Academy for Academic Personnel Administration

Fall 2016

Round Table Report

1. **Institution Information**

Name of Institution/System: Seminole State College of Florida

Name and Title of Individual Responding: Dr. Claudia Salvano

Director, Policy and Labor Relations

1. **Description of Faculty Bargaining Unit(s) – Size and Composition**

The bargaining unit includes 217 full-time teaching faculty, librarians, counselors, professors/directors, and professor/program managers employed in regular (continuing contract or continuing contract-track) positions. Excluded from the unit are temporary full-time faculty and adjunct faculty, as well as all administrators, professional, career service, and non-instructional part-time personnel.

Bargaining Agent: United Faculty of Florida

Date of First Contract: Effective July 1, 2016

Number of Succeeding Contracts: 0

Web address of current contract:

<https://www.seminolestate.edu/media/legal-affairs/CBA_05_18_16_FINALrevisedbookmarks2.pdf>

1. **Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

On July 11, 2016, the Seminole State College Board of Trustees voted to adopt the first-ever Collective Bargaining Agreement between UFF-Seminole and Seminole State College. The Agreement was approved by 97% of bargaining unit members who voted on June 8, 2016. Key provisions of the Agreement include:

Workload, Professional Development, Contract Appointment

* Redefined contract lengths and workload expectations.
* More robust requirements for professional development, performance evaluation, and appointment/ reappointment to annual contract. These requirements are integrated in a new, rigorous continuing contract review and appointment process.
* Increased opportunities for achieving advanced degrees, including a substantial increase in faculty tuition reimbursement of up to $2,700 per term (currently $2,500 per year), more than doubling the amount currently available.
* New Sabbatical Leave process led by faculty committee.

Compensation, Rank and Promotion

* Supplemental Position study and implementation
* Rank and Promotion system development plan
* A one-time ratification bonus of $1,000 to full-time faculty employed in a bargaining-unit position at Seminole State prior to January 1, 2016, and at the time of disbursement.
* An increase in base salary compensation for FY 2016-17 of up to 4.5% effective July 1, 2016.
* 2% increase in salary range minimums and 4% increase in salary range maximums.
* Specific formulas for hiring salary and range placement that provide for years of direct and related experience as well as a compensation adjustment for "hard-to-fill" positions
* Overload compensation rates for full-time faculty equal to current adjunct rates.
* The Agreement shall be reopened in Term II of the 2016-2017 Academic Year for the purpose of consideration and negotiation of the report of the Task Force on Supplemental Positions as provided in for implementation for the 2017-2018 Academic Year.
* *Article 26 Compensation* shall be subject to a reopener for fiscal years 2017-18 and 2018-19.

1. **Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

A newly-created Labor Management (LM) team meets twice each month to discuss and resolve questions and issues raised during implementation of this first contract. The LM team continues to discuss and investigate the use of Interest Based Bargaining (IBB) for future collective bargaining sessions. The team attended IBB training in September and team members agree that it would be beneficial to engage a neutral facilitator to help keep the bargaining teams on track and true to the IBB principles.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

N/A