

# ALLEN, NORTON & BLUE, P.A.

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

August 14, 2018

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice Persident of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 133738  
Billed through 07/31/2018

## General Matters

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 0000 BK**

Balance forward as of bill dated	07/20/2018	\$5,263.50
Payments received since last bill	08/06/2018	\$5,263.50 CR
		-----
Net balance forward		\$0.00

## FOR PROFESSIONAL SERVICES RENDERED

07/02/18	BK	Telephone conference with Tom Brooks re: Department Chair issue and Compression Pay Issue; Emails with client and with Brooks re: same	0.50 hrs	117.50
07/03/18	BK	Prepare Election Eligibility List in Faculty union case and email to client and Tom Brooks re: resolving issues; Review UFF petition in Supervisors' unit case and email to client re: same	1.00 hrs	235.00
07/09/18	BK	Conference call with administration re: UFF issues (pay increase, department chair issue, supervisor's petition)	0.90 hrs	211.50
07/10/18	BK	Phone conference with UFF attorney Tom Brooks re: department chair issue, program manager issue, and across-the-board wage increase recommendation	0.30 hrs	70.50
07/11/18	BK	Review PERC order scheduling hearing on UFF Supervisors' petition and email with client re: same and update on status of talks with UFF attorney	0.40 hrs	94.00
07/11/18	BK	Phone conference with Fran Pistilli re: PERC issues and email with PERC (Eddie Johnson) re: election notices	0.40 hrs	94.00
07/12/18	BK	Prepare Answer to PERC Complaint re: Department Chair Issue with client	0.70 hrs	161.50

**EXPENSES**

07/05/18	BRIAN KOJI; Travel Expense, mileage (174 miles) 06/04/18 & 06/05/18	\$191.40
07/06/18	FedEx; Federal Express, delivery to PERC 06/01/2018	\$93.90
07/31/18	Photocopies	\$0.00
		=====
	Total expenses for this matter	\$285.30

**MATTER BILLING SUMMARY**

	TOTAL FEES	\$1,175.00
	TOTAL EXPENSES	\$285.30
		=====
	<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$1,460.30</b>
	PLUS BALANCE FORWARD	\$0.00
		=====
	<b>TOTAL BALANCE NOW DUE</b>	<b>\$1,460.30</b>

PREPAID BALANCE \$0.00

**AGED ACCOUNTS RECEIVABLE**

<u>0 - 30 Days</u>	<u>30 - 60 Days</u>	<u>60 - 90 Days</u>	<u>90 - 120 Days</u>	<u>120 + Days</u>
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

September 17, 2018

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice Persident of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 134379  
Billed through 08/31/2018

**General Matters**  
**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	08/14/2018	\$1,460.30
Payments received since last bill	08/06/2018	\$0.00 CR
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Net balance forward		\$1,460.30

**FOR PROFESSIONAL SERVICES RENDERED**

08/01/18	BK	Telephone conference with Dr. Bigard re: status of UFF supervisory petition and hearing; Email and phone conference with UFF attorney re: same; Follow-up call with Dr. Bigard	0.70 hrs	164.50
08/01/18	BK	Work on Consent Election Agreement and factual stipulation	1.00 hrs	235.00
08/05/18	BK	Prepare Consent Election Agreement and Joint Stipulation in Support and email with UFF attorney re: same	1.60 hrs	376.00
08/06/18	BK	Email with client re: factual information for Program Manager PERC stipulation; Revise stipulation and email to attorney Tom Brooks re: same	0.60 hrs	141.00
08/07/18	BK	Phone conference with PERC (Eddie Johnson) re: dates for faculty election	0.30 hrs	70.50
08/09/18	BK	Review motion to cancel PERC hearing and email to clients re: consent election agreement	0.30 hrs	70.50
08/10/18	BK	Meeting with Dr. Sidor, Dr. Bigard, Kevin Yurasek re: union educational campaign; Meeting with Cabinet re: status of UFF petitions; Travel to/from Leesburg; Review PERC order	7.00 hrs	1,645.00

		same (Program Manager petition)		
08/16/18	BK	Prepare PowerPoint and Dos & Don'ts memorandum for Manager and Administrator Union Training presentations	1.70 hrs	399.50
08/17/18	BK	Attend and handle three supervisory training sessions on unionization and travel to/from LSSC for same; Review Dr. Sidor's draft letter to faculty	8.00 hrs	1,880.00
08/20/18	BK	Email correspondence with UFF attorney Tom Brooks re: supplemental stipulations in Program Manager petition	0.30 hrs	70.50
08/21/18	BK	Prepare Joint Notice in Response to Hearing Officer re: Program Manager supplemental stipulations and email with Tom Brooks re: same	0.30 hrs	70.50
08/22/18	BK	Review PERC hearing officer's recommended order regarding Program Manager petition by UFF and email with client re: same	0.50 hrs	117.50
08/24/18	BK	Review and revise second letter from Dr. Sidor to faculty re: union issues	0.50 hrs	117.50

<b>TOTAL HOURS:</b>	<b>25.20</b>	<b>TOTAL FEES:</b>	<b>\$5,922.00</b>
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Shareholder, Brian Koji	25.20	235.00	\$5,922.00
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**EXPENSES**

08/22/18	User Centric Communications; Outside Fees 6-2018 conference calls	\$18.72
08/31/18	Photocopies	\$0.00
08/31/18	BRIAN KOJI; Travel Expense, mileage 08/10/18 and 08/17/18	\$184.80
		=====
	Total expenses for this matter	\$203.52

**MATTER BILLING SUMMARY**

TOTAL FEES	\$5,922.00
TOTAL EXPENSES	\$203.52
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$6,125.52</b>
PLUS BALANCE FORWARD	\$1,460.30
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$7,585.82</b>

**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

October 10, 2018

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 134927  
Billed through 09/30/2018

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	09/17/2018	\$7,585.82
Payments received since last bill	10/04/2018	\$7,585.82 CR

Net balance forward		\$0.00
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**FOR PROFESSIONAL SERVICES RENDERED**

09/05/18	BK	Review Dr. Sidor letter to faculty and emails to client re: same	0.30	hrs	70.50
09/11/18	BK	Email correspondence with Dr. Bigard and with UFF attorney Tom Brooks re: revised eligibility list for full-time faculty union vote; Coordinate with Tallahassee office to contest ineligible voters who have left the bargaining unit	0.40	hrs	94.00
09/11/18	JV	Review correspondence re: PERC tally of ballots and challenges to same due to ineligibility	0.20	hrs	47.00
09/17/18	BK	Correspondence with PERC elections office re: updated address and emails with Fran P. re: same	0.30	hrs	70.50
09/19/18	JV	Review correspondence re: election and ineligible voters	0.20	hrs	47.00
09/26/18	BK	Review PERC Program Manager order and email to client re: same	0.30	hrs	70.50
09/27/18	BK	Review Dr. Sidor's union communication; Email with PERC re: Program Manager election and potential dates	0.30	hrs	70.50
09/28/18	BK	Prepare election eligibility list for Program Manager PERC election	0.30	hrs	70.50

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TOTAL FEES	\$540.50
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$540.50</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$540.50</b>

*PREPAID BALANCE*                      *\$0.00*

**AGED ACCOUNTS RECEIVABLE**

<u>0 - 30 Days</u>	<u>30 - 60 Days</u>	<u>60 - 90 Days</u>	<u>90 - 120 Days</u>	<u>120 + Days</u>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

### ALLEN, NORTON & BLUE, P.A.

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

November 19, 2018

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 135478  
Billed through 10/31/2018

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 0000 BK**

Balance forward as of bill dated	10/10/2018	\$540.50
Payments received since last bill	10/25/2018	\$540.50 CR
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Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

10/01/18	BK	Communication with J.V. regarding PERC vote count and coordination of possible challenges	0.30 hrs	70.50
10/01/18	JV	Prepare for election ballot count, review list of challenge ballots	0.30 hrs	70.50
10/02/18	BK	Email correspondence with clients re: tally of votes and post-election process; Discussion with J.V. re: tally	0.40 hrs	94.00
10/02/18	JV	Attend and handle ballot count for faculty unit	1.50 hrs	352.50
10/03/18	BK	Review memorandum from Doug Wymer re: Program Manager proposed changes and conference call with Dr. Bigard re: same	0.60 hrs	141.00
10/03/18	BK	Review PERC election notices for Program Manager election; Email with client re: notice posting requirement	0.30 hrs	70.50
10/15/18	JV	Review correspondence re: supervisor unit election	0.20 hrs	47.00
10/17/18	BK	Phone conferences with Dr. Bigard re: Program Manager compensation/benefit changes and review updated memorandum re: same; Discussion of union negotiation obligations	0.60 hrs	141.00
10/18/18	BK	Conference call with Dr. Sidor, Dr. Bigard, and Anita Geraci-Carver re: discussion of union negotiation strategv:	1.10 hrs	258.50

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10/29/18 State of FL Public Employees Relations Commission; Election Cost 09/04/18

\$71.04

Total expenses for this matter

=====  
\$71.04

**MATTER BILLING SUMMARY**

TOTAL FEES

\$1,245.50

TOTAL EXPENSES

\$71.04

**TOTAL CHARGES FOR THIS BILL**

=====  
**\$1,316.54**

PLUS BALANCE FORWARD

\$0.00

**TOTAL BALANCE NOW DUE**

=====  
**\$1,316.54**

*PREPAID BALANCE*

*\$0.00*

**AGED ACCOUNTS RECEIVABLE**

**0 - 30 Days**

\$0.00

**30 - 60 Days**

\$0.00

**60 - 90 Days**

\$0.00

**90 - 120 Days**

\$0.00

**120 + Days**

\$0.00



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**ALLEN, NORTON & BLUE, P.A.**

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Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

December 17, 2018

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 136140  
Billed through 11/30/2018

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	11/19/2018	\$1,316.54
Payments received since last bill	12/06/2018	\$1,316.54 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

11/08/18	BK	Review PERC vote tally and email correspondence with client re: Program Managers	0.30 hrs	70.50
11/08/18	JV	Review PERC election documents for election ballot count	0.20 hrs	47.00
11/08/18	JV	Attend and handle vote count at PERC	1.00 hrs	235.00
11/13/18	BK	Phone conference with Dr. Bigard re: Union request for information regarding potential discipline of annual contract instructor	0.50 hrs	117.50
11/27/18	BK	Review PERC's certification order for Program Manager and email to clients re: same	0.30 hrs	70.50

**TOTAL HOURS: 2.30      TOTAL FEES: \$540.50**

Shareholder, Brian Koji	1.10	235.00	\$258.50
Shareholder, Jason Vail	1.20	235.00	\$282.00

**EXPENSES**

5

**TOTAL BALANCE NOW DUE**

=====  
\$540.50

*PREPAID BALANCE*                      *\$0.00*

**AGED ACCOUNTS RECEIVABLE**

<u>0 - 30 Days</u>	<u>30 - 60 Days</u>	<u>60 - 90 Days</u>	<u>90 - 120 Days</u>	<u>120 + Days</u>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

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**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

January 16, 2019

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 136658  
Billed through 12/31/2018

**General Matters**  
**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	12/17/2018	\$540.50
Payments received since last bill	01/14/2019	\$540.50 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

12/05/18	BK	Email from UFF attorney re: program manager reorganization and respond to same; Email with LSSC re: same	0.30 hrs	70.50
12/07/18	BK	Telephone conference with Dr. Sidor and Dr. Bigard re: program manager issue and adjunct issue; Email with UFF attorney Brooks re: Program Managers; Emails with LSSC re: adjunct bargaining unit issue and SEIU visitation issue	0.80 hrs	188.00
12/14/18	BK	Email correspondence with Dr. Sidor and Dr. Bigard re: SEIU developments as to adjuncts	0.30 hrs	70.50

<b>TOTAL HOURS:</b>	<b>1.40</b>	<b>TOTAL FEES:</b>	<b>\$329.00</b>
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Shareholder, Brian Koji	1.40	235.00	\$329.00
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**EXPENSES**

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*PREPAID BALANCE*                      *\$0.00*

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

February 20, 2019

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice Persident of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 137191  
Billed through 01/31/2019

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	01/16/2019	\$329.00
Payments received since last bill	02/08/2019	\$329.00 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

01/04/19	BK	Review PERC filings pertaining to adjunct petition from SEIU; Phone conference with Dr. Bigard re: same	1.50 hrs	352.50
01/07/19	BK	Email correspondence with Dr. Bigard re: union use of facilities	0.30 hrs	70.50
01/08/19	BK	Prepare motion for extension of time to respond to SEIU petition and for postponement of hearing	0.40 hrs	94.00
01/11/19	BK	Email with SEIU attorney re: hearing for adjunct petition and review hearing officer order re: same; Emails with SEIU attorney re: hearing dates; Prepare motion for continuance	0.50 hrs	117.50
01/15/19	BK	Email correspondence with Heather Bigard re: SEIU petition and bargaining unit issue	0.30 hrs	70.50
01/22/19	BK	Phone conference with SEIU's attorneys re: adjunct positions and possible motion and discussion of Answer	0.30 hrs	70.50
01/22/19	BK	Prepare Answer to Representation Petition filed by SEIU and begin preparations on Motion for Administrative Review; Research for same	2.00 hrs	470.00
01/24/19	BK	Phone conference with Dr. Sidor and Dr. Bigard re: SEIU petition response and possible motion to dismiss; review	1.00 hrs	235.00

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**EXPENSES**

01/07/19	State of FL Public Employees Relations Commission; Outside Fees; Election Costs (11/15/2018)	\$10.36
01/31/19	Photocopies	\$0.00
01/31/19	Postage	\$0.00
		=====
	Total expenses for this matter	\$10.36

**MATTER BILLING SUMMARY**

	TOTAL FEES	\$2,068.00
	TOTAL EXPENSES	\$10.36
		=====
	<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$2,078.36</b>
	PLUS BALANCE FORWARD	\$0.00
		=====
	<b>TOTAL BALANCE NOW DUE</b>	<b>\$2,078.36</b>

*PREPAID BALANCE \$0.00*

**AGED ACCOUNTS RECEIVABLE**

<u>0 - 30 Days</u>	<u>30 - 60 Days</u>	<u>60 - 90 Days</u>	<u>90 - 120 Days</u>	<u>120 + Days</u>
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

March 18, 2019

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 137735  
Billed through 02/28/2019

**General Matters**  
**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	02/20/2019	\$2,078.36
Payments received since last bill	03/15/2019	\$2,078.36 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

02/01/19	BK	Review letter from Dr. Sidor re: Union's use of facilities without approval and prepare letter to UFF attorney, Tom Brooks, re: same	1.50 hrs	352.50
02/12/19	BK	Review SEIU's response to motion to dismiss adjuncts petition and email with clients re: same	0.40 hrs	94.00
02/13/19	BK	Email correspondence with Kelly McLean re: notice of negotiation sessions and coordinating negotiations	0.30 hrs	70.50
02/14/19	BK	Review PERC order in adjunct case denying administrative review and email with LSSC re: same and answer to petition	0.50 hrs	117.50
02/18/19	BK	Phone conference with Dr. Sidor and Dr. Bigard re: SEIU petition and bargaining unit issues; Finalize Answer to SEIU petition	1.00 hrs	235.00
02/19/19	BK	Email correspondence with Kelly McLean re: notification process for union negotiations	0.30 hrs	70.50
02/27/19	BK	Review SEIU's draft stipulation re: adjunct petition and email with client re: same	0.40 hrs	94.00

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TOTAL FEES	\$1,104.50
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$1,104.50</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$1,104.50</b>

PREPAID BALANCE \$0.00

**AGED ACCOUNTS RECEIVABLE**

<u>0 - 30 Days</u>	<u>30 - 60 Days</u>	<u>60 - 90 Days</u>	<u>90 - 120 Days</u>	<u>120 + Days</u>
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00



**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

April 22, 2019

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 138482  
Billed through 03/31/2019

**General Matters**  
**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated 03/18/2019 \$1,104.50  
Payments received since last bill 04/10/2019 \$1,104.50 CR

Net balance forward \$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

03/03/19	BK	Draft facts for stipulation in the SEIU adjunct PERC matter	1.00 hrs	235.00
03/03/19	BK	Review email from Dr. Emily McCann on behalf of UFF re: allegation that LSSC is enacting unilateral changes; Email to Stan Sidor and Heather Bigard re: same	0.30 hrs	70.50
03/04/19	BK	Phone conference with Heather Bigard, Doug Wymer and Barbara Lange re: alleged unilateral change assertion from UFF	0.50 hrs	117.50
03/04/19	BK	Review revised draft of Joint Factual Stipulations for Adjunct case and email with SEIU's attorney re: same	0.30 hrs	70.50
03/05/19	BK	Email correspondence with Stan Sidor and Heather Bigard re: Adjunct PERC hearing and stipulations filed	0.30 hrs	70.50
03/06/19	BK	Review PERC order canceling SEIU adjunct hearing and email with client re: same	0.20 hrs	47.00
03/08/19	BK	Review Hearing Officer's Recommended Order in Adjunct case and email to clients re: same	0.30 hrs	70.50
03/11/19	BK	Phone conference with Emily McCann re: alleged unilateral change to release time and email with LSSC re: same	0.30 hrs	70.50
03/14/19	BK	Email correspondence with Stan Sidor and Heather Bigard re:	0.30 hrs	70.50

**PAID**  


		notices for Adjuncts petition		
03/19/19	BK	Review Pam Fletcher's inquiry regarding the UFF's information request and HIPAA issue; Review PERC case law regarding information requests where confidentiality is implicated and respond to Pam	0.70 hrs	164.50
03/26/19	BK	Revise election eligibility list for PERC and email with Pam Fletcher re: same	0.30 hrs	70.50
03/27/19	BK	Review email and documentation from Dr. Bigard re: change to nursing faculty reassigned time and chronology of the decisionmaking process; Email to Emily McCann with union re: same	0.70 hrs	164.50

**TOTAL HOURS: 7.30 TOTAL FEES: \$1,715.50**

Shareholder, Brian Koji 7.30 235.00 \$1,715.50

**EXPENSES**

03/31/19	Color Copies	\$0.00
03/31/19	Photocopies	\$0.00
		=====

**MATTER BILLING SUMMARY**

TOTAL FEES	\$1,715.50
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$1,715.50</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$1,715.50</b>

PREPAID BALANCE \$0.00

**AGED ACCOUNTS RECEIVABLE**

<u>0 - 30 Days</u>	<u>30 - 60 Days</u>	<u>60 - 90 Days</u>	<u>90 - 120 Days</u>	<u>120 + Days</u>
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

PAID  


**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

May 21, 2019

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 139043  
Billed through 04/30/2019

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 0000 BK**

Balance forward as of bill dated	04/22/2019	\$1,715.50
Payments received since last bill	05/17/2019	\$1,715.50 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

04/01/19	BK	Email correspondence to LSSC re: UFF initial proposal at PHSC; Prepare for strategy meeting at LSSC	0.30 hrs	70.50
04/02/19	BK	Attend union negotiation strategy meeting with client and travel for same	5.20 hrs	1,222.00
04/03/19	BK	Email with Pam Fletcher re: minutes for UFF negotiations	0.30 hrs	70.50
04/09/19	BK	Email correspondence with Stan, Heather, and Pam re: SEIU materials for election	0.30 hrs	70.50
04/09/19	BK	Attend and handle first UFF negotiation session, prepare for same, travel for same	6.00 hrs	1,410.00
04/10/19	BK	Email with clients re: next UFF negotiation date	0.30 hrs	70.50
04/11/19	BK	Email correspondence with Emily McCann re: UFF negotiations and copy of proposal requested	0.10 hrs	23.50
04/11/19	BK	Review and revise minutes from 4-9-19 UFF negotiation session and email to Pam Fletcher re: same	0.40 hrs	94.00
04/16/19	BK	Emails with UFF representative and with clients re: additional negotiation sessions	0.30 hrs	70.50
04/17/19	BK	Phone conference with Desmond Fields at PERC re: election	0.10 hrs	23.50

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Lake Sumter State

Bill No. 139043

Page 2

Shareholder, Jason Vail

0.70 235.00

\$164.50

**EXPENSES**

=====

**MATTER BILLING SUMMARY**

TOTAL FEES

\$3,572.00

=====

**TOTAL CHARGES FOR THIS BILL**

**\$3,572.00**

PLUS BALANCE FORWARD

\$0.00

=====

**TOTAL BALANCE NOW DUE**

**\$3,572.00**

*PREPAID BALANCE*

*\$0.00*

**AGED ACCOUNTS RECEIVABLE**

0 - 30 Days

\$0.00

30 - 60 Days

\$0.00

60 - 90 Days

\$0.00

90 - 120 Days

\$0.00

120 + Days

\$0.00

PAID  
2

**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

June 10, 2019

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 139249  
Billed through 05/31/2019

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	05/21/2019	\$3,572.00
Payments received since last bill	05/17/2019	\$0.00 CR
		-----
Net balance forward		\$3,572.00

**FOR PROFESSIONAL SERVICES RENDERED**

05/16/19	BK	Review PERC order regarding adjunct certification and email with LSSC re: same	0.30 hrs	70.50
05/22/19	BK	Review College's materials for upcoming UFF negotiations and in advance of strategy call	0.50 hrs	117.50
05/23/19	BK	Extended conference call with Heather Bigard and Pam Fletcher re: UFF negotiation and articles 1, 3, and 5; Prepare potential counterproposals to UFF articles	3.20 hrs	752.00
		<b>TOTAL HOURS:</b>	<b>4.00</b>	<b>TOTAL FEES: \$940.00</b>

Shareholder, Brian Koji 4.00 235.00 \$940.00

**EXPENSES**

05/06/19 BRIAN KOJI; Travel Expense, (4/3/19) Mileage to/from (168 miles) re: Union Strategy Session. \$92.40

**MATTER BILLING SUMMARY**

TOTAL FEES	\$940.00
TOTAL EXPENSES	\$184.80
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$1,124.80</b>
PLUS BALANCE FORWARD	\$3,572.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$4,696.80</b>

PREPAID BALANCE \$0.00

**AGED ACCOUNTS RECEIVABLE**

<u>0 - 30 Days</u>	<u>30 - 60 Days</u>	<u>60 - 90 Days</u>	<u>90 - 120 Days</u>	<u>120 + Days</u>
\$3,572.00	\$0.00	\$0.00	\$0.00	\$0.00

PD 6/11/19  
Ck# 41012698

12

**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

July 15, 2019

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 140061  
Billed through 06/30/2019

**General Matters**  
**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	06/10/2019	\$4,696.80
Payments received since last bill	06/26/2019	\$4,696.80 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

06/02/19	BK	Prepare revised draft proposal on grievances and non-discrimination and email with Heather Bigard and Pam Fletcher re: same	1.70 hrs	399.50
06/03/19	BK	Attend and handle UFF negotiations and travel to/from Leesburg for same; meet with administration team for same; prepare for same	6.50 hrs	1,527.50
06/10/19	BK	Email correspondence with Pam Fletcher re: possible health care insurance changes and discussion of status quo definition and obligation; Review latest PERC insurance case law	1.00 hrs	235.00
06/12/19	BK	Review email from Pam Fletcher and phone conference with Pam re: filling Program Manager position	0.30 hrs	70.50
06/18/19	BK	Prepare written outline for Executive Session regarding union negotaition process and email with Dr. Bigard re: same	0.50 hrs	117.50
06/19/19	BK	Attend Executive Session to discuss union negotiations and travel to/from Leesburg for same	4.00 hrs	940.00

<b>TOTAL HOURS:</b>	<b>14.00</b>	<b>TOTAL FEES:</b>	<b>\$3,290.00</b>
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06/28/19	BRIAN KOJI; Travel Expense, (06/19/2019) Mileage to/from Leesburg re: Executive Session (176 miles)	\$96.80
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Total expenses for this matter	=====	\$241.74
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**MATTER BILLING SUMMARY**

TOTAL FEES	\$3,290.00
TOTAL EXPENSES	\$241.74
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$3,531.74</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$3,531.74</b>

PREPAID BALANCE \$0.00

**AGED ACCOUNTS RECEIVABLE**

<u>0 - 30 Days</u>	<u>30 - 60 Days</u>	<u>60 - 90 Days</u>	<u>90 - 120 Days</u>	<u>120 + Days</u>
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00



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**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

August 9, 2019

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 140514 —  
Billed through 07/31/2019 —

**General Matters**  
**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

?	Balance forward as of bill dated	07/15/2019	\$3,531.74	
1	Payments received since last bill	06/26/2019	\$0.00	CR
			-----	
	Net balance forward		\$3,531.74	

*2-97029*

**FOR PROFESSIONAL SERVICES RENDERED**

07/01/19	BK	Review draft minutes re: UFF negotiations and email with client re: same; Emails with UFF representative and client re: additional negotiation sessions	0.30 hrs	70.50
07/02/19	BK	Work on drafting proposals for UFF negotiations on union rights and review Board policies and administrative procedures on outsider use of facilities; Email with clients re: same	2.50 hrs	587.50
07/16/19	BK	Extended call with Heather Bigard and Pam Fletcher re: union rights article proposal	1.00 hrs	235.00
07/16/19	BK	Work on draft Continuing Contract and Instructional Rank proposal for UFF negotiations and email with client re: same; Review College policies and Administrative Procedures re: same	2.00 hrs	470.00
07/16/19	BK	Revise proposal on Union Rights for UFF negotiations following call with client and email with client re: same	1.00 hrs	235.00
07/18/19	BK	Review faculty evaluation instrument, policies, and timeline from Pam F.; Draft LSSC's counterproposal on faculty evaluations for UFF negotiations; Email with Heather B. re: revisions to same and revise draft counterproposal	1.50 hrs	352.50

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**MATTER BILLING SUMMARY**

TOTAL FEES	\$4,065.50
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>=====</b>
	<b>\$4,065.50</b> ✓
PLUS BALANCE FORWARD	\$3,531.74
<b>TOTAL BALANCE NOW DUE</b>	<b>=====</b>
	<b>\$7,597.24</b>

PREPAID BALANCE \$0.00

**AGED ACCOUNTS RECEIVABLE**

<u>0 - 30 Days</u>	<u>30 - 60 Days</u>	<u>60 - 90 Days</u>	<u>90 - 120 Days</u>	<u>120 + Days</u>
\$3,531.74	\$0.00	\$0.00	\$0.00	\$0.00

9/9

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**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

September 16, 2019

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 141174  
Billed through 08/31/2019

**General Matters**  
**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	08/09/2019	\$4,065.50
Payments received since last bill	08/19/2019	\$4,065.50 CR
		-----
Net balance forward		\$0.00 ✓

**FOR PROFESSIONAL SERVICES RENDERED**

08/08/19	BK	Review minutes of 7-25-19 UFF negotiations	0.30 hrs	70.50
08/08/19	BK	Prepare draft disciplinary article for UFF negotiations and review Board and State rules re: same; Prepare counters on supremacy and non-discrimination; Email with LSSC re: same	2.50 hrs	587.50
08/27/19	BK	Phone conference with Heather Bigard and Pam Fletcher re: proposed change to program manager compensation and release time	0.50 hrs	117.50
08/28/19	BK	Draft proposed Memorandum of Understanding on Program Manager Compensation and email re: same to client	0.60 hrs	141.00

**TOTAL HOURS: 3.90 TOTAL FEES: \$916.50**

Shareholder, Brian Koji 3.90 235.00 \$916.50

**EXPENSES**

=====

Lake Sumter State

Bill No. 141174

Page 2  
\$916.50\*

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**TOTAL BALANCE NOW DUE**

*PREPAID BALANCE*                      \$0.00

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

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**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

October 11, 2019

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 141708  
Billed through 09/30/2019

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	09/16/2019	\$916.50
Payments received since last bill	09/30/2019	\$916.50 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

09/05/19	BK	Email correspondence with Emily McCann re: Program Manager compensation adjustment MOU	0.30	hrs	70.50
09/06/19	BK	Email correspondence with LSSC and SEIU representative Joseph Brenner re: initiation of negotiations	0.30	hrs	70.50
09/09/19	BK	Email correspondence with SEIU representative and with LSSC re: first negotiation session	0.30	hrs	70.50
09/11/19	BK	Review email from Emily McCann (UFF) re: question regarding program manager MOU and email with Heather Bigard and Pam Fletcher re: same	0.30	hrs	70.50
09/12/19	BK	Phone conference with UFF rep (Emily McCann) re: program managers stipend and emails re: same	0.30	hrs	70.50

**TOTAL HOURS: 1.50 TOTAL FEES: \$352.50**

Shareholder, Brian Koji 1.50 235.00 \$352.50

15

**TOTAL BALANCE NOW DUE**

=====  
**\$352.50**

*PREPAID BALANCE*                      \$0.00

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

November 14, 2019

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 142226  
Billed through 10/31/2019

**General Matters**  
**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	10/11/2019	\$352.50
Payments received since last bill	11/04/2019	\$352.50 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

10/02/19	BK	Prepare articles for upcoming UFF negotiations	0.30 hrs	70.50
10/07/19	BK	Review Dr. McCann email re: union negotiations and respond to same; Email with client re: RIF proposal	0.30 hrs	70.50
10/08/19	BK	Attend and handle UFF negotiations and travel to/from Leesburg for same	7.00 hrs	1,645.00
10/09/19	BK	Review articles for next UFF negotiation session (RIF and Access to Information); Emails with client and UFF representative re: proposals from 10-8-19	0.40 hrs	94.00
10/15/19	BK	Review draft minutes of 10-8-19 union negotiations and email with Pam Fletcher re: same	0.30 hrs	70.50
10/28/19	BK	Prepare counterproposals on RIF and Access to Information in preparation for union negotiations and email with client re: same	1.50 hrs	352.50
10/29/19	BK	Review Cabinet suggestions for union proposals and finalize counterproposals on faculty evaluation, Access to Information, and RIF in advance of union negotiations	2.00 hrs	470.00
10/30/19	BK	Attend and handle Union negotiations and meeting with client in	6.00 hrs	1,410.00

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Lake Sumter State

Bill No. 142226

Page 2

**EXPENSES**

10/31/19 Color Copies

\$0.00

=====

**MATTER BILLING SUMMARY**

TOTAL FEES

\$4,535.50

=====

**TOTAL CHARGES FOR THIS BILL**

**\$4,535.50**

PLUS BALANCE FORWARD

\$0.00

=====

**TOTAL BALANCE NOW DUE**

**\$4,535.50**

*PREPAID BALANCE*

*\$0.00*

**AGED ACCOUNTS RECEIVABLE**

0 - 30 Days

\$0.00

30 - 60 Days

\$0.00

60 - 90 Days

\$0.00

90 - 120 Days

\$0.00

120 + Days

\$0.00



# ALLEN, NORTON & BLUE, P.A.

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

December 11, 2019

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 142728  
Billed through 11/30/2019

## General Matters

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 0000 BK**

Balance forward as of bill dated	11/14/2019	\$4,535.50
Payments received since last bill	12/09/2019	\$4,535.50 CR
		-----
Net balance forward		\$0.00

## FOR PROFESSIONAL SERVICES RENDERED

11/08/19	BK	Email correspondence with Pam Fletcher re: IT issue for union negotiations and proposal concerning union access to information	0.30 hrs	70.50
11/18/19	BK	Work on counterproposal for grievance article and various leave articles for union negotiations; emails with Pam Fletcher re: same	3.50 hrs	822.50
11/20/19	BK	Revise grievance proposal for UFF negotiations and review emails from client re; same; Prepare leave proposal for same	0.50 hrs	117.50
11/21/19	BK	Attend Union negotiations and pre-meeting with management team; Travel to/from Leesburg for same	5.50 hrs	1,292.50

**TOTAL HOURS: 9.80 TOTAL FEES: \$2,303.00**

Shareholder, Brian Koji 9.80 235.00 \$2,303.00

## EXPENSES

11/01/19	BRIAN KOJI; Travel Expense, (10/8/2019 and 10/30/2019) Mileage to/ from Leesburg ( 352 miles)	\$193.60
11/30/19	Color Copies	\$0.00

Total expenses for this matter

=====  
\$193.60

## MATTER BILLING SUMMARY

TOTAL FEES	\$2,303.00
TOTAL EXPENSES	\$193.60
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$2,496.60</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$2,496.60</b>

*PREPAID BALANCE*                      *\$0.00*

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

18

# ALLEN, NORTON & BLUE, P.A.

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

January 10, 2020

1/30

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 143230  
Billed through 12/31/2019

### General Matters

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	12/11/2019	\$2,496.60
Payments received since last bill	12/09/2019	\$0.00 CR
		-----
Net balance forward		\$2,496.60

### FOR PROFESSIONAL SERVICES RENDERED

12/17/19	BK	Work on proposals for union negotiations (progress chart, RIF, Grievance, Holiday, Military, Sick, Sick Pool, Workload)	3.00 hrs	705.00
12/28/19	BK	Review minutes of last UFF negotiation session and email from Pam Fletcher; Email with Emily McCann re: same	0.30 hrs	70.50

**TOTAL HOURS: 3.30 TOTAL FEES: \$775.50**

Shareholder, Brian Koji 3.30 235.00 \$775.50

### EXPENSES

12/30/19	Color Copies	\$0.00
12/31/19	Photocopies	\$0.00

18

**TOTAL BALANCE NOW DUE**

=====  
**\$3,272.10**

*PREPAID BALANCE*                      \$0.00

**AGED ACCOUNTS RECEIVABLE**

<u>0 - 30 Days</u>	<u>30 - 60 Days</u>	<u>60 - 90 Days</u>	<u>90 - 120 Days</u>	<u>120 + Days</u>
<u>\$2,496.60</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

19

**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

February 12, 2020

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 143863  
Billed through 01/31/2020

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	01/10/2020	\$775.50
Payments received since last bill	02/03/2020	\$775.50 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

01/01/20	BK	Draft, update, and revise counterproposals for union negotiations as to grievance and leave articles; Email with Heather Bigard and Pam Fletcher re: same and discussion of administration need to review Union's workload article proposal; Review workload articles	3.00 hrs	705.00
01/23/20	BK	Email correspondence with Heather Bigard and Pam Fletcher re: union negotiation proposals	0.10 hrs	23.50
01/27/20	BK	Review Administration Team edits to draft proposals to Union on Professional Leave, Administrative Leave, Military Leave, Grievance and email with Pam and Heather re: same	1.40 hrs	329.00
01/27/20	MAS	Phone conference w/ BK re status of negotiations and proposals for Friday	0.50 hrs	117.50
01/28/20	MAS	Review LSSC bargaining proposals for Friday negotiations	0.40 hrs	94.00
01/30/20	MAS	Review current UFF bargaining proposals, and prior proposals for all articles exchanged for 1/31 negotiation session	1.70 hrs	399.50
01/31/20	MAS	Prepare and attend UFF negotiations	10.00 hrs	2 350.00

19

01/31/20 Photocopies

\$0.00

=====

**MATTER BILLING SUMMARY**

TOTAL FEES

\$4,018.50

=====

**TOTAL CHARGES FOR THIS BILL**

**\$4,018.50**

PLUS BALANCE FORWARD

\$0.00

=====

**TOTAL BALANCE NOW DUE**

**\$4,018.50**

*PREPAID BALANCE*

*\$0.00*

**AGED ACCOUNTS RECEIVABLE**

**0 - 30 Days**

\$0.00

**30 - 60 Days**

\$0.00

**60 - 90 Days**

\$0.00

**90 - 120 Days**

\$0.00

**120 + Days**

\$0.00

20

**ALLEN, NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

March 10, 2020

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 144462  
Billed through 02/29/2020

**General Matters**  
**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	02/12/2020	\$4,018.50
Payments received since last bill	03/09/2020	\$4,018.50 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

02/05/20	MAS	Prepare summary of negotiations for BK	0.70 hrs	164.50
02/10/20	BK	Review status of prior UFF negotiation session and email with client re: same	0.30 hrs	70.50
02/17/20	BK	Phone conference with Dr. Bigard and Pam Fletcher re: UFF negotiations and proposals for next meeting; Prepare for same	0.70 hrs	164.50
02/18/20	BK	Prepare draft proposals for UFF on parking, legal representation, and personnel files	1.00 hrs	235.00
02/19/20	BK	Prepare draft collective bargaining proposals on Sabbatical Leave, Bargaining Unit Rights, Privacy, Safety, Parking, Outside Employment, Faculty Offices, College Mail, Weingarten Rights, and Academic Freedom; Email to Dr. Bigard and Pam Fletcher re: same; Email to Dr. McCann re: upcoming negotiation session	3.00 hrs	705.00
02/26/20	BK	Revise counterproposals to UFF (academic freedom, faculty workspace, outside employment) following input from administration and email with Pam Fletcher re: same; Email to Dr. McCann of UFF re: proposals	1.20 hrs	282.00

02/28/20 Color Copies

\$0.00

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**MATTER BILLING SUMMARY**

TOTAL FEES

\$3,666.00

=====

**TOTAL CHARGES FOR THIS BILL**

**\$3,666.00**

PLUS BALANCE FORWARD

\$0.00

=====

**TOTAL BALANCE NOW DUE**

**\$3,666.00**

*PREPAID BALANCE*

*\$0.00*

**AGED ACCOUNTS RECEIVABLE**

**0 - 30 Days**

\$0.00

**30 - 60 Days**

\$0.00

**60 - 90 Days**

\$0.00

**90 - 120 Days**

\$0.00

**120 + Days**

\$0.00

20



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**PAPERLESS BILLS EFFECTIVE MAY 2020**  
**ALLEN NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

April 6, 2020

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 145039  
Billed through 03/31/2020

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated      03/10/2020      \$3,666.00  
Payments received since last bill      03/30/2020      \$3,666.00 CR

Net balance forward      \$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

03/06/20	BK	Discussion with V.L. re: comparisons of UFF contracts on discipline and grievance/arbitration at other State Colleges for union negotiation strategy	0.30 hrs	70.50
03/20/20	BK	Email with union representative re: April 3 negotiation session and potential for virtual/electronic bargaining	0.10 hrs	23.50
03/23/20	BK	Email with Pam Fletcher re: Bargaining issues with union and strategy moving forward; Email with Dr. Bigard re: same	0.40 hrs	94.00
03/25/20	BK	Conference call with Dr. Sidor, Dr. Bigard, Pam Fletcher, Thom Kieft, and Dr. Wymer re: union issues; Review MOU proposed by union following conference call	1.00 hrs	235.00
03/27/20	BK	Email with Dr. Bigard and College Attorney re: remote union negotiations	0.30 hrs	70.50
03/28/20	BK	Email with Dr. McCann re: union negotiation postponement and review response to same; Follow-up email with McCann; Email with client re: same	0.30 hrs	70.50

TOTAL HOURS      2.40      TOTAL FEE      \$564.00

03/31/20	Color Copies	\$0.00
03/31/20	Photocopies	\$0.00
03/31/20	BRIAN KOJI; Travel Expense, (02/28/2020 ) Mileage re: Union Negotiations (154)	\$84.70
		=====
	Total expenses for this matter	\$163.90

**MATTER BILLING SUMMARY**

TOTAL FEES	\$564.00
TOTAL EXPENSES	\$163.90
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$727.90</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$727.90</b>

**PAPERLESS BILLS EFFECTIVE MAY 2020**

*PREPAID BALANCE*                      *\$0.00*

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

PAPERLESS BILLS EFFECTIVE MAY 2020

ALLEN NORTON & BLUE, P.A.

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

May 6, 2020

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 145601  
Billed through 04/30/2020

**General Matters**  
**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	04/06/2020	\$727.90
Payments received since last bill	05/04/2020	\$727.90 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

04/02/20	BK	Review Dr. Sidor notes of conversations with UFF representatives and email with Dr. Bigard re: same	0.30 hrs	75.00
04/06/20	BK	Review email from Dr. Bigard re: additional communication with union representative and review FDOE guidance forwarded by union representative	0.30 hrs	75.00
04/10/20	BK	Email with Dr. McCann (UFF) re: impact bargaining and graduation issue; Email with Dr. Bigard and Pam Fletcher re: same	0.30 hrs	75.00
04/13/20	BK	Conference call with Dr. Sidor and Dr. Bigard re: union negotiations and discussion of Sunshine Law issues and email with Dr. McCann re: same	0.50 hrs	125.00
04/16/20	BK	Review Dr. Sidor draft messag to faculty and email with Dr. Bigard re: same	0.30 hrs	75.00
04/20/20	BK	Email correspondence with Marshall Ogletree (UFF) and LSSC re: union negotiation status; Email from Dr. McCann re: Dr. Sidor's evaluation email	0.70 hrs	175.00
04/22/20	BK	Conference call with Dr. Sidor, Dr. Bigard, and Marshall Oaletree (UFF) re: union neaotiations	0.60 hrs	150.00

<i>PREPAID BALANCE</i>	<i>\$0.00</i>
<b>AGED ACCOUNTS RECEIVABLE</b>	
<b>0 - 30 Days</b>	<u>\$0.00</u>
<b>30 - 60 Days</b>	<u>\$0.00</u>
<b>60 - 90 Days</b>	<u>\$0.00</u>
<b>90 - 120 Days</b>	<u>\$0.00</u>
<b>120 + Days</b>	<u>\$0.00</u>

PAPERLESS BILLS EFFECTIVE MAY 2020

20

PAPERLESS BILLS EFFECTIVE MAY 2020

**ALLEN NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

June 8, 2020

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 146247  
Billed through 05/31/2020

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	05/06/2020	\$750.00
Payments received since last bill	05/04/2020	\$0.00 CR
		-----
Net balance forward		\$750.00

**FOR PROFESSIONAL SERVICES RENDERED**

05/04/20	BK	Email with Emily McCann (UFF) re: status of negotiations and scheduling additional sessions; Email with client re: same	0.20 hrs	50.00
05/05/20	BK	Phone conference with Dr. Sidor and Dr. Bigard re: union issues and email with Emily McCann re: same	0.30 hrs	75.00
05/08/20	BK	Review letter from UFF threatening ULP/cease and desist	0.30 hrs	75.00
05/14/20	BK	Telephone conference with Anita Geraci re: Union's cease and desist letter	0.20 hrs	50.00
05/18/20	BK	Review UFF's letter to DBOT and attachments forwarded by College Attorney; Review draft letter by College Attorney responding to UFF's cease and desist	0.40 hrs	100.00

**TOTAL HOURS: 1.40 TOTAL FEES: \$350.00**

Shareholder, Brian Koji 1.40 250.00 \$350.00

-----

23

TOTAL EXPENSES

\$9.73

**TOTAL CHARGES FOR THIS BILL**

=====  
**\$359.73**

PLUS BALANCE FORWARD

\$750.00 *pd*

*du* **PAID**

**TOTAL BALANCE NOW DUE**

=====  
**\$1,109.73**

*PREPAID BALANCE*

*\$0.00*

**PAPERLESS BILLS EFFECTIVE MAY 2020**

**AGED ACCOUNTS RECEIVABLE**

**0 - 30 Days**

\$0.00

**30 - 60 Days**

\$750.00

**60 - 90 Days**

\$0.00

**90 - 120 Days**

\$0.00

**120 + Days**

\$0.00

24

PAPERLESS BILLS EFFECTIVE MAY 2020

ALLEN NORTON & BLUE, P.A.

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

July 6, 2020 ✓

Bill Number 146692 ✓  
Billed through 06/30/2020

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

**General Matters**  
**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 0000 BK**

Balance forward as of bill dated	06/08/2020	\$359.73
Payments received since last bill	06/11/2020	\$0.00 CR
		-----
Net balance forward		\$359.73

**FOR PROFESSIONAL SERVICES RENDERED**

↓	06/02/20	BK	Phone conference with College President, College Attorney, and Exec. VP re: UFF negotiation request and review UFF's email in preparation for call; Review letter to FSEC from Dr. Sidor	0.40 hrs	100.00
	06/03/20	BK	Email correspondence with Emily McCann re: July collective bargaining and follow-up with client re: same	0.30 hrs	75.00
	06/10/20	BK	Numerous emails with Dr. McCann (UFF) and with LSSC re: July 13 negotiation session and issues to discuss	0.40 hrs	100.00
	06/10/20	BK	Review College revisions and comments to UFF's COVID-19 MOU; Review College reopening plan announcement forwarded by UFF	0.30 hrs	75.00
	06/16/20	BK	Email from Dr. McCann re: upcoming negotiations and email with client re: same	0.30 hrs	75.00
	06/17/20	BK	Prepare and finalize updated MOU counterproposal on COVID-19	1.00 hrs	250.00
	06/18/20	BK	Review email correspondence forwarded by Dr. Bigard re: faculty response to Fall scheduling issues; Emails with UFF and with LSSC re: procedural issues raised by UFF	0.30 hrs	75.00
	06/24/20	BK	Prepare draft counterproposal to union on Vacation Article and	2.50 hrs	625.00

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Lake Sumter State

Bill No. 146692

Page 2

TOTAL HOURS:

5.80

TOTAL FEES:

\$1,450.00

Shareholder, Brian Koji

5.80 250.00

\$1,450.00

**EXPENSES**

**MATTER BILLING SUMMARY**

=====

**P A I D**

=====

TOTAL FEES

\$1,450.00

**TOTAL CHARGES FOR THIS BILL**

\$1,450.00

PLUS BALANCE FORWARD

~~\$359.73~~ *in process*

**TOTAL BALANCE NOW DUE**

~~\$1,809.73~~

PREPAID BALANCE

\$0.00

PAPERLESS BILLS EFFECTIVE MAY 2020

**AGED ACCOUNTS RECEIVABLE**

0 - 30 Days

\$359.73

30 - 60 Days

\$0.00

60 - 90 Days

\$0.00

90 - 120 Days

\$0.00

120 + Days

\$0.00



PAPERLESS BILLS EFFECTIVE MAY 2020

ALLEN NORTON & BLUE, P.A.

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

August 5, 2020

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 147322  
Billed through 07/31/2020

General Matters

Attorney Contract Administrator: Brian Koji  
Board Contract Administrator: Dr. Heather Bigard  
Tax ID: 59-1287650

0775 0000 BK

Balance forward as of bill dated	07/06/2020	\$1,809.73
Payments received since last bill	07/31/2020	\$1,809.73 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

07/09/20	BK	Review emails from UFF and Pam Fletcher and email with clients re: counterproposal on COVID MOU and inquiry on FMLA issues	0.30 hrs	75.00
07/09/20	BK	Prepare redlined COVID MOU proposal and email correspondence with UFF representative re: same	0.50 hrs	125.00
07/13/20	BK	Attend and handle UFF negotiations and meet with client for same; Travel to/from Leesburg	7.20 hrs	1,800.00
07/14/20	BK	Email with Emily McCann re: union proposals and with client re: same; Review proposals presented by union at end of negotiations	0.50 hrs	125.00
07/22/20	BK	Prepare Memorandum summarizing status of union negotiations for DBOT in advance of executive session; Review documents forwarded by the College for executive session	3.80 hrs	950.00
07/22/20	BK	Attend DBOT Executive Session to discuss ongoing bargaining	1.00 hrs	250.00
07/28/20	BK	Phone conference with Dr. Bigard re: summary of conversation with Marshall Ogletree and Union's threatened ULP	0.30 hrs	75.00
07/30/20	BK	Extended conference call with Heather Bigard, Pam Fletcher, and Thom Kieft re: response to Union's MOU on COVID	1.50 hrs	375.00

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**EXPENSES**

07/31/20	Color Copies	\$0.00
07/31/20	Photocopies	\$0.00
		=====

**MATTER BILLING SUMMARY**

TOTAL FEES	\$4,475.00
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$4,475.00</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$4,475.00</b>

PREPAID BALANCE \$0.00

PAPERLESS BILLS EFFECTIVE MAY 2020

**AGED ACCOUNTS RECEIVABLE**

<u>0 - 30 Days</u>	<u>30 - 60 Days</u>	<u>60 - 90 Days</u>	<u>90 - 120 Days</u>	<u>120 + Days</u>
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

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PAPERLESS BILLS EFFECTIVE MAY 2020  
**ALLEN NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

September 8, 2020

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 148000  
Billed through 08/31/2020

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	08/05/2020	\$4,475.00
Payments received since last bill	08/27/2020	\$4,475.00 CR
		-----
Net balance forward		\$0.00

**FOR PROFESSIONAL SERVICES RENDERED**

08/03/20	BK	Prepare FMLA counterproposal to UFF and review recently-amended PRO for same; Review and revise counters on vacation, administrative assignment, sick pool, and COVID MOU to incorporate revisions suggested by Bigard, Fletcher, and Kieft; Email with clients re: same; Email with UFF negotiator confirming session	3.50 hrs	875.00
08/04/20	BK	Revise FMLA proposal to UFF and email with client re: same; Email proposals to UFF	0.30 hrs	75.00
08/04/20	BK	Attend and handle union negotiations, pre-negotiation strategy session, and post-negotiation wrap-up session; and travel for same	7.50 hrs	1,875.00
08/05/20	BK	Prepare clean version of Article 6.2 (Vacation Leave) for tentative agreement with Union and email same to UFF representative; Prepare updated progress chart	0.30 hrs	75.00
08/11/20	BK	Prepare counterproposals for 8-21-2020 Union Negotiation Session on Evaluation, Health insurance, Life insurance, EAP, workers' compensation, other insurance, retirement, tuition	4.40 hrs	1,100.00

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Lake Sumter State

Bill No. 148000

Page 2

08/20/20	BK	Email correspondence with client re: preparation for UFF negotiations; Email with UFF re: counterproposal on COVID MOU; Review Union's counter and email to clients re: same	0.60 hrs	150.00
08/21/20	BK	Attend and handle UFF negotiations; attend pre-negotiation strategy session and travel for same	7.50 hrs	1,875.00
08/24/20	BK	Review email correspondence between Thom Kieft and Dr. Walton re: COVID MOU issue	0.20 hrs	50.00
08/25/20	BK	Phone conference with Cristal Cruz re: union desire for additional negotiation and desire for longer sessions	0.20 hrs	50.00
08/25/20	BK	Update union negotiation progress chart and emails with Union representatives re: tentative agreements; Emails with client re: progress chart and discussion with Cruz	0.60 hrs	150.00
08/25/20	BK	Telephone conference with Heather Bigard re: conversation with union representative	0.20 hrs	50.00

**TOTAL HOURS: 26.20      TOTAL FEES: \$6,550.00**

Shareholder, Brian Koji      26.20    250.00      \$6,550.00

**EXPENSES**

08/03/20	BRIAN KOJI; Travel Expense, (07/13/2020) to/from Leesburg for UFF Negotiations (168 mi.)	\$92.40
08/31/20	BRIAN KOJI; Travel Expense, (08/04/2020) Mileage to/from Leesburg UFF Negotiations (178 mi.)	\$97.90
08/31/20	BRIAN KOJI; Travel Expense, (08/21/2020) Mileage to/from Leesburg UFF Negotiations (178 mi.)s	\$97.90

Total expenses for this matter      =====  
\$288.20

**MATTER BILLING SUMMARY**

TOTAL FEES	\$6,550.00
TOTAL EXPENSES	\$288.20
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$6,838.20</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$6,838.20</b>

PAPERLESS BILLS EFFECTIVE MAY 2020

ALLEN NORTON & BLUE, P.A.

121 Majorca Avenue
Coral Gables, FL 33134-4599
(305) 445-7801 Fax (305) 442-1578
Tax I.D. #59-1287650

November 5, 2020

Lake-Sumter State College
Attn: Dr. Heather Bigard
Vice President of Administrative & Financial Serv.
9501 U.S. Highway 441
Leesburg, FL 34788

Bill Number 149202
Billed through 10/31/2020

General Matters

Attorney Contract Administrator: Brian Koji
Board Contract Administrator: Dr. Heather Bigard
Tax ID: 59-1287650

0775 00000 BK

Table with 3 columns: Description, Date, Amount. Rows include Balance forward as of bill dated 10/06/2020 (\$2,475.00), Payments received since last bill 10/29/2020 (\$2,475.00 CR), and Net balance forward (\$0.00).

FOR PROFESSIONAL SERVICES RENDERED

Table with 5 columns: Date, Initials, Description, Hours, Fees. Rows list various services from 10/13/20 to 10/22/20, including email correspondence, review of proposals, phone conferences, and Zoom meetings.

TOTAL HOURS: 11.40 TOTAL FEES: \$2,850.00

Shareholder, Brian Koji 11.40 250.00 \$2,850.00

**EXPENSES**

10/30/20	BRIAN KOJI; Travel Expense, 10/21/2020 MILEAGE	\$85.80
		=====
	Total expenses for this matter	\$85.80

**MATTER BILLING SUMMARY**

	TOTAL FEES	\$2,850.00
	TOTAL EXPENSES	\$85.80
		=====
	<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$2,935.80</b>
	PLUS BALANCE FORWARD	\$0.00
		=====
	<b>TOTAL BALANCE NOW DUE</b>	<b>\$2,935.80</b>

*PREPAID BALANCE*                      *\$0.00*

**PAPERLESS BILLS EFFECTIVE MAY 2020**

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

PAPERLESS BILLS EFFECTIVE MAY 2020

**ALLEN NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

December 4, 2020

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 149818  
Billed through 11/30/2020

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	11/05/2020	\$2,935.80	
Payments received since last bill	11/20/2020	\$2,935.80	CR
		-----	
Net balance forward		\$0.00	

**FOR PROFESSIONAL SERVICES RENDERED**

11/09/20	BK	Review minutes of 10-21-2020 UFF session and email with Pam Fletcher re: same	0.20 hrs	50.00
11/09/20	BK	Extended phone conference with management negotiating team re: upcoming union negotiations and emails with Team re: Article 12 proposal; Email with UFF representative re: possible virtual negotiations; Work on Article 12 proposal	2.20 hrs	550.00
11/10/20	BK	Phone conference with Cristal Cruz and email with clients re: upcoming UFF session and guidelines for virtual negotiations	0.30 hrs	75.00
11/13/20	BK	Revise article 12 and email with UFF Representative Cristal Cruz re: same; Email with client re: upcoming negotiation	0.40 hrs	100.00
11/16/20	BK	Review UFF's proposals on Academic Freedom and on SPD and numerous emails with client re: possible response; Draft possible counterproposals for consideration; Email with UFF representative re: COVID MOU ratification vote and email with LSSC re: same	1.60 hrs	400.00
11/17/20	BK	Prepare for UFF negotiations	0.30 hrs	75.00
11/17/20	BK	Attend UFF negotiations via zoom	1.50 hrs	375.00
11/18/20	BK	Prepare TA'd articles for Article 5, 11.3 and 13.5 and email with UFF representative Cristal Cruz re: same	0.30 hrs	75.00
11/30/20	BK	Review minutes of Nov. 17, 2020 UFF Negotiation session and email with Pam Fletcher re: same; review notes of 11-17-2020 session and email with College team re: MOU for next session; Email with union representative re: parameters for 12-16-2020 session	1.00 hrs	250.00

**TOTAL HOURS:**

**7.80**

**TOTAL FEES:**

**\$1,950.00**

Lake Sumter State  
Shareholder, Brian Koji

Bill No. 149818  
7.80 250.00

Page 2

\$1,950.00

**EXPENSES**

=====

**MATTER BILLING SUMMARY**

TOTAL FEES	\$1,950.00
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$1,950.00</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$1,950.00</b>

*PREPAID BALANCE* \$0.00

**PAPERLESS BILLS EFFECTIVE MAY 2020**

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>



PAPERLESS BILLS EFFECTIVE MAY 2020

ALLEN NORTON & BLUE, P.A.

121 Majorca Avenue
Coral Gables, FL 33134-4599
(305) 445-7801 Fax (305) 442-1578
Tax I.D. #59-1287650

January 5, 2021

Lake-Sumter State College
Attn: Dr. Heather Bigard
Vice President of Administrative & Financial Serv.
9501 U.S. Highway 441
Leesburg, FL 34788

Bill Number 150225
Billed through 12/31/2020

General Matters

Attorney Contract Administrator: Brian Koji
Board Contract Administrator: Dr. Heather Bigard
Tax ID: 59-1287650

0775 00000 BK

Table with 3 columns: Description, Date, Amount. Rows include Balance forward as of bill dated 12/04/2020 (\$1,950.00), Payments received since last bill 12/18/2020 (\$1,950.00 CR), and Net balance forward (\$0.00).

FOR PROFESSIONAL SERVICES RENDERED

Table with 5 columns: Date, Initials, Description, Hours, Fee. Rows list various services from 12/01/20 to 12/31/20, including reviews, negotiations, and meetings.

TOTAL HOURS: 12.10 TOTAL FEES: \$3,025.00

Shareholder, Brian Koji 12.10 250.00 \$3,025.00

EXPENSES

=====

**MATTER BILLING SUMMARY**

TOTAL FEES	\$3,025.00
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$3,025.00</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$3,025.00</b>

*PREPAID BALANCE*                      \$0.00

**PAPERLESS BILLS EFFECTIVE MAY 2020**

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

PAPERLESS BILLS EFFECTIVE MAY 2020

ALLEN NORTON & BLUE, P.A.

121 Majorca Avenue
Coral Gables, FL 33134-4599
(305) 445-7801 Fax (305) 442-1578
Tax I.D. #59-1287650

February 5, 2021

Lake-Sumter State College
Attn: Dr. Heather Bigard
Vice President of Administrative & Financial Serv.
9501 U.S. Highway 441
Leesburg, FL 34788

Bill Number 150851
Billed through 01/31/2021

General Matters
Attorney Contract Administrator: Brian Koji
Board Contract Administrator: Dr. Heather Bigard
Tax ID: 59-1287650

0775 0000 BK

Table with 3 columns: Description, Date, Amount. Rows include Balance forward as of bill dated 01/05/2021 (\$3,025.00), Payments received since last bill 01/22/2021 (\$3,025.00 CR), and Net balance forward (\$0.00).

FOR PROFESSIONAL SERVICES RENDERED

Table with 6 columns: Date, Initials, Description, Hours, Rate, Total. Rows list various services from 01/11/21 to 01/29/21, including drafting counterproposals, correspondence, conferences, and research.

TOTAL HOURS: 13.30 TOTAL FEES: \$3,325.00

Table with 4 columns: Name, Hours, Rate, Total. Rows for Shareholder, Brian Koji (8.30 hrs, 250.00 rate, \$2,075.00 total) and Associate, Barron F. Dickinson (5.00 hrs, 250.00 rate, \$1,250.00 total).

**EXPENSES**

01/19/21	BRIAN KOJI; Travel Expense, (12/18/2020) Mileage to/from Leesburg re: Barg Team.	\$102.30
		=====
	Total expenses for this matter	\$102.30

**MATTER BILLING SUMMARY**

	TOTAL FEES	\$3,325.00
	TOTAL EXPENSES	\$102.30
		=====
	<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$3,427.30</b>
	PLUS BALANCE FORWARD	\$0.00
		=====
	<b>TOTAL BALANCE NOW DUE</b>	<b>\$3,427.30</b>

*PREPAID BALANCE*                      *\$0.00*

**PAPERLESS BILLS EFFECTIVE MAY 2020**

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

PAPERLESS BILLS EFFECTIVE MAY 2020

**ALLEN NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

March 8, 2021

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 151363  
Billed through 02/28/2021

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	02/05/2021	\$3,427.30	
Payments received since last bill	02/19/2021	\$3,427.30	CR
		-----	
Net balance forward		\$0.00	

**FOR PROFESSIONAL SERVICES RENDERED**

02/01/21	BK	Review memorandum re: faculty evaluation PERC case law and management rights angle	0.30	hrs	75.00
02/05/21	BK	Phone conference with Dr. Bigard and Deborah Snellen re: faculty/manager issue	0.50	hrs	125.00
02/09/21	BK	Prepare draft articles for union negotiations on 6.2, 6.4, 4, and 8; Emails to administraiotn team re: same and Article 11.10; Review prior proposals from 2019 re: Article 4	2.80	hrs	700.00
02/10/21	BK	Work on drafting workload proposals for union negotiations	4.80	hrs	1,200.00
02/11/21	BK	Finalize draft workload article for possible union counterproposal and consideration by administration and email to client re: same	1.00	hrs	250.00
02/11/21	BK	Revise Article 8 (Faculty Evaluation) proposal and email with college re: same	0.30	hrs	75.00
02/11/21	BK	Review status of signed articles from November and December 2020 union negotiating sessions and email with Cristal Cruz re: missing signed articles	0.30	hrs	75.00
02/12/21	BK	Review UFF Proposals for upcoming negotiation session	0.50	hrs	125.00
02/16/21	BK	Prepare draft article regarding union officer contact information and review current article 6.5 and article 1; email with Dr. Bigard re: same	0.50	hrs	125.00
02/17/21	BK	Prepare for DBOT executive session and update progress chart and TA'd articles for same	2.00	hrs	500.00
02/17/21	BK	Travel to/from Sumterville for DBOT executive session	2.30	hrs	575.00
02/17/21	BK	Attend DBOT meeting and executive session	1.70	hrs	425.00
02/18/21	BK	Emails with Cristal Cruz and with Dr. Bigard and Kelly McLean re: COVID MOU	0.30	hrs	75.00
02/18/21	BK	Attend pre-negotiation meeting with Administrative team prior to union negotiations	0.90	hrs	225.00

02/18/21	BK	Attend and handle Union negotiations; Emails with Cristal Cruz re: tentative agreements reached	1.70 hrs	425.00
02/26/21	BK	Email with Dr. Bigard re: discussion of parameters of Weingarten rights in context of possible PIP with faculty member	0.30 hrs	75.00

**TOTAL HOURS: 20.20      TOTAL FEES: \$5,050.00**

Shareholder, Brian Koji      20.20    250.00      \$5,050.00

**EXPENSES**

01/28/21	Electronic Research Charge, (BFD) UFF Barg.	\$0.00
		=====

**MATTER BILLING SUMMARY**

TOTAL FEES	\$5,050.00
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$5,050.00</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$5,050.00</b>

*PREPAID BALANCE \$0.00*

**PAPERLESS BILLS EFFECTIVE MAY 2020**

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

PAPERLESS BILLS EFFECTIVE MAY 2020

ALLEN NORTON & BLUE, P.A.

121 Majorca Avenue
Coral Gables, FL 33134-4599
(305) 445-7801 Fax (305) 442-1578
Tax I.D. #59-1287650

April 12, 2021

Lake-Sumter State College
Attn: Dr. Heather Bigard
Vice President of Administrative & Financial Serv.
9501 U.S. Highway 441
Leesburg, FL 34788

Bill Number 152072
Billed through 03/31/2021

General Matters
Attorney Contract Administrator: Brian Koji
Board Contract Administrator: Dr. Heather Bigard
Tax ID: 59-1287650

0775 00000 BK

Table with 3 columns: Description, Date, Amount. Rows include Balance forward as of bill dated 03/08/2021 (\$5,050.00), Payments received since last bill 03/26/2021 (\$5,050.00 CR), and Net balance forward (\$0.00).

FOR PROFESSIONAL SERVICES RENDERED

Table with 5 columns: Date, Code, Description, Hours, Fees. Rows list various services such as 'Email correspondence with Cristal Cruz...', 'Prepare synopsis of negotiations...', 'Zoom conference with Administration Bargaining Team...', etc.

TOTAL HOURS: 8.60 TOTAL FEES: \$2,150.00

Shareholder, Brian Koji 8.60 250.00 \$2,150.00

**EXPENSES**

03/08/21	BRIAN KOJI: Mileage: 134 Miles: (02/17/2021)	\$73.70
		=====
	Total expenses for this matter	\$73.70

**MATTER BILLING SUMMARY**

	TOTAL FEES	\$2,150.00
	TOTAL EXPENSES	\$73.70
		=====
	<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$2,223.70</b>
	PLUS BALANCE FORWARD	\$0.00
		=====
	<b>TOTAL BALANCE NOW DUE</b>	<b>\$2,223.70</b>

*PREPAID BALANCE*                      \$0.00

**PAPERLESS BILLS EFFECTIVE MAY 2020**

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>



PAPERLESS BILLS EFFECTIVE MAY 2020

**ALLEN NORTON & BLUE, P.A.**

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

May 5, 2021

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 152477  
Billed through 04/30/2021

**General Matters**

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 00000 BK**

Balance forward as of bill dated	04/12/2021	\$2,223.70	
Payments received since last bill	04/23/2021	\$2,223.70	CR
		-----	
Net balance forward		\$0.00	

**FOR PROFESSIONAL SERVICES RENDERED**

04/09/21	BK	Review minures of UFF negotiations from March 29 session; Email with Kelly McLean re: same	0.10 hrs	25.00
04/14/21	BK	Email correspondence with Kelly McLean re: union negotiation status and progress chart	0.20 hrs	50.00
04/14/21	BK	Telephone conference with Dr. Heather Bigard re: continuing contract issues and timing of nonrenewal of annual contracts	0.50 hrs	125.00
04/15/21	BK	Review and pull tentatively agreed articles from union negotiations for Kelly McLean and review status of articles still remaining to be signed by union	0.50 hrs	125.00
04/16/21	BK	Review email from client re: SEIU communication with faculty	0.30 hrs	75.00
04/19/21	BK	Attend strategy session with LSSC administration bargaining team; Review contract article status in preparation for strategy session	1.10 hrs	275.00
04/23/21	BK	Email with Cristal Cruz re: upcoming negotiations and advance of proposals; Review issues remaining in union's court and email Cristal re: same	0.30 hrs	75.00
04/28/21	BK	Review Union's proposals on Articles 1, 4, and 14 and emails with UFF representative and client re: same; Review notes on Article 6.2 (Use of Facilities); update all progress charts	2.00 hrs	500.00
04/29/21	BK	Attend negotiation prep session via videoconference and review proposals for same	0.90 hrs	225.00
04/29/21	BK	Attend and handle UFF negotiations and prepare for same; update progress charts following negotiations; Emails with client re: progress charts and available dates; Email with UFF re: tentative agreements	3.70 hrs	925.00

**TOTAL HOURS:**

**9.60**

**TOTAL FEES:**

**\$2,400.00**

Lake Sumter State  
Shareholder, Brian Koji

Bill No. 152477  
9.60 250.00

Page 2

\$2,400.00

**EXPENSES**

=====

**MATTER BILLING SUMMARY**

TOTAL FEES	\$2,400.00
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$2,400.00</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$2,400.00</b>

*PREPAID BALANCE*                      \$0.00

**PAPERLESS BILLS EFFECTIVE MAY 2020**

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

# ALLEN NORTON & BLUE, P.A.

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

June 7, 2021

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Vice President of Administrative & Financial Serv.  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 153073  
Billed through 05/31/2021

## General Matters

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 0000 BK**

Balance forward as of bill dated	05/05/2021	\$2,400.00
Payments received since last bill	05/21/2021	\$2,400.00 CR
		-----
Net balance forward		\$0.00

## FOR PROFESSIONAL SERVICES RENDERED

05/04/21	BK	Emails with Dr. Bigard and Kelly McLean re: executive session for collective bargaining strategy with DBOT	0.30 hrs	75.00
05/06/21	BK	Review minutes of 4-29-2021 meeting and review QEP financial plan forwarded by Dr. Bigard	0.30 hrs	75.00
05/11/21	BK	Videoconference with Dr. Bigard, Dr. Vitale, and Thom Kieft re: union negotiation strategy session and discussions of QEP, QM, and IP issues; Outline strategy for May 20 negotiation session	1.20 hrs	300.00
05/12/21	BK	Review updated Quality Matters internal course review agreement	0.30 hrs	75.00
05/14/21	BK	Research for Intellectual Property article; review Board Rule, Admin Procedure Manual, other UFF CBA IP articles, new statutory provisions (HB 233) and legislative history	2.00 hrs	500.00
05/17/21	BK	Review UFF's proposals for May 20 bargaining session; Compare Union's proposals on articles 6.5, 8, 11.2, and 11.6 with prior College proposals; Email to clients re: Union's proposals	1.50 hrs	375.00
05/18/21	BK	Prepare draft Intellectual Property article for union negotiations and email with clients re: same	1.50 hrs	375.00
05/19/21	BK	Prepare email correspondence to Union representative re: Quality Matters course development	0.30 hrs	75.00
05/19/21	BK	Review materials in preparation for DBOT executive session	0.30 hrs	75.00
05/19/21	BK	Travel to/from Leesburg for DBOT Executive Session	3.70 hrs	925.00
05/19/21	BK	Attend DBOT Meeting and Executive Session	1.10 hrs	275.00
05/20/21	BK	Attend pre-negotiation preparation session	1.00 hrs	250.00
05/20/21	BK	Attend and handle Union negotiations	2.00 hrs	500.00
05/20/21	BK	Update progress charts and Emails with Union representatives and client re: TA'd articles	0.70 hrs	175.00
05/21/21	BK	Prepare revised intellectual property proposal to Union and	1.80 hrs	450.00

revised outside activity proposal to Union; Review other CBAs for same; Email with client re: draft proposals and email with client re: additional bargaining session

05/25/21	BK	Emails with Union representatives and with College re: future negotiation sessions	0.30 hrs	75.00
05/27/21	BK	Review letter from UFF re: alleged delay in substantive negotiations	0.30 hrs	75.00

<b>TOTAL HOURS:</b>	<b>18.60</b>	<b>TOTAL FEES:</b>	<b>\$4,650.00</b>
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Shareholder, Brian Koji	18.60	250.00	\$4,650.00
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**EXPENSES**

05/28/21	Color Copies	\$0.00
05/31/21	Photocopies	\$0.00
		=====

**MATTER BILLING SUMMARY**

TOTAL FEES	\$4,650.00
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$4,650.00</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$4,650.00</b>

PREPAID BALANCE \$0.00

**AGED ACCOUNTS RECEIVABLE**

<u>0 - 30 Days</u>	<u>30 - 60 Days</u>	<u>60 - 90 Days</u>	<u>90 - 120 Days</u>	<u>120 + Days</u>
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

# ALLEN NORTON & BLUE, P.A.

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

July 13, 2021

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Executive Vice President  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 153844  
Billed through 06/30/2021

## General Matters

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 0000 BK**

Balance forward as of bill dated	06/07/2021	\$4,650.00
Payments received since last bill	06/18/2021	\$4,650.00 CR
		-----
Net balance forward		\$0.00

## FOR PROFESSIONAL SERVICES RENDERED

06/02/21	BK	Telephone conference with Dr. Bigard re: discussion of logistics of nonrenewals and program elimination	0.30	hrs	75.00
06/04/21	BK	Email correspondence with Dr. Bigard re: OER discussion possibility for union negotiations and specific open items still pending with Union	0.40	hrs	100.00
06/15/21	BK	Review audio recording forwarded by Dr. Bigard re: Walton non-renewal and email with Dr. Bigard re: same	0.20	hrs	50.00
06/17/21	BK	Emails with College and with UFF representative re: ongoing union negotiations and future bargaining sessions	0.30	hrs	75.00
06/17/21	BK	Review letter from attorney Tobe Lev and email with College Attorney re: response to same	0.30	hrs	75.00
06/21/21	BK	Emails with Union representative and Kelly McLean re: July negotiation dates	0.30	hrs	75.00
06/22/21	BK	Review email from Dr. Bigard re: Walton petition and review petition	0.30	hrs	75.00
06/23/21	BK	Telephone conference with Anita Geraci re: Walton petition for hearing and BK to present College case	0.30	hrs	75.00
06/23/21	BK	Review email from Dr. Bigard re: faculty survey	0.30	hrs	75.00
06/25/21	BK	Review faculty survey responses provided by Union and forwarded by College	0.50	hrs	125.00

**TOTAL HOURS: 3.20 TOTAL FEES: \$800.00**

Shareholder, Brian Koji 3.20 250.00 \$800.00

## EXPENSES

05/14/21	Brian Koji Reimbursement- Miles- Travel to and from College for Executive Session	\$102.30
		=====
	Total expenses for this matter	\$102.30

**MATTER BILLING SUMMARY**

	TOTAL FEES	\$800.00
	TOTAL EXPENSES	\$102.30
		=====
	<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$902.30</b>
	PLUS BALANCE FORWARD	\$0.00
		=====
	<b>TOTAL BALANCE NOW DUE</b>	<b>\$902.30</b>

*PREPAID BALANCE*                      *\$0.00*

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

# ALLEN NORTON & BLUE, P.A.

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

August 9, 2021

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Executive Vice President  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 154251  
Billed through 07/31/2021

## General Matters

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 0000 BK**

Balance forward as of bill dated	07/13/2021	\$902.30
Payments received since last bill	07/30/2021	\$902.30 CR
		-----
Net balance forward		\$0.00

## FOR PROFESSIONAL SERVICES RENDERED

07/02/21	BK	Review College Board Rules and Admin Pro on faculty contract terminations; Discuss preparation needed for hearing with M.M.M.; Email from opposing counsel and from College Attorney re: Walton hearing; Emails with LSSC re: hearing schedule	1.00	hrs	250.00
07/02/21	BK	Review motions and documents from attorney Tobe Lev re: Walton matter	1.00	hrs	250.00
07/02/21	MMM	Begin preliminary research regarding administrative procedures for conducting administrative hearing to determine substantial interests under FL Administrative Code; begin preparation of outline regarding same.	2.00	hrs	500.00
07/02/21	MMM	Status conference with Brian Koji regarding research and legal memoranda needed regarding process for administrative hearing related to termination of continuing contract.	0.40	hrs	100.00
07/06/21	BK	Email correspondence with College re: Walton hearing	0.30	hrs	75.00
07/07/21	BK	Review interrogatories and RTP from Walton and strategy for response	1.00	hrs	250.00
07/07/21	MMM	Receive and review chain of email correspondence from counsel for David Walton regarding service of amended petition and discovery requests.	0.30	hrs	75.00
07/07/21	MMM	Conduct brief research regarding deadlines for responding to discovery under Florida Administrative Procedures Act; prepare brief email memorandum to Brian Koji regarding same.	0.70	hrs	175.00
07/07/21	MMM	Review and analyze Petitioner's motion for disqualify.	0.30	hrs	75.00
07/07/21	MMM	Review and analyze Petitioner's motion for statement of particulars.	0.20	hrs	50.00
07/07/21	MMM	Review and analyze Petitioner's amended petition for administrative hearing.	0.50	hrs	125.00

07/09/21	MMM	Conduct additional legal research on administrative procedures for responding to Walton's amended petition for hearing; outline deficiencies regarding same; prepare email correspondence to Brian Koji with summary of same.	0.90	hrs	225.00
07/09/21	MMM	Review administrative policies in client file related to renewal and termination of faculty contracts.	0.50	hrs	125.00
07/12/21	BK	Email with Kelly McLean re: union negotiation strategy meeting;email with Union re: OER proposal	0.30	hrs	75.00
07/12/21	BK	Review emails from College re: request for comments on Walton matter; Review prehearing order; Email with Tobe Lev re: discovery matters and pending motions; Email with clients re: depositions	0.60	hrs	150.00
07/13/21	BK	Review draft response to media request from Kevin Y. re: Walton matter	0.30	hrs	75.00
07/13/21	MMM	Conduct legal research on the Florida Administrative Code and Florida Administrative Procedures Act for conducting an administrative hearing to determine substantial interests of a party.	3.00	hrs	750.00
07/14/21	BK	Review emails to Dr. Sidor from Action Network re: Walton matter	0.30	hrs	75.00
07/14/21	BK	Discuss research needed and discovery re: Walton matter with M.M.M. and plan strategy for same	1.00	hrs	250.00
07/14/21	MMM	Continue legal research on application of Florida Statutes Chapter 120 to administrative hearings; begin preparation of memorandum outlining appropriate procedures accordingly for use during Walton hearing.	2.00	hrs	500.00
07/14/21	MMM	Status conference with Brian Koji regarding legal research to date on administrative procedures for Walton hearing, potential defenses, and responses needed to Walton's motions filed.	0.80	hrs	200.00
07/14/21	MMM	Begin case law research of DOAH opinions regarding motion to disqualify hearing officer for use in responding to Walton's pending motion.	1.50	hrs	375.00
07/15/21	BK	Extended conference call with clients re: upcoming union negotiations and discussion of Walton hearing and discovery	1.80	hrs	450.00
07/15/21	BK	Prepare email to clients re: Walton matter and needed dates for depositions and documents to prepare for depositions, respond to discovery, and prepare for hearing	1.10	hrs	275.00
07/16/21	MMM	Telephone conference with Brian Koji as follow up to conference with College representatives on 7/15/21 and litigation strategy for preparing for upcoming depositions and hearings in Walton matter.	0.70	hrs	175.00
07/16/21	MMM	Continue legal research on DOAH opinions regarding motion to disqualify hearing officer in preparation of responding to petitioner's pending motion.	0.80	hrs	200.00
07/17/21	BK	Review letter of recommendation for Walton and email re: same with Dr. Bigard	0.30	hrs	75.00
07/20/21	BK	Email with Kelly McLean re: deposition and prep for depositions in Walton matter; Discussion with M.M.M. re: response to motion to disqualify	0.30	hrs	75.00
07/20/21	BK	Attend and handle Union negotiations; Review OER materials in advance of meeting; attend pre-meeting strategy session; Review QEP MOU provided by UFF	2.40	hrs	600.00
07/20/21	BK	Follow-up emails with Kelly M. re: depositions for Walton matter	0.30	hrs	75.00
07/20/21	MMM	Continue legal research on standard for disqualifying a hearing officer under Fla. Stat. 120.665 in preparation of responding to Walton's pending motion.	1.80	hrs	450.00



07/20/21	MMM	Brief status conference with Brian Koji regarding status of legal research regarding response to Walton's motion to disqualify hearing officer and litigation strategy for preparing appropriate response.	0.30	hrs	75.00
07/20/21	MMM	Begin preparation of the College's response to Walton's pending motion for disqualification of hearing officer.	1.00	hrs	250.00
07/21/21	BK	Emails with opposing counsel and client re: depositions	0.30	hrs	75.00
07/21/21	MMM	Finish preparation of College's response to Walton's motion to disqualify hearing officer; forward to Brian Koji for review.	2.00	hrs	500.00
07/21/21	MMM	Continue preparation of outline memorandum regarding procedures and rules applicable to administrative proceedings in front of hearing officer under Florida Administrative Code and Florida Administrative Procedures Act.	1.00	hrs	250.00
07/22/21	BK	Emails with opposing counsel and with client re: deposition arrangements for Walton depositions	0.30	hrs	75.00
07/22/21	MMM	Receive and review chain of email correspondence from College representatives regarding coordination of depositions in Walton administrative matter.	0.20	hrs	50.00
07/26/21	BK	Review and revise response to Motion to Disqualify Hearing Officer in Walton matter and email with College Attorney and opposing counsel re: same	0.40	hrs	100.00
07/28/21	BK	Review Orlando Weekly article forwarded by Dr. Bigard re: Walton matter; Review deposition notices and subpoenas forwarded by Walton's attorney and email with Kelly McLean re: same; Email with Dr. Bigard re: status of documents needed for discovery;	0.80	hrs	200.00
07/29/21	BK	Prepare response to Walton's Request for Production of Documents and review documents provided by College for same	3.10	hrs	775.00
07/30/21	BK	Continue working on discovery responses in Walton case; Email with Tobe Lev re: extension	0.50	hrs	125.00

**TOTAL HOURS: 38.30      TOTAL FEES: \$9,575.00**

Shareholder, Brian Koji	17.40	250.00	\$4,350.00
Associate, Maelyn Morrison	0.00	0.00	\$0.00
Associate, Maelyn Morrison	20.90	250.00	\$5,225.00

**EXPENSES**

07/30/21	Color Copies	\$0.00
07/31/21	Photocopies	\$0.00

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**MATTER BILLING SUMMARY**

TOTAL FEES	\$9,575.00
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$9,575.00</b>
PLUS BALANCE FORWARD	\$0.00
	=====
<b>TOTAL BALANCE NOW DUE</b>	<b>\$9,575.00</b>

*PREPAID BALANCE* *\$0.00*

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

# ALLEN NORTON & BLUE, P.A.

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

September 10, 2021

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Executive Vice President  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 154806  
Billed through 08/31/2021

## General Matters

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 0000 BK**

Balance forward as of bill dated	08/09/2021	\$9,575.00
Payments received since last bill	07/30/2021	\$0.00 CR
		-----
Net balance forward		\$9,575.00

## FOR PROFESSIONAL SERVICES RENDERED

08/02/21	BK	Work on Walton discovery responses; Email from Dr. Bigard re: media request for comment	1.00	hrs	250.00
08/03/21	BK	Review article from Journal of Higher Education re: Walton and emails re: same	0.30	hrs	75.00
08/03/21	BK	Review documents from College re: Walton matter for continuing work on discovery responses	2.20	hrs	550.00
08/04/21	BK	Continued review of documents and prepare draft interrogatory responses for Walton appeal; Emails with clients re; interrogatories and documents	3.50	hrs	875.00
08/05/21	BK	Conference call with clients and state re: status of personnel issues	0.50	hrs	125.00
08/05/21	BK	Review prior court challenge to SBE Rule 14.0411 and court decisions upholding the rule (for Walton matter)	0.50	hrs	125.00
08/05/21	BK	Prepare documents for production to opposing counsel in Walton matter	2.00	hrs	500.00
08/09/21	BK	Attend and handle witness interviews of Sidor, Vitale, Bigard, Kieft, Hogans, and Terranova re: Walton appeal matter and travel to/from Leesburg for same	11.50	hrs	2,875.00
08/10/21	BK	Review correspondence from Walton's attorney disputing objections to response to RTP	0.30	hrs	75.00
08/12/21	BK	Review Deposition exhibits forwarded by Walton's attorney and email to client re: same	0.50	hrs	125.00
08/13/21	BK	Attend and handle depositions of Terranova, Kieft, Hogans, Vitale, Wymer, Bigard, and Sidor and travel to and from Leesburg for same	11.00	hrs	2,750.00
08/17/21	BK	Review Email from Dr. Bigard re: Walton PILF application and review application	0.30	hrs	75.00
08/17/21	BK	Attend pre-negotiation strategy session with Dr. Sidor, Dr.	2.20	hrs	550.00

Vitale, and Dr. Bigard and revise potential proposals to union on QEP and Faculty Evaluations; Email to client re: same

08/18/21	BK	Review email from client re: social media postings related to Walton matter	0.20	hrs	50.00
08/19/21	BK	Email with union negotiators re: counterproposal on Article 8 for next week's negotiation; Update negotiation progress chart	0.30	hrs	75.00
08/19/21	MMM	Receive and review public records request received from Toby Lev, in connection with grievance filed by David Walton; receive and review brief email correspondence from College representatives regarding receipt and processing of same.	0.30	hrs	75.00
08/20/21	BK	Review orders from hearing officer on motion to disqualify and motion for particulars and email re: same to client	0.30	hrs	75.00
08/23/21	BK	Review documents from client and email from Bigard re: geography course scheduling and separation info on faculty referenced by Wymer in depo	0.50	hrs	125.00
08/23/21	BK	Emails with Kelly McLean re: negotiation status and articles on Articles 9, 10, and 11; research re: status of Articles 9, 10, and 11 and assemble pertinent articles	0.90	hrs	225.00
08/26/21	BK	Handle pre-negotiation meeting; Handle union negotiations; Update post-negotiation progress charts; finalize TA version of Article 8 and emails re same	3.50	hrs	875.00
08/27/21	BK	Review SACSOC documents from client and requested by Walton attorney	0.50	hrs	125.00
08/27/21	BK	Review docs from Vitale re: Pierce SLS assignments for Walton matter	0.40	hrs	100.00
08/30/21	BK	Email correspondence from Walton's attorney re: remote hearing request and respond to same	0.10	hrs	25.00
08/30/21	BK	Email correspondence with Dr. Bigard re: Walton prep meetings; Email with College re: additional UFF negotiation dates for November and December	0.30	hrs	75.00
08/31/21	BK	Email with Dr. Bigard re: subpoenas for Walton	0.10	hrs	25.00

**TOTAL HOURS: 43.20 TOTAL FEES: \$10,800.00**

Shareholder, Brian Koji	42.90	250.00	\$10,725.00
Associate, Maelyn Morrison	0.30	250.00	\$75.00

**EXPENSES**

07/09/21	Electronic Research Charge, (MMM) Amended Pet.	\$0.00
07/19/21	Electronic Research Charge, (MMM) Mot to Disqual	\$0.00
08/31/21	Photocopies	\$0.00
		=====

**MATTER BILLING SUMMARY**

TOTAL FEES	\$10,800.00
	=====
<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$10,800.00</b>
PLUS BALANCE FORWARD	\$9,575.00

**TOTAL BALANCE NOW DUE**

=====  
**\$20,375.00**

*PREPAID BALANCE*                      *\$0.00*

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
<u>\$0.00</u>	<u>\$9,575.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

# ALLEN NORTON & BLUE, P.A.

121 Majorca Avenue  
Coral Gables, FL 33134-4599  
(305) 445-7801 Fax (305) 442-1578  
Tax I.D. #59-1287650

October 7, 2021

Lake-Sumter State College  
Attn: Dr. Heather Bigard  
Executive Vice President  
9501 U.S. Highway 441  
Leesburg, FL 34788

Bill Number 155275  
Billed through 09/30/2021

## General Matters

**Attorney Contract Administrator: Brian Koji**  
**Board Contract Administrator: Dr. Heather Bigard**  
**Tax ID: 59-1287650**

**0775 0000 BK**

Balance forward as of bill dated	09/10/2021	\$20,375.00
Payments received since last bill	10/01/2021	\$20,375.00 CR
		-----
Net balance forward		\$0.00

## FOR PROFESSIONAL SERVICES RENDERED

09/01/21	BK	Review emails from Walton's attorney re: Wymer testimony, public records response and review motion to modify start time of hearing	0.40 hrs	100.00
09/02/21	BK	Emails with Kelly McLean and with Union representatives re: upcoming negotiations	0.30 hrs	75.00
09/02/21	BK	Prepare exhibits for hearing; emails with Walton's counsel re: hearing and subpoenas	4.20 hrs	1,050.00
09/03/21	BK	Prepare Exhibit 18 and review emails for same re: Walton exhibits	1.10 hrs	275.00
09/03/21	BK	Review and analyze Walton Exhibits from Petitioner and email with client re: same	1.00 hrs	250.00
09/07/21	BK	Review numerous emails re: Walton hearing witnesses and scheduling	0.30 hrs	75.00
09/07/21	BK	Prepare for Walton Hearing; Draft Witness Outlines, Opening Statement, Chronology, and Cross Points;	8.00 hrs	2,000.00
09/08/21	BK	Witness preparation meetings with Dr. Sidor, Dr. Vitale, Dr. Bigard, Beth Terranova, Karen Hogans, and Thom Kieft; Prepare additional outlines of cross-examination for Jeremy Norton and David Walton	7.10 hrs	1,775.00
09/09/21	BK	Attend and handle Walton hearing; prepare for same; Travel to from Clermont for same	11.00 hrs	2,750.00
09/14/21	BK	Attend pre-negotiation meeting with Dr. Sidor and Dr. Bigard re: UFF negotiations and revise QEP proposal and emails re: same; Discuss health insurance issues and impact on negotiations	1.20 hrs	300.00
09/16/21	BK	Email correspondence from College and email to UFF representatives re: QEP Proposal	0.30 hrs	75.00
09/21/21	BK	Review Articles 7 and 12 revisions and review College revision	0.50 hrs	125.00

		to Article 9 workload article; Email with Dr. Bigard re: same		
09/22/21	BK	Attend executive session with DBOT and prepare for same	1.50 hrs	375.00
09/23/21	BK	Attend virtual pre-negotiation meeting with Dr. Bigard and Dr. Vitale prior to UFF bargaining session and discuss QEP, OER	0.70 hrs	175.00
09/23/21	BK	Attend Union bargaining session	1.50 hrs	375.00
09/23/21	BK	Emails to UFF attorney and to client re: QEP tentative agreement; Email to client re: updated ILA MOU draft and prepare same; Email to client re: negotiation and strategy session dates	0.80 hrs	200.00
09/28/21	BK	Review email from UFF's legal department re: request to PERC to allow electronic ratification vote and respond to same; email to client re: same	0.30 hrs	75.00

**TOTAL HOURS: 40.20 TOTAL FEES: \$10,050.00**

Shareholder, Brian Koji 40.20 250.00 \$10,050.00

**EXPENSES**

09/20/21	LGT Reporting Company; Court Reporters, Inv. 102973	\$756.00
09/30/21	Color Copies	\$0.00
09/30/21	Photocopies	\$0.00
		=====
	Total expenses for this matter	\$756.00

**MATTER BILLING SUMMARY**

	TOTAL FEES	\$10,050.00
	TOTAL EXPENSES	\$756.00
		=====
	<b>TOTAL CHARGES FOR THIS BILL</b>	<b>\$10,806.00</b>
	PLUS BALANCE FORWARD	\$0.00
		=====
	<b>TOTAL BALANCE NOW DUE</b>	<b>\$10,806.00</b>

PREPAID BALANCE \$0.00

**AGED ACCOUNTS RECEIVABLE**

<b><u>0 - 30 Days</u></b>	<b><u>30 - 60 Days</u></b>	<b><u>60 - 90 Days</u></b>	<b><u>90 - 120 Days</u></b>	<b><u>120 + Days</u></b>
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00