

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

October 7, 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 – 4:59 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 – Associate Vice President 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
- Susan LeFrancois – Associate Professor, Florida Polytechnic University
- James Dewey – Professor, DSBA

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.

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

Seventh 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 Clarifications on Other Increases (Section 12.3)

- **Form of Distribution:** OI funds can be distributed as permanent base salary increases, one-time bonuses, or a combination, depending on the circumstance (e.g., outside offer retention)
- **Budget Allocation:** OI funds are not segregated into a separate pre-funded line item; expenditures would be drawn from the general pool budgeted for university personnel increases
- **Past Usage & Proposed Cap:**
 - o University noted that while faculty retention reached 98%, the University previously lost faculty members to outside offers because requiring Board of Trustees approval prevented timely counter-offers
 - o The University explained that raising the pool from 1% (~\$111,000) was intended to make the funds realistically usable without fear of quickly exhausting the allocation

University Counter-Proposal Terms

The University presented its latest redline counter-proposal

- **Across-the-Board Increases (Section 12.2):**
 - o **3%** for *Successful* and *Highly Successful*
 - o **0%** for *Needs Improvement* (to mirror the staff model)
 - o **3%** for employees hired or rehired during the review period (Section 12.2B)

- o **\$3,000 one-time performance-based bonus** for faculty rated *Successful* or *Highly Successful*
- **Promotion Exclusion Clause:** Proposed adding language mirroring the staff model specifying that general raises apply only to employees who did not already receive a promotion or base salary adjustment during the current year
- **OI Pool Adjustment:** Revised the proposed OI pool cap from **10% down to 5%** as a one-year trial

Critical Payroll and Approval Deadlines

- **Eunice Alberson** noted that to process retroactive pay for the October 30 payroll cycle, all finalized details must be submitted by **October 13, 2026**
 - **Katie Daniel** noted the target of presenting the finalized agreement for formal approval at the November Board of Trustees meeting
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Post-Caucus Discussion & UFF Feedback

The meeting reconvened at ~4:40 PM following a UFF caucus UFF presented conceptual counter-positions on three key issues

1. **Opposition to Promotion Raise Exclusion:**

- o UFF strongly rejected excluding newly promoted faculty from the 3% general increase
- o James Dewey and C. Wylie Lenz emphasized that academic promotion represents a 5-to-6-year cumulative milestone with a distinct merit increase (10%), not a position change. Excluding promoted faculty from cost-of-living/general annual adjustments penalizes high performers and reduces their long-term earning potential

2. **"Needs Improvement" Catch-Up Compromise:**

- o UFF proposed that faculty rated *Needs Improvement* would receive **0%** in the effective year, but if they earn a *Successful* rating on their subsequent annual evaluation, the missed 3% increase would be added back to their base salary prospectively
- o This structure maintains immediate accountability while preventing permanent career salary depression for faculty who successfully remediate performance

3. OI Pool Alternatives and Guardrails:

- o UFF reported unanimous concern from the Faculty Representative Council (FRC) regarding an expanded discretionary pool that could enable perceived favoritism or incentivize future administrations to suppress general raises
- o UFF suggested either keeping Article 12 intact and piloting OI changes through a sunseting Memorandum of Understanding (MOU), or indexing the OI pool proportionally to the general across-the-board raise percentage (e.g., capping OI at half of the general raise percentage)

Conditional Consensus on Headline Compensation

- Both bargaining teams confirmed **tentative agreement on the core economic figures: a 3% general salary increase** and a **\$3,000 one-time bonus** for faculty rated *Successful* or *Highly Successful*

4. Next Steps & Tentative Agreements

-UFF will send redlines back

- Additional bargaining sessions weekly previously scheduled – next week changed to Tuesday, October 13, at 4:00pm, due to scheduling issue

5. Adjournment

No additional business was raised by either party. Katie Daniel adjourned the meeting at 4:59 PM.

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