



PENSACOLA STATE COLLEGE

District Board of Trustees Board Meeting Minutes March 24, 2025—Pensacola Campus

Board Meeting

Present: Chair Gordon Sprague, Mr. Gabe Bullaro, Dr. Troy Tippet, Mr. Ed Fleming, Chief Andy Hobbs, Mr. Zachary Smith, Mr. Tom Gilliam (General Counsel), Dr. Ed Meadows, and staff.

I. **Call to Order**

Chair Sprague called the meeting to order at 11:53 a.m.

II. **Introductions/Recognitions**

None

III. **Agenda**

Chair Sprague called for a motion to approve the agenda. Mr. Fleming moved for approval, and Dr. Tippet seconded the motion which passed.

IV. **Public Comments**

None

V. **Consent Agenda**- Approved

Since there was no request to remove an item from the consent agenda, Dr. Tippet called for a motion for approval. Mr. Bullaro moved for approval, and Chair Sprague seconded the motion, which passed unanimously.

- **Minutes**—February 18, 2025
- **Finance**—no consent items
- **Academic and Student Affairs**
 1. February Academic and Student Affairs Committee Meeting Minutes

Information Items:

 1. Update to the 2025-2026 Academic Calendar
- **Facilities**—no consent items
- **Human Resources**—no consent items

ACTION ITEMS

A. Academic and Student Affairs

1. Faculty Sabbatical Leave for the Upcoming Year— 2 approved, 1 tabled

Dr. Erin Spicer presented three faculty sabbatical recommendations for Board approval. She explained the sabbatical application and review process as outlined in the Collective Bargaining Agreement, noting that faculty are required to return to the College for at least two years post-sabbatical or replay the salary received.

During the discussion of sabbatical recommendations, Dr. Tippettt asked for clarification on a project described in one of the applications. Dr. Spicer explained the project's scope, as defined in the sabbatical application, and noted that all sabbatical recipients are required to submit a final report and present their findings upon return—though the procedures the administration will follow when a faculty member submits an unsatisfactory report are not formally set out in college policies.

Mr. Smith also raised concerns about the sabbatical proposals. He noted that while he understands the current Collective Bargaining Agreement provides for faculty sabbaticals, the Board should have a larger conversation about the appropriateness of sabbaticals for faculty since PSC is not a research-focused institution. With regards to the specific sabbatical proposals before the Board, he also questioned the clarity of the deliverables and expectations in two of the proposals and expressed particular concern that one might run afoul of relevant regulations and laws because of prohibited Diversity, Equity, and Inclusion (DEI) content. Mr. Gilliam read the relevant statutory and regulatory definitions of DEI for the Board.

Mr. Bullaro asked whether the Board could deny applications post-committee approval and also raised concerns about the lack of formal policies and procedures in place should a faculty member submit an unsatisfactory sabbatical report. Dr. Meadows cautioned that denying faculty sabbatical proposals at the Board level could negatively impact faculty moral. Dr. Tippettt expressed concerns with some of the current sabbatical proposals but understood Dr. Meadows's concerns about faculty moral too. Dr. Tippettt suggested approving the proposals while noting the Board's concerns. Mr. Gilliam also noted that he could counsel the applicants on relevant DEI provisions in state and federal law to help ensure their compliance with those provisions. Mr. Bullaro suggested requesting clarification from the faculty members to ensure their compliance. In light of these concerns, Dr. Meadows recommended approving two of the sabbatical proposals and tabling the third for further review. Mr. Fleming and Mr. Hobbs agreed with Mr. Smith that the college should re-evaluate its policies around faculty sabbaticals.

In light of these conversations and concerns, Dr. Tippettt moved to approve two of the sabbatical proposals and table the third pending further review for DEI concerns and clarification from the applicant. Mr. Smith seconded, and the motion passed unanimously. Mr. Smith made a motion asking Dr. Meadows and his staff to gather information regarding the college's sabbatical policies and practices so that the Board can engage in a larger evaluation of those policies and practices. Mr. Fleming seconded, and the motion passed unanimously. Dr. Meadows agreed to meet with Mr. Smith to discuss the scope of the requested information and the timeline for receiving it and to make sure the Board's decision is accurately reflected in the minutes.

VI. General Counsel

1. Midsouth Bank Lease Agreement—Approved

Mr. Gilliam presented the Trustees with a lease agreement for Midsouth Bank to rent a 2.9 acre property owned by the College located at the Northwest corner of Garden Street and Devilliers. He explained that the funds incurred from the rent of the property will far exceed the \$250,000 the

College paid for the property. Following discussion, Mr. Sprague moved for approval, and Mr. Bullaro seconded the motion which passed unanimously.

VII. President's Time

1. Naming Opportunities—Approved

Dr. Meadows announced a naming opportunity and recommended the former Florida Senator Doug Broxson for the innumerable contributions he has made to the college over the years. He then suggested that the Board approve naming The Third Floor after Mr. Broxson as well. Mr. Sprague moved for approval, and Dr. Tippet seconded the motion which passed unanimously.

Reports and Announcements

- Dr. Meadows informed the Board that Mr. Bullaro received a job promotion and will be leaving the Board. He then praised Mr. Bullaro's contributions and accomplishments in his years on the Board and expressed well wishes for the future.
- Announced that there will be a photography session set up before the April meeting so that new Board members can have their portraits taken.
- Gave an update on the upcoming Aviation Airframe Mechanics facility groundbreaking. He explained that after the airport withdrew the originally proposed site, the College shifted the project to the Pensacola campus. Following that decision, Dr. Meadows stated that the airport offered a new site, and he has since engaged with the Mayor's Office and the FAA to pursue the option. He stated that the facility has been redesigned to fit the new location.
- Announced that ST Engineering has offered an additional \$100,000 in scholarships in addition to the \$5,000,000 they already donated.
- Expressed excitement to work with the new Board members.

VIII. Chair's Time

Chair Sprague commended Mr. Bullaro on his years of service on the Board and wished him well on his new endeavor.

Chair Sprague thanked the Board for productive and respectful conversations during the meeting and expressed the importance of such conversations.

Chair Sprague announced that Mr. Fleming will serve on the Foundation Board, and Chief Hobbs will serve on the WSRE Board.

There being no further business, the meeting was adjourned at 12:59 p.m.

Approved:  _____

Date: April 22, 2025


Chair, Board of Trustees


Haleigh Williams, Recording


President