

Polk State College Faculty Senate Minutes
Date: August 6, 2026
Time: 3:30 P.M.
Meeting Held via Zoom (recorded)
Steering Committee to Meet Following the Senate Meeting

Officers:

Anthony Cornett, President (present)
Greg Harris, Vice President for the Winter Haven Campus (present)
Jess Jones, Vice President for the Lakeland Campus (present)
Heather Childree, Secretary (present)
Michael Derry, Parliamentarian (present)

Others:

Chris Botelho, Senator at Large (present)
Amy Bratten, Administrative Liaison (present for the final 5 minutes of the meeting)

Attending Senators: Heather Childree, Greg Harris, Lee Childree, Lynsay MacCaulley, Johnny Stewart, Gwyn Phillips, Jess Jones, Laura Brimer, Kari Misa, John Barberet, Michael Derry, Niqui Young-Pringle-Brown, Dirk Valk, Andrea Hofeditz, Chris Botelho, John Woodward, and Andrew Coombs

Faculty Attendees: Jude Ryan, Christina Gesmundo, Kim Hess, MacKenzie Jennings, Penny Morris, Consuela Bonney, Susie Moerschbacher, Pam Jones, Jason Miller, Tiffany Lowden, Jason Old, Heena Park, Von McGriff, Dawn Drake, Melissa Shapiro, LaTrice Moore, Kyle Seiverd, Emily Smeltz, Jason Mallory, Lee Caldecutt, Jeffrey Barnum, Joseph Cook, Kayla Cochran, Salma Wehrmeyer Nawlo, Cindy Freitag, Sameena Beg, and Matina Wagner

Presenting Guests and Others:

Presenting: Cody Moyer (Director of Learning Technology)

Non-Presenting: Mary Clark (VP of Institutional Effectiveness, Accreditation, and Research), Deleise Wilson (Dean of Nursing), Yovan Reyes (Dean of Early), and Kim Manning (Dean of Academic Affairs)

I. Approval of the Minutes from the May 2026 Senate Meeting

Greg Harris motioned to approve the *May 2026 Faculty Senate Meeting Minutes*. Johnny Stewart seconded. The motion carried.

II. Approval of the August 2026 Faculty Senate Meeting Agenda

Greg Harris motioned to approve the *August 2026 Faculty Senate Meeting Agenda*. Lee Childree seconded the motion. The motion carried.

III. Faculty Senate Officer and Administrative Liaison Reports



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A. President's Report (Anthony Cornett)

1. **Updated Senator List:** Anthony Cornett informed the Senate that Lynsay MacCaulley is replacing Misty Sparling as the Chain of Lakes Collegiate Senator. Cindy Freitag will now represent Biomedical Sciences. Ginger Teppner will be the new representative for Gateway Collegiate High School. Her term ends in 2029. A Business/Technology representative is needed to replace Gregory Johnson.
2. **PACE Climate Survey Results:** Anthony stated there is a meeting on Monday, August 10, at 9:00 am to discuss the results of the PACE Climate Survey with President's Staff. There has not been a President's Staff meeting since May. Administration has had the results for a month.

B. Lakeland Campus Vice President's Report (Jess Jones)

Polk State Procedure 1023: Lab Fees—Establishing and Reviewing: Jess reported that a workgroup is updating this Procedure. It has not been reviewed since 2015.

C. Winter Haven Campus Vice President's Report (Greg Harris) - None

D. Parliamentarian's Report (Michael Derry)

1. **Senate Representation:** There have been some changes in Senate representation. The Biomedical Department has a representative. Over the summer, the Senate sent nomination forms to the Collegiate and Gateway high schools and the Business/Technology Department. One person volunteered for Collegiate and one person for Gateway, so no election was needed. The Senate currently does not have a replacement for the Business/Technology Senator (Gregory Johnson). Anyone interested may contact Anthony Cornett (acornett@polk.edu) or Michael Derry at mderry@polk.edu. Replacement Senators complete the Senator's remaining term. For the Business/Technology and Science departments, the terms end December 2026. The Collegiate and Gateway high school terms end in 2027.
2. **Senator Terms that End in December:** These include:
 - Lakeland Humanities – Currently: John Barberet
 - Lakeland Business/Technology –vacant
 - Lakeland Letters – Currently: Heather Childree
 - Winter Haven Biomedical – Currently: vacant [Note: *Cindy Freitag was placed in this position on August 6.*]
 - Winter Haven Social Science – Currently: Greg Harris
3. **Calendar Committee:** High school instructors made a request to consider beginning classes one week after the start of the K-12 Academic Year. This will enable more high school students to register for 16-week rather than 12-week courses during the first week of the K-12 Academic Year.
4. **Course Opening Schedule:** Michael said faculty are asking Administration not to open 12- and 8-week courses until 16-week courses are filled or after the College has started Week 2 [of the 16-week semester].



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Also, several professors had asked Michael to bring to Administration's attention that their courses were not being opened until late in the registration process [affecting enrollment]. Polk State Procedure 1006: *Faculty Workload* places priority on opening [filling] regular full-time faculty courses before adjunct courses are opened. This makes the most financial sense for the College, as using regular full-time instructors to teach classes reduces the chance of having to increase adjunct dependence and hitting the maximum number of contact hours for full-time benefits.

5. **Economic Reports:** Michael is including the summer's economic reports (without commentary or explanation). [*The reports are in the Senate's PIE folder and included after these minutes.*] Explanations are included in the email sent to members of the distribution list. The included report is now over two months old. To receive the reports in a timely fashion, interested parties can email Michael (mderry@polk.edu) to be added to the distribution list. The next report is scheduled for August 12.

E. **Academic Liaison Report** (Amy Bratten) – none (not present)

IV. Committee Reports and Updates

A. **Director of the Office of the President and the Board of Trustees:** Anthony Cornett reported that two names have been submitted to replace Christine Lee's former role.

B. **STEM Coordinator:** Anthony Cornett reported that the application process is beginning for a new STEM Coordinator who will report to Mike Long [Director of Enrollment and Curriculum Management]. Anthony has the list of the position's duties and can provide this by email (acornett@polk.edu).

C. **Workgroup for Procedure 5026: Academic Dishonesty Procedure:** Michael Derry reported that Administration did not call this group into session during the summer.

D. **MK Consulting and Review of the College's Rules and Procedures**

- **Anthony** said that he was told in the May President's Staff meeting that Rules and Procedures were being paused for MK Consulting's work. Administration received the results from MK Consulting [a law firm hired to review the Rules and Procedures] 3-4 weeks ago. He said he has asked several times when Administration plans to restart the revision and update of the Rules and Procedures but was told they "are not sure" [when the process can resume]. The Senate and College completed the revision process for 7 Procedures and 6 Rules in the spring, and these are "on deck" [i.e., ready for approval and publication], but indicated that President's Staff "has been unable to touch" these due to MK Consulting's activities. Anthony explained that the College and Senate had worked at revising about ten percent of the Rules and Procedures, but they are not being moved forward even though many of them are 5-10 years out of date. He said that he was told that the consulting group had several recommendations, but Administration opted not to follow them. Currently, the College is still not moving forward.



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- **Michael Derry** sought to clarify that MK Consulting’s work is done, faculty members do not know what MK said, and the Senate cannot do anything until it does.
- **Anthony** affirmed this. He explained that MK Consulting was hired about a year ago. He has advocated continuing to review Rules and Procedures as this work really needs to get done for compliance (citing VP Webb’s procedure relating to animals on campus as an example).
- **Chris Botelho** asked why MK Consulting was hired to review the Procedures and what they had been contracted to do.
- **Anthony** indicated that he has not been given an answer to that, aside from that they were being hired to do what the College already does during its review process—aligning the documents with practices and state and federal guidelines.
- **John Barberet** asked about the PACE Report [Employee Climate Survey] and whether faculty would be able to see the actual results.
- **Anthony** said that Administration has had the results for a month, but President Kamoutsas has just been hired. There was a meeting to review the results, but it was rescheduled. There is a President's Staff meeting on August 10, and Anthony expects to hear about the results at that time.
- **John Barberet** asked if the results will be straight from the PACE company rather than filtered through Administration.
- **Anthony** said he expected the PACE results.

V. Old Business - none

VI. New Business

A. Certifying Textbook Selections; Polk State Procedure 5034: *Textbook Affordability* (Cody Moyer)

Cody Moyer explained that, based on *Florida Statutes*, Procedure 5034 has a required “textbook certification,” where the instructor agrees to use the materials selected, including items bundled (in their entirety). Certification is supposed to occur when texts are selected and before they are made public [i.e., in *Simple Syllabus* 45 days prior to the start of the semester]. The current certification is located in the *FLAC Acknowledgement* in Banner, but this means that certification occurs after the class has started. The College is placing a new “textbook attestation” to the required “Textbook Information” section of the *Simple Syllabus* interface so that each instructor can select and certify while populating this *Simple Syllabus* section. This change ensures timely reporting.

B. Low Enrollment Section (LES) Pay Structure (Niqui Young-Pringle-Brown)

- **Niqui Young-Pringle-Brown** asked for clarification from Administration regarding the pay structure for low-enrollment course sections. What is the process and where did it come from?
- **Dean Manning** said that the material referenced is from a May 7 email from Dr. Bratten. There was a chart at the end of the email explaining what the College is currently doing and what it will be doing in the future. Instead of using the published Procedure [1006] for DIS [Directed Independent Study] compensation (\$75 x number of students x credits),



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compensation is to be calculated as a prorated percentage of the number of students to “make” a class. So, if the LES class has five students, compensation lowers to 50% of the pay.

- **Johnny Stewart** said that LES pays by contact hours as opposed to credit hours.
- **Anthony Cornett** said that faculty are questioning how this was developed without being codified into a Polk State Procedure. He said that he has been with the College for 15 years and has never heard of this calculation.
- **Johnny** said that it appears that the process was just created in the email.
- **Niqui** said that she understood there was an email sent but asked about what process was used to determine the calculations and make the decision.
- **Jess Jones** said it was done completely outside of the College’s Rules and Procedures.
- **Anthony** said that when Provost Bratten arrives [to the meeting] she can be brought into the conversation.
- **Niqui** noted a question in the [Zoom meeting] chat asking what happens to the pay for a low-enrollment section if it is part of a professor’s regular [contract-based] load of five classes.
- **Anthony:** We have not had clarification on that. If it is part of the load, then the faculty member should get paid the same for fewer students. But if it counts against the overload hours, then this can significantly limit the amount that a faculty member can teach and the overall compensation. It seems “odd” to say they can pay a person a lot less money and it’s still going to count against the load. Conversely, if the LES contact hours count the same as a typical course against the total overload allowed, it impacts the ability to earn as well, discouraging the desire to teach an LES class. Anthony referenced some individuals in the Zoom chat who had brought up this impact.
- **Jess** clarified that individuals are still serving the same number of hours but not being paid for them.
- **Niqui** asked whether Administration planned to have a discussion with faculty and codify this somehow.
- **Anthony** stated that faculty have not received clarification on this process. To make this change, the College needs to bring Polk State Procedure 1024: *Faculty Schedule Assignment* back to the Senate because this proposal also affects faculty scheduling and assignments. If there is a change, it needs to be in a Procedure. This new language needs to go through the process and be debated in a Faculty Senate meeting.
- **Christina Gesmundo** said that when classes were offered as DIS [Directed Independent Study], professors had the *choice* whether or not to teach those classes. She asked if the professor can still say “no” to a course that pays less, and how that would impact the professor’s load. She stated that faculty members are not receiving raises, and now this process appears to be *cutting* faculty pay.
- **Anthony** said he’s not sure whom to address about this issue, as this apparently is the model being used to pay anyone running an LES course despite the policy not going through the College’s approval process. Administration also needs to have a defined date by which the faculty can refuse the LES course (or not), so that the College can cancel a course if a professor says “no,” so students can find alternate courses. What is currently happening is that a week or so into the term, students leave the course [or are purged for non-payment, etc.] and



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the instructor is stuck with a class that pays less than when it was full. It is a surprise to the faculty member that the class has fewer than 10 students, and the instructor is told afterward that he or she is to earn less money.

If a new process is to be used, Procedure 1024 needs to include a deadline for counts and decisions; for example, Hillsborough has a two-week deadline. A deadline needs to exist to allow the faculty member to choose whether to teach an LES course at the decreased rate—or Administration must agree to pay at the full rate (or agreed upon value) even if the course does not “fill.” It’s not fair if the faculty member is paid less than what was expected based on the perceived enrollment.

- **Johnny** said that this has already become a problem, as faculty have reported to him that when a class would have one less student, the dean would have the professor do a “project” for the missing student, on top of still having to perform all the responsibilities required of teaching the class.
- **Jess** stated that he has also heard that proposed.
- **Anthony** indicated that in such a case, it really does depend a lot on what the “project” is that the faculty member is given. For example, putting up posters is great, but doing a huge project for the cost of one student is very unfair.
- **Johnny** asked what the project-hour limit would be and how this exchange is going to be determined because he would still have to do the work of teaching the class for all of the hours even if it has fewer students. If students were dropped, why should that penalize the faculty member?
- **Anthony** said that in the past, faculty have taken on “special projects” where they’re paid extra to perform a function at the College. But using a “special project” as a replacement for missing students in a [LES] course is not in the College’s Procedures.
- **Jess Jones** said all of this is problematic because it’s not in any College Procedure. If Administration is concerned about being compliant with Procedures for the upcoming SACS review, it seems like with this new process, the College is setting itself up to be dinged again for not following its own Procedures.
- **Anthony** agreed.
- **John Barberet** said that he’s taught classes with few students, and it’s just as much work. There’s less grading, but it’s the same “show” [hours invested]. This policy is unfair and does not follow Procedure.
- **Anthony** said that if faculty choose not to teach the LES course, then students are hurt in the process—they have nowhere else to go.
- **Andrew Coombs** said that many of his department’s classes run as LES. It’s almost the same amount of time to run and monitor a class whether he has 5 or 10 students or more. Because many of his department’s classes are LES, the faculty are doing “projects.” The dean has been finding beneficial projects, but he does see the potential for this getting out of control at some point. This could definitely be problematic.
- **Dean Manning** offered to put together a workgroup with finance and business faculty (and others) to explore this issue.



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- **Niqui** asked what the common practice is for the other Florida College System sister institutions.
- **Dean Manning** said that could be what the work group explores.

[Note: Chris Botelho, Niqui Young-Pringle-Brown, Johnny Stewart, and Michael Derry volunteered for the workgroup. Michael Derry recommended Jamie Haischer.]

- **Niqui** asked what process will be used to determine pay in the meantime.
- **Anthony** said he assumed Administration would be using the LES process that was created in the email.
- **Jess** reiterated that this would be actively violating Procedures.
- **Christina** asked what the College President would say about the College violating Procedures. What precedent does this set? A lot of faculty have concerns about violating the College's Procedures. This is very harmful to faculty.
- **Anthony** said he will try to bring this up with the President after the President's Staff meeting on Monday, including some of the "seat-of-the-pants" changes that keep coming up but have not gone through the College's official processes.
- **John Barberet** said that the PACE Report definitely includes statements about the many issues faculty are having with top-down processes that do not follow the College Procedures—he wrote some of it.
- **Anthony** said LES pay will come back next month under the Old Business portion of the Agenda.
- **Dean Manning** said the deans will talk to Provost Bratten after this meeting. Classes start Monday, so this needs to be worked out between today and tomorrow. The deans will give an answer to Anthony.
- **Anthony** said he'll send the answer to Senators who can then send it to their constituents. Any new pay structure can't be official until it makes it through the official approval process [Procedure 6073], so the earliest this could be written into Procedure and changed is Spring.
- **Jess** indicated that Administration has to let documents progress through President's Staff or we're wasting our time.
- **Anthony** said that Monday's [President's Staff] meeting is supposed to cover the PACE Survey results but that the faculty need some resolution regarding when the College plans to move forward with reviewing and updating the College's Rules and Procedures because there are 13 waiting to go forward [for final approval and publication]. Eighty percent of the College's Rules and Procedures are past their five-year review period, and SACS is here next month.
- **VP Clark** stated that SACS will not be on campus. The report is due online on September 8.

C. Removal of Overloads from Fulltime Faculty (Niqui Young-Pringle-Brown)

- **Niqui Young-Pringle-Brown** asked VP Mary Clark if she could clarify the situation regarding limits on overloads. When information was brought to departments, faculty were told they could ask for 5 classes and 2 overloads (Natural Science is different because of the



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labs), but it was explained that there was a hard cap at 8 classes [i.e., an *excess overload*]. For some reason, what is happening now is that faculty members in certain departments are being told that they can have only 5 classes and no overloads whatsoever.

- **VP Clark** said that she is not responsible for assigning classes, but the standards the College must submit are 6.1 and 6.2.b. Standard 6.1 talks about whether the College has sufficient faculty to support the College's goals; Standard 6.2.b talks about sufficient faculty by program. The requirement is to demonstrate that the College has sufficient faculty, and the College uses several ways to show this: student-faculty ratio, the average number of students per class, the number of faculty who teach full time, and the number of faculty overloads. Overloads are bad because faculty are being asked to do more work for less pay. A peer evaluator may say we don't have sufficient faculty if a significant portion of faculty are teaching overloads; however, so long as the College is adhering to its own Procedures, then SACS cannot fault us for having faculty teach the overloads. That's the standpoint we've taken when writing for this standard: 5 classes plus 2 overloads. We also address the difference for Science labs and Foreign Language classes [which fall slightly above the typical contact hours]. A certain percent of the faculty members should be clustered around a typical load, and a certain percent can have overloads. She said that she has been reviewing these data since she arrived at Polk State eight years ago, and there have been some faculty teaching larger *excess overloads* (8-10 classes), which are the concern. The Procedure says faculty can teach *excess overloads* [3+ classes above a "load"] only on rare occasions. For the fifth-year report the College needs to demonstrate compliance with its Procedures. She is looking at *excess overloads*.

[Greg Harris motioned to extend the meeting. Johnny Stewart seconded the motion. The motion carried, and the meeting was extended at 4:28 p.m.]

- **Niqui** said that in terms of contact hours, a "load" is 240. Overloads can typically be up to 336 contact hours [i.e., 240 +48 +48 for two classes]. If a faculty Member stays below 336 contact hours, that person is within Rule and Procedure.
- **VP Clark** said that is correct, and that would be following Procedure. She said she did not say that [two overloads] was a problem that needs to be addressed; however, her department has to anticipate how this will be evaluated by peers. There could be a peer evaluator who sees 75% of faculty are teaching overloads and concludes that this seems like a lot, and Polk doesn't have enough faculty. A SACS Core Requirement requires compliance; if the College is not in good standing with the accrediting body on a requirement, that generates a follow-up report showing it was addressed.
- **Jess Jones** said that the overload issue is a two-part problem: 1) The College doesn't have enough faculty, and 2) The College is not paying faculty enough. By cutting overloads, the College is making the pay situation worse.
- **VP Clark** said she understood that was the way faculty look at this, but faculty pay is not part of the SACS Standard.



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- **Jess** said he thought in 2020, the SACS report noted that the College was violating the Procedure and that it looked like the College did not have enough faculty and that it was not paying faculty enough.
- **VP Clark** said it is only whether the College has a sufficient number of Faculty to support its mission and goals. The standard does not discuss pay.
- **Anthony Cornett** said that faculty pay may not be in the SACS Standard, but that's the reason why so many faculty choose to work overloads—they don't have enough money to survive.
- **VP Clark** said that someone from Texas or Georgia may look at the College's overload data, and "they're not going to be living the same thing you all are living." They're going to think Polk's Administration is horrible because they're making faculty work all these courses.
- **Johnny Stewart** asked about how SACS looks at having too many adjuncts versus full-time faculty.
- **VP Clark** said that the College is very heavy in adjuncts in areas where it is hard to attract full-time instructors, such as in the AS programs. It's hard to bring in full-time faculty in some departments because individuals can make so much more money in the industry. With AS program adjuncts, the College obtains expertise in the field, and the adjuncts can share that information in the classrooms. We do address the number of adjuncts in the discussion of the Standards.
- **Johnny:** Can't we use the same response—we have high overloads for full-time faculty in areas where we cannot get adjuncts to teach for the College.
- **VP Clark** said it is what is considered "reasonable practices." She explained that it is not difficult to find faculty to teach in certain areas. SACS doesn't just rely on overload data to determine if faculty numbers are sufficient. Programs like Nursing and Science always have faculty teaching over the number of contracted hours because of clinical courses and lab courses [which provide variable contact hours]. There are a lot of "yeah-buts" in the narrative. Overloads are only one piece.
- **Michael Derry** said the College could point out to SACS that allowing faculty to teach overloads is compensating for the fact that the State of Florida has gone from the 24th to 6th most expensive state to live in during the last three years; however, the budgets have not increased at the rate of inflation.
- **VP Clark** said that faculty salaries are not part of the conversation; it's not part of the narrative response.
- **Michael** said that it does provide justification for the narrative.
- **Anthony** said the College has not seen an increase in its own budget (aside from faculty salaries and inflation) for quite some time. He proposed that if this explanation was placed in the narrative, SACS readers would logically understand.
- **VP Clark** said it's a gamble to say the faculty are only doing this because they are grossly underpaid, because it opens up other issues such as whether the College is financially stable. It does not have enough benefit to the narrative to be found compliant here, but not compliant elsewhere. The response is always a gamble because the peer evaluators are bringing their own experiences and expectations into their readings.



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- **Niqui** asked that if overloads are in the College's Procedure, and faculty overloads are not outside the established Procedure, why is that not part of the narrative? She explained that overloads are not being denied unilaterally—it is only happening to some.
- **VP Clark** said that she cannot speak to why some faculty are being told they cannot have any overloads at all. That is not what she has communicated. SACS doesn't say a college can't have *anyone* with *excessive* overloads; it says the College has to follow its Procedure. And ours says it is to be rare. We do have faculty who teach 8-10 classes each semester. No peer evaluator will applaud that. They're going to ask why that person is teaching so many classes, and they're going to conclude that we don't have enough faculty.
- **Niqui** summarized that faculty can teach 240 contact hours with a max of 336. Once faculty go over that maximum number it becomes an issue. She is hoping that this can be reiterated—that 336 contact hours is acceptable.
- **VP Clark** referenced Kim Hess's comment in the Zoom chat, and said that yes, we've made strides in lowering the number of *excess* overloads and that is being included in the narrative.
- **Jess** said that this was an issue in 2019-2020, but do we still have a regular issue with faculty teaching that many classes?
- **VP Clark** said that in the spring semester there were a few faculty teaching 10+ classes.
- **Niqui** said that might be because of DIS classes [i.e., with 1 or 2 students] that were counted as part of the load, but which had very low student enrollment.
- **VP Clark** said yes. DIS courses have always been counted as part of the load.
- **Anthony** said that SACS may not be happy seeing faculty teaching 7 courses instead of 5, but the reason this has come up is that faculty who were previously teaching 7 courses are being dropped to 6 or 5 with the excuse that they *cannot be assigned overloads*. So, it's good to clarify that a maximum of 7 classes is okay by Procedure.
- **VP Clark** said that is correct. She is making the argument in the narrative that faculty can teach up to two overloads (whatever that is in contact hours), though she still has concerns that someone will see the number of faculty teaching those overloads and will draw the conclusion that the College doesn't have sufficient faculty.
- **Johnny** said that the deans are telling faculty that they cannot go beyond 240 contact hours.
- **VP Clark** said she has not been part of any conversations regarding that, so she cannot address that issue.
- **Johnny** said there are many faculty reporting that the deans are restricting overloads. If faculty cannot teach overloads, how can a full-time dean do his or her job and then also teach as an adjunct—or a Pro-Tech person? They are doing a full-time job and taking an "overload."
- **VP Manning** said that General Education faculty are able to have 336 [contact hours] the maximum, but *excess* overloads [3+ extra classes] are not allowed. She is not sure where the miscommunication is coming from.
- **Johnny** said that at five classes he's at the threshold of 320 contact hours. Overloads are okay, so why does a full-time faculty member [who hasn't maxed out] have to give an overload to an adjunct? When he asked this question, he was told that it is coming from the top, that no overloads are allowed. He's hearing this from multiple faculty in multiple areas.



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- **VP Clark** said that according to Polk State Procedure 1006 everyone has a base load. If needed, faculty can teach up to a certain point, and in extreme circumstances *excess* overloads [i.e., 3+ classes over the load] can happen. So, X percent of faculty teach at load, X percent teach the base load plus the allowable overload, and X percent teach *excess* overloads. She said that she has addressed many things in the narrative to explain overloads and *excess* overloads. In the narrative explanation, she even included the Banner issue last year where the College dropped 1200 students for non-payment who had paid, and then Admin had to create extra sections and have faculty teach those extra sections for those students. She is using this summer's and fall's data to show that the Banner issue has been rectified. She is trying to show that the College does basically follow the Procedure.
- **Johnny** said the Procedure states that faculty can teach up to so many classes, but for some reason this is not being equitably applied across all College areas. He has been asked by people in his department why some departments are doing things differently and why the dean is saying that the decision [for no overloads] is coming from above. As Senators, what can we do for these people?
- **VP Clark** said that she will reach out to Provost Bratten. She will also look at the data and numbers for anomalies and have the Provost get back to the Senate.
- **Anthony** said that he'll talk to Provost Bratten Monday and try to get some clarification about why some departments are getting told different things.

[Note: Provost Amy Bratten arrived at the meeting at this moment.]

- **Dr. Bratten** apologized for being late. She and President Kamoutsas visited 13 department meetings. Regarding the LES pay and the proposed workgroup, she said she would pause the LES 10% pay per student policy. The College would return to the use of DIS pay. Regarding the departmental differences in allowing faculty to teach overloads, she does not know where the miscommunication is coming from. She and Dr. Clark are on the same page, and Dr. Clark looked at the email sent; however, if there are misinterpretations, please contact her directly.

VII. New Business from the Floor

- A. Pay Raises:** **Kyle Seiverd** said that Hillsborough faculty are receiving a 3% raise, Lake-Sumter faculty are receiving a 2% raise, and Seminole faculty are receiving a 3% raise. Kyle asked if Polk State faculty were to receive raises and where to find information if the step increases are automatic.
- **Anthony Cornett** said that there are no plans to give Polk State faculty a step increase or a raise to the base salary. He indicated that Valencia faculty received a 4 or 6% raise.
 - **John Barberet** said, "Welcome to Polk State. Many of us have second jobs."
- B. First Days Textbooks:** **Kim Hess** said the change to *First Days* textbooks is going to greatly impact the Math Department. Students are to be removed from courseware (for non-payment) at the time of the first math test, and then they will have to pay double or triple the cost for texts



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when they're readmitted to the class. She requests that when students using financial aid go to the bookstore for books, that the bookstore take its cut of the money for *First Days* materials at that time [which is what happens for physical textbooks]. When students see money in their accounts, they spend the money. A late charge to the account can affect the ability to stay in the class [when the student loses access to materials after aid is spent]. Math professors plan to emphasize that students need to save money to pay for *First Days* texts or they won't be able to stay in the class without paying much higher textbook costs.

- **Niqui Young-Pringle-Brown** suggested messaging through Canvas and Banner to remind students of the process.
- **Kim** said that the College does provide Canvas messaging. Before *First Days*, students had to buy the courseware. Students would sign up for the free trial, which would run out around the time of the first test. This change to the *First Days* Program places students back in this situation.

VIII. Adjournment

Laura Brimer motioned to adjourn the meeting. Niqui Young-Pringle-Brown seconded. The meeting adjourned at 5:00 p.m.

[The Parliamentarian's Summer 2026 Economic Report is included below.]

Summer 2026 Economic Reports

(Supplied by Michael Derry; Professor of Economics, Faculty Senate Parliamentarian)

Inflation Report May 2026

Statistics released recently from the Bureau of Labor Statistics ([Consumer Price Index - May 2026](#)) calculate the latest inflation trends. These numbers are not seasonally adjusted unless otherwise indicated.

General Inflation Rates

- Table of the Consumer Price Index (CPI) with Year Over Year (YOY), Month Over Month (MOM) and the monthly rate projected into an annual rate (not seasonally adjusted).

Month	CPI Index	YOY	MOM	Annualized Rate
March	330.213	3.3%	1.0%	12.6%
April	333.020	3.8%	0.9%	10.2%
May	335.123	4.2%	0.6%	7.6%

Key Components

- Seasonally adjusted MOM is +0.5%. Seasonal adjustments can be significant and are calculated from an average of past price data.



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- Average prices since the beginning of the year (January 1, 2026) have risen +3.4%. If this pace is maintained then inflation will rise by 8.2% over the course of 2026.
- CPI Core inflation (excludes food and energy) in May measured +2.9% YOY (not seasonally adjusted) and +0.3% MOM, seasonally adjusted. This component is approximately 80% of the CPI.
- Food rose +0.2% MOM (seasonally adjusted), energy measured +3.9% MOM (seasonally adjusted).
- Medical expenses rose 3.6% YOY with a 0.5% MOM. The projected annual rate is 5.7% in May.
- The Shelter Index – which measures the owners' equivalent rent of residences and that of actual renters to measure the cost of shelter. This is approximately 33% of the CPI and 42% of the core inflation. Not seasonally adjusted.

Month	Shelter Index	YOY	MOM	Annualized Rate
March	424.450	3.0%	0.4%	4.8%
April	427.049	3.3%	0.6%	7.3%
May	428.677	3.4%	0.4%	4.6%

Notes

Your relative earnings position, as measured by an income percentiles table, can be found here ([Income Percentile Calculator for the United States \(dqydj.com\)](https://dqydj.com/income-percentile-calculator/)).

Inflation Report June 2026

Statistics released recently from the Bureau of Labor Statistics ([Consumer Price Index - June 2026](#)) calculate the latest inflation trends. These numbers are not seasonally adjusted unless otherwise indicated.

General Inflation Rates

- Table of the Consumer Price Index (CPI) with Year Over Year (YOY), Month Over Month (MOM) and the monthly rate projected into an annual rate (not seasonally adjusted).

Month	CPI Index	YOY	MOM	Annualized Rate
April	333.020	3.8%	0.9%	10.2%
May	335.123	4.2%	0.6%	7.6%
June	333.952	3.5%	-0.3%	-4.2%

Key Components

- Seasonally adjusted MOM is -0.4%. Seasonal adjustments can be significant and are calculated from an average of past price data.
- Average prices since the beginning of the year (January 1, 2026) have risen +3.05%. If this pace is maintained then inflation will rise by 6.1% over the course of 2026.
- CPI Core inflation (excludes food and energy) in May measured +2.6% YOY (not seasonally adjusted) and +0.0% MOM, seasonally adjusted. This component is approximately 80% of the CPI.



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- Food rose +0.2% MOM (seasonally adjusted), energy measured -5.7% MOM (seasonally adjusted).
- Medical expenses rose 2.9% YOY with a -0.1% MOM. The projected annual rate is -0.8% in June.
- The Shelter Index – which measures the owners' equivalent rent of residences and that of actual renters to measure the cost of shelter. This is approximately 33% of the CPI and 42% of the core inflation. Not seasonally adjusted.

Month	Shelter Index	YOY	MOM	Annualized Rate
April	427.049	3.3%	0.6%	7.3%
May	428.677	3.4%	0.4%	4.6%
June	429.062	3.3%	0.1%	1.1%

Notes

Your relative earnings position, as measured by an income percentiles table, can be found here ([Income Percentile Calculator for the United States \(dqydj.com\)](https://dqydj.com/income-percentile-calculator/)).

Are you Better Off?

One question looms above the rest in determining how you are doing in life. Are you better off than when you were hired?

In the chart below, with the left side your FYE hire date. In your first year you do not receive a step. The second year you do. While you are subject to inflation from day one, to simplify calculations, it is adjusted annually in the years afterwards. Without further ado.



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Cumulative Percentage Salary Change

Adjusted for Inflation, Base, and Steps

FYE	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Hired													
2014	0	-0.1	0.5	0.5	-0.8	-0.8	-1.4	-6.4	-9.9	-3.8	-3.5	-3.1	-6.3
2015		0	0.6	0.6	-0.7	-0.7	-1.3	-6.3	-9.8	-3.7	-3.4	-3	-6.3
2016			0	0	-1.3	-1.3	-1.9	-6.9	-10.4	-4.3	-4	-3.5	-6.8
2017				0	-1.3	-1.3	-1.9	-6.9	-10.4	-4.3	-4	-3.5	-6.8
2018					0	0	-0.6	-5.7	-9.2	-3.1	-2.8	-2.3	-5.6
2019						0	-0.6	-5.7	-9.2	-3.1	-2.8	-2.3	-5.6
2020							0	-5.1	-8.7	-2.5	-2.2	-1.7	-5
2021								0	-3.8	2.8	3.1	3.6	0.1
2022									0	6.8	7.1	7.6	4
2023										0	-0.3	-0.8	-2.6
2024											0	-0.5	-2.9
2025												0	-3.4
2026													0

A positive number indicates you are above water. A negative number indicates you are underwater; you cannot buy as much as you could have in the year of your hire.

Jamie

7/14/2026



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