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

October 28, 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: 4:03 PM –4:17 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

1. Call to Order

Katie Daniel called the meeting to order at 4:03 PM.

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

Ninth 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 Revisions & Updates

- Promotion Year Eligibility: Following consultation with Dr. Stephenson and the Provost, the administration agreed that faculty in a promotion year who receive a "successful" or "highly successful" evaluation will not be excluded from receiving the standard annual salary increase. Redlined exclusions were removed to align with standard historical language
- Needs Improvement Language: Administration removed the proposed "needs improvement" language in Section C as a trade-off for restoring standard promotion eligibility
- Discretionary Increases (OI): To streamline the path to agreement before the November Board of Trustees meeting, the proposed language retains a flat 1% pool under direct administrative authority (omitting Board of Trustees approval requirements). Administration will pilot this for the first year, report allocations to the union, and revisit the percentage in future negotiations
- Bonuses: Confirmed under Section F that faculty rated "successful" or higher will receive a $3,000 bonus

Union Review & Timeline

- The union expressed satisfaction with the progress and indicated that these updates represent positive developments toward reaching an agreement
- The union bargaining committee plans to review and caucus over email with the goal of finalizing and tentatively agreeing (TA) to Article 12 by the end of the week, allowing it to be placed on the November Board of Trustees agenda

Planning for Full Book Bargaining

- Scope of Review: Both teams noted that full book bargaining will address broader contract areas, including refining the faculty promotion process (especially tailored for non-tenure-granting institutions), clarifying timelines/deadlines, and removing outdated or micromanaging provisions from previous administrations
- AI-Assisted Contract Review: A suggestion was made to use AI models (e.g., Claude) to review the CBA for cross-article contradictions, redundant language, and alignment with updated laws and regulations prior to meetings

4. Next Steps & Tentative Agreements

- Distribute Written Proposal: Katie Daniel to send the updated, clean text of Article 12 to the UFF team via email
- Union Committee Review: Wylie Lenz to consult with Patrick and the UFF bargaining committee via email to secure tentative agreement (TA) by the end of the week
- Bargaining Schedule: Katie Daniel to send a scheduling poll to coordinate recurring meeting times for full book bargaining

5. Adjournment

No additional business was raised by either party. Katie Daniel adjourned the meeting at 4:17 PM.

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