



# BOARD HIGHLIGHTS

A Report of the FJC District Board of Trustees Meeting

OCTOBER 16, 1985

## GOVERNOR PRAISES FJC TRUSTEES

In celebration of "National Boss Day," Florida Junior College President Dr. Charles Spence presented his bosses, the FJC District Board of Trustees, with a special video taped message by Governor Bob Graham to the trustees. In his message, the governor praised the FJC Board members saying, "I would like to express my appreciation for the outstanding job that you have done for Florida Junior College, your communities, and the State of Florida. Nate, and other members of the board of trustees, you have exemplified what the citizen serving his or her community means in a democracy. I know that the service that you have rendered in the past several months has sometimes been difficult; that you have had an institution which has had its concerns (and) which has been under a high level of public scrutiny. And in that circumstance, you have performed in an outstanding manner. You have restored public confidence in Florida Junior College. You chose well when you asked Dr. Lee Henderson to come and serve as your interim president. You have now selected well (with) Dr. Spence as your permanent president.

The community college is the most distinguished contribution which Florida has made to American higher education. Other states, of course, have a community college system -- none has a system which is as extensive, which renders the diversity of services, which has had an impact in its now over 25 years of existence as have the community colleges in the State of Florida. In 1950, before the community colleges were established, less than one high school graduate in five in Florida continued education. Today, that figure is three out of five, with the community college being the primary means by which access to extended educational opportunities and all that that means in terms of extended personal opportunities, has been provided to hundreds of thousands of Florida students, many of those, students of Florida Junior College.

Congratulations on what you have done for Florida Junior College and the standard that you are now setting for higher education and education throughout our state."



**BOARD VOTES ON PAY PLAN/EMPLOYEE RECLASSIFICATION:** During their OCTOBER 16, 1985 MEETING, trustees voted to revise the Board Rule Reclassification of Employees and Pay Plan to state that an employee's salary will be reduced when responsibilities are reduced and that reduction will be at least five steps downward and is effective immediately with the reclassification. When such a reclassification occurs, however, with a full-time contractual employee during the current contract year, the individual's salary shall remain unchanged for the remainder of that contract year and shall be reduced effective the next contract year. Trustees also voted that when an employee receives an adjustment in salary due to promotion, reassignment, reclassification, transfer, or application of annual salary increase, the employee with eligible credit for experience shall be placed at a salary step of not less than a salary step potentially available to a new employee with identical eligible credit. The Board also voted for a new ruling which allows that salary placement shall be based on action of the trustees.

**EMPLOYEE ASSISTANCE PROGRAM APPROVED:** Trustees approved a program, as part of the employee wellness program, that allows full-time employees to take advantage of counseling services for alcohol or drug abuse, divorce or separation adjustment, emotional problems, financial burdens, legal problems, marriage or family problems, job burnout syndrome and/or stress anxiety and/or depression. There is no charge to employees for counseling and sessions are geared to six or less meetings.

**FJC AND UNF TO WORK ON PROGRAM:** FJC and the University of North Florida will be joining forces to assist four county school systems (Duval, Nassau, Clay and St. Johns) to develop model science resource centers and will assemble a module on how best to establish such centers. The science centers will serve primarily, but not exclusively, middle and junior high school teachers for grades 6, 7, and 8. Accordingly, FJC will also help train skilled volunteers to assist teachers using these science centers. Volunteers will aid in cataloging and inventorying materials in the science laboratory experience and will assist the classroom teacher in supervising students during center activities.

**PRESIDENT'S MANAGEMENT TEAM REPORTS PRESENTED:** Trustees received comprehensive reports from the President's Management Team addressing areas of one college concept, program assessment and development, formal marketing program, and enrollment management.

**NOVEMBER MEETING SET:** The next meeting of the FJC District Board of Trustees is scheduled for Wednesday, Nov. 20 at 4 p.m. in CAB 451.