

TRANSCRIPT OF THE
UNITED FACULTY OF FLORIDA
NEGOTIATION MEETING
February 11th, 2021
Eastern Florida State College
Melbourne Campus
Building 16
Melbourne, Florida

The transcript of the United Faculty of
Florida Negotiation Meeting taken before Diane Lynch, Court
Reporter, held on the 11th day of February, 2021,
commencing at 3:30 p.m.

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A P P E A R A N C E S

EASTERN FLORIDA STATE COLLEGE:

DR. DEDRA SIBLEY

DR. RANDALL FLETCHER

DARLA FERGUSON

DR. PHIL SIMPSON

DR. WAYNE STEIN

UNITED FACULTY OF FLORIDA:

ANDREW LIEB

ROBIN BOGGS (via Zoom)

LYNN SPENCER

DR. KATINA GOTHARD

DUSTIN FILES

DR. DEBRA MARSHALL

P R O C E E D I N G S

1
2 DR. FLETCHER: Well, good afternoon, everybody.
3 Sunny Thursday in east central Florida. I'm used to
4 saying east central Illinois. I mean, thanks
5 everybody for being here. We have a pretty
6 prescriptive agenda that Andrew and I have discussed.
7 I have asked Andrew, if we do have discussion, I
8 welcome each side to, you know, interject as they
9 need. If there's a need for a caucus, we can always
10 do that as well. But we're getting into the -- really
11 the heart of the contract, and if there's time for
12 discussion, let's have that discussion. I mean, this
13 is -- you know, we want to hear the interests of both
14 sides, and we want to make sure that we have gains
15 every time we meet.

16 MR. LIEB: Absolutely. So based off of where we
17 left it last time, I think we wanted to start at
18 councils and committees.

19 DR. FLETCHER: Yes.

20 MR. LIEB: In the proposal that you sent to us,
21 the one thing that kind of stood out is, you were
22 looking for the professional development committee to
23 be separated out. Which, honestly, we're okay with.
24 We kind of looked over the major committees that we
25 currently have, and I have language that I can send to

1 you after this meeting, that essentially separates it
2 into AAC, or if we rename it, we can do that too, the
3 tenure committee, and the -- or tenure council rather,
4 and professional development council. The AAC would
5 oversee curriculum, they'd oversee online steering,
6 honors council, the library, and then they'll be
7 working groups that they currently have, peer
8 evaluate, tenure -- would oversee, obviously, the
9 tenure process, as well as the faculty mentoring
10 steering as a subgroup. And then professional
11 development would oversee -- like, professional
12 development, obviously, is the Center for Teaching and
13 Learning, I think, or Center for Teaching Excellence.
14 I can't remember. So those are kind of what we're
15 thinking, breaking down, and we're okay doing that, if
16 that's what you were kind of looking for.

17 DR. FLETCHER: Right. I want to -- you know,
18 with the -- the team's suggestion is to have, you
19 know, AAC being renamed to Faculty Council. And from
20 the council, all committees flow from that. So there
21 wouldn't be any other councils below the Faculty
22 Council.

23 MR. LIEB: Okay. Because one solution we were
24 having, it kind of -- because we don't want too many
25 things in one area. And by having those three

1 separate, we thought of the idea of creating almost
2 like a leadership summit, to where the chair from each
3 of those three majors, plus one at large membership
4 from each of those, so that's a total of six people,
5 have two UFF representatives, and then yourself, and I
6 was thinking the AVP. And those committee chairs
7 could do proposals, present proposals to both UFF and
8 administration at the same time. We'd also have the
9 ability to kind of give an update of where they are,
10 what they're covering. So it would still leave AAC
11 kind of on equal standing with the others, the Faculty
12 Council, but it would at least put the leadership of
13 each one of those major things all in one place, so we
14 can kind of keep an open dialogue and eliminate some
15 of the duplication.

16 DR. FLETCHER: Uh-huh. Okay. Well, I think the
17 next step here is that we need to -- we need to have
18 this Article 6.16 redrafted then.

19 MR. LIEB: Okay. I can send you a draft. Like I
20 said, I have the draft, I just was working on it up
21 until --

22 DR. FLETCHER: Yeah, you can share me what we --
23 because I don't have that today.

24 MR. LIEB: Yep, I can definitely send it.
25 Actually, I can send it now if you'd like.

1 DR. FLETCHER: Yeah. Go ahead and send it to all
2 of us.

3 MR. LIEB: Okay. And what we did is, we tried to
4 incorporate kind of some of the things you were
5 suggesting with the 10.3. So rather than putting it
6 there, we moved it to the 6.16 and mirrored the
7 language that was already in existence. So that way
8 it kind of -- they can use some of the stuff that we
9 hadn't drafted. We're kind of saying this is their
10 mission, this is their goal. We think that'd be a
11 great preamble for the handbook.

12 DR. FLETCHER: Yeah. Because that -- if we get
13 to the point where we can TA councils and committees,
14 then what we would need to have done in really kind of
15 an editing capacity is make the changes within, but
16 we'll have to TA those changes as well within other
17 articles. So that's going to be, you know, a little
18 bit of work here.

19 MR. LIEB: So I tried to give the updates that
20 were the ones you were looking at, or like in 10.2,
21 that would be covered under the changes in 6.16, for
22 the creation of the committees. So we wouldn't have
23 to add it to 10.2. It would be under the major
24 committees and councils, same location. If you're
25 looking at the document, it would be page 44. And

1 that's where we list the summit itself. And we were
2 imagining a quarterly leadership summit. So that
3 would be twice a semester for the major semesters.

4 DR. FLETCHER: Give me a second to see this.

5 MR. LIEB: In the future, too, we could probably
6 get a projector, so we can all look at the same thing
7 at the same time. I was just thinking about that. I
8 should have requested that.

9 DR. FLETCHER: Yeah, we need to move to that,
10 because -- what I'm going to suggest is -- like,
11 again, we can make the best use of our time. Since
12 you have made changes in 6.16, is that I would ask
13 that you give us time right now to caucus on this.
14 Because I'd like to come back and agree on how we're
15 going to move forward in real time. So then we can
16 move forward on this part. Okay? So we'll go back --
17 we're going to caucus for about -- for probably 15 to
18 20 minutes. We'll come back. If we any edits, we
19 have the master here on my iPad, and we'll go from
20 there.

21 MR. LIEB: Okay. Sounds good.

22 (Thereupon, a break was taken.)

23 DR. FLETCHER: Okay. Well, we had an opportunity
24 to talk, just as you did, and we looked over the edits
25 you made, and we've offered our edits to this. So

1 take a minute to look that over.

2 MR. LIEB: So, essentially, you're trying to tell
3 us to form a faculty senate. Which, I'll be honest,
4 is not something we're interested in doing at this
5 time.

6 DR. FLETCHER: We're not saying faculty senate,
7 but we're saying -- we're asking for some level of a
8 steering committee of your committees. And that's not
9 really a faculty senate, in the truest sense. We have
10 the five committees that we've already outlined, that
11 would then meet in that summit. I think that's a
12 great idea. And we really don't want to see where you
13 have an overarching committee, like the summit you're
14 presenting, and then have overarching councils with
15 all the committees. I think that's two layers. And
16 I'm not sure what the three councils are going to be
17 doing outside of this steering --

18 MR. LIEB: But by having all this going through
19 academic council, you're now taking three major
20 committees' works that one academic council is going
21 to have to review and approve. So you're considering
22 creating the same level of duplicity. Versus having
23 those people make direct presentations to
24 administration and to UFF at the same time. It
25 eliminates, basically, a group that goes over all

1 these other groups. Because if we hit it this way,
2 you'd have the academic council. Underneath it, you
3 then have your tenure, your professional development,
4 the -- so you're creating an extra layer. Versus
5 having the chairs of each of those major committees
6 just report directly at that summit. Because at the
7 end of the day, it's stuff that has to be agreed to by
8 mutual consent between UFF and administration.

9 DR. FLETCHER: Well, I think we're saying the
10 same thing. I mean, below that -- I mean, that
11 membership may be need to be changed a bit, but your
12 summit is your quarterly meetings, the four meetings
13 you're asking for, that's your academic affairs
14 council summit. Okay? And your committee chairs are
15 reporting into that summit.

16 MR. LIEB: Right. The --

17 DR. FLETCHER: So you're giving more authority to
18 your committees. And the reason I'm saying that is
19 because we're giving 30 points of release for chairing
20 of a committee. And that's what we've highlighted in
21 there. Then your committee chair has a greater
22 responsibility to really shepherd that committee.
23 Versus if you have overarching councils, professional
24 development, academic affairs, and tenure, then you're
25 doing -- I mean, if you have a tenure council, then

1 why do you need a tenure committee?

2 MR. LIEB: You wouldn't need one, is what I'm
3 saying.

4 DR. FLETCHER: Then why are --

5 MR. LIEB: The way that we had it previously with
6 the academic affairs council, that group reported
7 directly to administration and UFF. The tenure
8 committee does the same, as currently does the faculty
9 mentoring steering. So, essentially, we have that
10 controlling group already. If we create another
11 committee over those, then that committee then goes --
12 if we're going to bypass that committee to have those
13 five subgroups that present to the --

14 DR. FLETCHER: Okay. So what you're saying is
15 that you -- where we had talked earlier about having
16 five committees, you're saying just having three.

17 MR. LIEB: Yeah. The three majors, and then they
18 have the overlooking subgroups underneath them. Those
19 subgroups would then report back to those three major
20 committees. Those three major committee chairs would
21 then go to that leadership summit, along with an at
22 large member from each one of those groups.

23 DR. FLETCHER: Well, I think it's semantics at
24 this point. I don't -- I mean, what we're thinking is
25 that if you have the three committees, professional

1 development and academic --

2 MR. LIEB: Whatever what we call it, faculty
3 council.

4 DR. FLETCHER: Faculty committee. I'm fine with
5 that. I mean, we're fine with that.

6 MR. LIEB: I can show you what we put. We
7 changed it to faculty council, because we knew that
8 you were wanting the name changed there. Essentially,
9 these three councils would all have working subgroups.
10 For example, tenure would oversee the faculty
11 mentoring steering, as well as the tenure issues. The
12 professional development would oversee that, the CTE,
13 sabbatical, and rank change. Academic affairs would
14 still oversee curriculum, I would say probably online
15 steering committee. I can't remember the others off
16 the top of my head now.

17 DR. FLETCHER: Well, why don't we --

18 MR. LIEB: Honors council, the library.

19 DR. FLETCHER: Then if we're going to do that,
20 then the faculty council's probably not the right
21 term. I mean, we could call it the academic council.
22 You know, it's the -- so academic council, tenure
23 council, professional development council. But we
24 need to -- but then this document needs to spell out
25 what we have right now, the standing committees, that

1 those -- we need to list them. Because the reason I'm
2 saying that is because you go down -- when we looked
3 at it, as you go down in this subsection of this
4 article, is all the release of these committees. This
5 has to be spelled out to where we're making sure that
6 each -- not only are we providing release for the
7 council chair, but then what are we going to be doing
8 for the committee chair and the subcommittee chair?

9 MR. LIEB: The subcommittee chairs we would only
10 ever deal with independently, and it's within the
11 contract you're allowed to for special assignments.
12 Only -- for example, like assessment. Assessment's a
13 huge undertaking. They report it through the AAC. I
14 believe we had release time given to the assessment
15 chair, but, say, for our LMS subcommittee, they do not
16 receive release time. So it's only been when it's
17 something that is a huge undertaking or large
18 undertaking, a great commitment of hours.

19 DR. FLETCHER: Well, I'd like to see that.

20 MR. LIEB: We can absolutely --

21 DR. FLETCHER: So we need to establish what your
22 committees are under these councils, and what you're
23 proposing as the points release. Because right now
24 we're talking, we have curriculum, we have online
25 steering -- online quality committee, we have

1 mentoring. Those all need to be spelled out within
2 this, so we know --

3 MR. LIEB: I mean, we could move to -- if you
4 wanted to divide it up into those major categories, we
5 could create those major categories, instead of just
6 having the three, and just have those go to the
7 leadership summit. We just don't need necessarily
8 another council over those. That's all I'm getting
9 at.

10 DR. FLETCHER: Right.

11 MR. LIEB: So, I mean, we can obviously -- if we
12 want to look at making it five groups instead of
13 three, that's not a problem, because it helps divide
14 up the work for some.

15 DR. FLETCHER: So you're saying --

16 MR. LIEB: So we can take what you're saying here
17 for those five, those five councils, if you will,
18 online steering council, the professional development
19 council, tenure council --

20 DR. FLETCHER: Curriculum.

21 MR. LIEB: Curriculum council, and the AAC,
22 whatever we end up calling that. So we could
23 duplicate the same language for the others, where it
24 says the chair of that gets the 30 release. And then
25 that way --

1 DR. FLETCHER: If you guys are wanting to do the
2 councils, it's fine. It really -- I mean, you're
3 talking more like a committee.

4 MR. LIEB: That's fine. I don't think we care
5 about the council versus committee language.

6 DR. FLETCHER: Because I think your -- the
7 convening of your every quarter is kind of that
8 council. You bring together the leadership as the
9 council.

10 MR. LIEB: Okay. No, that's fine. We don't
11 object to changing from --

12 DR. FLETCHER: Like the leadership council
13 summit, or -- or even not call it a summit. Every
14 quarter --

15 MR. LIEB: Just have a leadership council.

16 DR. FLETCHER: -- we have a leadership council
17 meeting. And then we've added to that representation
18 that we would have three members of the academic
19 leadership team, academic affairs leadership team.

20 MR. LIEB: That's fine. As long as there is UFF
21 and administration present.

22 DR. FLETCHER: Well, yeah. We just put --

23 MR. LIEB: So we just expand to the five chairs
24 form those major committees. We could still have the
25 at large members as support, basically, or as an

1 alternate, however you want to put it. And then have
2 your three, and we'll have our two or three. I think
3 that's fine.

4 DR. FLETCHER: Okay. And then continue down from
5 that area. That's going to need to be worked out
6 based on the five committees and the release that's
7 consistent across those.

8 MR. LIEB: Right. So each one of those major
9 committees would receive the 30. We can just mirror
10 this language.

11 DR. FLETCHER: The same language in --

12 MR. LIEB: Yeah. I did leave in the faculty
13 mentoring coordinator. That's the person that works
14 with the faculty on a monthly basis. Usually there's
15 a meeting for the north end and a meeting for the
16 south end. Katina can probably speak to this more,
17 but they do a lot of work.

18 DR. FLETCHER: So within --

19 MR. LIEB: They're within -- this one should have
20 -- just because of the sheer amount that they do
21 between helping people with portfolios, twice a month
22 meetings that they hold, all that other stuff.

23 DR. FLETCHER: Yeah, we kind of understood that.
24 Because it's going to be within --

25 MR. LIEB: Right. It'll be within the tenure

1 cycle, so that'll help.

2 DR. SIBLEY: How many of those do we have now?

3 MR. LIEB: One. We have one coordinator, and we
4 have one committee chair. We were at one point giving
5 release to the committee chair when they were going
6 through all the documentation, creating the handbooks,
7 all the different things. I don't know that we have
8 it in there for both at this point. I'd have to
9 double check.

10 DR. SIBLEY: Because you just mentioned having
11 one for the north and having one for the south.

12 MR. LIEB: It's the same person doing it. So
13 that one person is going and creating a meeting for
14 the north and creating a meeting for the south,
15 correct?

16 DR. GOTHARD: So what's happening now because of
17 COVID is, the program is now online. The meetings are
18 being run through Teams meetings. And the orientation
19 is run through Teams meetings. So, you know, just so
20 we're all aware. What was previously happening was
21 that we were having meetings twice -- each monthly
22 meeting would happen twice. Once on Cocoa campus for
23 the northern folks, once in the Melbourne for the
24 southern folks. In addition, we had orientation at
25 the beginning of each semester, because we have new

1 hires coming in each major semester, so once in
2 January, once in August. And the coordinator is
3 working more than just the two meetings. The
4 coordinators work -- as you know, provost makes
5 assignments for mentors, then it's working with the
6 mentors and faculty all the time. There's always
7 communication going back and forth. Not to mention
8 that those folks, once they sort of clear that first
9 year, you're also still mentoring them as they start
10 working towards tenure. So the coordinator has a huge
11 amount of work, versus, I would say, the committee
12 chair. It isn't to say -- isn't to discount the work
13 that she puts in, but the coordinator's the one who's
14 running the program and working with all the faculty
15 mentors and new faculty throughout their years until
16 tenure.

17 MR. LIEB: So, yeah, what we can do is, we'll
18 just mirror the language it had in the curriculum and
19 the online steering committee. That's not a big deal
20 at all. And we'll update that summit to a council,
21 change these councils to committee. I can have that
22 on the master copy and e-mail it to you later tonight.

23 DR. FLETCHER: Okay. If you can continue down.
24 What we're -- continue going. Go up a little bit.
25 Yeah, this 4.4. You got to go down. There you go.

1 What we're wanting to see is within -- what we've
2 talked about is, within each one of the committees,
3 we'll establish a chart. So let's take, for example,
4 the tenure committee, that has faculty mentoring a
5 part of that, what you've articulated -- and your name
6 again?

7 DR. GOTHARD: Katina.

8 DR. FLETCHER: Katina. What we would do is,
9 within that chart, we would spell out the faculty
10 mentoring portion of that, and within that -- you
11 know, with the contract, we've got the release,
12 because that's contractual. But within the charter of
13 tenure, it would be that standing subcommittee --

14 MR. LIEB: So let's create the chart.

15 DR. FLETCHER: It would be integrated within
16 tenure, so it's established. Okay? So moving
17 forward, we -- I brought that the last time, is moving
18 your chartered system. And that includes academic
19 administration and student administration. The
20 committees that we run would have a charter as well.
21 I mean, the guiding principles of that committee --

22 MR. LIEB: We're perfectly fine. And I did
23 review all the handbooks. All the handbooks, when
24 compared to the sample that you provided, have all
25 that information within them; but if we want to

1 separate it out and put it into a single document that
2 way, that's not a big deal.

3 DR. FLETCHER: No, I would like -- I mean, the
4 charter --

5 DR. GOTHARD: Can I ask a question? So when
6 you're speaking of this, you're -- what you're asking
7 for is mission, instead of goals, assessment of those
8 goals for each of these --

9 DR. FLETCHER: Uh-huh.

10 DR. GOTHARD: Okay. So we have that. For
11 example, for the mentoring group, we have -- our
12 handbook includes what our mission is, which includes
13 the goals for actually working through a program.
14 Assessment currently, we do basic assessments every
15 semester, but we're doing a full program assessment
16 right now. And I can't speak for other committees,
17 but I assume other committees are also doing this.

18 MR. LIEB: The handbooks -- yes, all of them --
19 we do have most of the information, but we can convert
20 it, if you want it, into a particular format.

21 DR. FLETCHER: Sure.

22 MR. LIEB: And with this mutually developed
23 goals, that was for if there's ongoing goals. That's
24 what it -- it wasn't necessarily to adjust the overall
25 mission, per se, of one of these larger committees.

1 It was just, okay, you know what, this year we'd like
2 to get "x" done, and give them a yearly goal that
3 builds towards those longer -- and make sure that
4 they're fulfilling that larger mission that's been
5 outlined. Again, we can clarify that. The charter
6 thing, it's not a big deal at all. Again, most of the
7 handbooks have it, we can just copy and paste it into
8 that format. It's not too much of a problem.

9 DR. FLETCHER: Okay. And then the -- within the
10 academic calender, would be -- in my mind, would be --
11 our recommendation or what we are putting forth is,
12 academic calendar would be a part of the academic
13 council or academic committee.

14 MR. LIEB: Okay.

15 DR. FLETCHER: That would be a subcommittee, just
16 like faculty mentoring. You'd have the same
17 representation based on whatever you choose to have
18 within the charter, and the academic committee --

19 MR. LIEB: Okay. So when the academic calendar
20 committee comes together, it then would have to be
21 mutually approved by UFF and administration?

22 DR. FLETCHER: Yeah, I don't see that that would
23 change.

24 MR. LIEB: Okay. That's fine. That's acceptable
25 to move it there. The QEP one, we weren't sure if we

1 still needed it or not, based upon the SACS review
2 coming up.

3 DR. FLETCHER: I think that that would be a part
4 of a larger -- as faculty, your relationship to
5 assessment -- I think if you're going to have an
6 assessment committee, or a subcommittee of academic
7 council on assessment, I mean, that's really embedded
8 in the responsibilities of conducting assessment as a
9 faculty member.

10 MR. LIEB: Okay. So we would essentially say the
11 QEP would be covered by assessment.

12 DR. FLETCHER: Right. But then, also, as we get
13 into professional development, your service on
14 accrediting committees could equal points towards --

15 MR. LIEB: Correct. But this was designed just
16 to make sure that we had people knowing what they
17 quality enhancement plan was. So as long as that is
18 being preserved, and that's the understanding, we can
19 list -- if you want -- if we were looking to create
20 that word chart, different working groups and
21 committees, we could add that as being one of the ones
22 that's delineated in the contract.

23 DR. FLETCHER: Well, you would be doing the
24 activity assessment through your activity -- through
25 assessment as a faculty, but then your assessment

1 committee is your -- kind of your coordinating body.
2 The program improvement committee, which is a part of
3 academic administration now, QEP is embedded in that,
4 and faculty representation on program improvement.

5 MR. LIEB: Right. They have representation for
6 that, but this is specifically referencing the QEP for
7 SACS. We worked for a number of years on it, to where
8 we had an equal input of what QEP plan did we want to
9 create for the college, for the SACS report. So it's
10 not just the normal programmatic reviews, specifically
11 geared towards that SACS QEP. So, I mean, as long as
12 we're able to maintain that mutual consent with it,
13 we'll just list it under the assessment committee.
14 That's fine.

15 DR. FLETCHER: Yeah, that's where it should be.
16 And then insurance and benefits -- and, Darla, you can
17 speak to this, because there has been some changes
18 there.

19 MS. FERGUSON: Let me explain the structure of
20 our coverage that we have for medical, dental, and
21 vision coverage. You know, I think I've talked to you
22 all about the Florida Community College Risk
23 Management Consortium. I think there's 27 other
24 colleges that are members of it, different colleges.
25 All of them are in for the liability, and then one of

1 the umbrellas that comes under that is self-insured
2 medical plan. You know, it's not that we're
3 contracting directly with Florida Blue. They
4 administer the plan. They pay the claims out of money
5 that comes out of -- that comes out of the -- all the
6 colleges pay into it. So when -- each year, when we
7 look at what the increases are going to be, we have to
8 look -- well, consortium has to look at what has
9 changed, what we have become compliant in. This year
10 we had -- last year we had to offer compliance for
11 Obamacare, those kind of plans. This year, we found
12 that the HSA was a good opportunity for those that did
13 not need a traditional medical, but it does have a
14 medical aspect. I was very surprised, we had 42, I
15 think, that enrolled in it. So it's not -- this goes
16 to -- it falls under Rich Laird's area. And --

17 MR. LIEB: It also falls under a mandatory
18 subject of bargaining.

19 MS. FERGUSON: I'm sorry?

20 MR. LIEB: It also falls under a mandatory
21 subject of bargaining.

22 MS. FERGUSON: No, that was written out of the
23 contract last year.

24 MR. LIEB: I understand, but we're no longer
25 going to allow for it to be -- it has to be there,

1 because it's a waiver of --

2 MS. FERGUSON: I was trying to explain the -- how
3 the structure is. And then the consortium comes to
4 us, here's what we have to offer this year, here's our
5 recommendation, and that's where it comes from.

6 MR. LIEB: Right. And we're saying we want to be
7 part of that decision-making. Because if it's not
8 just like they say, here's one plan -- I've looked
9 into it, and there's, like, 12 plans to choose from.
10 I can't remember the exact number off the top of my
11 head, but I called them and spoke with them, and the
12 college's ability to select plans from these, we're
13 saying that we want to be a part of that selection.
14 Yes, we took that benefits selection committee out of
15 there last time, because we were told when we did have
16 different options that we'd be a part of that
17 conversation. Obviously we weren't. So we're not
18 going to have this waiver. It's a waiver of our
19 rights to have that not be bargained, and we're
20 rescinding that waiver. So however we need to do it
21 to where we are on that selection process, so we can
22 write different language -- we don't want to list it
23 as committee, I'm fine with that, but we need to
24 delineate it somewhere that we want to invoke our
25 right to bargain our benefits.

1 DR. FLETCHER: We'll have to table that.

2 MR. LIEB: That's fine.

3 DR. FLETCHER: But it's not going to be a part of
4 this --

5 MR. LIEB: It doesn't need to necessarily be
6 listed here, but it needs to be somewhere.

7 DR. FLETCHER: I mean, we'll probably get to --
8 we'll get to that in another section. And one of the
9 things that I want to bring up is number 4(a). So
10 back up to the top right there. It is -- right,
11 number 4. It is substantive changes to what we would
12 consider the academic council handbook, content may
13 only be made under the following conditions. And we
14 don't disagree on the conditions, but in terms of the
15 handbook being ancillary to the contract, we do take
16 -- we want to make note of that. Because if the
17 handbook is going to be an extension of the contract,
18 then we place the handbook within the contract as an
19 appendice.

20 MR. LIEB: That's fine. We can put it as -- it
21 will be really long, but that's not a problem. We can
22 put the whole handbook in here. The only issue that's
23 going to raise -- the reason we did not do that in the
24 past --

25 DR. FLETCHER: So then we'll have to do MOUs for

1 any changes.

2 MR. LIEB: That's fine. I mean, the reason in
3 the past that we didn't want to do it was to allow for
4 those handbooks to be updated. For example, like the
5 required syllabus content, we didn't want to have to
6 go back and rebargain MOU, so we used the handbook
7 editions. As long as they were done by mutual
8 consent, the handbook could be updated. If we put it
9 in the CBA as an appendice, we will not be able to do
10 that. We have will have to bargain for that to
11 happen.

12 DR. FLETCHER: I think we're comfortable with
13 that.

14 MR. LIEB: Okay. And then we can just put it at
15 the end -- so the handbook for every one of those
16 major committees, is what you're saying?

17 DR. FLETCHER: Uh-huh.

18 MR. LIEB: Okay. So I think we're in agreeance
19 then that we'll make it to those five committees, and
20 we want to get kind of a feeling of what their working
21 groups -- do you want to list all of their different
22 working groups in the CBA, or just the ones that we
23 know for sure are always going to be there, like
24 assessment or --

25 DR. FLETCHER: I think we need to do that,

1 because then that puts -- you know, assessment's not
2 going to be going away. The ones that we've
3 identified would be a part of that. You know, and if
4 something we feel, you know, that the time has come to
5 pass, I don't know that any of us are going -- in
6 terms of professional development, none of that
7 stuff's going to go away within --

8 MR. LIEB: So we'll put these major ones for
9 sure, and put others as approved by mutual consent
10 or --

11 DR. FLETCHER: Now, that doesn't mean -- we need
12 to discuss this. I mean, the charter is really the
13 committee's work. Okay? So if that needs to -- you
14 know, they're going to arrive at those objectives --
15 we're just saying a charter needs to be a part of it,
16 not -- the content of that charter is not going to be
17 within the contract. We just think that if a charter
18 needs to be -- just like the handbook.

19 MR. LIEB: Right. That --

20 DR. FLETCHER: It needs -- I mean, that's how
21 it's going to be managed. So we're going to give --
22 in terms of appendice, or appendix -- within the
23 appendix, a template for what the charter's going to
24 look like. That'd be fine with me. Or it's part of
25 the handbook. I don't -- either way. But we -- as a

1 chair of one of the five committees, you're going to
2 work with your elected -- whoever's representing the
3 departments and the staff or whatnot on those
4 committees, you're going to establish the charter.
5 We're not going to have it where each charter be
6 established within this collective bargaining. Just
7 that it needs to be governed or coordinated by a
8 charter.

9 MR. LIEB: That's fine. But if we're putting the
10 handbooks in there, most of that information would be
11 in the CBA, because it's already existing in the
12 handbooks. That's why I didn't ask we not do it, we
13 just had to reference that the handbooks are
14 considered an extension --

15 DR. FLETCHER: That's whole -- I mean, the entire
16 thing then is an extension. I mean, that's the thing,
17 is --

18 MR. LIEB: I mean, technically the policies and
19 procedures is also an extension. So it's -- I mean,
20 we have those --

21 DR. FLETCHER: Let's put that in the parking lot.
22 Let's you and I talk about that a little bit.

23 MR. LIEB: But I do like the idea of the -- the
24 ones we know are going to be here, add -- additional
25 ones may be developed at a later time. So we'll have

1 the leadership --

2 DR. FLETCHER: See, I'm more -- if we have this
3 leadership summit, and you have the academic council's
4 handbook, why would we -- could we put within that
5 number 4 that it's going to -- change is going to take
6 place within the leadership summit, not so much --
7 your entire group and our entire group, you know, all
8 of the administration and all of your membership. If
9 you've got leaders within the quarterly summit, we
10 could take up changes to anything in the handbook at
11 that summit.

12 MR. LIEB: Correct.

13 DR. FLETCHER: So then it has some kind of --

14 MR. LIEB: It would have to be an MOU if it's in
15 the contract, but yes.

16 DR. FLETCHER: Sure. Versus, you know -- I just
17 think if we could come up with that language, we'd be
18 much more comfortable with that, since we're
19 establishing this leadership summit.

20 MR. LIEB: Okay. So then do we want to put the
21 handbooks in, or do we want to have it --

22 DR. FLETCHER: If we could do it outside of that
23 by the leadership council, then no.

24 MR. LIEB: Okay. I think that's attainable.

25 Because UFF and the administration will be there, and

1 it has to be mutual consent there, so --

2 DR. FLETCHER: So then there's activity that
3 could take place.

4 MR. LIEB: Right. So we can leave the handbook
5 as it is, as an extension, with that being reviewed by
6 mutual consent at the leadership council.

7 DR. FLETCHER: Perfect. I like that. We like
8 that.

9 MR. LIEB: Okay. So then the next part, if we're
10 comfortable with where we are, then I'll mark up the
11 changes and send you the master document. Probably
12 early tomorrow is my guess. It sounds like we're okay
13 with the committees and councils then.

14 DR. FLETCHER: Yeah. I think if we can see, you
15 know, the changes and what I've highlighted, that'd be
16 great. Yeah. We're at 5:00, so what do you want to
17 do?

18 MR. LIEB: Well, we could do -- because I know
19 that we -- both sides were thinking about how we kind
20 of reconsider professional development, so what we can
21 do is, I can give you a verbal kind of -- of where
22 we're at, so we have something to think about.

23 DR. FLETCHER: Sure.

24 MR. LIEB: What we are doing is -- we know that
25 you are wanting to try and find a way to incentivize.

1 That seemed to be kind of the key word. So the way
2 professional development currently is, essentially, is
3 you're MCC, and then you earn points you can apply for
4 ADPA, those kinds of activities. What we'd like to
5 propose doing is shifting the way professional
6 development is dealt with, to where you would have a
7 certain number of points still for MCC required. In
8 this case, if it's a three year MCC cycle, we'd do
9 three points still. We'd honestly like to see it
10 shifted to a four-year cycle, move the evaluation to a
11 four-year cycle. We could do the observation in year
12 two, so you'd have a two-year check-in, and then the
13 actual formal paperwork in year four, with yearly
14 updates of where you are in professional development
15 goals. That would allow them to get four MCC points.
16 Anything above those four could count towards the
17 total to where we're saying, if you earned four other
18 points, and we'll have to figure out how we would
19 equate to -- or equivalence for those points later.
20 If you earned four additional points, you would get a
21 1250 a year base salary increase. We'd be willing to
22 give up ADPA for that. We'd also be willing to cap it
23 at the most you can earn per year would be two points.
24 Because that would take a minimum of two years, which
25 is the normal ADPA cycle to get that.

1 DR. FLETCHER: Show me the mark-up of that, and
2 I'll share it with my team, the administrative team.

3 MR. LIEB: So that's kind of where we --

4 DR. FLETCHER: Just as long as it's in those
5 three, or if we go four, we -- it's a little bit
6 clearer on how you're earning those points each one of
7 those years based on -- now, this is where we'd like
8 to see the involvement of the faculty professional
9 development committee, to be a part of that. Within
10 the four points and above the four points, as you
11 present that mark-up, we'll present what we're
12 thinking in terms of the resources to support
13 professional development.

14 MR. LIEB: Okay. That seems fair.

15 DR. FLETCHER: And then, included in that, we'll
16 look at the threshold above the four points, and it's
17 three points right now, how you're looking at, for
18 example, the steps.

19 MR. LIEB: Yeah. I think it'll largely come down
20 to how many -- because right now we have Appendix A,
21 which I think is a great starting point. We can
22 reevaluate what the points are on those then, if we
23 can establish a baseline from there, to where -- I
24 mean, I don't want it to be the most difficult thing
25 to obtain four points, but we understand if you're

1 doing MCC for additional points, that would
2 incentivize faculty to be continually doing
3 professional development every year, even though they
4 might do their MCC in a shorter period of time. If
5 they want to proceed -- if they wanted to see the
6 increase in their salary, they need to, honestly, be
7 doing it every year.

8 DR. FLETCHER: Well, that's where we would like
9 to then put into the contract the role and
10 responsibility of the faculty and professional
11 development committee in the -- you would be reviewing
12 those professional development plans to make sure and
13 to really recommend those points to be counted,
14 meaning that there's going to be a layer of -- the
15 faculty will be reviewing --

16 MR. LIEB: We have to be careful with that,
17 because faculty can't supervise --

18 DR. FLETCHER: They're not supervising. This
19 is professional development. What's that?

20 MR. LIEB: It's determining salary increase.
21 What we were thinking was supervising administrator,
22 if we -- because right now, in our current evaluation,
23 we have goals planning, right? Replace that with
24 professional development plan --

25 DR. FLETCHER: Well, let me -- the faculty

1 development committee needs to have those
2 opportunities for faculty to earn those points.

3 MR. LIEB: Yes. I agree. They definitely need
4 development opportunities to earn additional points.

5 DR. FLETCHER: And administration provides the
6 resources. Then it really -- the responsibility is on
7 the faculty to deliver those opportunities through a
8 very comprehensive --

9 MR. LIEB: We currently have an MCC tracking
10 system. We are kind of brainstorming -- there's a
11 very easy way -- I think it's easy programming, but
12 until I have help, who really knows. To where that
13 tracking system could be adapted to keep track of
14 points for MCC, as well as there's additional points,
15 and a supervisor then could just electronically sign
16 off on it there. So once it's been counted, we know
17 it's a training that was already approved through that
18 professional development committee. Supervisors could
19 be verifying the documentation, just like we've done
20 for MCC, and then check off the box. And whichever
21 column it's in, either that professional development
22 for those extra points, or MCC, and then it'll cap out
23 once you've hit that max. Once you hit four points in
24 that professional development, it would stop and go
25 through review for the increase of salary. If it's

1 approved, then that would go back to zero. MCC, once
2 that's approved, that could then be reset back to
3 zero. So it would make minimal effort on the
4 administrator's part to actually sign off. It would
5 still have the professional development activities be
6 proposed by that professional development committee.
7 So it's kind of -- that way, at least you guys are
8 signing off on it, versus the faculty. I have no
9 problem with the development -- the training and
10 development by that committee.

11 DR. FLETCHER: And with -- if we redo the point
12 structure, and -- you know, it would be reflective of
13 what we're doing right now, and that we include
14 advanced degree, and you're working towards an
15 advanced degree. That needs to then be integrated as
16 well, how that counts towards your points.

17 MR. LIEB: Okay. Because right now we do have a
18 change in classification or career type, so you're
19 saying to incorporate that into this?

20 DR. FLETCHER: Yeah, I think I could see some
21 advantage to that.

22 MR. LIEB: Okay. We're open to any proposals on
23 that. Okay. So then, for next time, I'll send you
24 the language that we just did for today. We'll write
25 up the language that we're proposing for the way

1 professional development will be, and you guys will
2 look at the resources. I know last time we set an
3 agenda, we did talk about department chairs and
4 overall --

5 DR. FLETCHER: We'll be prepared for that.

6 MR. LIEB: We'll be prepared for that as well.
7 And then we'll try to get you a copy of any language,
8 obviously sooner than this.

9 DR. FLETCHER: Okay. Our goal is to have an
10 entirely new article on department chairs and program
11 managers.

12 MR. LIEB: Okay. And most of that will come down
13 to looking at the organization, how that role would
14 support getting to that. So we'll be able to explore
15 or explain what that --

16 DR. FLETCHER: We have that now. I mean, it's
17 still confidential, so we'll have to figure out how
18 we're going to --

19 MR. LIEB: Okay.

20 DR. FLETCHER: You and I can discuss it.

21 MR. LIEB: All right. We'll figure that out
22 then. Also, do you have a model of what you're
23 thinking for a professional development plan, what
24 you'd like it to look like? I mean, in the past,
25 we've essentially listed what we wanted to accomplish

1 as, you know, itemized one, two, three.

2 DR. FLETCHER: Yeah. I mean, I think we could
3 beef it up a little bit. I don't want to have -- I
4 mean, we don't want to see it being something that's
5 just an arduous task, that's just hard to really wrap
6 our heads around it and it never really gets done. We
7 need to mutually agree that it's going to be something
8 that's very useful.

9 MR. LIEB: I agree. Okay. And I think that
10 leaves us -- so for next week, we'll talk about the
11 new language, plus the DC stuff.

12 DR. FLETCHER: And I know that we won't have --
13 Lisa won't be able to attend next week, so we -- in
14 terms of -- I think we just need to talk logistics on
15 next week. I want to make sure that we identify that
16 this is a meeting that's going to be taking place.
17 But that's fine. We can talk about -- but right now,
18 we're on the books for next week, but let's just talk
19 about that, Andrew.

20 MR. LIEB: Okay. Then I think that's it then.

21 DR. FLETCHER: Okay. Thanks for your time
22 everybody.

23 (Thereupon, the meeting was concluded.)

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C E R T I F I C A T E

STATE OF FLORIDA
COUNTY OF BREVARD

I, DIANE LYNCH, Court Reporter and Notary Public,
certify that I was authorized to and did stenographically
report the foregoing UFF Negotiation Meeting and that the
transcript is a true and complete record of my stenographic
notes.

DATED this 11th day of February 2021.

DIANE LYNCH
Court Reporter