



New College of Florida

The Honors College

New College of Florida Board of Trustees
Thursday, February 13, 2025 from 3:00 p.m. – 5:00 p.m. EST

Sudakoff Conference Center
5845 General Dougher Pl
Sarasota, FL 34243

Virtual viewing link:

<https://www.youtube.com/@NewCollegeofFL>

Meeting Agenda

1. **Call to Order**
 - Roll Call, Establish Quorum, Confirm Public Notice of Meeting
2. **Call for Public Comment**
3. **Presidential Evaluation Standing Committee**, Ron Christaldi, *Vice Chair of Board of Trustees*
 - Approval of President Corcoran’s Annual Evaluation and Award of Incentive Compensation

4. **Consent Agenda**

ACTION ITEMS

- Approve Minutes for the November 19, 2024 BOT Meeting
- Approve Minutes for the December 16, 2024 BOT Meeting
- Approval of the New Members to the NCF Foundation Board of Directors
- **Audit and Compliance Committee**
 - Annual Performance Funding Metrics Audit Report

INFORMATIONAL ITEM

- Second Quarterly Budget Update

BOARD MOTION: APPROVAL OF CONSENT AGENDA ACTION ITEMS AND ACCEPTANCE OF CONSENT INFORMATIONAL ITEM

5. **President’s Report** Richard Corcoran, *President*
6. **Approval of New College of Florida 2025-2026 & 2026-2027 Undergraduate Academic Calendar** David Rancourt, *Vice President of Enrollment Management & Vice Provost*
 - Approval of 2025-2026 & 2026-2027 Undergraduate Academic Calendar

7. **Florida Police Benevolent Association, Inc. Collective Bargaining Agreement** David Brickhouse, *Vice President, Legal Affairs*
 - Approval of Ratification of Updated Collective Bargaining Agreement between New College of Florida and the Florida Police Benevolent Association, Inc.
8. **Update on Post Tenure Review** David Brickhouse, *Vice President, Legal Affairs*
9. **New Business**
10. **Adjournment**

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: February 13, 2025

SUBJECT: Board of Trustees Annual Evaluation of the President 2024-2025

PROPOSED BOARD ACTION

Review the Presidential Performance Goals and Evaluation 2024-2025 for President Corcoran and recommendation to award annual incentive compensation of up to \$200,000.

BACKGROUND

Board of Governors *Regulation 1.001 University Board of Trustees Powers and Duties* requires the board of trustees of each state university to conduct an annual evaluation of the president and to submit the evaluation for review to the Board of Governors. The evaluation must address the president's performance and progress in achieving the goals established by the Board of Trustees.

The Presidential Evaluation Committee consists of BOT Chair Jenks (Committee Chair) and Trustees Anderson, Christaldi, Jacquot, Karp, Mikkelsen, Patterson, and Rufo. The ad hoc Committee was charged with evaluating the performance of President Corcoran during the academic year 2024-25.

The attached Presidential Performance Goals and Evaluation 2024-2025 provides an overall report of President Corcoran's progress toward meeting the performance goals and incentive compensation metrics outlined in the Presidential Contract that was approved by the Board of Trustees on October 20, 2023.

Supporting Documentation Included: Presidential Performance Goals and Evaluation 2024-2025; President Corcoran executed agreement

New College of Florida Presidential Performance Goals Evaluation 2024-2025

1) Increase fundraising for New College

Major Milestones/Deliverables

- i. Subsequent to New College's annual appropriation for FY 24-25, an additional \$32.2 million in state funding was received, the second largest annual infusion of financial resources in the school's history and more than the college has obtained in the past 10 years.
- ii. Engaged with over 200 new community leaders and businesses to foster relationships benefitting the college and its students.
- iii. Raised approximately \$500,000 at the 45th Annual New College Foundation Clambake.
- iv. Increased the NCF foundation funding by 60% with a 54% increase in first time donors.
- v. Developed a new specialty license plate to align with new branding to be launched in Spring 2025.
- vi. Received a \$1 million gift from Carlos and Janelle Beruff to name the future baseball field the "Beruff Family Field of Dreams."
- vii. Received a historic preservation grant for the Caples Mansion roof renovation for \$500,000.

2) Increase campus life inclusive of improvements to student housing, food services, adding sports programs and

Major Milestones/Deliverables

- i. Developed and received approval from the BOT and BOG on a five year Business/Strategic Plan.
- ii. Increased student activities on campus, including adding a jumbotron, new gym equipment, and additional recreational enhancements.
- iii. Fully renovated and updated student dining and common spaces in the Hamilton Student Center, including holding 2 location grand openings, 15 dining events, and 75,000 total meals served.
- iv. Entered into an agreement with a new food service vendor Aramark to enhance the quality and quantity of dining options at New College that are available to students, employees, and visitors on campus.
- v. Developed New College's public policy event program, the Socratic Stage Dialogue Series, which reached new heights in Fall 2024. Despite hurricane cancellations, five successful events were conducted in Fall 2024, with an ambitious 2025 scheduled.
- vii. Improved current facilities utilized for academic programs, including the completion of building of a new greenhouse and renovation of the Pritzker Marine Biology building.
- viii. Opened a new campus bookstore in partnership with Follett Higher Education at central location in ACE Academic Center.
- ix. Secured additional student housing to accommodate demand.

New College of Florida Presidential Performance Goals Evaluation 2024-2025

x. Continued to expand our inaugural sports teams including soccer, baseball, softball, basketball, as well as the recently added six additional sports including lacrosse, volleyball (indoor and beach), and golf.

xii. Support student success with the Mighty Banyan Chatbot with a 94% student opt-in rate, over 5,900 messages received, 2,438 resource connections, 325 student FAQs answered, 413 unique students identified for staff outreach, and over 27 staff hours saved.

xiii. Replaced 20 year old air conditioning units in Dort and Gold dorms.

3) Re-envision the Campus Master Plan

Major Milestones/Deliverables

i. Revised a new Campus Master Plan based on community feedback that will include new dormitories, academic buildings, student life buildings, a boat house, and an amphitheater on the west side of the campus and would also revamp the east side of the campus to include sports facilities, restaurants, shops, and a new vision for the PEI dormitories.

ii. In an effort to construct new dorms, several buildings were demolished.

iii. Successfully secured the 9-acre parcel from Manatee Country for future campus development.

iv. Constructed a grass park on the bayfront.

v. Created 6 new volleyball courts.

vi. Tore down the car museum to work on plans for a baseball field to be installed by Fall 2025.

vii. Created a student outdoor space behind the library to offer additional communal space for students.

viii. Created the Sainer Green for outdoor events.

ix. Continued massive landscape improvements throughout the entire campus.

4) Increase campus safety and security

Major Milestones/Deliverables

i. Fixed all non-operational cameras throughout the campus and added additional cameras for improving campus safety.

ii. Hired a second CSA (Civilian) for police support.

iii. Purchased and implemented Tasers and Body Worn Cameras (First in the history of CPD).

iv. Added two new police vehicles, repaired/updated two police golf carts that have been returned to service, and replaced outdated equipment.

v. Conducted vulnerability assessments for all buildings on campus.

New College of Florida Presidential Performance Goals Evaluation 2024-2025

vi. Increased the number of AEDs on campus.

vii. Added additional lighting throughout the entire campus.

5) Faculty additions with growth and excellence

Major Milestones/Deliverables

i. Maintained a Director of Faculty Recruitment to oversee the faculty recruitment and hiring process.

ii. Renewed contracts with presidential scholars who were teaching 2023-24 academic year, Stanley Fish, Andrew Doyle, Joe Loconte, and Bruce Gilley.

iii. Onboarded over 40 faculty lines to start in the 24-25 academic year.

iv. For the second year in a row, negotiated the largest cost of living adjustment in New College's history.

v. Significantly increased faculty development funding.

vi. Established flex dollars to facilitate communal interactions to promote faculty and student engagement.

vii. Established professional development and social activities for faculty members including starting the first administration faculty social hour.

6) Increase enrollment growing to 1200 by end of year five

Major Milestones/Deliverables

i. For the second consecutive year, welcomed a record-breaking incoming class with more than 360 new freshmen and undergraduate transfers, one full year ahead of our projected five-year growth plan, with a total of 872 students. This figure is ten students greater than the fall 2025 enrollment goal following the largest enrollment goal in history from the fall 2024 class.

ii. Hired additional full-time admissions recruiters to develop relationships with targeted high schools and student populations in our local area, region and statewide, and hired a Marketing and Communications Specialist to enhance our presence online and in social media and actively enhance our brand.

iii. Developed a sophisticated marketing strategy to message to potential students and parents the benefits of a NCF education.

iv. Contracted with high-level experts to create a targeted business plan for recruitment to reach schools throughout the region.

v. Increased opportunities for potential students to visit NCF and hear about the campus.

New College of Florida Presidential Performance Goals Evaluation 2024-2025

vi. Awarded a Hope Florida scholarship and continue to promote specifically for Floridians served by Hope Florida, including Floridians with unique abilities.

vii. A total of 98 students participated in an internship opportunity. This was afforded by the increased amount of internship scholarships provided to students with the goal of removing barriers to participation in work-based learning experiences and advance New College toward its goal for 100% of students to complete an academic internship prior to graduation.

viii. Awarded over \$5M through scholarship expansion by significantly increasing giving capacity, including the continuation of Presidential Scholarships, expanding recruitment and retention scholarships, meal plan scholarships, presidential challenge scholarships, fully funded scholarships for current and incoming data-science masters students, and opportunities for Pell recipients.

ix. Offered new opportunities, such as the President's Inner Circle program, which provides four-year academic scholarships to qualifying students.

x. Established dual enrollment opportunities by Hiring an Associate Vice President of Digital Learning and Dual Enrollment.

xi. Launched two writing competitions in collaboration with the admissions team for Florida high school students, one in creative writing and a second in civics.

7) Enrich academic programs and offerings

Major Milestones/Deliverables

i. Renewed the New College Pathway to Teaching Program in partnership with the school districts of Manatee County and Sarasota County.

ii. Led New College as it thoroughly examined and redesigned its Core Curriculum to implement a “Logos & Techne” approach to general education. Developed and acquired approval for the brand new core curriculum framework that is consistent with state general education requirements through:

20 credit hours of logos courses

20 credit hours of techne courses

Identified and offered 22 courses in the 2024-25 curriculum to prepare for 2025-26 submission.

iii. Began adding the Great Books Area of Concentration, giving students the flexibility to select courses from approved General Education offerings while also introducing the Socratic Experience, a specially designed path for those seeking a more structured and immersive academic journey.

iv. Launched the Master's in Marine Mammal Science program with its first incoming class of new graduate students.

New College of Florida Presidential Performance Goals Evaluation 2024-2025

v. Created the New College Chamber Orchestra and developed a small-scale classical performing ensemble recruited from within our existing student body. This program will grow to become part of recruitment efforts in partnership with the admissions program and include a 2025 summer music camp opportunity for targeted high school students. Hired an additional faculty member with training and conducting experience to enhance faculty depth.

vi. Launched a weekly Mighty Banyans on the Bay Podcast highlighting faculty with their latest publications, the courses they are teaching, and areas of research in collaboration with three new faculty members, Dr. Bruce Gilley, Dr. Douglas Estes, and Dr. Alicia Mercado-Harvey.

vii. Supported the formation of the C.S. Lewis Society, a group open to students, faculty, and staff that meet for lunch weekly to discuss the works of Lewis and their impact on modern Western Civilization.

viii. Received funding for seven new Mellon Grant proposals for a total amount of \$99,109.

ix. Joined Florida LamdaRail, a high-speed network designed for education FLR participants are provided with accessibility and connectivity to an advanced, highly scalable 100 Gbps broadband network that is designed to meet the ever-growing needs of Florida's research and education community, aiding current faculty and increasing appeal as a destination for new faculty.

8) Increase second year retention metric growing to 85% by year five

Major Milestones/Deliverables

i. Increased the 2023 incoming class retention rate to 75.6% from 64.9% up 11%. So far the December estimated retention numbers for the next class are projected to hold firm.

ii. Invested more than \$5M in improvements to campus life, food services, and capital improvements to residence halls.

iii. Increased services with online peer-to-peer tutoring to provide our students with no-cost access to a 24/7, on-demand professional tutoring network.

iv. Implemented a fully operational one-stop shop for Academic Support services in the library. The library now houses the Academic Coaches, Student Success Center, Writing Resource Center, Quantitative Resource Center, and Educational Technology Services, alongside Center for Career Engagement and Opportunity (CEO).

v. Hired a new director of the CEO office who is both an academic PhD holder and local businessman. This will enhance internship opportunities and community engagement.

NEW COLLEGE OF FLORIDA
EMPLOYMENT AGREEMENT

The New College of Florida Board of Trustees (the “Board”) and Richard M. Corcoran, Esq. (“Corcoran”) hereby enter into this Employment Agreement (the “Agreement”). The Board and Corcoran may be referred to individually as a “Party” or collectively as the “Parties.”

RECITALS

WHEREAS, New College of Florida (“NCF”), founded in 1960, is the Honors College of Florida; and

WHEREAS, NCF is ranked the No. 6 Public National Liberal Arts College by U.S. News & World Report; and

WHEREAS, the Board has the authority to select a President of NCF pursuant to Regulation 1.001(5)(c) and 1.002 of the Board of Governors of the State University System of Florida (“Board of Governors”); and

WHEREAS, the Board selected Corcoran as Interim President, which was confirmed by the Board of Governors on February 22, 2023; and

WHEREAS, Corcoran served as Interim President of NCF through the present; and

WHEREAS, on April 7, 2023 through October 3, 2023 the Board conducted a National Presidential Search pursuant to Board of Governors Regulation 1.002, which included the establishment of a Presidential Search Committee; and

WHEREAS, the Presidential Search Committee, which included but was not limited to a member of the Board of Governors, Board Trustees, as well as faculty and student members, sent three (3) finalist candidates to the Board for consideration, including Corcoran; and

WHEREAS, on October 3, 2023 the Board voted to enter into negotiations with Corcoran to become the President of NCF subject to approval by the Board and the Board of Governors; and

WHEREAS, Corcoran is willing to serve as President of NCF subject to the Board of Governors confirmation of the Board’s appointment of Corcoran as President; and

WHEREAS, having a permanent president will bring stability to NCF and is in the best interest of NCF; and

WHEREAS, the Parties acknowledge that NCF will perform some of its obligations through the New College Foundation, a Florida 501(c)(3) Direct Support Organization of NCF; and

WHEREAS, the Parties desire to memorialize the terms and conditions of Corcoran’s employment as President of NCF in this Agreement.

NOW THEREFORE, in consideration of the mutual promises, covenants and conditions contained herein, and other valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. Incorporation of Recitals. The foregoing recitals are true and correct and incorporated by reference into this Agreement.

2. Appointment. The Board appoints and employs Corcoran as President of NCF for a term commencing February 22, 2023 and ending on February 21, 2028 or upon the termination of this Agreement as otherwise provided pursuant to the terms herein subject to Board of Governor approval (the "Term"). The Term may be extended by mutual agreement of Corcoran and the Board. Corcoran hereby accepts such appointment and employment on the terms and conditions set forth in this Agreement, and further understands that his employment as President and this Agreement is conditioned upon final confirmation by the Board of Governors.

3. Powers and Duties. During the Term of employment, Corcoran will diligently devote his full professional time, ability, and attention to the day-to-day operations of NCF, including without limitation, all administrative, executive and academic functions as required by law, rule and regulation. Corcoran's powers and duties are as stated in the State University System of Florida Board of Governors' regulations, in Board rules, regulations, policies and procedures, and in the laws of the State of Florida as they presently exist or may hereafter be amended, and will include such other duties as may be reasonably assigned to him by the Board. As chief executive officer of NCF, Corcoran shall be responsible for the oversight of all aspects of NCF's activities and performance, including but not limited to ensuring i) an enriching educational experience for the student body; ii) an engaged and highly qualified faculty; iii) transparent, accurate and timely communication with the Board; and iv) overall positive student enrollment growth, all in conformance with the provisions of said regulations, rules, policies, procedures and laws (collectively, the "Duties"). As President of NCF Corcoran will serve at the pleasure of the Board pursuant to the terms herein and will report directly to the Board.

4. Devote Best Efforts to the Work as President. Corcoran agrees to faithfully, industriously, and with maximum application of experience, ability, and talent, devote full time attention and energies to his Duties as President of NCF. Such Duties shall be rendered at the campus(es) of NCF and such other place or places as the Board or President shall deem appropriate for the interests, needs, business, or opportunities of NCF.

5. Outside Activities. Corcoran may engage in typical charitable, civic, and professional activities of his choosing, including serving on boards of public or private corporate organizations, subject to prior approval of the Board Chair. Any and all income or other compensation earned by Corcoran from outside activities shall be paid to and retained by him, and such income or other compensation shall have no effect on the amount of salary, compensation, and benefits he is otherwise entitled to receive hereunder. Notwithstanding the foregoing, Corcoran shall not engage in any outside activities that represent a conflict of interest, are otherwise adverse to the best interests of NCF or individually or collectively create a conflict of commitment with his obligations under this Agreement.

6. Annual Base Salary. As compensation for his services as President, the Board shall provide Corcoran with an annual salary of Six Hundred Ninety-Nine Thousand and No/100

Dollars (\$699,000.00), paid bi-weekly pursuant to NCF's regular employee pay schedule, less applicable taxes and withholdings. No more of this amount than is allowed by Florida Statutes shall be paid from public funds.

7. Standard Benefits. Corcoran shall be eligible to participate in the benefits maintained by NCF for executive service employees. Corcoran shall pay such premium amounts as required to be paid by other participants in executive service benefits. Such benefits shall include, without limitation, health care including dental, disability and life insurance programs, retirement plans, tax-deferred savings plans, flexible spending accounts, and vacation and sick leave.

8. Performance Goals and Incentive Compensation.

(a) Corcoran agrees to the goals and objectives set forth in this section 8(a) which shall reflect the duties set forth in section 3 above. Corcoran shall report to the Board on the achievement of goals at regular intervals or at other times as may be requested by the Board. The Board may also request that Corcoran revise or create additional goals from time to time. The goals and objectives include:

- Increase fundraising for New College.
- Increase campus life inclusive of improvements to student housing, food services, adding sports programs and maintaining membership in the NAIA.
- Re-envision the campus masterplan.
- Increase campus safety and security.
- Faculty additions with growth and excellence.
- Increase enrollment growing to 1200 by end of year five.
- Enrich academic programs and offerings.
- Increase second year retention metric growing to 85% by year five.

(b) The Board may, in its discretion, award Corcoran annual incentive compensation of up to \$200,000.00 during the Term based on his achievement of the goals and objectives. Incentive compensation will be paid by the Board no later than January 30th of each calendar year for incentive compensation for the prior year. A Board Committee may be designated to carry out responsibilities of the Board under this section.

9. Housing Allowance. During the Term, the New College Foundation will provide Corcoran with an Eighty-Four Thousand and No/100 Dollars (\$84,000.00) annual housing allowance in lieu of NCF providing a President's residence. Payment of the allowance shall be pro-rated monthly and paid in accordance with customary payroll practices of NCF.

10. Automobile Provision and Expenses. During the Term, Corcoran shall receive an annual allowance of Twelve Thousand and No/100 Dollars (\$12,000.00) for the use of his

personal automobile. Payment for such use shall be pro-rated monthly, paid in accordance with customary payroll practices of NCF and shall be funded by the New College Foundation.

11. Travel and Dues. The Board will authorize and provide for reasonable expenses incurred by Corcoran for NCF-related travel. In addition, to further enable Corcoran to carry out the required Duties, the board shall provide the cost of annual dues for mutually agreed to professional associations that will facilitate Corcoran's performance of the Duties. The travel expenses and dues described in this section shall conform to NCF's regulations and policies, the regulations of the Board of Governors and the laws of the State of Florida.

12. Transition Expenses. NCF will reimburse Corcoran up to \$18,000.00 for reasonable expenses incurred, including packing and unpacking, in connection with moving him, his family and their personal property from Corcoran's current residence in Pasco County, Florida and into Sarasota/Manatee County, Florida, with such relocation(s) conducted in accordance with the NCF's regulations, including with respect to documentation of expenses.

13. Deferred Compensation. During the Term, Corcoran shall earn a deferred compensation. The amount of the annual deferred compensation shall be One Hundred Four Thousand Eight Hundred Fifty and No/100 Dollars (\$104,850.000) per year. It shall be pro-rated and earned monthly. The deferred compensation shall be funded by the New College Foundation. The deferred compensation earned during 2023 shall be paid no later than December 31, 2023. The deferred compensation earned during each subsequent year of the Term shall be paid within thirty (30) days after the end of the calendar year (no later than January 30th of each year).

14. Accrued Retention Payment. Beginning February 22, 2023 NCF will annually accrue a sum of \$200,000.00 of retention payment (which annual accrued amount is referred to as the "Accrued Retention Payment"). If Corcoran continues uninterrupted service and performance of his duties set out herein as President through February 21, 2026, the total amount of the Accrued Retention Payment shall be vested and payable to him. Thereafter, NCF will annually accrue a sum of \$100,000.00 of retention payment (the "Modified Retention Payment"). If Corcoran completes his service as President of NCF through February 21, 2028, whether or not the initial Term of his service has been extended, then the total amount of the Modified Accrued Retention Payment, being the sum of \$200,000.00, shall be vested and payable to him. Except in the event of Corcoran's death or disability, no portion of the Accrued Retention Payment shall be owed or payable to Corcoran if he is no longer President on February 21, 2026, and no portion of the Modified Accrued Retention Payment shall be owed or payable to Corcoran if he is no longer President on February 21, 2028 regardless of the reason.

In the event that Corcoran's employment as President is terminated prior to February 21, 2026 due to his death or disability, all accruals shall cease immediately on the effective date of such termination and a pro rata share of the already accrued Accrued Retention Payment which corresponds to Corcoran's length of service as President shall be deemed vested and be payable to Corcoran (or in the case of his death, his designated beneficiary or estate). The portion payable in any such instance during the first 36 months of the Term shall be calculated by multiplying the total amount that would have accrued in Accrued Retention Payment over the first 36 months times a fraction in which the numerator is the number of partial or full months of service completed by Corcoran as President and the denominator is 36. During the last 24 months of the Term the portion payable shall be calculated by multiplying the total amount that would have

accrued in Modified Accrued Retention Payment over the last 24 months of service completed by Corcoran times a fraction in which the numerator is the number of partial or full months of service completed by Corcoran as President and the denominator is 24, in addition to the total amount of the Accrued Retention Payment pursuant to this Section.

15. Faculty Appointment. Upon the end of his service as President for any reason other than death, disability or termination for cause, or at the end of his reassignment to provide duties if his presidency is terminated without cause, or as set forth in the following paragraph, Corcoran will be appointed as an NCF faculty member in an appropriate academic department with the specific arrangement for his initial post-presidency faculty appointment, assignment and salary being subject to approval by the Board Chair. Approval by the Board Chair shall not be unreasonably withheld, taking into account the best interests of NCF. Except as otherwise stated in this Section 15, during his active service as a member of NCF's faculty, Corcoran's employment shall be governed by NCF regulations that apply to all employees and those that apply to faculty members, and not by this Agreement. Corcoran shall state in his resignation notice whether he intends to assume active faculty duties following resignation.

16. Termination or Resignation.

(a) Resignation by Corcoran without Breach. In the event that Corcoran desires to resign other than because of a breach of this Agreement by NCF, Corcoran may terminate this Agreement by resignation after first giving not less than ninety (90) calendar days written notice to NCF of intention to terminate.

(b) Termination for Cause by NCF. This Agreement may also be terminated at any time for cause by NCF. NCF may terminate with cause upon majority vote of the Board. Cause shall mean upon the occurrence of one of the following events or actions by Corcoran:

- i. A deliberate and actual violation of the duties set forth in this Agreement or other material breach and refusal or unwillingness to cure the material breach after a notice and reasonable opportunity to cure.
- ii. Any conduct constituting moral turpitude that would bring public disrespect, contempt, or ridicule upon NCF.
- iii. Violation of a State of Florida law, rule, regulation, or Constitutional provision, or an NCF rule, regulation or policy, which violation may in the judgment of the Board adversely reflect upon and/or adversely affect NCF.

(c) Termination for Cause by Corcoran. In the event NCF breaches the terms of this Agreement, and such breach is not cured within thirty (30) calendar days of written notice of the breach or is not a breach that may be cured, Corcoran shall have the right to terminate this Agreement at any time thereafter upon written notice of such termination to NCF.

(d) Effect of Termination. Upon termination of this Agreement by NCF for cause, NCF is not obligated to pay any further salary, severance or benefits. Upon termination of this Agreement other than by NCF for cause, neither Party shall have any further obligation except as provided herein. If this Agreement is terminated by Corcoran with cause, Corcoran shall be entitled to 20 weeks' severance or the maximum permitted under Florida law at the time to be

paid at his annual base salary in effect at the time of termination together with benefits during such period as well as all accrued deferred compensation and retention payments.

17. Termination Due to President's Death or Permanent Disability.

(a) The President's death or permanent disability prior to the expiration of this Agreement shall terminate this Agreement, subject to the provisions of this Section.

(b) In the event of Corcoran's death while serving as the President of NCF this Agreement shall terminate on the date of death. The Corcoran's estate shall be entitled to receive all benefits that Corcoran is entitled under the NCF's various insurance plans, as applicable, base salary, housing allowance and automobile allowance for 60 (sixty) calendar days from the date of death.

(c) If Corcoran becomes permanently disabled while serving as President, this Agreement shall terminate on the date of the determination of permanent disability and Corcoran shall receive all benefits to which Corcoran is entitled pursuant to NCF's disability insurance plans, as applicable. Corcoran's annual base salary and benefits hereunder shall continue until such time as the long-term disability insurance policy begins to pay Corcoran benefits according to the applicable policy. For purposes of this Agreement, "Permanent Disability" shall mean the inability of the President to perform the essential functions of the job, including but not limited to the duties contained in Section 3, for a period of six (6) months in any one (1) year (12 month) period, with or without "reasonable accommodations" as such term is defined in 42 U.S.C. §12111 (9) as amended and interpreted by courts of competent jurisdiction.

(d) Corcoran shall prepare a succession plan for Board approval for continuity of operations and organizational stability in the event of the Corcoran's permanent or unexpected absence, disability, incapacity, or death.

18. General Cooperation Covenant. Without limitation of the obligations specified in this Agreement and applicable NCF rules, regulations, policies and procedures, Corcoran agrees to cooperate fully in any review or investigation involving NCF matters in which he may possess pertinent information. This obligation shall survive the expiration or earlier termination of this Agreement.

19. Severability and Waiver. If any provision or provisions of this Agreement shall be deemed invalid or unenforceable, either in whole or in part, by a court of competent jurisdiction, then this Agreement shall be deemed amended to delete or modify, as necessary, the offending provision or provisions or to alter the bounds thereof in order to render it valid and enforceable. No waiver or failure to enforce any or all rights under this Agreement by either Party on any occasion shall constitute a waiver of that Party's right to assert the same or any other rights on that or any other occasion.

20. Governing Law. This Agreement shall be interpreted and construed, and the rights and obligations of the Parties hereto shall be determined, in accordance with the laws of the State of Florida.

21. Modification of Agreement. This Agreement represents the full and complete understanding of the Parties and supersedes any previous or contemporaneous written or oral

representations made by either Party. There are no other promises, understandings, obligations, inducements, undertakings, or considerations between the Parties or owed by either Party to the other that are not set forth in this Agreement. This Agreement supersedes any prior agreement by the Parties and may only be modified or amended by mutual written consent of the Parties.

22. Personal Contract. The obligations and duties of Corcoran shall be personal and not assignable or delegable in any manner whatsoever by Corcoran.

23. Understanding of the Agreement. Both Parties represent that they have thoroughly read this Agreement, that they understand it to be a binding contract, that they understand each provision, term and condition of this Agreement as well as its legal effect, and that they have signed the Agreement voluntarily and of their own free will with intention to comply with its terms.

24. Public Disclosure of the Agreement. Both Parties agree and acknowledge that this Agreement may be subject to the Florida public records law, Chapter 119, or other provisions, and may, therefore, be subject to disclosure by and in the manner provided by law.

25. Counterparts. This Agreement may be executed in multiple counterparts, each of which shall be deemed a duplicate original, but all of which taken together shall constitute one and the same instrument.

26. Headings for Convenience Only. The headings in this Agreement are for convenience only and shall not be used in construing or interpreting this Agreement.

IN WITNESS WHEREOF, Corcoran and NCF through the Chair of the Board have executed this Agreement on this 20 day of October, 2023.

NEW COLLEGE OF FLORIDA
BOARD OF TRUSTEES

By: Debra A. Jenks
Debra Jenks, Chair

10/23/23
Date

[Signature]
Richard M. Corcoran, Esq.

10/23/23
Date

**New College of Florida Board of Trustees
Virtual
Draft Minutes for November 19, 2024**

Call to Order

The meeting was called to order at 2:00 p.m. and a quorum was established.

Trustees Present: Debra A. Jenks (Chair), Ron Christaldi (Vice Chair), Ryan Anderson, Mark Bauerlein, Christopher Rufo, Lance Karp, Charles Kesler, Sarah Mackie, Patrick McDonald, Olivia Mikkelsen, Don Patterson, and Matthew Spalding. Not present: Joe Jacquot

Acknowledgment of Notice of Meeting

Chief of Staff Christie Fitz-Patrick confirmed the meeting had been duly noticed.

Call for Public Comment

Public comment process ensued. The following members of the public provided comments: Mike Sanderson, Rodrigo Diaz, Panagioti Tsoikas, Benjamin Brown, Eliana Salzhauer, Judy Burns, Peter Schelhorn.

Consent Agenda

The consent agenda was presented and a request was made by Chair Jenks that it be approved.

ACTION ITEMS

- Approve Minutes for the August 15, 2024 BOT Meeting

INFORMATIONAL ITEM

- First Quarterly Budget Update

A motion to approve the consent agenda was made by Trustee Spalding, seconded by Trustee Patterson, and was approved by voice vote unanimously.

President's Report

President Richard Corcoran shared his remarks.

Student Temporary Housing Purchase Orders – University of South Florida Sarasota-Manatee

Chair Jenks requested that Christie Fitz-Patrick, Vice President, Finance & Administration, Chief of Staff present the Student Temporary Housing Purchase Orders – University of South Florida Sarasota- Manatee.

A motion to approve the Student Temporary Housing Purchase Orders – University of South Florida Sarasota- Manatee was made by Trustee Karp, seconded by Trustee Patterson, and was approved by voice vote unanimously.

Update to University E&G Carryforward Spending Plans FY 2024-25

Chair Jenks requested that Christie Fitz-Patrick, Vice President, Finance & Administration, Chief of Staff present the Update to University E&G Carryforward Spending Plans FY 2024-25.

A motion to approve the Update to University E&G Carryforward Spending Plans FY 2024-25 was made by Trustee Christaldi, seconded by Trustee Karp, and was approved by voice vote unanimously

Update to 2025-26 Legislative Budget Request (LBR) for Fixed Capital Outlay

Chair Jenks requested that Christie Fitz-Patrick, Vice President, Finance & Administration, Chief of Staff present the Update to 2025-26 Legislative Budget Request (LBR) for Fixed Capital Outlay.

A motion to approve the Update to 2025-26 Legislative Budget Request (LBR) for Fixed Capital Outlay was made by Trustee Kesler, seconded by Trustee Patterson, and was approved by voice vote unanimously

Green Fee Review

Chair Jenks requested that Christie Fitz-Patrick, Vice President, Finance & Administration, Chief of Staff present the Green Fee Review.

A motion to approve the Green Fee Review was made by Trustee Patterson, seconded by Trustee Bauerlein, and was approved by voice vote unanimously.

Collective Bargaining Agreement

Chair Jenks requested that David Brickhouse, Vice President, Legal Affairs & Human Resources present the Collective Bargaining Agreements.

A motion to approve the Ratification of Updated Collective Bargaining Agreement between New College of Florida and the Florida Police Benevolent Association, the Ratification of Updated Collective Bargaining Agreement between New College of Florida and the United Faculty of Florida and Amendment to Faculty Retention Bonus MOU, and the Recommendation for Changes to Salary and Benefits for Out-of-Unit Employees was made by Trustee Kesler, seconded by Trustee Mackie, and was approved by voice vote unanimously.

Regulation Updates

Chair Jenks requested that David Brickhouse, Vice President, Legal Affairs & Human Resources present the Regulation Updates.

Approval of Regulation Amendment – 1-1001 Mission Statement and Goals:

A motion was made by Trustee McDonald to postpone the approval of Regulation Amendment – 1-1001 Mission Statement and Goals, seconded by Trustee Mikkelsen, and was not approved by voice vote with 4 voting yes and 8 voting no.

A motion to delete the last sentence of Regulation Amendment – 1-1001 Mission Statement and Goals was made by Trustee Kesler, seconded by McDonald and was not approved by voice vote with 3 voting yes and 9 voting no.

A motion to delete the Archimedes quote at the beginning and change the word from “in” to “as part of” for Regulation Amendment – 1-1001 Mission Statement and Goals was made by Trustee Rufo, seconded by Kesler and was approved by voice vote with 11 voting yes and 1 voting no.

A motion to approve Regulation Amendment – 1-1001 Mission Statement and Goals as amended was made by Trustee Spalding, seconded by Trustee Bauerlein, and was approved by voice vote with 10 voting yes and 2 voting no.

Approval of Regulation Amendment – 3-1002 Tuition and Fees Schedule:

A motion to approve Regulation Amendment – 3-1002 Tuition and Fees Schedule was made by Trustee Karp, seconded by Trustee Patterson, and was approved by voice vote unanimously.

Approval of Regulation Amendment – 3-5102 College Land Use Planning and Utilization Policy:

A motion to approve Regulation Amendment – 3-5102 College Land Use Planning and Utilization Policy was made by Trustee Karp, seconded by Trustee Mackie, and was approved by voice vote with 9 voting yes and 2 voting no.

Approval of Regulation Amendment – 3-7001 New College of Florida Direct Support Organization:

A motion to approve Regulation Amendment – 3-7001 New College of Florida Direct Support Organization was made by Trustee Spalding, seconded by Trustee Baurelein, and was approved by voice vote with 10 voting yes and 2 voting no.

Approval of Regulation Amendment – 6-3005 Student Code of Conduct:

A motion to approve Regulation Amendment – 3-1002 Tuition and Fees Schedule was made by Trustee Mackie, seconded by Trustee Karp, and was approved by voice vote with 10 voting yes and 2 voting no.

New College of Florida’s Core Curriculum

Chair Jenks requested that Richard Corcoran, President and Manuel Lopez, Associate Provost present the New College of Florida’s Core Curriculum.

A motion to approve the New College of Florida's Core Curriculum was made by Trustee Patterson, seconded by Trustee Anderson, and was approved by voice vote with 10 voting yes and 2 voting no.

New Business

No new business ensued.

Adjournment

There being no other business, the meeting was adjourned at 4:53 p.m.

Respectfully submitted

Christie Fitz-Patrick
Chief of Staff/BOT Liaison

DRAFT

**New College of Florida Board of Trustees Special Meeting
Virtual
Draft Minutes for December 16, 2024**

Call to Order

The meeting was called to order at 12:00 p.m. and a quorum was established.

Trustees Present: Debra A. Jenks (Chair), Ron Christaldi (Vice Chair), Mark Bauerlein, Joe Jacquot, Lance Karp, Charles Kesler, Sarah Mackie, Patrick McDonald, Don Patterson, Christopher Rufo, and Matthew Spalding. Not present: Ryan Anderson and Olivia Mikkelsen

Acknowledgment of Notice of Meeting

Chief of Staff Christie Fitz-Patrick confirmed the meeting had been duly noticed.

Call for Public Comment

Public comment process ensued. The following members of the public provided comments: William Rosenberg, Rodrigo Diaz, Juliana Paré-Blagoev

Foundation Gift and Naming of NCF Facility

Chair Jenks requested that David Brickhouse, Vice President, Legal Affairs & Human Resources present the Foundation Gift and Naming of NCF Facility.

A motion to approve the Foundation Gift and Naming of NCF Facility was made by Trustee Karp, seconded by Trustee Christaldi, and was approved by voice vote unanimously.

New Business

No new business ensued.

Adjournment

There being no other business, the meeting was adjourned at 12:23 p.m.

Respectfully submitted

Christie Fitz-Patrick
Chief of Staff/BOT Liaison

MARK ESBECK

SUMMARY Executive financial leader and chief executive officer with global experience in building and managing collaborative organizations. Experienced in establishing operating platforms and building market awareness through the promotion of branded activities for financial service businesses. Understand how to market and develop business globally in developed and developing markets.

Experience **Andrick & Associates**

2015-Present

President and Owner, Sarasota, FL.

Andrick is one of the oldest direct mail and printing operations in Southwest Florida, having been in continuous operation since its founding in 1984. My wife and I purchased the business in 2015 and operate it today. We have expanded the printing and design capabilities of the company and developed a plan for growth in the areas of digital print, variable data printing and other areas of direct response marketing. The company has fourteen employees. In 2023 the company moved into a new 15,000 SF building purchased by a family-controlled LLC.

IMAP, Inc.

2008-2011

President and CEO, IMAP, Inc., Sarasota, FL.

IMAP is the world's oldest independent mergers and acquisitions (M&A) advisory organizations dating back to 1973. Its member firms are now located in over thirty countries and annually complete several hundred M&A transactions with total transaction values of over \$11 billion. In 2010 IMAP ranked No. 4 in the world in completed M&A transactions up to \$200 million in size (source: Thomson Reuters).

Organized the office, recruited staff, developed brand standards, established policies and procedures, recruited high quality new IMAP offices in New York, Chicago, Mumbai, Tokyo, Santiago, Dublin, Cairo, and Madrid.

Initiated outreach into the external market as a global business brand with professional thought leadership pieces covering the M&A market and the industry segments. Started the IMAP symposium series which brought high level M&A participants together for the purpose of networking and idea exchange.

Established a professional operation which accomplished all its business objectives despite experiencing an almost 30% decline in funding due to the adverse impact of the global financial crisis of 2008-2009.

BCC Advisors**1988-2007***Founder and Chairman, BCC Advisors, Des Moines, IA.*

Started BCC and recruited partners and staff to twelve people before leaving to take IMAP job. Company provides M&A advisory, corporate finance and business valuation services to Midwestern firms (public and private).

Established the business platform and managed the corporate advisory segment of BCC. Also served as volunteer president and chairman of IMAP (BCC is a member of the IMAP organization).

BCC never had a loss year under my leadership, and I left the company with a strong balance sheet and low debt position.

Valley National Bank (now U.S. Bancorporation)**1984-1988***Vice President and Manager, VNB, Des Moines, IA.*

Managed commercial lending function. Established lending procedures and grew loan portfolio during four years with the bank. Profitability and collection metrics all improved under my leadership.

Left the bank to start BCC advisory business.

Bankers Trust Company**1980-1984***Vice President, BTC, Des Moines, IA.*

Joined bank after graduate school. Passed through credit training program and was promoted to commercial lending floor. Rapidly assumed significant portfolio responsibilities including work-out projects involving problem banks, industrial firms, and agribusiness operations. Reduced problem loans while also becoming bank's top business development officer. Left to take job advancement at competitor bank.

Education University of Iowa**1975-1980**

Earned BA in English and MBA in Finance.

Other Series 7 License

Held securities license (terminated US but could reactivate).

Personal

Married for 40 years with four children. Two girls live in Sarasota and are married. I like to play tennis, read, and collect wine. Serve as President for the Sarasota Chapter of the Commanderie de Bordeaux. Currently, involved with re-invigorating the local Sarasota Wine Auction.

Served as Moderator of Beneva Christian Church and orchestrated a recovery plan to revitalize the church. Member of The Field Club and the Argus Foundation. Former Chairman of Inn on the Beach Association on Longboat Key and current Board member.

Joshua D. Ingram



joshuadingram.com



joshuaingram



joshua-d-ingram

EXPERIENCE

CENTER FOR ASTROPHYSICS | HARVARD & SMITHSONIAN | RESEARCH ASSISTANT

July 2022 - Present | Cambridge, MA

- Utilize anomaly detection methods, convolutional neural networks, and data augmentation methods to detect more flares in GOES light curves.
- Develop, test, and fit power-law models to solar flare data using maximum likelihood, maximum product of spacings, and Bayesian methods.
- Analyze the waiting time distributions of flares across solar cycles and within individual active regions; explain the observed behavior in the data through simulations of overlapping active regions.
- Provide statistical expertise to another research team using machine learning methods to cross-match X-ray and optical source astronomical catalogs, and also develop statistical methods to measure error in matches.

QUANTITATIVE RESOURCE CENTER | STATISTICS PEER-TUTOR

August 2020 - Present | Sarasota, FL

- Help students develop their skills and learning strategies in statistics and R, recommend learning resources, and assist in preparation for exams.

NEW COLLEGE OF FLORIDA | ADJUNCT INSTRUCTOR

August 2023 - September 2023 | Sarasota, FL

- Prepare curriculum for and teach IDC 5100: Introduction to Data Science Bootcamp.
- Provide incoming graduate students with an overview of the field of data science, as well as a review of the mathematical and programming topics necessary to succeed in the program.
- Teach 9 modules, covering topics like using version control with Git and GitHub, managing virtual environments with conda, the basics of Python, and review of calculus and linear algebra.

NASA GODDARD SPACE FLIGHT CENTER | RESEARCH INTERN

August 2021 - July 2022 | Greenbelt, MD

- Access and transform far ultraviolet spectral data from the International Ultraviolet Explorer and the Hubble Space Telescope.
- Identify series of emission and self-reversed lines in data, fit Gaussian curves to lines, and derive line parameters (radial velocity, FWHM, optical depth, etc).

NASA GODDARD SPACE FLIGHT CENTER | STATISTICS INTERN

June 2021 - August 2021 | Greenbelt, MD

- Advise the Hubble Space Telescope Communications Team on social media outreach strategies using data insights.
- Collect and prepare follower and post performance metrics for the @NASAHubble social media accounts with over 10 million followers.
- Analyze post performance metrics using categorical data analysis, with my strategic insights being implemented by the communications team.
- Conduct time series analysis of follower data and identify causes of growth.

CENTER FOR ASTROPHYSICS | HARVARD & SMITHSONIAN | RESEARCH INTERN

June 2020 - May 2021 | Cambridge, MA

- Access and wrangle datasets of over 100,000 solar flare observations from the GOES and RHESSI satellites.
- Develop statistical models using maximum likelihood, maximum product of spacings, and Bayesian methods to model flare properties.
- Use Monte Carlo methods to obtain error bars for any estimates from modeling.

SKILLS

PROGRAMMING

Proficient:

R • Python • L^AT_EX
Markdown • Bash

Experienced:

MATLAB • IDL • Maple

Familiar:

SQL • CSS • HTML

SOFTWARE

Git/GitHub • TensorFlow
Sklearn • PySpark

EDUCATION

CARNEGIE MELLON UNIVERSITY

PH.D. IN STATISTICS

Fall 2024 Start | Pittsburgh, PA

GPA: TBD

NEW COLLEGE OF FLORIDA

M.S. IN APPLIED DATA SCIENCE

Expected May 2024 | Sarasota, FL

GPA: 3.95/4.0

NEW COLLEGE OF FLORIDA

B.A. IN STATISTICS

AND APPLIED MATHEMATICS,

MINOR IN ECONOMICS

May 2022 | Sarasota, FL

GPA: 4.0 / 4.0

AWARDS

Quad Fellowship (2023)

Presidential Honors Scholarship (2023)

Data Science Scholarship (2022)

2nd Place - ASA Undergraduate Statistics

Research Project Competition (2021)

Mellon II Grant (2021)

Barancik Access Leadership Scholarship

(2020)

Kiwanis Service Leadership Scholarship

(2018)

LEADERSHIP

New College Astronomy Club

Co-President, Co-Founder

Host stargazing parties, the

"Cosmic Wonders" guest

speaker series, and field trips.

January 2021 - May 2022

Dr. Dave Smith

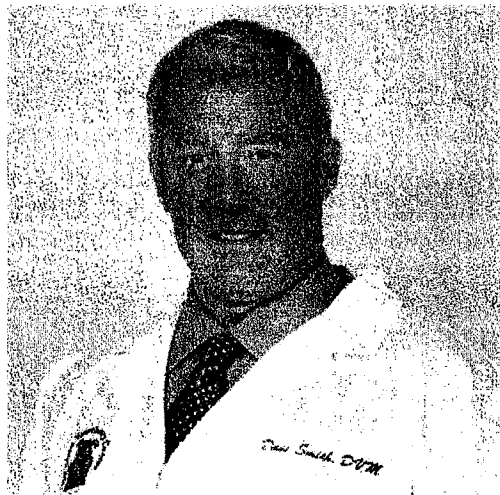


Dr. Smith is a 1988 graduate of the University of Florida College of Veterinary Medicine. After graduation, Dr. Smith began his career in South Florida. He was the managing partner of a group of veterinary emergency centers in the Fort Lauderdale area and owned and worked at several daytime veterinary clinics as well. He also did consulting work for several local veterinarians on how to manage and grow their practices through an emphasis on preventative medicine, exceptional care, and outstanding customer service. Dr. Smith was very active in the veterinary community in Fort Lauderdale as the president of the Broward County Veterinary Medical Association. His goal was to bring local veterinarians together by hosting social events and promoting continuing education.

After 19 years of practicing in Southeast Florida, Dr. Dave wanted to start a family and decided he needed a change of pace. After searching the state of Florida he and his wife decided that Sarasota was the perfect place to raise a family. He moved to Sarasota in July 2006 with his wife, Leyla and their two Labrador Retrievers and Ernie the kitty. Dr. Dave became the owner of Sarasota Veterinary Center and his family has grown to include 3 dogs, 2 cats and his daughter, Anise.

Dr. Dave's philosophy has always been about practicing excellent medicine with a strong emphasis on preventative medicine for pets of all ages and geriatric medicine for aging pets since the human/animal bond is growing stronger and pets are living longer. His vast experience in veterinary emergency medicine

has led to his emphasis on how preventative care is the key to your pet's well being. Dr. Dave is a firm believer in the importance of client education. A large percentage of his day is spent on explaining things and answering questions so pet owners can make better-informed decisions for their pet's health and well being.



Another important aspect of Dr. Dave's practice philosophy is an emphasis on extraordinary customer service. He likes to surround himself with staff members whose love of animals and compassion is obvious to all who enter his hospital. Nothing is more gratifying than hearing a pet owner say that their pet actually likes to come to our pet hospital. It all fits in with another of Dr. Smith's longstanding beliefs that ***Pets Are Family Too!***

Dr. Dave Smith

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Mary Gratehouse

Committed to community service, generosity, and family devotion



Boards

Jewish Federation of Sarasota-Manatee

Board Member

The Greenspon Campus for Jewish Life, 580 McIntosh Rd, Sarasota, FL 34232

Current

<https://jfedsrq.org/>

Israel Tennis & Education Centers

Board Member, US & International Boards

Israel Tennis & Education Centers Foundation 165 East 56 Street, 2nd Fl New York, NY 10022

Current

Easterseals of Southwest Florida

Board Member, Foundation Board

350 Braden Ave, Sarasota, FL 34243

Former

<https://easterseals-swfl.org/>

Boardman Poland Junior Women's League

Board Member

1874 Woodgate St. Youngstown, OH 44515

Former

<https://bpjwl.weebly.com/>

Kidney Foundation of Ohio, Mahoning County

Board Member

2831 Prospect Avenue East, Cleveland, OH 44115

Former

<http://www.kfohio.org/>

Youngstown Symphony Guild

Board Member

Former

Education

Sam Houston State University

Marketing

Bachelor of Business Administration

1985

BBA in Marketing with additional studies in economics and accounting

Volunteering & Philanthropy

Easterseals

Eric Robinson, CPA

Veteran, father, and community leader, passionate about education and improving Florida for our children.

EXPERIENCE

Robinson, Gruters, and Roberts, CPA firm, Venice, FL — Managing Partner

2004 - PRESENT

As the Managing Partner of the largest CPA firm in South Sarasota County, I provide tax and accounting services for both individuals and small businesses while managing a 15+ person staff and providing accounting and tax consulting services to over 3,000 people and business entities. Was appointed to the Florida Board of Accountancy

Cassariano Italian Restaurant, Lakewood Ranch, FL — Partner

2019 - PRESENT

Partner in a successful 250 seat locally owned and managed restaurant, serving authentic Italian food to our community.

Senior Networks, 6 locations in Florida — CEO

1998-2004

Grew data networking company from a start-up to \$ 36 million + revenue company with multiple locations. Innovator in wireless technology, specifically designing and installing wireless networks. Exited in 2004.

PUBLIC SERVICE

United State Naval Reserves, Seabee — 1988-1996

Activated during the first Gulf War, served as a Seabee in Cargo Handling Battalion-11 based out of Jacksonville, FL. Left college when activated in Desert Storm to serve my country.

Federal Law Enforcement Training Academy, Glynco, GA — 1992

Hired by the Department of Justice after college.

COLLEGE EDUCATION

Florida International University, Miami, FL — MBA, 1996

University of Florida, Gainesville, FL — BS Finance, 1991

CURRENT VOLUNTEER BOARD POSITIONS

Habitat for Humanity, South Sarasota County, Treasurer

FAMILY

Married to Christine Robinson for 22 years and father to three children ages 16 19, and 20

AWARDS

Honored by the **Miami-Dade Sheriff's Office** for rescuing victims of a plane crash in the Atlantic.

Graduate of **Leadership Sarasota**

Graduate of **Leadership Miami**

Operation Warrior Resolution, *Board Chair*

Sarasota County School Audit Committee

Sarasota Financial Advisory Committee

PAST EDUCATION-RELATED VOLUNTEER BOARD POSITIONS

Epiphany Cathedral School Board, *Member*

Sarasota County School Board, *Member*

State College of Florida, *Board of Trustee Member*

PAST OTHER VOLUNTEER BOARD POSITIONS

Florida Board of Accountancy, *Member*

Humane Society of Sarasota, *Member*

Rocket Phonics, *Member*

Republican Party of Sarasota, *Chairman*

Sarasota Airport Authority, *Elected Chairman*

Sarasota County Fair, *Board of Directors Member*

United Way of South Sarasota, *Treasurer*

Workforce Florida, *Chairman of Finance committee*

Alicja "A.J." Janson



05-22-2024

Sydney Gruters,
Executive Director, New College Foundation, Inc.

Community service and philanthropy are vital pillars in the foundation of a thriving society.

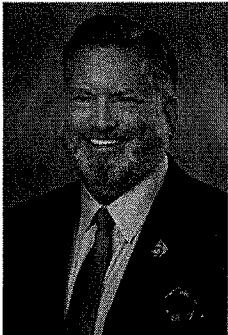
Service is working with individuals and contributing directly to the improvement of their local environment. Participating in community service creates ripples of positive change that extend far beyond its immediate recipient. The follow is my best recollection of my past to current service to individuals and community:

- 2004-2006, YWCA, PGH, PA
- 2008-210, CA D'ZAN/ RINGLING MUSEUM, drove tram
- 2015-2016, volunteered at Manatee Community College, Admissions dept.
Organized a small committee to read, review and select candidates for scholarship program.
- 2013-2014, sat on the board of the Newtown Centennial Celebration. Personally raised \$1500.
- 2017 assisted with the "start-up" of the All Star Children's foundation
- 2014, Planned and officiated a Carnival in Newtown for the homeless
- 2019-2025, Served as Consumer Advocate on the Florida Board of Osteopathic Medicine

Philanthropy involves the donations of resources i.e.: Time, money or expertise. I support and/or help raise capital for the following non-profits:

- The Salvation Army
- Tunnell to Towers
- The Gary Sinise Foundation
- Wounded Warrior
- Payton Wright Foundation
- Florida Sherriff's Association

MIKE RAHN



PERSONAL

Rahn is a lifelong resident of Manatee/Sarasota counties. After graduating from Sarasota High School in 1980, Rahn joined the United States Marine Corps where he served 13 distinguished years, both active and reserve duty. He also served in Operation Desert Storm and was honorably discharged. While serving in the Marines, Rahn was awarded numerous meritorious citations, medals and ribbons. Currently working for South State Bank, Rahn has been a residential mortgage leader for over 29 years in the Manatee/Sarasota market, helping hundreds of homeowners obtain the American dream of homeownership.

Manatee County Board of County Commissioners, Elected November 2022; Chairman, 2024

Rahn has held various leadership roles at the local and state level:

- Manatee County Planning Commissioner 2016 – Current
- Home Builders Association of Manatee-Sarasota
- Past President
- President 2014-2015.
- First Non-Builder President of the Association.
- Chairman of the Governmental Affairs Committee.
- Chairman of the Political Action Committee - FUSE
- Past Second Vice President - 4 Terms as Second Vice President
- Life Board of Director
- Twice awarded Associate of the Year
- Twice awarded the Presidential Eagle Award

Florida Home Builders Association

- Past Second Vice President
- Served as Third Vice President
- Life Board of Director
- Past Chairman of FHBA Foundation
- Past Board of Director, Executive Committee and Audit Committee Chairman for Florida Home Builder

Insurance Company

- Past Chairman of the Audit Committee
- Past Chairman of the Banking and Investment Committee
- Past Chairman of the Real Estate Committee
- Past Chairman of the Political Action Committee.
- Member of the Finance Committee
- Member of the Political Action Committee
- Member of the Audit Committee
- Member of the Governmental Affairs Committee
- Associate of the Year and Presidential Eagle Award winner
- National Association of Home Builders Director
- Member of the Housing Finance Committee
- Member of the State and Local Governmental Affairs Committee
- Member: Florida Public Service Commission Nominations Committee. Appointed in 2020.

New College Foundation
Board of Directors Meeting MINUTES
 August 21, 2024
 9:00 am – 12:00 pm

<p>New College Foundation, Inc. Adam Kendall, Chair, Board of Directors</p> <p>Board of Directors Present Debra Jenks, Chair, Board of Trustees Lance Karp, Ex Officio Christie Fitz-Patrick, Ex Officio AJ Janson, Ex Officio Larry Geimer, Treasurer Monica Van Buskirk, Secretary Jim McDonald, Chair, Advancement Committee Susan Burns, Chair, Governance Committee Ben Brown, Chair, NCAA Brian McCarthy Hazel Bradford Rob Bilott Elizabeth Moore</p> <p>Board of Directors Not Present Mike Rahn, Ex Officio JJ Miranda, Chair, Audit Committee Greg Douglas, Chair, Investment Committee</p>	<p>Foundation Staff Present Sydney Gruters, Executive Director Shan-Mei Phillips, CFO David Brickhouse, VP of Legal Affairs Katrina Hoeft, Executive Assistant</p> <p>Invited Guest Present Marcus Baker, <i>Rothschild & Co.</i></p>
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9:00 am
 Call Meeting to Order/Welcome/Overview of Meeting Agenda Adam Kendall

9:03 am
 Roll Call/Quorum Certification/Meeting Duly Noticed Katrina Hoeft

9:05 am
Consent Agenda* Adam Kendall

- June 24, 2024 Investment Committee Meeting Minutes - Interviews
- June 28, 2024 Investment Committee Meeting Minutes - Interviews
- July 8, 2024 Investment Committee Meeting Minutes
- July 9, 2024 Advancement Committee Meeting Minutes
- July 16, 2024 Governance Committee Meeting Minutes
- July 23, 2024 Audit Committee Meeting Minutes
- July 31, 2024 Finance Committee Meeting Minutes
- August 5, 2024 Investment Committee Meeting Minutes
- August 14, 2024 Governance Committee Meeting Minutes
- June 21, 2024 Draft NCAA Board of Directors Meeting Minutes

Motion to Approve: Susan Burns
 Second: Lance Karp; Vote: Motion passed unanimously.

*Attachments provided in meeting packet.

9:07 am

Public Comment

Adam Kendall

Mr. Brian Cody, New College Alum

9:12 am

New College Financial Update

Christie Fitz-Patrick

Ms. Fitzpatrick provided an update about New College's finances. She also addressed questions regarding restricted versus unrestricted funds. **Mr. Kendall** noted the significant impact of decreasing the Foundation's endowment spend rate from 5% to 3.5%. **Mr. Brown** inquired about the college's ability to access funds in light of the internal audit.

9:22 am

New College Update

Richard Corcoran

Mr. Corcoran shared about special events and strategies to raise funds to benefit the work of the college for 2024-2025 academic year. He reviewed campus improvements, those completed and underway, and shared about recent faculty hires and programs. Mr. Corcoran specifically expressed a desire to raise faculty salaries. He praised the incoming class size for fall 2024 and predicted an even larger increase for fall 2025, noting a focus on high-performing students.

9:50 am

New College Foundation Update

Sydney Gruters

Ms. Gruters reviewed the mission of the Foundation, outlined organizational fundraising goals and strategies for FY 24-25, and clarified the essential role of Board members to help accomplish the mission.

10:05 am

Endowment Portfolio Presentation – Rothschild & Co.

Marcus Baker

Mr. Baker provided a quarterly performance overview of the Foundation's endowment. On behalf of Rothschild & Co., he thanked the Foundation staff and Board for a good working relationship since 2020 but requested feedback from the Investment Committee regarding its 2024 RFP process.

10:15 am

Break

10:30 am

Audit Committee Report

JJ Miranda/Lance Karp

Mr. Karp provided a high-level overview of the current FY 24 Mauldin & Jenkins audit and internal audit conducted by Alex Tzoumas, Chief Audit Executive and Chief Compliance Officer. **Ms. Burns** requested that the Board discuss current financial processes, and advocated for a more rigorous Mauldin & Jenkins audit. **Mr. Brown** shared that the issue of restricted funds needs clarity to help build confidence among alumni. **Ms. Phillips** and **Ms. Gruters** clarified the audits currently underway and emphasized the importance of knowing the overall status of the Foundation's finances both past and present. **Mr. Kendall** asked the Board to wait and evaluate the conclusions of current audits before requesting further investigation.

10:38 am

NCAA – New College Alumni Association Report

Benjamin Brown

Mr. Brown provided an update on the NCAA elections and shared that 12 new volunteers will serve on the Board of Directors. He announced three regional alumni gatherings planned for New York, Chicago, and Washington, D.C. for fall 2024, and the Alumni Virtual Townhall with President Corcoran scheduled for August 28, 2024.

*Attachments provided in meeting packet.

10:59 am

Finance Committee Report

- Financial Documents*

Larry Geimer

Mr. Geimer reviewed the financial documents provided to Board members. He praised President Corcoran for bringing dollars from Tallahassee to enhance and build New College, and he highlighted the need for the Foundation to raise more unrestricted dollars than in the past due to the President’s contract. **Mr. McDonald** inquired about a \$1.1 million loss from the endowment and requested that budget to actual reports be consistently provided to the Board in the coming year. In response to **Ms. Burns’** questions, **Ms. Gruters** clarified the funding of athletic coaches’ salaries and confirmed that no endowment funds are being used for Foundation operations.

11:10 am

Governance Committee Report

Susan Burns

- New Board Member - Bios*

Ms. Burns shared the work of the Governance Committee and presented five candidates eligible for the New College Foundation Board of Directors. She updated the Board on the *Bylaws* revision and shared that the Governance Committee will meet and present a completed revision of the *Bylaws* at the October Board meeting.

Each candidate was voted on separately by a roll call vote. The results are as follows:

- A. **Motion:** To approve **Henry Anthony** – Larry Geimer
Second: Hazel Bradford
Vote: 3 No, 10 Yes – Motion passes.
- B. **Motion:** To approve **Lawrence Bowdish** – Larry Geimer
Second: Hazel Bradford
Vote: 3 No, 10 Yes – Motion passes.
- C. **Motion:** To approve **Mark Esbeck** – Larry Geimer
Second: Jim McDonald
Vote: 1 No, 12 Yes – Motion passes.
- D. **Motion:** To approve **Joshua Ingram** – Larry Geimer
Second: Hazel Bradford
Vote: 13 Yes – Motion passes.
- E. **Motion:** To approve **David Smith** – Larry Geimer
Second: Hazel Bradford
Vote: 13 Yes – Motion passes.

11:21 am

Investment Committee Report

Hazel Bradford

Ms. Bradford updated the Board about the status of the RFP and shared that the top four finalists will be interviewed in person on September 24, 2024. **Ms. Jenks** clarified that Rothschild & Co. submitted a proposal and was interviewed as part of the established process. She reminded the Board that New College is the only university in the State University System that retained a non-domestic OCIO for its endowment manager.

11:30 am

Advancement Committee Report

Jim McDonald/Jennifer Groff

Mr. McDonald shared that the Advancement Committee was reconstituted and met in July. He explained the partnership established with AmPhil, a firm that helps non-profit organizations to be more strategic and effective in fundraising from philanthropic foundations. He shared the “Six Pipelines” of funding that make up fundraising for the Foundation. Mr. McDonald proposed to host an in-person “study session” meeting in September to discuss and set action steps for advancing the Foundation. **Ms. Burns** asked the Committee for a “narrative” to help explain the New College vision.

*Attachments provided in meeting packet.

Ms. Jennifer Groff shared a fundraising packet - Donor Tool Kit - with opportunities for Board members to engage the community. She encouraged Board members to invite potential donors to Conversations & Cocktails events this fall and offered to support Board members as they engage donors. Ms. Groff also shared future events for FY 24-25.

11:50 am

New Business and Closing Remarks

Adam Kendall

12:00 pm

Meeting Adjourned

New College Foundation
Board of Directors Meeting MINUTES
 December 11, 2024
 9:00 am – 11:45 am

<p>New College Foundation, Inc. <i>Adam Kendall, Chair, Board of Directors</i></p> <p>Board of Directors, Present <i>Debra Jenks, Chair, Board of Trustees</i> <i>Lance Karp, Ex Officio</i> <i>Christie Fitz-Patrick, Ex Officio, Interim Chair of Finance Committee</i> <i>AJ Janson, Ex Officio</i> <i>Jim McDonald, Chair, Advancement Committee</i> <i>JJ Miranda, Chair, Audit Committee</i> <i>Mike Rahn, Ex-Officio, Chair, Governance Committee</i> <i>Greg Douglas, Chair, Investment Committee</i> <i>Ben Brown, Chair, New College Alumni Association</i> <i>Rob Bilott</i> <i>Hazel Bradford</i> <i>Brian McCarthy</i> <i>Monica Van Buskirk</i></p> <p>Board of Directors, Not Present <i>Elizabeth Moore</i></p>	<p>Foundation Staff, Present</p> <p>Sydney Gruters, Executive Director Shan-Mei Phillips, CFO David Brickhouse, VP of Legal Affairs Katrina Hoeft</p> <p>Invited Guest, Present Richard Corcoran, President <i>New College of Florida</i> Brian Carter, <i>Mauldin & Jenkins</i></p>
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9:00 am

Call Meeting to Order/Welcome/Overview of Meeting Agenda

Adam Kendall

9:03 am

Roll Call/Quorum Certification/Meeting Duly Noticed

Katrina Hoeft

Point of Order – Objection to the seating of two Board members

OBJECTION: Benjamin Brown

Mr. Brown objected to the procedure by which Ms. Janson and Mr. Rahn were appointed to sit on the Foundation Board of Directors. He encouraged the Board to seat them at more appropriate time.

Second: Hazel Bradford; No Discussion.

Vote: 1 aye -14 nays; Objection failed.

9:06 am

Public Comment

Adam Kendall

- Ms. Juliana Pare-Blagoev
- Mr. Brian Cody
- Mr. Jono Miller
- Ms. Robyn Davis

*Attachments provided in meeting notebook.

9:18 am

Consent Agenda*

Adam Kendall

- September 24, 2024 Investment Committee Meeting Minutes – Interview
- September 24, 2024 Investment Committee Meeting Minutes – Interview
- September 24, 2024 Investment Committee Meeting Minutes – Interview
- September 24, 2024 Investment Committee Meeting Minutes – Interview
- October 4, 2024 Investment Committee Meeting Minutes
- November 20, 2024 – Audit Committee Meeting Minutes
- November 22, 2024 – Finance Committee Meeting Minutes
- December 3, 2024 – Investment Committee Meeting Minutes
- December 3, 2024 – Governance Committee Meeting Minutes
- December 10, 2024 – Advancement Committee Workshop Agenda

Motion: To approve the Consent Agenda

MOTION: Christie Fitz-Patrick

Second: Lance Karp

No Discussion.

Vote: Unanimous, Motion carried.

9:19 am

New College Update

Richard Corcoran

Mr. Corcoran shared about the recent promotion of Dr. David Rohrbacher to the position of Provost for the College, and the plan to add at least 25 new faculty members. On the curriculum side, he celebrated the approval of the Techne/Logos core curriculum by the Board of Trustees. President Corcoran shared about substantial financial gifts and the effort to secure donations from foundations. He expressed optimism about the future.

9:41 am

New College Financial Update

Christie Fitz-Patrick

Ms. Fitzpatrick provided an update about New College's finances, reported that the college has a \$117 million operating budget, and confirmed that all is on track for spending. She explained how the College is pursuing reimbursement for hurricane damage. **Mr. Brown** asked about the college distribution of scholarships.

9:46 am

New College Foundation Update

Sydney Gruters

Ms. Gruters thanked Board members for their diligent work as volunteer fundraisers and staff members who have promoted fundraising campaigns throughout 2024. She specifically celebrated the increase in new donors and shared the success of the Clambake and overall fundraising achievement for November.

9:50 am

Break

*Attachments provided in meeting notebook.

10:05 am

Governance Committee Report

Mike Rahn

Mr. Rahn submitted to the Board candidates to be confirmed for membership by the Board of Trustees.

Motion: To approve the following block of candidates for consideration by the Board of Trustees:

- Mary Gratehouse
- Eric Robinson
- AJ Janson*
- Michael Rahn*

*Currently serving as an ex-officio member of the Foundation Board of Directors.

MOTION: Christie Fitz-Patrick

Second: Lance Karp

Discussion: Mr. Ben Brown objected to the nomination process. Chair Kendall confirmed the legitimacy of the process to nominate and confirm every candidate.

Vote: 13 ayes – 1 nay; Motion passed.

Mr. Jim McDonald explained the process undertaken by the Governance Committee to review the Foundation Bylaws, which is required every three years. The language was updated to conform with current statutes and corporate practice. The primary issues debated in the Committee:

- a. The right of the President of New College to remove Foundation Board members and if so by what standard.
- b. The right of the Chair of the Board of Trustees to appoint members to the Foundation Board and if so how many.

The Committee consulted other Florida State University System foundations' bylaws and current statutes. The Bylaws approved by the Governance Committee include these two provisions.

Motion: To approve the Foundation Bylaws as revised.

MOTION: Jim McDonald

Second: Lance Karp

Discussion: Chair Kendall confirmed that the Governance Committee still must do its due diligence. Mr. Brown communicated that alumni sentiment is strongly against the changes discussed by the Governance Committee and encouraged the Board to consider actions that promote more independence before altering the Bylaws as presented. Mr. JJ Miranda inquired about the ability of the Foundation to hire outside counsel and Mr. David Brickhouse confirmed that all counsel hired must be secured through the General Counsel's office. Ms. Hazel Bradford inquired about the status of candidates previously approved by the Governance Committee. Chair Kendall confirmed that every candidate will be considered by the Board of Trustees in 2025. Ms. Sydney Gruters expressed appreciation for appointments to the Board of Directors.

Vote: 12 ayes – 2 nays; Motion passed.

10:47 am

Investment Committee Report

Greg Douglas

Mr. Douglas reported a positive performance year to date showing overall good results for the Foundation endowment. The spend-rate is 3.5% plus the rate of inflation. Mr. Rahn asked about percentages for asset allocation and Mr. Douglas confirmed that the Investment Committee will address this in 2025.

RFP for OCIO Services Update: Mr. Douglas explained the process of evaluating the 18 substantive proposals, including two interview rounds. The final unanimous choice of the Investment Committee was Fund Evaluation Group, LLC (FEG) based in Cincinnati. FEG boasts a 94% retention rate, many higher education clients, and an intention to partner with the Foundation to grow its endowment.

*Attachments provided in meeting notebook.

Motion: To approve Fund Evaluation Group, LLC (FEG) to provide OCIO services to the New College Foundation and direct the Executive Director of the New College Foundation to negotiate a definitive contract with the chosen OCIO.

MOTION: Hazel Bradford

Second: Christie Fitz-Patrick

Discussion: Mr. Brown asked about fees in comparison to Rothschild & Co.

Vote: 14 ayes; Motion passed.

11:00 am

Audit Committee Report

JJ Miranda

Mr. Miranda reported that the Foundation had a clean audit for Fiscal Year 2023-2024. Mr. Brian Carter of *Mauldin & Jenkins* was present to answer questions.

Motion: To approve the FY 23-24 Audit as presented and file the 990.

MOTION: Christie Fitz-Patrick

Second: Lance Karp

Discussion: Mr. Brown prepared and shared a report about the Foundation's finances, and commented about operating or income losses revealed in the audit completed in September 2024 by Mr. Alex Tzoumas, Chief Audit Executive and Chief Compliance Officer for New College of Florida.

Vote: 14 ayes; Motion passed.

11:13 am

Finance Committee Report

Christie Fitz-Patrick/Shan-Mei Phillips

- Quarter 1 Financials*

Ms. Shan-Mei Phillips provided an overview of quarterly financials. Ms. Sydney Gruters celebrated the accomplishments of Foundation CFO, Ms. Phillips, in working diligently to provide a full and up-to-date quarterly report to the Board. Chair Kendall requested a colorized version to help track numbers and Mr. JJ Miranda requested an Executive Summary to be included in future reports.

11:27 am

NCAA – New College Alumni Association Report

Benjamin Brown

Mr. Benjamin Brown celebrated the New College Alumni Association elections for 2024. He shared that new committees have been formed and are meeting regularly including Alumni Engagement and Student Support.

11:31 am

Advancement Committee Report

Jim McDonald/Jennifer Groff

Mr. Jim McDonald hosted a fundraising workshop where Committee members discussed challenges with Alumni fundraising, communications issues and ways to capitalize on the website, and campaigns such as the Archimedes Society. The goal is to increase fundraising efforts and increase the donor base. He also explained the relationship with AmPhil, a national philanthropic organization, establishing priorities to support overall fundraising efforts for the Foundation.

11:37 am

New Business and Closing Remarks

Adam Kendall

Chair Kendall explained that the Board must elect Board officers since it is the annual meeting. Each officer serves a two-year term. Vice-Chair, Treasurer, and Secretary positions.

Motion: To appoint Jim McDonald to serve as Vice-Chair of New College Foundation Board of Directors.

MOTION: Adam Kendall

Second: Christie Fitz-Patrick

No discussion.

Vote: 14 ayes; Motion passed.

*Attachments provided in meeting notebook.

Motion: To appoint Christie Fitz-Patrick as Treasurer of the New College Foundation Board of Directors.

MOTION: Adam Kendall

Second: Jim McDonald

No discussion.

Vote: 14 ayes; Motion passed.

Motion: To appoint JJ Miranda as Secretary of the New College Foundation Board of Directors.

MOTION: Adam Kendall

Second: Christie Fitz-Patrick

No discussion.

Vote: 14 ayes; Motion passed.

Motion: To approve an updated Corporate Banking Resolution.

MOTION: Adam Kendall

Second: Christie Fitz-Patrick

No discussion.

Vote: 14 ayes; Motion passed.

Chair Kendall proposed moving the first meeting of 2025 from January 15, 2025 to February 19, 2025. It was also agreed that all Board of Director meetings will begin at 8:30 am and finish by 11:30 am.

11:45 am

Meeting Adjourned

NEW COLLEGE OF FLORIDA

INDEPENDENT ACCOUNTANT'S REPORT ON APPLYING
AGREED-UPON PROCEDURES

SEPTEMBER 30, 2024

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Independent Accountant's Report on Applying Agreed-Upon Procedures

**Board of Trustees
New College of Florida
Sarasota, Florida 34243**

We have performed the procedures enumerated below, which were agreed to by the Board of Trustees of New College of Florida (the "College"), solely to assist the College in determining whether the College has processes established to ensure the completeness, accuracy, and timeliness of data submissions to the Board of Governors (the "BOG") which support the Performance Funding Metrics of the College as of September 30, 2024. The College is responsible for all processes and procedures related to the complete, accurate and timely submission of data to the BOG.

New College of Florida has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of the College. This report may not be suitable for any other purpose. The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes. Consequently, we make no representation regarding the sufficiency of the procedures described below either for the purpose for which this report has been requested or for any other purpose.

Our Procedures and Findings

We reviewed the BOG submissions relating to the Performance Funding Metrics identified and published by the State University System of Florida (the "SUS") specific to the certification. See Attachment I for a listing of the submissions management selected for testing in the current year.

a) Testing of data accuracy.

1. Identify and evaluate data validity controls to ensure that data extracted from the primary systems of record are accurate and complete. This may include review of controls over code used to create the data submission. Review each measure's definition and calculation for the consistency of data submissions with the data definitions and guidance provided by the BOG.
2. As appropriate, select samples from data the College has submitted to the BOG for its Performance Funding Model. Vouch selected data to original source documents (this will most likely include the College's student and financial systems used to capture relevant information).
3. Evaluate the results of the testing and conclude on the completeness and accuracy of the submissions examined.

Procedures Performed

- For each metric and submission file identified, listed in Attachment I, we performed the following procedures for the specific metrics identified in the Performance Funding Metrics published by the SUS:
 - Obtained complete submission file for time period being tested;
 - Selected a sample size of thirty (30) data items, or other representative sample, to test for each file submission and each metric specific to the performance funding testing;
 - Verified data reported in the submission files specific to the metrics identified by the SUS agreed to the source system Banner;
 - Verified the data reported for each metric agreed with the SUS data dictionary.
- To determine the completeness of the files being submitted, we performed the following procedures:
 - For each term and reported time frame, we obtained a file which was extracted from Banner and compared to submission files extracted by the Institutional Research and Analysis department. For each comparison we identified any person that was on the Banner report that was not in the file submission. We then selected a sample size based on the size of the file and errors returned and verified the student was properly omitted for the specific submission based on the current data definitions. Selected files and corresponding sample sizes are as follows:
 1. All students who had a degree awarded were compared to the Degrees Awarded (SIFD) files submitted. No differences were identified.

Findings

No exceptions were identified as a result of applying these procedures.

- b) Evaluate the veracity of the College Data Administrator's data submission statements that indicate, "I certify that this file/data represents the position of this College for the term being reported."
1. Interview the College Data Administrator to consider the reasonableness of the various coordination efforts with the Data Administrator's staff, the other Data Custodians' staff, BOG IRM, and other knowledgeable individuals which form the basis for personal and professional satisfaction that data submitted to the BOG is complete, accurate and submitted timely.
 2. Inquire how the Data Administrator knows the key controls are in place and operating effectively. If not already done, consider verifying these key controls are in place and adequate to support the Data Administrator's assertions.

Procedures Performed

- Interviewed the following people who have significant responsibility for the data being reported and submitted to the BOG:
 - Director of Institutional Research and Assessment, Office of Institutional Research and Assessment;
 - Director of Administrative Computing, Office of Information Technology;
 - Registrar, Office of the Registrar;
 - Associate Dean of Enrollment Services and Director of Admissions, Office of Admissions and Financial Aid;
 - Director of Financial Aid, Office of Admissions and Financial Aid.

- Verified communication with the Institutional Research and Assessment department is on-going and clear to ensure accurate and timely data submission. Also, verified the Data Administrator understands the key controls specific to the metrics being tested and that they are functioning. This was performed through review of emails, various correspondence between departments, and discussions with each personnel.
- Verified with the Director of Institutional Research and Assessment their communication with the BOG and IRM to ensure data being submitted meets the data definitions. This was performed through review of correspondence and emails.

Findings

No exceptions were identified as a result of applying these procedures.

We were engaged by New College of Florida to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestations standards established by the American Institute of Certified Public Accountants. We were not engaged to and did not conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on the processes and procedures for the complete, accurate and timely submission of data to the BOG. Additionally, the specific accuracy of the current year data submissions was not a part of our review. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of the College and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to this engagement.

This report is intended solely for the information and use of New College of Florida’s Board of Trustees and management and is not intended to be and should not be used by anyone other than these specified parties.



Bradenton, Florida
January 21, 2024

New College of Florida

METRIC RELATED SUBMISSIONS

OCTOBER 1, 2023 THROUGH SEPTEMBER 30, 2024

ATTACHMENT I

Performance Based Funding Metrics Tested	
1	Percent of Bachelor's Graduates Enrolled or Employed (\$40,000+)
2	Median Wages of Bachelor's Graduates Employed Full-Time
10g	Percent of FTIC Graduates Completing 3+ HIP's

For the above metrics, the data elements specific to those metrics were tested in the below submission files:

Submissions Tested				
Due Date	Submission	Term or Year	Rept Time Frame	Sample Tested
6/28/2024	SIFD - Degrees Awarded	Spring 2024	202401	30
9/27/2024	SIFD - Degrees Awarded	Summer 2024	202405	5

Metric 10g Calculation Report Tested				
Due Date	Report Tested	Term or Year	Rept Time Frame	Sample Tested
March 1	2022_09_01 metric 10_2022 and beyond	2023	2022-2023	30

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: February 13, 2025

SUBJECT: 2024-25 2nd Quarterly Operating Budget Update

BACKGROUND INFORMATION

The 2024-25 Preliminary Operating Budget was approved by the College's Board of Trustees on June 13, 2024 and submitted to the Florida Board of Governors. The Initial Operating Budget Schedule I for 2024-25 was approved by the Board of Trustees on August 15, 2024, and likewise submitted to the Board of Governors.

New College received historic legislative investments for Fiscal Year 2024-2025. Summaries of the major state support funding follows:

General Revenue and Lottery: The combined total of general revenue and lottery for FY 2024-2025 is \$62,437,237 which includes increased legislative support for college operational enhancement. Highlights of the use of FY25 funding are as follows:

\$15 million nonrecurring (Budget amendment releasing these funds approved October 22, 2024):

- \$2 million Scholarships
- \$12 million Campus Rehabilitation Expenses
 - o \$10 million Hotels/Housing emergency costs due to record enrollment, closing dorms and student safety concerns
 - o \$2 million Technology upgrades & improvements
 - o \$1 million Campus Security Improvements

Performance Based Funding: The combined total of the college's PBF award of \$9,901,538 is included in the overall total of state appropriated funds. This includes an institutional investment of \$5,137,611 and a state investment of \$4,330,272 in the award for achieving the minimum point score set by the state for performance to receive the full award. There is also an additional award of \$433,655 for year two of Faculty Recruitment & Retention for the college to use to reward faculty excellence.

Tuition and Fees: Estimated *Net* tuition and fees has been adjusted down to \$3.5 million. While this forecast reflects the growth in enrollment over previous record highs, it is fair to point out that this projection is intentionally conservative so that we do not budget above our revenues and provide a margin of error.

Financial Aid/Scholarships: Financial Aid/ Scholarships is projected at over \$10 million which is a slight decrease over the prior year.

Also, as requested previously, a detailed summary of the College's Athletic Budget has been provided for informational purposes.

The current percentage trends of revenues received and budget expended are on target for FY25 expectations. Additionally, budget adjustments are reflected in multiple auxiliaries and contracts and grants to reflect the college's continued efforts to provide transparency into the college's accounts.

Supporting Documentation Included:

FY24-25 BOT approved Budget – 2nd Quarter Update

Facilitators/Presenters:

Christie Fitz-Patrick, Chief of Staff & Vice President of Finance & Administration

New College of Florida
Fiscal Year 2024-25 Operating & Fixed Capital Outlay Budget
Comparative Fiscal Years 2023-24 & 2024-25
2nd Quarter Update as of December 31, 2025

Grand Summary - Total All Funds

<i>Summary of Revenues</i>		FY 2023-24 Actual Revenues Received YEAR END	FY2024-25 Budgeted Revenue	FY 2024-25 Actual Revenues Received as of 12.31.2024
	Education & General (E&G)	\$ 63,889,043	\$ 59,895,913	\$ 30,091,876
	Tuition and Fees ¹	\$ 4,258,968	\$ 3,584,617	\$ 6,145,758
	Educational Enhancement (Lottery)	\$ 2,696,944	\$ 2,541,324	\$ -
	CITF, Deferred Maintenance & PECO Appropriation	\$ 9,497,039	\$ 16,486,551	\$ 6,375,999
	Student Activity Fee Revenue	\$ 372,028	\$ 369,001	\$ 416,904
	Athletic and Other Fee Revenue	\$ 493,886	\$ 679,751	\$ 233,877
	Health Fee Revenue	\$ 143,251	\$ 170,000	\$ 173,879
	Scholarship & Financial Aid Revenue - NON-E&G	\$ 3,380,547	\$ 4,307,468	\$ 2,026,240
	Contracts & Grants Revenue	\$ 1,327,913	\$ 2,942,094	\$ 512,121
	Housing Fee Revenue	\$ 4,825,229	\$ 5,758,360	\$ 2,731,889
	Food Service Fee Revenue	\$ 2,866,258	\$ 3,432,029	\$ 1,431,000
	Other Auxiliary Revenue	\$ 1,603,180	\$ 818,230	\$ 948,260
	Foundation Revenue	\$ 1,439,111	\$ 3,348,747	\$ 1,194,907
	Carry Forward ²	\$ 10,051,207	\$ 15,198,070	\$ 5,112,963
Summary of Revenues Total		\$ 106,844,604	\$ 119,532,155	\$ 57,395,671

<i>Summary of Expenditures</i>		FY 2023-24 Actual Expenditures YEAR END	FY 2024-25 Adjusted Budget as of 12.31.2024	FY 2024-25 Actual Expenditures As of 12.31.2024
	Salaries & Benefits	\$ 35,522,957	\$ 41,675,532	\$ 19,294,359
	Other Personnel Service	\$ 3,146,393	\$ 2,758,661	\$ 1,791,619
	General Expenses	\$ 17,640,524	\$ 24,407,835	\$ 8,221,080
	Physical Plant, Operations & Utilities ³	\$ 23,872,513	\$ 37,185,257	\$ 14,232,294
	Scholarships & Financial Aid	\$ 10,448,826	\$ 10,053,110	\$ 5,834,510
	Library & Other Academic Resources	\$ 1,531,486	\$ 1,575,109	\$ 808,941
	Student Activity Expenditures	\$ 388,048	\$ 369,001	\$ 126,930
	Athletics Expenditures	\$ 896,593	\$ 1,507,650	\$ 1,582,715
Summary of Expenditures Total		\$ 93,447,342	\$ 119,532,155	\$ 51,892,448

1. Annualized Tuition and Fee waivers of \$3,223,161 included in FY25 budgeted total.

2. FY2024-25 Carry Forward revenue has been updated to reflect the \$2.5 million from the college's 7% reserve approved at the 11/19/24 the BOT meeting.

3. Includes Carry Forward FCO projects, E&G Housing Support, CITF, Deferred Maintenance & PECO projects.

New College of Florida
Fiscal Year 2024-25 Operating Budget
Comparative Fiscal Years 2023-24 & 2024-25
2nd Quarter Update as of December 31, 2025

E&G Only

Summary of Revenues		FY 23-24 Actual Revenues YEAR END	FY2024-25 Revenue Budget as of 12.31.2024	FY 2024-25 Actual Revenues Received as of 12.31.2024
	General Revenue	\$ 63,889,043	\$ 59,895,913	\$ 30,091,876
	Tuition and Fees (Net) ¹	\$ 4,258,968	\$ 3,584,617	\$ 6,145,758
	Lottery	\$ 2,696,944	\$ 2,541,324	\$ -
Summary of Revenues Total		\$ 70,844,955	\$ 66,021,854	\$ 36,237,634

\$ (1)

Summary of Expenditures		FY 2023-24 Actual Expenditures YEAR END	FY 2024-25 Budgeted Expenditures as of 12.31.2024	FY 2024-25 Actual Expenditures as of 12.31.2024
	Salaries and Benefits	\$ 36,782,530	\$ 38,607,394	\$ 18,300,964
	Other Personnel Service	\$ 2,189,598	\$ 2,007,544	\$ 1,043,401
	General Expense ²	\$ 26,742,204	\$ 25,406,917	\$ 12,962,552
Summary of Expenditures Total		\$ 65,714,332	\$ 66,021,855	\$ 32,306,917

Summary detail of General Expense		FY 2023-24 Actual Expenditures YEAR END	FY 2024-25 Budgeted Expenditures as of 12.31.2024	FY 2024-25 Actual Expenditures as of 12.31.2024
	Academic Instruction & Student Support	\$ 2,247,019	\$ 3,639,260	\$ 1,486,108
	Performance Based Funding - Recruitment & Retention ³	\$ 676,173	\$ 433,655	\$ -
	Administration	\$ 3,921,173	\$ 4,855,036	\$ 2,883,426
	Physical Plant Operations & Maintenance	\$ 1,071,674	\$ 2,670,000	\$ 1,310,039
	Housing Support & Hotel Costs	\$ 12,514,983	\$ 9,153,994	\$ 3,674,829
	Scholarships & Financial Aid	\$ 6,292,919	\$ 4,628,453	\$ 3,588,586
	Athletics Expenses	\$ 18,263	\$ 26,518	\$ 19,564
Summary detail of General Expense Total		\$ 26,742,204	\$ 25,406,916	\$ 12,962,552

1. Annualized Tuition and Fee waivers of \$3,223,161 included in FY25 budgeted total.

2. The Summary detail of General Expense provides the detail for the total general expense for each Fiscal Year.

3. FY24 Budgeted Performance Based Funding for Recruitment & Retention was budgeted in both salaries & benefits and general expense. The amount of \$676,173 is the general expense portion only. There was an additional \$1,130,337 spent in labor and \$5,693,390 was Carried Forward to FY25. FY25 PBF - R&R award amount of \$433,655 is set aside for faculty compensation.

New College of Florida
Fiscal Year 2024-25 Operating Budget
Comparative Fiscal Years 2023-24 & 2024-25
2nd Quarter Update as of December 31, 2025

Auxiliaries Only

		FY 2023-24 Actual Expenditures Year End	FY 2024-25 Budgeted Expenditures as of 12.31.2024	FY 2024-25 Actual Expenditures as of 12.31.2024
Student Activity Fee (Hamilton Center, Student Alliance, Student Government, & Green Fee)	Revenue	\$ 372,028	\$ 369,001	\$ 416,904
	Labor	\$ 232,007	\$ 224,360	\$ 76,981
	Expense	\$ 156,041	\$ 144,641	\$ 49,949
	Expenditure Totals	\$ 388,048	\$ 369,001	\$ 126,930

		FY 2023-24 Actual Expenditures Year End	FY 2024-25 Budgeted Expenditures as of 12.31.2024	FY 2024-25 Actual Expenditures as of 12.31.2024
Housing Fee	Revenue	\$ 4,825,229	\$ 5,758,360	\$ 2,731,889
	Labor	\$ 792,849	\$ 1,248,538	\$ 426,436
	Expense	\$ 3,269,905	\$ 4,509,822	\$ 2,686,020
	Expenditure Totals	\$ 4,062,754	\$ 5,758,360	\$ 3,112,457

		FY 2023-24 Actual Expenditures Year End	FY 2024-25 Budgeted Expenditures as of 12.31.2024	FY 2024-25 Actual Expenditures as of 12.31.2024
Food Service Fee	Revenue	\$ 2,866,258	\$ 3,432,029	\$ 1,431,000
	Labor	\$ 138,546	\$ 126,682	\$ 62,964
	Expense	\$ 2,704,228	\$ 3,305,347	\$ 1,492,624
	Expenditure Totals	\$ 2,842,774	\$ 3,432,029	\$ 1,555,588

		FY 2023-24 Actual Expenditures Year End	FY 2024-25 Budgeted Expenditures as of 12.31.2024	FY 2024-25 Actual Expenditures as of 12.31.2024
All Other Auxiliaries	Revenue	\$ 1,603,180	\$ 818,230	\$ 948,260
	Labor	\$ 224,094	\$ 152,919	\$ 86,014
	Expense	\$ 886,402	\$ 665,311	\$ 180,634
	Expenditure Totals	\$ 1,110,496	\$ 818,230	\$ 266,648

TOTAL ALL AUXILLARIES		\$ 8,404,072	\$ 10,377,620	\$ 5,061,623
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**New College of Florida
Fiscal Year 2024-25 Operating Budget
Comparative Fiscal Years 2023-24 & 2024-25
2nd Quarter Update as of December 31, 2025**

		FY 2023-24 Actual Expenditures Year End	FY 2024-25 Budgeted Expenditures as of 12.31.2024	FY 2024-25 Actual Expenditures as of 12.31.2024
New College Foundation Support	Revenue	\$ 1,439,111	\$ 3,348,747	\$ 1,194,907
	Executive Salaries	\$ 825,839	\$ 899,850	\$ 379,535
	Athletics	N/A	\$ 1,000,000	\$ 612,601
	Scholarships & Enhancements	\$ 329,547	\$ 998,867	\$ 202,772
	Chair & Grant Funding	\$ 56,426	\$ 90,030	\$ -
	Lobbyist*	\$ 259,456	\$ 360,000	\$ -
	Expense Totals	\$ 1,471,268	\$ 3,348,747	\$ 1,194,907

		FY 2023-24 Actual Expenditures Year End	FY 2024-25 Budgeted Expenditures as of 12.31.2024	FY 2024-25 Actual Expenditures as of 12.31.2024
Contracts & Grants	Revenue	\$ 1,327,913	\$ 2,942,094	\$ 512,121
	Labor	\$ 900,170	\$ 762,061	\$ 274,334
	Expense	\$ 413,001	\$ 2,180,033	\$ 204,352
	Expense Totals	\$ 1,313,171	\$ 2,942,094	\$ 478,686

		FY 2023-24 Actual Expenditures Year End	FY 2024-25 Budgeted Expenditures as of 12.31.2024	FY 2024-25 Actual Expenditures as of 12.31.2024
Financial Aid - NON-E&G	Revenue	\$ 3,380,547	\$ 4,307,468	\$ 2,026,240
	Labor	\$ 36,893	\$ 36,827	\$ 3,896
	Aid Distributed	\$ 3,343,654	\$ 4,270,641	\$ 1,872,697
	Expense Totals	\$ 3,380,547	\$ 4,307,468	\$ 1,876,593

**The lobbyist support is paid directly from the New College Foundation's operating budget.*

**New College of Florida
Fiscal Year 2024-25 Operating Budget
Comparative Fiscal Years 2023-24 & 2024-25
2nd Quarter Update as of December 31, 2025**

		FY 2023-24 Actual Revenues YEAR END	FY2024-25 Adjusted Revenue as of 12.31.2024	FY24-25 Actual Revenues Collected as of 12.31.2024	Fund Source
Athletics Funding	Athletics Fee Revenue	\$ 493,886	\$ 263,557	\$ 233,877	Athletic Fee Revenue based on enrollment projections
	Health Fee Revenue	\$ 143,251	\$ -	\$ -	Health Fee Revenue based on enrollment projections
	Foundation Revenue	\$ 400,000	\$ 1,000,000	\$ 612,601	Funds donated for athletics used for men's sports salaries & benefits and other athletic expenses
	Camps/Conference Hosting Revenue	N/A	\$ 208,100	\$ -	Funds generated from hosting camps/ conferences during the summer
	Ticket Sales/Sponsorships	N/A	\$ 208,094	\$ -	Funds generated from ticket sales and sponsorships supporting NCF Athletics
	E&G - Student Recruiting	\$ 432,391	\$ 744,406	\$ 360,709	Funds associated with recruiting students
	E&G - Athletics Administrative Support	\$ 464,202	\$ 633,495	\$ 318,115	Funds for women's sports
	Revenue Totals	\$ 1,933,731	\$ 3,057,652	\$ 1,525,302	
		FY 2023-24 Actual Expenditures YEAR END	FY 2024-25 Adjusted Budget as of 12.31.2024	FY 2024-25 Actual YTD Expenditures as of 12.31.2024	Fund Source
Athletics Administration	Salaries & Benefits	\$ 279,435	\$ 238,555	\$ 138,046	Split funded between Foundation & E&G-Student Recruiting - FY23 Expenditures for Athletic Director (AD) salary and benefits FY24 Expenditures for AD, 1 Assistant AD; Coordinator; Compliance; Student Athlete Recruiting expense FY25 Expenditures for AD, 2 Assistant AD
	General Expense	\$ 98,205	\$ 400,100	\$ 239,664	Athletics Auxiliary Revenue NAIA and Sunconference Membership Dues, Travel (Van/Bus rental, Food, Hotels)
Baseball - JV & Varsity	Salaries & Benefits	\$ 317,524	\$ 310,722	\$ 133,069	FY24 Split 50/50 Foundation/E&G Recruiting; FY25 Split 55/45 Foundation/E&G Recruiting
	General Expense	\$ 166,093	\$ 132,482	\$ 43,200	Athletics Auxiliary Revenue
Softball - JV & Varsity	Salaries & Benefits	\$ 108,735	\$ 131,628	\$ 63,889	E&G Athletics Administrative Support
	General Expense	\$ 41,450	\$ 54,200	\$ 28,626	Athletics Auxiliary Revenue
Basketball - Men's JV & Varsity	Salaries & Benefits	\$ 134,534	\$ 203,941	\$ 96,900	FY24 Split 50/50 Foundation/E&G Recruiting; FY25 Split 55/45 Foundation/E&G Recruiting
	General Expense	\$ 128,717	\$ 98,250	\$ 65,484	Athletics Auxiliary Revenue
Basketball - Womens JV & Varsity	Salaries & Benefits	\$ 123,806	\$ 135,934	\$ 63,931	E&G Athletics Administrative Support
	General Expense	\$ 81,606	\$ 96,250	\$ 47,051	Foundation
Soccer - Men's JV & Varsity	Salaries & Benefits	\$ 122,616	\$ 140,213	\$ 52,736	FY24 Split 50/50 Foundation/E&G Recruiting; FY25 Split 55/45 Foundation/E&G Recruiting
	General Expense	\$ 75,003	\$ 76,250	\$ 80,641	Foundation
Soccer - Women's JV & Varsity	Salaries & Benefits	\$ 86,128	\$ 130,551	\$ 63,062	E&G Athletics Administrative Support
	General Expense	\$ 46,174	\$ 76,750	\$ 70,957	Foundation
Lacrosse - Men's	Salaries & Benefits		\$ 81,972	\$ 41,003	FY24 E&G Recruiting; FY25 E&G Recruiting Not playing until FY26
	General Expense	N/A	\$ -	\$ -	N/A

New College of Florida
Fiscal Year 2024-25 Operating Budget
Comparative Fiscal Years 2023-24 & 2024-25
2nd Quarter Update as of December 31, 2025

		FY 2023-24 Actual Revenues YEAR END	FY2024-25 Adjusted Revenue as of 12.31.2024	FY24-25 Actual Revenues Collected as of 12.31.2024	Fund Source
Lacrosse - Women's	Salaries & Benefits		\$ 79,788	\$ 33,920	E&G Athletics Administrative Support
	General Expense	N/A	\$ 60,200	\$ 28,899	Foundation
Volleyball (Indoor & Beach) JV & Varsity Women's	Salaries & Benefits		\$ 139,446	\$ 54,922	E&G Athletics Administrative Support
	General Expense	N/A	\$ 130,000	\$ 102,658	Foundation
Golf - Men's	Salaries & Benefits		\$ 16,148	\$ 10,462	FY24 E&G Recruiting; FY25 Split 50/50 E&G Recruiting/Foundation
	General Expense	N/A	\$ 28,000	\$ 12,556	Athletics Auxiliary Revenue
Golf - Women's	Salaries & Benefits		\$ 16,148	\$ 7,609	E&G Athletics Administrative Support
	General Expense	N/A	\$ 27,000	\$ 11,767	Athletics Auxiliary Revenue
Swimming - Men's & Women's	Salaries & Benefits	N/A	\$ -	\$ -	E&G Recruiting - Still advertising position Not playing until FY26
	General Expense	N/A	\$ -	\$ -	N/A
E-Sports	Salaries & Benefits	N/A	\$ 92,057	\$ 37,733	E&G Recruiting Not playing until FY26
	General Expense	N/A	\$ -	\$ -	N/A
Cross Country - Men's & Women's	Salaries & Benefits	N/A	\$ 58,863	\$ 26,937	E&G Recruiting Not playing until FY26
	General Expense	N/A	\$ -	\$ -	N/A
Tennis - Men's & Women's	Salaries & Benefits	N/A	\$ 102,204	\$ 26,993	E&G Recruiting Not playing until FY26
	General Expense	N/A	\$ -	\$ -	N/A
Expenditure Totals		\$ 1,810,027	\$ 3,057,652	\$ 1,582,715	

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: February 13, 2025

SUBJECT: Approval of New College of Florida 2025-2026 & 2026-2027 Undergraduate Academic Calendar

PROPOSED BOARD ACTION

- Approval of New College of Florida 2025-2026 & 2026-2027 Undergraduate Academic Calendar
- Authorize the President to make necessary adjustments to the academic calendar as needed prior to submission to the Board of Governors. during the operating year.

BACKGROUND

Florida Board of Governors Regulation 8.001 (University Calendars) requires each University Board of Trustees to adopt an annual calendar prior to the beginning of the fiscal year and to file it with the Chancellor's Office. The deadline for submission to the Board of Governors is March 1, 2025.

The proposed 2025-26 and 2026-27 academic calendars were drafted by the Offices of the Registrar and Provost, and amended by the Educational Policy Committee and faculty. Once approved by the Board of Trustees and filed with the Chancellor's Office, we will publish a detailed calendar with internal deadlines and important College events.

Supporting Documentation Included: 2025-26 and 2026-27 Academic Calendars

Other Support Documents Available: N/A

Institution Name: New College of Florida

Academic Calendar for 2025-2026

Term	Activity/Event	Start Date	End Date (If Applicable)
Fall 2025	Resident Move-In	8/10/2025	
Fall 2025	First Day of Classes	8/18/2025	
Fall 2025	Breaks - <i>Please Explain</i>		
	Labor Day	9/1/2025	
	Fall break	10/10/2025	10/13/2025
	Columb/Indigenous People's Day	10/13/2025	
	Mini Classes	10/22/2025	
	Advising Day	10/29/2025	
	Veteran's Day	11/11/2025	
	Thanksgiving Break	11/27/2025	11/28/2025
	Reading/Hurricane Make up Days	12/8/2025	12/9/2025
	Martin Luther King, Jr Day	1/19/2026	
Fall 2025	Last Day of Classes before ISP	12/5/2025	
Fall 2025	Final Examinations before ISP	12/10/2025	12/12/2025
Fall 2025	Last Day of Classes	1/23/2026	ISP 1/5-23
Fall 2025	Commencement		
Spring 2026	First Day of Classes	1/26/2026	
Spring 2026	Breaks - <i>Please Explain</i>		
	President's Day	2/16/2026	
	Spring Break	3/16/2026	3/20/2026
	Mini Classes	3/25/2025	
	Advising Day	4/1/2026	
	Bacc/Reading Days	4/27/2026	4/29/2026
	Reading/Hurricane Make up Days	5/18/2026	5/19/2026
Spring 2026	Last Day of Classes	5/15/2026	
Spring 2026	Final Examinations	5/20/2026	5/22/2026
Spring 2026	Resident Move-Out		
Spring 2026	Commencement	5/22/2026	
Summer "A" 2026	First Day of Classes	6/1/2026	
Summer "A" 2026	Breaks - <i>Please Explain</i>		
	Memorial Day	5/25/2026	
	Juneteenth	6/19/2026	
	Independence Day	7/3/2026	(7/4 Saturday)
Summer "A" 2026	Last Day of Classes	8/3/2026	
Summer "A" 2026	Final Examinations		
Summer "B" 2026	First Day of Classes		
Summer "B" 2026	Breaks - <i>Please Explain</i>		
Summer "B" 2026	Last Day of Classes		
Summer "B" 2026	Final Examinations		
Summer "C" 2026	First Day of Classes		
Summer "C" 2026	Breaks - <i>Please Explain</i>		
Summer "C" 2026	Last Day of Classes		
Summer "C" 2026	Final Examinations		
Summer "D" 2026	First Day of Classes		
Summer "D" 2026	Breaks - <i>Please Explain</i>		
Summer "D" 2026	Last Day of Classes		
Summer "D" 2026	Final Examinations		
Summer 2026	Commencement	8/3/2026	

Institution Name: New College of Florida

Academic Calendar for 2026-2027

Term	Activity/Event	Start Date	End Date (If Applicable)
Fall 2026	Resident Move-In	8/9/2026	
Fall 2026	First Day of Classes	8/17/2026	
Fall 2026	Breaks - <i>Please Explain</i>		
	Labor Day	9/7/2026	
	Fall break	10/9/2026	10/12/2026
	Columb/Indigenous People's Day	10/12/2026	
	Mini Classes	10/21/2026	
	Advising Day	10/28/2026	
	Veteran's Day	11/11/2026	
	Thanksgiving Break	11/26/2026	11/27/2026
	Reading/Hurricane Make up Days	12/7/2025	12/8/2025
	Martin Luther King, Jr Day	1/18/2027	
Fall 2026	Last Day of Classes before ISP	12/4/2026	
Fall 2026	Final Examinations before ISP	12/9/2026	12/11/2026
Fall 2026	Last Day of Classes	1/22/2027	ISP 1/4-22/2027
Fall 2026	Commencement		
Spring 2027	First Day of Classes	1/25/2027	
Spring 2027	Breaks - <i>Please Explain</i>		
	President's Day	2/15/2027	
	Spring Break	3/15/2027	3/19/2027
	Mini Classes	3/31/2027	
	Advising Day	4/7/2027	
	Bacc/Reading Days	4/26/2027	4/28/2027
	Reading/Hurricane Make up Days	5/17/2027	5/18/2027
Spring 2027	Last Day of Classes	5/14/2027	
Spring 2027	Final Examinations	5/19/2027	5/21/2027
Spring 2027	Resident Move-Out		
Spring 2027	Commencement	5/21/2027	
Summer "A" 2027	First Day of Classes	6/7/2027	
Summer "A" 2027	Breaks - <i>Please Explain</i>		
	Memorial Day	5/31/2027	
	Juneteenth Day	6/19/2027	Saturday
	Independence Day	7/5/2027	(7/4 Sunday)
Summer "A" 2027	Last Day of Classes	8/6/2027	
Summer "A" 2027	Final Examinations		
Summer "B" 2027	First Day of Classes		
Summer "B" 2027	Breaks - <i>Please Explain</i>		
Summer "B" 2027	Last Day of Classes		
Summer "B" 2027	Final Examinations		
Summer "C" 2027	First Day of Classes		
Summer "C" 2027	Breaks - <i>Please Explain</i>		
Summer "C" 2027	Last Day of Classes		
Summer "C" 2027	Final Examinations		
Summer "D" 2027	First Day of Classes		
Summer "D" 2027	Breaks - <i>Please Explain</i>		
Summer "D" 2027	Last Day of Classes		
Summer "D" 2027	Final Examinations		
Summer 2027	Commencement	8/6/2027	

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: February 13, 2025

SUBJECT: Ratification of Changes to the Collective Bargaining Agreement between New College of Florida and the Police Benevolent Association

PROPOSED BOARD ACTION

Ratification of changes to the current Collective Bargaining Agreement (Agreement) between New College of Florida (NCF) and the Police Benevolent Association (PBA), as recommended by the College's management representatives for 2024-2025.

BACKGROUND

Following duly noticed negotiating sessions regarding an update to the current three-year Agreement, NCF's management representatives and the PBA collective bargaining unit representatives have reached tentative agreement on changes to one article in the current Agreement as set forth below and within the attachment provided.

The changes to the Agreement have been ratified by majority vote of the collective bargaining unit members.

Summary of the Changes in the 2023-2025 Collective Bargaining Agreement Between New College of Florida and the Police Benevolent Association

The fiscal component of the Agreement involves changes to **Article 22 – Wages**. The recurring wage increase affects 12 employees covered under the PBA collective bargaining agreement and totals approximately \$33,091 for the base increase. Taxes and benefits costs add approximately \$12,785 for a total all-in cost of \$45,876 for 2024-2025. These changes, if approved by the Board of Trustees, would be effective on July 7, 2024. Details of the increase are as follows:

- Eligible employees will receive a 5.0% increase to base hourly wage effective July 7, 2024.
- Eligible employees will receive a one-time, lump sum retroactive payment equivalent to 5.0% of their base salary as effective July 7, 2024.

For comparison, the previous increase approved last year, was a 5.0% and was retroactive to the beginning of the fiscal year.

Supporting Documentation Included:

Proposed collective bargaining agreement changes between New College of Florida and the Police Benevolent Association (Tentative Agreement).

Facilitators/Presenters:

David Brickhouse, Vice President, Legal Affairs (Chief Negotiator)

Other Members of NCF's Management Bargaining Team:

Jennifer Coley, Chief of Police

Allyce Heflin, Associate Vice President, Budget & Government Relations

Lara Sladick, Director, Human Resources

**NCF/PBA Collective Bargaining Contract 2022-2025
Fiscal Year 2024-2025 Proposals and Responses
Article 22: Wages**

Current Language

PBA Proposal (09/03/24)

22.1 For Fiscal Year 2023-2024

Base Salary Increase and Retroactive Payment

1. Each eligible employee shall receive a 5.0% increase to base salary (up to a maximum of \$5,000) effective ~~August 18, 2023~~ on the first pay period after ratification by both parties, as detailed below. Increases will be reflected in the paycheck dated ~~September 6, 2024~~ within two (2) pay periods of ratification by both parties.
2. Each eligible employee shall receive a one-time, lump sum retroactive payment equal to 5.0% of their base annualized salary as of August 17, 2024, (up to a maximum of \$5,000). Any applicable retroactive pay will be calculated and paid no later than the paycheck dated ~~September 20, 2024~~ within three (3) pay periods of ratification by both parties.
3. To receive the base salary increase and retroactive payment authorized by this section paragraphs 1 and 2 above, the employee must have been an eligible employee before July 1, 2023.
4. To receive the base salary increase, the employee must be continuously employed by the College through August 17, 2024.
5. To receive the retroactive payment, the employee must be continuously employed by the College through ~~September 14, 2024~~ the date of ratification by both parties.
6. Eligible Employees must have received a ~~satisfactory~~ effective or better annual evaluation for Fiscal Year 2022-23. A satisfactory evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.
7. The minimum starting base hourly wage rate for new Employees will be raised to \$24.72 per hour, based on 2,080 hours annually, effective ~~August 19, 2024~~ upon ratification by both parties. Employees hired ~~between after July 1, 2023 and July 1, 2024~~, will be moved to the new minimum effective ~~August 19, 2024~~ upon ratification by both parties.
8. If an employee was hired after July 1, 2023, but before June 30, 2024, they will receive a one-time five-hundred-dollar (\$500) lump sum bonus on the same pay period as the other bargaining unit employees.

PBA Proposal (12/12/2024)

22.1 For Fiscal Year 2024-2025

1. Effective the first full pay period in July 2024, each employee shall receive a five percent (5%) increase to base salary effective, as detailed below.

Each eligible employee shall receive a one-time, lump sum retroactive payment equal to 5.0% of their base annualized salary as of the first full pay period in July 2024, (up to a maximum of \$5,000). Any applicable retroactive pay will be calculated and paid no later than the paycheck dated within two (2) pay periods of ratification by both parties.

 George Corwine, PBA	<u>12/12/2024</u> Date	 David Brickhouse, NCF	<u>12/12/2024</u> Date
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NCF/PBA Collective Bargaining Contract 2022-2025
Fiscal Year 2024-2025 Proposals and Responses
Article 22: Wages

2. To receive the base salary increase, the employee must have been an eligible employee before August 15, 2024.


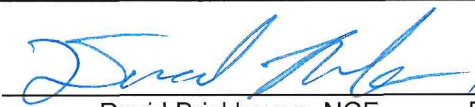
3. To receive the base salary increase, the employee must be continuously employed by the College through ratification of both parties.

4. Eligible Employees must have received an effective or better annual evaluation for Fiscal Year 2024-2025, if applicable. A effective evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

5. The minimum starting base hourly wage rate for new Employees will be raised to \$25.50 per hour, based on 2,080 hours annually, upon ratification by both parties.

6. The parties agree that the increase shall be distributed no later than the second full pay period after ratification by both parties.

7. The parties agree that in Section 22.3, the maximum number of additives for special assignments shall have a maximum cap of four (4) special assignments effective the first full pay period after ratification of both parties.

 George Corwine, PBA	<u>12/12/2024</u> Date	 David Brickhouse, NCF	<u>12/12/24</u> Date
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