



DISTRICT BOARD OF TRUSTEES AGENDA

**DATE & TIME:
MARCH 12, 2026**

5:00 PM REGULAR MEETING

**LOCATION:
FLORIDA GATEWAY COLLEGE
BOARD ROOM, ADMINISTRATION BLDG. 001
LAKE CITY, FL 32025**



FLORIDA GATEWAY COLLEGE

Mission Statement & Strategic Plan

Florida Gateway College's mission is to provide superior instruction, nurture individual development, foster career readiness, and enrich the diverse communities it serves through affordable, quality higher education programs and lifelong learning opportunities. *Affirmed by the Board of Trustees on June 12, 2025.*

To achieve the mission and perform the functions outlined in the institutional mission statement, the College will pursue goals aligned with its "One FGC: One Vision. Leading the Way to Excellence" strategic plan.

Priority 1: Student Success: *Advance student success through expanded academic programs, enhanced support services, and enriched campus experiences that meet regional workforce needs.*

- **Goal 1.1:** Expand our industry and career-focused programs, especially in occupations requiring CEUs.
- **Goal 1.2:** Increase retention, graduation, and credential rates.
- **Goal 1.3:** Develop academic quality tools for students and faculty.

Priority 2: Build Community: *Foster an institutional culture of collaboration, communication, and well-being that enhances satisfaction and organizational effectiveness.*

- **Goal 2.1:** Improve community outreach and collaboration to enhance student engagement and create a positive experience for all.
- **Goal 2.2:** Create opportunities for collaboration with local businesses, stakeholders, and community members.
- **Goal 2.3:** Update professional development and onboarding processes to align with current state and local priorities.

Priority 3: Innovate Campus: *Enhance campus facilities and technology to create an optimal learning environment and improve the quality of campus life.*

- **Goal 3.1:** Upgrade campus facilities to enhance the student learning environment.
- **Goal 3.2:** Expand campus amenities, including recreational areas and campus dining.
- **Goal 3.3:** Update our technology infrastructure and promote digital literacy.

Aspirational Goals from the President: *These goals are designed to supplement the strategic plan and further develop FGC's One Vision strategic plan.*

- Launch 8 new academic programs offering both certification and degree pathways to meet evolving workforce demands.
- Grow Foundation assets to \$45 million from the current \$31 million to strengthen institutional sustainability.
- Achieve a historic record enrollment of 2,520 FTE students despite serving a declining demographic region.
- Expand student housing capacity by 40 beds to better serve the residential student population.
- Add 24 short-term housing units to support adaptive learning and specialized training programs.
- Open a downtown Lake City healthcare facility to enhance local community health services.
- Establish Healthcare Tuition Promise Program providing comprehensive tuition coverage for all Columbia County residents enrolled in a health science program at FGC.
- Launch Promise Program for Dixie County offering tuition coverage to all graduating Dixie County high school seniors enrolled at FGC.
- Earn national recognition as an Aspen Top 150 College for two additional cycles.
- Achieve top 25 national college ranking demonstrating academic excellence.
- Expand faculty to 90 full-time positions from the current 81 to support growing enrollment.
- Increase graduation rate to 64% from the current 53% through enhanced student support services.

**FLORIDA GATEWAY COLLEGE
DISTRICT BOARD OF TRUSTEES
March 12, 2026
5:00 pm, Regular Meeting
FGC Administration Building, Board Room**

- I. Call to Order
- II. Pledge of Allegiance
- III. Audience of Any Citizen

The FGC Board of Trustees will hear any citizen who wishes to address the Board, on a one time basis, pertaining to a relevant topic. If the Board wishes to hear more about the topic, that topic will be scheduled for a future Board Meeting. Each speaker is limited to three minutes and the time dedicated to this topic will not exceed twenty minutes.
- IV. *Approval of Board Minutes
 - A. *February 12, 2026
- V. Student Government Report {SGA Representative}
 - A. General Information
- VI. *Presentation of Consent Agenda

The items on the consent agenda are routine business, state directives, and/or compliance items. All items have been reviewed by the Board attorney and have been available to the Board for its examination. Any trustee can request a topic to be removed from the consent agenda and discussed further. Typographical errors will be noted and corrected in the Board Minutes.

 - A. *Personnel Matters
 - B. *Routine Contracts and Agreements
 - C. *Surplus Property
 - D. *Approval of Course Changes
 - E. *Approval of New Courses
 - F. *Approval of Course Termination
 - G. *Approval of College/Board Attorney Contract
- VII. Academic Affairs {K. Brady}
 - A. General Information
- VIII. Student Services {K. Mimbs}
 - A. General Information

FGC Board of Trustees

March 12, 2026

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- IX. Business Services Report {M. Holloway}
 - A. General Information
 - B. *Budget Amendment Number Seven (7) Restricted Current Fund (Fund 2) Fiscal Year 2025-2026
 - C. *Budget Amendment Number Seven (7) Capital Outlay Plan for Unexpended Plant Fund (7) Budget Fiscal Year 2025-2026

- X. President's Report {L. Barrett}
 - A. General Information

- XI. Topics for future meetings

- XII. Inspect Warrant Register

- XIII. Set Time for the Next Meeting

Date: April 9, 2026

Time: 5:00 pm / Regular Meeting

Florida Gateway College Board Room

Administration Bldg. 1

*Denotes Board of Trustees' action items

MINUTES
FLORIDA GATEWAY COLLEGE
DISTRICT BOARD OF TRUSTEES
February 12, 2026
5:00 pm, Regular Meeting
FGC Administration Building, Board Room

I. Call to Order

The regular meeting of the District Board of Trustees was called to order on February 12, 2026 at 5:00 p.m. by Vice-Chairperson Ms. Renae Allen. Chairman Lindsey Lander and Trustee James Surrency were absent.

All votes were unanimous unless stated otherwise.

II. Pledge of Allegiance

Ms. Renae Allen led the board in the Pledge of Allegiance.

III. Audience of Any Citizen

Stew Lilker questioned the termination of the Introduction to Crafts course and requested a review of the LINE grant related to the Lakeshore Hospital Authority. Lastly, he recommended partnering with a medical-focused charter school.

IV. Approval of Minutes

Mr. John Medina made a motion to approve the January 8, 2026 Board meeting minutes. Ms. Suzanne Norris seconded the motion and the motion carried unanimously on a voice vote.

V. Student Government Report

SGA President Brianna Sweet presented the Student Government report. Over the past few months, Student Government has hosted multiple student engagement events, beginning with a Welcome Back celebration that included lunch, personalized dog tags, and a photo booth. Additional January events included a S'mores Bar and Chocolate Dip Bar, Trivia Day, Mug Decorating, and a Hot Chocolate Bar. In February, activities included Coffee and Donuts, mask decorating for the Mardi Gras celebration, a softball fun day in partnership with Athletics, and a Build-a-Bouquet event with sweet treats. Upcoming events include the Mardi Gras parade, Waffle Wednesday and Bingo, additional trivia days, and a Talk and Snack with SGA for student feedback.

VI. Presentation of Consent Agenda

- A. *Personnel Matters
- B. *Routine Contracts and Agreements
- C. *Surplus Property
- D. *Approval of Course Changes
- E. *Approval of New Courses
- F. *Approval of Program Changes
- G. *Approval of Course Termination
- H. *Approval of Foundation Donation

- I. *Approval of Revised Policy 6Hx12:09-40, Evaluation and Award of Transfer Credit
- J. *Approval of 2026-2027 Academic Calendar

Mr. Chuck Brannon made a motion to approve the Consent Agenda consisting of items “A” through “J”. Mr. John Medina seconded the motion and the motion carried unanimously on a voice vote.

VII. Academic Affairs

Vice President of Academic Affairs, Dr. Kris Brady, started his report announcing that FGC has joined the Gator Tracks program through a partnership with the University of Florida. This agreement establishes a preferred transfer pathway into UF’s College of Agricultural and Life Sciences for students who complete designated AA degree pathways. The college continues to explore additional opportunities to expand its agricultural offerings in response to regional workforce demand.

In Liberal Arts, the Brain Bowl team qualified for the state tournament as the fourth seed and will compete in Jacksonville in March. The debate team has also been selected to participate in Florida’s 250th celebration in Tallahassee.

The Teacher Preparation program will host a summer Educator Summit designed to provide local secondary educators with professional development and CEU credits required for certification renewal. Seventy-five teachers have already expressed interest. Additionally, faculty members were commended by the National Association for the Education of Young Children for their professional service as peer reviewers.

In Health Sciences, FGC ranked first nationally in first-time physical therapy assistant licensure pass rates, achieving a 100% pass rate according to the Federation of State Boards of Physical Therapy. The PTA fall graduate cohort also achieved a 100% pass rate. The massage therapy program received approval from the Florida Department of Health and will enroll its first cohort this fall.

In Workforce programs, the Department of Agriculture has committed to donating two box trailers and one flatbed trailer to support the CDL program, strengthening training capacity to meet regional workforce needs, particularly in forestry and logging industries.

VIII. Enrollment and Marketing

Ms. Kacey Mimbs, Vice President of Enrollment and Marketing, provided an update on divisional activities. She reported that spring headcount increased 1.5%, rising from 2,978 at this time last year to 3,024 currently. Credit hour enrollment also increased approximately 1.5%, from 27,606 hours last spring to 27,908 hours this term.

February is Financial Aid Awareness Month, with weekly events promoting FAFSA completion and the Board of Trustees Scholarship (application deadline March 2). An Open House will be held March 5th from 4:30–6:30 p.m. in the Wilson S. Rivers Library. A mass mailing was sent to high school seniors across the service region to promote both opportunities.

Enhancements to the residential student experience are underway, including the addition of a daily hot breakfast and expanded weekend engagement opportunities. Student feedback was gathered through a recent residence hall meeting and survey.

The college is finalizing its Bellwether presentation for the Community College Futures Assembly in San Antonio and looks forward to representing the institution at the upcoming conference.

IX. Business Services

Ms. Michelle Holloway, Vice-President of Business Services requested Board consideration of the following items:

A. General Information

B. * Budget Amendment Number six (6) Restricted Current Fund (Fund 2) Fiscal Year 2025-2026

Ms. Suzanne Norris made a motion to approve Budget Amendment Number six (6) Restricted Current Fund (2) Fiscal Year 2025-2026. Mr. John Medina seconded the motion and the motion carried unanimously.

C. * Budget Amendment Number six (6) Capital Outlay Plan for Unexpended Plant Fund (7) Budget Fiscal Year 2025-2026

Ms. Suzanne Norris made a motion to approve Budget Amendment Number Six (6) Capital Outlay Plan for Unexpended Plant Fund (7) Budget Fiscal Year 2025-2026. Mr. Chuck Brannan seconded the motion and the motion carried unanimously

X. President's Report

Dr. Barrett opened his report by announcing that FGC has been named one of 30 colleges nationally selected to compete for the Bellwether Award for its initiative, "Bridging the Gap: Turning Dual Enrollment into Full Enrollment." The program increased high school graduation rates for participating students from 14% to 33% and post-graduation continuation rates from 49% to 66%, achieved without additional funding.

The College received a \$2.5 million contribution from the Lakeshore Hospital Authority, to be matched by \$2.5 million in state funds, supporting Columbia County residents pursuing RN degrees. This represents the largest gift in the institution's history. Efforts are underway to replicate similar partnerships in other service-area counties.

Bids were received for the Tiny House project; however, final contract negotiations will be delayed pending completion of utility infrastructure. The United Way Nonprofit Leadership Conference will be hosted on campus next week. Lee Pinchouck and Dr. Barrett met with state officials regarding legislative funding requests, including \$850,000 for Randolph Building renovations and \$800,000 for ADA bathroom renovations in the Howard Center. Both projects are included in the initial House budget proposal.

Due to a mandated statewide meeting on June 11, a recommendation to reschedule the June Board meeting will be presented next month.

Finally, the President announced the hiring of Judy Tatum as Director of College Safety and Security to strengthen campus safety efforts and align with anticipated state security initiatives.

XI. Topics for Future Meetings

XII. Inspect Warrant Register

XIII. Set Time for the Next Meeting

March 12, 2026

Time: 5:00 pm / Regular Meeting

Location Regular meeting:

Florida Gateway College

149 SE College Place

Lake City, FL 32025

The meeting adjourned at 5:27 pm

Mr. Lindsey Lander, Chair

Dr. Lawrence Barrett, Secretary

AGENDA ITEM: V.A.

Student Government Report

- A.** General Information: A representative from the Student Government Association will report on recent and upcoming activities and events.

AGENDA ITEM: VI.A.

Personnel Matters

- A. The Personnel Matters reflect the standard and usual personnel operations of the college. The College requests approval of the attached listings of Personnel Matters that includes: Terminations, Appointments, Reappointments, Replacements, Transfers, Students, Short Term Contracts, and Adjunct Faculty.

PERSONNEL MATTERS

March 12, 2026

BOARD OF TRUSTEES MEETING

RESIGNATIONS/RETIREMENTS/TERMINATIONS:

McClellan, Mark Skilled Maintenance Repairer, College Facilities (position to be filled) 01/26/2026

APPOINTMENTS/REAPPOINTMENTS/REPLACEMENTS/TRANSFERS:

Judah, Brian Skilled Maintenance Repairer, College Facilities, Full-time 02/17/2026

Patel, Siddhy Financial Aid Specialist II, Financial Aid, Full-time, Promotion 02/16/2026

Tatem, Judy Director, Campus Safety & Security, Full-time 04/01/2026

Wimmer, Timothy Registration & Records Specialist I, Registration & Records, Full-time 02/17/2026

STUDENTS:

Lindblade, Kimberly Student Assistant, Admissions & Dual Enrollment, Part-time, Temporary 01/26/2026-05/08/2026

ADJUNCT FACULTY/OVERLOAD CONTRACTS:

See attached pages

AGENDA ITEM: VI.B.

Routine Contracts and Agreements

These contracts, agreements, and/or change orders reflect those which have been signed by the President or the Vice President for Business Services in accordance with Florida Gateway College Procedure 6Hx12:5-01.

Routine Contracts and Agreements

Board Date: March 12, 2026

Florida Gateway College Policy and Procedure Number 6Hx12:5-01 authorizes the President or designee to sign, on behalf of the Board, contracts/agreements the value of which does not exceed \$325,000 and construction contract Change Orders the value of which each individual Change Order shall not exceed \$65,000 or which does not increase the contact Guaranteed Maximum Price. As authorized by this policy/procedure, the President or designee has signed the following contracts, agreements, memorandums and construction change orders.

- 1. Second Party:** Thrive Physical Therapy and Wellness - Valdosta, GA
Narrative: The College has entered into one or more Clinical Education Agreements or Memorandums of Agreement (MOA) with each of the health-related organizations and/or agencies listed above. These Agreements or MOA's allow FGC students enrolled in the Associate of Science in Nursing, Bachelor of Science in Nursing, Practical Nursing, Patient Care Assistant, Physical Therapist Assistant, Health Information Technology, Emergency Medical Services or Pharmacy Technology program to gain clinical laboratory experience at facilities operated by these organizations/agencies.
Cost: None
- 2. Second Party:** Barrs Plumbing - Fort White, FL
Narrative: The College has entered into an Agreement with Barrs Plumbing to make repairs in a bathroom in Building 1.
Cost: \$475.32
- 3. Second Party:** North Florida Tree, LLC - Lake City, FL
Narrative: The College has entered into an Agreement with North Florida Tree, LLC to remove 16 dead pine trees on campus.
Cost: \$5,500.00
- 4. Second Party:** A3 Communications - Jacksonville, FL
Narrative: The College entered into an Agreement with A3 Communications to install additional fiber for STEM 2 building.
Cost: \$18,174.46
- 5. Second Party:** Tom Nehl Truck Company - Lake City, FL
Narrative: The College entered into an Agreement with Tom Nehl Truck Company to provide service and maintenance on the Freightliner Cascadia.
Cost: \$11,293.13
- 6. Second Party:** Florida Virtual Campus (FLVC) - Tallahassee, FL
Narrative: The College entered into an Agreement with Florida Virtual Campus (FLVC) to use the FLVC Digital Asset Management System in the Wilson S. Rivers Library and Media Center.
Cost: None

AGENDA ITEM: VI.C.

Surplus Property

The College requests Board approval to remove the attached list of equipment from the inventory and dispose of the property in accordance with Section 274.06, Florida Statutes.

FLORIDA GATEWAY COLLEGE
SURPLUS EQUIPMENT LIST
 February 2025
 Board Meeting Date: March 12th, 2026

	A	B	C	D	E
1					
2	DECAL	DESCRIPTION	PURCHASE VALUE	PURCHASE DATE	CLASS CODE
3	11255	LINCOLN Virtual Welder	48,500.00	04/10/13	9
4	11173	Refurbished Resprionics Ventilator	4,398.46	11/16/12	9
5	5664	Gomco Mobile Apirator	1,329.40	04/20/94	9
6	6408	Chattanooga Ultrasound/Electrotherapy	4,456.00	12/19/96	9
7	9958	Virtual IV Computer	1,708.40	08/20/08	9
8	11487	LIGHTOAK HILL-ROM BED PACKAGE	2,659.00	08/21/13	9
9	10197	Samsung UF-80ST Document Camera	1,469.00	02/09/10	1
10	12116	OptiPlex 5250 Gym check-in station	929.82	05/15/17	1
11					1
12					1
13					1
14					1
15					1
16					1
17					1
18					1
19					1
20					1
21					1
22					1
23					1
24					1
25					1
26					1
27					1
28					1
29					1
30					
31		TOTAL	65,450.08		
32					
33					
34					
35	1= OBSOLETE				
36	2=SALVAGE/USED FOR PARTS				
37	3=TOO COSTLY FOR REPAIRS				
38	4=SALVAGE NOT REPAIRABLE				
39	5=STOLEN (see attached report)				
40	6=TRADED (see attached form)				
41	7=TRANSFERRED TO ANOTHER AGENCY				
42	8= SURPLUS NOT COST EFFECTIVE TO MAINTAIN				
43	9= SURPLUS TO BE SOLD AND OR SOLD FOR PARTS				
44	10= NATIONAL RECALL				
45	11= OTHER				

AGENDA ITEM: VI.D.

Approval of Course Changes

The College requests Board approval of the following course changes, which have been approved by the FGC Educational Affairs Committee and are being proposed to improve programs.

Effective Date of implementation: Fall 2027

Calculus II (MAC 2312): This proposes revising the course description to better align with what is being taught in this course.

Calculus III (MAC 2313): This proposes revising the course description to better align with what is being taught in this course.

Elementary Differential Equations (MAP 2302): This proposes revising the course description to better align with what is being taught in this course.

Effective Date of implementation: Fall 2026

Drawing II (ART 2330C): This proposes better alignment to State Course Titles.

Microbiology (MCB 2010): This proposes to change prerequisite to: Completion of BSC 2010C, BSC 2085, BSC 2085L, or BOT 2010C or ZOO 2010C with a minimum grade of C.

Microbiology (MCB 2010L): This proposes to change prerequisite to: Completion of BSC 2010C, BSC 2085, BSC 2085L, or BOT 2010C or ZOO 2010C with a minimum grade of C.

Elementary Spanish I (SPN 1120): This proposes to remove the "mandatory two hours per week in Learning Lab" to limit student confusion for an asynchronous course. Better aligns to SCNS course description.

Elementary Spanish II (SPN 1121): This proposes to remove the "mandatory two hours per week in Learning Lab" to limit student confusion for an asynchronous course. Better aligns to SCNS course description.

AGENDA ITEM: VI.E.

Approval of New Courses

The College requests Board approval to offer the following new courses, which have been approved by the FGC Educational Affairs Committee and are being proposed to improve programs. Effective Date of implementation: Summer 2026

Biological Principles for Non-Majors Lab (BSC 1005L): This new course is proposed to add the laboratory component to BSC 1005 and allows a student to complete a general education core science course and fulfill the laboratory requirement.

AGENDA ITEM: VI.F.

Approval of Course Termination

The College requests Board approval of the following course terminations, which have been approved by the FGC Educational Affairs Committee. Effective Date of Implementation: Summer 2026

Annual Course Deletions - The courses listed below have not been taught for five or more years and are not expected to be offered during the next five years.

Pursuant to Florida Statute 1007.24, the State Board of Education adopted State Board Rule 6A-10.0331 to provide for regularly scheduled purges of classes that are listed in the Statewide Course Numbering System and that have not been taught for the preceding five years. The rule requires each Florida College System institution to ensure that classes which have not been taught for five years and are not expected to be offered during the next five years are deleted from the college catalog. The rule also requires an annual certification to the Board of Trustees that the institution has complied with Section 1007.24, Florida Statutes.

In compliance with State Board Rule 6A-10.0331, all courses which have not been taught at Florida Gateway College during the preceding five years have been reviewed by the academic vice president and the program deans to determine whether or not each course is expected to be offered again within the following five years. It was determined that the above courses are not expected to be offered during the next five years.

Course Number	Course Title	First Term	Last Term Offered	Decision 2025
EPI0003	Technology	201010	202030	
FFP0010C	Firefighter I	201120	202110	
FFP0020C	Firefighter II	201720	202110	
HUM2250	Contemporary World Humanities	201810	202110	
MVK1111	Class Piano I and II	201010	202110	
MVK2221	Piano	201010	202110	
MVK2321	Piano	201010	202110	
MVW1315	Saxophone	201020	202110	

AGENDA ITEM: VI.G.

Approval of Board Attorney Contract

The College requests approval of the College/Board Attorney contract.

AGREEMENT FOR LEGAL SERVICES

THIS AGREEMENT is made as of the 1st day of April, 2026, between Florida Gateway College, whose address 149 SE College Place, Lake City, FL 32025 (hereinafter referred to as the "COLLEGE") and The Law Office of Meagan L. Logan, LLC, whose address is 184 N Marion Avenue, Lake City, FL 32055 (hereinafter referred to as the "PROFESSIONAL") for the provision of legal services to the COLLEGE.

NOW, THEREFORE, in consideration of the mutual benefits accruing to the parties to this Agreement, and for other good and valuable considerations, the receipt of which is hereby acknowledged, the parties agree as follows:

1. Term: The term of this Agreement shall commence on April 1, 2026 and continue through March 31, 2027. Thereafter, it is anticipated that the term of this Agreement shall be renewed for three 1-year terms.
2. Basic Services: The PROFESSIONAL shall perform the following services (hereinafter "Basic Services"):
 - A) Provide advice and counsel on legal matters, issues and policies to the President, Vice Presidents and Human Resources;
 - B) Develop and maintain template documents and assist staff in preparing various legal documents to include contracts, agreements, waivers and consents, memorandums of understanding and other items as requested;
 - C) Attendance at all regular and special meetings of the COLLEGE Board of Trustees, including workshops, not to exceed three (3) per month;
 - D) Preparation and review of proposed institutional policies and procedures and handbooks;
 - E) Assist the COLLEGE in obtaining outside counsel whenever appropriate, and
3. Additional Services: The PROFESSIONAL may provide representation to the COLLEGE for matters in addition to the Basic Services, including but not limited to: litigation, including services performed in anticipation of litigation, arbitration, administrative proceedings, appeals, contested expulsion and disciplinary proceedings in which the respondent is represented by legal counsel or in which the issues involved reasonably expose the COLLEGE to risk of future litigation, condemnation proceedings, planning and zoning matters, collective bargaining, and drafting of legal documents, contracts, agreements, instruments and resolutions for execution by the Board in addition to the those contemplated as Basic Services. These services are referred to herein as "Additional Services."
4. Payment: COLLEGE shall compensate PROFESSIONAL for its services as follows:
 - (a) Monthly Flat Fee. COLLEGE shall pay PROFESSIONAL, within 45 days of receipt of PROFESSIONAL'S invoice, a monthly flat fee of \$5,500 for Basic Services.

- (b) COLLEGE agrees to pay \$200.00 per hour for any Additional Services rendered by PROFESSIONAL, with Additional Services being charged in increments of one tenth of an hour for the actual time spent on each task.
- (c) PROFESSIONAL and the COLLEGE acknowledge and agree that the hourly rate charge for Additional Services is reduced from the Attorneys' standard hourly rate for similar services to non-public agencies. It is not the intent of the COLLEGE to limit the rate or amount which may be determined by a Court or Hearing Officer to be a reasonable attorneys' fee in a particular matter. In the event a Court or Hearing Officer determines that the COLLEGE is entitled to recover its attorneys' fees from an adverse party, the attorneys' fees shall be the greater of the reasonable attorneys' fees awarded by the Court or the attorneys' fees calculated as set forth herein. If payment of all or part of the COLLEGE's reasonable attorneys' fees is made by an adverse party pursuant to agreement or Court Order, such payment shall be first credited to any outstanding amount due, including interest, and any balance shall be reimbursed to the COLLEGE.

5. Billing and Expenses.

- (a) Invoices for hourly rate services shall be submitted on a monthly basis and shall include the following detail for each separate task performed:
 - (a) The date the task was performed;
 - (b) identification, by name or initials, of the person performing the task;
 - (c) a description, with reasonable particularity, of the task;
 - (d) the actual time expended to perform the task; provided, however, that the actual time may be rounded up to the nearest one-tenth of an hour;
 - (e) the hourly rate applicable to the individual performing the task; and
 - (f) the fee being charged for the task.

Invoices are payable within forty-five (45) days of receipt.

- (b) PROFESSIONAL shall be reimbursed the actual cost of any expense incurred on behalf of the COLLEGE (postage, photocopies, delivery charges, transcripts, court reporter per diem and the like). All reimbursable expenses related to Basic Services shall be itemized and included in the monthly invoice. All reimbursement expenses related to Additional Services shall be included on the Additional Services invoice. Any reimbursable expense over \$300.00 may be billed directly to the COLLEGE.
- (c) The COLLEGE will reimburse PROFESSIONAL for annual dues and assessment actually paid for the National Association of College and University Attorneys (NACUA). Such membership fee reimbursement requests shall be submitted with the Basic Services invoice.

6. Insurance: The PROFESSIONAL shall at all times maintain Professional Liability coverage with minimum limits of liability as follows:

\$500,000 per claim

\$1,000,000 total limit

7. Addendum for Private Attorney Services: In accordance with Fla. Stat. § 287.059 and Fla. R. Admin. Code 2-37.010(1)(b), attached to this Agreement is a completed addendum entitled "Office of the Attorney General Attachment A for Private Attorney Services.
8. Independent Contractor: The PROFESSIONAL agrees that it is an independent contractor and not an agent, joint venturer, or employee of the COLLEGE, and nothing in this Agreement shall be construed to be inconsistent with this relationship or status. None of the benefits provided by the COLLEGE to its employees, including but not limited to, workers' compensation insurance, unemployment insurance, or retirement benefits, are available from the COLLEGE to the PROFESSIONAL. PROFESSIONAL shall be responsible for paying its own Federal income tax and self-employment tax, or any other taxes applicable to the compensation paid under this agreement. The PROFESSIONAL shall be solely and entirely responsible for his or her acts during the performance of this Agreement.
9. Cooperation and No Guarantee of Outcome. To enable PROFESSIONAL to effectively render the services contemplated, COLLEGE agrees to disclose fully and accurately all facts and keep PROFESSIONAL apprised of all developments relating to pending matters before the COLLEGE. The COLLEGE agrees to cooperate fully with PROFESSIONAL to make itself or its representatives available to attend meetings, conferences, hearings and other proceedings as necessary. COLLEGE acknowledges that the PROFESSIONAL has made no guarantees as to outcome for any matter for which it provides services.
10. Assignment: Neither party shall have the power to assign any of the duties or rights or any claim arising out of or related to the Agreement, whether arising in tort, contract, or otherwise, without the written consent of the other party. These conditions and the entire Agreement are binding on the heirs, successors, and assigns of the parties hereto.
11. No Third-Party Beneficiaries: This Agreement gives no rights or benefits to anyone other than the PROFESSIONAL and the COLLEGE
12. Jurisdiction: The laws of the State of Florida shall govern the validity of this Agreement, its interpretation and performance, and any other claims related to it. In the event of any litigation arising under or construing this Agreement, venue shall lie only in the appropriate court of subject matter jurisdiction, in and for Columbia County, Florida.
13. Termination: All or part of this Agreement may be terminated by either party, for its convenience, upon no less than sixty (60) days written notice to the other of such intent to terminate. In such event, the PROFESSIONAL will be entitled to compensation for services competently performed up through and including the date of termination.
14. Disclosure of Conflict: The PROFESSIONAL has an obligation to disclose to the COLLEGE any situation that, while acting pursuant to this Agreement, would create a potential conflict of interest between the PROFESSIONAL and its duties under this Agreement.
15. Modifications and Amendments: This Agreement may be modified or amended only by a written document signed by authorized representatives of the PROFESSIONAL and COLLEGE.

16. Entire Agreement: This constitutes the entire agreement between COLLEGE and PROFESSIONAL and supersedes any prior or contemporaneous understanding or agreement with respect to the services contemplated herein.
17. Severability Clause: If any provision of this Agreement is held in whole or in part to be unenforceable for any reason, the remainder of that provision and/or the entire agreement shall be severable and remain in effect.
18. Authority: Each person signing this Agreement on behalf of either party individually warrants that he or she has full legal power to execute this Agreement on behalf of the party for whom he or she is signing, and to bind and obligate such party with respect to all provisions contained in this Agreement.
19. Maintenance and Public Access to Records.

In compliance with Section 119.0701, Florida Statutes (2016) the PROFESSIONAL shall:

- A. Keep and maintain public records that would ordinarily and necessarily be required by Board in order to perform the services provided by the Vendor. Any documents created by the Vendor related to this contract shall be considered a Public Record. This includes, without limitation, any and all financial, accounting, instructional, curriculum, testing, operational or service records or reports kept, generated or issued as a normal part of the services provided.
- B. Upon request from the Board's custodian of public records, provide the Board with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes or as otherwise provided by law.
- C. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the Agreement term and following completion of the Agreement if the Vendor does not transfer the records to the Board.
- D. Upon completion of the Agreement, transfer, at no cost, to the Board all public records in possession of the Vendor or keep and maintain public records required by the Board to perform the service. If the Vendor transfers all public records to the Board upon completion of the Agreement, the Vendor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the Vendor keeps and maintains public records upon completion of the Agreement, the Vendor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the Board, upon request from the Board's custodian of public records, in a format that is compatible with the information technology systems of the Board.
- E. If the Vendor does not comply with a public records request, the COLLEGE shall be entitled to enforce these contract provisions by any legal or equitable means available, including, without limitation, damages, injunctive relief or both.

Failure of PROFESSIONAL to abide by the terms of this provision shall be deemed a material breach of this Agreement. This provision shall survive any termination or expiration of this Agreement. In the event a civil action is filed against the PROFESSIONAL to compel production of public records where the Vendor has unlawfully refused to comply with the public records request within the time required by law, the Plaintiff may be entitled to recover its reasonable

costs of enforcement, including reasonable attorney's fees from the PROFESSIONAL as authorized by 119.0701, Fla. Stat.

IF THE PROFESSIONAL HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO ITS DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS AGREEMENT, THE PROFESSIONAL MUST CONTACT THE CUSTODIAN OF PUBLIC RECORDS FOR FLORIDA GATEWAY COLLEGE, at 149 SE COLLEGE PLACE, LAKE CITY, FLORIDA 32025, email address: cassandra.buckles@fgc.edu , telephone number (386)754-4313.

19. **Use of E-verify.** Pursuant to Fla. Stat. § 448.095(2)(b)2., beginning on July 1, 2023, a private employer with 25 or more employees shall use the E-Verify system to verify a new employee's employment eligibility as required under paragraph (a). Because PROFESSIONAL is a sole practitioner that does not employ 25 or more employees, the requirements of this section are not applicable to PROFESSIONAL.
20. **787.06 Human trafficking.— (13)** When a contract is executed, renewed, or extended between a nongovernmental entity and a governmental entity, the nongovernmental entity must provide the governmental entity with an affidavit signed by an officer or a representative of the nongovernmental entity under penalty of perjury attesting that the nongovernmental entity does not use coercion for labor or services as defined in this section. For purposes of this subsection, the term "governmental entity" has the same meaning as in s. 287.138(1). A copy of PROFESSIONAL's executed affidavit is attached hereto.
21. **No Use of Forced Labor.** In accordance with Fla. Stat. § 287.1346, PROFESSIONAL acknowledges that it may not use forced labor as defined in this section. By signing below, I hereby certify that the commodities being offered to SCHOOL BOARD have not been produced, in whole or in part, by forced labor. PROFESSIONAL further acknowledges that the use of forced labor as defined by Fla. Stat. § 287.1346 and placement of CONTRACTOR on the forced labor vendor list maintained by the Department of Management Services is grounds for immediate termination of this Agreement at the option of SCHOOL BOARD.
22. **Prohibition on Contracting with Countries of Foreign Concern.** In accordance with Fla. Stat. § 287.138, and as set forth in the attached affidavit, PROFESSIONAL certifies that it:
 - a. Is not owned by the government of a foreign country of concern;
 - b. Does not have the government of a foreign country of concern as the controlling interest in Vendor, or
 - c. Is not organized under the laws of or has its principal place of business in a country of foreign concern

[SIGNATURES BEGIN ON NEXT PAGE]

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the respective dates under each signature.

“COLLEGE”
FLORIDA GATEWAY COLLEGE

“PROFESSIONAL”
THE LAW OFFICE OF MEAGAN L.
LOGAN, LLC

By: _____

Date: _____

**OFFICE OF THE ATTORNEY GENERAL
ATTACHMENT A FOR
PRIVATE ATTORNEY SERVICES**

A. SCOPE OF SERVICES

The CONTRACTOR shall:

1. (Insert in detail the scope of work the CONTRACTOR is expected to perform, including case matter reference.)
(INSERT 2 THROUGH 3, AS APPROPRIATE.)
2. Review and analyze AGENCY legal files, data, documents and other materials concerning the above matter and advise on recommended legal course. Attend and participate in meetings, conference calls, inspections or the like and report on the status of the legal matters.
3. Prepare and file pleadings, motions, or briefs, initiate and conduct discovery, as required and represent the AGENCY in any related litigation and otherwise represent the AGENCY at trial or on appeal.

B. COMPENSATION-FEES

1. The AGENCY shall be billed in accordance with Exhibit 1. Fees shall not exceed *\$(insert dollar amount)* and fees in excess of such amount shall not be compensable. The CONTRACTOR shall notify the AGENCY, in writing, when fees for billable services reach *\$(insert dollar amount)*. Said notification shall be made as soon as is practicable and prior to the next monthly invoice. Failure to comply with these provisions will result in non-payment.
2. Billable hours shall be measured in *(insert 6 or 10, whichever is preferable)* minute increments. Compensation of attorney hours will be for actual time spent providing attorney services to the AGENCY.
3. Premium rates will not be paid for overtime work.
4. Attorney time while traveling will be compensated at *(insert percentage)* percent of the hourly rates reflected in Exhibit 1.

C. COMPENSATION-COSTS

1. Reimbursement of costs for such items as exhibits, transcripts and witness fees requires prior *(insert written or oral)* authorization by the AGENCY and shall be reimbursed based upon documented third party vendor charges. The AGENCY shall not pay for firm surcharges added to third party vendor charges.
2. Routine expenses such as phone calls, facsimile transmissions, routine postage, copy work, local travel expenses, printed library materials and local courier, word processing, clerical or secretarial services are overhead and will not be separately compensated.
3. Non-routine office overhead expenses such as, long distance courier services, bulk mailings, bulk third party copying, blueprints, x-rays, photographs and must be justified to the AGENCY and shall be reimbursed based on documented third-party vendor charges. If these charges exceed *\$(insert dollar amount)*, prior written approval from the AGENCY must be obtained. In-house bulk mailings and bulk copying expenses must be supported by usage logs or similar documentation. Firm surcharges are not reimbursable.

Form OAG-002

5/20

Rule 2-37.010, F.A.C.

4. The CONTRACTOR shall only bill the AGENCY for a proportionate share of the cost of legal research, attending hearings or engaging in client representation of any type, which is also applicable to other clients.

5. Reimbursable costs shall not exceed \$(*insert dollar amount*). The CONTRACTOR shall notify the AGENCY in writing when costs reach \$(*insert dollar amount*). Said notification shall be made as soon as is practicable and prior to the next monthly invoice.

D. FORMAT FOR INVOICES

1. Within 30 days of service provision, each invoice statement for fees and costs shall be submitted in

(*insert number of copies*), in a format that includes, at a minimum, the following information:

- a. Case name and number, if applicable, or other legal matter reference
- b. Invoice number for the particular bill or statement
- c. CONTRACTOR taxpayer identification number (FEIN)
- d. CONTRACTOR and AGENCY contract administrators' names
- e. Inclusive dates of the month(s) covered by the invoice
- f. Itemization of the dates; hours billed (if hourly); a concise, meaningful description of the services rendered, with sufficient detail to enable the AGENCY to evaluate the services rendered and costs; the person(s) who performed the services for each day during which the CONTRACTOR performed work; their hourly rate (if hourly) as specified in Exhibit 1, and any billing rate that is for some reason different from the one set forth in Exhibit 1, e.g., travel at a reduced hourly rate.

(NOTE: If billing is based on other than an hourly rate, the basis for the billing must be explained in this section.)

- g. A listing of all invoiced costs to be accompanied by copies of actual receipts.
- h. The total of only the current bill or statement
- i. Prior balances or payment history should be shown separately, if at all.
- j. A certification statement, signed by the CONTRACTOR's contract administrator that reads, "I certify that all costs and fees claimed in this invoice statement for payment are accurate and were performed in furtherance of the AGREEMENT between the (*insert CONTRACTOR name*) and (*insert AGENCY name*)."

k. Any other information as may be requested by the AGENCY's contract administrator.

E. ADMINISTRATION OF AGREEMENT

1. The AGENCY's contract administrator is (*insert AGENCY designee's name*).

2. The CONTRACTOR's contract administrator is (*insert CONTRACTOR designee's name*).

However, if multiple law firms are parties to the AGREEMENT, then the AGREEMENT must address the internal system of governance among the firms and each law firm must identify one member of its firm who is authorized to legally bind the firm.

3. All (*insert written or oral*) approvals must be obtained from the parties' contract administrators or their designees. All notices must be given to the parties' contract administrators.

4. The AGREEMENT shall be governed by and construed under the laws of Florida.

F. OTHER AVAILABLE SERVICES

Upon receiving approval from the AGENCY, the CONTRACTOR shall use existing AGENCY

agreements, when available and cost effective, to acquire services (e.g., bulk third party copying) and the assistance of professionals (e.g., court reporters, expert witnesses) at reduced rates.

G. PUBLIC RECORDS

All documents prepared pursuant to the AGREEMENT are subject to Florida's Public Records Law. Refusal of the CONTRACTOR to allow public access to such records, as required by such law, shall constitute grounds for unilateral cancellation of this AGREEMENT.

H. SPECIAL CONDITIONS

1. The CONTRACTOR will make affirmative efforts to achieve cost effectiveness by consolidating court hearings, limiting travel, streamlining case processing, using printed forms, using the appropriate level of attorney or staff experience required by task, and taking other actions to improve efficiency.
2. Multiple staffing at meetings, hearings, depositions, trials, etc., by the CONTRACTOR will not be compensated without prior written approval from the AGENCY.
3. CONTRACTOR agrees that all documents shall be promptly returned at the termination of the CONTRACTOR's involvement in the case or matter at hand.
4. AGENCY in-house staff shall be used in the legal matter to the maximum extent possible.
5. The CONTRACTOR will provide immediate notice by facsimile transmission or telephone regarding significant case developments which will likely result in media inquiries.
6. The CONTRACTOR shall provide the AGENCY immediate notice of any representation undertaken by the CONTRACTOR in matters where the client is suing or being sued by the state or state entities in any civil or adversarial administrative action.
7. A contingency fee contract must be commercially reasonable. "Commercially reasonable" means the fees shall be no more than the amount permissible pursuant to Rule 4-1.5 of the rules regulating The Florida Bar and case law interpreting that rule. If the amount of the fee is in dispute, the counsel retained by the state shall participate in mandatory binding arbitration. Payment of all attorney's fees is subject to appropriation. Attorney's fees shall be forfeited if, during the pendency of the case, the counsel retained by the state takes a public position that is averse to the state's litigation or settlement posture.
8. Each private attorney who is under contract to provide attorney services for the state or a state agency shall, from the inception of the contractual relationship until at least 4 years after the contract expires or terminates, maintain detailed current records, including documentation of all expenses, disbursements, charges, credits, underlying receipts and invoices, and other financial transactions that concern the provision of such attorney services. The private attorney shall make all such records available for inspection and copying upon request in accordance with Chapter 119, Florida Statutes.
9. The AGENCY's general counsel must approve and sign the contract as to form and legality. The Contract must be signed by the AGENCY head, who shall also maintain custody of the contract.

EXHIBIT 1 - Fee Schedule

I. HOURLY BILLING SCHEDULE:

A. CONTRACTOR's attorney and paralegal staff to be used under this contract include the following individuals at the hourly rates indicated:

NAME	Hourly Rate
1. _____	
2. _____	
3. _____	
4. _____	
5. _____	

The above rates may be adjusted if both parties agree, and shall be documented in writing by amendment to this AGREEMENT.

(NOTE: Substitute the following section if other than an hourly billing fee schedule is used.)

I. ALTERNATE BILLING SCHEDULE:

(Insert specifics of billing methodology)

AGENDA ITEM: VII.A.

Academic Affairs Report

- A. General Information: Dr. Kris Brady, Vice President Academic Affairs, will report on recent and upcoming events.

AGENDA ITEM: VIII.A.

Student Services

- A. General Information: Ms. Kacey Mimbs, Vice President of Student Services will report on recent and upcoming events.

AGENDA ITEM: IX.A.

Business Services Report

- A. General Information: Ms. Michelle Holloway, Vice President of Business Services, will report on recent and upcoming events.

AGENDA ITEM: IX.B.

**Budget Amendment Number Seven (7)
Restricted Current Fund (Fund 2)
Fiscal Year 2025-26**

The College requests approval of *Budget Amendment Number Seven (7) to the Restricted Current Fund (Fund 2) for Fiscal Year 2025-2026*. This amendment recognizes revised award authorizations and new grants received in the 2025-26 fiscal year.

**BOARD OF TRUSTEES BUDGET AMENDMENT REQUEST
FLORIDA GATEWAY COLLEGE**

Budget Amendment Request Number : Seven

X

FISCAL YEAR: 2025-26

REASONS FOR BUDGET AMENDMENT: Place an "X" by the applicable reason for amendment.

Fund Name	Fund #	Amount	Explanation
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(1) CHANGE IN FUND BALANCE:

	Current Budget	Increase	Decrease	Revised Budget
Beginning Fund Balance	728,746.20 \$		0.00 \$	728,746.20
Actual Revenues	141,628.24	2,186,020.60		2,327,648.84
Actual Expenditures	75,042.21	2,320,116.48	0.00	2,395,158.69
Ending Fund Balance	\$ 795,332.23 \$	(134,095.88) \$	- \$	661,236.35

Budgeted Fund Balance as % of Funds Available N/A

*The amounts listed above include, Perkins Voc. Ed., Perkins Rural Sparsley, CARES Act, GEER, Open Door, all foundation support accounts, student activities accounts and various restricted accounts.

CERTIFIED AS
APPROVED BY
BOARD:

President (as Secretary of the Board)

BOARD APPROVAL DATE:

CERTIFIED AS APPROVED BY
DEPARTMENT OF EDUCATION:

DEPARTMENT OF EDUCATION

CHANCELLOR, FLORIDA COMMUNITY COLLEGE SYSTEM

DATE: _____

BY: _____

AGENDA ITEM: IX.C.

**Budget Amendment Number Seven (7)
Capital Outlay Plan for Unexpended Plant Fund (7) Budget
Fiscal Year 2025-2026**

We are requesting approval of Fund 7 budget amendment Seven (7) which has been revised so the report reflects actual revenue, revised budgeted expenditures, actual expenses, and updated projects through February 24, 2026.

FLORIDA GATEWAY COLLEGE
 FISCAL YEAR 2025-2026
 CAPITAL OUTLAY PLAN FOR UNEXPENDED PLANT FUND (FUND 7)
 As of February 24, 2026

A. Recapitulation by Source	<u>Deferred Maintenance</u>	<u>Local Funds</u>	<u>License Tag Fees</u>	<u>Capital Improvement Fee</u>	<u>PECO Funds</u>	<u>Total Funds</u>
Beginning Fund Balance	1,733,710.77	1,166,755.19	247,179.97	272,756.29	2,441,826.01	5,862,228.23
Plus: Revenues				338,950.11	1,050,000.00	1,388,950.11
Less: Expenditures	1,578,766.18	396,582.48	171,582.16	13,630.31	1,285,020.93	3,445,582.06
Ending Fund Balance	<u>154,944.59</u>	<u>770,172.71</u>	<u>75,597.81</u>	<u>598,076.09</u>	<u>2,206,805.08</u>	<u>3,805,596.28</u>
B. Budgeted Expenditure	<u>Deferred Maintenance</u>	<u>Local Funds</u>	<u>License Tag Fees</u>	<u>Capital Improvement Fee</u>	<u>PECO Funds</u>	<u>Total</u>
721450 Def. Maint. Roof/Window Replacement	12,293.00					12,293.00
721451 Def. Maint. Door Access/Security	0.00					0.00
721452 Def. Maint. Cameras/Call Boxes	161,405.31					161,405.31
721453 Def. Maint. Fire Alarms	0.00					0.00
721454 Def. Maint. Roadways/Parking Lots	40,965.00					40,965.00
721455 Def. Maint. AHU Replacement	11,382.23					11,382.23
721448 STEM 22-23 Final appropriation	-71,100.96					(71,100.96)
721140 Building 8 & 9					1,348,871.33	1,348,871.33
709200 Local Funds Capital Outlay		770,172.71				770,172.71
720000 CO & DS			75,597.81			75,597.81
Roadways & walkways						0.00
Life-Safety Corrections						0.00
721500 HVAC building 10					615,527.50	615,527.50
721501 HVAC building 56					242,406.25	242,406.25
730050 Capital Improvement Fee				535,915.99		535,915.99
Performance Contract Payments						
730070 Capital Improvement Fee - PSAV				62,160.10		62,160.10
Renovations/Remodeling of Facilities						
Equipment for PSAV programs						
Technology Enhancements						
Total	<u>154,944.58</u>	<u>770,172.71</u>	<u>75,597.81</u>	<u>598,076.09</u>	<u>2,206,805.08</u>	<u>3,805,596.27</u>
	0	0	0	0	0	0

CERTIFIED AS
 APPROVED BY
 BOARD:

 President (as Secretary of the Board)

 Date

AGENDA ITEM: X.A.

President's Report

A. General Information: Dr. Lawrence Barrett will report on recent and upcoming activities and events.



**FLORIDA GATEWAY
COLLEGE**

Board of Trustees

Mr. Lindsey Lander, Board Chair

Ms. Renae Allen, Vice Chair

Mr. Robert C. Brannan, III

Dr. James Surrency

Mr. John Medina

Ms. Suzanne Norris

Model Standards of Good Practice for Trustee Boards

In Support of Effective Community College Governance, The Board Believes:

- That it derives its authority from the community and that it must always act as an advocate on behalf of the entire community;
- That it must clearly define and articulate its role;
- That it is responsible for creating and maintaining a spirit of true cooperation and a mutually supportive relationship with its CEO;
- That it always strives to differentiate between external and internal processes in the exercise of its authority;
- That its trustee members should engage in a regular and ongoing process of in-service training and continuous improvement;
- That its trustee members come to each meeting prepared and ready to debate issues fully and openly;
- That its trustee members vote their conscience and support the decision or policy made;
- That its behavior, and that of its members, exemplify ethical behavior and conduct that is above reproach;
- That it endeavors to remain always accountable to the community;
- That it honestly debates the issues affecting its community and speaks with one voice once a decision or policy is made.

Adopted by the ACCT Board of Directors, October 2000.

** The term "board" refers to a community college board of trustees or appropriate governing authority.*

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Florida Gateway College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate and associate degrees. Florida Gateway College also may offer credentials such as certificates and diplomas at approved degree levels. Questions about the accreditation of Florida Gateway College may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling (404) 679-4500, or by using information available on SACSCOC's website (www.sacscoc.org).

Florida Gateway College will adhere to all applicable federal, state, and local laws, regulations, and guidelines with respect to providing reasonable accommodations as required to afford equal educational opportunity. The Accessibility Services Office can provide further information and assistance by calling the director of accessibility services, at (386) 754-4215. Located in Building 007, Room 021, 149 SE College Place, Lake City, Florida 32025.

Florida Gateway College does not discriminate in education or employment related decisions on the basis of race, color, ethnicity, national origin, gender, religion, disability, age, marital status, genetic information, sexual orientation, pregnancy, or any other legally protected status in accordance with the law. The Civil Rights & Compliance officer is Cassie Buckles, Associate Vice President of Human Resources, Building 001, Room 116, 149 SE College Place, Lake City, FL 32025, and may be reached at cassandra.buckles@fgc.edu or (386) 754-4313.