

# Operation & Maintenance of Physical Facilities Plan

#### **Mission Statement:**

The mission of Manatee Technical College is to produce highly skilled individuals and resourceful leaders through collaborative education to meet the ever-changing needs of our communities and the workforce.

#### **Vision Statement:**

The vision of Manatee Technical College is to be recognized as a leader in transforming people's lives through quality education.



## **Table of Contents**

Personnel for Maintenance of the Facilities	2
Daily responsibilities of custodians:	4
Semi-annual or annual responsibilities of custodians:	4
Limitations and scope of custodial responsibilities:	4
Work order procedures:	4
Responsibilities of Instructional Staff for Labs:	6
Equipment and Supplies	6
Equipment for Facilities:	6
Equipment for Programs:	6
Supplies for Maintenance of Facility:	6
Budget for Facility Maintenance and Improvement	7
Compliance with Relevant State Laws, Federal Codes, and Procedures	7
Relevant State Law	7
Applicable Federal Codes and Procedures	8
Evaluation & Revision	17

## **Personnel for Maintenance of the Facilities**

Manatee Technical College (MTC) had developed this plan to address the operation, maintenance, and improvement of the physical plant for all campuses.

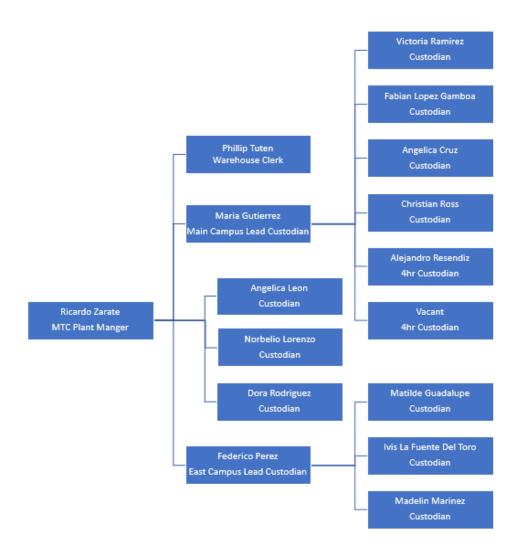
MTC delivers services and instruction at the following locations:

- MTC Main Campus 6305 State Road 70 East Bradenton, FL 34203
- MTC East Campus 5520 Lakewood Ranch Blvd.

Bradenton, FL 34211 MTC Operation & Maintenance of Physical Facilities Plan The operation and maintenance of physical plants at the above locations is managed through an onsite plant manager. The plant manager is dedicated to maintaining educational facilities which support student learning through a safe, clean, and healthy environment utilizing a team of professionals dedicated to continuous improvement and service excellence. Their mission is to provide proactive, high quality custodial, building maintenance and grounds services to customers in a timely and cost-effective manner. They accomplish this through an emphasis on the following: professionalism, quality control, highly trained staff, safety, effective communication, and preventative maintenance.

Personnel (custodians) are assigned by the Manatee County School District based on an average of 25,000 square feet per custodian. There is no special allocation for schools that operate beyond the regular hours, operate on Saturdays, and host numerous events such as Manatee Technical College.

The chain of command for custodians is shown below:



## **Daily responsibilities of custodians:**

- Assist with the maintenance of a high standard of cleanliness, efficiency, and safety.
- Safe and proper use of custodial equipment and cleaning supplies.
- Act as contact person when maintenance personnel arrive on the site.
- Follow security procedures for the proper opening and the safe closure of building(s).
- Perform cleaning tasks as assigned.
- Perform general maintenance duties.
- Report all safety hazards.
- Maintain accurate records of daily work and time and payroll information.
- Follow safety standards in performing work and report unsafe conditions.
- May be required to work after hours and/or weekends.
- Follow all School Board policies, rules, and regulations.
- Perform other duties as assigned.

## Semi-annual or annual responsibilities of custodians:

- Strip and re-wax floors assigned
- Clean carpeting (extraction cleaning)
- Detail clean classrooms
- Pressure wash when needed

## <u>Limitations and scope of custodial responsibilities:</u>

- Change light bulbs
- Assist with deliveries and pickup
- Frequently setting up/rearrange Cantrell Hall before and after events
- Evening classes and Saturday classes

## **Work order procedures:**

When a staff member reports a problem and the custodial/warehouse staff determines it is beyond their capability, it is necessary to complete a work order to have the problem repaired. In most cases, the problems are handled by the Maintenance Personnel from the school district. If the problem is beyond the capability of the district, then it is contracted out, but that procedure will be completed by a district coordinator.

For a custodian or other individual to submit work orders, he or she must be properly trained. The School District of Manatee County offers a work order training program. To insure someone is always available to submit work orders at Manatee Technical College, the following procedures were developed:

## STEP 1: Email Plant manager, Lead Custodian, or Warehouse clerk

-If custodial staff cannot fix/repair, a work order will be issued.

#### STEP 2: Submit Work Order

#### Custodial/Warehouse Staff

- Plant Manager
- Lead Custodian
- Warehouse clerk

Alternative (Use when Custodial Staff listed above is not on duty)

- Front Desk/Receptionist
- For emergency work orders after hours or on weekends contact School Board security at (941) 713-5490

#### Work order Information

- State problem completely
- Specific location and brief description of problem (ex: South door not closing properly in room #2006)
- Point of Contact and Phone number

#### Notes:

Custodial/Warehouse staff coordinates absences in order to have a person that is trained to submit work orders at all times.

All custodians and the warehouse clerk are hired using the Recruiter online system. If an employee leaves through retirement, transfer, or termination, a Job Posting advertises the position. On the Main Campus the Plant Manager interviews prospective candidates. On the East Campus, the head custodian interviews prospective candidates. Manatee County School District is an Equal Opportunity Employer. With a job posting, there is an opportunity for a current employee to transfer. The district requires potential employees to list references, have a drug test, and be fingerprinted. An additional requirement for new applicants requires them to have a GED or High school diploma. If they do not have one, they must be willing to obtain one within six months of hiring. Custodians and the warehouse clerk are on a one-year probation period and can be terminated within that period. Warehouse and Custodial staff are under the AFSCME (American Federation of State, County and Municipal Employees) contract with the School District of Manatee County.

The Custodians and the warehouse clerk are evaluated annually on a district approved form.

## Responsibilities of Instructional Staff for Labs:

Each instructor is responsible for cleanliness and safety of the program laboratory. The students are taught the proper and effective way to organize, clean, and maintain a work area. One important aspect is the appropriate care of all power tools and equipment.

## **Equipment and Supplies**

## **Equipment for Facilities:**

Maintenance equipment is requested through a purchase requisition. It must be approved by the appropriate Assistant Director, the Business Manager, and the Director. While a total of five percent of tuition funding is set aside for these purchases, those funds are limited. Every attempt is made to keep all equipment effectively functioning for as long as possible before it is replaced.

The Manatee School District, which has limited repair funds, is supportive with respect to maintenance on items like Golf Carts. Due to financial limitations, equipment is repaired as much as is feasible before it is replaced.

#### **Equipment for Programs:**

Manatee Technical College uses a Five-Year Replacement Plan for equipment for the technical programs. Original equipment and replacement are obtained through several sources. If a program is grant funded, the initial outlay is usually covered by the grant. A typical example would be Diesel Systems Technician 1, which started during the 2022-23 school year. Manatee Technical College received a grant from the Florida Department of Education to start this program. It was initially funded with \$436,000 for instructor, equipment, supplies, promotion, and student placement counseling hours. The district also requires three bids when a project is over \$50,000.

A number of technical programs have been started with equipment purchased with Perkins Funds or other grants. Both original and replacement equipment has been purchased in this manner. The Adult, Career and Technical Education (ACT) Department at the District Office is instrumental in assisting with funding, both for new projects and equipment urgently needed.

It is planned to replace equipment on a five-year cycle. There are many variables for this, funding limitations, closing programs, or assistance from industry donations. Manatee Technical College traditionally checks with the district surplus operations to see if equipment is available from another school which can be adapted for our use at no charge.

## **Supplies for Maintenance of Facility:**

The supplies for cleaning, maintaining and improving the campus are necessary for maintaining a high level of cleanliness. These supplies are requested by each campus on an as needed basis. Some products are stored for later use while others are ordered when needed. All cleaning supplies are approved by the School Board of Manatee County Risk Management. A small

portion of tuition dollars are used for purchasing these supplies. The Plant Manager for Manatee Technical College meets with the District Custodial Supervisor (when requested by the Custodial Supervisor for the District) for any updates on custodial supplies.

## **Budget for Facility Maintenance and Improvement**

Budget for Facility Maintenance and Improvement is provided by support/funding through the School District of Manatee County, contracted vendors, and Manatee Technical College. Scheduled preventative maintenance includes fire alarm, fire evacuation systems, fire extinguishers, security system, sprinkler system, locking systems, heating and AC systems, and related equipment.

Industry life cycle is reviewed for our location in South Florida and environment often shortens the life cycle or replacement particularly as you get closer to the coast.

In many cases annual inspections are performed on major building systems such as roofs and chillers to determine how well they are performing and planning for maintenance/replacement budgets.

For example:

Chillers – air cooled - 10 years

Chillers – centrifugal and cooling towers - 10+ years

Single ply roofs – 20 years

Metal roof -30+ years

Paint – 10 years

Flooring- 10 years

## Compliance with Relevant State Laws, Federal Codes, and Procedures

#### **Relevant State Law**

Section 235.185, Florida Statutes, defines the legal and statutory requirements for operating and maintaining school and community college facilities throughout the state. As part of the five-year requirement for a district facility's work program, this legislation further establishes the authority of local school boards and the State Board of Community Colleges to spend public funds "...to adequately provide for the maintenance of the educational plant and ancillary facilities."

Section 5(1) of the Florida State Requirements for Educational Facilities mandates that local school boards and community colleges establish "... policies and procedures for the maintenance, sanitation and housekeeping of existing facilities to ensure the health of its occupants". Relative to this requirement, these rules also establish a number of general criteria for a variety of maintenance and operations functions - from assessing existing physical conditions to maintaining sanitary standards.

Further, all Manatee County School facilities will be built and will follow the Florida building code and Occupational Safety and Health Standards (OSHA).

The fire alarm is tested monthly using fire drills with the faculty, staff, and students participating in evacuations, dangerous weather movement, lockdowns, and other drills. Fire Extinguishers are inspected by All Florida Equipment Company Inc. (hired by the School District to do so) and are professionally refilled, recharged, or replaced in accordance with Florida law by a fire safety professional. Manatee Technical College has a few spare fire extinguishers to use when a replacement is needed. A work order to the district Matzke personnel will follow.

## **Applicable Federal Codes and Procedures**

The following list of code sections are deemed relevant to the normal operation and maintenance of physical plants in Florida school districts and community colleges. The listed codes and standards are current when these guidelines are written and are subject to change. Facilities administrators at each institution should acquire adequate copies of these publications for use by affected staff and establish policies for compliance. Each department should also acquire copies of subsequent revisions, addenda, and updates.

## **National Fire Protection Association (NFPA)**

- 1) 10 Portable Extinguishers
- 2) 11 Foam Ext. Systems
- 3) 12 Carbon Dioxide Systems
- 4) 13 Sprinkler Systems
- 5) 13A Sprinkler Maintenance
- 6) 13E Sprinkler Prop., F. D. Operations
- 7) 14 Standpipe, Hose Systems
- 8) 20 Centrifugal Fire Pumps
- 9) 24 Private Fire Service Mains
- 10) 30A Automotive and Marine Service Station Code
- 11) 31 Oil Burning Equipment
- 12) 37 Combustion Engines
- 13) 40 Motion Picture Film
- 14) 45 Labs Using Chemicals1
- 15) 46 Forest Products, Storage
- 16) 50 Bulk Oxygen Systems
- 17) 51 Welding and Cutting
- 18) 51B Welding Processes

- 19) 52 CNG Vehicular Fuel Systems
- 20) 54 National Fuel Gas Code
- 21) 56F Nonflammable Medical Gases
- 22) 56HM Home Respiratory Therapy
- 23) 58 LP-Gas Storage Use
- 24) 59 HP-Gas, Utility Plants
- 25) 59A LN-Gas, Storage, Handling
- 26) 70 National Electrical Code
- 27) 70B Electrical Equipment Maintenance
- 28) 70E Employee Electrical Safety
- 29) 71 Central Station Sig.
- 30) 72A Local Protect. System
- 31) 72B Auxiliary Sig. System
- 32) 72C Remote Station System
- 33) 72D Proprietary Stg. System
- 34) 72E Auto. Fire Detectors
- 35) 72F Emergency Voice/Alarm Comm. Systems
- 36) 75 Electronic Computer System
- 37) 78 Lightning Protection System
- 38) 79 Electrical Standards for Industrial Machinery
- 39) 80 Fire Doors, Windows
- 40) 85A Single Burner Boiler-Furnaces
- 41) 85B Gas Multi-burner Boiler
- 42) 85D Oil Multi-burner Boiler
- 43) 86 Ovens and Furnaces
- 44) 88A Parking Structures
- 45) 88B Repair Garages
- 46) 90A Air Conditioning Systems
- 47) 90B Warm Air Heating, Air Conditioning
- 48) 91 Blower and Exhaust System
- 49) 96 Vapor Removal Cooking Equipment
- 50) 97M Heating Terms, Glossary
- 51) 99 Health Care Facilities
- 52) 101 Life Safety Code
- 53) 110 Emergency and Standby Power System
- 54) 171 Public Fire Safety Symbols
- 55) 172 Fire Safety Symbols for Architectural and Engineering Drawings
- 56) 203M Roof Coverings
- 57) 204M Smoke, Heat Venting
- 58) 231C Rack Storage of Materials
- 59) 241 Standard for Safeguarding Construction, Alteration, and Demolition Operations
- 60) 253 Flooring Radiant Panel Test
- 61) 664 Wood Processing, Woodworking
- 62) 901 Uniform Coding for F. P.
- 63) 910 Libraries and Library Collections

- 64) 911 Museums and Museum Collection
- 65) Others as they may apply.

## **Standard Building Codes**

- A. Standard Mechanical Code
- B. Standard Gas Code
- C. Elevator Safety Code

Those sections of OSHA 29 CFR that are applicable to maintenance and operations practices at the time this publication is written include the following:

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Part 1910 – Occupational Safety and Health Standards
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Subpart A – General

1910.1 Purpose and scope

1910.2 Definitions

1910.3 Amendments to this part

1910.5 Applicability of standards

Subpart B – Adoption and Extension of Established Federal Standards

1910.11 Scope and purpose

1910.12 Construction work

1910.19 Special provisions for air contaminants

Subpart D – Walking - Working Surfaces

1910.19 Manually propelled mobile ladder stands and scaffolds

1910.21 Definitions

1910.22 General requirements

1910.23 Guarding floor and wall openings

1910.24 Fixed industrial stairs

1910.25 Portable wooden ladders

Subpart E – Means of Egress

1010.35 Definitions

1910.36 General requirements

1910.37 Means of egress, general

1910.38 Employee emergency plans and fi re prevention plans

Subpart F – Powered Platforms, Manlifts, and Vehicle-Mounted Work Platforms

1910.66 Powered platforms for building maintenance

1910.67 Vehicle-mounted elevating and rotating work platforms

1910.68 Manlifts

Subpart G - Occupational Health and Environmental Control

1910.94 Ventilation

1910.95 Occupational noise exposure

Subpart H – Hazardous materials

1910.101 Compressed gasses (general requirements)

1910.102 Acetylene

1910.103 Hydrogen

1910.104 Oxygen

1910.105 Nitrous oxide

- 1910.106 Flammable and combustible liquids
- 1910.107 Spray finishing using flammable and combustible materials
- 1910.119 Process safety management of highly hazardous chemicals
- 1910.120 Hazardous waste operations and emergency response

#### Subpart I – Personal Protective Equipment

- 1910.132 General requirements
- 1910.133 Eye and face protection
- 1910.134 Respiratory protection
- 1910.135 Head protection
- 1910.136 Foot protection
- 1910.137 Electrical protective devices
- 1910.138 Hand protection

#### Subpart J – General Environmental Controls

- 1910.141 Sanitation
- 1910.144 Safety color code for marking physical hazards
- 1910.145 Specifications for accident prevention signs and tags
- 1910.146 Permit required confined spaces

#### Subpart K - Medical and First Aid

1910.151 Medical services and first aid

#### Subpart L – Fire Protection

- 1910.154 Scope, application, and definitions
- 1910.157 Portable fi re extinguishers
- 1910.158 Standpipe and hose systems
- 1910.159 Automatic sprinkler systems
- 1910.160 Fixed extinguishing systems, general
- 1910.161 Fixed extinguishing systems, dry chemical
- 1910.162 Fixed extinguishing systems, gaseous agent1910.26 Portable metal ladders
- 1910.163 Fixed extinguishing systems, water spray and foam
- 1910.164 Fire detection systems
- 1910.165 Employee alarm systems

#### Subpart M – Compressed Gas and Compressed Air Equipment

1910.169 Air receivers

#### Subpart N – Materials Handling and Storage

- 1910.176 Handling material general
- 1910.177 Servicing multi-piece and single piece rim wheels
- 1910.178 Powered industrial trucks
- 1910.184 Slings

#### Subpart O – Machinery and Machine Guarding

- 1910.211 Definitions
- 1910.212 General requirements for all machines
- 1910.213 Woodworking machinery requirements
- 1910.215 Abrasive wheel machinery

#### Subpart P – Hand and Portable Powered Tools and Other Hand-Held Equipment

- 1910.241 Definitions
- 1910.242 Hand and portable powered tools and equipment
- 1910.243 Guarding of portable powered tools

#### 1910.244 Other portable powered tools and equipment

#### Subpart Q – Welding, Cutting and Brazing

- 1910.251 Definitions
- 1910.252 General requirements
- 1910.253 Oxygen-fuel gas welding and cutting
- 1910.254 Arc welding and cutting

#### Subpart S – Electrical

- 1910.301 Introduction
- 1910.302 Electric utilization systems
- 1910.303 General requirements
- 1910.304 Wiring design and protection
- 1910.305 Wiring methods, components, and equipment for general use
- 1910.306 Specific purpose equipment installations
- 1910.307 Hazardous locations
- 1910.308 Special systems
- 1910.331 Safety-related work practices scope
- 1910.332 Training
- 1910.333 Selection and use of work practices
- 1910.334 Use of equipment
- 1910.335 Safeguards for personal protection
- 1910.399 Definitions

## Subpart Z – Toxic and Hazardous Substances

- 1910.1001 Air contaminants
- 1910.1001 Asbestos
- 1910.1020 Access to employee exposure and medical records
- 1910.1030 Blood borne pathogens
- 1910.1200 Hazard communication
- 1910.1201 Retention of DOT markings, placards, and labels
- 1910.1450 Occupational exposure to hazardous chemicals in laboratories

#### Part 1926 – Safety and Health Regulations for Construction

#### Subpart A - General

- 1926.1 Purpose and scope
- 1926.2 Variances from safety and health standards
- 1926.3 Inspections right of entry
- 1926.4 Rules of practice for administrative adjudications for enforcement of safety and health standards

#### Subpart B – General Interpretations

- 1926.10 Scope of subpart
- 1926.16 Rules of construction

#### Subpart C – General Safety and Health Provisions

- 1926.20 General safety and health provisions
- 1926.21 Safety training and education
- 1926.22 Recording and reporting injuries
- 1926.23 First aid and medical attention
- 1926.24 Fire protection and prevention

- 1926.25 Housekeeping
- 1926.26 Illumination
- 1926.27 Sanitation
- 1926.28 Personal protective equipment
- 1926.29 Acceptable certifications
- 1926.32 Definitions
- 1926.33 Access to employee exposure and medical records
- 1926.34 Means of egress
- 1926.35 Employee emergency action plans
- Subpart D Occupational Health and Environmental Controls
  - 1926.50 Medical services and first aid
  - 1926.51 Sanitation
  - 1926.52 Occupational noise exposure
  - 1926.55 Gases, vapors, fumes, dusts, and mists
  - 1926.56 Illumination
  - 1926.57 Ventilation
  - 1926.59 Hazard communication
  - 1926.61 Retention of DOT markings, placards, and labels
  - 1926.62 Lead
  - 1926.64 Process safety management of highly hazardous chemicals
  - 1926.65 Hazardous waste operations and emergency response
  - 1926.66 Criteria for design and construction of spray booths
- Subpart E Personal Protective and Life Safety Equipment
  - 1926.95 Criteria for personal protective equipment
  - 1926.96 Occupational foot protection
  - 1926.100 Head protection
  - 1926.101 Hearing protection
  - 1926.102 Eye and face protection
  - 1926.103 Respiratory protection
  - 1926.104 Safety belts, lifelines, and lanyards
  - 1926.105 Safety nets
  - 1926.106 Working over or near water
  - 1926.107 Definitions applicable to this subpart
- Subpart F Fire Protection and Prevention
  - 1926.150 Fire protection
  - 1926.151 Fire prevention
  - 1926.152 Flammable and combustible liquids
  - 1926.153 Liquefied petroleum gas (LP gas)
  - 1926.154 Temporary heating devices
  - 1926.155 Definitions applicable to this subpart
  - 1926.156 Fixed extinguishing systems, general
  - 1926.157 Fixed extinguishing systems, gaseous agent
  - 1926.158 Fire detection systems
  - 1926.159 Employee alarm systems
- Subpart G Signs, Signals and Barricades
  - 1926.200 Accident prevention signs and tags

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1926.201 Signaling
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1926.202 Barricades

1926.203 Definitions applicable to this subpart.

#### Subpart H – Materials Handling, Storage, Use and Disposal

1926.250 General requirements for storage

1926.251 Rigging equipment for materials handling

1926.252 Disposal of waste materials

232 Florida Center for Community Design + Research

#### Subpart I – Tools – Hand and Power

1926.300 General requirements

1926.301 Hand tools

1926.302 Power operated hand tools

1926.303 Abrasive wheels and tools

1926.304 Woodworking tools

1926.305 Jacks – lever and ratchet, screw and hydraulic

1926.306 Air receivers

1926.307 Mechanical power-transmission apparatus

#### Subpart J – Welding and Cutting

1926.350 Gas welding and cutting

1926.351 Arc welding and cutting

1926.352 Fire prevention

1926.353 Ventilation and protection in welding, cutting, heating

#### Subpart K – Electrical

1926.400 Introduction

1926.402 Applicability

1926.403 General requirements

1926.404 Wiring design and protection

1926.405 Wiring methods, components, and equipment for general use

1926.406 Specific purpose equipment and installations

1926.407 Hazardous (classified) locations

1926.408 Special systems

1926.416 General requirements

1926.417 Lockout and tagging of circuits

1926.431 Maintenance of equipment

1926.432 Environmental deterioration of equipment

1926.441 Battery locations and battery charging

1926.449 Definitions applicable to this subpart

#### Subpart L – Scaffolds

1926.450 Scope, application, and definitions applicable to this subpart

1926.451 General requirements

1926.452 Additional requirements applicable to specific types of scaffolds

1926.453 Aerial lifts

1926.454 Training requirements

Appendix A, B, C, D, & E to Subpart L

#### Subpart M – Fall Protection

1926.500 Scope, application, and definitions applicable to this subpart

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1926.501 Duty to have fall protection
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1926.502 Fall protection systems criteria and practices

1926.503 Training requirements

Appendix A, B, C, D, & E to Subpart M

#### Subpart N – Cranes, Derricks, Hoists, Elevators and Conveyors

1926.550 Cranes and derricks

1926.552 Material hoists, personnel hoists, and elevators

1926.554 Overhead hoists

1926.555 Conveyors

## Subpart O – Motor Vehicles, Mechanized Equipment, and Marine Operations

1926.600 Equipment

1926.601 Motor vehicles

1926.602 Material handling equipment

1926.604 Site clearing

1926.606 Definitions applicable to this subpart

#### Subpart P – Excavations

1926.650 Scope, application, and definitions applicable to this subpart

1926.651 Specific excavation requirements

1926.652 Requirements for protective systems

#### Subpart Q – Concrete and Masonry Construction

1926.700 Scope, application, and definitions applicable to this subpart

1926.701 General requirements

1926.702 Requirements for equipment and tools

1926.703 Requirements for cast-in-place concrete

1926.704 Requirements for pre-cast concrete

1926.706 requirements of masonry construction

#### Subpart R – Steel Erection

1926.750 Flooring requirements

1926.751 Structural steel assembly

1926.752 Bolting, riveting, fitting-up and plumbing-up

1926.753 Safety nets

#### Subpart T – Demolition

1926.850 Preparatory operations

1926.851 Stairs, passageways, and ladders

1926.852 Chutes

1926.853 Removal of materials through floor openings

1926.854 Removal of walls, masonry sections and chimneys

1926.855 Manual removal of floors

1926.856 Removal of walls, floors, and material with equipment

1926.857 Storage

1926.858 Removal of steel construction

1926.859 Mechanical demolition

#### Subpart V – Power Transmission and Distribution

1926.950 General requirements

1926.951 Tools and protective equipment

1926.952 Mechanical equipment

1926.953 Materials handling

1926.954 Grounding for protection of employees

1926.955 Overhead lines

1926.956 Underground lines

1926.957 Construction in energized substations

1926.959 Lineman's body belts, safety straps and lanyards

1926.960 Definitions applicable to this subpart

Subpart X – Stairways and Ladders

1926.1050 Scope, application, and definitions applicable to this subpart

1926.1051 General requirements

1926.1052 Stairways

1926.1053 Ladders

1926.1060 Training requirements

 $Subpart \ Z-Toxic \ and \ \overline{Hazardous} \ Substances$ 

1926.1101 Asbestos

1926.1102 Coal tar pitch volatiles; interpretation of term

1926.1103 13 Carcinogens

## **Evaluation & Revision**

MTC's method for evaluation and revision of the operation and maintenance of all physical facilities written plan is accomplished through regular custodial, facilities department, and state inspections.

This written plan is reviewed annually by MTC's School Advisory Council (SAC) MTC Board of Governors and the MTC staff and administration and Manatee County Staff.

Reviewed and Approved by Board of Governors – 01.26.2017 Reviewed and Approved by Board of Governors – 01.25.2018 Reviewed and Approved by Board of Governors – 01.31.2019 Reviewed and Approved by Board of Governors – 01.23.2020 Reviewed and Approved by Board of Governors – 01.21.2021 Reviewed and Approved by Board of Governors – 01.27.2022 Reviewed and Approved by Board of Governors – 01.26.2023 Reviewed and Approved by Board of Governors – 01.18.2024 Reviewed and Approved by Board of Governors – 11.06.2024 Reviewed and Approved by Board of Governors – 11.06.2024