

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

**September 9, 2026**

**4:00 PM**

**Meeting Minutes**

Time: 4:02 PM – 4:19 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. 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
- Caleb Traylor – Senior Instructor, Mechanical Engineering
- Dr. Musa Norouzian – Assistant Professor, Mechanical Engineering
- Dr. Daren Watson – Assistant Professor, Mechanical Engineering
- Dr. Navindra Wijeyeratne – Assistant Professor, Mechanical Engineering

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 4:02 PM.

Third negotiation session regarding Article 12 (Salaries) of CBA

### 2. Legal & Procedural Framework

Katie Daniel reminder, the meeting is open to the public and the agenda and documents are on the Universities website for reference.

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

Administration Proposal Breakdown:

- Proposed allocating a \$300,000 total increase toward PD funds, structured as an additional \$2,000 per professor (separate from the existing \$2,500 base), with rollover permitted through Fiscal Year 2028
- An additional \$60,000 would be held in reserve for special projects
- Current positions on across-the-board salary increases remain at 2% from the BOT and 6% from UFF

Union / Faculty Feedback:

- UFF representatives noted that while faculty appreciate professional development support, feedback consistently shows that PD funds do not replace direct salary increases or offset inflation
- Faculty would strongly prefer salary increases or bonuses over equivalent allocations to PD funds
- UFF indicated flexibility on their 6% salary proposal, but emphasized they need a comprehensive, written proposal before providing a formal counter

Operational Concerns Regarding PD Fund Utilization

- Faculty and department leadership raised existing operational hurdles regarding how PD funds are processed:
- Delays in Workday spend authorizations (taking weeks to months for approval)
- Risk of faculty paying out-of-pocket or missing academic events due to processing backlogs
- Difficulties around fiscal year-end deadlines causing authorization requests to be canceled or restarted
- Administration acknowledged these procedural challenges and agreed on the necessity for clear guidelines outlining fund eligibility, rollover rules, and accountability mechanisms

#### 4. Next Steps & Tentative Agreements

- No tentative agreements were reached at this session, pending number reconciliation
- University will put together written proposal.
- Both parties will coordinate scheduling of additional bargaining sessions weekly
- The goal is to conclude the Article 12 reopener within 90 days, as specified in Article 26 of the CBA

#### 5. Adjournment

No additional business was raised by either party. Katie Daniel adjourned the meeting at 4:19 PM.

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