

**FLORIDA POLYTECHNIC UNIVERSITY BOARD OF TRUSTEES (FPU-BOT)
AND
UNITED FACULTY OF FLORIDA (UFF)
COLLECTIVE BARGAINING SESSION MINUTES
2021-2024 Collective Bargaining Agreement
Meeting #20
May 13, 2021 – 9 am
WebEx Conference Call**

ATTENDEES	HANDOUTS
<u>FPU-BOT BARGAINING TEAM</u> Alex Landback and Dr. Shahram Taj	<u>FPU-BOT PROPOSALS</u> <ul style="list-style-type: none">• Article 11 Grievance and Arbitration (FPU-BOT "A")• Article 15 Payroll Deduction (FPU-BOT "B") • Salary CUPA Comparison
<u>UFF BARGAINING TEAM</u> Wylie Lenz, Myles Kim, and Patrick Luck	<u>UFF PROPOSALS</u> <ul style="list-style-type: none">• Article 08 Performance Evaluations (UFF "A")
<u>OTHER ATTENDEES</u> Regina Brown and Sherri Pavlik	<u>Tentative Agreements</u> <ul style="list-style-type: none">•

Alex Landback called the collective bargaining meeting to order at 9:17 a.m.

The draft minutes for CBA meeting #19 were provided to the UFF Bargaining Team.

FPU-BOT shared Salary CUPA Comparison; discussion followed.

UFF presented Article 08 Performance Evaluations (UFF "A"); discussion followed. Article remains open.

Caucused 10:17 a.m.; returned 10:29 a.m.

FPUBOT presented Article 15 Payroll Deduction (FPU-BOT "B"); discussion followed. Article remains open.

FPU-BOT presented Article 11 Grievance and Arbitration (FPU-BOT "A"); discussion followed. Article remains open.

The parties discussed the upcoming schedule. Additional meeting date of Thursday, May 27 from 9 a.m. – 12 p.m. has been set. Further dates, if necessary, will be discussed and scheduled at the upcoming meetings.

Next meetings:

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| <ul style="list-style-type: none">• Wednesday, May 19
9 a.m. - 12 p.m.

WebEx dial in: 415-655-0001
Access code: 161 157 6643 | <ul style="list-style-type: none">• Thursday, May 27
9 a.m. - 12 p.m.
WebEx dial in: 415-655-0001
Access code: 161 866 7102 |
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Meeting adjourned at 11:17 a.m.

All Faculty (Fall 2020) by Rank and Salary

	Department	CIP Code	Rank	Salary	Reference Salary	Source	Salary over reference salary	Notes
1	CS	11.07	Assistant	\$83,867.81	\$92,024	CUPA List 1	0.911368882	Instructor is set at 85% of Assistant Professor CUPA List 2 is used when Cupa List 1 does not report For reference, CUPA all for 45.06 Asst. Prof is \$87644 CUPA List 3 is used when CUPA list 1 and List 2 fail, this is all reporting instiutions CIP 11.07 used for Data Science ME used for Env. Eng
2	CS	11.07	Assistant	\$84,000.00	\$92,024	CUPA List 1	0.912805355	
3	CS	11.07	Assistant	\$84,988.20	\$92,024	CUPA List 1	0.923543858	
4	CS	11.07	Assistant	\$83,344.14	\$92,024	CUPA List 1	0.905678301	
5	CS	11.07	Assistant	\$85,681.73	\$92,024	CUPA List 1	0.931080262	
6	CS	11.07	Assistant	\$83,000.00	\$92,024	CUPA List 1	0.901938625	
7	CS	11.07	Assistant	\$86,905.00	\$92,024	CUPA List 1	0.944373207	
8	CS	11.07	Assistant	\$83,227.50	\$92,024	CUPA List 1	0.904410806	
9	CS	11.07	Assistant	\$85,000.00	\$92,024	CUPA List 1	0.923672086	
10	CS	11.07	Assistant	\$89,000.00	\$92,024	CUPA List 1	0.967139007	
11	CS	11.07	Associate	\$102,857.33	\$108,657	CUPA List 1	0.946624056	
12	CS	11.07	Associate	\$98,089.29	\$108,657	CUPA List 1	0.902742483	
13	CS	11.07	Instructor	\$74,480.00	\$78,220	CUPA List 1	0.952181272	
14	CS	11.07	Instructor	\$74,000.00	\$78,220	CUPA List 1	0.946044766	
1	DSBA	45.06	Assistant	\$94,404.40	\$88,058	CUPA List 2	1.072070681	
2	DSBA	51	Assistant	\$78,487.35	\$69,361	CUPA List 3	1.131577544	
3	DSBA	52.06	Assistant	\$97,500.00	\$90,876	CUPA List 3	1.072890532	
4	DSBA	11.07	Assistant	\$84,500.00	\$92,024	CUPA List 1	0.91823872	
5	DSBA	11.07	Assistant	\$84,000.00	\$92,024	CUPA List 1	0.912805355	
6	DSBA	14.08	Assistant	\$77,890.12	\$83,846	CUPA List 1	0.928966438	
7	DSBA	14.35	Associate	\$98,000.00	\$104,067	CUPA List 1	0.94170102	
8	DSBA	14.35	Professor	\$135,000.00	\$141,585	CUPA List 1	0.953490836	
10	DSBA	14.35	Professor	\$155,447.00	\$141,585	CUPA List 1	1.097905852	
1	ECE	14.1	Assistant	\$80,000.00	\$90,091	CUPA List 1	0.887991031	
2	ECE	14.1	Assistant	\$76,716.30	\$90,091	CUPA List 1	0.851542329	
3	ECE	14.1	Assistant	\$81,395.98	\$90,091	CUPA List 1	0.903486253	
4	ECE	14.1	Assistant	\$78,000.00	\$90,091	CUPA List 1	0.865791256	
5	ECE	14.1	Assistant	\$78,000.00	\$90,091	CUPA List 1	0.865791256	
6	ECE	14.1	Assistant	\$78,982.00	\$90,091	CUPA List 1	0.876691345	
7	ECE	14.1	Assistant	\$78,000.00	\$90,091	CUPA List 1	0.865791256	
8	ECE	14.1	Assistant	\$81,350.46	\$90,091	CUPA List 1	0.902980986	
11	ECE	14.1	Associate	\$96,000.00	\$104,833	CUPA List 1	0.91574218	
12	ECE	14.1	Professor	\$143,744.10	\$148,344	CUPA List 1	0.968991668	
1	Env Eng	14.19	Assistant	\$78,000.00	\$85,911	CUPA List 1	0.907916332	
2	ME	14.19	Assistant	\$77,000.00	\$85,911	CUPA List 1	0.896276379	
3	ME	14.19	Assistant	\$79,000.00	\$85,911	CUPA List 1	0.919556285	
4	ME	14.19	Assistant	\$81,207.55	\$85,911	CUPA List 1	0.945252063	
5	ME	14.19	Assistant	\$79,000.00	\$85,911	CUPA List 1	0.919556285	
6	ME	14.19	Assistant	\$78,000.00	\$85,911	CUPA List 1	0.907916332	
7	ME	14.19	Associate	\$100,500.00	\$106,611	CUPA List 1	0.942679461	
8	ME	14.19	Associate	\$91,000.00	\$106,611	CUPA List 1	0.853570457	
9	ME	14.19	Associate	\$122,168.30	\$106,611	CUPA List 1	1.145925843	
10	ME	14.19	Associate	\$90,500.00	\$106,611	CUPA List 1	0.84888051	
11	ME	14.19	Associate	\$91,500.00	\$106,611	CUPA List 1	0.858260405	
12	ME	14.19	Associate	\$100,500.00	\$106,611	CUPA List 1	0.942679461	
13	ME	14.19	Assistant	\$78,000.00	\$85,911	CUPA List 1	0.907916332	
1	SAM: AHSS	23.01	Assistant	\$59,773.00	\$62,146	CUPA List 1	0.961815724	
2	SAM: AHSS	54.01	Assistant	\$59,676.93	\$64,837	CUPA List 1	0.920414732	
3	SAM: AHSS	23.01	Instructor	\$52,000.00	\$52,824	CUPA List 1	0.984399166	
4	SAM: AHSS	13.01	Instructor	\$55,000.00	\$53,987	CUPA List 1	1.018765664	
1	SAM: Math	27.01	Assistant	\$67,427.90	\$72,948	CUPA List 1	0.924328289	
2	SAM: Math	27.01	Assistant	\$65,741.84	\$72,948	CUPA List 1	0.901215112	
3	SAM: Math	27.01	Assistant	\$67,785.72	\$72,948	CUPA List 1	0.929233427	
4	SAM: Math	27.01	Assistant	\$68,850.00	\$72,948	CUPA List 1	0.943822997	
5	SAM: Math	27.01	Assistant	\$67,583.88	\$72,948	CUPA List 1	0.926466524	
6	SAM: Math	27.01	Instructor	\$57,120.00	\$62,006	CUPA List 1	0.921204145	
7	SAM: Math	27.01	Instructor	\$56,160.00	\$62,006	CUPA List 1	0.905721723	
8	SAM: Math	27.01	Instructor	\$56,160.00	\$62,006	CUPA List 1	0.905721723	
1	SAM: NS	40.05	Assistant	\$80,000.00	\$69,221	CUPA List 1	1.15571864	
2	SAM: NS	40.08	Assistant	\$89,000.00	\$76,380	CUPA List 1	1.165226499	
3	SAM: NS	40.08	Assistant	\$87,677.63	\$76,380	CUPA List 1	1.147913459	
4	SAM: NS	40.08	Associate	\$96,512.13	\$92,171	CUPA List 1	1.047098654	
5	SAM: NS	40.08	Associate	\$95,400.00	\$92,171	CUPA List 1	1.035032711	
6	SAM: NS	40.08	Instructor	\$57,254.55	\$64,923	CUPA List 1	0.881883924	
7	SAM: NS	40.08	Instructor	\$57,254.55	\$64,923	CUPA List 1	0.881883924	