

Lake-Sumter State College District Board of Trustees  
Special Meeting Agenda  
Friday, August 7, 2026 – 8:00 am  
South Lake Campus

**New Business:**

- Item 0826-01.1 – Workforce Development Center RFQu Selection
- Item 0826-02.2 – LSSC & UFF MOU Compensation for 2026-2027
- Item 0826-03.1 – Remodeling of the Fine Arts Building

## **Item 0826-01.1**

### **Workforce Development Center RFQu 26-04 Design-Build Selection**

#### **Background & References**

Per Florida Statute 1001.64, each board of trustees shall have responsibility for the use, maintenance, protection, and control of Florida College System institution owned or Florida College System institution controlled buildings and grounds.

At the 4/15/26 meeting, the District Board of Trustees voted to move forward with a Design-Build Procurement Process for the Leesburg Campus Workforce Development Center. This process requires a 2-step procurement approach as outlined under Florida Statute 287.055 and LSSC's Administrative Procedure 6-09. By engaging the contractor during the design phase, the Design-Build approach will enhance coordination between the design and construction phases, potentially reducing costs and schedule uncertainty and minimizing change orders.

#### **Description**

LSSC issued a 2-step competitive process beginning with the issuance of the Request for Qualifications (RFQu) as the first step to receive sealed qualification submittal packages. The qualification submittal packages were evaluated by a Selection Committee and a short-list of the most qualified respondents was determined. The short-list of the three (3) most qualified respondents identified from Step-1 then received the Request for Proposal (RFP) for the second step. The RFP Step-2 included a Design Criteria Package (DCP) that further specified the project scope, design standards, programmatic requirements, site and other required information. The DCP was prepared by a licensed architecture firm who serves as the Design Criteria Professional and Owner's Representative during the design and construction of the Workforce Development Center. The proposal submittal packages included the qualified respondent's Preliminary All-inclusive Guaranteed Maximum Price (IGMP) based on the DCP. In addition to submitting the proposal submittal packages, respondents were also required to participate in a presentation and interview with the Selection Committee. The proposals, along with the presentations were evaluated by the Selection Committee in accordance with procedures of Florida Statute 287.055. After the presentations/interviews, the 3 short-listed respondents were ranked in order. The firms determined to be the best for meeting the needs for this project, in rank order are:

1. Nicholas & Associates, Inc.
2. WELBRO Building Corporation
3. Ajax Building Company, LLC

It is recommended that this list of the most qualified firms be approved and authority delegated to the President and President's designees to enter into contract negotiations with the highest ranked firm for design and construction of the Workforce Development

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**Workforce Development Center RFQu 26-04 Design-Build Selection**

Center. Should negotiations be unsuccessful with the top ranked firm, negotiations will be terminated and shall progress in rank order until successful contract negotiations are accomplished.

**Recommendation**

Motion to approve the Workforce Development Center Design-Build ranking list and enter into contract negotiations with the highest ranking firm as written.

**Item 0826-02.1**  
**LSSC UFF MOU Compensation for 2026-2027**

**Background & References**

All agreements between the College and the United Faculty of Florida must be ratified by the LSSC District Board of Trustees.

**Description**

For the 2026-2027 Academic Year commencing on August 11, 2026, bargaining unit members employed as full-time faculty prior to March 31, 2026 will receive a 2% Cost-of-Living increase to their base compensation. LSSC has been assured this increase will be ratified by the United Faculty of Florida on August 11, 2026, and now needs to be considered by the District Board of Trustees. Both parties also agreed if the ratification did not occur, the increase would be withdrawn effective immediately.

**Recommendation**

Motion to approve the MOU with the United Faculty of Florida for compensation in academic year 2026-2027 with understanding the stipulations listed above as written.

**ITEM: 0826-02.1**

Memorandum of Understanding Between the Lake-Sumter State  
College District Board of Trustees and the United Faculty of  
Florida – Lake- Sumter State College

**Subject: Compensation for Academic Year 2026-2027**

The Lake-Sumter State College District Board of Trustees (LSSC) and the United Faculty of Florida – Lake-Sumter State College (UFF-LSSC) agree as follows:

1. Effective for the 2026-2027 Academic Year, the parties agree to implement the 6-24-2026 tentative agreement on Article 10 (Compensation).
2. Nothing in this Memorandum of Understanding shall be construed as prohibiting either party from making proposals and negotiating over any tentative agreement as part of the parties' continuing negotiations toward a complete agreement.

  
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Chief Negotiator – LSSC

6-24-2026  
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Date

  
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Chief Negotiator – UFF LSSC

6/24/2026  
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Date

## Article 10 Compensation

### Section 1. Starting Salaries

A faculty member's starting base salary (9-month contract for regular faculty and 12-month contract for Librarians) shall be based on the following salaries corresponding to the position for which they are hired, degree, and years of experience:

| Degree           | Experience (years) | Position/Rank         | Base Salary |
|------------------|--------------------|-----------------------|-------------|
| Master's         | 0                  | Lecturer / Instructor | \$52,000    |
| Master's         | 5                  | Assistant Professor   | \$54,000    |
| Doctorate        | 0                  | Instructor            | \$56,000    |
| Doctorate        | 5                  | Assistant Professor   | \$58,500    |
| MLIS (Librarian) | 0                  | Staff Librarian       | \$60,400    |
| MLIS (Librarian) | 5                  | Assistant Librarian   | \$62,500    |

For any areas in which the College determines there is a critical need to exceed these starting salaries for new hires based on market conditions, the need for specialized credentials or expertise, or with respect to fields in which it is difficult to recruit and attract candidates, the College may exceed these starting salaries by up to a maximum of 40% for such critical need faculty or librarians. Definitions of critical need faculty shall be established pursuant to this agreement as any areas in which the College determines there is a critical need to increase current starting salaries based on market conditions, the need for specialized credentials or expertise, or with respect to fields in which it is difficult to recruit candidates.

### Section 2. Compensation for Promotion.

Upon being promoted to a higher rank, faculty members will receive a salary increase as follows:

| Promotion Type                                               | Base Salary Increase |
|--------------------------------------------------------------|----------------------|
| Instructor/Staff Librarian to Assistant Professor/Librarian  | 5%                   |
| Assistant Professor/Librarian to Associate Professor/Library | 7%                   |
| Associate Professor/Librarian to Professor/Librarian         | 9%                   |
| Professor/Librarian to Senior Professor/Librarian            | 11%                  |

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### **Section 3. Compensation for Lab Hours-Full-Time Faculty**

For faculty assigned to teach courses with labs or to teach stand-alone labs, load will be calculated and compensation will be paid based on the number of contact hours regardless of modality.

### **Section 4. Compensation for Additional Degree or Hours.**

Faculty who earn additional approved graduate credits or degrees will be compensated as follows. The Masters+ designation is for faculty who earn 18 or more graduate hours in a second area of expertise, which credentials them to teach college classes in a second area of strategic importance to the College. Faculty with the Masters+ designation will receive a one-time \$2,000 increase to their base salary at the time of verification by the College of completion of requirements. A faculty member earning an approved doctoral degree will receive a \$4,000 increase to their salary. LSSC's Administrative Procedure 5-12 defines the process for approval of additional graduate credit hours and degrees.

### **Section 5. Salary Increases**

- A. Compensation for 2026-2027 Academic Year.** For the 2026-2027 Academic Year commencing on August 11, 2026, bargaining unit members employed as full-time faculty prior to March 31, 2026 will receive a 2% Cost-of-Living increase to their base compensation.
- B.** All wage increases following the expiration of this Agreement are subject to collective bargaining negotiations among the parties.
- C.** For any areas in which the College determines there is a critical need to increase current salaries based on market conditions, the need for specialized credentials or expertise, or with respect to fields in which it is difficult to retain candidates, the College may, at its discretion, increase salary by up to a maximum of 40% for such critical need faculty or librarians. Prior to providing an increase to a current bargaining unit employee due to a critical need, the College agrees to notify the union.

### **Section 6. Compensation for Supplemental Assignments**

- A. Overload, Teaching and Nursing Clinical assignments during non-contract semesters** – Faculty teaching credit courses over the stated full-time semester hour load in a contract semester, will receive overload pay per contact hour (workload) based on the highest degree earned regardless of course delivery modality. A combination of low-enrollment sections will be counted as a single course contact load.

**Compensation During Non-Contract Semesters** – Faculty teaching credit courses in a non-contract semester will be paid per contact hour (workload) based on the highest degree earned regardless of course delivery modality. A combination of low-enrollment sections will be counted as a single course contact load.

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**Nursing clinicals:** The College may elect to pay nursing clinicals either by credit hour or by clock hour. Clock hours will be converted to equivalent credit hours for the purpose of determining the applicable overload rate.

| <b>FULL-TIME FACULTY PAY RATES</b>                                                |                        |                          |
|-----------------------------------------------------------------------------------|------------------------|--------------------------|
| <b>Overload compensation during contract semesters and non-contract semesters</b> |                        |                          |
| <b>Degree Level</b>                                                               | <b>All Disciplines</b> | <b>Nursing Clinicals</b> |
| Associate's Degree                                                                | \$700 per credit hour  | N/A                      |
| Bachelor's Degree                                                                 | \$800 per credit hour  | \$48 per clock hour      |
| Master's Degree                                                                   | \$850 per credit hour  | \$52 per clock hour      |
| Doctorate's Degree                                                                | \$900 per credit hour  | \$55 per clock hour      |

**B. Compensation for Substitute Teaching**

The pay for substitute teachers will be calculated using the hourly adjunct rate, based on the highest degree earned in the field, during the time they cover the class.

**C. Large Lecture Incentive Program.**

Faculty, with the right to refuse, will be offered the opportunity to earn a large lecture incentive as outlined in the following table. If accepted, interested faculty are encouraged to work with their supervisor to determine applicability, provided that all incentives must be approved by the Vice President of Academic Affairs.

| <b>Students Enrolled Above Capacity (after the add/drop period ends)</b> | <b>Large Lecture Incentive per credit hour</b> |
|--------------------------------------------------------------------------|------------------------------------------------|
| 1-3                                                                      | \$200                                          |
| 4-8                                                                      | \$450                                          |
| 9-13                                                                     | \$650                                          |

**D. Compensation for Non-Teaching Assignments.**

1 **Compensation for Independent Study: Full-time Faculty.** Instructors are paid \$40 per credit hour per student for an independent study.

2 **Compensation for Internship/Practicum.** \$100 per student (not based on credit hours).

3 **Compensation for Specialized, Non-Teaching Assignments.** The following positions will be funded as indicated below. Hourly rates are per clock hour. The President may add other specialized areas as appropriate. In

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cases of critical skills or specialized areas, the President may approve an hourly rate increase.

| Part-time Special Pay Plan for Select Positions |                  |                             |                       |
|-------------------------------------------------|------------------|-----------------------------|-----------------------|
|                                                 | Club<br>Advisors | Honor's Program<br>Advisors | Workforce<br>Programs |
| Basis                                           | Based on Club    | Per Student                 | Per Program           |
| Per<br>Academic Year                            | \$400 - \$1,500  |                             |                       |
| Per Student                                     |                  | \$75                        |                       |
| Per Hour                                        |                  |                             | \$16 - \$ 35          |

**E. Awarding of Instructional Reassigned Time**

Instructional faculty may receive reassigned time during Fall, Spring, or Summer semesters for performing short-term special duties or completing special projects as agreed upon by the employee and Vice President of Academic Affairs and as approved by the President. Reassigned time may not exceed nine credit hours per semester. Reassigned time may be combined with additional compensation when appropriate based on the scope of the project and the availability of funds.

Instructional faculty with reassigned time to work on externally funded or revenue-generating projects must include the College's actual cost of filling the instructional vacancy created by the reassigned time in the project budget. For example, an instructional faculty with three hours of reassigned time to work on an externally funded research project must include the cost of an adjunct or overload instructor for those three credit hours in the project budget to cover the College's increased operating costs resulting from the reassigned time.

**F. College Recognition Award**

The College may, in its exclusive discretion, award any faculty member a one-time bonus in recognition of exemplary contributions beyond normal performance expectations.

**G. Compensation for Faculty appointed as Lead Faculty**

Faculty members appointed to lead faculty positions will receive supplemental compensation in the amount of (i) \$750 per semester if assigned to serve as a liaison for 4 or fewer adjunct instructors, or (ii) \$1,250 per semester if assigned to serve as a liaison for 5-8 adjunct instructors, provided the faculty member completes all assigned

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faculty lead obligations, as well as their regular job duties. (Additional Reference: Workload Article)

**H. Special Projects Rate**

The special projects rate for faculty will be \$40 an hour. This rate will apply once a signed agreement is made for the specific work contracted with the employee paid at least once a semester (fall, spring, and summer if applicable).

  
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Chief Negotiator – LSSC

6-24-2026  
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Date

  
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Chief Negotiator – UFF LSSC

6/24/2026  
\_\_\_\_\_  
Date

**Item 0826-03.1**  
**Remodeling of the Fine Arts Building**

**Background & References**

Per Florida Statute 1001.64, each board of trustees shall have responsibility for the use, maintenance, protection, and control of Florida College System institution owned or Florida College System institution controlled buildings and grounds.

Per Florida Statute 1004.70, the board of trustees is authorized to permit the use of property, facilities, and personal services at any Florida College System institution by any Florida College System institution direct-support organization, subject to the provisions of this section.

The board of trustees is authorized to prescribe by rule any condition with which a Florida College System institution direct-support organization must comply in order to use property, facilities, or personal services at any Florida College System institution.

**Description**

The College seeks to remodel the Fine Arts Building on the Leesburg Campus and requests the approval to move forward with the work needed for remodeling. The College and Board of Trustees will approve any work for the building and will be reimbursed of any costs from The LSSC Foundation, Inc. up to \$4.5 million dollars.

**Recommendation**

Motion to approve moving forward with remodeling of the Fine Arts Building with the direct-support organization, The LSSC Foundation, Inc. reimbursing the College for remodeling costs up to \$4.5 million dollars.

## **Lake-Sumter State College District Board of Trustees**

Mr. Bret Jones, Chair

Dr. Dan Boggus

Mr. Roger Croft

Ms. Anita Geraci-Carver, Board Attorney

Mr. Timothy Morris, Vice Chair

Mr. Steven Munz

Ms. Samantha Scott

Mr. Matt Silbernagel

Mr. John Temple, LSSC President