments;
    - \$16.26M in Net Assets
  - 1.06.03 The Foundation Board has approved the 2021 2022 budget.

The Audit committee will meet May 26<sup>th</sup> with Rivero, Gordimer & Company, P.A. to begin our annual audit.

The career fair Signing Day is to be held Tuesday, June 7th at Port Tampa Bay. The Foundation partnered with the City of Tampa, and expect more than 40 companies and hundreds of students to attend.

- 1.06.04 Upcoming events:
  - Inshore Fishing Tournament
  - Presidential Showcase
  - 2023 Golf Tournament
- 1.06.05 Thanks to the incredible stewardship of SouthShore President Dr. Jennifer China, the Foundation received a \$100,000 gift yesterday from the Danita and Glenn Dickman Family Fund to be used for SouthShore initiatives. The Foundation thanked Dr China and the Dickman Family.
- 1.06.06 The Foundation also wanted to remind you all of our 2nd Annual Signing Day career fair in partnership with the City of Tampa and the Port of Tampa Bay. The event will be held Tuesday, June 7th at port terminal 3 from 10-2. Free food trucks, over 40 companies hiring and hopefully lots of interviews and job offers. Encouraged the Board to have interested students or companies to contact the Foundation office for more details.
- 1.07 Faculty, Staff and Student Recognitions
  - 1.07.01 The Hillsborough Community College (HCC) Lady Hawks Tennis team finished as the National Junior College Athletic Association (NJCAA) national runners-up during the championship tournament held May 7-11 in Tucson, Arizona. This is the third consecutive year that the Lady Hawks have achieved the runner-up title. The team recognitions are as follows:

#1 Singles: Arina Gamretkaia – semi-finalist

#2 Singles: Ita Habekovic – finalist

#2 Singles: Viktoryia Zhadzinskaya – champion

#4 Singles: Mbali Langa – semi-finalist

#5 Singles: Esmee Andresen – champion

#6 Singles: Camilla Mitolo – semi-finalist

#1 Doubles: Mbali Langa and Viktoryia Zhadzinskaya – semi-finalists

#2 Doubles: Olivia Pezo and Arina Gamretkaia - champions

#3 Doubles: Esmee Andresen and Ita Habekovic - champions

Zhadzinskaya and Andresen were selected as First Team Singles All-Americans. Pezo and Gamretkaia were selected as First Team Doubles All-Americans, alongside Andresen and Habekovic. Habekovic was also selected to be a Second Team Singles All-American.

Additionally, Andresen was the only player at the tournament who won in both the singles and doubles flights.

The team finished the season as Region 8 Champions, National Runners-up and won four national championship individual titles.

The Team is led by HCC Athletic Director and Head Coach Sarah Lytle who was also named Coach of the Year; Assistant Coach Paula Rives Palau; Trainer, Tim Kocher, and Program Manager Scott Keller.

Dean Joe Bentrovato who supervises athletics is here today.

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 to approve, seconded by Trustee Patel after due discussion and consideration, approval was given by aye vote of all members present.

1.09 The President recommended approval of the **April 27**, **2022 Board Meeting Minutes**.

Trustee Patel made a motion of approval, seconded by Trustee Celestan. 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

#### 4.0 HEARING OF FACULTY AND STAFF

#### 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.
- 5.02 The President recommended approval of **part-time faculty and staff employment** recommendations for Term 22/SU. Each part-time employee will be compensated in accordance with the Board-approved Salary Schedule.
- 5.03 The President recommended acknowledgment of **employment separations**.
- 5.04 The President recommended approval of **annual contracts**, as appropriate, **for full-time**, **non-tenured** instructional personnel.
  - Trustee Patel made a motion of approval, seconded by Trustee Lametto. After due discussion and consideration, approval was given by aye vote of all members present.
- 5.05 The President recommended approval of awarding of **administrative contracts** for the 2022-2023 fiscal year
  - Trustee Patel made a motion of approval, seconded by Trustee Watkins. After due discussion and consideration, approval was given by aye vote of all members present.
- 5.06 The President recommended approval of the following faculty receiving **Rank and Promotion.**

- Karl Debate (DM)
- Sunshine Gibbons (BR)
- Gabriela Hamilton (DM)
- Craig Hardesty (SS)
- Kristin Heathcock (BR)
- Joann Kakascik-Dye (DM)
- Frank Kozlowski (DM)
- Tina Majchrzak (DM)
- Angela Mick (DM)
- Laurie Pierce (DM)
- Wendy Pogoda (SS)

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

- 5.07 The President recommended approval of awarding **continuing contracts** to the following faculty members:
  - Kathleen Bardsley (BR)
  - Nicole Bargeron (BR)
  - Christina Connor (BR)
  - Ilene Frank (BR)
  - Dawn Herd-Clark (YB)
  - Navin Kadambi (BR)
  - Shania Mathews (PC)
  - Gina Oviedo-Martinez (DM)
  - Carol Reid (PC)
  - Bryan Shuler (DM)
  - David Travis (DM)
  - Leah Zimmerman (SS)

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

#### 6.0 EDUCATIONAL PROGRAMS & STUDENT SERVICES

6.01 The President recommended approval of the course modification, program modifications, program moratorium and the college-wide seat capacity requests to be effective FA/22, unless otherwise noted.

#### 7.0 INSTITUTIONAL SERVICES

#### 8.0 FINANCIAL SERVICES

- 8.01 The President recommended approval of **Request for Letters of Interest LOI #2855-21 to Workday, Inc.**, for a ten (10) year contract at a price of \$17,489,993, plus three (3) optional one (1) year renewals.
  - Trustee Patel made a motion of approval, seconded by Trustee Lametto. After due discussion and consideration, approval was given by aye vote of all members present.
- 8.02 The President recommended approval of **Request for Letters of Interest LOI #2865-22 to Collaborative Solutions, LLC**, the College's selected implementation partner for Workday's enterprise resource planning ("ERP") system College-wide for an estimated total cost of \$2,277,670 (Platform) + \$7,971,928 (Student) = \$10,249,598.
  - Trustee Patel made a motion of approval, seconded by Trustee Watkins. After due discussion and consideration, approval was given by aye vote of all members present.
- 8.03 The President recommended approval of the contract with **Barnes & Noble College Booksellers**, **LLC** of **Basking Ridge**, **NJ**, to provide bookstore management services College-wide for a five-year period with the option to renew for five (5) additional years, one (1) year at a time, for an estimated financial return of **\$3,703,370** during the initial five-year contract period, as well as, the guaranteed employment of the College's current Bookstore(s) employees for a period of at least one (1) year, contingent upon their satisfactory performance(s) at their current compensation and benefits; or comparable compensation and benefits..
  - Trustee Patel made a motion of approval, seconded by Trustee Lametto. After due discussion and consideration, approval was given by aye vote of all members present.
- 8.04 The President recommended approval of Request for Letters of Interest LOI #2870-22 to Harvard Jolly, Inc., Hepner Architects, Inc., and Wilder Architecture, Inc., to provide architectural services under continuing services contracts as authorized by the State of Florida under FS 287.055, for projects for which the construction costs do not exceed the statutory threshold, currently four million dollars (\$4,000,000) and for study activity when the fee for such professional service does not exceed the statutory threshold, currently five hundred thousand dollars (\$500,000), for a one year period with four (4) optional one-year renewals.
  - 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.
- 8.05 The President recommended approval of **Request for Qualifications #2871-22 and entering into a contract with Stantec Consulting Services, Inc.**, to provide civil engineering services under continuing services contracts as authorized by the State of Florida under F.S. 287.055, for projects for which the construction costs do not exceed the statutory threshold, currently four million dollars (\$4,000,000) and for study activity when the fee for such professional service does not exceed the statutory threshold, currently five hundred thousand dollars (\$500,000), for a one (1) year period with four (4) optional one-year renewals.

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

- 8.06 The President recommended approval of Request for Qualifications # 2872-22 and entering into a contract with Hahn Engineering, Inc., Long Associates Architects Engineers Inc., VoltAir Inc., and McKim and Creed Inc., to provide mechanical, electrical, and plumbing services under continuing services contracts as authorized by the State of Florida under FS 287.055, for projects for which the construction costs do not exceed the statutory threshold, currently four million dollars (\$4,000,000) and for study activity when the fee for such professional service does not exceed the statutory threshold, currently five hundred thousand dollars (\$500,000), for a one (1) year period with four (4) optional one-year renewals.
  - Trustee Patel made a motion of approval, seconded by Trustee Lametto. After due discussion and consideration, approval was given by aye vote of all members present.
- 8.07 The President recommended approval of Request for Proposals #2876-22 and entering into a contract with Absolute Quality Interpreting Services, LLC, to provide sign language interpreting services for College students and applicants with hearing impairment for a period of three (3) years beginning July 1, 2022 through June 30, 2025, with the option to renew for four (4) additional years, one (1) year at a time, at an estimated total annual cost \$500,000.
  - Trustee Patel made a motion of approval, seconded by Trustee Watkins. After due discussion and consideration, approval was given by aye vote of all members present.
- 8.08 The President recommended approval of **Amendment No. 3 to the contract with Horus Construction Services, Inc.**, establishing a Guaranteed Maximum Price in the amount of \$1,397,287 for the renovation of existing space to house ICCE and the Central Duplicating Center in the Library Building (DLRC) located at the Dale Mabry Campus.
  - Trustee Patel made a motion of approval, seconded by Trustee Watkins. After due discussion and consideration, approval was given by aye vote of all members present.
- 8.09 The President recommended approval of **Budget Amendment No. 3**.
  - Trustee Patel made a motion of approval, seconded by Trustee Watkins. After due discussion and consideration, approval was given by aye vote of all members present.

#### 9.0 ADMINISTRATIVE REPORT

- 9.01 Dr. Atwater recognized Trustee Patel for the op-ed on workforce training article that was published in the Times.
- 9.02 He thanked Trustee Celestan's wife, who forwarded a You Tube video/documentary of the HCC choir featuring the choir director and choir members (students).
- 9.03 Board evaluations are due and will be discussed at the June Board meeting, as well as the number of meetings moving forward, and new Officers will be announced.
- 9.04 Dr. Atwater introduced the new Student Trustee, who was in attendance as an observer.

### 10.0 LEGAL REPORT

- 10.01 Mr. Carraway reiterated that the Board evaluations are due and he looks forward to receiving the remainder of them.
- 10.02 He personally congratulated Trustee McCloud on her graduation and her future plans of attending his alma mater.

#### 11.0 HEARING OF BOARD MEMBERS

11.01 Trustee Celestan was part of the Tampa Bay Business Hall of Fame Event and reported on a student that was honored as a "Future Hall of Famer". The student had created a model of Student Services.

#### 12.0 ADJOURNMENT

There being no further business, the meeting adjourned at 4:47 p.m.

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RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES				
Agenda Number: 5.01	CONSENT			
BACKGROUND AND PERTINENT FACTS:				
These are personnel appointments for budgeted full-time position	ons.			
ECONOMIC IMPACT:				
All of the positions are budgeted within the current fiscal yes temporary positions, these positions will be fully budgeted in su program or service changes or financial exigency requires that	bsequent fiscal years unless			
OBJECTIVE:				
To provide necessary staff support for the appropriate divisiona	Il unit.			
LEGAL AUTHORITY:				
F.S. 1001.64; 1001.65				
RECOMMENDATION:				
The President recommends approval of individuals for full-ti- herein for your review). Each full-time employee will be comp the Board-approved Salary Schedule.				
Initiator	Date			
Vice President/Campus President/Exec Dir of Human Resources	Date			
District President An Alexander	Date 6/14/22			
1	1-0-024 (2/04)			

# **FULL-TIME APPOINTMENTS JUNE 22, 2022 BOARD MEETING**

# **ADMINISTRATOR**

NAME	<u>TITLE</u>	POSITION #	<u>CAMPUS</u>	START DATE
Baia, Larissa	Campus President	AFC0600003	Ybor City	08/08/22
Jenkins, Simone*	Dean, AS Degree Programs	AFC0300008	Dale Mabry	07/01/22
Rose, Greg	VP of Administration/CFO	AFC0600006	District	08/15/22

# **STAFF EXEMPT**

<u>NAME</u>	<u>TITLE</u>	POSITION #	<u>CAMPUS</u>	START DATE
Suppi, Tina	Student Services Advising Generalist	EFC0600111	SouthShore	06/09/22

# **STAFF NON-EXEMPT**

<u>NAME</u>	TITLE	POSITION #	<u>CAMPUS</u>	START DATE
Chemeryskyi, Oleksandr	Public Safety Officer	NFC0200021	Dale Mabry	06/09/22

# **PROMOTION**

<u>NAME</u>	<u>FROM</u>	<u>CAMPUS</u>	<u>TO</u>	<u>CAMPUS</u>	START DATE
Poling, Mark	Student Svcs Advising Generalist	Ybor City	<b>PSAV</b> Coordinator	Ybor City	06/02/22

<sup>\*</sup>Full-Time Temporary
\*\*Full-Time Temporary/Grant-Funded

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES						
Agenda Number: 5.02	CONSENT					
BACKGROUND AND PERTINENT FACTS:						
The College has determined that part-time faculty and staff are needed to support the academic programs for the Academic Term 22/SU. Part-time faculty will be employed on a term-by-term basis. If additional part-time staff is needed, a supplementary list will be submitted for appointment.						
ECONOMIC IMPACT:						
	(2004 2000) All + ti					
All of the positions are budgeted within the current fiscal year faculty and staff budgets are reviewed during budget development enrollment projections and departmental need.						
OBJECTIVE:						
To augment full-time faculty and staff with temporary assistagoals of the College.	ance to meet the academic					
LEGAL AUTHORITY:						
F.S. 1001.64; 1001.65						
RECOMMENDATION:						
The President recommends approval of individuals for part-tir 22/SU (submitted herein for your review). Each part-time empl accordance with the Board-approved Salary Schedule.						
Initiator	Date					
Vice President/Campus President/Exec Dir of Human Resources	Date					
District President AN ASW	Date 6/14/22					

1-0-024(2/04)

# PART-TIME APPOINTMENTS JUNE 22, 2022 BOARD MEETING FACULTY

NAME	TITLE	POSITION #	<u>CAMPUS</u>	<b>BEGIN DATE</b>
Bartuska, George	Adj PT Instructor, Non-Credit	FPNN0072	Brandon	07/01/22
Blake, Nadia Faison, Ebony	Adj Math Instructor Adj Succeed Florida Instructor	FPNC0013 FPNC0452	Brandon Brandon	06/01/22 07/01/22
Francavilla, Julie	Adj Math Instructor	FPNC0413	SouthShore	06/09/22
Gerena, Susan	Adj Advanced Skilled Trades Instruct	or FPNN0083	ICCE	06/06/22
Ikeler, Eve	Adj Education Instructor	FPNC0465	SouthShore	05/31/22
Pollak, Martin Rutledge, Kathryn	Adj Law Enforcement NC Instructor Adj Succeed Florida Instructor	FPNN0061 FPNC0452	Ybor City Brandon	06/09/22 06/02/22

### **NON-FACULTY**

<u>NAME</u>	<u>TITL</u>	<u>.E</u>	POSITION #	<b>CAMPUS</b>	<b>BEGIN DATE</b>
Adams, Justin	PT	Camp Leader	ZPP50049	ICCE	06/08/22
Carrion, Tatiana	PT	Camp Leader	ZPP50049	ICCE	05/27/22
Garrett, Arreanna	PT	Camp Leader	ZPP50049	ICCE	06/08/22
Gasiorek, Daniel	PT	Camp Leader	ZPP50049	ICCE	05/27/22
Goff, Joshua	PT	Specialist	ZPC40092	Ybor City	06/08/22
Graddy, Zacaria	PT	Camp Assistant	ZPP30120	ICCE	06/08/22
James, Sharon	PT	Associate	ZPP50018	Brandon	06/13/22
Laney, Jalen	PT	Technician	ZPP20111	Dale Mabry	06/09/22
Nguyen, Lydia	PT	Technician	ZPP20111	Dale Mabry	06/02/22
Richardson, Annika	PT	Technician	ZPP20111	Dale Mabry	06/02/22
Thomas, Danielle	PT	Technician	ZPP20111	Dale Mabry	06/10/22
Warren, Emeretta	PT	Associate	ZPP50018	Brandon	06/13/22
Wilson, Roslyn	PT	Associate	ZPC50018	Brandon	06/09/22
Woodroffe, Andrew	PT	Advanced Technician	ZPP30229	District	05/10/22

<sup>\*</sup> Part-Time Temporary/Grant Funded

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES				
Agenda Number: 5.03	CONSENT			
BACKGROUND AND PERTINENT FACTS:				
Upon review of documentation, it was determined that the separate from employment at the College as indicated.	employees listed herein will			
ECONOMIC IMPACT:				
None.				
OBJECTIVE:				
To acknowledge separations.				
LEGAL AUTHORITY:				
F.S. 1001.64; 1001.65				
DECOMMEND ATION				
RECOMMENDATION:				
The President recommends acknowledgement of employment herein for your review).	nt separations (submitted			
Initiator	Date			
Vice President/ President/Exec Dir of Human Resources	Date			
District President An April	Date 6/14/22			

1-0-024(2/04)

# **FULL-TIME SEPARATIONS** JUNE 22, 2022 BOARD MEETING

# **RESIGNATION**

NAME	TITLE	<u>CAMPUS</u>	<b>BEGIN DATE</b>	END DATE
Blackard, Annie*	Program Analyst	Dale Mabry	09/13/21	06/01/22
Hubbard, Barry	Dean, AS Degree Programs	Dale Mabry	05/24/07	06/30/22
Jones, Samantha	Accountant II	District	10/07/21	06/03/22
Nottingham, Mark*	Program Analyst	Dale Mabry	09/10/21	06/01/22
Stone, David	Financial Aid Counselor	SouthShore	05/06/21	05/27/22
Van Der Meulen-Kass, Karyn*	Program Analyst	Dale Mabry	09/08/21	05/31/22
Weiss, Kevin	Accountant II	District	09/05/14	06/10/22

# **REDUCTION IN FORCE**

NAME	<u>TITLE</u>	<b>CAMPUS</b>	<b>BEGIN DATE</b>	END DATE
Brown, Shelia	Textbook Supervisor	Dale Mabry	08/18/14	06/30/22
Flores, Carlos	Cashier Clerk/Bookstore	Ybor City	08/29/19	06/30/22
Helm, Ernest	Shipping and Receiving Specialist	Dale Mabry	04/17/06	06/30/22
MacFarlane, Matthew	Cashier Clerk/Bookstore	Dale Mabry	04/22/10	06/30/22
Roman, Kalisha	Warehouse Supervisor	Dale Mabry	07/21/17	06/30/22
Seder, Janell	Bookstore Supervisor	Ybor City	10/03/02	06/30/22
Thomas, Cydni	Textbook Supervisor	Dale Mabry	01/02/19	06/30/22
Whatley, Jacqueline	Cashier Clerk/Bookstore	Brandon	02/24/22	06/30/22

<sup>\*</sup> Full-Time Temporary
\*\* Full-Time Temporary/Grant Funded

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLL	EGE BOARD OF TRUSTEES
Agenda Number: 5.04	
BACKGROUND AND PERTINENT FACTS:	
This item provides revision to the Salary Schedule for FY 2022-2023 to up	date the staff salary table.
ECONOMIC IMPACT:	
Funds used for these items are included in the 2022-23 budget.	
OBJECTIVE:	
To provide a revised Salary Schedule for adoption by the Board of Trustee	es.
LEGAL AUTHORITY:	
F.S. 1001.64; 1001.65	
RECOMMENDATION:	
The President recommends Board approval of the 2022-2023 Salary So your review).	chedule (submitted herein for
Initiator	Date
Vice President/ President/Exec Dir of Human Resources	Date
District Dresident	Date
District President for AMAGN	Date 6/14/22
· 1	1-0-024 (2/04)



# Hillsborough Community College

# Salary Schedules 2022-2023

Approved by the Board of Trustees

Effective July 1, 2022 HCC-District Office

# HILLSBOROUGH COMMUNITY COLLEGE

# **2022-2023 SALARY SCHEDULES**

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#### **GENERAL PROVISIONS**

This Salary Schedule is established by the District Board of Trustees as a summary of the College's monetary compensation programs. This schedule is subject to change at any time by the Board and is further subject to the explanations, interpretations, and conditions more fully contained in the College's administrative rules and procedures, and union contracts.

#### **SALARY CALCULATIONS**

Annual compensation for full-time, part-time, temporary and on-call, administrator, non-SEIU covered staff exempt and staff non-exempt employees is established by the Board of Trustees through this Salary Schedule. Compensation for full-time faculty, part-time faculty and SEIU covered staff employees is determined by the respective collective bargaining agreement, as approved by the Board. A copy of the salary table from the FUSA agreement is included for reference.

#### INCORRECT SALARY ADJUSTMENT

If an employee receives an incorrect salary due to a miscalculation, the salary will be adjusted to the correct amount. Under/over payments will be paid/recouped as appropriate. No salary shall be paid differing from the amount to which the employee is entitled under the Salary Schedule.

#### **BUDGETED POSITIONS**

Budgeted compensation for those individuals identified in F.S. 1012.885 are considered budgeted proportionally to college operating revenue sources, i.e., appropriated state funds, tuition, and fees, etc. College employees may be placed only in District Board of Trustees approved budgeted positions. Establishment of all full-time positions must be approved by the President prior to staffing. See Administrative Procedure 3.03 for guidelines on establishing a new position.

#### **COMPENSATION BASIS**

Staff non-exempt employees (those covered by the Wage & Hour overtime rules) are employed on an hourly basis. The basis for calculating non-exempt pay is 1950 hours.

Staff exempt employees (those exempted from the Wage & Hour overtime rules) are employed on a yearly salary basis. For pay purposes, the daily rate for periods of less than a full year is computed at a rate of 260 days per year.

**FULL-TIME STAFF SALARY TABLE** 

	FULL-I	IADLE	
Grade	Min-	Hourly	Yearly
1	Min	\$15.9993	\$31,198.54
·	Max	\$23.0261	\$44,900.96
2	Min	\$16.2891	\$31,763.68
2	Max	\$24.7761	\$48,313.41
3	Min	\$17.0003	\$33,150.62
3	Max	\$25.9141	\$50,532.56
4	Min	\$18.6290	\$36,326.58
4	Max	\$29.1632	\$56,868.24
5	Min	\$20.2985	\$39,581.98
5	Max	\$31.8342	\$62,076.77
6	Min	\$20.6619	\$40,290.64
0	Max	\$32.4158	\$63,210.79
7	Min	\$21.2323	\$41,403.00
7	Max	\$33.3285	\$64,990.55
8	Min	\$21.8027	\$42,515.35
	Max	\$34.2412	\$66,770.32
9	Min	\$23.5518	\$45,926.08
	Max	\$37.3613	\$72,854.61
10	Min	\$25.8369	\$50,382.01
10	Max	\$41.0175	\$79,984.10
11	Min	\$28.2322	\$55,052.70
11	Max	\$44.8498	\$87,457.20
12	Min	\$30.6274	\$59,723.39
12	Max	\$48.6822	\$94,930.30

ADMINI	STRATOR SALARY T	ABLE
Level		Annual Pay range
ADM 01	Min	\$77,393.01
	Max	\$122,918.31
ADM 02	Min	\$85,519.35
	Max	\$135,824.85
ADM 03	Min	\$94,498.75
	Max	\$150,086.25
ADM 04	Min	\$110,563.20
	Max	\$165,844.80
ADM 05	Min	\$122,172.30
	Max	\$183,258.45
ADM 06	Min	\$135,000.00
	Max	\$202,500.00



# Salary Schedules 20242-20223

Approved by the Board of Trustees

Effective January 6, 2022 July 1, 2022 HCC-District Office

# HILLSBOROUGH COMMUNITY COLLEGE

#### 202<mark>21</mark>-202<mark>23</mark> SALARY SCHEDULES

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#### **SALARY CALCULATIONS**

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#### **BUDGETED POSITIONS**

Budgeted compensation for those individuals identified in F.S. 1012.885 are considered budgeted proportionally to college operating revenue sources, i.e., appropriated state funds, tuition, and fees, etc. College employees may be placed only in District Board of Trustees approved budgeted positions. Establishment of all full-time positions must be approved by the President prior to staffing. See Administrative Procedure 3.03 for guidelines on establishing a new position.

#### **COMPENSATION BASIS**

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Staff exempt employees (those exempted from the Wage & Hour overtime rules) are employed on a yearly salary basis. For pay purposes, the daily rate for periods of less than a full year is computed at a rate of 260 days per year.

#### **FULL-TIME STAFF SALARY TABLE**

FULL-TIME STAFF SALARY TABLE					
Grade	Min-	Hourly	Yearly		
1	Min	\$10.9793 <u>\$15.9993</u>	<del>\$21,409.72</del> <u>\$31,198.54</u>		
1	Max	\$17.5670 <u>\$23.0261</u>	\$34,255.56 <u>\$44,900.96</u>		
2	Min	<del>\$13.2610</del> <u>\$16.2891</u>	<del>\$25,858.97</del> <b>\$31,763.68</b>		
2	Max	\$21.2176 <u>\$24.7761</u>	\$41,374.35 <u>\$48,313.41</u>		
3	Min	<del>\$13.9278</del> \$17.0003	<del>\$27,159.19</del> \$33,150.62		
3	Max	<del>\$22.2845</del> <u>\$25.9141</u>	\$43,454.71 <u>\$50,532.56</u>		
4	Min	<del>\$16.4597</del> <u>\$18.6290</u>	\$32,096.35 <u>\$36,326.58</u>		
4	Max	<del>\$26.3355</del> <u>\$29.1632</u>	<del>\$51,354.15</del> <u>\$56,868.24</u>		
5	Min	\$18.0248 <u>\$20.2985</u>	<del>\$35,148.29</del> <u>\$39,581.98</u>		
5	Max	\$28.8396 <u>\$31.8342</u>	<del>\$56,237.27</del> <u>\$62,076.77</u>		
6	Min	<del>\$19.5899</del> <u>\$20.6619</u>	<del>\$38,200.24</del> \$40,290.64		
0	Max	\$31.3438 <u>\$32.4158</u>	\$61,120.39 <u>\$63,210.79</u>		
7	Min	\$20.1603 <u>\$21.2323</u>	\$39,312.60 <u>\$41,403.00</u>		
/	Max	\$32.2565 <u>\$33.3285</u>	<del>\$62,900.15</del> <u>\$64,990.55</u>		
8	Min	<del>\$20.7307</del> \$21.8027	\$40,424.95 <u>\$42,515.35</u>		
	Max	<del>\$33.1692</del> <u>\$34.2412</u>	<del>\$64,679.92</del> <u>\$66,770.32</u>		
9	Min	\$23.0158 <u>\$23.5518</u>	\$44,880.88 <u>\$45,926.08</u>		
9	Max	\$36.8253 <u>\$37.3613</u>	<del>\$71,809.41</del> <u>\$72,854.61</u>		
10	Min	<del>\$25.3009</del> \$25.8369	<del>\$49,336.81</del> \$50,382.01		
10	Max	\$40.4815 <u>\$41.0175</u>	<del>\$78,938.90</del> <u>\$79,984.10</u>		
11	Min	<del>\$27.6962</del> <u>\$28.2322</u>	\$54,007.50 <u>\$55,052.70</u>		
11	Max	<del>\$44.3138</del> <u>\$44.8498</u>	<del>\$86,412.00</del> <u>\$87,457.20</u>		
12	Min	\$30.0914 <u>\$30.6274</u>	<del>\$58,678.19</del> <u>\$59,723.39</u>		
12	Max	<del>\$48.1462</del> <u>\$48.6822</u>	<del>\$93,885.10</del> <u>\$94,930.30</u>		

ADMINIS	STRATOR SALARY T	ABLE
Level		Annual Pay range
ADM 01	Min	\$77,393.01
	Max	\$122,918.31
ADM 02	Min	\$85,519.35
	Max	\$135,824.85
ADM 03	Min	\$94,498.75
	Max	\$150,086.25
ADM 04	Min	\$110,563.20
	Max	\$165,844.80
ADM 05	Min	\$122,172.30
	Max	\$183,258.45
ADM 06	Min	\$135,000.00
	Max	\$202,500.00

#### RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 5.05

#### **BACKGROUND AND PERTINENT FACTS:**

In 2018, the BOT approved approval of the Administrator Salary Study to be phased in over a three-year period. Due to a lack of funding during the pandemic, the third phase was not implemented. We are now requesting implementation of the third phase.

In addition, Florida passed a law to increase the minimum wage to \$15.00/hr. effective September 30, 2026. Due to the competitive labor market, many businesses have already implemented the \$15.00/hr. minimum. HCC contracted with MGT Consulting to review our current salaries and calculate the cost to bring the salaries up to a minimum of \$16.00/hr. so that the college can continue to recruit and retain qualified individuals. The consultant recommendation also addresses compression. We are requesting implementation of the MGT recommendation that brings minimum wage for full-time staff to \$16.00 and addresses compression by incrementally increasing salaries (the highest increases at the bottom of the scale and smaller increases at the top).

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\$XXX,XXX for the administrator increases \$X,XXX,XXX for the staff increases (Pending - SEIU Negotiations.)

Costs are included in the proposed 2022-23 budget.

#### **OBJECTIVE:**

To provide salary increases to administrators and staff.

#### **LEGAL AUTHORITY:**

F.S. 1001.64; 1001.65

#### **RECOMMENDATION:**

To approve implementation of Phase 3 of the Administrator Salary Study and approve Full-time staff increases.

Initiator	Date
Vice President/ President/Exec Dir of Human Resources	Date
District President for ANA ASM	Date 6/14/22

1-0-024(2/04)

# RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES

Agenda Number: 6.01	CONSENT			
BACKGROUND AND PERTINENT FACTS:				
The Engineering, Transportation, Architecture and Construction, and Computer Science discipline group presented course modifications; the Health Sciences discipline group presented new courses, course modifications and program modifications to the Academic Affairs Committee.				
The Academic Affairs Committee approved the new courses, course modifications and forwarded all to the Vice President for Academic Affairs with the appropriate staff for forwarding to the President.				
ECONOMIC IMPACT:				
None.				
OBJECTIVE:				
To strengthen the college curriculum.				
LEGAL AUTHORITY:				
HCC 6HX-10-4.06				
RECOMMENDATION:				
The President recommends approval of the new courses, course modifications, and program modifications to be effective FA/23, unless otherwise noted.				
Initiator	Date:			
Brian Mann	2001			
Vice President/Campus President/Director of Human Resources	Date:			
Richard Senker	Dete			
District President AN ASW	<b>Date</b> 6/14/22			

1-0-024(2/04)

#### **Hillsborough Community College**

June 2022 BOT

#### **New Courses**

Course Title	Category	Credit/ Clock Hours	Effectiv e Term
RAT 1xxx, Radiation Therapy Medical Imaging	Transfer	2 cr.	FA/23
RAT 2xxx, Radiation Biology	Transfer	3 cr.	FA/23

#### **Course Modification**

#### Effective SP/23

#### CAP 2816, Database Management II

Modify course description to read: "This is a continuation of CGS 1540, Database Management I.
 Advanced database management techniques are emphasized."

#### CGS 1107, Introduction to Computers

 Modify course description to read: "An introductory computer literacy course with emphasis on current technology and the implications for and the effects on our society, and MS Office. Software applications will include word processing, spreadsheets, database management and presentation systems."

#### CGS 1510, Spreadsheet Applications I

Delete CGS 1000 or OST 1142 from prerequisites.

#### CGS 1520. Electronic Presentations I

Delete CGS 1000 from prerequisites.

#### CGS 1521, Adobe Photoshop Elements

Delete CGS 1000 from prerequisites.

#### CGS 1540, Database Management I

Delete CGS 1000 from prerequisites.

#### CGS 1554, Internet Basics

- Delete CGS 1000 from prerequisites.
- Modify course description to read: "An introductory course designed to teach the basics of navigating the Internet and the World Wide Web."

#### CGS 1577, Presentation Systems

 Modify course description to read: "Introduces the student to planning, designing, and developing multimedia presentations using presentation software."

#### CGS 2511, Spreadsheet Applications II

Modify course description to read: "This is a continuation of CGS 1510, Spreadsheet Applications
I. Intermediate concepts are emphasized."

#### CTS 2203, Introduction Adobe Acrobat

- Delete CGS 1000 from prerequisites.
- Modify course title to read: "Introductory to Adobe Acrobat"

#### CGS 1555, Introduction to the Internet

Modify course description to read: "An introductory course designed to teach the basics of
navigating the Internet including the World Wide Web. Students are introduced to various
communication tools for finding and using information and resources available on the World Wide
Web. Includes a hands-on tutorial on creating Web pages."

#### COP 1000, Programming Logic

 Modify course description to read: "Introduces programming logic, emphasizing best practices and design methodology. Makes use of pseudocode and flowcharts to cover procedural and object-oriented programming, along with variables, constants, file input/output, arrays, modularization, and structured programming concepts."

#### COP 1030, Introduction to Python Programming

- Delete college-level reading, writing, and math skills requirement from prerequisites.
- Modify the prerequisites to make COP 1000 only a prerequisite not a" prerequisite or corequisite."

#### COP 1120, COBOL, Beginning

- Remove the word "Beginning" from course title.
- Modify the course description to read: "Covers programming in a business environment; emphasis on the fundamentals of structured program design, development, testing, implementation, and documentation of common business-oriented applications using COBOL. Coverage of language syntax, data and file structures, and operating system functions for implementing batch programs for report generation, table processing and sequential file creation and access."

#### COP 1332, Visual BASIC, Beginning

- · Remove the word "Beginning" from course title.
- Modify the course description to read: "A thorough introduction to programming in Visual BASIC.
  Covers structured programming and application development for the Windows environment in the
  .NET framework and prepares the student to develop simple multiple form applications. Emphasis
  is on event-driven programming methods to design, code, test and debug Graphical User
  Interfaces and applications in a Windows environment."

#### Effective FA/23

RAT 1691L. Introduction to Clinical Concepts

- Increase credit hour from 1 to 2.
- Modify course title to read: "Introduction to Clinical Concepts Lab."
- Modify the course description to read: "This course content is designed to provide students with an overview of clinical skills and concepts necessary to be successful in a radiation therapy clinical setting. Labs will give students the ability to practice clinical skills in an academically challenging atmosphere where critical thinking and problem solving are vital. Radiation and MR safety procedures are incorporated into the lab. A study of radiographic human anatomy, as it pertains to identifying organs at risk, is included. Cross-sectional anatomy and its importance to radiation therapists is presented. An introduction to the CT scanner and its use in simulation is included."

#### RAT 1810. Introduction to Radiation Therapy Clinic II

- Modify course title to read: "Radiation Therapy Clinic I."
- Modify the course description to read: "The clinical experience is designed to give the student the ability to apply the knowledge gained in the classroom and lab in the practical experience. Students will work directly with radiation therapists and patients applying radiation therapy treatments. Students demonstrate patient leveling skills and beginning basic treatment competencies. Students complete a short rotation in the nursing area. Students' responsibilities increase as they progress through the clinical courses. Some students, especially those in small free-standing clinics, may also be introduced to beginning basic simulation in this course."

### RAT 2001C, Introduction to Radiation Therapy

Modify the course description to read: "This course is designed to introduce students to the
radiation therapy department and profession. Topics include communication, patient safety,
patient transfer, patient immobilization, infection control, standard and transmission-based
precautions, oxygen administration, vital signs, and safe practices with radiation and MR
equipment. Practical application of the theory taught is also included. An introduction to medical
ethics and law is also included. This course also includes a self-directed medical terminology
section."

### RAT 2021, Radiation Therapy Treatment Planning

- Increase credit hour from 3 to 4.
- Modify course title to read: "Dosimetry and Treatment Planning."
- Modify the course description to read: "Factors involved in the development of a treatment plan are explained, including the determination of the volume to be treated, the dose to give, the fractionation schedule, and the field arrangement to use. Internal and external patient factors that influence a beam's distribution will be discussed. Dose volume histograms and dose distributions are analyzed to determine the need for beam modifiers. Isodose curves for photon beams are compared. Students will also perform dose calculations."
- Delete RAT 2001C and RAT 2621 from prerequisites.
- Delete RAT 2902L from corequisites.
- Add college-level reading, writing and math skills to prerequisites.
- Add "Admission to the Radiation Therapy Program" as a prerequisite.

### RAT 2023, Principles and Practices of Radiation Therapy I

Modify course title to read: "Principles and Practice of Radiation Therapy I."

### RAT 2061, Radiation Therapy Seminar

- Increase credit hours from 2 to 3.
- Modify the course description to read: "This course helps prepare students for the national board exam. It provides the students the opportunity to evaluate their cumulative knowledge of all aspects of radiation therapy through comprehensive testing. Areas are identified that require more study and reinforcement. An oral review is included in the course."

### RAT 2242, Principles and Practices in Radiation Therapy II

Modify course title to read: "Principles and Practice of Radiation Therapy II."

### RAT 2619L, Computer Applications in Treatment Planning

- Reduce credit hour from 2 to 1.
- Modify the course description to read: "Provides students the opportunity to develop treatment
  plans utilizing radiation therapy treatment planning computers and software. All parameters of the
  plan are explained including isocenter, utilization of multiple fields, and tumor normalization
  minimization methods."

### RAT 2620, Radiation Therapy Physics III

- Reduce credit hour from 3 to 2.
- Add college-level reading, writing and math skills to prerequisites.

### RAT 2621C, Radiation Therapy Physics IV

- Reduce credit hour from 3 to 2.
- Add college-level reading, writing and math skills to prerequisites.
- Add RAT 2620 to prerequisites.
- Modify the course description to read: "Provides the students with the fundamentals of the
  physics involved with radiation protection, nuclear transformation and the interaction of radiation
  with matter. The measurement of ionizing radiation, the quality of radiation, measurement and
  calculations of absorbed doses will be covered. Integration of individual practical experiences in
  radiation therapy measurements and calculation of radiation doses. Students will perform data

collection and analysis using radiation detection devices. Beam data collection, quality assurance and radiation safety labs will be integrated with didactic portion of the class."

### RAT 2804, Radiation Therapy Clinical I

- Add college-level reading, writing and math skills to prerequisites.
- Modify course title to read: "Radiation Therapy Clinic II."
- Modify the course description to read: "The clinical experience is designed to allow the students
  to apply the knowledge gained in the classroom and laboratory toward developing the skills
  necessary to accurately treat the patient. Students' responsibilities increase as they progress
  through the clinical courses. Additional competencies are performed in simulation. Students must
  successfully complete the required competencies to obtain proficiency."

### RAT 2814, Radiation Therapy Clinic II

- Increase credit hours from 3 to 4.
- Modify course title to read: "Radiation Therapy Clinic III."
- Remove RAT 2901L from corequisites.
- Modify the course description to read: "The clinical experience is designed to allow the students
  to apply the knowledge gained in the classroom and labs towards developing the skills and
  understanding necessary to accurately apply ionizing radiations for the treatment of malignant
  neoplasms. Additional competencies are performed in the treatment and simulation areas.
  Students are introduced to the physics/dosimetry departments of clinic."

### RAT 2824, Radiation Therapy Clinic III

- Modify course title to read: "Radiation Therapy Clinic IV."
- Add college-level reading, writing and math skills to prerequisites.
- Modify the course description to read: "The clinical experience is designed to allow the students to continue to apply the knowledge gained in the classroom toward developing the skills and understanding necessary to perform the tasks of an entry level radiation therapist. The student will demonstrate competency in patient treatment, simulation, dosimetry, and treatment planning. Students must complete all ARRT mandated competencies by the end of this clinical course in order to pass the course and demonstrate they are competent upon graduation to assume all responsibilities required of an entry level Registered Radiation Therapy Technologist."

### RAT 2901L, Simulation Laboratory I

- · Modify course title to read: "Simulation Lab I."
- · Add college-level reading and writing skills to prerequisites.
- Modify the course description to read: "The simulation lab is designed to give the students individual hands-on experience with a radiation therapy simulator and a general knowledge of the typical treatment methods for the types of cancers treated with external beam radiation therapy. Each student will use the simulator to perform simulated treatment areas on an anthropomorphic phantom, "Pixie." Each treatment area is reviewed in the simulation lecture to include the treatment technique, field arrangement, treatment parameters, dose prescription, and adjacent critical normal tissues with their tolerance doses and side effects."

### RAT 2902L, Simulation Laboratory II

- Modify course title to read: "Simulation Lab II."
- Add college-level reading and writing skills to prerequisites.
- Add RAT 2901 to prerequisites.
- Add RAT 2902 to corequisites.

### **Program Modifications**

### Effective FA/22

### **Medical Laboratory Science (ATC)**

· Change admissions requirements to read:

- Applicants must have obtained a baccalaureate degree from a regionally accredited college/university by the application deadline, including:
- 16 semester hours (24 quarter hours) of biological science (with one semester in microbiology), OR
- 16 semester hours (24 quarter hours) of chemistry (with one semester in organic or biochemistry and one semester in microbiology), AND
- 1 semester (1 quarter) of mathematics

### Effective FA/23

### Radiation Therapy (AS)

- Move BSC 2086 and BSC 2086L from core requirements to the prerequisite for admissions requirements
- Add PHY 1025 and PHY 1025L to the prerequisite for admissions requirements.
- Delete AMH 2020 or POS 2041 from the prerequisite for admissions requirements and add to general education program requirements.
- Delete ENC 1102 from program requirements.
- Delete RAT 1800, RTE 1157, and RTE 2385 from program requirements.
- Add RAT 1615, Radiation Therapy Medical Imaging and RAT 2241, Radiation Biology to the core requirements.

### Sequence Changes:

### AS • Radiation Therapy

### AS.RAT.GEN (77 Credit Hours)

### **Prerequisite Courses Required for Admission**

<del>†AMH</del>	2020	Modern American History or †POS 2041, American Government
†BSC	2085	Anatomy and Physiology I
†BSC	2085L	Anatomy and Physiology I Laboratory1 cr.
†BSC	2086	Anatomy and Physiology II
†BSC	2086L	Anatomy and Physiology II Laboratory
†ENC	1101	English Composition I
†MAC	1105	College Algebra <i>or</i> higher-level math
PHY	1025	Fundamentals of Physics
PHY	1025L	Fundamentals of Physics I

### **Program Required Courses**

### YEAR I - First Semester

†AMH	2020	Modern American History or †POS 2041, American Government 3 cr.
†BSC-	2086	Anatomy and Physiology II3 cr.
		Anatomy and Physiology II Laboratory1 cr.
RAT	1614	Radiation Therapy Physics I
RAT	1615	Radiation Therapy Medical Imaging
RAT	1691L	Introduction to Clinical Concepts
RAT		Introduction to Radiation Therapy
RTE	1782	Pathology of Medical/Surgical Diseases
		Humanities General Education CORE

### YEAR I - Second Semester

<del>†ENC</del>	1102	English Composition II	
		Radiation Therapy Physics II	
		Introduction to Clinical Concepts Lab	
†RAT	2023	Principles and Practices of Radiation Therapy I	
†RAT	2242	Principles and Practices of Radiation Therapy II	
RAT	1800	Introduction to Radiation Therapy Clinic I	

RTE	1157	Medical Imaging of Human Structures	•					
RTE	1782	Pathology of Medical/Surgical Diseases						
YEAR I	– Third S	Semester						
RAT	1810	Radiation Therapy Clinic I						
†RAT	2023	Principles and Practices of Radiation Therapy I	:					
RAT	2303	Psychosocial Aspect of Oncology						
†RAT	2901	Simulation Lecture I						
RAT	2901L	Simulation Lab I						
YEAR II	– First S	Semester						
<del>†RAT</del>	2242	Principles and Practices of Radiation Therapy II	ŧ					
RAT	2241	Radiation Biology						
RAT	2620	Radiation Therapy Physics III						
RAT	2804	Radiation Therapy Clinic II						
†RAT	2902	Simulation Lecture II						
RAT	2902L	Simulation Lab II						
†RAT	2901	Simulation Lecture I 1 cr.						
RAT	2901L	Simulation Laboratory I	;					
YEAR II	- Secon	nd Semester						
RAT	2021	Radiation Therapy Dosimetry and Treatment Planning						
RAT	2621C	Radiation Therapy Physics IV						
RAT	2814	Radiation Therapy Clinic H III						
<del>†RAT</del>	2902	Simulation Lecture II	:					
RAT	2902L	Simulation Laboratory II	:					
RTE	2385	Radiation Biology 3 cr.						
YEAR II	– Third	Semester						
†RAT	2061	Radiation Therapy Radiographic Seminar						
RAT	2619L	Computer Applications in Treatment Planning						
RAT	2824	Radiation Therapy Clinic IV II						
†RTE	2473L	Quality Assurance in Radiation Therapy						
		lized by a dagger (†) are offered online in addition to the traditional delivery method. Onlin vary by academic term.	ie					

Agenda Number: 6.02

### **BACKGROUND AND PERTINENT FACTS:**

Hillsborough Community College (HCC) and Plumbers and Pipe Fitters (Local Union 123), in an effort to better serve the educational needs of apprenticeship students, have entered into a one-year Apprenticeship Training Program Agreement for the period of July 1, 2022 – June 30, 2023.

This Agreement will provide funding to Local Union 123 for program coordinators, instructor salaries, classroom instruction, educational materials and supplies, equipment, administrative costs and travel expenses to attend professional meetings and conferences.

Hillsborough Community College will compensate Local Union 123 in the amount of \$837 per apprentice, up to a maximum of 125 students or \$104,625 annually. HCC will also provide \$75,000 in funding for adjunct instructor salaries.

Additionally, Hillsborough Community College will compensate Local Union 123 up to \$1,000 in performance funding for each eligible fundable industry certification on the Postsecondary CAPE list earned by an enrolled student during fiscal year 2022-2023 and approved by the Florida Department Education. The Florida Career and Professional Education (CAPE) Act was created by the Legislature to establish partnerships between businesses and schools and provide performance funding for Florida College System students who earn a high value industry certification.

### **ECONOMIC IMPACT:**

The Agreement with Local Union 123 is budgeted for fiscal year 2022-2023.

### **OBJECTIVE:**

To obtain approval of an Apprenticeship Training Program Agreement between Hillsborough Community College and Plumbers and Pipe Fitters Local Union 123 for a one-year term beginning on July 1, 2022 and ending June 30, 2023.

### **LEGAL AUTHORITY:**

FS1001.64; 1001.65

### **RECOMMENDATION:**

The President recommends approval of the Apprenticeship Training Program Agreement between Hillsborough Community College and Plumbers and Pipe Fitters Local Union 123 for a one-year term beginning on July 1, 2022 and ending June 30, 2023.

Initiator John Meeks, AVP PSAV & Apprenticeship Programs	Date 6/7/22	
Vice President/Campus President/Director of Human Resources Richard Senker, VP Academic Affairs	Date	
District President AW AGW	<b>Date</b> 6/14/22	

Agenda Number: 6.03

## **BACKGROUND AND PERTINENT FACTS:**

Florida West Coast Chapter, in an effort to better serve the educational needs of apprenticeship students, have entered into a one-year Apprenticeship Training Program Hillsborough Community College (HCC) and Independent Electrical Contractors (IEC), Agreement for the period of August 1, 2022 – July 31, 2023.

supplies, equipment, administrative costs and travel expenses to attend professional This Agreement will provide funding to Independent Electrical Contractors for program instructor salaries, classroom instruction, educational materials meetings and conferences. coordinators,

Hillsborough Community College will compensate IEC in the amount of \$1,500 per apprentice up to a maximum of 177 students or \$265,500 annually.

Additionally, Hillsborough Community College will compensate IEC up to \$1,000 in performance funding for each eligible fundable industry certification on the Postsecondary CAPE list earned by an enrolled student during fiscal year 2022-2023 partnerships between businesses and schools and provide performance funding for establish Career d by the Florida Department Education. The Florida Cal Education (CAPE) Act was created by the Legislature to Florida College System students who earn a high value industry certification. approved Professional

## **ECONOMIC IMPACT:**

The Agreement with IEC is budgeted for fiscal year 2022-2023.

### OBJECTIVE

Hillsborough Community College and Independent Electrical Contractors for a one-year term beginning on August 1, 2022 and ending July 31, 2023. To obtain approval of an Apprenticeship Training Program Agreement between

## LEGAL AUTHORITY:

FS1001.64; 1001.65

## **RECOMMENDATION:**

Agreement between Hillsborough Community College and Independent Electrical Contractors for a one-year term beginning on August 1, 2022 and ending July 31, 2023. The President recommends approval of the Apprenticeship Training Program

Initiator	<b>Date</b> 6/7/22
John Meeks, AVP PSAV & Apprenticeship Programs	
Vice President/Campus President/Director of Human Resources	Date
Richard Senker, VP Academic Affairs	
District President // // //	<b>Date</b> 6/14/22
for Age Age	

Agenda Number: 6.04

### **BACKGROUND AND PERTINENT FACTS:**

Hillsborough Community College (HCC) and Associated Builders and Contractors (ABC), Florida Gulf Coast Chapter, in an effort to better serve the educational needs of apprenticeship students, have entered into a one-year Apprenticeship Training Program Agreement for the period of August 1, 2022 – July 31, 2023

This Agreement will provide funding to Associated Builders and Contractors for program coordinators, instructor salaries, classroom instruction, educational materials and supplies, equipment, administrative costs and travel expenses to attend professional meetings and conferences.

Hillsborough Community College will compensate ABC in the amount of \$1,650 per apprentice up to a maximum of 245 students or \$404,250 annually.

Additionally, Hillsborough Community College will compensate ABC up to \$1,000 in performance funding for each eligible fundable industry certification on the Postsecondary CAPE list earned by an enrolled student during fiscal year 2022-2023 and approved by the Florida Department Education. The Florida Career and Professional Education (CAPE) Act was created by the Legislature to establish partnerships between businesses and schools and provide performance funding for Florida College System students who earn a high value industry certification.

### **ECONOMIC IMPACT:**

The Agreement with ABC is budgeted for fiscal year 2022-2023.

### **OBJECTIVE:**

To obtain approval of an Apprenticeship Training Program Agreement between Hillsborough Community College and Associated Builders and Contractors for a one-year term beginning on August 1, 2022 and ending July 31, 2023.

### **LEGAL AUTHORITY:**

FS1001.64; 1001.65

### RECOMMENDATION:

The President recommends approval of the Apprenticeship Training Program Agreement between Hillsborough Community College and Associated Builders and Contractors for a one-year term beginning on August 1, 2022 and ending July 31, 2023.

Initiator John Meeks, AVP PSAV & Apprenticeship Programs	Date 6/7/22		
Vice President/Campus President/Director of Human Resources Richard Senker, VP Academic Affairs	Date		
District President AWAGW	Date 6/14/22		

Agenda Number: 6.05

## **BACKGROUND AND PERTINENT FACTS:**

Hillsborough Community College (HCC) and United Association Local Union 821, in an effort to better serve the educational needs of apprenticeship students; have entered into a one-year Apprenticeship Training Program Agreement for the period of July 1, 2022 – June 30, 2023. This Agreement will provide funding to Local Union 821 for program coordinators, instructor salaries, classroom instruction, educational materials and supplies, equipment, and travel expenses to attend professional meetings administrative costs conferences.

Hillsborough Community College will compensate Local Union 821 in the amount of \$1,431 per apprentice, up to a maximum of 22 students or \$31,482 annually. HCC will also provide \$4,000 in funding for adjunct instructor salaries.

\$1,000 in performance funding for each eligible fundable industry certification on the and approved by the Florida Department Education. The Florida Career and Professional Education (CAPE) Act was created by the Legislature to establish partnerships between businesses and schools and provide performance funding for Florida College System Additionally, Hillsborough Community College will compensate Local Union 821 up to Postsecondary CAPE list earned by an enrolled student during fiscal year 2022-2023 students who earn a high value industry certification.

## **ECONOMIC IMPACT:**

The Agreement with Local Union 821 is budgeted for fiscal year 2022-2023.

### OBJECTIVE:

Hillsborough Community College and United Association Local Union 821 for a one-year term beginning on July 1, 2022 and ending June 30, 2023. To obtain approval of an Apprenticeship Training Program Agreement between

## **LEGAL AUTHORITY:**

FS1001.64; 1001.65

## RECOMMENDATION:

Agreement between Hillsborough Community College and United Association Local Union 821 for a one-year term beginning on July 1, 2022 and ending June 30, 2023 The President recommends approval of the Apprenticeship Training Program

Initiator John Meeks, AVP PSAV, & Apprenticeship Programs	<b>Date</b> 6/7/22
Vice President/Campus President/Director of Human Resources	Date
Richard Senker, VP Academic Affairs	
District President // // //	Date 6/14/22
for pay pay	

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES				
Agenda Number: 7.01				
BACKGROUND AND PERTINENT FACTS:				
Each year, the State Department of Education to conduct an annual Fire Safety, Casualty, and Sanitation inspections in accordance with the criteria found in the State Requirements for Educational Facilities (SREF 2014), Chapter 5, Section 5 and Florida Administrative Code 69A-58, Fire Safety in Educational Facilities. This inspection was completed in January 2022 and identified 29 violations. All of these were classified by the inspector as non-serious violations and many were minor discrepancies such as smoke doors that do not latch properly, inappropriate storage, and improper use of extension cords. All deficiencies were noted in the inspection have since been corrected.				
ECONOMIC IMPACT:				
None. Funds needed to correct deficiencies identified were a budgets.	vailable within current year			
OBJECTIVE:				
To obtain Board approval of the 2021-22 Fiscal Year Fire Safety, Casualty, and Sanitation Inspection Report.				
LEGAL AUTHORITY:				
F.S. 1013.11 SREF, Chapter 5, Section 5 Chapter 69A-58, FAC				
RECOMMENDATION:				
The President recommends that the Board of Trustees accept the Fiscal year 2021-2022 Fire Safety, Casualty and Sanitation Inspection Report for filing and action.				
Initiator	Date			
Vice President/Campus President/Director of Human Resources	Date			
District President AW ASM	Date 6/14/22			

Agenda Number: 7.02

### **BACKGROUND AND PERTINENT FACTS:**

A search committee was established to identify potential candidates and select a student member of the District Board of Trustees. The committee reviewed eight (8) applicants for the positions and selected three (3) students to interview. The Search Committee recommended Mr. Juan Penagos Marquez to serve on the District Board of Trustees for the 2022-2023 academic year as a Student Trustee.

The Student Board of Trustees member will:

- Serve as the non-voting student representative on the HCC District Board of Trustees and provide input from a student perspective;
- Represent the student body at the District Board of Trustees meetings, college and community events as available;
- Maintain a student trustee email account;
- Have an opportunity to meet with key community and state leaders;
- Participate in required new District Board of Trustees orientations; and
- Participate in community and college events as requested by the board.

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None except for possible Board travel expenses.

### **OBJECTIVE:**

To obtain approval of a Student Trustee.

### **LEGAL AUTHORITY:**

F.S. 1001.64

F.S. 1001.65

### **RECOMMENDATION:**

The President recommends approval of Mr. Juan Penagos Marquez to serve on the District Board of Trustees for the 2022-2023 academic year as a Student Trustee.

Initiator				Date	
Vice President/Car Kenneth Ray, Jr.	mpus Pre	sident/Directo	or of Human Resources	<b>Date</b> 06/13	/22
District President	Kn	AN AGN	L	Date	6/14/22

Agenda Number: 8.01

### **BACKGROUND AND PERTINENT FACTS:**

The State of Florida requires colleges the size of HCC to carry a minimum 7% of Total Funds Available as an Unrestricted Fund Balance, including Board Designated Fund Balances, in Fund 1 (the General Fund). HCC has historically carried more than that amount, and now has a need to transfer a portion of these funds to Fund 7 (the Plant Fund). DOE Rule 6A-14.0716, FAC allows each Florida College System Board of Trustees to move money between funds, with Board approval and notification to the System Chancellor for review.

The administration has calculated the required minimum percentage and recommends that a portion of the excess, \$10,000,000 be transferred from Fund 1 to Fund 7. The total \$10,000,000 transfer will be allocated to the implementation of the new Workday ERP system.

This transfer will not cause the College to fall below the DOE's 7% minimum fund balance requirement.

### **ECONOMIC IMPACT:**

Decrease Fund 1 (Budget Amendment #4) and increase Fund 7 (Budget Amendment #2) by equal amounts. No net economic impact.

### **OBJECTIVE:**

To transfer funds from Fund 1 to Fund 7 to provide for implementation of new ERP System.

### **LEGAL AUTHORITY:**

6A-14.0716, FAC

### **RECOMMENDATION:**

The President recommends approval of budget amendment number 4 to decrease Fund 1 (the General Fund) and budget amendment number 2 to increase Fund 7 (the Plant Fund).

Initiator	Date 6/7/2022
Vice President/Campus President/Director of Human Resources	Date
District President An Alu	Date <sub>6/14/22</sub>

Agenda Number: 8.02

### **BACKGROUND AND PERTINENT FACTS:**

Each year the College's Capital Improvement Program (CIP) report is submitted to the Division of Florida Colleges to be included in the Division's annual Capital Improvement Plan and Legislative Budget Request for capital projects. The report lists Renovation, Remodeling, and New Construction projects that the College plans to complete using Public Education Capital Outlay (PECO) funds during the next five years. Projects listed on the report are updated annually by the Facilities Planning & Construction Department and reviewed by Campus Presidents, District Vice and the College President. All projects listed in the Capital Improvement Program are supported by survey recommendations contained in the College's current Five-Year Educational Plant Survey or an approved Amendment to the survey. The CIP report is due at the Division of Florida Colleges in early July each year. The College's Capital Improvement Program report for the Years 2023-24 through 2027-28 has been reviewed by Campus Presidents, District Vice Presidents and the College President and must be reviewed and approved by the Board of Trustees prior to being submitted to the Division of Florida Colleges on the due date of July 1, 2022.

### **ECONOMIC IMPACT:**

No economic impact.

### **OBJECTIVE:**

To obtain the approval of the College's Annual Update of the Five-Year Capital Improvement Plan for submittal to the Division of Community Colleges and inclusion in the Division's annual Capital Improvement Plan and Legislative Budget Request for capital projects.

### **LEGAL AUTHORITY:**

SBE 6A-14.074

HCC 6HX-10-5.300

FS 1001.02

FS 1001.64

FS 1013.45

### **RECOMMENDATION:**

The President recommends the approval of the College's Annual Update of the Five-Year Capital Improvement Plan for submittal to the Division of Florida Colleges and for inclusion in the Division's annual Capital Improvement Plan and Legislative Budget Request for capital projects.

Initiator	Date
Ben Marshall	June 2, 2022
Vice President/Campus President/Director of Human Resources	Date
District President Kin AM AGU	<b>Date</b> 6/14/22
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### RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES Agenda Number: 8.03 **BACKGROUND AND PERTINENT FACTS:** Each year HCC performs a thorough inventory of all College assets, including those that are capitalized and depreciated (over \$5000 each) as well as those assets which have been tagged but are not capitalized (generally \$1000-\$5000 each). Through the annual inventory, the College has identified and itemized both types of assets that are no longer useful at HCC but are potentially worthy of donation to a qualified organization or have been trade-in/returned to a vendor. Items that are not donated will be disposed of according to F.S. 274.06 The College's property records must be adjusted to reflect this action. Any previously capitalized items have been fully depreciated and are of negligible value. **ECONOMIC IMPACT:** This agenda item has no budget or operational impact. **OBJECTIVE:** To remove these items from the College's property records. **LEGAL AUTHORITY:** F.S. 274.05 F.S. 1001.64 F.S. 1001.65 6HX-10.6.05 RECOMMENDATION: The President recommends approval to adjust the College's records. Initiator Date **Vice President/Campus President/Director of Human Resources**

En An Ashe

**District President** 

**Date** 

**Date** 6/14/22

Agenda Number: 8.04

### **BACKGROUND AND PERTINENT FACTS:**

Accounts Receivable Write-Off as of June 2022

The College annually presents accounts to be written off as uncollectible. The College initiates collection efforts on all receivables and, when unsuccessful, assigns accounts with balances greater than \$25 to a collection agency. This collection process spans approximately two years. After two years, the account is considered uncollectible. This year's write-off of accounts receivable that are deemed to be uncollectible cover the period ending June 30, 2020, and prior. The total amount of both the student and ICCE accounts is \$1,929,928 or 3.6% of FY 2022 tuition and student fees.

The write-off of these amounts is required by both Government Accounting Standards Board (GASB) and Generally Accepted Accounting Principles (GAAP) for accurate reporting on the college's June 30, 2022, Annual Financial Report which must be filed prior to August 15, 2022. Any account that has been written off remains in the Accounts Receivable System as a hold to prevent future registrations, the release of transcripts or release of grades until the amount owed to the College is paid.

	Current Year Write-off		Prior Year Write-off			
	June 30, 2022			June 30, 2021		
	#	\$	Avg.	#	\$	Avg.
Student Receivables	2,253	\$1,647,438	\$731	2,365	1,719,483	\$727
Bad Checks	31	\$6,753	\$218	16	1,508	\$94
Total	2,284	\$1,654,191	\$724	2,381	1,720,991	\$722

	June 30, 2022		June 30, 2021			
	#	\$	Avg.	#	\$	Avg.
ICCE Student Receivables	69	\$47,802	\$693	85	\$35,985	\$423
ICCE Sponsor Receivables	7	\$227,935	\$32,562	1	\$3,299	\$3,299
Total	76	\$275,737	\$3,628	86	\$39,284	\$457
Grand Total	2,360	\$1,929,928	\$818	2,467	\$1,760,275	\$711

### **ECONOMIC IMPACT:**

OBJECTIVE:		
Remove uncollectible accounts receivable record	ded on the general led	ger.
LEGAL AUTHORITY:		
FS 1001.02(6) FS 1001.64(4) SBE 6A-14.0734	HCC 6HX-10-5.300	
RECOMMENDATION:		
Recommend approval of write-off's submitted.		
Initiator		Date
Vice President/Campus President/Director of Human	Resources	Date
District President AN ASM		Date 6/14/22
Initiator Vice President/Campus President/Director of Human	Resources	Date

Agenda Number: 8.05

### **BACKGROUND AND PERTINENT FACTS:**

Pursuant to Florida Administrative Code and Florida Statutes, the Board must approve a budget of income and expenditures for the next fiscal year. The Fiscal Year 2022-2023 budget being submitted includes those items reviewed at the June 22, 2022, Board of Trustees Budget Workshop. Following approval, the operating budget will be transmitted to the State Department of Education (SDOE) for review and approval. The Board approved budget must be transmitted to the SDOE prior to June 30, 2022.

### **ECONOMIC IMPACT:**

Proposed Operating Budget – Current Unrestricted Fund (Fund 1) estimated revenue and expenditures of \$143,322,609. Capital Projects/Unexpended Plant Fund (Fund 7) estimated total funds available of \$64,745,549.

### **OBJECTIVE:**

Approval of the Operating Budgets for the Current Unrestricted Fund and the Capital Projects/Unexpended Plant Fund for Fiscal Year 2022-2023.

### **LEGAL AUTHORITY:**

Florida State Board of Education Rule 6A-14.0716 Florida Statutes Section 1011.30; 1001.64; 1001.65

### RECOMMENDATION:

The President recommends the approval of the Operating Budgets for the Current Unrestricted Fund (as presented on Exhibit A, attached) and the Capital Projects/Unexpended Plant Fund for Fiscal Year 2022-2023 (attached).

Initiator	Date 06/10/22
Vice President/Campus President/Director of Human Resources	Date
District President Kin Am Am	<b>Date</b> 6/14/22

### Agenda Number: 8.06 **INFORMATION ITEMS ONLY MONTHLY FINANCIAL STATEMENTS** The Board has requested the monthly financial statements be submitted as informational only for their review. The financial statements for the month of May 2022 are included herewith. **LEGAL AUTHORITY:** Sections 1001.64; 1001.65 Florida Statutes Initiator **Date** Vice President/Campus President/Director of Human Resources Date En An Ashi **District President** Date 6/14/22

RECOMMENDATION TO HILLSBOROUGH COMMUNITY COLLEGE BOARD OF TRUSTEES