

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

September 30, 2026 at 4:00 PM ET

Meetings will be fully remote and open to the public. Please contact OGC@floridapoly.edu for assistance with ADA special accommodations.

Time: 4:01 PM – 4:54 PM

Format: Fully Remote (Microsoft Teams)

Attendees:

University (Board of Trustees):

- Katie Daniel – University Counsel (Facilitator)
- Dr. Michael Brilleslyper – Chair & Professor of Applied Mathematics
- Eunice Alberson – AVP of Human Resources & Chief Human Resources Officer
- Ian Bentley - Chair & Professor of Physics
- Tina Bough - Paralegal

United Faculty of Florida (UFF):

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

1. Call to Order

Katie Daniel called the meeting to order at 4:01 PM.

University shared on screen the formal redlined draft proposal on Article 12 submitted by UFF.

Sixth negotiation session regarding Article 12 (Salaries) of CBA

2. Legal & Procedural Framework

Same as last meeting.

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

University Counter-Proposal Presentation

- **Administrative Cleanup:** The University accepted the majority of UFF's proposed cleanups and date/evaluation period updates
- **Salary Proposal (Section 12.2):**
 - **0%** for *Needs Improvement*
 - **2%** for *Successful*
 - **3%** for *Highly Successful*
 - **2%** for faculty hired or rehired during the review period (Section 12.2B)
- **Professional Development (PD) Funds:** In response to faculty feedback that PD funds should not replace compensation, the University formally agreed to table the PD fund proposal until full-book contract negotiations
- **Other Increases (OI) (Section 12.3):**
 - **Removal of BOT Approval:** Proposed removing the requirement for Board of Trustees approval to allow the administration greater agility to issue retention counter-offers, market equity adjustments, or performance recognitions throughout the academic year without waiting for quarterly Board meetings
 - **Cap Increase:** Proposed increasing the OI funding cap from **1%** of total salary rate (~\$111,000) to **10%** (~\$1.1 million) to expand strategic funding for merit, department achievements, outside offer retention, and compression/inversion adjustments

Union Feedback & Recess for Caucus

- Susan LeFrancois expressed frustration regarding the lack of movement on the 2% base salary figure for the majority of faculty
- C. Wylie Lenz highlighted that the staff package had been announced as a 3% raise plus a \$3,000 one-time bonus for successful and highly successful ratings, which faculty viewed as significantly more favorable than the current faculty offer
- Both parties recessed at approximately 4:13 PM to caucus

Post-Caucus Discussion & UFF Counter-Proposal

- The meeting reconvened at approximately 4:39 PM with UFF presenting updated counter-language
 - **Accepted Edits:** Formally adopted all agreed-upon cleanup language
 - **Salary Terms (Section 12.2):** Aligned directly with the staff compensation model:
 - **3% across-the-board raise** for *Successful* and *Highly Successful* ratings
 - **\$3,000 one-time bonus** for *Successful* and *Highly Successful* ratings
 - *Needs Improvement* receives 0% (consistent with staff implementation)
 - **Other Increases (Section 12.3):**
 - **Agreed** to remove the BOT approval requirement to grant administrative flexibility
 - **Rejected** the 10% cap increase, maintaining the pool at **1%** (~\$111,000)

Debate Regarding the 10% Other Increases (OI) Pool

- **Union Position:**
 - Patrick Luck and C. Wylie Lenz argued that a \$1.1 million discretionary pool undermines the collective bargaining process by shifting funds from guaranteed across-the-board salary increases into an administrative discretionary pool
 - Raised concerns over potential perceived favoritism or inconsistent application across faculty
- **University Position:**
 - Ian Bentley, Katie Daniel, and Dr. Michael Brilleslyper noted that a 1% pool (~\$111,000) is too small to provide meaningful retention offers or reward major institutional/grant achievements across the unit
 - Katie Daniel emphasized that the proposal was intended as a one-year trial with full transparency/reporting to UFF prior to the next bargaining cycle
 - Katie Daniel requested that UFF consider what specific guardrails, notification rules, or reporting requirements could make an expanded OI structure acceptable

4. Next Steps & Tentative Agreements

- No tentative agreements were reached at this session, pending number reconciliation
- UFF will evaluate possible guardrails and oversight mechanisms under which an expanded OI pool could be considered
- University will discuss draft with leadership and provide an updated redlined draft to UFF
- Additional bargaining sessions weekly previously scheduled

5. Adjournment

No additional business was raised by either party. Katie Daniel adjourned the meeting at 4:54 PM.

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