



**District Board of Trustees
Board Meeting Minutes
October 21, 2025 - Warrington Campus**

Board Workshop

Dr. Dusti Sluder presented a workshop on the health programs on the Warrington campus. She provided details regarding accreditations, enrollments, retention, and licensure pass rates.

Board Meeting

Present: Chair Gordon Sprague, Chief Deputy Andy Hobbs, Mr. Zack Smith, Dr. Troy Tippett, Mr. Braden Ball (General Counsel), Dr. Ed Meadows, and staff.

Absent: Mr. Edward Fleming

I. Call to Order

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

II. Introductions/Recognitions

Dr. Meadows thanked Dr. Dusti Sluder for hosting the Board meeting on the Warrington campus. He also thanked Dr. Sluder and AFC for providing the refreshments.

Dr. Dusti Sluder introduced Dr. Brenda Trigg, the new interim Director of Nursing. Dr. Trigg informed the Board about herself, highlighting her extensive nursing experience. Board members welcomed Dr. Trigg, and Dr. Tippett expressed his appreciation for her extensive credentials and enthusiasm for the nursing program.

III. Agenda

Chair Sprague called for a motion to approve the agenda. Dr. Meadows reported that adjustments to the draft minutes from the September meeting had been recommended following review. He recommended that the Board table approval of the September minutes until additional verification of the meeting audio could be reviewed. Dr. Tippett moved to table the minutes until next month's meeting. Mr. Smith seconded the motion, and the motion passed.

III. **Public Comments**

General Counsel Braden Ball announced that Mr. Alex Ledgerwood had signed up for public comment and wished to address the Board regarding Policy 6Hx20 1.007 - Equal Access/Equal Opportunity. Mr. Ledgerwood, a former PSC English faculty member and community resident, addressed the Board. He voiced opposition to proposed changes to the policy that include removing gender identity, sexual orientation, and pregnancy from the list of protected classes. He stated that these changes were not legally mandated, and he urged Trustees to uphold inclusivity and "listen to community concerns."

Mr. Ledgerwood further emphasized that, in his view, the proposed revisions were not legally required, explaining that the 2024 federal Title IX rule, which expands the definition of discrimination to include sexual orientation and gender identity, is currently under injunction in the State of Florida but has not been fully adjudicated. He argued that, therefore, the change represented a discretionary policy decision rather than a legal necessity. He referenced recent public discussion surrounding diversity issues in the Pensacola area and specifically cited an opinion piece by former Trustee Julian MacQueen, published in the *Pensacola News Journal*, which warned that "the DNA of Pensacola State College is being attacked." Mr. Ledgerwood stated that Mr. MacQueen's comments reflected the concern of many citizens and alumni who fear that the College is distancing itself from its long-standing values of openness, fairness, and community partnership. He asked the Board to reconsider the amendment, listen to the broader community, and continue to affirm PSC's identity as a welcoming and inclusive institution.

Chair Sprague thanked Mr. Ledgerwood for his comments and asked if Trustees wished to respond.

Board Discussion

Dr. Meadows first responded, stating that Mr. Smith had been "villainized" in areas that are unfair and misleading. He stated that Trustee Smith, like every member of the Board, recognizes the need to comply with the current laws of the state of Florida. He further stated that Mr. Smith is acting in good faith to ensure that the College's policies align precisely with current Florida law.

Trustee Tippet supported Dr. Meadows' statement, noting that Mr. Smith had been "unfairly demonized" stemming from a lack of understanding of Florida law. The proposed updated policy merely reflects current state requirements, and PSC continues to affirm equal access and opportunity for all students under the protection of both state and federal law. He expressed confidence that PSC remains a welcoming institution dedicated to student success.

Trustee Smith stated that the draft proposal ensures that "every student continues to be fully protected under both state and federal law." He emphasized that Pensacola State remains committed to providing equal access and opportunity for all students.

Trustee Hobbs stated that Florida law is clear and that the College does not have the option of disregarding the law. He noted that while differing opinions in the community are understandable, it is the Board's responsibility to ensure that College policy aligns with the law. He added that PSC remains a welcoming and open institution that serves all students with fairness and respect.

Mr. Smith commented that since Mr. Ledgerwood brought up Mr. Julian MacQueen's article in the PNJ, there needed to be clarification regarding his remarks. Dr. Meadows clarified, for the record, that the PNJ article by Julian MacQueen was based on outdated information. Dr. Meadows explained that Mr. MacQueen had drawn material from an earlier version of the College's strategic plan, which still contained language referencing Diversity, Equity, and Inclusion (DEI) initiatives. These initiatives were subsequently removed to comply with new State of Florida statutes and Florida Board of Education directives. After the article appeared, Dr. Meadows contacted Mr. MacQueen personally to explain the updates. Dr. Meadows stated that PSC continues to comply with all current state and federal nondiscrimination laws and remains committed to providing a respectful, safe, and equitable environment for all students and employees.

- V. **Consent Agenda** -Chair Sprague called for approval of the consent agenda. Dr. Tippet moved for approval, and Chief Deputy Hobbs seconded the motion, which passed unanimously.

- **Minutes** - September 16, 2025 - Tabled

Finance

Consent Item

1. Acceptance of FYE June 30, 2025 Financial Audit

Information Items

1. Renumbering of identified Policies for Organizational Purposes
2. Policy Changes
 - a. 6Hx20-1.007 Equal Access/Equal Opportunity
 - b. 6Hx20-1.009 Board Rule Development and Adoption
 - c. 6Hx20-1.017 Forms and Instructions
 - d. 6Hx20-1.028 Sexual Misconduct
 - e. 6Hx20-1.034 Sexual Predator or Offender Information Notification/Publication
 - f. 6Hx20-1.038 Fraud
 - g. 6Hx20-2.003 Advisory Committees to Specialized Programs
 - h. 6Hx20-3.002 Student Records and Reports
 - i. 6Hx20-3.005 Refunds
 - j. 6Hx20-3.009 Student Fee Deferment
 - k. 6Hx20-5.002 Auxiliary Services and Undesignated Gifts
 - l. 6Hx20-5.010 Use of Auxiliary Services, Enterprises, and Undesignated Gifts
 - m. 6Hx20-5.003 Procurement Requirements
 - n. 6Hx20-5.014 College Emergencies
 - o. 6Hx20-5.004 Current Loans
 - p. 6Hx20-5.007 Payroll Deductions
 - q. 6Hx20-5.009 Scholarship and Loan Funds
 - r. 6Hx20-5.011 Budget and Budget Amendments
 - s. 6Hx20-6.001 Changes in Construction After Award of Contract; Change Order
3. Budget to Actual for the Period Ending September 30, 2025
4. Active and Restricted Grants and Contracts as of September 30, 2025
5. Finance Committee Minutes for September 2025

Academic and Student Affairs

Consent Item

1. 2+2 Targeted Pathway Articulation Agreement

Facilities

Consent Items - none

Human Resources

Consent Items

1. Change the **existing** vacant and funded Coordinator, Continuing Education, Level 3, Professional/Managerial Salary Schedule to Director, Continuing Education, Level 3, Professional/Managerial Salary Schedule. (Corporate Training and Continuing Education)
2. Upgrade the existing filled and funded Administrative Assistant, Level 3, Career Service Salary Schedule to Senior Administrative Assistant, Level 4, Career Service Salary Schedule. (Corporate Training and Continuing Education)

Information Items:

1. Human Resources personnel transactions occurring in September 2025

VI. **ACTION ITEMS**

A. Finance

1. Policy Changes

a. 6HX20-3.003 Fee Scholarships and Fee Waivers - Approved

Ms. Kovacs explained that the revised policy authorizes the President to establish procedures for businesses, government agencies, and nonprofit organizations to pay for student classes. The revised policy has been noticed. Dr. Tippet moved for approval, Mr. Smith seconded, and the motion passed.

b. 6Hx20-4.008 Continuing Contracts -Approved

Ms. Kovacs explained that the policy is being updated to clarify language and ensure consistency with current practices. The revised policy has been noticed as required by law. Dr. Tippet moved for approval, Mr. Smith seconded, and the motion passed.

Dr. Tippet thanked Ms. Kovacs for her work on updating College Policies. Mr. Smith echoed Dr. Tippet's appreciation for Ms. Kovacs' efforts. Ms. Kovacs stated that she is still in the process of reviewing all policies and procedures, and once completed, they will undergo a regular review cycle every 3-5 years.

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**

WSRE Update: Dr. Meadows called on General Counsel Braden Ball to provide an update on his recent conversation with the WSRE attorney. Mr. Ball reported that he has spoken with the attorney to discuss matters related to the College and WSRE partnership. He stated that the discussion was positive and focused on clarifying each party's responsibilities. Both sides agreed to continue working together cooperatively to find a mutually beneficial outcome. Dr. Meadows noted that additional due diligence would be conducted before the parties meet again.

Workday Higher Education Innovation Award: Dr. Meadows called on Mr. Michael Johnston, Associate Vice President of Institutional Research and Enterprise Solutions, to inform the Board about a Workday Award the College had received. Mr. Johnston announced that the College received the Workday Higher Education Innovation Award Collaboration Champion. He explained that the recognition highlights the College's innovation, efficiency, and collaboration across departments in adopting and implementing the system. He noted that the project was a multi-year effort that required strong teamwork and collaboration across all departments of the College, and he thanked everyone involved. The Trustees congratulated everyone on receiving this special recognition.

DSO Reports -

Alumni Association and Athletics: A detailed report is provided in the board packet.

Ms. Hailey Lotz reported on the successful Margie and Alan Moore Champions Club Ribbon Cutting and Naming Celebration. She expressed gratitude to Margie and Alan Moore for their support of athletics over the past decade. She reported on the Volleyball, Softball, and Baseball teams, noting strong student participation, and noted that the women's soccer team was named the FSCAAT2 Women's Soccer Champions for the third year in a row.

PSC Foundation: A detailed report is provided in the board packet. No oral report due to Ms. Krieger's illness.

Other Reports:

Dr. Debbie Douma gave an update on the status of the College's application for a Triumph Gulf Coast grant, which totals \$3.25 million for renovation of a building to serve as a non-credit training center. She also noted that the College received a \$455,000 National Science Foundation (NSF) grant under the Advanced Technical Education (ATE) program. She expressed appreciation to those who contributed to preparing and submitting the proposals.

WSRE - No written report. No oral report due to a WSRE event.

Annual Security and Fire Safety Report - Dr. Meadows informed Trustees that the annual Security and Fire Safety Report has been posted on the College website in compliance with the federal Clery Act. It has also been sent to all employees and all students. The report includes policy information related to campus security as well as statistics for the previous three years of reported crimes that occurred at each campus location.

Dr. Meadows reported that he met with Senator Don **Gaetz** to discuss legislative priorities and funding opportunities for PSC. Topics included support for workforce education, infrastructure needs, and state-level advocacy for college initiatives. He also updated the Board regarding ongoing partnerships with community and state leaders to advance College programs and enhance student success.

Mr. Smith asked about the impact of the federal government's shutdown on veterans' education benefits and on all students in general. Dr. Meadows responded that the College did not anticipate any immediate disruptions. He noted that some federal programs could experience delays, and the administration would closely monitor developments and would reach out to the Foundation for assistance if there is a need.

IX. Chair's Time

Chair Sprague discussed the upcoming legislative Fly-in on November 4-5. He reviewed the schedule for Trustees, noting that it includes meetings with state legislators. He emphasized the importance of these meetings in support of the College's legislative priorities.

Chair Sprague **spoke** about the new Council of Trustees, explaining that it will provide a platform for Board Chairs from across the state to share information and collaborate, and coordinate advocacy on behalf of the Florida College System. The Council will meet during the Legislative Fly-in.


Dr. TTPpett asked for an update on the Teacher of the Year plans. Dr. Meadows responded that the College is coordinating with the Association of Florida Colleges (AFC) regarding the recognition process and timeline. Details are still being finalized and will be shared once confirmed. Dr. Tippet emphasized the importance of legislative support for the initiative, and Dr. Meadows agreed, stating that a sound program model will need to be developed before seeking legislative support.

There being no further business, the meeting adjourned at 6:20 p.m.

Approved: 11/19/2025

Recorded by Pat Crews


Chair, Board of Trustees


President