

MINUTES
District Board of Trustees
Tallahassee Community College
Tallahassee, FL 32304
June 18, 2012
Board Workshop – 2:30 pm
Business Meeting – Immediately Following

Chair DeFoor called the District Board of Trustee workshop and business meeting to order at approximately 2:30 pm.

Members Present: Chair DeFoor, Trustees Callaway, Callen, Lamb, Messersmith, Moon and Moore

Absent: None

Via phone: None

Others Present: President Jim Murdaugh (via phone), E.E. Eunice, Alice Nied, Heidi Kerr, Rob Hall, R.E. Sofer, Donald Parks, Melina Vastole, Barbara Sloan, Margaret Wingate, Jason Buckley, Calandra Stringer, Frank Brown, Robin Johnston, Adia Biaize, Bill Bierbaum, Patricia Manning, Karinda Barrett, Bill Spiers, Sally Search, Monte Finklestein, Jerry Schilling, Barb Gill, Lei Wang, Debbie Robinson, Bobby Jones, Marge Banocy-Payne, Carol Easley, Janita Patrick, Alice Maxwell, Mary Pankowski, David Wildes, Dale McColskey, Marilyn Dickey, Marsha Buchanan, David Fermin, Neisa Logman, Rick Frazier and Lenda Kling.

COMMENTS

Board Chair – Chair DeFoor asked everyone to stand for a moment of silence and the pledge of allegiance.

Board Members – Trustee Moon extended kudos to TCC for the article in the Community College Weekly.

President – None

BOARD WORKSHOP

Grant Support for TCC

Director Charles Wood indicated during the 2011/2012 fiscal year TCC faculty and staff received nearly \$8.5 million in competitive grant awards, which was an 18% increase over the previous year and all were team efforts. As comparison, in 2004 when we started the current program, we had not received a competitive federal grant since 1989 or a competitive state grant in more than five years.

Last year we submitted 61 grant applications, an increase of 36% over the previous year, with a success rate of 78%. Due to the current economic climate and budget crunch, the only way to strength, expand or start new programs is with external fund raising. TCC has proactively pursued more partnerships and we had greater faculty engagement over the past year.

During the eight years the college has engaged in the grants business, there have been a number of Game Changing Grants. Although these awards were not necessarily received over the past year, they include:

- College Readiness – (US DOE/Florida DOE) \$10 million to help students prepare for and succeed in college
- Title III – (US DOE) \$1.8 million to reengineer student services and redesign developmental education
- Achieving the Dream – (Lumina Foundation) \$550,000 to increase student success
- Advanced Manufacturing – (US DOD/US DOL/ National Science Foundation) \$3.0 million to support training in manufacturing
- Scholarships – (National Science Foundation/HP) \$1.2 million to support STEM students
- Instructional Equipment – (US DOL/US DOE/US DHHS) \$1.6 million to support healthcare professions, workforce development and STEM
- Criminal Intelligence – (US DOJ) \$1.1 million to support training in national criminal intelligence sharing
- Adult Education – (US DOL/Florida DOE) \$2 million to support adult education, GED, English as a Second Language and Career Pathways

Trustee Moon confirmed these grants were just since 2004.

Every area of the college has been engaged in grants for academic programs. In the last twelve months we have received:

- STEM Scholarships (NSF) - \$551,995
- Connect to Complete (Campus Compact) - \$175,000
- Healthcare Simulation (DOL) - \$100,000
- Walmart PRESS for Completion (Achieving the Dream) - \$100,000
- Network Virtualization (NSF) - \$64,550

Adult Education Grants received include:

- Adult Education and Family Literacy Programs - \$315,157 via a partnership with Leon, Gadsden and Wakulla County Schools
- Adult Education Career Pathways - \$204,513
- GED YouthBuild - \$107,610
- English Language/Civics Education Programs - \$28,711

Workforce Grants include:

- Partnership with WorkForce plus for the YouthBuild Alternative Education Program (DOL) - \$1,047,235. It is targeted for children in Gadsden County who have dropped out of school and are unemployed or underemployed. They spend half their day studying for the GED and the other half working in construction trades.
- Advanced Technology Education in Engineering Technology (NSF) - \$199,565
- Information Technology Training (DOL) - \$40,000

Community Service Grants are:

- In collaboration with Mike Pate, the Town & Gown Initiative - \$150,000
- Family Café Disabilities Program - \$150,000
- Adults with Disabilities Program - \$50,000
- Transition Program for Individuals with Intellectual Disabilities - \$15,000

College Readiness Grants include:

- GEAR UP - \$3,234,715
- 21st Century Community Learning Centers - \$1,269,856 Led by Roger Milton (Manager, TCC Quincy House), we currently operate six sites with afterschool and summer programs.
- Educational Talent Search - \$1,150,000 Led by FPSI
- Summer Academic Programs - \$160,193
- Professional Development for Science Teachers - \$130,000
- CROP - \$27,500

Gadsden County Schools set aside \$160,000 in Title I money to support various TCC academic programs on a trial basis. Trustee Moon inquired how many students attend, with Director Wood indicating we would share the data. Chair DeFoor asked the information be sent direct.

There are four major trends appearing in the grants area:

- Partnerships are increasingly required
- Outcomes are increasingly crucial
- Career Pathways are emerging as state and national priority
- STEM emphasis is growing

Trustee Messersmith asked for clarification on required partnerships. Charles Wood shared we are considered a high value needs-based partner, since we serve one of the most education and economic disadvantaged areas in the state. Provost Sloan stated a partnership means TCC cannot apply for money just for TCC, since those awarding grants want to see a cooperative. One of the great advantages of winning one of the highest competitive grants is other schools see our data and we are then invited more often to partner with other schools.

Trustee Messersmith asked if there were mixed blessings with this process, because we might have to partner with others not at our level. Provost Sloan stated it is a mixed blessing because there is more administrative cost, although we can choose our partners carefully and we have learned from others. Director Wood indicated we should not partner with those we do not trust and have walked away from some of them.

Provost Sloan indicated some of the value Director Wood brings is his networking behind the scenes. Director Wood indicated success brings success and we have been approached by others to partner with them. Chair DeFoor inquired about partnerships in Wakulla, with Director Wood stating they include a partnership with Wakulla Christian School and discussion with Wakulla County Schools.

Trustee Callaway asked on what the outcomes are based. Director Wood indicated a baseline is established and it could be retention rates, graduation rates, etc. Provost Sloan stated we must have good data that shows some effort – our most recent application required increases in certain areas of retention and success in the last three years. This forces us to look at ourselves and think about where our strengths and weaknesses are.

Trustee Callaway asked to see a list of the baseline areas that are covered and the hard data. She inquired if we have been in them long enough to track participating students and their success rates. Director Wood indicated some of the programs like CROP, Talent Search and STEM Scholarship have data that supports the idea that the programs do make a difference.

He shared we cannot operate these programs in silos either; our relationships with the local school districts, FSU and FAMU are stronger than they ever have been.

Last week we received an Engineering Technology Career Pathway grant that takes both a Godby High and Wakulla High School student through TCC to a baccalaureate program at the FSU College of Engineering. The majority of the money will be spent in professional development, training and equipment at the respective high schools.

Provost Sloan asked AVP Wang and Director Wood to provide information on where we started and where we are now for specific grants that ended over the past three – five years. Trustee Moore asked them to also include significant trends seen.

Trustee Callaway inquired if we had 21st Century Learning Centers in each County or only one Learning Center. Director Wood indicated that every eligible school in Leon and Gadsden Counties has a center, although it varies somewhat in Wakulla County.

Trustee Lamb asked about the programs in Gadsden County, confirming the programs primarily come through the schools. Director Wood indicated there are other 21st Century providers in Gadsden County and TCC hosted a workshop earlier for renewals.

Trustee Lamb asked specifically about the success of the DOL YouthBuild Program, with Director Wood stating it appears to be going very well and they recently had their first GED graduation. Director Wood indicated he would gather data on the YouthBuild success rates and provide to the Trustees.

Director Wood indicated that everything we do is based on relationships and we receive nearly \$5 million a year in grants from our partners. We are very fortunate the State Department of Education has a huge treasury of data easily accessible online, which strengthens every application. Trustee Lamb asked Provost Sloan if we could get Roger Milton and Mr. Williams to join us the next time we meet in Gadsden County.

Chair DeFoor indicated he did a lot of fundraising, stating that Director Wood was at the top of the heap. Chair DeFoor shared with the upcoming Wakulla Institute there is a lot of money to be found out there, requesting that he work with Director Wood to obtain funding. Chair DeFoor stated the Re-Entry Center at Gadsden is also getting ready to open and the big foundation world is very interested in this area, indicating to his knowledge this is the only partnership between a college and the Department of Corrections in the country – again offering to assist with fundraising.

BUSINESS MEETING

Chair DeFoor called the Board meeting to order at approximately 3:33 pm.

COMMENTS

Chair – Chair DeFoor asked for unanimous consent to accept the two new agenda items and an amendment to item 1d reflecting it is an Action Item.

MOTION: Trustee Lamb

SECOND: Trustee Moore

Motion passed unanimously.

Board Members – None

President – None

APPROVAL OF MINUTES

Chair DeFoor asked if there were any comments and requested a motion to approve the minutes of the May 21, 2012 Workshop and Board Meeting.

Provost Sloan indicated there is one correction under the Board Member comments. The statement should read "Trustee Lamb commended VP Jefferson, President Murdaugh and staff for a job well done on graduation."

MOTION: Trustee Moore
SECOND: Trustee Lamb
Motion passed unanimously.

INFORMATION AND NEWS ITEMS

Director Maxwell indicated they have been working on the Report to the Community, which will be a digital edition this time. They chose this route to come together with Channel 22's wonderful videos to tell the story of the college. She introduced video clips, including the TCC President proposes no tuition increase and FPSI fundraising event for slain officer's family.

UNFINISHED BUSINESS

None

PUBLIC COMMENT OR PRESENTATIONS

None

NEW BUSINESS

Approval of Consent Agenda

Chair DeFoor asked if there were any comments or requests for the Consent Agenda. Trustee Moon asked to remove the Grants and Contracts – TCC as Provider item for discussion.

MOTION: Trustee Lamb
SECOND: Trustee Callaway
Motion passed, with Trustee Moore (see attached Form 8B) abstaining from the Florida Sterling Council entry reflected on the Grants and Contracts – TCC as Fiscal Agent item.

Trustee Moon stated all entries under the Grants and Contracts – TCC as Provider are reflecting 5%, inquiring if this was a coincident or if it had been planned that way. VP Smith indicated DOE will only allow a 5% indirect cost rate.

MOTION: Trustee Moon
SECOND: Trustee Lamb
Motion passed unanimously.

Administrative Services

Construction Status Report (Information)

David Wildes stated we are winding up many of our projects, indicating the Centennial Bank remodel is currently at the permit office.

Fund Analysis – March 2012 (Information)

Provost Sloan indicated this item shows where we are currently.

College Operating Budget (Action)

Provost Sloan indicated this is the budget presented last month, stating we are staying within the reserve funds given to us by the State and the current tuition with the exception of the \$2 capital outlay increase. She shared the budget is in balance, as presented in the workshop last month. Chair DeFoor emphasized this is without a tuition increase.

This request is for the Board to approve the College's 2012-2013 Operating Budget.

MOTION: Trustee Lamb

SECOND: Trustee Moon

Motion passed unanimously.

Trustee Moore asked everyone to take a moment to reflect on the fact that we have a balanced budget and no tuition increase with leadership, faculty, staff and quality of education higher than it has ever been. Chair DeFoor indicated this was a home run in his opinion.

Annual SREF Fire, Sanitation and Casualty Inspection (Action)

David Wildes indicated this is an annual item after the State Inspectors visit each building. There are two new items pending at the Woodham building in Gadsden County. Trustee Lamb inquired about the expected date of completion, with Mr. Wildes indicating he did not yet have a schedule.

This request is for the Board to approve the Annual Fire Safety, Sanitation and Casualty Inspection reports in accordance with Florida Statutes.

MOTION: Trustee Moon

SECOND: Trustee Lamb

Motion passed unanimously.

Section 120.774, Florida Statutes, Certification (Action)

VP Smith shared that new legislation required us to report to the House and Senate any Board Policies that were changed, added or deleted during the course of the previous fiscal year and any new proposed policies the Board is considering. The report is due on July 1st of each fiscal year, although the statute does allow for emergency situation changes as needed.

This request is for the Board to approve as presented.

MOTION: Trustee Moon

SECOND: Trustee Lamb

Motion passed unanimously.

City of Tallahassee Request for Utility Easement (Action)

David Wildes indicated the Board is required to approve all changes, acquisitions and encumbrances on the real property owned by the college. There is an existing drainage ditch that runs behind the ball field and the City wishes to expand and extend the easement that runs along that ditch.

This request is for the Board to approve the City of Tallahassee request for a permanent easement for utility improvements.

MOTION: Trustee Moon
SECOND: Trustee Moore
Motion passed unanimously.

Trustee Messersmith confirmed this would not affect the ball field.

Guaranteed Maximum Price – HVAC Replacement at Science Math Annex (Action)

David Wildes stated this was for the replacement of the mechanical unit and some interior improvements to the first floor of the building.

This request is the Board to approve the GMP from Cook Brothers, Inc. for the HVAC replacement and associated work at the Science Math Annex Building #2 at the TCC Main Campus.

MOTION: Trustee Lamb
SECOND: Trustee Messersmith
Motion passed unanimously.

Accounts Receivable Write-off (Action)

VP Smith indicated as part of the year end process we ask to write-off past due, outdated accounts receivable. This is very much consistent with prior reports and we have a very good percentage on past due accounts. Just because we write-off the debt does not mean it is forgiven. Instead we flag student accounts so we can collect the money before we do further business with them.

Trustee Callaway asked for clarification about the governmental agencies that owe us funds, which are not written off. VP Smith indicated the majority of that debt is part of our contracts and grants business, indicating we continue to work with them to get the funds.

Trustee Messersmith indicated this is about \$80,000 over the amount last year. VP Smith indicated our accounts receivable business grew, although the percentage of write-off remained fairly stable. Trustee Messersmith indicated he would like to know how we determine who is eligible to receive funds. Provost Sloan shared there are federal standards for financial aid.

Bill Spiers stated if a student meets the qualifications, we must give them the financial aid. If students withdraw prior to the completion of 60% of the term, then we must start the return to financial aid. This year we have more than 8,000 students on the federal Pell Grant. Last year we did \$31 million in Pell and this year, without summer fund availability, we are already at \$30 million – stating this is a large percentage of our receivables.

Provost Sloan stated this is worth monitoring and asked Bill Spiers to speak about the default rate rule going into effect in July. Mr. Spiers announced, although our default rates have always been public, we must publish the default rates on our website and explain to students what contributes to the default rate.

Provost Sloan indicated we are continuing to work on ways to educate students on what this means and their obligations. State law says universities by 2014 must send information to high and middle school student home addresses.

Trustee Messersmith inquired if the \$333,446.01 was entirely federal money. Mr. Spiers stated that is the figure for return to Title IV funds.

This request is for the Board to authorize write-off of accounts receivable.

MOTION: Trustee Moore

SECOND: Trustee Moon

Motion passed unanimously.

Capital Improvement Program (CIP) 2013-14 through 2017-18 (Action)

David Wildes indicated currently it appears we will have no PECO funds for the coming year, but this is an important process since the state looks at projects on a three year cycle. The State has identified general remodel and renovations as the one for which they would provide funds, if such funds were available.

General remodel and renovations is used for miscellaneous small projects, roof replacements and minor remodeling. We are funding the top two projects from last year's list with local funds.

This request is for the Board to approve the 2013-14 through 2017-18 Capital Improvement Program, as summarized on the CIP-2 forms.

MOTION: Trustee Messersmith

SECOND: Trustee Lamb

Motion passed unanimously.

2012-2013 Salary Schedule (Action)

Provost Sloan indicated this reflects changes made by the Board in the previous year.

This request is for the Board to approve revision to the 2012-2013 Salary Schedule as presented.

MOTION: Trustee Moore

SECOND: Trustee Moon

Motion passed unanimously.

Florida Public Safety Institute

Revisions to Criminal Justice Programs (Action)

Director Eunice indicated this is a change in the Criminal Justice Standards and Training for the Basic Corrections program resulting in a reduction of clock hours. Chair DeFoor inquired what this would do to our revenue, with Director Eunice stating the programs would no longer qualify for Financial Aid. Provost Sloan stated during our budget projections we were aware of this and made the necessary corrections.

This request is for the Board to approve new course numbers and laboratory fees.

MOTION: Trustee Moore

SECOND: Trustee Moon

Motion passed unanimously.

Trustee Lamb commended E.E. Eunice and his staff on the work done for the recent Gadsden County Commissioners Board Meeting presentation about the Florida Public Safety Institute.

TCC Foundation

TCC Foundation Update (Information)

VP Johnston presented an overview of the Foundation report, stating that June and July are traditionally our slowest months for fundraising. He commended Director Charles Wood for his

presentation as a guest speaker at the recent Council Resource Development Specialist Training, indicating Director Wood is widely respected by his peers across the state.

TCC Housing Directors Indemnification

Chair DeFoor stated he received a call from Marjorie Turnbull expressing concern about issues being raised as a result of things that were done by the Housing Board a number of years ago. He stated she was serving on our behalf in a service capacity and feels we should ask Bill Mabile to do some research, provide some information and bring a recommendation back to us – indicating this would include all former Housing Board Members.

He asked for a motion to authorize Bill Mabile to do the research, provide information and bring a recommendation back to the Board for discussion.

MOTION: Trustee Moore

SECOND: Trustee Callen

Motion passed unanimously.

Trustee Moore confirmed Bill Mabile would come back at the August meeting, also confirming the timeframe was appropriate for the discussion. Trustee Messersmith asked that information be distributed to the Trustees so they could understand the issue. Chair DeFoor indicated they would send a status memo first and then information building on that.

BOARD OF TRUSTEES ORGANIZATION

2012-2013 Schedule of Workshops and Business Meetings (Action)

MOTION: Trustee Moore

SECOND: Trustee Moon

Motion passed unanimously.

Presidential Evaluation and Contract

Chair DeFoor indicated the Committee consisting of Chair DeFoor and Trustee Callen met and reviewed the evaluation which was all fives, with the exception of three individual fours reported. Chair DeFoor requested the evaluation be distributed to all trustees.

Trustee Moore indicated there was uniform consensus by the Trustees of the Board that the President's performance has been outstanding and they recognize the leadership given to the institution. President Murdaugh indicated he was humbled by their evaluation. He expressed his respect for each of them and their love for TCC, stating it was gratifying that he was moving the college forward in the direction they wanted.

Chair DeFoor handed out the proposed changes to the contract, stating we are not requesting action at this meeting since the Board will need time to review. The principal thing to note is there is no request for a pay increase or a bonus, indicating we will talk about this further in August. Chair DeFoor shared that he had retained Bob Pierce of the Ausley firm to prepare this document. Trustee Messersmith confirmed he could call Bob Pierce directly with questions.

PRESIDENT'S REPORT

President Murdaugh thanked the Board for allowing him to be on vacation. He indicated the Adult Education graduation would be on June 28th at 6:00 pm in Turner Auditorium and the Gadsden YouthBuild (construction oriented program funded by WorkforcePlus) graduation would be June 29th at 1:30 pm in the FPSI Conference Center.

Trustee Moore shared the Chamber Retreat in Sandestin will be August 10-12.

NEXT MEETING DATE

Monday, August 20, 2012

Location: Main Campus

ADJOURNMENT

Meeting adjourned at approximately 4:25 pm.

Minutes approved at regular meeting of the District Board of Trustees on August 20, 2012.

Allison DeFoor
Chair

Jim Murdaugh, Ph.D.
President

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME <i>Moore Karen Batchelor</i>	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE <i>Board of Trustees T.C.C.</i>
MAILING ADDRESS <i>211 Rhodan Cove Rd</i>	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY <i>State</i>
CITY COUNTY <i>Tallahassee Fl. Leon</i>	NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED <i>June 18, 2012</i>	MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies equally to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing the reverse side and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office **MUST ABSTAIN** from voting on a measure which inures to his or her special private gain or loss. Each elected or appointed local officer also is prohibited from knowingly voting on a measure which inures to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent organization or subsidiary of a corporate principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you otherwise may participate in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on other side)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Karen B. Moore, hereby disclose that on June 18, 2012.

(a) A measure came or will come before my agency which (check one)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, _____;
- inured to the special gain or loss of my relative, _____;
- inured to the special gain or loss of Florida Sterling Council, by whom I am retained; or
- inured to the special gain or loss of _____, which is the parent organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

I have been retained as public relations/marketing counsel for the Florida Sterling Council. I did not participate in the discussion nor vote on this agenda item.

Date Filed

June 18, 2012

Signature

Karen B. Moore

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.