

BOARD MEETING DATE: 1/20/2026

ITEM NO: VI-a

RECOMMEND THAT the agreement between the following agencies and North Florida College be approved:

**Madison Creative Arts Academy - Renewal**

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**Advent Christian Village MOU for CNA – Renewal**

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**Honey Lake Clinic - Renewal**

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**Centurion of Florida, LLC – New Agreement**

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NOTE: The above addendum has been previously reviewed by the Board Attorney.

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THIS RECOMMENDATION will ensure that the Nursing and Allied Health Department of North Florida College will have adequate clinical locations to provide clinical experience to students as required.

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## MEMORANDUM OF UNDERSTANDING

This Memorandum is entered into on this 1st day of January 2026, between North Florida College ("NFC"), located at 325 Turner Davis Dr, Madison, FL 32340, and Advent Christian Village ("ACV"), located at 10680 Dowling Park Dr., Live Oak, FL, 32060, collectively referred to herein as the "Parties".

WHEREAS, the Parties wish to establish a nursing assistant program wherein participants will be trained and receive the training necessary to become certified as nursing assistants.

WHEREAS, the Parties each agree to contribute towards the furtherance of and development of this program through their contributions to the program.

NOW THEREFORE, in light of the following promises and representations, the Parties agree to establish a nursing assistant program as follows:

### **Duties and Responsibilities**

1. The initial term of this MOU will be for an initial term of one (1) year to commence on January 1, 2026, and may be renewed for a maximum of two additional one (1) year terms.

2. The nursing assistant program shall meet the minimum requirements for the Nursing Assistant (Articulated) program as defined by NFC. At the time of the execution of this agreement, this program number is H170690 and requires 165 hours of training time.

3. ACV shall provide the location for the nursing assistant program, inclusive of lab and classroom space, which shall take place at their Dowling Park/Suwannee County location. ACV shall supply a portion of the general supplies to be used in this program, which shall generally be understood to include bedpans, basins, tongue depressors, bandages, and other disposable items and general equipment frequently used in a senior assisted living center and reasonably necessary for the activities described in this MOU.

4. NFC shall supply the audio-visual technology to the classroom, a training mannequin, and laptops for student use during the program. These items will remain the property of NFC and will be returned upon termination of this MOU,

5. Students will receive a certificate through NFC for participation in the program, and will be required to enroll as students with NFC in order to participate in this program. The program will be open to both the general public and ACV employees without preference.

6. Instruction shall be provided in accordance with NFC's instructional calendar and curriculum.

7. To the extent necessary, Students will be required to purchase textbooks and personal instructional materials as if they were participating in this program on NFC's campus.

8. ACV will provide the instructor for this program. While the instructor will be an employee of ACV, a zero-dollar adjunct contract between the instructor and NFC shall be in place to confirm that all instructional activities will be supervised by NFC. The instructor must meet the



experience, training, background screening, and other requirements and qualifications necessary to be an NFC instructor as defined by governing law and NFC regulations. ACV will be responsible for the employment and compensation of the instructor for this program.

9. Instruction shall be performed using the same standards and practices applicable to NFC instructors, under the standards, laws, and rules applicable to instruction at State College as laid out by the laws of the State of Florida, the Florida Department of Education, and any other applicable state or federal authority.

10. The College will pay ACV a stipend for the services provided, at the rate established by the college for the employment of an instructor with similar teaching experience. For the 2023-2024 year this rate ranges from \$36-\$39 per hour. The total amount paid per year will be based on the number of program cycles completed per year but in no circumstances will total payments exceed \$34,000 per year.

11. ACV shall be responsible for the operation and maintenance of the instructional and lab space, including the payment of utilities. Spaces for parking and the safe transition of Students to classroom and lab facilities will also be provided by ACV.

12. In the event that a Student engages in activity that causes damage to ACV property, personnel, or clientele, such incidents, including any recommendation of disciplinary action against the student will be reported to NFC as soon as is practicable under the circumstances. Students shall be subject to discipline in accordance with NFC rules and regulations.

### **General Terms and Conditions**

1. Indemnification - To the maximum extent allowed by law, unless otherwise provided by this Agreement, each party agrees to indemnify, hold harmless, and defend the other party from and against any and all claims, demands, actions, settlements, costs, damages or judgments, including reasonable attorney's fees and litigation expenses, based upon or arising out of the actions, negligence, or inaction of their employees, agents, and assigns in connection with this Agreement, where such claims, demands, actions, settlements, costs, damages, or judgments relate to its own negligence, actions or omissions or that of its agents, representatives, Students, as applicable, or employees. This Section survives the termination of this Agreement. Nothing contained herein shall constitute a waiver of sovereign immunity or the limitations on liability contained in Chapter 768, Florida Statutes.

2. Non-Discrimination – The parties acknowledge that discrimination in employment, instruction, and admission is strictly prohibited under State and federal law.

3. Termination – This MOU may be terminated by either party prior to the start of a new program cycle upon written notice to the other party for any reason. Once a program cycle has commenced, termination of the MOU will only occur due to impossibility of performance due to facility destruction or damage, the impossibility of performance of duties under this MOU, or another condition which renders the parties incapable of performing its obligations under this MOU. All efforts will be made to ensure that all program cycles that have commenced will be completed. ACV will be responsible for reimbursing Students for tuition in the event that a

program cycle is terminated after its commencement due to the acts or negligence of its employees, agents, or assigns.

4. Force Majeure – The parties acknowledge that natural or man-made events including but not limited to hurricanes, tornadoes, earthquakes, pandemics or localized infectious disease outbreaks, acts of war, insurrection, terrorism, civil unrest, and other events outside of the control of the parties may result in the impossibility or impracticability of performance under this MOU. In the event of such an occurrence, the party with knowledge of such an event shall contact the other party in writing, and explain why such duties cannot be performed as soon as practicable. The parties shall make reasonable efforts to reschedule or otherwise extend the program cycle to ensure that Students receive complete instruction.

5. Choice of Law and Forum – In the event that a dispute arising under this agreement, the Parties agree to confer in good faith to attempt to resolve the dispute and to participate in mediation prior to bringing suit. In the event the dispute cannot be resolved by either a conference of the Parties or mediation, suit must be brought in a court of appropriate jurisdiction in Madison County, Florida. This MOU is governed by the Laws of the State of Florida.

6. Notice – The Parties should direct any communications related to this MOU as follows:

Advent Christian Village

Keri Hilliard, Vice President for Health Services  
Advent Christian Village  
P.O. Box 4332  
Dowling Park, FL 32064  
khilliard@acvhealth.net

North Florida College

David Dunkle, Dean of Workforce and Economic Initiatives  
Chief Academic Officer  
325 NW Turn Davis Drive  
Madison, Florida 32340  
dunkled@nfc.edu

Robert Sniffen  
123 North Monroe St.  
Tallahassee, Florida 32301-1509  
rsniffen@sniffenlaw.com

7. Authority - Each person signing this Agreement on behalf of either party warrants he or she has full legal power to execute this Agreement on behalf of the party for whom he or she is signing and to bind and obligate such party with respect to all provisions contained in this Agreement. The parties shall not discriminate against any employee or participant in this program



because of race, age, religion, color, gender, national origin, marital status, disability or sexual orientation.

8. Modification – This MOU may not be modified without the express signed consent of the Parties, unless otherwise specifically stated herein.

9. Entirety of the Agreement – This MOU represents the entirety of the agreement between the Parties. Neither Party has entered into this MOU due to any representation or promise, express or implied, which is not contained herein.

10. Authority – Each person signing this MOU has the authority to do so as a representative of their respective Party.

IN WITNESS WHEREOF, the parties enter into this MOU on this 1st day of January 2026, through the signature of the undersigned representatives.

North Florida College

Advent Christian Village

Signature: \_\_\_\_\_

Signature: Keri Hilliard

Name: \_\_\_\_\_

Name: Keri Hilliard

Title: \_\_\_\_\_

Title: VP - Health Services

Date: \_\_\_\_\_

Date: 12-29-2025

MEMORANDUM OF AGREEMENT  
BETWEEN  
THE DISTRICT BOARD OF TRUSTEES OF  
NORTH FLORIDA COLLEGE  
AND  
MADISON CREATIVE ARTS ACADEMY

THIS AGREEMENT made and entered into this 1<sup>st</sup> day of September, 2025, by and between the DISTRICT BOARD OF TRUSTEES OF NORTH FLORIDA COLLEGE, 325 NW Turner Davis Drive, Madison, Florida, 32340-1610, hereinafter referred to as the “College” and MADISON CREATIVE ARTS ACADEMY, 622 NE Rocky Ford Rd., Madison, FL 32340, hereinafter referred to as the “Agency”.

WITNESSETH:

WHEREAS, the College offers approved programs of study in Nursing, Emergency Medical Services and other Allied Health Programs; and

WHEREAS, the College desires that its students obtain clinical and/or laboratory experience in Comprehensive Nursing, Emergency Medicine, and other Allied Health Services; and

WHEREAS, the Agency desires to cooperate with the College in implementing the above stated objective.

NOW, THEREFORE, in consideration of the mutual promises contained in this Agreement, the Agency and the College, by their duly constituted and authorized officers, agree as follows:

Students enrolled in the above-named programs and the faculty at the College may use the various departments of the Agency for clinical and/or laboratory practice. The number of students, hours and the specific dates when the students of the College will be utilizing the various departmental facilities of the Agency will be established and agreed upon by both parties in advance of the specific session. Learning experiences with the Agency in the clinical and/or laboratory will be determined by the faculty of the College in cooperation with the Agency. Instruction under the programs shall be at all times agreed to by the parties to this contract. Students shall be selected for the programs by the College and under the programs shall not exceed the teaching capabilities of the Agency.

Faculty members will attend orientation at the Agency. The Agency can require the College to withdraw a faculty member or student from its facilities whose conduct or work with patients or personnel is not, in the opinion of the administration of said Agency, in accordance with acceptable standards of performance.



Responsibility for the patients and/or customers shall at all times remain with the Agency.

Neither the College nor the Agency will discriminate in its employment practices or admission of students on the basis of race, color, religion, age, sex, marital status or national origin, nor will either discriminate against any qualified handicapped individual.

#### RESPONSIBILITIES OF THE AGENCY:

1. To share in the responsibility for the education of the College's students in the Allied Health Programs through the cooperation and assistance of its staff and employees along with the faculty and students of the College.
2. To provide for opportunities for observation and practice experience in the laboratory, and in selected departments of the Agency. It is understood by the Agency that students will be allowed to have practice experience only after the instructor has verified the student's capability.
3. To make available to faculty and students of the College the use of its facilities the same as to its own personnel.
4. To make available whenever possible to faculty and students of the College its facilities and services in the planned learning experiences of the aforementioned programs.
5. To provide conference and meeting rooms as required and needed, if available and not being used for other purposes by the Agency.
6. To include faculty members of the programs in their staff meetings when policies to be discussed affect or directly relate to the program.
7. To provide access to faculty and students for emergency medical care in case of illness or accidents incurred while on duty in the Agency, with the understanding that students will not be eligible for worker's compensation, and medical expenses incurred will be the responsibility of the students.
8. To assume responsibility for the supervision of assigned programs students during the performance of clinical practice and/or internship. The Agency will provide direct supervision of students.
9. To provide necessary feedback and evaluation of assigned programs students utilizing the specified evaluative tool as prescribed, and communicate to academic faculty and student deficiencies or needs for remediation.
10. To employ routine measures to ensure a safe, legal and ethical practice environment for college faculty and students.

#### RESPONSIBILITIES OF THE COLLEGE:

1. To use proper Agency channels to make plans for observation and practice experience.
2. To comply with current policies and procedures of the Agency, including all applicable legislation and regulation.
3. To maintain standards of the program as recommended and prescribed by all governing bodies and accrediting agencies regulating the programs.
4. To comply with and require, if necessary, physical examinations, chest x-rays and certain immunizations as deemed necessary by the Agency or other such authority relative to the programs prior to entrance upon premises under the programs.
5. To employ qualified employees in the program as administrators and instructors. The College agrees to be responsible for interpreting the objectives of the programs to the students and consulting with administrative personnel of the Agency in advance about use of the various facilities.
6. To be responsible for the educational supervision of students in the programs.
7. Select students for the programs, while ensuring that the number of students in the programs does not exceed the teaching capabilities of the Agency.
8. To verify each student's capability for practical experience before assigning students to clinical laboratory practice at the Agency.
9. Maintain individual records of student competency in classes and practicum, and student health.
10. Maintain strict confidentiality regarding all patient and/or customer-centered information.
11. Prepare any rotational plans for services to be used for experiences and to secure the approval of this plan from the Agency prior to commencement of educational programs at the facilities. Major changes in rotation plans will not be effective until such time as they shall be approved by the Agency.
12. Have on file at the College the results of a background check which satisfies the requirements of a Level II criminal background check as prescribed in Ch. 435, F. S. through the Florida Crime Information Center (FCIC) and National Crime Information Center (NCIC) for each student prior to assignment at the Agency's facilities.



13. Maintain discipline among students and faculty.

#### RESPONSIBILITIES/RIGHTS OF THE STUDENT:

1. The student will provide the results of a drug screen to the programs coordinator prior to beginning clinical practicum and/or internship.
2. The student will be punctual in attendance in accordance with the times scheduled by the College and/or Agency.
3. The student will maintain strict confidentiality regarding all patient or agency centered information in accordance with the requirements of the Health Insurance Portability and Accountability Act.
4. The student will treat all agency personnel, patients, constituents and visitors with dignity, respect, and courtesy.
5. The student will abide by all applicable policies and procedures as set forth by the College and/or Agency.
6. The student will provide timely notification of impending tardiness and/or absence to the appropriate staff of the College and Agency.
7. The student will provide written/oral assignments, presentations or reports as directed and assigned by the College and/or Agency Instructional Personnel.
8. The student will be treated with mutual dignity, courtesy and respect by Agency personnel.
9. The student will have immediate access to a supervising instructor during the clinical practicum and/or internship.
10. The student may request and be entitled to a conference with the Instructor, and/or Program Coordinator.
11. The student is entitled to periodic performance assessment, necessary privacy, confidentiality and non-discrimination.

#### GENERAL CONDITIONS:

1. The Agency and the College expressly agree that all faculty and students under the programs shall remain employees or students of the College. The College agrees that it will never act or represent it is acting as an agent of the Agency or incur any obligations on the part of the Agency without first obtaining the express written

authority of the appropriate Agency official. The Agency agrees that it will not be responsible for any salaries, taxes or insurance of the College faculty, agents or students.

2. No alterations, modification, or variation of the terms of this agreement shall be valid unless made in writing and signed by both parties hereto.
3. The Agency and College agree that executed copies of this agreement shall be placed on file with the Administrator of the Agency and the Director of Allied Health Programs, North Florida College.
4. The College agrees to provide and maintain liability insurance in the amount of \$2,000,000/\$5,000,000 for all students and faculty members in the performance of their duties and responsibilities at the Agency. Such insurance shall cover all causes of action, claims, demands, liabilities, losses, damages, judgments or expenses, including costs and attorney's fees arising out of any negligent acts or omissions of the College, its students, and/or faculty in connection with and pursuant to this Memorandum of Agreement. The College shall provide a certificate of insurance to the Agency evidencing such insurance coverage if required by the Agency. The College will notify the Agency if any changes occur.
5. Each party is responsible for personal injury and property damage attributable to the negligent acts or omissions of the party and the officers, employees and agents thereof acting within the scope of their employment, subject to the application of, and limitations in, Section 768.28, Florida Statutes. Nothing herein shall be construed as an indemnity or a waiver of either party's sovereign immunity, beyond that provided in Section 768.28, Florida Statutes, as amended from time to time, or any other law providing limitations on claims, nor shall any language herein be construed to impose liability on either party for which it would not otherwise by law be responsible.

This Agreement shall become effective upon the date of signature of both parties and shall be renewed   X   annually,        every two years, or        every three years unless either party requests a change or termination thereof.

This Agreement may be terminated at any time by either party hereto, with or without cause upon sixty (60 days) written notice to the other party, provided that students currently enrolled in the program shall be permitted to complete the course.

Any notice required or permitted to be given under this agreement shall be sufficient if in writing and sent by certified mail to either of the parties. Notice shall be effective upon compliance with this section.



Signed and sealed in the  
Presence of:

Rhonda Gero

MADISON CREATIVE ARTS ACADEMY

By: Angela Gero  
(Administrator/President) 12/4/2025

Signed and sealed in the  
Presence of:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

The District Board of Trustees of  
North Florida College

\_\_\_\_\_  
Ricky Lyons, Chairman

\_\_\_\_\_  
John Grosskopf, President  
North Florida College

\_\_\_\_\_  
David Dunkle  
Associate Dean of Economic Development and  
Workforce Education

## AFFILIATION AGREEMENT

BY AND BETWEEN  
CENTURION OF FLORIDA LLC  
AND  
NORTH FLORIDA COLLEGE

**THIS AFFILIATION AGREEMENT** (“Agreement”) is entered into as of **February 1, 2026** (the “Effective Date”) by and between **Centurion of Florida LLC** (“CENTURION”) and **North Florida College** (“HOME INSTITUTION”) (each a “Party” and, collectively, the “Parties”).

### RECITALS

**WHEREAS**, CENTURION and the HOME INSTITUTION recognize that clinical educational opportunities play a critical role in health care education and in health care for the community;

**WHEREAS**, clinical experience is a required and integral component of the curriculum of the HOME INSTITUTION;

**WHEREAS**, the HOME INSTITUTION desires the cooperation of CENTURION in the implementation of a clinical experience component of its curriculum (the “Program”), as may be further described in a Program Description which, if provided, shall be attached as **Exhibit “A”** to this Agreement; and

**WHEREAS**, CENTURION desires to assist the HOME INSTITUTION in the implementation of the Program for selected students and/or residents (“Trainees”) within its **FLORIDA DEPARTMENT OF CORRECTIONS (FDC)**

**NOW, THEREFORE**, in consideration of these premises and the mutual promises and agreements hereinafter set forth, the Parties hereby agree as follows:

1. **Term of Agreement.** The initial term of this Agreement shall be for one (1) year commencing on the Effective Date. Upon the expiration of the initial term and on each anniversary thereafter, this Agreement will automatically renew for successive one (1) year periods, each a renewal term, unless earlier terminated pursuant to the provisions herein. The initial term together with any renewal term(s) shall be known as the “Term.”
2. **Responsibilities and Acknowledgments of the HOME INSTITUTION.**
  - 2.1 **Selection of Trainees.** The HOME INSTITUTION shall be responsible for selecting only those Trainees who have successfully completed all the prerequisite courses and/or previous clinical education experiences as may be required by CENTURION. The HOME INSTITUTION shall inform CENTURION of the level of training the Trainees have received prior to placement in the Program.
  - 2.2 **Cooperation in Establishing Program.** The HOME INSTITUTION shall provide CENTURION with current information about its curriculum and clinical education goals and will work cooperatively with CENTURION to plan the activities of Trainees participating in the Program.



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- 2.3 **Designation of Field Placement Director.** The HOME INSTITUTION shall designate a faculty member to serve as the HOME INSTITUTION'S Field Placement Director, who shall work with the applicable CENTURION designee in coordinating the Program.
- 2.4 **Responsibility for Academic Aspects.** The HOME INSTITUTION shall retain full responsibility for its academic programs, including the academic aspects of the Program, Trainee admission and promotion, grades, academic credit, accreditation, Trainee advising, educational records and fees.
- 2.5 **Background Screening.** The HOME INSTITUTION acknowledges and agrees that, in order to participate in the Program and before participation in the Program commences, Trainees shall submit to any criminal history or other background checks that may be required for entrance into applicable facilities. The HOME INSTITUTION further acknowledges and agrees that facility operators may restrict access or refuse to allow access for any reason, threat or purpose at any time, and may revoke the security clearance of any individual for security-based reasons at any time.
- 2.6 **Immunizations and Health Screenings.** The HOME INSTITUTION acknowledges and agrees that, in order to participate in the Program, Trainees must first submit to, or provide evidence of compliance with, any medical tests, immunizations or physical examinations required by facility operators.
- 2.7 **Health Insurance.** The HOME INSTITUTION acknowledges and agrees that, in order to participate in the Program, Trainees must maintain either an individual or HOME INSTITUTION health insurance policy. Evidence of a Trainee's health insurance coverage shall be provided to CENTURION before that Trainee may commence participation in the Program.
- 2.8 **Compliance with CENTURION and Facility Operator Policies.** The HOME INSTITUTION agrees to direct Trainees participating in the Program to adhere to all policies and procedures that COMPANY and/or facility operators may adopt from time to time. Notice of such policies and procedures shall be provided to Trainees.
- 2.9 **Confidential Information and Other Records.** The HOME INSTITUTION agrees to direct Trainees to maintain the confidentiality of any CENTURION confidential or proprietary information, including, but not limited to, financial information, clinical manuals or guides, internal policies and procedures, operations manuals, financial information, Request for Proposal responses, information concerning CENTURION'S patients, and COMPANY developed ideas and data (collectively, "**Confidential Information**"), they may receive or have access to. Notwithstanding the foregoing, Confidential Information shall not include information which (i) is in the public domain or subsequently comes into the public domain without breach of this Agreement or (ii) is required to be disclosed pursuant to a judicial or court order. The HOME INSTITUTION also agrees to direct Trainees to return to COMPANY all CENTURION Confidential Information that may be in Trainees' possession promptly at the termination of their participation in the Program or at any other time upon COMPANY'S request.

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- 2.10 **No Surveys or Published Works.** The HOME INSTITUTION acknowledges and agrees that neither it nor any Trainee shall make any formal or informal survey, research, inquiry or other study relating in any way to COMPANY, COMPANY'S clients, or COMPANY'S patients, nor shall there be any published work or public presentation relating to the Program experience without the prior written approval of COMPANY. Notwithstanding the foregoing, a Party may use the name of the other Party as appropriate in publications that list institutions that cooperate with it in providing field education experiences.
- 2.11 **Miscellaneous.** The HOME INSTITUTION agrees to direct Trainees to wear appropriate attire when participating in the Program and to notify Trainees that they must arrange for their own transportation, housing, and meals and are responsible for their own medical care.
- 2.12 **Disclosure of Trainees' Educational Records.** The HOME INSTITUTION shall disclose information from a Trainee's educational records, as appropriate, to personnel at COMPANY who have a legitimate need to know such information in accordance with the Family Educational Rights and Privacy Act of 1974, as amended, 20 U.S.C. § 1232g ("FERPA"). COMPANY agrees that it (a) will protect the confidentiality of Trainee information covered by FERPA ("Trainee Information"); (b) will not use such Trainee Information for any purpose other than to carry out the purposes of this Agreement; and (c) will not disclose such Trainee Information except to individuals within its organization who have a legitimate need to know such information.

### 3. **COMPANY Responsibilities and Acknowledgments.**

- 3.1 **Program Supervision.** CENTURION shall provide a supervised practical learning experience for Trainees as planned with the HOME INSTITUTION.
- 3.2 **Responsibility for Day-to-Day Operations.** CENTURION shall retain full responsibility for day-to-day operations.
- 3.3 **Orientation.** CENTURION shall orient the Trainees to CENTURION and facility policies, procedures, regulations, and customary practices.
- 3.4 **Size of Program.** The number of Trainees who can be accepted for the Program for any given period of time shall be determined by CENTURION and will be dependent upon COMPANY'S needs, objectives and available resources, including available staff, patients and access to facilities.
- 3.5 **Trainee Evaluations.** CENTURION agrees to complete Trainee evaluation reports on forms or in a format to be provided by the HOME INSTITUTION.

### 4. **Termination of Agreement/Removal of Trainees.**

- 4.1 **Termination without Cause.** Either Party may terminate this Agreement for any reason by providing sixty (60) days' prior written notice of its intention to terminate this Agreement to the other Party.



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- 4.2 **Termination with Cause.** Either Party may terminate this Agreement if the other has failed to fulfill any of its material obligations under this Agreement. The Non-Breaching Party must provide thirty (30) days' written notice to allow the Breaching Party to cure the breach. The Agreement will terminate if the Breaching Party fails to cure the breach after the expiration of the requisite cure period.
- 4.3 **Additional Termination Provisions.**
- 4.3.1 If any law or regulation (collectively, "**Regulations**") is amended in a way that precludes a Party from lawfully performing its obligations under this Agreement, either Party may terminate this Agreement effective upon the effective date of such amended Regulation.
- 4.3.2 The HOME INSTITUTION acknowledges and agrees that this Agreement shall terminate upon notice from CENTURION should CENTURION'S contractual relationship with its client, which forms the basis for the **FLORIDA DEPARTMENT OF CORRECTIONS (FDC)**, ends for any reason.
- 4.3.3 To the extent this Agreement terminates pursuant to any provision within this Section 4, the Parties agree to work cooperatively to explore options to allow Trainees, who have commenced participation in the Program prior to the notice of termination, to complete the Program.
- 4.4 **Removal/Withdrawal of Trainees.** CENTURION may temporarily suspend or require the HOME INSTITUTION to remove from the Program any Trainee whose conduct or health status may have a detrimental effect on CENTURION'S programs, staff, or patients as determined by CENTURION in its sole discretion. The HOME INSTITUTION may withdraw from the Program any Trainee whose progress, achievement, or adjustment does not appear to justify continuing with the Program. The HOME INSTITUTION may withdraw from the Program any Trainee whose learning experiences may be adversely affected by any conditions or changes in circumstances of CENTURION. The Parties shall endeavor to plan any withdrawal cooperatively. Further, the HOME INSTITUTION acknowledges and agrees that facility operators may, in their sole discretion, require the removal of a Trainee from the Program at any time and for any reason.
5. **Mutual Indemnification.** To the extent indemnification is permitted by applicable state and/or federal law, each Party (the "**Indemnifying Party**") agrees to protect, defend, indemnify and hold harmless the other Party, together with its parent and affiliate companies/institutions, and each of their respective boards, officers, directors, managers, trustees, agents, and employees (the "**Party Indemnitees**"), from and against any and all liability, claims, damages, losses, expenses, actions, attorney fees and costs and lawsuits whatsoever (including civil rights claims) arising out of (a) the breach of this Agreement by the Indemnifying Party or (b) the negligence or willful misconduct of the Indemnifying Party. HOME INSTITUTION further agrees to protect, defend, indemnify and hold harmless the CENTURION Party Indemnitees from and against any claim of wages or other compensation or provision of benefits due to Trainees, including but not limited to compliance with social security, withholding and all other wages, salaries, benefits, taxes, exactions, and regulations of any nature whatsoever. The Indemnifying Party



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agrees, at its own expense, to defend against any actions brought or filed against the Party Indemnitees hereunder with respect to the subject of indemnity contained herein.

6. **Insurance.** The HOME INSTITUTION shall, upon request by CENTURION, provide CENTURION with evidence or explanation of any professional liability insurance or commercial general liability insurance maintained by the HOME INSTITUTION, or individual Trainees as the case may be, providing coverage for Trainees with respect to their participation in the Program.
7. **Independent Contractor.** It is expressly understood and agreed that the Parties shall at all times during the Term act as independent contractors and that neither Party shall have the ability to bind the other Party. Nothing contained in this Agreement shall be deemed to create a joint venture, partnership, or other association or affiliation between the Parties that is inconsistent with the Parties' intended independent contractor relationship. Neither Trainees nor any faculty or other personnel of the HOME INSTITUTION shall be considered an employee of CENTURION or any of its parent or affiliate companies insofar as the subject matter of this Agreement is concerned. Consistent therewith, the HOME INSTITUTION acknowledges and agrees that CENTURION shall not be responsible for the payment of federal, state, and local income taxes, FICA, federal and state unemployment insurance contributions and State Disability Insurance premiums for any Trainee, faculty or other HOME INSTITUTION personnel, nor shall any Trainee, faculty or other HOME INSTITUTION personnel be eligible either to participate in any employee benefit plans maintained by CENTURION or any of its parent or affiliate companies or to receive any fringe benefits from CENTURION or any of its parent or affiliate companies, including but not limited to, vacation, sick pay or other paid days off, retirement, profit sharing, bonuses, training, insurance premium payments, or reimbursement of gas or mileage.
8. **No Compensation.** It is understood that Trainees are not entitled to any monetary compensation from COMPANY for any services which may be provided hereunder, but rather participate in the clinical educational experience in fulfillment of academic requirements as part of a formal educational program. The Parties agree and acknowledge that the Program is for the primary benefit of the Trainees, as opposed to CENTURION, and that no Trainee shall displace any CENTURION employee or be used to augment CENTURION'S workforce. The Parties further agree and acknowledge that a Trainee's participation in the Program shall not entitle that Trainee to employment with CENTURION or any of its parent or affiliate companies upon completion, nor should any Trainee maintain any expectation of permanent employment with CENTURION based upon his or her participation in the Program.
9. **Compliance with Laws/Non-Discrimination.** The HOME INSTITUTION agrees to perform in accordance with the terms and conditions of this Agreement and in compliance with all laws, rules, regulations and orders of federal, state, and local governments, including orders of any court of competent jurisdiction.
10. **Dispute Resolution.** In the case of a dispute regarding this Agreement or the obligations of the Parties thereunder, the Parties agree to utilize commercially reasonable attempts, including good-faith participation in non-binding mediation should the Parties mutually agree, to resolve the dispute informally before proceeding with court action.
11. **Governing Law.** This Agreement shall be governed by, and construed and enforced in accordance with, the laws of the state in which the Program was held.

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12. **Assignment.** This Agreement may not be assigned by either Party without the express prior written consent of the other Party. Any attempted assignment without such consent will be null and void and of no effect.
13. **Entire Agreement.** This Agreement constitutes the entire agreement between the Parties as to the subject matter hereof and supersedes all prior verbal and written agreements. There will be no amendment, modification or waiver of any of the terms and conditions hereof unless in writing and executed by both Parties.
14. **Severability.** This Agreement was drafted with the intent of complying with the applicable law and to the extent possible, will be interpreted in such manner as to be effective and valid under such law. If any provision in this Agreement is in clear violation of the law, such provision will be unenforceable and removed from this Agreement, with the other provisions remaining in full force and effect.
15. **Notices.** All notices provided for in this Agreement will be in writing, duly signed by the Party giving such notice and delivered, mailed by registered or certified U.S. mail or sent by a nationally recognized overnight delivery service, as set forth below; provided that, the Parties may mutually agree, in writing, to provide notice electronically to a designated individual of each Party:

**COMPANY:**

**CENTURION OF FLORIDA, LLC**

ATTN: Brett T. Lane, Associate General Counsel  
1447 Peachtree St. NE, Suite 500  
Atlanta, GA 30309

**HOME INSTITUTION:**

North Florida College

ATTN: Dr. Anna Kelley, Director of Nursing and Allied Health  
325 NW Turner Davis Dr.  
Madison, FL 32340

16. **Third Party Beneficiaries.** This Agreement is an agreement between the Parties and confers no rights upon any of the Parties' employees, agents or contractors, or any other third person(s) other than the Party Indemnitees, as defined above.
17. **Precedence.** To the extent any term of this Agreement conflicts with, or otherwise creates ambiguity when viewed against, a term, condition, or other statement in any exhibit hereto, the order of precedence shall be: (a) this Agreement and (b) the applicable exhibit to this Agreement.
18. **Survival.** The rights and obligations of the Parties which by their nature continue after the termination of this Agreement, including, but not limited to, the rights and obligations with respect to, insurance, indemnification, dispute resolution, and governing law shall survive and continue after expiration of this Agreement, and shall bind the Parties, their successors, heirs and assigns.

[Signature Block on Next Page]



## AFFILIATION AGREEMENT

**IN WITNESS WHEREOF**, the Agreement is hereby executed by the duly authorized representatives of the Parties as of the Effective Date.

**CENTURION OF FLORIDA, LLC**

**NORTH FLORIDA COLLEGE**

**Signed:** \_\_\_\_\_

**Signed:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Date:** \_\_\_\_\_



MEMORANDUM OF AGREEMENT

BETWEEN

THE DISTRICT BOARD OF TRUSTEES OF  
NORTH FLORIDA COLLEGE

AND

HONEY LAKE CLINIC

THIS AGREEMENT, made and entered into this 1st of March, 2026, by and between the DISTRICT BOARD OF TRUSTEES OF NORTH FLORIDA COLLEGE, 325 NW Turner Davis Drive, Madison, Florida, 32340-1610, hereinafter referred to as the “College” and 1290 NW Honey Lake Road, Greenville, FL 32331, hereinafter referred to as the “Agency”.

WITNESSETH:

WHEREAS, the College offers approved programs of study in Nursing, Emergency Medical Services and other Allied Health Programs; and

WHEREAS, the College desires that its students obtain clinical and/or laboratory experience in Comprehensive Nursing, Emergency Medicine, and other Allied Health Services; and

WHEREAS, the Agency desires to cooperate with the College in implementing the above stated objective.

NOW, THEREFORE, in consideration of the mutual promises contained in this Agreement, the Agency and the College, by their duty constituted and authorized officers, agree as follows:

Students enrolled in the above-named programs and the faculty at the College may use the various departments of the Agency for clinical and/or laboratory practice. The number of students, hours and the specific dates when the students of the College will be utilizing the various departmental facilities of the Agency will be established and agreed upon by both parties in advance of the specific session. Learning experiences with the Agency in the clinical and/or laboratory will be determined by the faculty of the College in cooperation with the Agency. Instruction under the programs shall be at all times agreed to by the parties to this contract. Students shall be selected for the programs by the College and under the programs shall not exceed the teaching capabilities of the Agency.

Faculty members will attend orientation at the Agency. The Agency can require the College to withdraw a faculty member or student from its facilities whose conduct or work with patients or personnel is not, in the opinion of the administration of said Agency, in accordance with acceptable standards of performance.

Responsibility for the patients and/or customers shall at all times remain with the Agency.

Neither the College nor the Agency will discriminate in its employment practices or admission of students on the basis of race, color, religion, age, sex, marital status or national origin, nor will either discriminate against any qualified handicapped individual.

#### RESPONSIBILITIES OF THE AGENCY:

1. To share in the responsibility for the education of the College's students in the Allied Health Programs through the cooperation and assistance of its staff and employees along with the faculty and students of the College.
2. To provide for opportunities for observation and practice experience in the laboratory, and in selected departments of the Agency. It is understood by the Agency that students will be allowed to have practice experience only after the instructor has verified the student's capability.
3. To make available to faculty and students of the College the use of its facilities the same as to its own personnel.
4. To make available whenever possible to faculty and students of the College its facilities and services in the planned learning experiences of the aforementioned programs.
5. To provide conference and meeting rooms as required and needed, if available and not being used for other purposes by the Agency.
6. To include faculty members of the programs in their staff meetings when policies to be discussed affect or directly relate to the program.
7. To provide access to faculty and students for emergency medical care in case of illness or accidents incurred while on duty in the Agency, with the understanding that students will not be eligible for worker's compensation, and medical expenses incurred will be the responsibility of the students.
8. To assume responsibility for the supervision of assigned programs students during the performance of clinical practice and/or internship. The Agency will provide direct supervision of students.
9. To provide necessary feedback and evaluation of assigned programs students utilizing the specified evaluative tool as prescribed, and communicate to academic faculty and student deficiencies or needs for remediation.
10. To employ routine measures to ensure a safe, legal and ethical practice environment for college faculty and students.

#### RESPONSIBILITIES OF THE COLLEGE:

1. To use proper Agency channels to make plans for observation and practice experience.
2. To comply with current policies and procedures of the Agency, including all applicable legislation and regulation.
3. To maintain standards of the program as recommended and prescribed by all governing bodies and accrediting agencies regulating the programs.
4. To comply with and require, if necessary, physical examinations, chest x-rays and certain immunizations as deemed necessary by the Agency or other such authority relative to the programs prior to entrance upon premises under the programs.
5. To employ qualified employees in the program as administrators and instructors. The College agrees to be responsible for interpreting the objectives of the programs to the students and consulting with administrative personnel of the Agency in advance about use of the various facilities.
6. To be responsible for the educational supervision of students in the programs.
7. Select students for the programs, while ensuring that the number of students in the programs does not exceed the teaching capabilities of the Agency.
8. To verify each student's capability for practical experience before assigning students to clinical laboratory practice at the Agency.
9. Maintain individual records of student competency in classes and practicum, and student health.
10. Maintain strict confidentiality regarding all patient and/or customer-centered information.
11. Prepare any rotational plans for services to be used for experiences and to secure the approval of this plan from the Agency prior to commencement of educational programs at the facilities. Major changes in rotation plans will not be effective until such time as they shall be approved by the Agency.
12. Have on file at the College the results of a background check which satisfies the requirements of a Level II criminal background check as prescribed in Ch. 435, F. S. through the Florida Crime Information Center (FCIC) and National Crime Information Center (NCIC) for each student prior to assignment at the Agency's facilities.
13. Maintain discipline among students and faculty.

#### RESPONSIBILITIES/RIGHTS OF THE STUDENT:



1. The student will provide the results of a drug screen to the programs coordinator prior to beginning clinical practicum and/or internship.
2. The student will be punctual in attendance in accordance with the times scheduled by the College and/or Agency.
3. The student will maintain strict confidentiality regarding all patient or agency centered information in accordance with the requirements of the Health Insurance Portability and Accountability Act.
4. The student will treat all agency personnel, patients, constituents and visitors with dignity, respect, and courtesy.
5. The student will abide by all applicable policies and procedures as set forth by the College and/or Agency.
6. The student will provide timely notification of impending tardiness and/or absence to the appropriate staff of the College and Agency.
7. The student will provide written/oral assignments, presentations or reports as directed and assigned by the College and/or Agency Instructional Personnel.
8. The student will be treated with mutual dignity, courtesy and respect by Agency personnel.
9. The student will have immediate access to a supervising instructor during the clinical practicum and/or internship.
10. The student may request and be entitled to a conference with the Instructor, and/or Program Coordinator.
11. The student is entitled to periodic performance assessment, necessary privacy, confidentiality and non-discrimination.

#### GENERAL CONDITIONS:

1. The Agency and the College expressly agree that all faculty and students under the programs shall remain employees or students of the College. The College agrees that it will never act or represent it is acting as an agent of the Agency or incur any obligations on the part of the Agency without first obtaining the express written authority of the appropriate Agency official. The Agency agrees that it will not be responsible for any salaries, taxes or insurance of the College faculty, agents or students.

2. No alterations, modification, or variation of the terms of this agreement shall be valid unless made in writing and signed by both parties hereto.
3. The Agency and College agree that executed copies of this agreement shall be placed on file with the Administrator of the Agency and the Director of Allied Health Programs, North Florida College.
4. The College agrees to provide and maintain liability insurance in the amount of \$2,000,000/\$5,000,000 for all students and faculty members in the performance of their duties and responsibilities at the Agency. Such insurance shall cover all causes of action, claims, demands, liabilities, losses, damages, judgments or expenses, including costs and attorney's fees arising out of any negligent acts or omissions of the College, its students, and/or faculty in connection with and pursuant to this Memorandum of Agreement. The College shall provide a certificate of insurance to the Agency evidencing such insurance coverage if required by the Agency. The College will notify the Agency if any changes occur.
5. Each party is responsible for personal injury and property damage attributable to the negligent acts or omissions of the party and the officers, employees and agents thereof acting within the scope of their employment, subject to the application of, and limitations in, Section 768.28, Florida Statutes. Nothing herein shall be construed as an indemnity or a waiver of either party's sovereign immunity, beyond that provided in Section 768.28, Florida Statutes, as amended from time to time, or any other law providing limitations on claims, nor shall any language herein be construed to impose liability on either party for which it would not otherwise by law be responsible.

This Agreement shall become effective upon the date of signature of both parties and shall be renewed    annually,   X   every two years, or        every three years unless either party requests a change or termination thereof.

This Agreement may be terminated at any time by either party hereto, with or without cause upon sixty (60 days) written notice to the other party, provided that students currently enrolled in the program shall be permitted to complete the course.

Any notice required or permitted to be given under this agreement shall be sufficient if in writing and sent by certified mail to either of the parties. Notice shall be effective upon compliance with this section.

Signed and sealed in the  
Presence of:

\_\_\_\_\_

Signed and sealed in the  
Presence of:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Honey Lake Clinic

By: \_\_\_\_\_  
Chad Richard, CEO

The District Board of Trustees of  
North Florida College

\_\_\_\_\_  
Ricky Lyons, Chairman

\_\_\_\_\_  
Dr. Jennifer Page, President  
North Florida College

\_\_\_\_\_  
David Dunkle  
Dean of Economic Development and  
Workforce Education