

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

August 26, 2026

4:00 PM

Meeting Minutes

Time: 4:01 PM – 4:26 PM

Format: Fully Remote (Microsoft Teams)

Attendees:

University (Board of Trustees):

- Katie Daniel – University Counsel (Facilitator)
- Eunice Alberson – EVP of Human Resources & Chief Human Resources Officer
- Dr. Michael Brilleslyper – Chair & Professor of Applied Mathematics

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 4:01 PM.

2. Legal & Procedural Framework

Katie Daniel reminded everyone that the procedures were the same as outlined last meeting.

3. University Proposal on Salary & Professional Development (PD) Funds

On behalf of the University, Katie Daniel presented a counter-concept proposing to split available funds between:

- A faculty-wide salary increase
- A firm commitment to increase the Professional Development (PD) fund, presented as an alternative to across-the-board flat bonuses

The University reiterated its opposition to uniform bonuses regardless of performance evaluation category

It was suggested that dedicated PD funds could also assist faculty on a "needs improvement" track to develop professionally through research, conferences, and meaningful academic projects, with Provost-level support to ensure funds are utilized effectively

4. Union Feedback and Caucus Discussion

The UFF bargaining team caucused to review the concept

C. Wylie Lenz requested specific, detailed language regarding the proposed structure and noted that while enhanced PD funding is positive, it cannot substitute for base salary increases that cover the cost of living and necessities

James Dewey sought clarification regarding rollover rules and restrictions to ensure that allocated funds do not expire or disappear at the end of the fiscal year

5. Next Steps & Tentative Agreements

- No tentative agreements were reached at this session, pending number reconciliation
- University will discuss numbers for next meeting.

- Both parties will coordinate scheduling of additional bargaining sessions 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
- Keep this meeting time open for full book discussions, which can be moved onto after the conclusions to salaries.

6. Adjournment

No additional business was raised by either party. Katie Daniel adjourned the meeting at 4:26 PM.

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