

PALM BEACH STATE COLLEGE

DISTRICT BOARD OF TRUSTEES PALM BEACH STATE COLLEGE

**Board Meeting Minutes of April 12, 2016 – 5:00 p.m.
BioScience Technology Complex, Room SC-127, Palm Beach Gardens, Florida**

Attendees	Title	Status
<i>District Board of Trustees</i>		
Wendy S. Link, Esq.	Chairperson	Present
Charles K. Cross, Jr.	Vice Chairperson	(Absent)
William Berger, Esq.	Trustee	Present
John W. Dowd, III	Trustee	Present
Carolyn L. Williams	Trustee	Present
Jesse Pulliam	Student Trustee	Present
<i>Cabinet Members</i>		
Ava L. Parker, J.D.	President	Present
Kevin Fernander, Esq.	General Counsel	Present
Dr. Peter Barbatis	VP, Student Services & Enrollment Mgmt.	(Absent)
Richard Becker	VP, Admin. & Business Services	Present
Dr. Ginger Pedersen	VP, Academic Affairs, Interim	Present
Suellen Mann	Executive Director, Foundation	(Absent)
Dr. Grace Truman	Director, College Relations & Marketing	Present
Erin McColskey	Ex. Assist., College Adv. & Communications	Present
Dr. Holly Bennett	Provost, Belle Glade Campus	Present
Dr. Bernadette Russell	Provost, Boca Raton Campus	Present
Dr. Maria Vallejo	Provost, Lake Worth Campus	(Absent)
Dr. Jean Wihbey	Provost, Palm Beach Gardens Campus	Present

Meeting Call to Order and Pledge of Allegiance by Chairperson

Trustee Link called the meeting to order at 5:17 p.m., Student Trustee Pulliam led the Pledge of Allegiance.

Student Comment

Trustee Link introduced Pedro Borba, an Electrical Power Technology student, who delivered comments.

Approval of Board Minutes

Motion to approve the board meeting minutes of March 15, 2016.

Moved by: Trustee Williams Seconded by: Trustee Dowd

Approved: Unanimous

Approval of Board Agenda

Motion to approve the agenda.

Moved by: Trustee Berger Seconded by: Trustee Williams

Approved: Unanimous

There were no abstentions or public comments.

Chair Report

Trustee Link delivered a brief report on the College's meeting with FAU regarding the 3+1 program and Governor Scott's invitation to the Degrees to Jobs Summit on May 25-26.

Trustee Committee Reports

Board members had no comments.

President's Report

- President Parker introduced Dr. Jean Wihbey who delivered a presentation on Palm Beach Gardens Campus Update.
- President Parker explained that the College has been in contact with the County and the City of Lake Worth regarding the possibility that the Atlanta Braves would move their baseball spring training to Palm Beach County, specifically John Prince Park, and how this could benefit the College.
- President Parker distributed organizational charts and delivered a presentation on the college-wide reorganization.

Discussion occurred.

- Board suggested that the VP of Academic Affairs position be promptly filled.

Approval of Consent Agenda

Motion to approve the consent agenda.

Moved by: Trustee Williams Seconded by: Trustee Dowd

Approved: Unanimous

VI A 1: Approve the 2014-2016 Dual Enrollment Articulation Agreement between Palm Beach State College and Greenacres Christian Academy

VI A 2: Approve Palm Beach State College 2016-17 Catalog

VI B 1: Approve fee schedule updates

Informational Items (No action required).

VIII A 1a: PSAV Enrollment Update on Trade & Industry

Patricia Richie reported on the college-wide PSAV enrollment status.

VIII B 2a: Planning and Construction Projects Status Report dated March 21, 2016

John Wasukanis reported that all construction projects are on schedule and provided an update on the Loxahatchee Groves project.

Discussion occurred.

VIII B 2b: Executive Summary of Human Resource Actions

Barb Matias provided a brief report on the quarterly human resources actions.

VIII B 2c: Salary Study Report

Barb Matias delivered a presentation on Fox Lawson & Associates' findings and recommendation to adjust employee salaries to meet market competitiveness as a result of their comprehensive study of the College's job classification system and salary structure.

Discussion occurred.

- Board expressed a variety of concerns about giving employees a salary increase based on position and years of service without considering merit.
- Board requested total compensation reports to include salary and the value of benefits.
- Trustee Dowd stated that he is not opposed to employees earning market or above market, but he is a proponent of pay for performance giving employees an opportunity to earn as much as they can, more than the average pay. He suggested that the College implement a well-thought-out performance-based system.
- Board suggested that a performance-based system hold evaluators accountable as they rate employees on their performance.
- Board asked for an electronic version of the salary study for review.

Individual meetings will be scheduled with board members to understand their concerns in preparation for a workshop.

VIII B 2d: Financial review and analysis for eight months ending March 2016

Richard Becker reported that the budget is in a good financial position. Revenues are expected to end higher and expenses lower than anticipated.

Discussion occurred.

Approval of Action Agenda

IX A 1: Motion to approve Amendment No. 1 for the CAPTURE Grant Program between FAU and Palm Beach State College

Moved by: Trustee Williams Seconded by: Trustee Berger **Approved: Unanimous**

Ginger Pedersen provided a brief overview of the grant program in support of the extending the funding period.

IX B 1: Motion to approve the draft 2015-2016 College Annual Equity Report Update

Moved by: Trustee Williams Seconded by: Trustee Berger **Approved: Unanimous**

IX B 2: Motion to approve the proposed Acceptable Use of Information Technology Policy

Moved by: Trustee Williams Seconded by: Trustee Dowd **Approved: Unanimous**

IX B 3: Motion for approval for the President to execute new and renewal contracts, 2016-2017

Moved by: Trustee Williams Seconded by: Trustee Berger **Approved: Unanimous**

IX B 4: Motion to approve the proposed Alcohol Policy

Moved by: Trustee Williams Seconded by: Trustee Dowd **Approved: Unanimous**

Board Members' Comments

Student Trustee Pulliam delivered brief comment on the merit/performance-based reviews.

Announcements

Trustee Link delivered brief announcements.

President Parker stated that board members will be contacted for a tour of the first building under construction at the Loxahatchee Groves Campus.

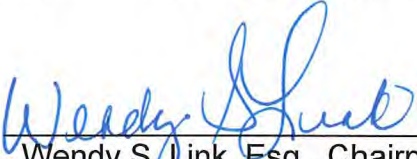
Adjournment

Motion to adjourn.

Moved by: Trustee Dowd Seconded by: Trustee Williams **Approved: Unanimous**

Meeting adjourned at 7:11 p.m.

Attest:



Wendy S. Link, Esq., Chairperson



Ava L. Parker, J.D., President