



United Faculty of Florida-Florida State College at Jacksonville

Bulletin for Ratification of a new Benefits and Compensation package for the Collective Bargaining Agreement.

We are currently in the third year of a three-year agreement but until October 28th, the union and the administration had not agreed to a compensation article for the third year. On Friday, October 28th, the union agreed to a compensation article for the current year. They also agreed to changes to the benefits article. The union leadership encourages you to vote for ratification of the new contract where the only changes to the current contract are those two articles. Highlights of these changes are:

- A 1.25% increase to base pay followed by a \$725 increase to base pay. This will be retroactive to the fall and so the December 23rd paycheck will include a catch-up payment. For all faculty, this will be more than \$1250.
- An increase of the overload rate to \$750 per WLU from \$690.
- By ratifying the contract before the November 8th BOT meeting, faculty will be eligible for the new lower health insurance rates offered to other employee groups. These new rates are highly subsidized by the college. This increase in subsidy is about \$600/mo for those on the PPO family plan.
- An increase of \$1250 to the initial salary placement of Level I and Level II.
- Changes to the benefits article that the administration wanted in order to give the higher subsidies.

There will be voting at the following places and times:

Kent Campus: Tuesday November 1st and Wednesday November 2nd, 9 am to 4 pm in the library

Downtown Campus: Wednesday, November 2nd, 9 am to noon in the library and Friday, November 4th, 11-1 in the ATC.

South Campus: Wednesday November 2nd, 1pm to 4 pm in the library.

Deerwood Campus: Tuesday, November 1st, 11-3 in the library.

North Campus: Tuesday November 1st, 2 pm to 4 pm in the library.

Please bring a picture ID to the polling place. You will be provided with a ballot there.

The union urges you to vote for ratification.

ARTICLE 23: EMPLOYEE BENEFITS

The College will provide an array of benefits to faculty members within the limitations of the approved benefits program that is provided to all College employees. The benefits provided to faculty will be a part of the faculty member's annual total compensation.

Article 23: Employee Benefits will be reopened annually. The faculty union and the College administration will begin bargaining Employee Benefits no later than January 31 of each year.

Specific for the 2022 benefit plan year (calendar year), bargaining will begin no later than August 5, 2021.

In order to determine what benefits will be most beneficial to college employees, the established Employee Benefits Advisory Committee (EBAC) shall meet regularly to review existing employee benefits and premiums and recommend benefit changes, deletions, or enhancements to existing benefits.

The EBAC will use the principles of Interest-Based Approach to ensure a fully participative and fair evaluation of all benefit options. Prior to entering a new contract for health insurance plans and benefits, a thorough evaluation process will be conducted, to include a formalized bid process, a written recommendation and evaluation from the EBAC to the Chief Human Resource Officer (CHRO) identifying the committee's preferred plan, and (if the recommendation of the EBAC is not accepted) a written justification and fiscal analysis which will be provided to the EBAC by the CHRO before a final contract for health insurance is executed.

The Union will appoint two (2) representatives to serve a two-year term. The term will begin on July 1 and will be staggered so that one (1) member will have his or her term expire each year. The Union may reappoint an existing EBAC representative when his or her term expires, at the Union's discretion.

The College administration will not decrease the dependent subsidy matrix below the 2022 plan year contribution level as it relates to faculty without bargaining with the faculty union first. For the 2023 plan year, faculty members will be offered the same dependent subsidy matrix that was approved by the DBOT for full-time non-instructional employees on September 13, 2022. If the College becomes eligible and joins the State of Florida health insurance plan, the College dependent subsidy matrix shall be eliminated as long as employee costs for dependent premiums decrease upon initial entry into the plan.

The administration shall have an open enrollment period for benefits that shall be at a minimum twelve days.

Current benefits include the following:

Medical Insurance
Dental Insurance
Vision Insurance

Life Insurance
Long-term Disability Insurance
Employee Assistance Plan

ARTICLE 27: COMPENSATION

A. Faculty Base Salaries

1. Faculty salaries shall be based on the most current degree in the discipline or a related discipline as validated by official transcript(s) held in the individual personnel file in Human Resources, as follows:

Pay Level I	Bachelor's Degree
Pay Level II	Master's Degree
Pay Level III	Earned Doctorate or MFA

Faculty shall see a base salary increase for the following pay level changes:

Level I to Level II	8%
Level I to Level III	21%
Level II to Level III*	13%

*Faculty who were previously at a Masters +30 level will see an 8% increase in going from Level II to Level III.

The recommendation for pay level change shall be submitted for Board approval no later than the second Board of Trustees meeting after the application is turned in to the assigned dean.

Pay level changes shall be effective on the first payroll date following District Board of Trustees approval.

~~Faculty employed by the College in a full-time faculty position during the 2020-21 academic year will receive a one-time, non-recurring lump sum payment equal to 2.5% of their 2020-21 base salary with a \$1,250 minimum payment, payable within two pay periods of contract ratification and Board approval. The Faculty member must be a College employee at the time of Board approval to receive payment.~~

~~Faculty employed by the College in a full-time faculty position during the 2020-21 academic year will receive a 1.5% increase to their 2020-21 base salary for the 2021-22 academic year. The rate increase will be effective August 16, 2021.~~

Faculty employed by the College in a full-time faculty position will receive a 1.25% increase and then a \$725 increase to their base salary for the 2022-23 academic year. The faculty member must be a College employee at the time of Board approval to be eligible for this increase.

Since ratification and District Board of Trustees approval occurred after the start of the 2022-23 academic year, faculty will receive a catch-up payment on their December 23 paycheck for prior payments. As of December 23, paychecks will reflect the correct per pay period salary.

~~Faculty employed by the College in a full-time faculty position during the 2021-22 academic year will receive a one-time, non-recurring lump-sum payment equal to 1% of their 2021-22 base salary with a \$500 minimum payment, payable with the processing of the December 23, 2021 payroll. The Faculty member must be a College employee on December 1, 2021 to receive payment.~~

~~If either of the other employee groups receives an across-the-board increase to base pay greater than 1.5% for the 2021-2022 academic year, the faculty will receive the difference in addition to the 1.5% already given to their 2021-2022 base pay.~~

In the event the High Deductible Health Plan (HDHP) becomes the only base plan for the College, the PPO will continue to be one of two base health insurance plans available for faculty.

Base salaries for teaching faculty and librarians and counselors hired after August 15, 2003, shall be based on 180 workdays per contract year.

2. Initial salary placement for new faculty shall be:

Level I	\$41,300 <u>\$42,550</u>
Level II	\$45,000 <u>\$46,250</u>
Level III	\$50,800

New faculty may receive up to the following percentages above the minimum base salary to recognize direct, job-related college teaching or other professional experience and/or extenuating labor market conditions, if requested by the recommending administrator and verified by Human Resources as justified.

Level I	20%
Level II	15%
Level III	15%

Any application of this provision will be communicated to the UFF-FSCJ President within 30 days of acceptance of the College's offer.

B. Overload Pay

1. Overload assignments are as defined in Section II of Article 26 and begin after the 30th base workload unit taught in the academic year.
2. Payment for overload assignments will be per WLU over 30 within the academic year at the rate of ~~\$690~~ \$750 per WLU, or the certified adjunct pay rate, whichever is higher.
3. Payment for overload assignments for an academic year will be made at the earliest possible date in the months of February, March, April, May, June, July and August upon confirmation of overload status.

C. Increases in Health Insurance Premiums During Term of Agreement

1. The College will pay the cost of rate increases in employee health insurance premiums for the base health plan that occur during the term of this agreement. This does not extend to dependents of the faculty member.
2. This applies to cost increases that are attributable to increases in premium rates. It does not apply to premium cost increases related to changing plans or adding coverage for family members, etc.

D. Pay for Non-teaching Extra Weeks

Payment for non-teaching extra weeks will be 2.5% of base salary per week when non-teaching weeks are authorized by the administration.

E. Pay for Extra Teaching Terms

In the event that faculty are offered, and accept, an opportunity to teach 15 workload units in a third full term during a contract year, \$12,000 will be added to the faculty member's base salary for that year. Work and office hour requirements for such faculty will be the same as in other terms. Workload units will be determined under the provisions of Article 26.

F. Pay for Special Assignments

Stipends for special assignment work may be awarded at the discretion of the administration and as approved by the College President, or designee. An individual faculty member may not receive more than \$10,000 in stipends in any year.

~~**G. CRRSA Grant Professional Development**~~

~~Effective June 8, 2021, full-time faculty will be paid \$50 for each designated hour of professional development (PD) completed from a select group of courses determined by the committee below, up to a maximum of \$2,000, or 40 hours of PD coursework. Payment for courses will occur with the processing of the November 23, 2021, payroll for courses completed through October 31, and with the processing of the March 23, 2022, payroll for all other courses completed from November 1 through February 28, 2022. The courses must be completed by February 28, 2022. The noted courses will not be eligible for inclusion in the 1% salary incentive for professional development. Faculty who develop and/or teach the professional development select group training courses will receive the equivalent credit, both for courses developed and/or taught, towards their possible 40 hours for each session taught. Faculty receiving pay, such as a stipend, for developing or teaching a Professional Development course, cannot receive credit for completing the same course under this provision. Acceptable courses and opportunities for this professional development will be determined by the Academy for Teaching and Learning along with Training and Organizational Development. Any appeals for inclusion will be made to the Chief Human Resource Officer and UFF-FSCJ President.~~

H. G. Reimbursement for College Required Licensure

License renewal fees for required professional licenses shall be reimbursed to eligible employees beginning August 16, 2019. A required professional license is defined as either:

1. A license that is specified in FSCJ's faculty credentialing matrices as required to meet the minimum credentialing standard for courses that are in the faculty member's primary program or discipline area. In addition to being primarily assigned to a program or discipline requiring certification, the faculty member must have taught a course under the relevant credentialing requirement at least once in the three terms prior to the license renewal deadline to qualify for reimbursement under this definition. Note, also, that licenses used in alternative credentials that are not required in the minimum credentialing standards are not eligible.
2. One that is specified as required by faculty as part of an institutional or program accreditation that the College holds at the time of the license renewal deadline.

Although license renewals can be paid and reimbursed prior to a license's renewal deadline, that deadline is the date that determines whether the renewal falls in the time window that is eligible for reimbursement. This provision applies to the line item cost of the license renewal, exclusive of any additional items or charges.

I. H. Reimbursement for Travel Expense Incurred for College-related Travel

Faculty will be reimbursed for travel expense that is incurred for college-related travel in accordance with College policy and Florida Statute 112.061.

J. I. Terminal Leave Pay

Terminal leave pay shall be paid pursuant to applicable Florida law and Article 16.

K. J. Early Pay Out

Faculty, if interested, must elect early pay out of base salary no later than the 1st day of the Fall term. Base salary will be annualized over 20 pay periods and all deductions, both involuntary and voluntary, will be adjusted accordingly. This provision expires at the end of the 2018-19 academic year. Beginning with the 2019-20 academic year, faculty will be paid on the same pay schedule as all full-time non-instructional personnel.

L. K. One Step Salary Incentive

Faculty shall be eligible for a one step salary incentive pursuant to Board Rule 6Hx7-3.3, Pay Plan.

M. L. Joint Compensation Data Collection Committee

The Administration and the Union agree to form a committee to examine and determine important internal and external data for future compensation discussions, as well as compensation

issues related to recruitment and retention. This committee will be made up of a minimum of three people identified by the College administration and a minimum of three people identified by the faculty union. This committee will begin meeting no later than September 30, 2021 and will attempt to complete their work no later than January 31, 2022.

~~N. Article Reopener~~

~~The College administration and faculty Union will begin bargaining this Article for the 2022-23 academic year (the third year of this contract) no later than February 1, 2022.~~