



**District Board of Trustees
Board Meeting Minutes
November 18, 2025 – Pensacola Campus, Board Room**

Board Workshop

PSC Police Chief Tom Roberson gave a workshop on the College Police Department's operations and emergency preparedness, including active shooter response procedures, coordination with local emergency agencies, and campus-wide notifications.

Board Meeting

Present: Chair Gordon Sprague, Mr. Ed Fleming, Mr. Zack Smith, Dr. Troy Tippet, Mr. Braden Ball (General Counsel), Dr. Ed Meadows, and staff.

Absent: Chief Deputy Andy Hobbs

I. Call to Order

Chair Sprague called the meeting to order at 5:30 p.m.

II. Introductions/Recognitions

Dr. Meadows thanked AFC for providing the refreshments and recognized the faculty members in attendance.

III. Agenda

Chair Sprague called for a motion to approve the agenda. Dr. Tippet moved for approval, Mr. Fleming seconded the motion, which passed unanimously. After the agenda was approved, the Chair called for discussion. Dr. Meadows indicated that he had no discussion items but requested that the PSC Police Bargaining Agreement be moved from its current place on the agenda to the final action item on the agenda to allow it to be addressed at the end of the meeting if a closed session was needed. The Board approved the agenda revision.

IV. Public Comments

General Counsel Braden Ball announced that Mr. Richard Dunn, an associate professor in the Social Sciences Department, signed up for public comment and wished to address the Board.

Mr. Dunn addressed Trustees regarding recent public discussion and statements about Diversity, Equity, and Inclusion (DEI), and raised concerns about Trustee Smith's published views and actions. He referenced Mr. Smith's reliance on Justice Clarence Thomas's views on race-based classifications and argued that DEI-related goals were reflected historically in leadership and appointment contexts. He further questioned whether Mr. Smith's stated commitment to equality could be influenced by "biased political and religious convictions," citing Mr. Smith's published writing and statements about morality, religion, and public education. Mr. Dunn asserted that these views contributed to Mr. Smith's initiative to

remove Introduction to Sociology from the approved general education list, stating that no law required the course to be removed and characterizing the justification as based on Mr. Smith's interpretation of Florida law. Mr. Dunn concluded his remarks by inviting further conversation with Mr. Smith and requesting that, in the future, his actions and initiatives as a trustee would be based on the impartial application of the law, rather than his political or religious beliefs.

Trustee Zack Smith stated that he appreciated Mr. Dunn's comments and noted that the First Amendment protects the speaker's right to share his views. He said that as a trustee, his role is to hear everyone's thoughts, and he expressed appreciation to Mr. Dunn for attending and sharing his thoughts. Trustee Smith stated that he stands by his prior remarks and reaffirmed his commitment to ensuring that everyone is treated equally and that no one is treated differently because of race, religion, or any other factor. He stated he would welcome a conversation/meeting with the speaker in the future and concluded by expressing appreciation and thanking the speaker.

V. Consent Agenda – Approved

Chair Sprague called for approval of the consent agenda. Mr. Fleming moved for approval, and Dr. Tippet seconded the motion, which passed unanimously.

- **Minutes**

Approval of Minutes: September 16, 2025, and October 21, 2025

A. Finance

No Consent Items

Information Items

1. Policy Changes – The policy changes will be brought to the Board for approval once legal notice requirements have been met.
 - a. 6Hx20-1.013 Duplicating Costs
 - b. 6Hx20-1.029 Clean Indoor Act
 - c. 6Hx20-4.011 Leaves of Absence
 - d. 6Hx20- 4.002 Full-Time Employees Teaching as Adjunct Faculty
 - e. 6Hx20-4.005 Full-Time Employee - Definition
 - f. 6Hx20-4.007 Personnel Contracts
 - g. 6Hx20-4.009 Adjunct Contracts
 - h. 6Hx20-4.025 Personnel Records
 - i. 6Hx20-4.026 Staff Professional Development
 - j. 6Hx20-5.001 Accounting
2. Budget to Actual for the Period Ending October 31, 2025
3. Finance Committee Minutes for October 2025

B. Academic and Student Affairs

No consent or information items.

C. Facilities

No consent or information items

D. Human Resources

Consent Items

1. Change the existing filled and funded Assistant Dean, Academic and Student Affairs, Level 6, Professional/Managerial Salary Schedule to Dean, Enrollment Management, Director, Level 7, Professional/Managerial Salary Schedule. (Academic and Student Affairs)

2. Change the existing filled and funded Registrar, Level 6, Professional/Managerial Salary Schedule to Dean, Student Services, Level 7, Professional/Managerial Salary Schedule. (Academic and Student Affairs)
3. Convert the funded and vacant part-time Administrative Assistant position, Career Service Salary Schedule, to create a full-time Executive Assistant, Level 6, Career Service Salary Schedule. (Academic and Student Affairs)

Information Items:

1. Human Resources personnel transactions occurring in October 2025

VI. ACTION ITEMS

A. Finance

1. Annual Information Security Report – Approved

Mr. Steve Whiting, Executive Director of Technology Operations and Information Technology Services, distributed a copy of the report and provided an executive summary. Trustees were also given an opportunity to ask questions. Chair Sprague noted for the record that the Report was provided to the Board.

2. Aviation Airframe & Powerplant Mechanic Facility Phase III Construction Documents and Early Guaranteed Maximum Price from the Morette Company – Approved.

Ms. Kovacs stated that in November 2024, the Board of Trustees approved the Morette Company as the contractor for the Aviation Airframe & Power Plant Mechanic Facility. In collaboration with the College, the contractor has submitted the Phase III Construction Documents for the facility. Ms. Kovacs also reported that the guaranteed maximum price (GMP) contract for the Aviation Airframe & Power Plant Mechanic Facility is being split into two phases. The first phase, totaling \$8.2 million, includes site work and mechanical, electrical, and plumbing plans, which are brought to the Board for approval to ensure funds are encumbered before the January deadline.

Chair Sprague called for a motion for approval. Mr. Fleming recused himself from the vote. Mr. Smith moved for approval, seconded by Dr. Tippet, and the motion was passed.

3. Renumbering of Identified Policies for Organizational Purposes – Approved

Ms. Kovacs explained that, after reviewing the College Policies, it is recommended that some be reclassified to better align with the general subject matter within the sections of the Policy Manual. It is also recommended to add new sections for Public Safety and IT. Dr. Tippet moved for approval, and Mr. Fleming seconded the motion, which passed unanimously.

Policy Changes

Ms. Kovacs stated that the proposed policy changes have met all legal notification requirements. At the Board's request, Policy 6Hx20-1.007 Equal Access/Equal Opportunity was discussed and voted on separately from the other policies listed.

4. Policy Changes
 - a. 6Hx20-1.007 Equal Access/Equal Opportunity – Approved as amended

A motion for approval and discussion was made by Dr. Tippet and seconded by Mr. Smith. Chair Sprague opened the floor for discussion. Dr. Tippet recommended revising the nondiscrimination language by replacing the introductory paragraph with updated protected-class language as follows:

New Introductory Paragraph: Without regard to race, color, religion, sex (as defined by applicable federal and state law), national origin, age, disability, genetic information, pregnancy, or marital status, Pensacola State commits to the following:

The amendment also proposed adding the word “pregnancy” to paragraph four of the policy so that the nondiscrimination language would be consistent throughout the document.

Following the discussion, Chair Sprague asked for a motion to approve the amendment. Dr. Tippet moved for approval, and Mr. Fleming seconded the motion, which passed unanimously. The amended language will be incorporated into the original motion for approval. The final version of Policy 6H-20-1.007, as amended and approved, is attached to these minutes.

Ms. Kovacs presented the policy changes listed below. Dr. Tippet moved to approve the changes as presented. Mr. Smith seconded the motion, which passed unanimously.

- b. 6Hx20-1.017 Forms and Instructions
- c. 6Hx20-1.028 Sexual Misconduct
- d. 6Hx20-1.034 Sexual Predator or Offender Information Notification/Publication
- e. 6Hx20-1.038 Fraud
- f. 6Hx20-2.003 Advisory Committees to Specialized Programs
- g. 6Hx20-3.002 Student Records and Reports
- h. 6Hx20-3.005 Refunds
- i. 6Hx20-3.009 Student Fee Deferment
- j. 6Hx20-5.002 Auxiliary Services and Undesignated Gifts
- k. 6Hx20-5.010 Use of Auxiliary Services, Enterprises, and Undesignated Gifts
- l. 6Hx20-5.003 Procurement Requirements
- m. 6Hx20-5.014 College Emergencies
- n. 6Hx20-5.004 Current Loans
- o. 6Hx20-5.007 Payroll Deductions
- p. 6Hx20-5.009 Scholarship and Loan Funds
- q. 6Hx20-5.011 Budget and Budget Amendments
- r. 6Hx20-6.001 Changes in Construction After Award of Contract; Change Order

5. Lab Fee Changes, Spring 2026 – Approved

Ms. Kovacs clarified the lab fee changes, noting that legal notice had been given and all students were informed. Mr. Smith moved for approval of the lab fees. Dr. Tippet seconded the motion, which passed unanimously. The lab fee changes are effective for the Spring 2026 academic semester.

B. Academic and Student Affairs

No Action Items

C. Facilities

No Action Items

D. Human Resources

No Action Items

VII. General Counsel

No report

VIII. President's Time

Dr. Meadows informed the Trustees that he and other staff members will be attending the Southern Association of Colleges and Schools Commission on Colleges' Annual meeting in December, as preparation for the College's 10-year Reaffirmation Review.

A. Action Items:

1. Seeking Accreditation with the Commission for Public Higher Education (CPHE) – Approved

Dr. Meadows requested Board approval to submit a request to the Commission for Public Higher Education (CPHE) to be selected as a pilot institution in the next academic year. He noted that the Commission is a new accrediting agency currently in its initial membership and will not be eligible to seek U.S. Department of Education approval until after its first two years of operation. He requested that the Board grant further approval to pursue this request simultaneously, while submitting the College's 10-year reaffirmation materials to the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Trustees were provided with additional information about the CPHE. Mr. Smith moved for approval, and Dr. Tippet seconded the motion, which passed unanimously.

Dr. Meadows reminded Trustees of the Board Retreat on January 20 at 8 a.m. in Broxson Hall. He informed the Board that the Strategic Plan will be reviewed and discussed at the Retreat. At the January Board meeting, the Board will be asked to ratify any changes to the Strategic Plan.

Trustees received a calendar of upcoming college events and were reminded of the December 4 RN Pinning Ceremony and the December 14 Commencement Ceremony.

B. DSO Reports -

1. Alumni Association and Athletics: A detailed report is provided in the board packet. On behalf of Hailey Lotz, Dr. Meadows reported that the November 14 Pars for Pirates fundraising event was completely sold out and raised approximately \$17,000.

2. Foundation: A detailed report was provided in the Board packets.

Ms. Krieger reported on the annual Sandy Sansing Scholarship Luncheon, noting that the Sandy Sansing Family has donated over \$500,000 to the Sansing Scholars Endowed Scholarship. She invited Trustees to attend the Ami-Lee Wilder dedication ceremony on January 13, at the South Santa Rosa Center.

3. WSRE: No written report.

Jill Hubbs reported on upcoming WSRE programs and events.

Other Reports:

Dr. Debbie Douma reported that the Triumph Gulf Coast will meet in December and hopefully will approve PSC's grant request for \$3.25 million to renovate Building 21 as a training center. She also reported that the College has again been awarded a small grant from the Florida Theatrical Association that will benefit theatre students. Additionally, in cooperation with Chief Tom Roberson, an application has been submitted to the Department of Justice for a grant to support a bulletproof vest program.

IX. Chair's Time

Mr. Sprague reported on the recent Trustees' Legislative Fly-in, where 24 of the 28 Florida colleges were represented. Mr. Sprague, Dr. Tippet, and Mr. Smith attended and met with delegates to gain support for our 2026-2027 legislative requests. Mr. Sprague also reported that Trustees met to formalize the new Council of Trustees (COT). The COT is a unified statewide voice of college trustees that will work in partnership with the Council of Presidents and the Association of Florida Colleges to advocate for legislative funding and policy support for the Florida College System. COT officers are: Chair Bill Cramer, Gulf Coast Community College; Vice-chair Gordon Sprague, Pensacola State College; and Secretary Terry Atchley, South Florida State College. Dr. Meadows will serve as the liaison representing the Council of Presidents.

A. Action Item:

1. Collective Bargaining Agreement – Florida Police Benevolent Association – Tabled

Mr. Sprague called on Ms. Kovacs to present the Florida Police Benevolent Association Bargaining Agreement. Ms. Kovacs reported that the College and the Police Benevolent Association (PBA), which represents the College's police officers, have concluded negotiations for the initial bargaining agreement. The proposed agreement largely mirrors existing college policies and procedures, with the primary change being a 1.5% salary increase effective January 2026. The agreement is proposed as a three-year contract with a reopener each spring for salary negotiations. Mr. Smith expressed appreciation for the police officers and their service, but raised concerns about certain provisions in the agreement that were viewed as problematic. He requested that the agreement be tabled to allow for further review and discussion before granting Board approval. Dr. Tippet seconded the motion, and the motion passed. It was clarified that the concern was not related to the proposed 1.5% pay increase.

There being no further business, the meeting adjourned at 6:14 p.m.

Recorded by: Pat Greus

Date Approved: 01/20/2026

M. Sprague
Chair, Board of Trustees

E. Meadows
President