

**Collective Bargaining Negotiation between the Florida Polytechnic University
Board of Trustees and the United Faculty of Florida -
Article 12 Salaries Reopener**

August 4, 2026

12:00 PM

Meeting Minutes

Time: 12:04 PM – 12:23 PM

Format: Fully Remote (Microsoft Teams)

Attendees:

University (Board of Trustees):

- Katie Daniel – University Counsel (Facilitator)
- Tanner McKnight – Chief Financial Officer
- Eunice Alberson – VP of Human Resources & Chief Human Resources Officer
- Dr. Tom Dvorske – Vice Provost of Academic Affairs
- Dr. Michael Brilleslyper – Chair & Professor of Applied Mathematics
- Dr. Ian Bentley – Chair & Professor of Physics, Biology, and Chemistry

United Faculty of Florida (UFF):

- C. Wylie Lenz – Associate Professor of English; Bargaining Committee Chair
- Susan LeFrancois – Associate Professor, Florida Polytechnic University
- James Dewey – Professor, DSBA
- Patrick Luck – History Professor; President, UFF Florida Poly Chapter

Other:

- Jack Everhart – Student Government Representative (designated pursuant to §§ 447.201 & 447.301, Florida Statutes)

1. Call to Order

Katie Daniel called the meeting to order at 12:04 PM. She confirmed the meeting was duly noticed, open to the public per Florida Sunshine Laws, and held fully remotely. A quorum of both negotiating teams was confirmed.

2. Legal & Procedural Framework

Katie Daniel outlined the governing framework and ground rules:

- Negotiations are governed by Chapter 447, Part 2, Florida Statutes
- The university is subject to Florida Board of Governors regulations on employment and compensation
- All sessions are held in the Sunshine and open to the public unless a statutory exemption applies
- All proposals and counter-proposals must be submitted in writing
- Tentative agreements on individual articles must be initialed by both chief negotiators and are not final until fully ratified
- Either party may request a caucus; university caucuses may be conducted outside of Sunshine per applicable exemptions
- Meeting minutes will be maintained and posted as required by Florida Statutes

3. Agenda Item: Formal Reopening of Article 12 – Salaries

The session formally initiated the Article 12 Salaries Reopener, consistent with Article 26 of the current Collective Bargaining Agreement (CBA).

4. UFF Initial Proposal

Presented by C. Wylie Lenz on behalf of the UFF bargaining committee:

Proposed a 6% salary increase across all three performance rating categories:

- Needs Improvement
- Successful
- Highly Successful
- Dates within the article were updated to reflect the current review period
- Provisions not applicable to this reopener (carried over from last year's Article 12 negotiations) were removed

- A written rationale was submitted prior to the meeting, outlining UFF's understanding of operating funds for the coming fiscal year and how the proposed increases fit within those figures
- Estimated cost of the proposal: approximately \$667,380
- Eligibility: current employees who were in the bargaining unit for at least a portion of the prior review period (February 1, 2025 – January 31, 2026)

Supporting remarks from UFF:

- James Dewey noted that inflation has outpaced salary growth, and that cumulative gaps between salary adjustments compound over time
- On including "Needs Improvement" employees: Dewey argued there is financial logic in keeping their salaries on track in hopes of improvement, and that those who do not improve will eventually leave
- Wylie Lenz reiterated the union's position that raises should be across-the-board, as all employees face the same cost-of-living pressures

5. University Questions & Clarifying Discussion

Eunice Alberson raised a question regarding the rationale for including "Needs Improvement" employees, noting that staff-side policy does not provide increases to that category. UFF responded as noted above.

Tanner McKnight sought clarification on the following:

- Recurring vs. one-time: Confirmed the 6% increase would be added to base salary (recurring), not a one-time payment
- Roster alignment: Requested the faculty roster used to calculate the \$667,380 figure, noting his roster may be outdated
- Eligibility cutoff: Confirmed employees hired after the February 1, 2026 cutoff date would not be included; those starting on or after July 1, 2026 are typically excluded as they were not part of the prior year's performance cycle

Patrick Luck acknowledged a potential miscalculation in the \$667,380 figure — the roster used may have inadvertently included employees hired after January 31, 2026, meaning the actual cost figure should be slightly lower. UFF committed to recalculating and submitting an updated figure.

Dr. Michael Brilleslyper raised the recurring issue of employees who changed employment status (e.g., from visiting instructor to assistant professor) during the review period, noting these edge cases arise every salary cycle. Eunice Alberson and Wylie Lenz both clarified that visiting instructors and adjuncts are outside the bargaining unit and are therefore not covered.

Brilleslyper also noted the cost estimate may further shift due to employees who have since departed the university.

6. Next Steps & Tentative Agreements

- No tentative agreements were reached at this session, pending number reconciliation
- UFF will submit a corrected faculty roster and updated cost estimate
- The university will review the updated figures against the total salary increase budget (including the staff side) to ensure alignment
- Both parties will coordinate scheduling of a second bargaining session within the next few weeks
- The goal is to conclude the Article 12 reopener within 90 days, as specified in Article 26 of the CBA

7. Adjournment

No additional business was raised by either party. Katie Daniel adjourned the meeting at 12:23 PM.

Minutes prepared from session transcript. To access the full CBA and session agenda, visit: floridapoly.edu/about/departments/general-counsel/collective-bargaining