
EASTERN FLORIDA STATE COLLEGE

UFF/EFSC REOPENER OF CBA 2024-2027

2026 SPRING BARGAINING: SESSION 7

ORIGINAL

DATE: June 1, 2026

TIME: 1:34 p.m. - 2:38 p.m.

PLACE: Eastern Florida State College
3865 North Wickham Road
Building 10
Melbourne, Florida 32935

REPORTED BY: Juliana M. Cary
Stenographic Reporter
Notary Public, State of Florida

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1 APPEARANCES:

2 DR. DUSTIN FILES

3 DR. KATINA GOTHARD

4 LYNN SPENCER

5 KELLI LESLIE

6 MARK E. LEVITT, ESQUIRE

7 DR. PHIL SIMPSON

8 DR. SANDY HANDFIELD

9 DARLA FERGUSON

10 JACK PARKER

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1 DR. FILES: Welcome to session number 7,
2 the last session. We're going to wrap things
3 up today.

4 MR. LEVITT: You bet. Absolutely.

5 DR. FILES: So, I'll let you all lead the
6 way.

7 MR. LEVITT: That's the plan. So, I guess
8 when we left last, we put the 1,550 across the
9 board to everybody. You guys made your
10 presentation, gave us a copy of it.

11 It has been again reviewed carefully.
12 It's been discussed with the president. For
13 the most part, we appreciate your approach and
14 what you had to say, and we certainly want to
15 give it all a consideration appropriate. I'm
16 not saying everything is exactly as we see it,
17 but we do appreciate it, and so thank you for
18 that.

19 We are prepared to make a counter today.
20 We've found some numbers. I'm going to let
21 Jack give you some overview and oversight of
22 where we are today versus last week, and then
23 we'll give you an account.

24 So, Jack, go ahead.

25 MR. PARKER: Thank you. Nothing I'm going

1 to tell this group is going to come as a
2 surprise. You all knew that we were looking at
3 some pretty ugly numbers manifest themselves,
4 which it did. None of us were really
5 surprised, but we were really hoping they would
6 get up to where the Senate was. That's kind of
7 what we were hoping.

8 The Senate normally takes a strong role in
9 funding state colleges. In this particular
10 case, they reconciled backwards to the House's
11 number. We were hoping to get about 2.2
12 million additional dollars, and it worked out
13 to where it's about 200,000.

14 And so, all that crystalized for us is
15 that we knew that that was probably all going
16 to happen, and what -- the numbers that we put
17 out, we're still kind of -- I hate to always be
18 the bad guy as staff, but I've got to tell you
19 how it works is we look at the actual numbers,
20 and we try to tell the boss what we think we
21 can achieve. A lot of that comes from
22 accounting and budget predictions, estimations,
23 things of that nature, but it gets to a point
24 you just have to have some increased
25 allocations in order to make some of the

1 changes.

2 We were finally excited the Senate had us
3 with a pretty high number because we thought we
4 could come in with a decent number this year,
5 not only for faculty but for the staff too. Of
6 course, we watched that dwindle away.

7 I had to meet with the president, of
8 course, after giving you the offer, and then,
9 of course, shuttled him what -- the counter,
10 that he read, thought it was very well written.
11 He learned a few things from it as far as --
12 that I think he took from it, and he agreed
13 with several things on there.

14 But he made it very clear to me, because I
15 was being the typical staffer going, I think
16 you got to worry, if you get too far out on a
17 branch, if you can't pay faculty salaries come
18 December, what do you do? I'm that guy that
19 has to be there. Phil is there with me
20 sometimes. But again, it's just only because
21 you never want to make a promise that you can't
22 deal with. You don't ever want to even think
23 that could happen.

24 But what happened with Dr. Richey is he
25 said that he wanted -- like he always does, he

1 wants to take care of faculty. He wants to do
2 it first before he starts working on the staff
3 stuff. He knows we don't have the money. We
4 kind of agreed where, I think, cap is going
5 yesterday, that we probably are going to have a
6 rosier number for our -- number of students
7 that we're going to be able to recruit in the
8 fall and definitely spring. We think those
9 numbers are going to be better than where they're
10 laying right now.

11 Your budget people are always going to
12 conservatively guess on what those are. I
13 think your president is taking a look at the
14 history and looking at where we are and saying,
15 I think we are going to be able to turnabout
16 this kind of money. If we are able to turn
17 that kind of money, I can be able to afford
18 this kind of raise for faculty.

19 There's a lot of what-ifs there. That's
20 stuff that I get nervous about. I warn him
21 about it, but he does it every time, and he's
22 always ahead of -- more aggressive than I think
23 the budget people would like. But again,
24 that's one of the reasons I like working for
25 him, because he does care.

1 He said, please, Jack, I don't know if
2 we'll come to a conclusion tonight, please let
3 them know this is the best I can possibly do.
4 It's not because -- and he said, please let
5 them know how much I respect them and how great
6 a college we've built together. This would not
7 be the college it is without them. And he's
8 always very glowing when he talks about his
9 faculty out and about, as I think you guys
10 know, whether it's board meetings or whatever
11 it is.

12 So, this is his best shot, and that's why
13 it's going to you with that in mind. I didn't
14 want to play any games with you. This is -- I
15 think it's a little -- if you ask my opinion, I
16 think it's a little too aggressive, but I think
17 it's -- I understand it. Your faculty are very
18 valuable resources. You can't afford to lose
19 them, and you can't afford to not attract great
20 ones for those who are retiring.

21 So, with that, that offer is, I think, the
22 best you're going to be able to see us do.

23 MR. LEVITT: So, just from -- we get
24 direction, obviously, from the president. He
25 is the boss. I mean, the board has to approve

1 it, and I'm sure he's getting feedback and
2 direction from board members or knows, you
3 know, where they stand on these things at all
4 because we know they value the faculty as well.

5 But then they turn to me and like, well,
6 how do we get there? So, there's different
7 ways to get there to a number, to our best
8 number, and I've done it all kinds of different
9 ways. I mean, we can, you know,
10 nickel-and-dime each other, and I go up 50, and
11 you go down 50, and I go up another 50, and
12 eventually both of us get to a point where we
13 either have a deal or we can't get one. We are
14 intent on getting one.

15 I think the offer we're prepared to give
16 you is good and reasonable and, as Jack said,
17 is really -- the president, we believe, is
18 taking some risk here, but he's authorized us
19 to put some things on the table. So, to get
20 this done -- I think you all want to get it
21 done, faculty wants to get it done. We all
22 want to move on, not just today, but the new
23 school year is coming upon us soon.

24 So, we are going to put our best foot
25 forward and, obviously, take a caucus, but we

1 do hope you'll find it acceptable and, most
2 importantly, realize that it's a good offer,
3 it's a good deal, given all the circumstances.
4 Again, if we had a lot of money, that would be
5 great.

6 The chief point for today was we lost
7 basically -- you know, we told you last time,
8 as Jack just said, 2.2 million, and it turns
9 out to be .2 million. So, we're even making
10 our last offer operating on the assumption we
11 had more.

12 But again, as Jack said, the president
13 wants to be aggressive with this, and he's the
14 man who's got to make it happen with whatever
15 magic that he can do. So, here is the offer.

16 One thing that the president was
17 especially interested in when he read what you
18 had to say -- and it's, you know, it's not
19 untypical -- is you've asked for totally
20 across-the-board increase. We understand when
21 it's a flat sum, it affects people at different
22 ranges differently, and that an
23 across-the-board increase affects people
24 differently.

25 So, he came up with and wanted us to

1 propose really a hybrid. So, what the college
2 is willing to do is, one, keep the 1,550 as the
3 across-the-board, one-time payment for all
4 faculty, but in an effort to do something, he
5 has authorized us and is willing to push it to
6 the board and apparently find the money
7 somehow -- we don't know how; that's his
8 call -- to an across-the-board percentage
9 increase of 1 percent.

10 1 percent obviously affects people
11 differently. For starting pay, which we said
12 was 52, we can all do the math. I think you
13 guys got more math people on your side than we
14 do to calculate it. But god knows you don't
15 want to listen to the lawyer math, but 1
16 percent of 50 is \$500, 1 percent of 70 is \$700,
17 1 percent of 90 is \$900.

18 So, our offer is the 1,550 and 1 percent,
19 which is taking into consideration trying to do
20 something on a percentage basis, as you were
21 requesting, and it puts a little more money
22 into the pocket of those who are at the higher
23 salary.

24 So, if you would to turn that into money,
25 we think it really ends up being close to 4

1 percent. Because for a new person, it's
2 definitely 4 percent because the 1,550 itself
3 is 3 percent, I think. Right? So, 3 percent
4 of 50 is 1,500 and then the 1 percent.

5 So, it certainly puts, you know, the newer
6 faculty member around close to 4 percent. And
7 obviously, we didn't do the math by name, but
8 obviously, those at the higher end, it does
9 bring them closer to the between 3 and 3 and a
10 half, given the budget, but that's, you know, a
11 very reasonable offer.

12 As I said, the president is willing to put
13 it on the line, commit to it today, subject to
14 board approval, just like yours is subject to
15 employee approval. But in today's world, we
16 face, on the budget that it now looks like,
17 we're certainly anticipating an increase in
18 enrollment. We are hopeful to see that, and
19 that will help us get there. If that happens,
20 that will not be -- cover it all, but it will
21 help, and he's committed to finding the funding
22 for that.

23 And he is making these decisions for
24 faculty first before he starts looking at
25 staff. So, he is prioritizing faculty, faculty

1 salary, and he is -- you can -- he believes
2 that we can get this done. You know, it's a
3 very strong position on this, so we hope it's
4 successful.

5 DR. GOTHARD: I have a question. When you
6 were describing this, when you said 1,550, you
7 said one-time payment. So, it's not to be
8 added to base?

9 MR. PARKER: It's to be added to base.

10 MR. LEVITT: It is to be added to base.
11 Let me rephrase that. It's not a one-time
12 payment. I can't believe nobody kicked me on
13 my side when I said that. Right, it is being
14 added to base salary. I'm sorry I misspoke.

15 MR. PARKER: We may have to manipulate
16 that effective date on there too, Mark. I'm
17 not sure.

18 MR. LEVITT: Yeah. I think it's effective
19 probably August 8 because that's the first
20 payroll, I think, in August. And, of course,
21 it has to be ratified before that even goes
22 into effect. Hopefully, there's a way over the
23 summer to get it ratified by then so that we
24 don't have to recalculate.

25 DR. FILES: It's always the beginning of

1 the fall semester regardless of when it's
2 ratified. So, it will go in effect the
3 beginning of fall.

4 MR. LEVITT: We just don't want to -- our
5 payroll really doesn't want to have to
6 recalculate the backpay. We'd like to get it
7 in the first check.

8 Again, we're holding steady on the
9 insurance. It's costing us a lot of money, as
10 Jack pointed out last time. And so we feel
11 like it's a strong offer, and we would like you
12 all to consider it.

13 DR. FILES: Okay.

14 MR. LEVITT: Caucus.

15 (A caucus was had from 1:48 p.m. to 2:32
16 p.m.)

17 DR. GOTHARD: Okay. So, first, we want to
18 say thank you to Dr. Richey for working with
19 the accounting to try to increase the 1,550.
20 We do understand that dealing with the state
21 can be challenging, especially when they make
22 changes like this over the weekend. And we are
23 concerned that the governor still has not
24 signed this, so further changes can occur.

25 We will say also that we're still quite

1 curious about some of the funds. What are they
2 called? We mentioned them in the first
3 statement. I can't remember the name of the
4 funds. Florida FIT and other funds and how
5 that -- the income made from those funds is
6 utilized in the budget. And we will be
7 circling around back to that next year, so
8 we're giving you a heads-up on that now.

9 That being said, we accept today's offer,
10 if you are ready to TA that.

11 MR. LEVITT: We appreciate that and
12 appreciate you working with us on it.

13 DR. FILES: We do have two other things
14 that we need to discuss in Article 14. It's
15 just cleanup language. You recall we changed
16 the extended annual contracts for DMs and PMs,
17 and then we changed -- we had to change
18 language for the extra days in Article 14. So,
19 that's the language that we have here.

20 And then there's also clarification on the
21 annual stipend. I don't have the language all
22 written out for you. These are the copies that
23 we're going to have to TA.

24 Under E there, it says DMs and PMs, the
25 extra stipend that is for adjunct above the

1 \$2,500, there's been confusion upon that. It's
2 per major semester. So, it's the \$2,000 total
3 for the year: a thousand dollars in the fall, a
4 thousand dollars in the spring.

5 There's been confusion on that, so we just
6 added the language there to clarify what that
7 means. Again, it's not changing anything.
8 It's just clarifying so everybody knows how
9 that's paid out.

10 And then the other one is the change
11 from -- we removed the five-day extras because
12 we put that in Article 8 with the six days
13 extended annually. So, just look over that
14 language. Again, it's not changing anything.
15 It's what we've already agreed to.

16 Okay. Now I think we're good.

17 MR. LEVITT: All right. Very good.
18 Again, appreciate it. We have full book next
19 year. I'm sure that's going to be fun and
20 exciting for everybody.

21 DR. FILES: Always is.

22 MR. LEVITT: Again, thank you. Thank you,
23 everybody.

24 DR. FILES: Thank you for coming, those of
25 you that are online. We appreciate it. We'll

1 see you next year.

2 (These proceedings were concluded at 2:38 p.m.)

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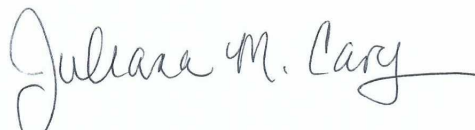
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COUNTY OF BREVARD :

I, Juliana M. Cary, certify that I was authorized to and did stenographically report the foregoing proceedings and that the transcript is a true and complete record of my stenographic notes.

I further certify that I am not a relative, employee, attorney, or counsel of any of the parties, nor am I a relative or employee of any of the parties' attorney or counsel connected with the action, nor am I financially interested in the outcome of the foregoing action.

Dated this 10th day of June, 2026.



Juliana M. Cary