



New College of Florida
The Honors College

New College of Florida Board of Trustees Meeting (Annual)
Thursday, August 13, 2026 from 3:00 p.m. – 5:00 p.m. EST

College Hall Music Room
351 College Dr
Sarasota, FL 34243

Virtual viewing link:

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

Meeting Agenda

1. Pledge of Allegiance

2. Call to Order

- Roll Call, Establish Quorum, Confirm Public Notice of Meeting

3. Call for Public Comment

4. Consent Agenda

ACTION ITEMS

- Approve Minutes for the June 30, 2026 BOT Meeting
- Approval of Members to the NCF Foundation Board of Directors
- Approval of Regulation Amendment – 3-1016 Fraudulent or Other Dishonest Acts
- **Academic Affairs Committee**
 - Approval of Additional Annual General Education Courses for the 2027-28 Academic Year

INFORMATIONAL ITEM

- Fourth Quarterly Budget Update FY 2025-26

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

5. President's Report Richard Corcoran, *President*

6. **North Campus Acquisition Financing** Richard Corcoran, *President*
 - Approval of Initial Financing Discussions with Financial Institutions to Include Acquisition Financing and Restructuring or Refinancing of Existing Debt as Appropriate
7. **Finance & Administration Committee** Ron Christaldi, *Chair of Committee & Vice Chair of Board of Trustees*
 - Approval Operating Budget University Summary Schedule I (July 2026 - June 2027)
 - Approval of New College of Florida Textbook and Instructional Materials Affordability Annual Report for Fall 2025 and Spring 2026
8. **Collective Bargaining Agreement** David Brickhouse, *Vice President, Legal Affairs*
 - Approval of Ratification of Updated Collective Bargaining Agreement between New College of Florida and the American Federation of State, County and Municipal Employees
 - Approval of Ratification of Updated Collective Bargaining Agreement between New College of Florida and the Florida Police Benevolent Association
 - Approval of Recommendation for Changes to Salary and Benefits for Out-of-Unit Employees
9. **Authorize the Bestowing of an Honorary Degree** David Brickhouse, *Vice President, Legal Affairs*
 - Approval of honorary degree for Kay Daniels
10. **Election of the Chair and Vice Chair of the New College Board of Trustees**
 - Approval of Election of the Chair of the New College Board of Trustees
 - Approval of Election of the Vice Chair of the New College Board of Trustees
11. **New Business**
12. **Adjournment**

**New College of Florida Board of Trustees
DRAFT Minutes for June 30, 2026**

Call to Order

The meeting was called to order at 3:01 p.m. and a quorum was established.

Trustees Present: Debra A. Jenks (Chair), Ryan Anderson, Mark Bauerlein, Ron Christaldi, David Harvey, Joe Jacquot, Lance Karp, Charles Kesler, Sarah Mackie, Maya Rish, Matthew Spalding; Not present: Urban Meyer and Don Patterson

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: Jonathan Perry and Rodrigo Diaz.

Consent Agenda

The consent agenda was presented and motion to approve was made by Trustee Karp, seconded by Trustee Bauerlein and was approved by voice vote unanimously.

ACTION ITEMS

- Approve Minutes for the May 12, 2026 BOT Meeting
- Approval of New College Development Corporation, Inc. Annual FY 2026-27 Budget
- Approval of New College Foundation Financial Annual FY 2026-27 Budget
- **Audit and Compliance Committee**
 - Approve FY 2026-2027 Office of Internal Audit and Compliance Annual Work Plan
 - Approve FY 2025-2026 Annual Report and Compliance Activities

INFORMATIONAL ITEM

- Alternative Admissions Option

President's Report

President Richard Corcoran shared his remarks.

Post-Tenure Review Outcomes: Four faculty candidates underwent the post-tenure review process this past academic year. One candidate exceeded expectations, two met expectations and one was found unsatisfactory and will not continue with New College.

Finance & Administration Committee

- A motion to approve the FY 2026-27 Preliminary Operating Budget was made by Trustee Christaldi, seconded by Trustee Karp and was approved by voice vote unanimously.

- A motion to approve the FY 2027-28 Legislative Budget Request was made by Trustee Karp, seconded by Trustee Bauerlein and was approved by voice vote unanimously.
- A motion to approve the FY 2027-28 Legislative Budget Request (LBR) for Fixed Capital Outlay was made by Trustee Christaldi, seconded by Trustee Spalding and was approved by voice vote unanimously.

Collective Bargaining Agreement

- A motion to approve the Ratification of Updated Collective Bargaining Agreement between New College of Florida and the United Faculty of Florida was made by Trustee Karp, seconded by Trustee Rish and was approved by voice vote unanimously.

Regulation Update

- A motion to approve the Regulation Amendment – 3-1002 Proposed Tuition and Fees Schedule was made by Trustee Karp, seconded by Trustee Bauerlein and was approved by voice vote with Trustee Rish in opposition.

Proposed Material Terms for USF-NCF Agreements

- A motion to approve the Material Terms for the Joint Transfer Agreement and Facility Use Agreement was made by Trustee Karp, seconded by Trustee Mackie and was approved by voice vote unanimously.

New Business

No new business ensued.

Adjournment

There being no other business, the meeting was adjourned at 3:57 p.m.

Respectfully submitted,

Christie Fitz-Patrick Chief of Staff/BOT Liaison

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: August 13, 2026

SUBJECT: Approval of New Member to the NCF Foundation Board of Directors

PROPOSED BOARD ACTION

Approval of Ling Markovitz to the NCF Foundation Board of Directors.

BACKGROUND INFORMATION

Regulation 3-7001 New College of Florida Direct Support Organizations requires the Board of Trustees to approve all appointments to the New College Foundation, Incorporated.

Supporting Documentation Included: New College Foundation, Inc. Board Minutes

Facilitators/Presenters: *Christie Fitz-Patrick, Chief of Staff & Vice President of Finance & Administration*



**New College Foundation
Board of Directors Meeting MINUTES**

July 29, 2026
Sudakoff Conference Center
9:00 am – 12:00 pm

New College Foundation, Inc. Jim McDonald, Chair, Board of Directors Directors, Present Debra Jenks, Chair, Board of Trustees Mariano Jimenez, Ex Officio Lance Karp, Ex Officio AJ Janson, Chair, Advancement Committee Adam Kendall, Chair, Investment Committee JJ Miranda, Chair, Audit Committee Mike Rahn, Chair, Governance Committee Eric Robinson, Chair, Finance Committee Eric Brewer Jenne Britell Kenneth Collier Greg Douglas Margie Genter Mary Gratehouse Josh Ingram Brian McCarthy David Smith Directors, Absent Elizabeth Moore Keith Mercier Chris Van Dyk, Chair, Alumni Assoc - Present	Foundation Staff, Present David Rancourt, Interim Executive Director Lisa Buck, Executive Assistant David Brickhouse, VP of Legal Affairs – Foundation Counsel Colleen O'Brien, CFO Mike Manley, Internal Operations Manager Jeffrey Pourchier, Dir Athletic Development Invited Guests, Present Richard Corcoran, President - New College of Florida MJ Bobyock – Freedom Equity Group (FEG)
--	---

9:00 am

Call Meeting to Order/Welcome/Overview of Meeting Agenda

Jim McDonald

Chair Jim McDonald welcomed the Board and called the meeting to order.

9:01 am

Roll Call/Quorum Certification/Meeting Duly Noticed

Lisa Buck

Ms. Buck called roll, verified a quorum was established, and confirmed the meeting was properly noticed.

9:03 am

Public Comment

Jim McDonald

Chair McDonald open the floor to public comment. The Board heard comments from four registered speakers and acknowledged written comments submitted for the record.

Chris Van Dyk raised a point of order regarding access to Board materials and his participation status. Foundation counsel advised Mr. Van Dyk that he was not a properly seated board member that did not entitle him to board or committee materials, that he was participating in a non-voting capacity. The Chair ruled the point of order was not well taken.

9:30 am

Consent Agenda

Jim McDonald

4/22/28 Board Meeting Minutes

Motion: To approve the Consent Agenda

MOTION: AJ Janson

Second: Eric Robinson

No Discussion.

Vote: Unanimous, Motion carried.

9:32 am

New College Update

NCF President Richard Corcoran

President Corcoran gave an update on enrollment growth, new academic program, improved student metrics, state performance funding, campus expansion, faculty recruitment, Foundation growth, and alumni engagement. He spoke to the Board of the new Masters of Educational Leadership program starting this fall 2026. He estimates undergraduate enrollment to be between 1,000 and 1,050, which is a historical enrollment level for New College. The College is looking at a 40% growth rate, and an increase in SAT and ACT scores and an increase in GPA. The College is hitting performance metrics and getting full funding. President Corcoran discussed the acquisition of the USF campus and the \$28 million debt. He discussed the opportunity provided to New College with this \$200 million valued property with USF turnkey facilities, including classrooms, office space, laboratories, meeting rooms, dormitory, etc. He discussed the Foundation and its success under Dr. David Rancourt. President Corcoran discussed the current New College alumni association and how the alumni association has been unwilling to work effectively with the College. He recognized there is an opportunity to create an alumni association that will support the College, students, faculty and increase philanthropy.

9:48 am

New College Foundation Update

David Rancourt

David Rancourt, Interim Executive Director, reported on Foundation staffing, fundraising initiatives. He introduced Mike Manley, Internal Operations Manager and said he hopes to add two additional team members to the Foundation staff in the weeks ahead. He asked directors to connect the Foundation with anyone that might be interested in being a part of the Clam Bake in Nov or Casino night in Oct. Dr. Rancourt thanked Mike Rahn for his work on the Governance Committee and briefly spoke on the need for a different approach to the College alumni, and the recommendation to create a new alumni engagement committee.

9:57 am

Advancement Committee

AJ Janson

Chair AJ Janson gave an update on fundraising activities, sponsorship development, and event planning. The 2026 Clambake will focus on celebrating the 100th birthday of College Hall with a roaring 20s theme. She invited the directors to participate in an in-person working session for Clambake and discussed the needs for Clambake auction and sponsorship. Ms. Janson said the Foundation will focus on four major events throughout the year, with smaller events interspersed.

10:03 am

Finance Committee Report

Eric Robinson

Chair Eric Robinson discussed the changes from the preliminary Q3 Financial report presented at the last Board meeting and the outstanding items in the final Q3 report. There were no questions.

Motion: To approve the Q3 Financial Report

MOTION: JJ Miranda

Second: Lance Karp

No further Discussion.

Vote: Unanimous, Motion carried.

Preliminary Q4 Financial Report

Mr. Robinson reported net assets rose \$7.2 million due to substantial donations in the last quarter.

10:07 am

Break

10:15 am

Investment Committee Report

Adam Kendall

Chair Adam Kendall recognized FEG representative MJ Bobyock and turned the floor over to her. She stated the Foundation portfolio returned 8.6% for the quarter and 7.8% year-to-date. Performance remained ahead of the Foundation's long-term policy benchmark across one-, three-, five-, seven-, ten-year, and since-inception periods, meeting long-term fiduciary objectives. She stated FEG always reports on portfolio changes, and there has been a change by adding a 3% allocation in PIMCO Stocks Plus portfolio.

10:42 am

Mike Rahn

Following the recommendation of the Governance Committee, a candidate was presented to the Board for consideration for Foundation Board member.

Motion: To approve proposed Board member Ling Markovitz

MOTION: Mary Gratehouse

Second: David Smith

No Discussion.

Vote: Unanimous, Motion carried

Following the recommendation and approval of the Governance Committee, Chair Mike Rahn brought forth a motion to remove the members of the current alumni committee and to approve the amendments to the Foundation Bylaws as presented.

General Counsel Brickhouse explained the bylaw revisions consisted of one main change, which was to replace the current alumni committee with a new Alumni Engagement Committee. The bylaw revisions specify the charge and scope of that committee's purpose.

Chair McDonald opened the floor for discussion.

Alumni Chair Chris Van Dyk made comment in opposition to the recommendation. He made a motion to delay recommendation to the next Foundation Board meeting and asked for a second. Chair McDonald asked Counsel for his thoughts. Mr. Brickhouse stated this is not a proper motion as Mr. Van Dyk is participating in the meeting as a non-voting member at the pleasure of Chair McDonald, and a member of the Board of Directors would need to make said motion. Chair McDonald called for a motion among the board members to postpone this recommendation. There were none.

Director and alumni Adam Kendall spoke of his time as a student at New College and of the five years he served on the Alumni Association Committee. He stated the alumni committee has changed tremendously, and he doesn't feel the College can have an alumni association that is fighting everything the College is trying to accomplish, and as a result denying future alumni a positive experience.

Director Mary Gratehouse made comment on her experience as the mother of a current New College student. She stated her belief that as much as students appreciate the College and the education they receive at the College, based on what she has seen and heard from the current alumni association, she isn't sure that new graduates would want to be a part of the current alumni association.

Chair McDonald thanked each person for expressing their views and called the motion.

Motion: To remove the members of the Alumni Committee, and approval of the amendments to the Foundation Bylaws, as presented.

MOTION: JJ Miranda

Second: Mary Gratehouse

No Discussion.

Vote: Unanimous, Motion carried

New Business

Jim McDonald

- 2027 Board meeting dates
- Appointment of directors to the Alumni Engagement Committee – Chair McDonald appointed five members of the Foundation Board of Directors to the new Alumni Engagement Committee. Members are: Jim McDonald (alumni), Josh Ingram (alumni), Deborah Jenks (alumni), Adam Kendall (alumni), and Margie Genter (mother of alumni). All agreed to serve.
- Mike Rahn discussed the success of the inaugural Foundation Golf tournament, and that planning is underway for the 2027 tournament, with Coach Urban Meyer once again agreeing to Chair.

11:14 am

With no further discussion, the meeting was adjourned.

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: August 13, 2026

SUBJECT: Approval of Regulation Amendment – 3-1016 Fraudulent or Other Dishonest Acts

PROPOSED BOARD ACTION

Consider approval of required review of the Regulation 3-1016 Fraudulent or Other Dishonest Acts per Board of Governor Regulation 4.001 *State University System Processes for Complaints of Waste, Fraud, or Financial Mismanagement*.

BACKGROUND

The Board of Governors regulation 4.001 requires each university board of trustees adopt a regulation which requires timely notification to the Board of Governors, through the Office of Inspector General and Director of Compliance (OIGC), of any significant and credible allegation(s) of fraud, waste, mismanagement, misconduct, and other abuses made against the university president or a board of trustees member. Such allegations will be handled as follows:

(5)(a) The chair of the board of trustees (or chair of the board of trustees' committee responsible for handling audit matters if the allegations involve the board chair), in consultation with the chair of the Board of Governors, shall review the matter and may ask the OIGC to conduct a preliminary inquiry, in accordance with section 10.2.a of the OIGC charter. If it is determined that an investigation is warranted, it shall take one of the following forms:

1. The board of trustees will hire an independent outside firm to conduct the investigation with OIGC guidance and monitoring; or
2. The OIGC will perform the investigation.

(b) At the conclusion of such investigation, the report shall be submitted to the subject, who shall have twenty (20) working days from the date of the report to submit a written response. The subject's response and the investigator's rebuttal to the response, if any, shall be included in the final report presented to the chair of the board of trustees and the Board of Governor's Audit and Compliance Committee.

(6) The board of trustees' regulation shall articulate how the university will address any significant and credible allegation(s) of fraud, waste, mismanagement, misconduct, and other abuses made against the chief audit executive or chief compliance officer.

Supporting Documentation: New College of Florida Regulation 3-1016 Fraudulent or Other Dishonest Acts

Facilitator(s)/Presenter(s): Alexander G. Tzoumas, *Chief Audit Executive/Chief Compliance Office*

NEW COLLEGE OF FLORIDA REGULATIONS MANUAL

CHAPTER 3 - Administrative Affairs

3-1016 Fraudulent or Other Dishonest Acts

I. Introduction

The New College of Florida (NCF) Board of Trustees (Board) are committed to creating an organizational culture where risk management is actively practiced to effectively prevent and detect significant fraud, waste or abuse within the university. To that end, the Board is establishing this regulation and a zero-tolerance policy concerning fraudulent activity. This regulation is applicable to all members of the university community including Board members, university and auxiliary employees, entities contracting with or doing business with the university, vendors, volunteers, and students. All NCF employees and Board members are expected to observe the provisions of the Code of Ethics for Public Officers and Employees, Part III of Chapter 112, Florida Statutes.

Generally, employees and trustees abide by laws and regulations; however, incidents of fraudulent or other dishonest acts may occur. Administrators at all levels of management should set the appropriate tone by displaying the proper attitude toward prudent fiscal management, complying with all laws, rules, and regulations, and are responsible for establishing, adhering to and maintaining effective risk management and internal controls which will assure the security and accountability of the personnel, resources and fiscal responsibilities entrusted to them. In addition, administrators should be cognizant of the risks and exposures inherent in their area of responsibility, and be aware of the symptoms and red flags of fraudulent and other dishonest acts, should they occur.

(1) General

- (a) Employees found to have participated in fraudulent or dishonest acts will be subject to the strictest disciplinary action pursuant to collective bargaining agreements and personnel policies and rules. Also, criminal or civil actions may be taken against employees or other individuals who participate in unlawful acts when sufficient evidence is available.
- (b) Employees who, in good faith, report wrongful activity meeting the criteria of Section 112.3187, Florida Statutes (Florida Whistle-blower's Act), are protected by the Florida Whistle-blower's Act. Retaliation for making such a report will not be tolerated.
- (c) Employees are required to cooperate with any police, Human Resources, Compliance Officer, or Internal Audit investigation, and are required to keep their knowledge of such an investigation confidential.

(2) Definitions

- (a) Enterprise Risk Management Program – The NCF Enterprise Risk Management (ERM) program shall follow the Committee of Sponsoring Organizations (COSO) framework which identifies the university mission critical strategic objectives and management's efforts to assure their achievement through the mitigation of inherent risks. The ERM program shall also utilize a Fraud Risk Assessment framework to evaluate management's success in developing an effective system

of fraud prevention and detection internal controls.

- (b) Fraud - The Board of Governor's regulation 3.003, *Fraud Prevention and Detection*, defines fraud as: an intentional misrepresentation or concealment of a material fact for the purpose of obtaining a benefit that would not otherwise be received, or inducement of another to act upon the intentional misrepresentation or concealment to his or her detriment. The Association of Certified Fraud Examiners (ACFE) defines "fraud" as: "The use of one's occupation for personal enrichment through the deliberate misuse or misapplication of the employing organization's resources or assets." (Report to the Nation on Occupational Fraud and Abuse, 1999).

Occupational fraud, waste, and abuse encompasses a wide variety of conduct by employees, managers, and principals of organizations ranging from pilferage to sophisticated investment swindles. Common violations include asset misappropriation, corruptions, false statements, false overtime, petty theft and pilferage, use of company property for personal benefit, and payroll and sick time abuses. The key is that the activity:

1. is clandestine;
2. violates the employee's fiduciary duties to the organization;
3. is committed for the purpose of direct or indirect financial benefit to the perpetrator; and
4. costs the organizations assets, revenues, or reserves.

Exhibit A of this Regulation includes a more detailed list of activities that constitute fraud or are considered fraudulent.

(3) University Community Member Responsibilities:

- (a) The President's Cabinet members as designed for each Strategic Business Risk, are responsible for designing, implementing, and overseeing the university's Enterprise Risk Management (ERM) program, system of internal controls and other antifraud framework strategies. These executives ~~may~~ should consult with the Chief Audit Executive to assure the ERM risk mitigation strategies and internal controls are properly designed and operating effectively.
- (b) All university community members are responsible for reporting suspected fraudulent activities to the proper authority as follows:
1. The NCF Police Department when they are observing a criminal act in progress, such as theft or destruction of NCF property, or if they have reasonable suspicion that a criminal act is going to be or has been committed.
 2. The Chief Audit Executive of all known or suspected fraudulent, wasteful, abusive, or dishonest acts. ~~College-NCF~~ executives, managers, supervisors, and administrators who become aware of known or suspected fraudulent, wasteful, abusive, or dishonest acts shall ensure the Chief Audit Executive is made aware of such. As deemed appropriate, the Chief Audit Executive shall keep the College President (or designee) informed of suspected fraudulent, wasteful, abusive, or dishonest acts.

3. The reporting community member will refrain from further examination or investigation of the suspected wrongdoing, confrontation of the alleged perpetrator, or further discussion of the incident with anyone other than the Chief Audit Executive and/or law enforcement unless otherwise directed by the Chief Audit Executive or compelled by subpoena. Reports may be made in person, using standard NCF e-mail and telephone communication, or anonymously through the NCF Report a Problem website options at:
<https://www.ncf.edu/about/departments-and-offices/office-of-the-general-counsel/report-a-problem/>

(4) Chief Audit Executive Responsibilities:

- (a) It is the responsibility of the Chief Audit Executive to independently and objectively evaluate all complaints involving allegations of fraudulent, wasteful, abusive, and dishonest acts and act on such in accordance with this Regulation, the Internal Audit Charter, the State University System Board of Governors Regulations and Standards, Association of Certified Fraud Examiners guidelines and code of ethics as well as the Institute of Internal Auditors standards and code of ethics.
- (b) The Chief Audit Executive, ~~with the support of the Police, and Legal Counsel, the Board of Governors' Office of Inspector General, and the Office of the Florida Auditor General,~~ will make a determination as to how the complaint will be handled based on the following criteria and factors:
~~the sufficiency of evidence to seek criminal and/or civil action to recovery assets/losses and assure a non-recurrence of the behavior by the perpetrator(s).~~
 1. The credibility of the allegations based on sufficient information provided and the significance of the disclosed information compared to the other risk-based projects on the Board of Trustee approved Audit Workplan and the anticipation time and expense involved in further investigation.
 2. The potential for an investigation to yield recommendations that will make university or auxiliary operations more efficient and effective.
 3. Whether the allegation, if taken as true, would result in a violation of law, regulation or NCF policy, and whether the allegation is accompanied by sufficient evidence to result in probable cause for further action in the discretion of the Chief Audit Executive.
 4. The significance and benefit to the university to have a final report on the disclosed information.
 5. Whether the alleged information relates to topics under another agency's jurisdiction and should be referred to that agency.
 6. Whether another agency may be conducting an investigation and whether any Chief Audit Executive investigation could be duplicative.
 7. The expertise required for the subject matter of the investigation.
 8. The time that has elapsed between the alleged event and the disclosure of the information.
- (c) Based upon review of the complaint and any supplementary information, the appropriate course of action shall be determined by the Chief Audit Executive. The course of action may include, but is not limited to, the following:
 1. Conduct a preliminary inquiry to gather additional information for determination of proper

disposition.

2. Refer the complaint to another investigative jurisdiction (administrative, civil, or criminal), ensuring that the complaint is considered by the appropriate entities with jurisdiction and the complainant is notified of the referral.
3. Refer the complaint to management or the Board of Trustees Audit and Compliance Committee for action deemed appropriate with notice to the complainant.
4. Decline to investigate after giving consideration to the factors outlined above with notice to the complainant.
5. Investigate the complaint.

~~(e)~~(d) The Chief Audit Executive will report all fraud, waste, abuse and dishonest act investigation findings to the NCF President, Board, and the Board of Governors with recommendations for internal control and/or other risk mitigation enhancements.

~~(d)~~(e) The Chief Audit Executive will periodically evaluate and report to the Board of Trustees, at least annually, the status of the anti-fraud framework used and any necessary revisions to improve the framework.

(5) Allegations Made Against the President or a Board Member:

- (a) The Chief Audit Executive shall provide timely notification to the Board of Governors, through the Office of Inspector General and Director of Compliance (OIGC), of any significant and credible allegation(s) of fraud, waste, mismanagement, misconduct, and other abuses made against the university president or a Board member. Such allegations will be handled as follows:
 - (i) Initial Review and Preliminary Inquiry. The Chair of the Board of Trustees (or the Chair of the Audit and Compliance Committee if the allegations involve the Board Chair), in consultation with the Chair of the Board of Governors, shall review the matter and may ask the OIGC to conduct a preliminary inquiry, in accordance with section 10.2.a of the OIGC charter. If, as a result of the review and/or preliminary inquiry, it is determined that an investigation is warranted, the Board of Trustees will hire an independent outside firm to conduct the investigation with OIGC guidance and monitoring; or, the OIGC will perform the investigation.

(b) Subject's Response to Investigation Report. At the conclusion of such investigation, the investigator's report shall be submitted to the subject, who shall have twenty (20) working days from the date of the report to submit a written response. If the subject submits a written response to the investigation report, the investigator may, within ten (10) working days from receipt of the written response, create a rebuttal to the response. The subject's response and the investigator's rebuttal to the response, if any, shall be included in the final report presented to the Chair of the Board of Trustees, (or Chair of the Audit and Compliance Committee of the Board of Trustees if the allegations involve the Board Chair) and the Board of Governor's Audit and Compliance Committee.

(6) Allegations Made Against the Chief Audit Executive or Chief Compliance Officer.

(a) University General Counsel shall provide timely notification to the Board of Trustees Audit and Compliance Committee and Board of Governor's Audit and Compliance Committee, through the OIGC, of any significant and credible allegation(s) of fraud, waste, mismanagement, misconduct, or other abuses is made against the Chief Audit Executive or Chief Compliance Officer. Such allegations will be handled as follows:

(i) Initial Review and Preliminary Inquiry. The General Counsel, in coordination with the Chair of the Audit and Compliance Committee, shall review the matter and conduct a preliminary inquiry. If, as a result of the review and/or preliminary inquiry, it is determined that an investigation is warranted, the General Counsel, in coordination with the Chair of the Audit and Compliance Committee, will hire an independent outside firm to conduct the investigation; or, will ask the OIGC to perform the investigation.

(b) Subject's Response to Investigation Report. At the conclusion of such investigation, the investigator's report shall be submitted to the subject, who shall have twenty (20) working days from the date of the report to submit a written response. If the subject submits a written response to the investigation report, the investigator may, within ten (10) working days from receipt of the written response, create a rebuttal to the response. The subject's response and the investigator's rebuttal to the response, if any, shall be included in the final report presented to the Chair of the Audit and Compliance Committee of the Board of Trustees and the Board of Governor's Audit and Compliance Committee, through the OIGC.

This regulation shall be reviewed at least every five (5) years for currency and consistency with applicable Board of Governors and university regulations.

Exhibit A – Examples of Occupational Fraud and Abuse (Association of Certified Fraud Examiners, Report to the Nation on Occupational Fraud and Abuse)

(1) Corruption

- (a) Conflicts of Interest – Purchasing Schemes, Sales Schemes, Other
- (b) Bribery – Invoice Kickbacks, Bid Rigging, Other
- (c) Illegal Gratuities
- (d) Economic Extortion

(2) Asset Misappropriation

(a) Cash

- 1. Larceny of Cash on Hand, from the Deposit, Other
- 2. Fraudulent Disbursements
- 3. Billing Schemes – Shell Company, Non-Accomplice Vendor, Personal Purchases
- 4. Payroll Schemes – Ghost Employees, Commission Schemes, Workers Compensation, Falsified Wages
- 5. Expense Reimbursement – Mischaracterized Expenses, Overstated Expenses, Fictitious Expenses, Multiple Reimbursements
- 6. Check Tampering – Forged Marker, Forged Endorsement, Altered Payee, Concealed Checks, Authorized Marker
- 7. Register Disbursements – False Voids, False Refunds
- 8. Skimming
 - a. Sales – Unrecorded, Understated
 - b. Receivables – Write-Off Schemes, Lapping Schemes, Unconcealed
 - c. Refunds and Other

(b) Inventory and All Other Assets

- 1. Misuse

2. Larceny – Asset Requisition and Transfers, False Sales and Shipping, Purchasing and Receiving, Unconcealed Larceny

(3) Fraudulent Schemes

(a) Financial

1. Asset/Revenue Overstatements – Timing Differences, Fictitious Revenues, Concealed Liabilities and Expenses, Improper Disclosure, Improper Asset Valuations
2. Asset/Revenue Understatements

(b) Non-Financial

1. Employment Credentials
2. Internal Documents
3. External Documents

Authority: Article IX, Sec. 7, Fla. Constitution; Fla. Stat. Chapter 112; Fla. Board of Governors Regulations 1.001 and 3.003

History: Adopted 11-08-03 as Policy 5-018; Revised 02-03-04; Revised and renumbered 03-05-16; Revised 02-09-17 (technical amendment); Revised 06-08-21; Revised 08-13-2026

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: August 13, 2026

SUBJECT: Approval of Additional Annual General Education Courses for the 2027-28 Academic Year

PROPOSED BOARD ACTION

Approve for submission to BOG the following courses:

LIT 2012, Introduction to the Novel

REL 2178, Law and Religion

IDS xxxx, Human Flourishing I (Micro)

IDS xxxx, Human Flourishing II (Macro)

BACKGROUND INFORMATION

The proposals meet the General Education Elective Requirements, at New College under the category of Enduring Human Questions.

Supporting Documentation Included: Course syllabuses

Facilitators/Presenters: David Rohrbacher, *Provost and Vice President Academic Affairs*

LIT 2012

Title

Introduction to the Novel

Instructor

John Park

Course Description

Since Aristotle's Poetics, literature has been recognized to be the medium *par excellence* for representing action. When attributed to literary characters, the foregrounding of action allowed for inner characters to be externalized and made visible for recognition. The rise of novelistic discourse allowed for a play between background and foreground, which then enabled protagonists who are unable to act to be foregrounded. What this change in the mode of literary representation ultimately set about was the shift in emphasis from representation of action to representation as action.

Students will study this shift at work in the assigned novellas by learning to analyze the interplay of background and foreground, representation of society and the mode by which an individual interacts with society, and ways to distinguish narrative structure from literary style. Throughout the course, students will learn to write analysis of literary texts.

Student Expectation

Active attendance is of prime importance. No use of electronics allowed in class except for special cases. Students caught using their phones in class will be given a verbal warning after class for first offence, email written warning after second, and for the third time, an email stating that the student will receive "UNSAT" at the end of semester.

3 unexcused absences are allowed. Further absences will require an explanation of the surrounding circumstances verbally or by email. Excessive absences will result in an email stating that student will receive "UNSAT" at the end of semester. Regular tardy will result in an email warning; if it persists, an email stating that the student will receive "UNSAT" at the end of semester.

Expectation for Reading

Students are expected to have read the entire novella before the book is first discussed in class.

All the novellas are short.

If you have trouble understanding the reading, you need to email me as early in the semester as possible to design a more segmented reading schedule that suits your capability.

Expectation for Writing

There will be an in-class 1-page handwritten writing assignment upon completion of each book.

If you are absent on the day of in-class writing, you need to email me to schedule an office hour to complete your writing assignment.

3 Essay Exams at the Testing Center: September 25; October 30; December 4

AI usage is prohibited. Since the Testing Center will disable any Internet access, there will be no AI usage during testing. If a student is caught somehow using AI, the student will receive an email stating that the student will receive “UNSAT” at the end of semester.

Areas of Evaluation

While there is no grading rubric, the following three areas of student’s work will be used for evaluation:

1. Active Attendance: Students will attend all classes, on-time and with the assigned reading read. For every class, students will be asked to analyze a sentence from the assigned reading.
2. In-Class Writing Work: Students are expected not only to complete their in-class writing assignments, but to consider the comments and edits from the professors so as to improve as commented on and reduce the grammatical errors and typos such as incomplete sentences.
3. Exams.

Course Policy

No use of electronics in classroom. See above regarding use of AI in exams. Prompt response to emails from professor expected.

Readings (All Required)

1. Hugo: *Last Days of a Condemned Man*
2. Balzac: *Colonel Chabert*
3. Flaubert: *A Simple Heart*
4. Stevenson: *The Strange Case of Jekyll and Hyde*
5. Melville: *Bartleby, the Scrivener*
6. Kafka: *Metamorphosis*
7. Tolstoy: *The Death of Ivan Ilyich*
8. Camus: *The Stranger*
9. Coetzee: *Waiting for the Barbarians*

Schedule

8/18 Introduction to Course

8/21 Hugo

8/25 Hugo

8/28 Academic Writing Workshop and In-Class Writing

9/1 Balzac
9/4 Balzac
9/8 Academic Writing Workshop and In-Class Writing
9/11 Flaubert
9/15 Flaubert
9/18 Academic Writing Workshop and In-Class Writing
9/22 Comparative Review of Hugo, Balzac, Flaubert
9/25 Exam 1
9/29 Stevenson
10/2 Stevenson (In-Class Writing)
10/6 No Class
10/9 No Class
10/13 Melville
10/16 Melville (In-Class Writing)
10/20 Kafka
10/23 Kafka (In-Class Writing)
10/27 Comparative Review of Stevenson, Melville, Kafka
10/30 Exam 2
11/3 Tolstoy
11/6 Tolstoy (In-Class Writing)
11/10 Camus
11/13 Camus (In-Class Writing)
11/17 Coetzee
11/20 Coetzee
11/24 Coetzee (In-Class Writing)
12/1 Comparative Review of Tolstoy, Camus, Coetzee
12/4 Final Exam



New College of Florida

The Honors College

SYLLABUS: LAW AND RELIGION

REL 2178 A SURVEY OF CHURCH-STATE RELATIONS IN THE UNITED STATES FROM COLONIAL TIMES TO THE PRESENT, WITH EMPHASIS ON CHURCH-STATE THEORY, CRUCIAL COURT DECISIONS, CONTROVERSIES, AND UNRESOLVED CONTEMPORARY ISSUES.

Term: Spring 2027

Institution: New College of Florida

Instructor: Dr. Stanley Fish

Office Hours: [TBD]

Email: stfish@ncf.edu

1. Course Description

Until recently in the world's history, religion has been the source not only of spiritual solace but of morality, law, education, political structure and just about everything else in daily life. It is only in the 17th century that there emerges the idea of a religious sphere--a special place--in which religion is confined. The quarantining of religion has gone hand in hand with the establishment of the secular state, the state that looks for guidance not to the commands of a deity, but to a scheme of political organization that derives its marching orders from its own procedures. How does that work? Can it work? These and other urgent questions are not merely theoretical. They are real questions; they are continually raised and provisionally answered in the course of what had been called the American Experiment, the effort to build a community that does not justify itself by continual reference to a transcendent norm.

For most of our history in the US, the separation of church and state, as articulated by Thomas Jefferson, has been the rule, although periodically there have been attempts to bring church and state together as mutually reinforcing authorities. We are now in such a time. The key question is who or what is to rule. Should we conform ourselves to the precepts of natural Law—Law given by God or Reason or Human Nature—or should we conform ourselves to the particular laws put in place by legislators, often called positive law?

The constitution's religion clause, as found in the First Amendment, offers a formula designed to clarify the relationship between church and state, but the clarification has turned out to produce problems of its own. The religion clause has two parts, the Establishment clause and the Free Exercise clause. They are presented as if they belong together and form a unit, but under many interpretations, they seem to fall apart. The establishment clause says, in effect, that the state should not become captive to a religious perspective. There should be no established religion that generates or is a significant part of the law. So, the establishment clause is intended to protect the independence of the state from religious influence. But, the free exercise clause declares that citizens should not be burdened by any law that restricts the performance of their religious duties.

Under one interpretation, the establishment clause is just such a restriction because it says to religious believers you cannot bring your religious commitment into the public political square. The tension between the two clauses has produced a jurisprudence which repeatedly tries to rearticulate the relationship between church and state in a way that neither disadvantages believers nor undermines the independence of the civil political order. In this course, we will consider the history of this ongoing discussion and come to an understanding of the ways in which religion in our tradition is both a highly valued resource and, in the eyes of some, a danger.

2. Course Scope & Themes

Complementing the description above, this course explores the deep philosophical tensions inherent in the First Amendment:

The Religion Clause sits oddly in a constitution where a first premise is the equality of all speech or discourse before the law. That premise is a centerpiece of Liberalism—a theory of government where authority is a "bottom-up" structure residing in the individual rather than an antecedent authority (God, monarchy, etc.).

- **The Conflict:** The Liberal state encourages questioning and challenging received wisdom. Traditional religion often relies on adherence to revealed truth.
- **The Mystery:** Why does the First Amendment of a Liberal state single out religion for special attention?
- **The Reality:** We will read case after case where the word "religion" appears, but is rarely defined. We will explore the failure of the two clauses (Establishment and Free Exercise) to cohere, mirroring the Liberal state's struggle to define religion itself.

By the end of the course, you will be (a) in possession of the landmark cases that mark the turns in this epic legal saga and (b) fully conversant with the philosophical and moral issues that intersect with specific legal questions.

3. Student Learning Objectives

(General Education: Enduring Human Questions)

In alignment with Florida General Education requirements for Critical Thinking and Civic Literacy:

Constitutional Analysis: Differentiate between the foundations of Natural Law and Positive Law, and deconstruct the inherent tensions between the Establishment Clause and the Free Exercise Clause.

Historical Reasoning: Trace the evolution of the "separation of church and state" from the founding era to contemporary attempts to reintegrate religious and civil authority.

Jurisprudential Evaluation: Evaluate landmark Supreme Court jurisprudence to determine how judicial interpretations of religious freedom have shifted over time.

Civic Argumentation: Formulate evidence-based arguments assessing whether religion functions primarily as a "resource" or a "danger" to the modern American state, critiquing the limitations placed on religious believers in the public square.

4. Materials

Required Text: Leslie C. Griffin, *Law and Religion: Cases and Materials* (5th ed. 2022).

Note: Supplemental readings for cases decided after 2017 (e.g., *Kennedy v. Bremerton*, 303 *Creative*) will be provided in class or via Canvas.

5. Course Policies & Grading

Attendance

Attendance in every class is assumed and expected. If you cannot attend, please let me know in advance. I expect you to catch up and be prepared for the following class.

Assignments

Weekly Discussion Questions: In advance of each class, students will be given questions geared to the assigned materials. Each student will select a question they are prepared to discuss.

Response Papers (30%): On **eight (8)** occasions throughout the semester, each student will submit a written answer to their chosen question. Length: 250–400 words.

Class Participation (20%): Based on active engagement and discussion of the daily questions.

Final Research Paper (50%): A substantial paper of 3,500–4,000 words.

Final Paper Options

1. **Comparative Religious Freedom:** Use Chapter 8 (not covered in class) to analyze a specific legal issue in U.S. Law compared to the law of another country.
2. **Recent Jurisprudence:** Analyze Supreme Court religion clause decisions handed down in the most recent terms (**2024–2026**). Analyze these decisions in relation to the course themes.
3. **Student-Proposed Topic:** Students may submit a proposal for a unique topic.

Prospectus Due: By **March 12, 2027** (approx. mid-semester), each student must submit a 900–1,100 word outline/prospectus.

Reasonable Accommodations

In compliance with the Americans with Disabilities Act, New College of Florida will provide classroom and academic accommodations to students with documented disabilities. Students in need of academic accommodations need to contact and register with the Accessible Learning Center (ALC). Once registered, students will receive a letter of eligibility outlining their approved accommodations, as well as relevant information, forms, and processes. Students are responsible for sharing this letter with their instructors. It is encouraged that students and instructors collaborate throughout the semester to ensure the effective implementation of accommodations. Accessible Learning Center Contact Information: Phone: 941-487-4484. Email: aalc@ncf.edu. For more information: <https://www.ncf.edu/departments/advocacy-accessibility/>

Academic Integrity

Any suspected instance of plagiarism will be handled in accordance with the College's policy on academic dishonesty. The use of notes, textbook and any tool such as translators is allowed only for in class work and daily homework and will constitute plagiarism if used for formal assessments. For more information: <https://catalog.ncf.edu/undergraduate/academic-integrity/>

Title IX

New College of Florida is committed to equal access to education pursuant to the Title IX of the Educational Amendments of 1972. Please contact our Title IX coordinator (titleix@ncf.edu) or see the website: <https://www.ncf.edu/departments/the-department-of-title-ix-and-civil-rightscompliance/>

6. Course Schedule (Spring 2027)

Dates are approximate and subject to change.

Week 1: Religious Freedom in the Early Modern Period

- **Readings:** John Milton, *Areopagitica*; John Locke *Letter on Toleration*

Week 2: Religious Freedom in the Modern Period

Readings: James Madison, *Memorial and Remonstrance*; Thomas Jefferson, *Letter to the Danbury Baptists*, John Stuart Mill, *On Liberty* (chapter 2); John F. Kennedy, *Speech to the Greater Houston Ministerial Association*.

Week 3: Foundations of Free Exercise; Defining Religion & Belief

Readings: Chapter 1: Free Exercise of Religion (Text 1–29, 34–41)

Week 4: Introduction to Establishment; The Establishment Clause in History

- **Readings:** Chapter 2: Introduction to Establishment (Text 45–83, 689–702)

Week 5: Separation vs. Accommodation

- **Readings:** Chapter 2 Continued (Text 84–102)

Week 6: What Is an Establishment of Religion?

- **Readings:** Chapter 3: What Is an Establishment of Religion (Text 102–126)

Week 7: The Lemon Test and Beyond

- **Readings:** Chapter 3 Continued (Text 127–147)

Week 8: Government Funding & Religious Institutions

- **Readings:** Chapter 3 Continued (Text 147–163)
- **Case Focus:** *Trinity Lutheran Church of Columbia, Inc. v. Comer* (and recent updates like *Carson v. Makin*).

Week 9: Statutory Protections

- **Readings:** Chapter 3 Continued (163–180); Chapter 4: Constitutional and Statutory Protection of Free Exercise (Text 181–201)

Week 10: RFRA and the Smith Decision

- **Readings:** Chapter 4 Continued (Text 201–219)

Week 11: Conscience & Complicity

- **Readings:** Chapter 5: Conscience, Complicity, and Conscientious Objection (Text 219–244)
- *Discussion:* Conscientious objection in healthcare and military contexts.

Week 12: Individual vs. Institutional Freedom

- **Readings:** Chapter 6: Conflicts Between Individual and Institutional Religious Freedom (Text 299–344)
- **Assignment Due:** Final Paper Prospectus.

Week 13: Religious Land Use (RLUIPA)

- **Readings:** Chapter 7: RLUIPA (Text 395–442)

Week 14: Religion and Politics

- **Readings:** Chapter 9: Religion and Politics (Text 529–579)

Week 15: Teaching Religion & Science

- **Readings:** Chapter 10: Teaching About Religion and Science (Text 603–660)

Week 16: Finals Week

- **Final Paper Due**

Human Flourishing I & II (micro & macro) [IDS xxxx]
Prof. Mark Bitz & Dr. Tyler Fisher

Introduction

This sequence of interdisciplinary courses comprises a vigorous and rigorous tour of prominent self-improvement books from the past hundred years, alongside selections from **Great Books** of the Western tradition, e.g. Stephen Covey's *7 Habits of Highly Effective People* in dialogue with Benjamin Franklin's autobiography, or Ed Catmull's *Creativity, Inc.* (2014) alongside Plato's *Ion*. This approach empowers students to discern what is timely and timeless from the pages of what is sometimes called "success literature" or "wisdom literature" across the ages, while they also learn to enhance and articulate their own strengths and purpose in relation to our broader society. Through active class discussions of curated readings, facilitated by a retired CEO and a literary scholar as instructors, this course critically examines perspectives and practices that enable individuals (micro-level) and groups (macro) to flourish and that elevate the trajectory of people's lives. Topics include Perspectives on Developments in Natural History; Human Nature; American and Western Culture; Edifying Habits; Executive Function; Nutrition and Health; Thrift and Investment; Affiliation; Leadership; and Teamwork.

An **Introductory Lecture** (on Aristotle's definitions of virtue and key passages from Plato's *Republic*) lays a foundational approach for the course's ensuing exploration of big ideas about Human Flourishing, equipping students to perceive this as a coherent conversation across time, a continuum across points of connection. A **Cornerstone Lecture**, about midway through the course, features a relevant public intellectual as a guest speaker, in collaboration with The Markovitz Socratic Stage.

This course sequence is integral to New College's **Logos Curriculum** because the courses' written and spoken components, by design, sharpen students' reasoning ability, logic, reflective discourse, and communication.

Enduring Human Questions

The courses' discussion-based seminars explore vital questions regarding individual purpose and societal wellbeing. Key questions for dialogue and critical reflection include the following:
How much are we products of the past? How does culture, a type of human software, impact our own lives and that of others? Which aspects of human life are instinctual, and which are learned? In what ways are humans emotional and rational?
How is American culture different from other cultures?
How do I discern my purpose and make the most of life? How can I significantly improve my wellbeing and effectiveness? How do we form empowering habits and break debilitating ones?
These questions can be helpful at any stage of life but are especially important at the juncture of an undergraduate's earliest semesters in College. In purposeful dialogue with instructors and peers, the answers that students formulate to these questions can prepare them to flourish in their curricular and co-curricular endeavors.

Objectives

The philosophy of the liberal arts and sciences proposes the well-rounded individual as its goal: academically superior, socially and culturally aware, service-oriented, dedicated to lifelong learning, intellectually curious, and creative. In service to this philosophy, the primary goal of this course sequence is for students to engage with significant ideas regarding Human Flourishing from across time, and to master the ideas most relevant to their own flourishing. It is

also the case that, by engaging deeply with these ideas, some students will find scholarship programs, such as the Fulbright and Rhodes Scholarships, that recognize exemplary ability in varied fields of scientific, artistic, political, intellectual, and humanitarian endeavor. Many elite universities offer preparatory programs to their most outstanding students in order to hone their readiness to compete successfully for these scholarships. In this sense, the Human Flourishing course sequence is a way for New College to establish a formal preparatory program, albeit more effective in its deliberately oblique approach to such preparation.

[SLS or IDS xxxx] Human Flourishing 1 (Micro)

Fall 2026, 4 hrs.

New College of Florida, The Honors College

No Pre- or Co-Requisites

Instructors:

Mark W. Bitz, New College of Florida, Presidential Scholar

B.S. Purdue University; M.S. Cornell University; President's Leadership Program, Harvard Business School.

Tyler Fisher

New College of Florida, Presidential Scholar; Director, Prestigious Scholarships and Fellowships

BA, MPhil, MA, DPhil Oxon.

Course Description: This interdisciplinary course critically examines perspectives and practices that enable individuals and groups to flourish and that elevate the trajectory of people's lives. The course approaches this vast topic through reading and discussion of prominent self-improvement books from the past hundred years, alongside selections from Great Books of the Western tradition. Topics include Perspectives on Developments in Natural History, Life, and Culture; Human Nature; American and Western Culture; and the Elevating Practices of Edifying Habits, Executive Function, Accomplishment, Nutrition, Health, Thrift and Investment, Affiliation, Leadership, and Teamwork.

Class Time, Location, Communication:

Tues & Thurs, 11:00-12:15am.

Location TBC.

If you email or text, the instructor will generally reply within 24 hours.

Office Hours by appointment: TBC, location: Library, email instructor the day before to arrange.

Introductory Lecture & Cornerstone Lecture

The most prominent German poet, Johann Wolfgang von Goethe, once said, "Of all peoples, the Greeks have dreamt the dream of life best." Conceptually and chronologically, as a foundation for this course's study of idealized Human Flourishing, the **Introductory Lecture** begins with the Greek "dream of life," as epitomized in Aristotle's philosophy, specifically Aristotle's definitions of human virtue and flourishing, with a focus on key passages from the *Nicomachean Ethics*. Direct engagement with this text lays a foundational approach for the course's ensuing exploration of big ideas about Human Flourishing, equipping students to perceive this as a coherent conversation across time, a continuum across points of connection.

The course's **Cornerstone Lecture**, about midway through the semester, will feature a relevant public intellectual as a guest speaker, in collaboration with The Markovitz Socratic Stage. Students will prepare thoughtful questions for the occasion in advance, based on the course readings and the guest lecturer's recent work. Possible guests include Dr. Kevin Majeres ("Optimal Work" podcast) and Spencer Klavan ("Young Heretics" podcast).

Required Books:

1. Merrill & Merrill's *Life Matters*.
2. Golding's *The Lord of the Flies*.
3. Covey's *The 7 Habits of Highly Effective People*.
4. Franklin's *The Autobiography of Benjamin Franklin*.

Each student will receive a copy of David Christian's *Origin Story: A Big History of Everything* and John Wooden's *My Personal Best*.

Clason's *The Richest Man in Babylon* and Hoff's *The Tao of Pooh* may be read online or in the JBC Library, or they may be listened to on Hoopla or Libby via a public library.

The other assigned readings are on reserve in the Library and available from the Reading List on Canvas.

Difficult-to-measure objectives of this course are for students to develop:

- a greater appreciation of the natural order, science, the universe, life, culture, and human nature;
- increased awareness of the interdependence of individuals, families, groups, education, enterprise, government, and culture;
- greater executive function or the ability to self-program, develop constructive habits, check destructive ones, and make advantageous life choices;
- a working knowledge of the perspectives, practices, and institutions, which check our distorted perceptions, self-centeredness, trespasses, and groupthink vis-à-vis those that elevate our individual and group function, and enable us to protect ourselves, specialize, trade, realize economies of scale and synergies, and harmoniously live together;
- familiarity with 22 important books which may prove helpful in life.

Expectations and measurable goals of the course are for students to:

1. Complete the assigned homework and quiz before coming to class.
2. Be in class on time, thoughtfully participate, and demonstrate knowledge of the assigned video and readings during class.
3. Demonstrate on the quizzes and final exam an understanding of the Elevating Practices that appear in italics in the *Secrets to Success* videos and textbook chapters.
4. Successfully lead one 15-minute discussion in class on one of the assigned readings.
5. Complete one, approximately 2000-word, thoughtful, well-written essay on a topic related to one of the 20 course modules or 130 Elevating Practices.

Attendance: 10% of a student's grade will be based on attendance. After the second class, students will maintain their seating position and the instructor will take attendance at the start of each class. Students will receive 1 point for being present from the beginning to end of class.

Participation: 10% of a student's grade will be based on class participation. Participation expectations include:

1. treating others in the class as we would like them to treat us, or, in other words, being courteous and respectful to others and their points of view;
2. signaling our desire to speak by raising our hand and waiting to be called on;
3. being sensitive to others' feelings and speaking freely;
4. once we have spoken, yielding to others who wish to speak and have not had a turn.

Students will receive 1 point for each of the classes that they satisfy 1-4, thoughtfully contribute to the class discussion, and demonstrate they have done the assigned readings.

Homework: 20% of a student's grade is based on homework. The homework involves listing, on paper, a) 3 topics from the video and/or textbook chapter that you found interesting and would like to discuss, b) 3

insights from the assigned readings that you found interesting and would like to discuss further, c) each Critical Perspective and Elevating Practice and its definition as found in the video or textbook chapter, and d) the questions at the end of the video or chapter with 1-2 sentence answers. The homework associated with a class is due 30 minutes before the start of the class.

Quizzes: 20% of a student's grade is based on their 28 quiz scores. Students are expected to complete the quiz associated with a module before coming to class. The quiz will be available from the previous class until 10:00 am, the day it is due. Students who do not score 100% on a quiz the first time may retake it online after it is discussed in class and before midnight the next Saturday.

Leading A 15-Minute Class Discussion: 10% of a student's grade is based on their leading a 15-minute class discussion. Students may request to lead a discussion on one of the assigned readings for the 9/17 to 12/3 classes. Discussion assignments will be approved by the instructor on a first-come-first-served basis. See the "Leading a Class Discussion" PDF for guidance on Canvas.

One Essay: 10% of a student's grade is based on their completion of one essay of 800-1200 words during the semester. The sequence of steps and completion dates for essays are as follows:

- | | |
|---|---------|
| a. Identify your essay topic and obtain the instructor's approval. | Oct. 1 |
| b. Do your research, create an outline, and write your rough draft. | |
| c. Submit your rough draft to the instructor. | Oct. 15 |
| d. Revise your draft. Improve your essay with spelling/grammar check and by listening to a friend or your computer read it aloud. | |
| e. Submit your second draft. | Oct. 24 |
| f. Write your final essay. Polish it with spelling/grammar check and by listening to it read aloud. | |
| g. Submit your essay | Nov. 9 |

Final Exam: 20% of a student's grade. 120 of the quiz questions will comprise the final exam.

Class Preparation Expectations

1. watching one approx. 30-minute video and/or reading one chapter from the textbook as assigned;
2. completing the assigned reading;
3. listing on paper a) 3 topics from the video and/or textbook chapter that you found interesting and would like to discuss, b) 3 insights from the assigned readings that you thought were interesting and would like to discuss further, c) each Winning Practice and its definition as found in the video and textbook chapter, and d) the questions at the end of the video or chapter with answers in one or two sentences;
4. posting the homework on Canvas 30 minutes before the start of class, as well as bringing a copy to use in class;
5. completing the online quiz associated with the assigned video or textbook chapter at least 30 minutes before the start of class.

Grading	Points	% of Final Grade
Attendance, 30 Classes	30	10%
Class Participation, 29 Classes	29	10%
Homework, 29 Assignments	116	20%
28 quizzes	120	20%
Leading a Class Discussion	100	10%
Essay	100	10%
120 final exam questions	120	20%
Total		100%

Grading Scale

A	95%-100%
A-	90%-94.9%
B+	87%-89.9%
B	83%-86.9%
B-	80%-82.9%
C+	77%-79.9%
C	73%-76.9%
C-	70%-72.9%
D+	67%-69.9%
D	63%-66.9%
D-	60%-62.9%
F	0%-59.9%

Reading List

Assigned readings are excerpted from the following books:

Aristotle, *Nicomachean Ethics*.

Aurelius, Marcus. *Meditations*.

Bennis, Warren. *On Becoming a Leader*.

Bitz, Mark W. *American Culture 2.0: Human Software that Elevates Everyone's Life*.

Carnegie, Dale. *How to Win Friends and Influence People*.

Christian, David. *Origin Story: A Big History of Everything*.

Clason, George S. *The Richest Man in Babylon*.

Clear, James. *Atomic Habits: An Easy and Proven Way to Build Good Habits and Break Bad Ones*.

Cooper, Kenneth H. and Tyler C. Cooper. *Start Strong, Finish Strong*.

Covey, Stephen R. *The 7 Habits of Highly Effective People*.

Darwin, Charles. *On the Origin of Species*.

Franklin, Benjamin. *The Autobiography of Benjamin Franklin*.

Golding, William. *Lord of the Flies*.

Henrich, Joseph. *The Secret of Our Success: How Culture Is Driving Human Evolution, Domesticating Our Species, and Making Us Smarter*.

Hoff, Benjamin. *The Tao of Pooh*.

Mandela, Nelson. *Long Walk to Freedom*.

Merrill, A. Roger, and Rebecca R. Merrill. *Life Matters: Creating a Dynamic Balance of Work, Family, Time, and Money*.

Peck, M. Scott. *The Road Less Traveled: A New Psychology of Love, Traditional Values, and Spiritual Growth*.

Plutarch. *Parallel Lives*.

Solomon, or The Preacher. *Ecclesiastes*.

Taleb, Nassim Nicholas. *Antifragile: Things That Gain from Disorder*.

Tercek, Mark R. and Jonathan S. Adams. *Nature's Fortune: How Business and Society Thrive by Investing in Nature*.

Wilson, Edward O. *Half-Earth: Our Planet's Fight for Life*.

Wooden, John. *My Personal Best: Life Lessons from an All-American Journey*.

[SLS or IDS xxxx] Human Flourishing II (Macro)

Spring 2027, 4 hrs.

New College of Florida, The Honors College

No Pre- or Co-Requisites

Instructors:

Mark W. Bitz

New College of Florida, Presidential Scholar;

B.S. Purdue University; M.S. Cornell University; President's Leadership Program, Harvard Business School.

Tyler Fisher

New College of Florida, Presidential Scholar; Director, Prestigious Scholarships and Fellowships;

BA, MPhil, MA, DPhil Oxon.

Course Description: This course examines the practices that cause families, education, enterprise, government, and culture to function at a high level and people to flourish. The course approaches this vast topic through reading and discussion of prominent self-improvement books from the past hundred years, alongside selections from Great Books of the Western tradition. Topics include the Family; Knowledge; Free Enterprise and Markets; Government and the Advantages and Shortcomings of Democratic Systems; Freedoms and Rights; Financial Strength; Social Safety Nets.

Class Time, Location, Communication:

Tues & Thurs, 11:00-12:15am.

Location TBC.

If you email or text, the instructor will generally reply within 24 hours.

Office Hours by appointment: TBC, location: Library, email instructor the day before to arrange.

Introductory Lecture & Cornerstone Lecture

Conceptually and chronologically, as a foundation for this course's study of Human Flourishing at the macro level, the **Introductory Lecture** begins with a focus on key passages from Plato's *Republic*. Direct engagement with this text lays a foundational approach for the course's ensuing exploration of big ideas about Human Flourishing, equipping students to perceive this as a coherent conversation across time, a continuum across points of connection.

The course's **Cornerstone Lecture**, about midway through the semester, will feature a relevant public intellectual as a guest speaker, in collaboration with The Markovitz Socratic Stage. Students will prepare thoughtful questions in advance for the occasion, based on the course readings and the guest lecturer's recent work. Possible guests include Nobel Laureate Nadia Murad and Dr. Devi Sridhar.

Required Books:

1. *Animal Farm*, Orwell.
2. *Common Sense Economics*, Gwartney, Stroup, and Lee.
3. *The 5000 Year Leap*, W. Cleon Skousen.

Other assigned readings are on reserve in the Library and available via the Reading List on Canvas.

Difficult-to-measure objectives of this course are for students to develop:

- an appreciation of how helpless, unruly infants become able, considerate, contributing members of a larger community; how our parents, schools, and communities script us; and how the quality of their instruction affects our lives;
- increased awareness of the interdependence of individuals, families, groups, education, enterprise, government, and culture;
- a working knowledge of the perspectives, practices, and institutions, which check our tendency toward distorted perceptions, self-centeredness, trespasses, and groupthink, while elevating our individual, family, and group functions and enabling us to protect ourselves, specialize, trade, realize economies of scale and synergies, and harmoniously live together;
- an appreciation of the human lifecycle and how our choices today affect our wellbeing and happiness tomorrow.
- familiarity with nearly two dozen books (Great Books and great books) which may prove helpful in life.

Expectations and measurable goals of the course are for students to:

1. Complete the assigned homework and quiz before coming to class.
2. Be in class on time, thoughtfully participate, and demonstrate knowledge of the assigned readings during class.
3. Demonstrate on the quizzes and final exam an understanding of the Winning Perspectives and Practices that appear in italics in the *Flourish* videos and textbook chapters.
4. Successfully lead one 15-minute discussion in class on one of the assigned readings.
5. Complete one, approximately 2000-word, thoughtful, well-written essay on a topic related to one of the 18 course modules or some 150 Winning Practices.

Attendance: 10% of a student's grade will be based on attendance. After the second class, students will maintain their seating position and the instructor will take attendance at the start of each class. Students will receive 1 point for being present from the beginning to end of class.

Participation: 10% of a student's grade will be based on class participation. Participation expectations include:

1. treating others in the class as we would like them to treat us, or, in other words, being courteous and respectful to others and their points of view;
2. signaling our desire to speak by raising our hand and waiting to be called on;
3. being sensitive to others' feelings and speaking freely;
4. once we have spoken, yielding to others who wish to speak and have not had a turn.

Students will receive 1 point for each of the classes that they satisfy 1-4, thoughtfully contribute to the class discussion, and demonstrate they have done the assigned readings.

Homework: 20% of a student's grade is based on homework. The homework involves listing, on paper, a) 3 topics from the video and/or textbook chapter that you found interesting and would like to discuss, b) 3 insights from the assigned readings that you found interesting and would like to discuss further, c) each Critical Perspective and Elevating Practice and its definition as found in the video or textbook chapter, and d) the questions at the end of the video or chapter with 1-2 sentence answers. The homework associated with a class is due 30 minutes before the start of the class.

Quizzes: 20% of a student's grade is based on their 28 quiz scores. Students are expected to complete the quiz associated with a module before coming to class. The quiz will be available from the previous class until

10:00 am, the day it is due. Students who do not score 100% on a quiz the first time may retake it online after it is discussed in class and before midnight the next Saturday.

Leading A 15-Minute Class Discussion: 10% of a student's grade is based on their leading a 15-minute class discussion. Students may request to lead a discussion on one of the assigned readings for the 9/17 to 12/3 classes. Discussion assignments will be approved by the instructor on a first-come-first-served basis. See the "Leading a Class Discussion" PDF for guidance on Canvas.

One Essay: 10% of a student's grade is based on their completion of one essay of 800-1200 words during the semester. The sequence of steps and completion dates for essays are as follows:

- a. Identify your essay topic and obtain the instructor's approval. Oct. 1
- b. Do your research, create an outline, and write your rough draft.
- c. Submit your rough draft to the instructor. Oct. 15
- d. Revise your draft. Improve your essay with spelling/grammar check and by listening to a friend or your computer read it aloud.
- e. Submit your second draft. Oct. 24
- f. Write your final essay. Polish it with spelling/grammar check and by listening to it read aloud.
- g. Submit your essay Nov. 9

Final Exam: 20% of a student's grade. 120 of the quiz questions will comprise the final exam.

Class Preparation Expectations

1. watching 1, approx. 30-minute video and/or reading 1 chapter from the textbook as assigned;
2. completing the assigned reading;
3. listing on paper a) 3 topics from the video and/or textbook chapter that you found interesting and would like to discuss, b) 3 insights from the assigned readings that you thought were interesting and would like to discuss further, c) each Winning Practice and its definition as found in the video and textbook chapter, and d) the questions at the end of the video or chapter with answers in one or two sentences;
4. posting the homework on Canvas 30 minutes before the start of class, as well as bringing a copy to use in class;
5. completing the online quiz associated with the assigned video or textbook chapter at least 30 minutes before the start of class.

Grading	Points	% of Final Grade
Attendance, 30 Classes	30	10%
Class Participation, 29 Classes	29	10%
Homework, 29 Assignments	116	20%
28 quizzes	120	20%
Leading a Class Discussion	100	10%
Essay	100	10%
120 final exam questions	120	<u>20%</u>
Total		100%

Grading Scale

A	95%-100%
A-	90%-94.9%
B+	87%-89.9%
B	83%-86.9%

B-	80%-82.9%
C+	77%-79.9%
C	73%-76.9%
C-	70%-72.9%
D+	67%-69.9%
D	63%-66.9%
D-	60%-62.9%
F	0%-59.9%

Reading List

Assigned readings are excerpted from the following books:

- 1 *Animal Farm*, Orwell.
- 2 *Fables*, Aesop (esp. selections from among the lesser-known Aesopic fables).
- 3 *A Testament of Hope*, King, Jr.
- 4 *Good to Great*, Collins.
- 5 *Free to Choose*, Friedman.
- 6 *On Duties*, Cicero.
- 7 *Second Treatise of Government*, Locke.
- 8 *The Demon-Haunted World*, Sagan.
- 9 *The Law*, Bastiat.
- 10 *The Thomas Sowell Reader*, Sowell.
- 11 *The Absorbent Mind*, Montessori.
- 12 *The Coddling of the American Mind*, Haidt, Lukianoff.
- 13 *The Federalist Papers*, No. 1.
- 14 *The Whole-Brain Child*, Siegel, Payne Bryson.
- 15 *Hard Truths to Keep Singapore Going*, Kuan Yew
- 16 *The Conscious Parent*, Tsabary.
- 17 *Things that Matter*, Krauthammer.
- 18 *The 5000 Year Leap*, Skousen.
- 19 *American Culture 2.0*, Bitz.
- 20 *Common Sense Economics*, Gwartney, Stroup, Lee
- 21 *Conscious Capitalism*, Mackey, Sisodia
22. *Critical Thinking*, Lovell.
23. *How Children Succeed*, Tough.
24. *How To Not Die Alone*, Ury.
25. *The Symposium*, Plato.
26. *The Republic*, Plato.

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: August 13, 2026

SUBJECT: Fourth Quarterly Budget Update FY 2025-26 (Informational Only)

BACKGROUND INFORMATION

The Preliminary Operating Budget for FY 2025-26 was approved by the College's Board of Trustees on June 26, 2025, and subsequently submitted to the Florida Board of Governors. The Initial Operating Budget Schedule I for 2025-26 was approved by the Board of Trustees on August 27, 2025, and likewise submitted to the Board of Governors. This update also includes quarterly data for the Special Purpose Investment Account (SPIA).

At the direction of Vice Chair Christaldi, we have revised the quarterly report structure to offer greater fiscal clarity. The new layout tracks the initial budget against year to date actuals, while incorporating prior-year data to highlight year-over-year trends and percentage shifts. Additionally, in the Grand Summary - Total All Funds there has been a further breakdown of expenditure categories.

General Revenue and Lottery: Total General Revenue actuals for FY 2025-26 reached \$69,509,851, alongside \$2,497,847 in Educational Enhancement (Lottery) revenues, bringing state general revenue and lottery funding to \$72,007,698. This reflects increased legislative support for college operational enhancement and the highest funding level in the history of the institution.

Performance Based Funding: The combined total of the college's Performance Based Funding (PBF) award of \$9,089,698 is included in state appropriated funds, comprising an institutional investment of \$4,157,304 and a state investment of \$4,932,394 for achieving the required minimum performance point score.

Tuition and Fees: Net E&G Tuition and Fees collected for the fiscal year totaled \$4,708,829 against an initial net budget forecast of \$5,519,765, reflecting enrollment growth over previous record highs after accounting for \$4,350,657 in annualized tuition and fee waivers.

Financial Aid / Scholarships: Across total funds, financial aid and scholarship actual expenditures totaled \$11,660,958 (\$7,383,114 in E&G, \$3,555,920 in Non-E&G financial aid, and \$721,924 in Foundation support) against an overall allocation of \$12,223,975.

Overall Spending: Total actual expenditures across all funds for the fourth quarter ended June 30, 2026, were \$102,348,127, remaining well within the YTD budget of \$135,210,848 and aligned with expected budgetary forecasts.

Supporting Documentation Included: FY25-26 4th Quarter Update

Facilitators/Presenters: *Christie Fitz-Patrick, Chief of Staff & Vice President of Finance & Administration*

New College of Florida
Fiscal Year 2025-2026 Operating & Fixed Capital Outlay Budget
Quarter ended June 30, 2026

Grand Summary - Total All Funds

<i>Summary of Revenues</i>		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
	General Revenue (E&G)	\$ 69,300,518	\$ 69,509,851	\$ 69,509,851	\$ -	0.00%	\$ 59,924,471	\$ 9,585,380	16.00%
	Tuition and Fees (E&G) ¹	\$ 5,519,765	\$ 4,708,829	\$ 4,708,829	\$ -	0.00%	\$ 4,637,606	\$ 71,223	1.54%
	Educational Enhancement (Lottery E&G)	\$ 2,497,847	\$ 2,497,847	\$ 2,497,847	\$ -	0.00%	\$ 2,541,324	\$ (43,477)	0.00%
	Student Activity Fee	\$ 453,300	\$ 418,036	\$ 420,289	\$ 2,253	1.00%	\$ 412,210	\$ 8,079	1.96%
	Housing Fee	\$ 6,112,000	\$ 9,943,398	\$ 6,787,278	\$ (3,156,120)	-32.00%	\$ 6,211,509	\$ 575,769	9.27%
	Food Service Fee	\$ 3,918,018	\$ 3,719,367	\$ 3,704,514	\$ (14,853)	0.00%	\$ 3,279,555	\$ 424,959	12.96%
	Health Fee	\$ 205,260	\$ 333,072	\$ 176,799	\$ (156,273)	-47.00%	\$ 174,398	\$ 2,401	1.38%
	Athletic Fee	\$ 283,780	\$ 2,752,143	\$ 2,752,143	\$ -	0.00%	\$ 549,493	\$ 2,202,650	400.85%
	Technology Fee	\$ 169,560	\$ 186,229	\$ 160,237	\$ (25,992)	-14.00%	\$ 150,613	\$ 9,624	6.39%
	Other Auxiliary Revenue	\$ 1,343,906	\$ 588,426	\$ 1,017,994	\$ 429,568	73.00%	\$ 719,318	\$ 298,676	41.52%
	Scholarship & Financial Aid - NON-E&G	\$ 5,153,250	\$ 4,717,788	\$ 3,574,814	\$ (1,142,974)	-24.00%	\$ 3,762,385	\$ (187,571)	-4.99%
	Contracts & Grants Revenue	\$ 2,725,353	\$ 2,568,442	\$ 1,590,100	\$ (978,342)	-38.00%	\$ 1,375,218	\$ 214,882	15.63%
	CITF, Deferred Maintenance & PECO	\$ 16,391,781	\$ 14,762,426	\$ 5,203,918	\$ (9,558,508)	-65.00%	\$ 6,387,541	\$ (1,183,623)	-18.53%
	Foundation Revenue	\$ 4,049,850	\$ 4,103,108	\$ 4,010,753	\$ (92,355)	-2.00%	\$ 2,692,705	\$ 1,318,048	48.95%
	Carry Forward, Insurance and FEMA ²	TBD	\$ 14,401,887	\$ 5,694,186	\$ (8,707,701)	-60.00%	\$ 4,190,923	\$ 1,503,263	35.87%
Summary of Revenues Total		\$ 118,124,188	\$ 135,210,849	\$ 111,809,552	\$ (23,401,297)	-17.31%	\$ 97,009,269	\$ 14,800,283	15.26%

New College of Florida
Fiscal Year 2025-2026 Operating & Fixed Capital Outlay Budget
Quarter ended June 30, 2026

Grand Summary - Total All Funds

<i>Summary of Expenditures</i>		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
	Salaries & Benefits ³	\$ 41,514,635	\$ 48,576,464	\$ 48,167,706	\$ (408,758)	-0.84%	\$ 43,495,720	\$ 4,671,986	10.74%
	Other Personnel Service	\$ 2,572,471	\$ 4,708,604	\$ 3,448,599	\$ (1,260,005)	-26.76%	\$ 3,714,502	\$ (265,903)	-7.16%
	General Operating Expenses	\$ 39,319,240	\$ -		\$ -	0.00%	\$ -	\$ -	0.00%
	Academic Instruction & Student Support	\$ -	\$ 12,724,890	\$ 7,772,271	\$ (4,952,619)	-38.92%	\$ 8,344,803	\$ (572,532)	-6.86%
	Scholarships & Financial Aid	\$ 12,223,975	\$ 12,616,781	\$ 11,660,958	\$ (955,823)	-7.58%	\$ 11,035,552	\$ 625,406	5.67%
	Housing Support & Hotel Costs	\$ -	\$ 11,400,344	\$ 11,571,694	\$ 171,350	1.50%	\$ 12,593,683	\$ (1,021,989)	-8.12%
	Library & Other Academic Resources	\$ 1,496,577	\$ 1,175,491	\$ 979,403	\$ (196,088)	-16.68%	\$ 511,288	\$ 468,115	91.56%
	Physical Plant Operations & Maintenance ⁴	\$ 19,963,770	\$ 34,812,298	\$ 12,897,629	\$ (21,914,669)	-62.95%	\$ 16,494,501	\$ (3,596,872)	-21.81%
	Administration	\$ -	\$ 5,291,634	\$ 4,841,347	\$ (450,287)	-8.51%	\$ 5,220,344	\$ (378,997)	-7.26%
	Student Activity Expenditures	\$ 222,620	\$ 229,108	\$ 194,195	\$ (34,913)	-15.24%	\$ 172,797	\$ 21,398	12.38%
	Athletics Expenditures ⁵	\$ 810,900	\$ 3,675,234	\$ 814,325	\$ (2,860,909)	-77.84%	\$ 1,019,614	\$ (205,289)	-20.13%
	Summary of Expenditures Total	\$ 118,124,188	\$ 135,210,848	\$ 102,348,127	\$ (32,862,721)	-24.30%	\$ 102,602,804	\$ (254,677)	-0.25%

1. Annualized Tuition and Fee waivers of \$4,350,657 included in FY 2025-26 net tuition and fees total.

2. Carry forward budget was approved by Board of Trustees on 8.26.25.

3. The S&B amount presented at the 6.26.25 BOT Meeting only included E&G and not all funds.

4. Includes Carry Forward FCO projects, CITF, Deferred Maintenance & PECO projects. For FY 2025-26 this amount only includes physical plant expenses, CITF, Insurance, Deferred Maintenance & PECO Projects.

5. The Athletic fee YTD includes the authorized \$2.5M for the baseball field transferred from the Housing Auxiliary reserve.

New College of Florida
Fiscal Year 2025-2026 Operating & Fixed Capital Outlay Budget
Quarter ended June 30, 2026

E&G Only

Summary of Revenues		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
	General Revenue ¹	\$ 69,300,518	\$ 69,509,851	\$ 69,509,851	\$ -	0.00%	\$ 59,924,471	\$ 9,585,380	16.00%
	Tuition and Fees (Net) ²	\$ 5,519,765	\$ 4,708,829	\$ 4,708,829	\$ -	0.00%	\$ 4,637,606	\$ 71,223	1.54%
	Educational Enhancement (Lottery E&G)	\$ 2,497,847	\$ 2,497,847	\$ 2,497,847	\$ -	0.00%	\$ 2,541,324	\$ (43,477)	-1.71%
Summary of Revenues Total		\$ 77,318,130	\$ 76,716,527	\$ 76,716,527	\$ -	0.00%	\$ 67,103,401	\$ 9,613,126	14.33%

Summary of Expenditures		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
	Salaries and Benefits	\$ 41,146,145	\$ 43,610,524	\$ 43,582,315	\$ (28,209)	0.00%	\$ 39,256,786	\$ 4,325,529	11.02%
	Other Personnel Services	\$ 2,226,908	\$ 2,252,487	\$ 2,241,449	\$ (11,038)	0.00%	\$ 2,662,176	\$ (420,727)	-15.80%
	Academic Instruction & Student Support	\$ 5,589,037	\$ 6,379,097	\$ 2,762,414	\$ (3,616,683)	-57.00%	\$ 3,646,267	\$ (883,853)	-24.24%
	Scholarships & Financial Aid	\$ 7,107,052	\$ 7,383,473	\$ 7,383,114	\$ (359)	0.00%	\$ 6,991,389	\$ 391,725	5.60%
	Housing Support & Hotel Costs	\$ 6,348,465	\$ 2,367,698	\$ 1,938,823	\$ (428,875)	-18.00%	\$ 7,135,830	\$ (5,197,007)	-72.83%
	Library & Other Academic Resources	\$ -	\$ 467,560	\$ 451,838	\$ (15,722)	-3.00%	\$ 385,360	\$ 66,478	17.25%
	Physical Plant Operations & Maintenance	\$ 10,186,548	\$ 9,893,171	\$ 2,978,460	\$ (6,914,711)	-70.00%	\$ 2,531,817	\$ 446,643	17.64%
	Administration	\$ 4,713,975	\$ 4,362,516	\$ 4,136,539	\$ (225,977)	-5.00%	\$ 4,039,503	\$ 97,036	2.40%
Summary detail of Expense Total		\$ 77,318,130	\$ 76,716,526	\$ 65,474,952	\$ (11,241,574)	-14.65%	\$ 66,649,128	\$ (1,174,176)	-1.76%

1. General revenue legislative appropriations for FY 2025-26 include an increase in Risk Management funding from the state of \$209,333 and Performance Based Funding (PBF) award totaling \$9,089,698.

2. Annualized Tuition and Fee waivers of \$4,350,657 included in FY 2025-26 net tuition and fees total.

New College of Florida
Fiscal Year 2025-2026 Operating & Fixed Capital Outlay Budget
Quarter ended June 30, 2026

Auxiliary & Local Funds Only

		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
Student Activity Fee (Hamilton Center, Student Alliance, Student Government, & Green Fee)	Revenue	\$ 453,300	\$ 418,036	\$ 420,289	\$ 2,253	0.54%	\$ 412,210	\$ 8,079	1.96%
	Labor	\$ 230,680	\$ 188,928	\$ 167,349	\$ (21,579)	-11.42%	\$ 171,056	\$ (3,707)	-2.17%
	Expense	\$ 222,620	\$ 229,108	\$ 194,195	\$ (34,913)	-15.24%	\$ 172,797	\$ 21,398	12.38%
	Expenditure Totals	\$ 453,300	\$ 418,036	\$ 361,544	\$ (56,492)	-13.51%	\$ 343,853	\$ 17,691	5.14%

		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
Housing Fee (Includes Housing Auxiliary & New College Development Corporation)	Revenue	\$ 6,112,000	\$ 9,943,398	\$ 6,787,278	\$ (3,156,120)	-31.74%	\$ 6,211,509	\$ 575,769	9.27%
	Labor	\$ 793,600	\$ 910,751	\$ 705,398	\$ (205,353)	-22.55%	\$ 929,117	\$ (223,719)	-24.08%
	Expense	\$ 3,760,088	\$ 9,032,647	\$ 9,632,870	\$ 600,223	6.65%	\$ 5,457,853	\$ 4,175,017	76.50%
	Expenditure Totals	\$ 4,553,688	\$ 9,943,398	\$ 10,338,268	\$ 394,870	3.97%	\$ 6,386,970	\$ 3,951,298	61.86%

		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
Food Service Fee	Revenue	\$ 3,918,018	\$ 3,719,367	\$ 3,704,514	\$ (14,853)	0.00%	\$ 3,279,555	\$ 424,959	12.96%
	Labor	\$ 90,200	\$ 101,461	\$ 101,461	\$ -	0.00%	\$ 122,062	\$ (20,601)	-16.88%
	Expense	\$ 3,827,818	\$ 3,617,906	\$ 3,633,141	\$ 15,235	0.42%	\$ 3,380,934	\$ 252,207	7.46%
	Expenditure Totals	\$ 3,918,018	\$ 3,719,367	\$ 3,734,602	\$ 15,235	0.41%	\$ 3,502,996	\$ 231,606	6.61%

New College of Florida
Fiscal Year 2025-2026 Operating & Fixed Capital Outlay Budget
Quarter ended June 30, 2026

Auxiliary & Local Funds Only

		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD ¹ 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
Health Fee	Revenue	\$ 205,260	\$ 333,072	\$ 176,799	\$ (156,273)	-47.00%	\$ 174,398	\$ 2,401	1.38%
	Labor	\$ 86,226	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	0.00%
	Expense	\$ 119,034	\$ 333,072	\$ 333,072	\$ -	0.00%	\$ 9,550	\$ 323,522	0.00%
	Expenditure Totals	\$ 205,260	\$ 333,072	\$ 333,072	\$ -	0.00%	\$ 9,550	\$ 323,522	0.00%

		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD ² 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
Athletics Fee	Revenue	\$ 283,780	\$ 2,752,143	\$ 2,752,143	\$ -	0.00%	\$ 549,493	\$ 2,202,650	400.85%
	Labor	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	0.00%
	Expense	\$ 283,780	\$ 2,752,143	\$ 252,143	\$ (2,500,000)	-90.84%	\$ 549,493	\$ (297,350)	-54.11%
	Expenditure Totals	\$ 283,780	\$ 2,752,143	\$ 252,143	\$ (2,500,000)	-90.84%	\$ 549,493	\$ (297,350)	-54.11%

		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
Technology Fee	Revenue	\$ 169,560	\$ 186,229	\$ 160,237	\$ (25,992)	-14.00%	\$ 150,613	\$ 9,624	6.39%
	Labor	\$ -	\$ -	\$ -	\$ -	0.00%	\$ 108,489	\$ (108,489)	-100.00%
	Expense	\$ 169,560	\$ 186,229	\$ 158,259	\$ (27,970)	-15.02%	\$ 10,456	\$ 147,803	1413.57%
	Expenditure Totals	\$ 169,560	\$ 186,229	\$ 158,259	\$ (27,970)	-15.02%	\$ 118,945	\$ 39,314	33.05%

New College of Florida
Fiscal Year 2025-2026 Operating & Fixed Capital Outlay Budget
Quarter ended June 30, 2026

Auxiliary & Local Funds Only

		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
All Other Auxiliaries	Revenue	\$ 1,343,906	\$ 588,426	\$ 1,017,994	\$ 429,568	73.00%	\$ 719,318	\$ 298,676	41.52%
	Labor	\$ -	\$ 7,624	\$ 7,623	\$ (1)	0.00%	\$ 38,856	\$ (31,233)	-80.38%
	Expense	\$ 1,343,609	\$ 580,802	\$ 337,984	\$ (242,818)	-41.81%	\$ 723,392	\$ (385,408)	-53.28%
	Expenditure Totals	\$ 1,343,609	\$ 588,426	\$ 345,607	\$ (242,819)	-41.27%	\$ 762,248	\$ (416,641)	-54.66%
Total Expenditures All Auxiliaries		\$ 10,927,215	\$ 17,940,671	\$ 15,523,495	\$ (2,417,176)	-13.47%	\$ 11,674,055	\$ 3,849,440	32.97%

1. Prior Year Fund Balance in the amount of \$156,273 was used to make up the difference in revenue and expense.
2. The Athletic fee YTD includes the authorized \$2.5M for the baseball field transferred from the Housing Auxiliary reserve.

New College of Florida
Fiscal Year 2025-2026 Operating & Fixed Capital Outlay Budget
Quarter ended June 30, 2026

Other Fund Sources

		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
New College Foundation Support	Revenue	\$ 4,049,850	\$ 4,103,108	\$ 4,010,753	\$ (92,355)	-2.00%	\$ 2,692,705	\$ 1,318,048	48.95%
	Executive Salaries	\$ 1,499,850	\$ 1,502,927	\$ 1,502,927	\$ -	0.00%	\$ 928,108	\$ 574,819	61.93%
	Athletics	\$ 1,000,000	\$ 1,000,000	\$ 994,611	\$ (5,389)	-1.00%	\$ 1,000,000.00	\$ (5,389)	-0.54%
	Scholarships & Enhancements	\$ 1,460,183	\$ 1,562,332	\$ 1,413,076	\$ (149,256)	-10.00%	\$ 889,040	\$ 524,036	58.94%
	Chair & Grant Funding	\$ 89,817	\$ 37,849	\$ 37,849	\$ -	0.00%	\$ -	\$ 37,849	0.00%
	Lobbyist ¹	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	0.00%
	Expenditure Totals	\$ 4,049,850	\$ 4,103,108	\$ 3,948,463	\$ (154,645)	-3.77%	\$ 2,817,148	\$ 1,131,315	40.16%
		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
Contracts & Grants	Revenue	\$ 2,725,353	\$ 2,568,442	\$ 1,590,100	\$ (978,342)	-38.00%	\$ 1,375,218	\$ 214,882	15.63%
	Labor	\$ 446,547	\$ 1,304,560	\$ 888,499	\$ (416,061)	-32.00%	\$ 775,551	\$ 112,948	14.56%
	Expense	\$ 1,826,469	\$ 1,263,882	\$ 676,686	\$ (587,196)	-46.00%	\$ 536,142	\$ 140,544	26.21%
	Expenditure Totals	\$ 2,273,016	\$ 2,568,442	\$ 1,565,185	\$ (1,003,257)	-39.00%	\$ 1,311,693	\$ 253,492	19.33%
		Budget BOT Approved 06.26.25	Budget YTD 6.30.26	Actual YTD 6.30.26	Budget vs. Actual over/(under) 6.30.26	% change	Prior Year Actual 6.30.25	Actual vs. Actual over/(under) 6.30.25	% change
Financial Aid - NON-E&G	Revenue	\$ 5,153,250	\$ 4,717,788	\$ 3,574,814	\$ (1,142,974)	-24.00%	\$ 3,762,385	\$ (187,571)	-4.99%
	Labor	\$ 36,827	\$ 37,907	\$ 37,907	\$ -	0.00%	\$ 21,949	\$ 15,958	72.70%
	Aid Distributed	\$ 5,116,923	\$ 4,679,881	\$ 3,518,013	\$ (1,161,868)	-25.00%	\$ 3,725,558	\$ (207,545)	-5.57%
	Expenditure Totals	\$ 5,153,750	\$ 4,717,788	\$ 3,555,920	\$ (1,161,868)	-25.00%	\$ 3,747,507	\$ (191,587)	-5.11%

1. The lobbyist support is paid directly from the New College Foundation's operating budget and is not included in the updated College's revenue and expenses.



Investment Activity for All Funding Sources Effective FY 2025-2026

Month	Month-End Investment Balance	Interest Earnings	Interest Rates SPIA
July, 2025	\$20,639,060	\$62,310	4.0100%
August	\$27,025,199	\$85,930	4.3875%
September	\$24,783,441	\$96,393	4.5013%
October	\$24,785,224	\$90,872	4.2114%
November	\$27,693,514	\$100,534	4.6824%
December	\$27,571,874	\$101,263	4.3883%
January, 2026	\$30,108,368	\$105,617	4.3080%
February	\$28,734,899	\$105,244	4.6795%
March	\$29,710,440	\$90,486	3.6391%
April	\$29,346,150	\$103,315	4.2148%
May	\$31,494,149	\$94,215	3.6279%
June	\$31,961,778	\$106,726	4.0397%
Total		\$1,142,905	

Notes:

SPIA: Special Purpose Investment Account - Managed by the State of Florida

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: August 13, 2026

SUBJECT: North Campus Acquisition Financing

PROPOSED BOARD ACTION

1. Approval of initial financing discussions with financial institutions to include acquisition financing and restructuring or refinancing of existing debt as appropriate.
2. Grant the President the authority to enter into and conduct negotiations with multiple financial institutions regarding a financing package, subject to final review and approval by the Board of Trustees at a future meeting.

BACKGROUND INFORMATION

House Bill 5601-E, signed by Governor DeSantis as part of the State's FY 2027 budget, requires the following: The board of trustees of New College of Florida shall, as soon as reasonably practical, but no later than December 31, 2026, complete all steps necessary or appropriate to assume, legally and financially, the full liability for any outstanding debt for any facilities constructed upon the properties that encompass the University of South Florida Sarasota/Manatee campus, including, but not limited to, any fees and costs associated with transferring, satisfying, retiring, defeasing, or repaying such debt obligations. The facilities contemplated in this paragraph include, but are not limited to, any dormitories or other campus facilities that were financed in whole or in part with debt payable by the board of trustees of the University of South Florida or the University of South Florida Financing Corporation and for which a balance of that debt remains outstanding on July 1, 2026.

Supporting Documentation Included: N/A

Facilitators/Presenters: Richard Corcoran, *President* and Christie Fitz-Patrick, *Chief of Staff & Vice President of Finance & Administration*

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: August 13, 2026

SUBJECT: New College of Florida Textbook and Instructional Materials Affordability Annual Report for Fall 2025 and Spring 2026

PROPOSED BOARD ACTION

1. Approval New College of Florida Textbook and Instructional Materials Affordability Annual Report for Fall 2025 and Spring 2026.
2. Authorize the President to make changes as necessary prior to submission to the Board of Governors.

BACKGROUND INFORMATION

Florida Board of Governors Regulation 8.003 Textbook and Instructional Materials Affordability and Transparency requires each university board of trustees to provide an annual report by September 30th to the Chancellor of the State University System that details:

- (a) The selection process for high enrollment general education courses;
- (b) Specific initiatives of the institution designed to reduce the costs of textbooks and instructional materials;
- (c) Policies implemented regarding the posting of textbook and instructional materials for at least 95% of all courses and course sections 45 days before the first day of class;
- (d) The number of courses and course sections that were not able to meet the posting deadline for the previous academic year; and
- (e) Compliance with the required components of the textbook and instructional materials list as detailed in (1)(h) of the regulation.

Summary of the Report

Individual faculty members select the textbooks and instructional materials for general education courses, including those with high enrollment. In most cases, faculty members choose reliable and affordable earlier editions. Faculty members may select the newest edition of a text when they redesign their introductory course sequence and in fields with rapidly changing scholarship requiring updated textbooks. Over the past five years, New College has maintained a significant number of courses that do not require or recommend the purchase of texts or instructional materials and/or utilize open educational resources.

Supporting Documentation Included: New College of Florida Textbook and Instructional Materials Affordability Annual Report for Fall 2025 and Spring 2026

Facilitators/Presenters: David Rohrbacher, *Provost and Vice President of Academic Affairs*

Textbook and Instructional Materials Selection Process

Report the textbook and instructional materials selection process used for general education courses with high enrollment. Include the course prefix(es) and number(s), the course title(s), and the total number of courses (n=). In column "F," use the drop-down arrow in each cell to select the appropriate selection process. The methodology for determining high enrollment courses is as follows: *Order courses (course prefix/number) by headcount enrollment, excluding honors courses. The top 10% of courses are determined as high enrollment.*

General Education Courses with High Enrollment			Total Number of Course Sections (n =)	Selection Process	If "other," describe
Course Prefix & Number	Term	Course Title			
HUM 1020	Fall 2025	Homer's Odyssey - Introduction to Humanities	13	Other (Describe in Column G	Provost Office
ENC 1101	Fall 2025	English Composition	9	Individual Faculty	
ISC 2076	Fall 2025	Introduction to Techne	8	Individual Faculty	
BSC 2010	Fall 2025	Foundations of Biology I	6	Individual Faculty	
STA 2023	Fall 2025	Introduction to Statistics: Dealing with Data 1	4	Individual Faculty	
CHM 2045	Fall 2025	General Chemistry I	3	Individual Faculty	
POS 2041	Fall 2025	American Government and Civics	3	Individual Faculty	
MAC 2311	Fall 2025	Calculus I	2	Individual Faculty	
MAC 2105	Fall 2025	College Algebra: Precalculus (Algebra and Trigonometry)	2	Individual Faculty	
ECO 2023	Fall 2025	Principles of Microeconomics	1	Individual Faculty	
ISC 2076	Spring 2026	Introduction to Techne	8	Individual Faculty	
ENC 1101	Spring 2026	English Composition	5	Individual Faculty	
HUM 1020	Spring 2026	Homer's Odyssey - Introduction to Humanities	4	Other (Describe in Column G	Provost Office
BSC 2010	Spring 2026	Foundations of Biology Laboratory	3	Individual Faculty	
BSC 2011	Spring 2026	Foundations of Biology II	3	Individual Faculty	
POS 2041	Spring 2026	American Government and Civics	3	Individual Faculty	
STA 2023	Spring 2026	Introduction to Statistics: Dealing with Data I	2	Individual Faculty	
EUH 2031	Spring 2026	Modern European History II	2	Individual Faculty	
MAC 2311	Spring 2026	Calculus I	2	Individual Faculty	
AST 2002	Spring 2026	Descriptive Astronomy	1	Individual Faculty	
REL 2240	Spring 2026	Introduction to the New Testament	1	Individual Faculty	

Notes:

This list includes courses from both Fall 2025 and Spring 2026

Courses are in top 10% if the total enrollment for that course (all sections) was higher than 90th percentile of courses' total enrollment.

Course was considered General Education if at least 1 of these 4 flags was equal to "Y" (GENE_COURSE_IND, GENE_CLASS_IND, GENC_COURSE_IND, GENC_CLASS_IND)

Course Sections with No Cost for Textbooks/Instructional Materials

Report the total number of course section(s) offered including exceptions and the total number of course sections that did not require or recommend the purchase of a textbook(s)/ instructional materials and/or utilized open educational resources. These may include general education courses, upper level courses, and courses for directed independent study, internships, thesis/dissertation, etc. Include any courses canceled within 45 days of the first day of class in the total number of course sections.

Fall 2025	
Total Number of Course Sections Offered (Including Exceptions)	257
Total Number of Course Sections Offered with No Cost Materials	121
Percent of Course Sections with No Cost Materials (Auto-Calculated)	47%

Spring 2026	
Total Number of Course Sections Offered (Including Exceptions)	268
Total Number of Course Sections Offered with No Cost Materials	118
Percent of Course Sections with No Cost Materials (Auto-Calculated)	44%

Board Action Plan - Low Cost Course Materials

Report the total number of course section(s) offered including exceptions and the total number of course sections that required or recommended textbook(s)/instructional materials for \$20 or less per credit hour (e.g., \$60 or less for a three-credit-hour course), which meets the State University System of Florida Action Plan for the Pricing of Textbooks and other Instructional Materials. Include any courses canceled within 45 days of the first day of class in the total number of course sections.

Fall 2025	
Total Number of Course Sections Offered (Including Exceptions)	257
Total Number of Course Sections Offered with the Cost of Materials at \$20 or less per credit hour	55
Percent of Course Sections Offered with the Cost of Materials at \$20 or less per credit hour (Auto-Calculated)	21%

Spring 2026	
Total Number of Course Sections Offered (Including Exceptions)	268
Total Number of Course Sections Offered with the Cost of Materials at \$20 or less per credit hour	54
Percent of Course Sections Offered with the Cost of Materials at \$20 or less per credit hour (Auto-Calculated)	20%

Textbook & Instructional Materials Affordability Initiatives

Describe specific initiatives of the institution designed to reduce the costs of textbooks and instructional materials.

New College of Florida is committed to offering textbook and curricular material options that are affordable and accessible to students. New College's library, the Jane Bancroft Cook Library, orders textbooks and course materials, including digital versions when feasible, so that students have access to instructional materials maintained on reserve at the library or through digital access. Course Reserves Usage reports for Fall 2025 and Spring 2026 indicate that students made considerable use of these various campus resources. The library is also an active member of the Open Textbook Network (OTN), which gives faculty and students access to the open textbook library and discounted rates for Pressbooks. In addition, the library developed the Open Educational Resources (OER) Guide to help faculty reduce textbook costs and explore more flexible teaching materials. Faculty are increasingly aware of digital resources, and thus take advantage of the array of new rental, used, and new eTextbook options offered by our campus bookstore in addition to the print books available for purchase. Faculty also identify publishers who provide reasonably priced, quality materials, thereby keeping costs down and improving access to course content for students. Faculty may choose one textbook to serve for a two-semester course sequence, and they may select affordable anthologies instead of several individual texts. Faculty have also expanded their use of Canvas, curating various instructional materials including articles, images, videos, podcasts, and website links that can deliver rich educational content. The Provost office also collaborated with the campus bookstore providing workshops and training sessions requested by faculty in selection of affordable textbooks. Through these and other measures and initiatives, New College of Florida strives to reduce costs of textbooks and instructional materials so that students are not overly burdened by excess expense.

Has the opt-in provision been implemented by your institution for the purchase of student materials? If yes, describe the impact this has had on student savings, if any.

No.

If the opt-in provision has been implemented, is this option determined by individual faculty deciding if the course/section participates, with students able to opt-out for each participation?

No.

Has the opt-out provision been implemented by your institution for the purchase of student materials? If yes, describe the impact this has had on student savings, if any.

No.

Describe policies implemented to ensure the posting of textbooks and instructional materials for at least 95% of all courses and course sections 45 days before the first day of class. Are the policies effective in meeting the reporting requirement? If not, what measures will be taken by the university to increase faculty and staff compliance for meeting the reporting requirement?

To ensure compliance with the Board of Governors regulation requiring that at least 95% of all courses and course sections have their textbooks and instructional materials posted at least 45 days before the first day of class, New College faculty are asked to submit their instructional material information well in advance of the posting deadline. Regular communication among NCF's Division Chairs, Registrar's Office, Provost's Office, Institutional Research and Assessment, Division Office Assistants, relevant Interdisciplinary Programs, and the Follett Bookstore Manager helps confirm that the necessary details are collected. Information from the Follett Bookstore Manager about faculty who have not submitted their course textbook and materials list by an earlier internal deadline is shared with the Provost's Office, and those faculty receive regular reminders and follow-up from NCF staff. Once the information is complete, the required textbook list is posted on NCF's website. Students are also directed to the NCF/USF Follett Bookstore website, where they can enter their student ID to locate materials for their individual courses. The policies put in place have been effective in meeting the reporting requirement.

Describe policies implemented to ensure the posting of the syllabus for each course and course section (with the exception of a course syllabus for individualized courses, such as directed individual studies, internships, thesis, dissertation defense, and performance) 45 days before the first day of class. Are the policies effective in meeting the posting requirement? If not, what measures will be taken by the university to meet the posting requirement?

Regarding the posting of course syllabi, we adopted similar policies and procedures used for textbook and instructional materials reporting. Faculty were provided with the required syllabus elements and asked to submit their syllabi in advance of the posting deadline. General Education Directors collaborated with the Provost's Office, Division Chairs and Office Assistants, the Registrar's Office, and the Office of Institutional Research and Assessment to support faculty and ensure that syllabi were submitted on time. These policies and procedures have proven effective in enabling the College to consistently meet the reporting requirements.

Published List of Required and Recommended Textbooks and Instructional Materials

Use the drop-down options to confirm the published list of required and recommended textbooks and instructional materials for all courses and course sections includes the following information.

*Note: Individualized courses, such as directed individual studies, internships, thesis, dissertation defense, and performance, are exempt from this requirement.

Information Required	Affirm Information is
International Standard Book Number (ISBN) or Other Identifying Information	Included
Title	Included
All Authors Listed	Included
Publishers	Included
Edition Number	Included
Copyright Date	Included
Published Date	Not Included
Searchable by Course Subject, Course Number, Course Title, Name of Instructor, Title of Material, and Author(s) of Material	Included
Material Information is Easily Downloadable by Current and Prospective Students	Included

[Link to Published List of Required and Recommended Textbooks and Instructional Materials](#)

Provide an active link to the webpage housing the information listed under "Published List of Required and Recommended Textbooks and Instructional Materials."

<https://app.powerbi.com/view?r=eyJrIjo1MTFjY2E0MQwQNTdGZS05NDhmLTgzZDctM2U0OTc5MTdlNzkwiwidCI6IjY3MTRhNtk5LWE3MGUuNGY4Yi04MGVjLTdhZmE2NTQ3YjMzZCIsImMiOiJ9>

Published Course Syllabi

Use the drop-down for options to confirm that the syllabus for each course and course section is published and includes the required information.

*Note: Individualized courses, such as directed individual studies, internships, thesis, dissertation defense, and performance, are exempt from this requirement.

Course Syllabi	Affirmation
The syllabus for each course and course section that is not exempt from the requirement is published on the university website	Included

Information Required	Affirm Information is Included
Course Curriculum	Included
Goals, Objectives, and Student Expectations of the Course	Included
Required and Recommended Textbooks and Instructional Materials	Included
How student performance is measured	Included

[Link to Published List of Course Syllabi for All Courses and Course Sections](#)

Provide an active link(s) to the webpage(s) housing the information under "Published Course Syllabi."

<https://app.powerbi.com/view?r=eyJrIjoiaMTFjY2E0MWQtdGZNS00NDhmLTgzZDctM2U0OTc5MTdlNzkxIiwidCI6IjY3MTRhNTk5LWE3MGUtdGZlLWZmE2NTQ3YjMzZCIsImMiOiJ9>

Exceptions

Per Board of Governors Regulation 8.003(1)(h), Textbook and Instructional Materials Affordability, any request for an exception to the compliance deadline shall be submitted in writing to the designated university official and shall provide a reasonable justification for an exception. A course or section added after the notification deadline is exempt from this notification requirement. Include any courses canceled within 45 days of the first day of class in the total number of course sections.

Fall 2025				
Total # of Course Sections (Not Including Exceptions)	# of Course Sections Identified As Exceptions	Total # Of Course Sections Including Exceptions (Column A + Column B) (Auto-Calculated)	% Of Total Course Sections That Were Identified As Exceptions (Auto-Calculated)	Reasons For Exceptions
240	17	257	7%	Late addition of new, visiting, or adjunct faculty

Spring 2026				
Total # Of Course Sections (Not Including Exceptions)	# Of Course Sections Identified As Exceptions	Total # Of Course Sections Including Exceptions (Column G + Column H) (Auto-Calculated)	% Of Total Course Sections That Were Identified As Exceptions (Auto-Calculated)	Reasons For Exceptions
267	1	268	0.4%	Late addition of new, visiting, or adjunct faculty

University Requirements for the Posting of Textbooks and Instructional Materials & Compliance with the Posting Deadline

Use the tables below to report the total number of course sections offered at the 45-day posting deadline, the number of course sections that met the posting requirement, the number of course sections that changed materials after the posting deadline, and the number of course sections that did not meet the posting requirement. Include any courses canceled within 45 days of the first day of class in the total number of course sections.

Fall 2025					
Total Course Sections at the 45-Day Posting Deadline (Not Including Exceptions)	# Of Course Sections Meeting Requirement (Not Including Course Sections That Changed Adopted Materials After The Deadline)	% Of Course Sections Meeting Requirement (Auto-Calculated)	# Of Course Sections That Changed Adopted Course Materials After The Required Posting Deadline	# Of Course Sections Not Meeting Requirement (Including Course Sections That Changed Adopted Materials After The Deadline)	% Of Course Sections Not Meeting Requirement (Auto-Calculated)
240	236	98%	0.00	4	2%

Spring 2026					
Total Course Sections at the 45-Day Posting Deadline (Not Including Exceptions)	# Of Course Sections Meeting Requirement (Not Including Course Sections That Changed Adopted Materials After The Deadline)	% Of Course Sections Meeting Requirement (Auto-Calculated)	# Of Course Sections That Changed Adopted Course Materials After The Required Posting Deadline	# Of Course Sections Not Meeting Requirement (Including Course Sections That Changed Adopted Materials After The Deadline)	% Of Course Sections Not Meeting Requirement (Auto-Calculated)
267	262	98%	0.00	5	2%

****Note:** Per Board Regulation 8.003 (1) (h), a course or course section added after the posting requirement is considered an exception and should be reported on the "Exceptions" tab. A request for any other exception to the compliance deadline shall be submitted in writing to the designated university official and shall provide a reasonable justification for an exception. A course or section added after the notification deadline is exempt from this notification requirement.

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: August 13, 2026

SUBJECT: Ratification of Changes to the Collective Bargaining Agreement between New College of Florida and the American Federation of State, County and Municipal Employees

PROPOSED BOARD ACTION

Ratification of changes to the current Collective Bargaining Agreement (Agreement) between New College of Florida (NCF) and the American Federation of State, County and Municipal Employees (AFSCME), as recommended by the College's management representatives.

BACKGROUND

Following duly noticed negotiating sessions regarding an update to the current three-year Agreement, NCF's management representatives and the AFSCME collective bargaining unit representatives have reached tentative agreement on changes to an 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 2024-2027 Collective Bargaining Agreement Between New College of Florida and the American Federation of State, County and Municipal Employees

The most important fiscal component of the Agreement involves **Article 7 – Wages**. Eligible employees will receive a one-time, lump sum payment of \$1,000. These payments are prorated based on FTE. The one-time, lump sum payment affects 34 employees covered under the AFSCME collective bargaining agreement and totals approximately \$34,000. Taxes and benefits costs add approximately \$2,601 for a total all-in cost of \$36,601. This payment, if approved by the Board of Trustees, would be made on the September 4, 2026, paycheck.

For comparison, the previous increase approved last year, was a 2.0% increase and was retroactive to the beginning of the fiscal year.

Proposed language in underline format and deleted language in ~~strike-through~~ format is provided for reference. A summary of the proposed amendments are as follows:

Article 7 – Wages

Eligible employees will receive a one-time, lump sum payment of \$1,000.

Article 17 – Uniforms, Equipment and Tools

Maintenance and grounds employees will receive an increase of \$25.00 for their annual shoe stipend. This raises the amount from \$325 to \$350 for each employee at a current annual cost of \$4,225 to \$4,550 for 13 employees.

Supporting Documentation Included:

Proposed collective bargaining agreement changes between New College of Florida and the American Federation of State, County and Municipal Employees, for 2024-2027 (REDLINE VERSION).

Facilitators/Presenters:

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

Other Members of NCF's Management Bargaining Team:

James Giczewski, Associate Vice President, Facilities Operations

Allyce Heflin, Associate Vice President, Budget & Government Relations

Erin Fisher, Associate Vice President, Human Resources

Jamie Myers, Assistant Vice President, Human Resources

Lara Sladick, Director, Benefits, Classification, and Compensation

NCF/AFSCME Collective Bargaining Proposals & Responses
Fiscal Year 2025-2026
Article 7: Wages

Current Language

Article 7 Wages

For Fiscal Year 2024-2025

Base Salary Increase and Retroactive Payment

1. Each eligible employee shall receive a 2.0% increase to base hourly rate (up to a maximum of \$2,000 if annualized) effective July 7, 2024, as detailed below. Increases will be reflected in the first full pay period after Board of Trustees approval.
2. Each eligible employee shall receive a one-time, lump sum retroactive payment equal to 2.0% of their base annualized salary as of July 7, 2024, (up to a maximum of \$2,000). Any applicable retroactive pay will be calculated and paid no later than the first full pay period after Board of Trustees approval.
2. To receive the base salary increase and retroactive payment authorized by this section, the employee must have been an eligible employee before July 1, 2024.
3. To receive the base salary increase, the employee must be continuously employed by the College through the pay period of Board of Trustees approval.
4. To receive the retroactive payment, the employee must be continuously employed by the College through the pay period of Board of Trustees approval.
5. Eligible employees must have received a satisfactory or better annual evaluation for Fiscal Year 2023-24. A satisfactory evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

7.2 Minimum Wage

The minimum starting base hourly wage rate is \$15.00 per hour.

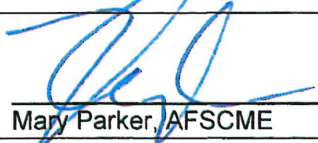
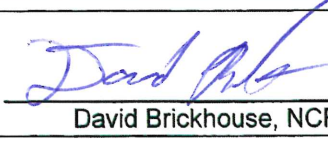
AFSCME Proposal (06/10/26)

Article 7 Wages

For Fiscal Year 2025 – 2026

7.1 Base Salary Increase and Retroactive Payment

- 1. Each eligible employee shall receive a 7.5% increase to base hourly rate (up to a maximum of \$5,000 if annualized) effective July 7, 2025, as detailed below. Increases will be reflected in the first full pay period after Board of Trustees approval**
- 2. Each eligible employee shall receive a one-time, lump sum retroactive payment equal to 7.5% of their base annualized salary as of July 7, 2025, (up to a maximum of \$5,000). Any applicable retroactive pay will be calculated and paid no later than the first full pay period after Board of Trustees approval.**
- 3. To receive the base salary increase and retroactive payment by this section, the employee**

 Mary Parker, AFSCME	 David Brickhouse, NCF
Date 8/6/26	Date 8/6/26

NCF/AFSCME Collective Bargaining Proposals & Responses
Fiscal Year 2025-2026
Article 7: Wages

must have been an eligible employee before July 1, 2025.

4. To receive the base salary increase, the employee must be continuously employed by the College through the pay period of Board of Trustees approval.

5. Eligible employees must have received a satisfactory or better annual evaluation for Fiscal Year 2023-24. A satisfactory evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

6. Eligible employees shall receive a one-time bonus of \$5,000.

7.2 Minimum Wage

The minimum starting base hourly wage rate is \$17.00 per hour.

NCF Counter Proposal (07/28/26)

For Fiscal Year 2025-2026

Each eligible employee earning \$85,000.00 or less in annual base pay shall receive a one-time, lump sum payment of \$1,000. If approved by the NCF Board of Trustees, these payments will be made on the first full pay period after ratification.

To receive the one-time payment, the employee must have been an eligible employee before July 1, 2025, and must be continuously employed by the College through the first full pay period after ratification by both parties.

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

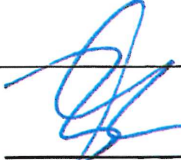
AFSCME rejects the NCF Proposal and presents a Counter Proposal (08/05/26)

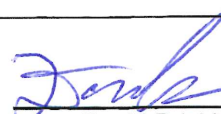
For Fiscal Year 2025-2026

Each eligible employee shall receive a one-time, lump sum payment of \$5,000. If approved by the NCF Board of Trustees, these payments will be made on the first full pay period after ratification.

To receive the one-time payment, the employee must have been an eligible employee before July 1, 2025, and must be continuously employed by the College through the first full pay period after ratification by both parties.

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

 - 8/6/26
Mary Parker, AFSCME Date

 8/6/26
David Brickhouse, NCF Date

NCF/AFSCME Collective Bargaining Proposals & Responses
Fiscal Year 2025-2026
Article 7: Wages

NCF rejects the AFSCME Proposal and presents a Counter Proposal (08/05/26)

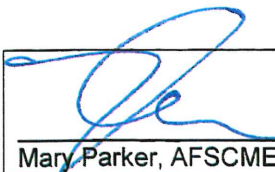
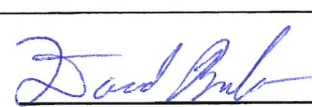
For Fiscal Year 2025-2026

Each eligible employee shall receive a one-time, lump sum payment of \$1,000. If approved by the NCF Board of Trustees, these payments will be made on the first full pay period after ratification.

To receive the one-time payment, the employee must have been an eligible employee before July 1, 2025, and must be continuously employed by the College through the first full pay period after ratification by both parties.

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

AFSCME accepts the NCF Proposal (08/05/26)

 Mary Parker, AFSCME Date <u>8/6/26</u>	 David Brickhouse, NCF Date <u>8/6/26</u>
--	---

NCF/AFSCME Collective Bargaining Proposals & Responses
Fiscal Year 2025-2026

Article 17: Uniforms, Equipment and Tools

Current Language

Article 17 Uniforms, Equipment and Tools

17.2 Protective Clothing

D. In order to provide safe working shoes or boots for the maintenance and grounds department the College will provide a yearly protective stipend to the workers in these areas. Steel-toed boots will be required for maintenance workers and grounds and slip resistant shoes will be required for custodial workers. All other stipends will be paid in the first payroll period of March of each year. New hires must have successfully completed their probation period before receiving the annual stipend. The College will pay the maintenance and grounds workers a stipend of \$325 and custodial workers \$200 annually. (Note: Custodians must ensure they purchase slip resistant shoes and not slip proof. There is a difference, which affects safety). Maintenance, Grounds and custodial workers are required to wear the specified footwear at all times they are on duty as a normal part of their uniform for safety purposes. Supervisors may inspect the footwear for safety purposes to ensure they meet the required standard; steel toed boots for maintenance workers and slip resistance shoes for custodial workers. The workers may purchase proper footwear at the location of their choice. All safety footwear should be maintained by the workers properly. When shoes are found to be in a non-maintained condition (i.e. unsafe) management will request that the employee be sent home until they can return with proper footwear. No more than 3 hours of annual leave can be used to correct this issue if requested by the employee.

AFSCME Proposal (06/10/26)

Article 17 Uniforms, Equipment and Tools

17.2 Protective Clothing

D. In order to provide safe working shoes or boots for the maintenance and grounds department the College will provide a yearly protective stipend to the workers in these areas. Steel-toed boots will be required for maintenance workers and grounds and slip resistant shoes will be required for custodial workers. All other stipends will be paid in the first payroll period of March of each year. New hires must have successfully completed their probation period before receiving the annual stipend. The College will pay the maintenance and grounds workers a stipend of ~~\$325~~ \$350 and custodial workers \$200 annually. (Note: Custodians must ensure they purchase slip resistant shoes and not slip proof. There is a difference, which affects safety). Maintenance, Grounds and custodial workers are required to wear the specified footwear at all times they are on duty as a normal part of their uniform for safety purposes. Supervisors may inspect the footwear for safety purposes to ensure they meet the required standard; steel toed boots for maintenance workers and slip resistance shoes for custodial workers. The workers may purchase proper footwear at the location of their choice. All safety footwear should be maintained by the workers properly. When shoes are found to be in a non-maintained condition (i.e. unsafe) management will request that the employee be sent home until they can return with proper footwear. No more than 3 hours of annual leave can be used to correct this issue if requested by the employee.

NCF accepts the AFSCME Proposal (07/28/26)

 8/4/26

Lisa Burke, AFSCME Date

 7/28/26

David Brickhouse, NCF Date

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: August 13, 2026

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 2025-2027.

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 articles 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 2025-2028 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 non-recurring one-time, lump sum payment affects 8 eligible employees covered under the PBA collective bargaining agreement, for a total of \$22,400, for FY2025-2026, and 9 eligible employees, for a total of \$25,200, for FY2026-2027. Taxes and benefits costs add approximately \$3,641.40 for a total all-in cost of \$51,241.20. These payments, if approved by the Board of Trustees, would be paid on September 4, 2026. Details of the increase are as follows:

- Eligible employees will receive a \$2,800 one-time, lump sum payment for FY2025-2026.
- Eligible employees will receive a \$2,800 one-time, lump sum payment for FY2026-2027.

For comparison, the previous base salary increase approved in 2024, was a 5.0% and was retroactive to the beginning of the fiscal year.

Article 2 – Definitions

Clarification of some of the definitions has been made.

Article 4 – Employee Representation and PBA Activities

Changes to the title used for the union representatives.

Article 5 – Grievance Procedure

Definition of "Working days" included and timelines adjusted.

Article 6 – Internal Investigations, Just Cause and Disciplinary Action

Inclusion of specific Florida Statute Chapter numbers 112.532, 112.533, 112.534, and 112.536.

Article 8 – Change in Assignment

Determined that law enforcement personnel must reside within 60 air miles of the College.

Article 12 – Health and Safety

The College will provide cell phones to law enforcement personnel.

Article 13 – Performance Evaluations

Numerical arrest, citation, or violation quotas will not be used for determining the overall level of rating for employee performance evaluations.

Article 16 – Leave

Law enforcement personnel shall be allowed to carry forward 280 hours of annual leave at the end of each calendar year.

Article 19 – Conflict of Interest and Outside Activity

Clarification of the procedure for notifying the College about outside employment.

Article 22 – Wages

Eligible employees shall receive a one-time, lump sum payment of \$2,800 for FY2025-2026 and a second one-time, lump sum payment of \$2,800 for FY2026-2027.

Article 23 – Benefits

Clerical edits for the current year and moving forward were made to the holiday schedule details.

Article 32 – Duration

The duration of the contract was updated to be from July 1, 2025, through June 30, 2028.

Appendix C – New College of Florida PBA Grievance Form

Grievant's signature is no longer required on the form (only PBA Representative).

Appendix D – Bullet Resistant Vest Waiver

This has been removed completely.

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:

J Scanlan, Chief of Police

Kelley Masten, Law Enforcement Captain

John Chirgwin, Law Enforcement Lieutenant

Allyce Heflin, Associate Vice President, Budget & Government Relations

Erin Fisher, Associate Vice President, Human Resources

Jamie Myers, Assistant Vice President, Human Resources

Lara Sladick, Director, Benefits, Classification, and Compensation

**NCF/PBA Collective Bargaining Contract 2022-2025
Fiscal Year 2025-2026 Proposals and Responses
Article 22: Wages**

Current Language

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.

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.

NCF Proposal (09/30/25)

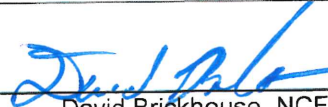
For Fiscal Year 2025-2026

No change in hourly wage for members of the bargaining unit.

PBA rejects the NCF Proposal (09/30/25)

NCF Proposal (06/22/26)

For Fiscal Year 2025-2026

 George Corwine, PBA	 David Brickhouse, NCF
July 16, 2026 Date	7/16/26 Date

**NCF/PBA Collective Bargaining Contract 2022-2025
Fiscal Year 2025-2026 Proposals and Responses
Article 22: Wages**

Each eligible employee earning \$85,000.00 or less in annual base pay shall receive a one-time, lump sum payment of \$1,000. If approved by the NCF Board of Trustees, these payments will be made on pay date July 24, 2026.

To receive the one-time payment, the employee must have been an eligible employee before July 1, 2025, and must be continuously employed by the College through July 4, 2026.

Eligible Employees must have received an effective or better annual evaluation for Fiscal Year 2025-2026, if applicable. An effective evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

PBA rejects the NCF Proposal and provides a Counter Proposal (06/22/26)

22.1 For Fiscal Year 2025-2026

1. Effective the first full pay period in July 2025, each employee shall receive a five percent (5%) increase to base salary effective, as detailed below.

Each eligible employee shall receive retroactive compensation back to the first full pay period in July for all hours worked. 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.

2. To receive the base salary increase, the employee must have been an eligible employee before September 1, 2025.

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. An effective evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

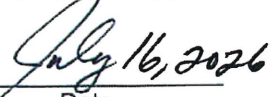
5. The minimum starting base hourly wage rate for new Employees will be raised to \$26.78 per hour, based on 2,080 hours annually, upon ratification by both parties.

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.

22.1 For Fiscal Year 2026-2027

1. Effective the first full pay period in July 2026, each employee shall receive a \$5,000 increase to base salary effective, as detailed below.

 George Corwine, PBA	 Date	 David Brickhouse, NCF	 Date
--	---	---	---

**NCF/PBA Collective Bargaining Contract 2022-2025
Fiscal Year 2025-2026 Proposals and Responses
Article 22: Wages**

Each eligible employee shall receive retroactive compensation back to the first full pay period in July for all hours worked. 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.

2. To receive the base salary increase, the employee must have been an eligible employee before September 1, 2026.

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 2025-2026, if applicable. An 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 \$28.85 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.

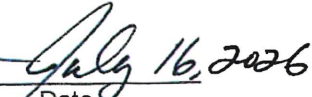
22.2 SALARY INCREASE UPON PROMOTION

An employee promoted pursuant to Article 9 shall receive an increase of at least 10% of the employee's regular base rate of pay, excluding any temporary special pay increases, as of the day prior to the effective date of the promotion.

22.3 ADDITIVES FOR SPECIAL ASSIGNMENTS

The College shall provide wage additives to employees selected for special assignments requiring class or certification. Prior to implementing such additives, the College shall provide the PBA with the policy, including criteria for such additives. The following additional compensation schedule will apply, up to a maximum of three special assignments:

- A. Field Training Officer, add ~~\$1.20~~ \$2.00 to base hourly rate
- B. FDLE Liability Instructor, add ~~\$1.20~~ \$2.00 to base hourly rate
- C. Evidence and Property, add ~~\$0.72~~ \$2.00 to base hourly rate
- D. Special Teams, add ~~\$0.72~~ \$2.00 to base hourly rate
- E. Critical Incident Response Team, add ~~\$0.72~~ \$2.00 to base hourly rate
- F. Peer Support, add ~~\$0.72~~ \$2.00 to base hourly rate
- G. Training, add ~~\$1.20~~ \$2.00 to base hourly rate

 George Corwine, PBA	 Date July 16, 2026	 David Brickhouse, NCF	 Date 7/16/26
--	---	---	---

**NCF/PBA Collective Bargaining Contract 2022-2025
Fiscal Year 2025-2026 Proposals and Responses
Article 22: Wages**

- H. ~~Follow-up Officer~~ Detective, add ~~\$1.20~~ \$2.00 to base hourly rate
I. Fleet Management Coordinator, add ~~\$0.72~~ \$2.00 to base hourly rate
J. Drone Operator, add \$2.00 to base hourly rate
K. General Instructor, add \$2.00 to base hourly rate
L. Task Force Officer, add \$2.00 to base hourly rate
M. Community Relations Officer, add \$2.00 to base hourly rate

The PBA may consult with the College under Article 4.3 prior to the implementation of the additives.

PBA provides a New Proposal (Post Caucus) (06/22/26)

22.1 For Fiscal Year 2025-2026

1. Effective the first full pay period in July 2025, each employee shall receive a four percent (4%) increase to base salary effective, as detailed below.

Each eligible employee shall receive retroactive compensation back to the first full pay period in July for all hours worked. 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.

2. To receive the base salary increase, the employee must have been an eligible employee before September 1, 2025.

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. An 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 \$26.52 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.

22.1 For Fiscal Year 2026-2027

1. Effective the first full pay period in July 2026, each employee shall receive a \$4.000 increase to base salary effective, as detailed below.

Each eligible employee shall receive retroactive compensation back to the first full pay period in

 George Corwine, PBA	 David Brickhouse, NCF
<u>July 16, 2026</u> Date	<u>7/16/26</u> Date

**NCF/PBA Collective Bargaining Contract 2022-2025
Fiscal Year 2025-2026 Proposals and Responses
Article 22: Wages**

July for all hours worked. 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.

2. To receive the base salary increase, the employee must have been an eligible employee before September 1, 2026.

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 2025-2026, if applicable. An 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 \$28.44 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.

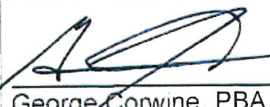
22.2 SALARY INCREASE UPON PROMOTION

An employee promoted pursuant to Article 9 shall receive an increase of at least 10% of the employee's regular base rate of pay, excluding any temporary special pay increases, as of the day prior to the effective date of the promotion.

22.3 ADDITIVES FOR SPECIAL ASSIGNMENTS

The College shall provide wage additives to employees selected for special assignments requiring class or certification. Prior to implementing such additives, the College shall provide the PBA with the policy, including criteria for such additives. The following additional compensation schedule will apply, up to a maximum of three special assignments:

- A. Field Training Officer, add ~~\$1.20~~ \$2.00 to base hourly rate
- B. FDLE Liability Instructor, add ~~\$1.20~~ \$2.00 to base hourly rate
- C. Evidence and Property, add ~~\$0.72~~ \$2.00 to base hourly rate
- D. Special Teams, add ~~\$0.72~~ \$2.00 to base hourly rate
- E. Critical Incident Response Team, add ~~\$0.72~~ \$2.00 to base hourly rate
- F. Peer Support, add ~~\$0.72~~ \$2.00 to base hourly rate
- G. Training, add ~~\$1.20~~ \$2.00 to base hourly rate
- H. ~~Follow-up Officer~~ Detective, add ~~\$1.20~~ \$2.00 to base hourly rate
- I. Fleet Management Coordinator, add ~~\$0.72~~ \$2.00 to base hourly rate

 George Corwine, PBA	 David Brickhouse, NCF
Date <u>July 16, 2026</u>	Date <u>7/16/26</u>

**NCF/PBA Collective Bargaining Contract 2022-2025
Fiscal Year 2025-2026 Proposals and Responses
Article 22: Wages**

- J. Drone Operator, add \$2.00 to base hourly rate
- K. General Instructor, add \$2.00 to base hourly rate
- L. Task Force Officer, add \$2.00 to base hourly rate
- M. Community Relations Officer, add \$2.00 to base hourly rate

The PBA may consult with the College under Article 4.3 prior to the implementation of the additives.

NCF rejects the PBA Proposal and provides a Counter Proposal (07/07/26)

For Fiscal Year 2025-2026

Each eligible employee earning \$85,000.00 or less in annual base pay shall receive a one-time, lump sum payment of \$1,000. If approved by the NCF Board of Trustees, these payments will be made on the first full pay period after ratification

To receive the one-time payment, the employee must have been an eligible employee before July 1, 2025, and must be continuously employed by the College through the first full pay period after ratification by both parties.

Eligible Employees must have received an effective or better annual evaluation for Fiscal Year 2025-2026, if applicable. An effective evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better

PBA rejects the NCF Proposal and provides a Counter Proposal (07/07/2025)

22.1 For Fiscal Year 2025-2026

1. Effective the first full pay period in July 2025, each employee shall receive a three and one half percent (3.5%) increase to base salary effective, as detailed below.

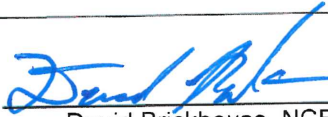
Each eligible employee shall receive retroactive compensation back to the first full pay period in July for all hours worked. Any applicable retroactive pay will be calculated and paid no later than the paycheck dated within two (2) pay periods of ratification by both parties.

2. To receive the base salary increase, the employee must have been an eligible employee before September 1, 2025.

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. An 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 \$26.52 per hour, based on 2,080 hours annually, upon ratification by both parties.

 George Corwine, PBA	 David Brickhouse, NCF
Date <u>July 16, 2026</u>	Date <u>7/16/26</u>

**NCF/PBA Collective Bargaining Contract 2022-2025
Fiscal Year 2025-2026 Proposals and Responses
Article 22: Wages**

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.

NCF rejects the PBA Proposal and provides a Counter Proposal (07/16/26)

For Fiscal Year 2025-2026

Each eligible employee earning \$85,000.00 or less in annual base pay shall receive a one-time, lump sum payment of \$2,800. If approved by the NCF Board of Trustees, these payments will be made on the first full pay period after ratification.

To receive the one-time payment, the employee must have been an eligible employee before July 1, 2025, and must be continuously employed by the College through the first full pay period after ratification by both parties.

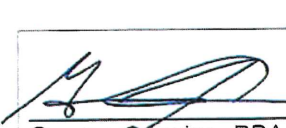
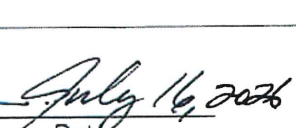
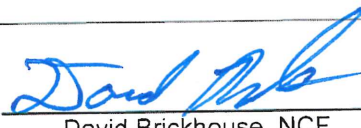
Eligible Employees must have received an effective or better annual evaluation for Fiscal Year 2025-2026, if applicable. An effective evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

For Fiscal Year 2026-2027

Each eligible employee earning \$85,000.00 or less in annual base pay shall receive a one-time, lump sum payment of \$2,800. If approved by the NCF Board of Trustees, these payments will be made on the first full pay period after ratification.

To receive the one-time payment, the employee must have been an eligible employee before July 1, 2026, and must be continuously employed by the College through the first full pay period after ratification by both parties.

Eligible Employees must have received an effective or better annual evaluation for Fiscal Year 2025-2026, if applicable. An effective evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

 George Corwine, PBA	 Date	 David Brickhouse, NCF	 Date
--	---	---	---

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: August 13, 2026

SUBJECT: Approval of Changes to the Salary and Benefits of Out-of-Unit Employees of New College of Florida

PROPOSED BOARD ACTION

Approval of changes to the salary and benefits of Out-of-Unit employees of New College of Florida (NCF).

BACKGROUND

Management recommends the following changes to the salary and benefits of Out-of-Unit employees of New College of Florida.

Eligible employees will receive a one-time, lump sum payment of \$1,000. These payments are prorated based on FTE. The one-time, lump sum payment affects 100 employees that are not covered by a collective bargaining agreement and totals approximately \$98,980. Taxes and benefits costs add approximately \$7,572 for a total all-in cost of \$106,552. This payment, if approved by the Board of Trustees, would be made on the September 4, 2026, paycheck.

For comparison, the previous increase approved last year, was a 2.0% increase and was retroactive to the beginning of the fiscal year.

Details of the across the board increase are:

- (a) Employees making up to \$85,000 will receive a one-time, lump sum payment of \$1,000.

The exclusions for increases include:

- (a) Employees hired in the last year from 7/01/2025

Facilitators/Presenters: David Brickhouse, *Vice President, Legal Affairs*

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: August 13, 2026

SUBJECT: Authorize the Bestowing of an Honorary Degree

PROPOSED BOARD ACTION

Authorize President Corcoran to bestow an honorary degree of Masters of Educational Leadership for Sarasota educator Ms. Kay Daniels as recommended by the Honorary Degree Committee and approved by the President.

BACKGROUND INFORMATION

According to NCF Policy 2.2002 Honorary Degrees, the Board of Trustees may authorize the President to confer awards and recognition following a recommendation by the Honorary Degree Committee. On August 7, 2026, the Honorary Degree Committee met to consider the nomination of Kay Daniels for a Masters of Educational Leadership degree. The committee voted in favor and made the recommendation to the President. The President approved the recommendation and now requests authorization from the Board of Trustees to bestow an honorary Masters of Educational Leadership degree to Ms. Kay Daniels.

Ms. Daniels holds a B.S. in Elementary Education from the University of South Florida and an M.A. in Curriculum and Instruction from National Louis University. She spent her career as a distinguished teacher of Language Arts at Emma E. Booker Elementary School and later at Booker Middle School. She designed, implemented, and served as Director for the Booker Middle School Summer Transition Program.

Ms. Daniels was the host teacher to former President George W. Bush on the morning of September 11, 2001 when the news of the attacks came. She demonstrated calm professionalism during a moment of profound national and global significance, maintaining the everyday mission of education and student wellbeing.

Supporting Documentation (available upon request): Honorary Degree Committee Recommendation to President; Nomination packet; NCF Policy 2.2002 Honorary Degrees

Facilitator(s)/Presenter(s): David Brickhouse, *Vice President for Legal Affairs*

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: August 13, 2026

SUBJECT: Election of the Chair of the New College Board of Trustees

PROPOSED BOARD ACTION

Approval of Election of the Chair of the New College Board of Trustees

BACKGROUND INFORMATION

New College Regulation 2-1005 (2) Officers of the BOT states, in part, that “[a]t the Annual Meeting, the BOT shall elect from its own body a Chair [and] Vice Chair. Paragraph 3 states “[t]he officers may serve two-year terms and may be reselected for one additional consecutive term.”

This regulation is in compliance with Florida Board of Governors Regulation 1.001 (2)(b) which states that “[e]ach board of trustees shall select its chair and vice chair from the appointed members. Each chair shall serve for two years and may be reselected for one additional consecutive two-year term.”

Supporting Documentation (available upon request): New College Regulation 2-1005 Officers of the BOT; Florida Board of Governors Regulation 1.001 University Board of Trustees Powers and Duties

Facilitators/Presenters: Bill Galvano, *General Counsel*

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: August 13, 2026

SUBJECT: Election of the Vice Chair of the New College Board of Trustees

PROPOSED BOARD ACTION

Approval of Election of the Vice Chair of the New College Board of Trustees

BACKGROUND INFORMATION

New College Regulation 2-1005 (2) Officers of the BOT states, in part, that “[a]t the Annual Meeting, the BOT shall elect from its own body a Chair [and] Vice Chair. Paragraph 3 states “[t]he officers may serve two-year terms and may be reselected for one additional consecutive term.”

This regulation is in compliance with Florida Board of Governors Regulation 1.001 (2)(b) which states that “[e]ach board of trustees shall select its chair and vice chair from the appointed members. Each chair shall serve for two years and may be reselected for one additional consecutive two-year term.”

Supporting Documentation (available upon request): New College Regulation 2-1005 Officers of the BOT; Florida Board of Governors Regulation 1.001 University Board of Trustees Powers and Duties

Facilitators/Presenters: Bill Galvano, *General Counsel*