

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

October 13, 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 – 4:21 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
- 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.

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

Eighth 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 Position:** The administration continues to advocate for language excluding employees who received a promotion or base salary adjustment this year from receiving the 3% across-the-board raise, maintaining consistency with the staff compensation model
- **Union Position & Rationale:**
 - o UFF reiterated its strong objection to this exclusion
 - o **Patrick Luck** explained that faculty career paths differ significantly from staff roles; faculty typically receive only two promotions across an entire career, making the promotion milestone non-analogous to staff job reclassifications
 - o **James Dewey** and **C. Wylie Lenz** highlighted that promotion represents a major 5- to 6-year cumulative review earning a 10% merit increase. Denying the annual 3% cost-of-living adjustment alters long-standing contractual norms, shifts expectations, and permanently docks lifetime earnings
- The parties reviewed UFF's proposed language under Section 12.2F Needs Improvement (NI)
- **Timing & Mechanics Clarification:**
 - o If a faculty member receives a *Needs Improvement* rating for the 2025 calendar evaluation period, they forfeit the 3% raise for the 2026–2027 contract year
 - o If the faculty member earns a *Successful* rating on their subsequent evaluation (covering calendar year 2026), the missed 3% increase is added prospectively to their base salary at the start of the next contract year (August 2027)

- Katie Daniel confirmed understanding of the review cycle and timeline and agreed to take the drafted structure to university leadership
- **Article 12 OI Formula (Section 12.3):**
 - o UFF proposed an OI pool formula (1% base plus one-fourth of the negotiated salary increase pool), calculating to approximately **2.4% to 2.5%** (~\$250,000 to \$270,000)
 - o Both parties confirmed their math aligned on the general scale of the pool
- **MOU for Broad-Based Institutional Rewards:**
 - o UFF clarified that the MOU would be voted on and ratified concurrently with the CBA, without preventing future ad-hoc MOUs should circumstances warrant
- **Full-Book:** James Dewey suggested that future full-book bargaining should formally separate the different types of increases (matching outside employment offers, university-wide success awards, and merit adjustments) to provide tailored guardrails for each category

4. Next Steps & Tentative Agreements

- Katie will discuss with University Leadership and provide written feedback prior to next session
- The parties agreed that non-bargaining clarifying questions may be communicated via email to maintain forward momentum
- Additional bargaining sessions weekly previously scheduled

5. Adjournment

No additional business was raised by either party. Katie Daniel adjourned the meeting at 4:21 PM.

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