



United Faculty of Florida-Florida State College at Jacksonville

## **Bulletin for Ratification of Articles Pertaining to Benefits.**

The current contract requires the union and the administration to bargain benefits annually. The entire state college system is moving to the large state insurance plan for 2025. This is a richer plan but will cost the employee \$600 per year. The original plan was the college would increase the salaries of each employee by \$600 to make up for this. Unfortunately, Governor Ron DeSantis vetoed that funding. The reasoning was the increase in cost was an estimate. Starting January 1<sup>st</sup>, the costs will be known. It is hoped that the state will release this funding either this year or the next fiscal year.

On Thursday, August 22nd, the union and the administration agreed to changes to three articles related to benefits. Most of the changes were based on this move. The union leadership encourages you to vote for ratification of the new contract. Highlights of these changes are:

- The Collective Bargaining agreement regulates faculty pay. We are asking you to ratify changes to the contract that will allow us to get the \$600 if the other employee groups get it. It is hoped that the vetoed money will become available after the colleges get a more precise cost of moving to the state system.
- You are also being asked to ratify a change increasing tuition reimbursement to \$5250/year from the previous \$4000/year.
- You will see other changes to the contract that remove language that is no longer necessary since we will be on the state health care system.

There will be voting at the following places and times:

Kent Campus: Wednesday, September 4<sup>th</sup>, 10 am to 4 pm in the library.

Downtown Campus: Wednesday, September 4<sup>th</sup>, 10 am to 1 pm in the library

South Campus: Wednesday, September 4<sup>th</sup>, 12:30 pm to 4 pm in the library

Deerwood Campus: Tuesday, September 3<sup>rd</sup>, 1 pm to 3 pm in the library

North Campus: Friday August 30<sup>th</sup>, 10 am to noon in the library.

Nassau Center: Friday August 30<sup>th</sup>, 1 pm to 2pm 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              | Life Insurance           |
| Dental Insurance               | Employee Assistance Plan |
| Long-term Disability Insurance |                          |
| Vision Insurance               |                          |

## ARTICLE 25: OTHER BENEFITS

Tuition Reimbursement – Faculty shall be reimbursed in an amount not to exceed \$4,000 ~~\$5,250~~ per fiscal year for tuition and lab fees.

Free Tuition for Faculty, Spouses and Children – Faculty and their eligible dependents shall receive tuition reimbursement or tuition waiver for matriculation or tuition fees paid for course(s) taken at Florida State College at Jacksonville, provided:

- A. The faculty member and eligible dependents meet the admission requirements set by the Board and the faculty member and eligible dependents present a certificate of satisfactory completion of all courses taken pursuant of this rule.
- B. As an option, faculty members may execute a payroll deduction authorization form and provide related course completion information as required.

Eligible dependents shall only include the spouse and any dependent children under the age of twenty- six (26). Dependent children who are permanently disabled and who are living at home with a full-time employee are eligible at any age.

## 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 for an advanced degree in the faculty member's discipline in accordance with the College's internal credentialing requirements. For the purposes of receiving a pay level increase, a Masters/Ed.D./D.Ed./Ph.D. in Higher Education (leadership, instruction or administration) from an accredited institution are recognized as related discipline.

|                       |     |
|-----------------------|-----|
| Level I to Level II   | 8%  |
| Level I to Level III  | 20% |
| Level II to Level III | 10% |

If the advanced degree is not in the faculty member's discipline as described above, Faculty shall see a base salary increase for the following pay level changes:

|                       |     |
|-----------------------|-----|
| Level I to Level II   | 4%  |
| Level I to Level III  | 10% |
| Level II to Level III | 5%  |

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.

All Faculty employed by the College in a full-time faculty position will receive a 2.25% increase and then a \$1,450 to their base salary for the 2023-24 academic year. The faculty member must be a College employee in a full-time faculty position 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 2023-24 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 2023-24 academic year, will receive a \$2,200 increase to their base salary for the 2024-25 academic year.

If the College gives an increase to base pay for noninstructional staff related to joining the State Group Insurance Program, current Faculty employed at the College in a full-time faculty position will receive the same increase to base pay based on the same eligibility criteria.

If the new Faculty evaluation tool is ratified and approved by June 10, 2025, then the following will occur. For the 2025-26 academic year, Faculty employed by the College in a full-time faculty position during the 2024-25 academic year, will receive a \$2,000 non-recurring, lump sum payment by September 30, 2025. However, if FTE enrollment is at least 15,000 for the 2024-25 reporting year (Summer 2024, Fall 2024, Spring 2025), the \$2,000 non-recurring, lump sum payment converts to a 3.0% increase to their base salary for the 2025-26 academic year. If FTE enrollment is 15,250 or higher, then the 3.0% recurring increase converts to a 3.5% recurring increase to their base salary for the 2025-26 academic year.

~~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. Effective with the 2023-24 academic year, the initial salary placement for new faculty shall be:

|           |          |
|-----------|----------|
| Level I   | \$44,550 |
| Level II  | \$48,250 |
| Level III | \$52,800 |

Effective with the 2024-25 academic year, the initial salary placement for new faculty shall be:

|           |          |
|-----------|----------|
| Level I   | \$46,050 |
| Level II  | \$49,750 |
| Level III | \$54,300 |

For the 2025-26 academic year, if faculty receive a recurring increase to base pay, the initial salary placement for new faculty shall be:

|         |          |
|---------|----------|
| Level I | \$47,550 |
|---------|----------|

Level II \$51,250  
Level III \$55,800

A faculty member's base salary shall not be below the initial salary placement as described above.

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 20%  
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 30<sup>th</sup> 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 \$750 per WLU, or the certified adjunct pay rate, whichever is higher. The administration may increase the overload rate for all faculty without bargaining, based on the needs of the college.
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.~~

**C. 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.

**D. 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, \$13,000 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.

**E. 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.

**F. 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:

- a. 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.
- b. 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.

**G. 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.

**H. Terminal Leave Pay**

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

**I. Early Pay Out**

Faculty, if interested, must elect early pay out of base salary no later than the 1<sup>st</sup> 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.

**J. One Step Salary Incentive**

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

**K. 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.

**L. Substitute Coverage**

The pay rate for substitute coverage is \$37.00 per hour.

**M. Recruitment and Retention Incentive (this provision expires at the end of this contract)**

- a. Faculty in Adult Education, ESOL and Non-Credit Career Certificate will receive a \$1,000 non-recurring, lump sum payment on the last paycheck of the academic year (August 23), so long as the faculty member teaches a minimum of 12 workload units during that academic

year and is still employed at the College at the time of the non-recurring payment.

- b. All Nursing faculty will receive a \$5,000 non-recurring, lump sum payment on the last paycheck of the academic year (August 23), so long as the faculty member teaches a minimum of 12 workload units during that academic year and is still employed at the College at the time of the non-recurring payment.

## **NEWS FROM EBAC, EMPLOYEE BENEFITS ADVISORY COMMITTEE**

The state college presidents, including Dr. Avendano, asked the legislature to move us to the state health care system. That legislation passed and so the college is moving to the state system. We at EBAC supported Dr. Avendano because it is a much more stable system with lower costs to the employee. Because the dependent costs are so low, it will cost between 5-8 million and year. The college is paying for that this year from reserves because the Governor vetoed the funding for the change.

### **Pros:**

- The system has been very stable with copays and costs for dependents being the same for the last 20 years.
- The copays in the plan are lower.
  - A. Current doctor visit \$50; starting Jan 1 it will be \$15.
  - B. Current specialist \$70; starting Jan 1 it will be \$25.
  - C. Current Urgent care is \$70; starting Jan 1 it will be \$25.
  - D. Current deductible is \$1200 (\$2400 family); starting Jan 1 it will be \$250 (\$500 family)
  - E. Pharmacy is currently \$15/60/100/250; starting Jan 1 it will be \$7/30/50
- Spouse, child and family will now be one category, family, and will be \$180/month.
- PPO, HMO and high deductible plans will all be available.

### **Cons:**

- It will be \$50/ month for employee health insurance up from \$0. It was the expectation of the college that each employee would get \$600 raise to pay for that until Ron DeSantis vetoed the 80 million dollars that was supposed to go to the state colleges. It is hoped that if that money comes through next year, we will see that.
- The max out of pocket is increasing from \$6000 to \$9450.
- You will be able to choose dental and vision plans but you will have to pay for those as well.

### **Be aware:**

- The state will be sending information to your home address. This will include a NEW USERNAME AND PASSWORD that you will use to manage your open enrollment. Do not throw this away. It is possible to get this information if you do lose it but the process will be streamlined if you have it.