

**EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER  
Meeting on 03/21/2022**

2

3

4

EASTERN FLORIDA STATE COLLEGE

5

UFF/ADMINISTRATION RE-OPENER

6

\*\*\*\*\*

7

March 21, 2022

8

\*\*\*\*\*

9

10

11

3864 North Wickham Road  
Melbourne, Florida 32935

12

BUILDING 8, 3rd Floor  
Melbourne Campus

13

14

15

\*\*\*\*\*

16

17

18

19

20

21

22

23

Margaret Eddy Sheffield, Court Reporter  
Notary Public, State of Florida at Large

25

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

MEETING ATTENDEES

FOR EFSC

DR. RANDY FLETCHER

DR. SANDY HANDFIELD

DR. PHIL SIMPSON

DARLA FERGUSON

JACK PARKER (via videoconference)

FOR UFF

DR. DUSTIN FILES

DR. KATINA GOTHARD

DR. DEBRA MARSHALL

LYNN SPENCER

KELLI NORRIS

1 MELBOURNE, FLORIDA; March 21, 2022

2 WHEREUPON:

3 DR. FLETCHER: Well, good afternoon. This  
4 is our second meeting of our re-opener of the  
5 United Faculty of Florida and the Eastern  
6 Florida State College Administration. And we  
7 have Madam Court Reporter. And we have agendas  
8 at each one of our places.

9 The administration has no opening remarks.

10 DR. FILES: And neither do the faculty.

11 DR. FLETCHER: Okay. Agenda item two is  
12 working group updates. Fostering faculty  
13 engagement in online courses. There was  
14 discussions that happened the week prior to  
15 spring break and then we did a code of  
16 understanding that a conversation is -- has been  
17 with Dr. Lordun (phonetic) and Dr. Phil Simpson.  
18 And I think Dr. Files you were part of that  
19 conversation, as well?

20 DR. FILES: Briefly.

21 DR. FLETCHER: Is that there's a standing  
22 working group about faculty professional  
23 development. And they're active. They've been  
24 working and creating (indiscernible) mandatory  
25 online faculty and begin some -- some of that

1 professional development.

2 So adding fostering faculty engagement in  
3 online courses which is a part of the collective  
4 bargaining agreement to establish that working  
5 group seems to be the logical place for this.  
6 There will need to be new -- a few new faculty  
7 put onto that committee. Because some of the  
8 faculty of the existing faculty professional  
9 development and online as a part of OSC are now  
10 collegewide chairs. So we may need to make some  
11 replacements there.

12 But I think everyone was in agreement that  
13 that would be the place that we begin meeting.  
14 That standing working committee on faculty  
15 development.

16 So that's our update on 8.3.B.4 and B.1.

17 So the academic appeal process which is  
18 Article 8.27 we do have -- and Dr. Handfield on  
19 the academic appeal process we are going to  
20 convene a meeting prior to the end of March,  
21 before April 1st is to bring that committee  
22 together again. The academic appeals committee  
23 or task force, working group to discuss some  
24 models that we have that we were sharing across  
25 this working group and to come to some agreement

1 on what we want to then really bring to the  
2 contract.

3 So as -- at the end of the academic year  
4 we're going to have those recommendations. So,  
5 again, we're formulating recommendations with  
6 that working group.

7 DR. FILES: Correct.

8 DR. FLETCHER: But one thing that had been  
9 -- that we had seen the process happening at  
10 other like community colleges I think one or two  
11 we'll see if some of those tenets of that  
12 appeals process really are germane to Eastern  
13 Florida.

14 So that meeting will be called in the next  
15 couple of days.

16 DR. FILES: Okay.

17 DR. FLETCHER: Okay. The next item is  
18 scrivener errors. On that we have reviewed  
19 those. We've reviewed a few with -- with the  
20 college attorney.

21 And the one that we -- we are in agreement  
22 that all of the scrivener errors that have been  
23 identified should be corrected or the  
24 corrections should occur.

25 But on page 20 there was a little bit of

1     misunderstanding that you brought to our  
2     attention. We asked our legal on that and how  
3     it's written in the contract.

4             DR. FILES: Uh-huh.

5             DR. FLETCHER: And they feel it's  
6     appropriate how it's written in the contract.

7             DR. FILES: Uh-huh.

8             DR. FLETCHER: As we begin the re-opener it  
9     appears we are in the first year. But we are  
10    with the intentions of having these approved in  
11    the second year. Okay?

12            DR. FILES: Uh-huh.

13            DR. FLETCHER: We would have had to have  
14    met prior to this if we were going to change the  
15    language to be first and second.

16            DR. FILES: Uh-huh.

17            DR. FLETCHER: So we feel that we're going  
18    to -- we're not wanting to change that. I mean,  
19    again, we can open it up when we negotiate again  
20    if we truly think that there's a difference.  
21    But as we read it, read it over a couple of  
22    times and had legal, they -- they informed us  
23    it's written the right way. We're doing the  
24    right thing.

25            We -- we are a little early in this

1 re-opener because the window is April 15th to  
2 March 1st. We're just a bit early.

3 DR. FILES: April 15th to May 1st.

4 DR. FLETCHER: In terms of you bringing --  
5 especially the economic piece.

6 DR. FILES: Uh-huh.

7 DR. FLETCHER: But we're okay with that.  
8 Because that was -- you brought both.

9 DR. FILES: So our main concern with this  
10 the way it was currently written if that's -- if  
11 that's the case that we give our notification  
12 that we're not going to re-open between April  
13 15th and May 1st then that puts us in  
14 negotiating over summer.

15 DR. FLETCHER: Uh-huh.

16 DR. FILES: Where the bargaining team is  
17 off contract at that time. And there's nowhere  
18 in the contract that defines the bargaining team  
19 being compensated for carrying on those --

20 DR. FLETCHER: Right.

21 DR. FILES: That's something that we will  
22 definitely need to -- have to adjust down the  
23 road.

24 DR. FLETCHER: Uh-huh.

25 The administration has no objections to

1 everything else outside of the third entry that  
2 you have. We wanted to correct page 20.

3 Okay. With that, any other questions? If  
4 you had any ...

5 DR. FILES: You did mention that you had  
6 some corrections that you wanted to make?

7 DR. FLETCHER: We had some questions about  
8 the contract. And I don't know if we wanted to  
9 bring that, because it's particular to one of  
10 your openers in the pending (indiscernible).

11 We wanted to bring that up at that time.

12 DR. FILES: Okay.

13 DR. FLETCHER: Okay? So it looks like  
14 we're ready for the discussion on Article 14.  
15 We've provided you with ours. But that's during  
16 the next agenda item.

17 DR. FILES: I'll give you a summary of what  
18 we have.

19 Is there any way we can blow that up for  
20 that screen?

21 (Indiscernible.)

22 Okay. That's fine, then.

23 So we don't fully expect a response from  
24 this today. This was just our initial proposal  
25 to you. I just wanted to walk through the key



1 points for those that are listening. Again, we  
2 are sharing -- I am sharing the screen.

3 So, again, we have no change to 14.1, the  
4 negotiated salary package that we did regarding  
5 full book.

6 14.5.B. Like to raise the substitute pay  
7 which is currently at \$25 per contact hour. We  
8 feel that's extremely low for the amount of work  
9 that substitute faculty members do.

10 If we think about professionalism no  
11 faculty member is going to go into a classroom  
12 and teach a class that they're not prepared for.

13 They're not going -- so if we think about  
14 like myself, for example, if I'm going to sub a  
15 class I'm going to spend at least an hour  
16 preparing for that. It might not be exactly  
17 what I'm normally used to teaching. It might be  
18 a class that I haven't taught in a while. So  
19 I'm going to make sure that I'm fully prepared  
20 for that.

21 So if I spend at least an hour doing that  
22 preparing then this current \$25 an hour you're  
23 actually paying me around 13.89 an hour which we  
24 feel is ... well, a little bit low.

25 So that's -- that's where we're coming at

1 in this. By all means if you all want to be  
2 great and throw us a bone and we want to skip  
3 that individual, that mediator, that year there  
4 at 35 and go right to the 40 we'll have no  
5 argument there. Same thing goes for the  
6 overload pay.

7 We broke it over the remaining two academic  
8 years of the contract so we're not going to try  
9 and hit you up for everything all at once. And  
10 you can see that we did break out -- we did make  
11 one change from what we currently have.

12 We have the master's plus 30, 60 and  
13 specialists broken into one group currently. So  
14 we wanted to break that down into two separate  
15 groups accordingly.

16 And 14.5.D; currently we pay faculty two  
17 load points per student for direct or  
18 independent study. We would like to see that  
19 increased to three load points per student up to  
20 the maximum of one less than the minimum number  
21 enrolled for a course.

22 We've added in 14.5.E. And in consulting  
23 with the faculty there is an extreme amount of  
24 extra prep work that is required of upper level  
25 courses. 3000, 4000 level courses. So we would

1 like to add an additional \$250 per course  
2 whether the course is for load or overload.

3 That's not dependant upon degree. That's  
4 for all faculty regardless of what degree level  
5 they have. 250 per course.

6 In 14.5.F.6 we currently have two options  
7 for program managers. We have a 10,000 stipend  
8 with a 60 point release over the course of the  
9 year. And we also have a second option which is  
10 7,500 stipend with 120 point release throughout  
11 the academic year.

12 We would like to eliminate one of the  
13 options. And that is the first option, the  
14 10,000. 60 point release. We would like to  
15 eliminate that option and just go with one  
16 option for program managers.

17 I did make a slight change to the stipend.  
18 I went from 7,500 to 8,000 for the stipend.

19 And then the last two, in 14.6 currently  
20 faculty receive a \$1,000 bonus when they get a  
21 change in rank. We would like to request that  
22 that bonus be added to the base salary when they  
23 make a rank change.

24 And finally, we haven't visited this  
25 before. We would like to revisit this with the

1 proposed language that we have here. The sell  
2 back of unused sick leave. Faculty who have at  
3 least 750 hours of sick leave may elect to sell  
4 back 40 hours of sick leave at the end of each  
5 fiscal year to be paid at their current hourly  
6 rate.

7 DR. FLETCHER: Okay. Thanks for the  
8 proposal and then the explanation of each one of  
9 those sub points.

10 We'll need to not only -- we probably won't  
11 caucus today. But we'll definitely need to  
12 caucus hopefully before the next meeting.

13 DR. FILES: Right.

14 DR. FLETCHER: In order to discuss. And  
15 all of these we're going to need an accounting  
16 to see in terms of the numbers.

17 Okay. In your place we have 6.20 student  
18 complaint procedures. This is our opener. The  
19 first two paragraphs as written give that --  
20 that description in detail of what we're looking  
21 at. And Dr. Simpson is going to walk us through  
22 this.

23 DR. SIMPSON: Okay. Thank you, Dr.  
24 Fletcher.

25 So on page 47 of the current contract

1 that's where 6.20 is. And I think the  
2 administrative take on this would be that the  
3 students are afforded due process both legally  
4 and in the larger picture and also through our  
5 own procedures some of which are changing or  
6 will be changing to accommodate the new  
7 behavioral intervention team a bit.

8 And so with that on the table we need to  
9 look at how this language could be revisited.

10 Now, as written the instructor has the  
11 right to remove a complainant student. In other  
12 words, a student charged with a conduct  
13 violation who's currently enrolled in the  
14 instructor's course under one or more of three  
15 criteria.

16 That is over on page 48 of the current  
17 contract.

18 It states: In the event a complainant's  
19 currently enrolled in the involved faculty  
20 member's course the faculty member has the right  
21 to remove the complainant from the course if  
22 they feel that the complainant remaining in the  
23 course will create an unsafe environment, will  
24 interfere with other students' education and/or  
25 the complainant's behavior has been egregious

1 enough to merit removal.

2 Now, as written we're looking at this that  
3 these criteria are subject to a high degree of  
4 individual interpretation on the part of the  
5 instructor in the area of student -- student  
6 conduct charge due process.

7 Now, legally a student conduct charge has a  
8 greater standard of defined institutional  
9 process than like say an (indiscernible)  
10 dismissal for lack of academic progress or even  
11 academic dishonesty.

12 So it's really the highest burden that the  
13 institution has legally speaking for taking  
14 disciplinary action against a student.

15 We're looking at Florida Statute 1006.60  
16 and the EFSC procedure 201.5. The student  
17 conduct and discipline due process includes the  
18 following elements. Including but not limited  
19 to a highly-specific notice of charges of  
20 witnesses. Notice of -- I'm sorry. Strict  
21 adherence to deadlines and published procedures.  
22 And there is the possibility of good cause  
23 delays that are built into that.

24 A decision maker that is impartial in this  
25 process. Student access to an adviser. A

1 college hearing and written decisions that  
2 clearly weigh the evidence and describe the  
3 reasons for the determination of the sanction.  
4 And this would also include the consequence of  
5 the conduct.

6 Now, because this consequence has the  
7 ability to follow the student after leaving EFSC  
8 we are required legally to have a  
9 clearly-defined due process for the student. In  
10 looking at 6.2 -- 6.20, the question we have is  
11 we don't know where the faculty right to remove  
12 that student exists within that process.

13 So I think we're looking at clarifying that  
14 or defining that more specifically and when that  
15 might be triggered and how exactly that is  
16 approved.

17 The language does suggest in 6.2(a) -- or  
18 I'm sorry -- 6.20(a) that the sanction of being  
19 removed from the course could precede the  
20 finding for or against the student through the  
21 conduct disciplinary due process.

22 Now, that process typically the students  
23 have the right to have a presumption that no  
24 violation occurred. And the college has the  
25 burden to prove by a preponderance of the

1 evidence that a violation occurred. That's  
2 language that's taken directly from the statute.

3 So in terms of any litigation that could  
4 attend or follow any student code of conduct  
5 hearing the college is the one that's going to  
6 be held to that higher standard. The student  
7 will not.

8 So it's important to address multiple or  
9 undefined policies that could leave any sort of  
10 ambiguity that would be held against the  
11 college.

12 So going into the last part of this article  
13 where it talks about faculty members invoking  
14 this policy, as written they are required to  
15 provide justification and/or supporting  
16 documentation to the supervising administrator  
17 before action is taken that meets the  
18 preponderance of the evidence standard.

19 And then if the college elects to move the  
20 complainant to a different section or course it  
21 must provide the rationale for the move to the  
22 faculty member of the new course.

23 So I think what we're looking at here is  
24 removing a student involuntarily from a course  
25 because of a conduct issue without a clear



1 connection between the CBA language here and the  
2 institutional responsibility to insure student  
3 due process we've got to look at that.

4 Then we also have to look at how the  
5 behavioral intervention team protocols fit into  
6 this, as well. There's a specific set of people  
7 involved in that bid team and they have some  
8 processes that need to be followed.

9 And so it's not that there's an overall  
10 issue with the ability of the faculty to do  
11 this. We're just trying to define where this  
12 fits in our due process. That's what we're  
13 trying to clear up.

14 DR. FILES: And we have no problem with  
15 that. We've reviewed this. And we understand  
16 that the student has the right to due process.  
17 And we certainly don't want to violate that  
18 process.

19 So if you all have proposed language that  
20 you have -- that you would like us to look at  
21 we'd be more than happy to do that.

22 DR. FLETCHER: Okay. We'll prepare to do  
23 that.

24 DR. SIMPSON: We'll have something for you.

25 DR. FLETCHER: At the next meeting we'll

1 just -- we'll bring you all that language  
2 change.

3 DR. SIMPSON: Thank you.

4 DR. FLETCHER: Thanks, Dr. Simpson.

5 DR. SIMPSON: You're welcome.

6 DR. FLETCHER: Okay. That is the openers.

7 We did have Appendix N. And we had a few  
8 questions. And maybe some clarifying  
9 (indiscernible).

10 We want to have faculty clarify a few  
11 things for us.

12 Within our Article -- or Appendix N rather  
13 really as we're working through the new system  
14 that we've created in that one stop location  
15 that Jose has developed as the database  
16 corrections are being made to update per our  
17 newly-ratified contract.

18 So those changes are being made. There is  
19 some questions that we have in the Appendix N  
20 that stands now. So through negotiations there  
21 was no movement on end. It just rolled. So we  
22 have gone back to look at the previous contract  
23 to see what was stated in that as we begin  
24 updating the database for us to do a maintenance  
25 contract for F-DIP. And (indiscernible). I

1 mean that's the next step, too. Is -- and that  
2 really isn't pertaining that much to Appendix N.

3 But one of the things that we have found is  
4 in between Appendix -- or the -- when the  
5 contract ended in '21 -- the previous contract  
6 I'll refer to -- and the new contract things  
7 have been added to N.

8 But we didn't open up in the negotiations.  
9 So things are in N that got changed. And we  
10 have some questions about that. Because it's  
11 not -- we're taking it from the previous  
12 contract as a cross-reference. And we've  
13 highlighted -- there's probably maybe a dozen  
14 where it's changed.

15 So we -- we want -- you know, as you bring  
16 Article N to us that's what we found. I mean I  
17 don't -- you brought it to the table. So what  
18 are you bringing to the table I suppose?

19 DR. FILES: I will give you that.

20 So as we went through the transcripts from  
21 our last negotiation we did note that Appendix N  
22 was mentioned a few times at table but it was  
23 never specifically dove into.

24 DR. FLETCHER: Right.

25 DR. FILES: And we want to, as you can see,

1 make some significant changes. We think that  
2 there's a lot of things that need to be  
3 clarified and some verbs that need to be  
4 updated.

5 DR. FLETCHER: Uh-huh.

6 DR. FILES: So I'll just give you a couple  
7 of minutes to read through that.

8 (Whereupon, there was a pause in the  
9 proceedings.)

10 DR. FILES: Just so you know, on the last  
11 page we didn't add all of that information.  
12 Section F for contributions to the community.  
13 We -- we took that out of I believe it -- does  
14 anybody remember -- was it A or B? And we just  
15 gave it its own section.

16 MS. NORRIS: Yes. It was originally ...  
17 (indiscernible).

18 DR. FILES: We just need to take out  
19 community, right?

20 DR. GOTHARD: Yeah. Uh-huh.

21 DR. FLETCHER: I mean we can look over this  
22 in detail. I guess the question I have is just,  
23 again, in my opening remarks is that you've got  
24 a few on here that you have completely redlined  
25 and that we're striking them. But we'll just

1 count them as being added to. Okay?

2 That would be your -- the new section  
3 points for contributions to community.

4 DR. FILES: Those were originally in the  
5 contract already. We just moved them.

6 DR. FLETCHER: Okay.

7 DR. FILES: They were under section B.  
8 Points for community or professional project --

9 DR. FLETCHER: Okay.

10 All right. I guess, again, is from the  
11 previous contract to this contract like your  
12 letter -- your number six and we had given you  
13 as 13 up here.

14 So I mean I'm not saying that we're not --  
15 we're not going to support that. But I just  
16 don't understand from one contract to the next  
17 how did those -- how were they put in.

18 DR. FILES: I don't have an answer for that  
19 unfortunately.

20 DR. FLETCHER: I mean through -- I mean --  
21 yeah. That's a question that we have. Because  
22 we -- I just don't know where they came from.

23 Because there's -- I mean like I said, we  
24 have at least a dozen in here that are new and I  
25 think that you're identifying them as new.

1 I don't understand. You know, it's not --  
2 it really isn't -- I mean we all are in  
3 agreement in fair bargaining that it's not  
4 appropriate to add things after we've agreed  
5 upon them.

6 DR. FILES: Correct.

7 DR. FLETCHER: So ...

8 Okay. Yeah. I think that we'll look at  
9 this. We'll look at the points. And I think  
10 that we -- we definitely can -- if we have any  
11 questions we would bring them back. If we agree  
12 then we'll just kind of move -- move forward  
13 with that.

14 Any other discussions on Appendix N?

15 MEETING ATTENDEES: (No response.)

16 DR. FLETCHER: Seeing none, okay. We're  
17 ready for adjournment. We have dates scheduled.  
18 And that would be meeting next Monday which  
19 would be the 28th. Same. At 2:45 here in the  
20 board room.

21 We'll -- we would provide the response to  
22 -- to Article 14. And if you have any -- and  
23 we'll also bring the language for 6.20. Okay?

24 Thank you.

25 And we'll provide those prior to the

1 meeting.

2 DR. FILES: Okay. Thank you.

3 (Whereupon, the proceedings concluded at

4 3:20 p.m.)

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

CERTIFICATE OF REPORTER

I, Margaret Eddy Sheffield, Court Reporter, do hereby certify that I was authorized to and did report the foregoing proceedings, and that pages 3 through 23 are a true and correct record of my stenographic notes.

Dated this 25th day of March, 2022.



---

Margaret Eddy Sheffield, Court Reporter



**EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER**

**Meeting on 03/21/2022**

**Index: \$1,000..Appendix**

	21	3:1	19:5		adjust	7:22
\$	250	11:5		8	administration	
\$1,000	11:20			8,000	3:6,9	7:25
\$25	9:7,22		3	8.27	4:18	administrative
\$250	11:1	30	10:12	8.3.B.4	4:16	13:2
		3000	10:25			administrator
1		35	10:4			16:16
10,000	11:7,			ability	15:7	adviser
14			4		17:10	14:25
1006.60		40	10:4	academic		afforded
14:15			12:4	4:17,19,22		13:3
120	11:10	4000	10:25	5:3	10:7	afternoon
13.89	9:23	47	12:25	11:11		3:3
14	8:14	48	13:16	14:10,11		agenda
14.1	9:3			access	14:25	3:11
14.5.B	9:6		6	accommodate		8:16
14.5.D	10:16	6.2	15:10	13:6		agendas
14.5.E	10:22	6.2(a)	15:17	accounting		3:7
14.5.F.6		6.20	12:17	12:15		agreement
11:6			13:1	14:14		4:4,12,25
14.6	11:19	6.20(a)		16:17		5:21
15th	7:1,3,		15:18	action		ambiguity
13		60	10:12	14:23		16:10
1st	4:21		11:8,14	active	3:23	amount
7:2,3,13				add		9:8
			7	20:11		10:23
2		7,500	11:10,	added	10:22	and/or
20	5:25	18		11:22	19:7	13:24
201.5	14:16	750	12:3	adding	4:2	16:15
2022	3:1			additional		appeal
				11:1		4:17,
				address	16:8	19
				adherence		appeals
						4:22
						5:12
						appears
						6:9
						Appendix
						18:7,12,19

**EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER**

**Meeting on 03/21/2022**

**Index: approved..conduct**

19:2,4,21	13:7 17:5	caucus	code 3:15
approved	bid 17:7	12:11,12	16:4
6:10 15:16	bit 5:25	CBA 17:1	collective
April 4:21	7:2 9:24	chairs 4:10	4:3
7:1,3,12	13:7	change 6:14,	college 3:6
area 14:5	blow 8:19	18 9:3	5:20 15:1,
argument	bone 10:2	10:11	24 16:5,
10:5	bonus 11:20,	11:17,21,	11,19
article 4:18	22	23 18:2	colleges
8:14 16:12	book 9:5	changed	5:10
18:12	break 3:15	19:9,14	collegewide
19:16	10:10,14	changing	4:10
attend 16:4	Briefly 3:20	13:5,6	committee
attention	bring 4:21	charge 14:6,	4:7,14,21,
6:2	5:1 8:9,11	7	22
attorney	18:1 19:15	charged	community
5:20	bringing 7:4	13:12	5:10
	19:18	charges	20:12,19
<hr/> B <hr/>	broke 10:7	14:19	compensated
B.1. 4:16	broken 10:13	clarified	7:19
back 12:2,4	brought 6:1	20:3	complainant
18:22	7:8 19:17	clarify	13:11,21,
bargaining	built 14:23	18:10	22 16:20
4:4 7:16,	burden 14:12	clarifying	complainant's
18	15:25	15:13 18:8	13:18,25
base 11:22		class 9:12,	complaint
begin 3:25	<hr/> C <hr/>	15,18	12:18
4:13 6:8	called 5:14	classroom	completely
18:23	carrying	9:11	20:24
behavior	7:19	clear 16:25	concern 7:9
13:25	case 7:11	17:13	conduct
behavioral		clearly-	13:12
		defined 15:9	14:6,7,17

**EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER**

**Meeting on 03/21/2022**

**Index: connection..elements**

15:5,21	4:3 10:25	<b>degree</b> 11:3,	<b>discussions</b>
16:4,25	<b>Court</b> 3:7	4 14:3	3:14
<b>connection</b>	<b>create</b> 13:23	<b>delays</b> 14:23	<b>dishonesty</b>
17:1	<b>created</b>	<b>dependant</b>	14:11
<b>consequence</b>	18:14	11:3	<b>dismissal</b>
15:4,6	<b>creating</b>	<b>describe</b>	14:10
<b>consulting</b>	3:24	15:2	<b>documentation</b>
10:22	<b>criteria</b>	<b>description</b>	16:16
<b>contact</b> 9:7	13:15 14:3	12:20	<b>dove</b> 19:23
<b>contract</b> 5:2	<b>cross-</b>	<b>detail</b> 12:20	<b>dozen</b> 19:13
6:3,6	<b>reference</b>	20:22	<b>due</b> 13:3
7:17,18	19:12	<b>determination</b>	14:6,17
8:8 10:8	<b>current</b> 9:22	15:3	15:9,21
12:25	12:5,25	<b>developed</b>	17:3,12,16
13:17	13:16	18:15	
18:17,22,			<b>E</b>
25 19:5,6,	<b>D</b>	<b>development</b>	
12		3:23 4:1,	<b>early</b> 6:25
<b>contributions</b>	<b>database</b>	9,15	7:2
20:12	18:15,24	<b>difference</b>	<b>Eastern</b> 3:5
<b>convene</b> 4:20	<b>days</b> 5:15	6:20	5:12
<b>conversation</b>	<b>deadlines</b>	<b>direct</b> 10:17	<b>economic</b> 7:5
3:16,19	14:21	<b>directly</b>	<b>education</b>
<b>correct</b> 5:7	<b>decision</b>	16:2	13:24
8:2	14:24	<b>disciplinary</b>	<b>EFSC</b> 14:16
<b>corrected</b>	<b>decisions</b>	14:14	15:7
5:23	15:1	15:21	<b>egregious</b>
<b>corrections</b>	<b>define</b> 17:11	<b>discipline</b>	13:25
5:24 8:6	<b>defined</b> 14:8	14:17	<b>elect</b> 12:3
18:16	<b>defines</b> 7:18	<b>discuss</b> 4:23	<b>elects</b> 16:19
<b>couple</b> 5:15	<b>defining</b>	12:14	<b>elements</b>
6:21 20:6	15:14	<b>discussion</b>	14:18
<b>courses</b> 3:13		8:14	

**EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER**

**Meeting on 03/21/2022**

**Index: eliminate..highest**

<b>eliminate</b> 11:12,15	<hr/> <b>F</b> <hr/>	<b>fit</b> 17:5	<b>give</b> 7:11 8:17 12:19 19:19 20:6
<b>end</b> 4:20 5:3 12:4 18:21	<b>F-DIP</b> 18:25	<b>fits</b> 17:12	
<b>ended</b> 19:5	<b>faculty</b> 3:5, 10,12,22, 25 4:2,6, 8,14 9:9, 11 10:16, 23 11:4,20	<b>Fletcher</b> 3:3,11,21 5:8,17 6:5,8,13, 17 7:4,7, 15,20,24 8:7,13 12:7,14,24 17:22,25 18:4,6 19:24 20:5,21	<b>good</b> 3:3 14:22
<b>engagement</b> 3:13 4:2			<b>GOTHARD</b> 20:20
<b>enrolled</b> 10:21 13:13,19			<b>great</b> 10:2
<b>entry</b> 8:1			<b>greater</b> 14:8
<b>environment</b> 13:23			<b>group</b> 3:12, 22 4:5,23, 25 5:6 10:13
<b>errors</b> 5:18, 22	<b>feel</b> 6:5,17 9:8,24 13:22	<b>Florida</b> 3:1, 5,6 5:13 14:15	<b>groups</b> 10:15
<b>establish</b> 4:4	<b>Files</b> 3:10, 18,20 5:7, 16 6:4,7, 12,16 7:3, 6,9,16,21 8:5,12,17 12:13 17:14	<b>follow</b> 15:7 16:4	<hr/> <b>H</b> <hr/>
<b>event</b> 13:18		<b>force</b> 4:23	<b>Handfield</b> 4:18
<b>evidence</b> 15:2 16:1, 18		<b>formulating</b> 5:5	<b>happened</b> 3:14
<b>existing</b> 4:8		<b>fostering</b> 3:12 4:2	<b>happening</b> 5:9
<b>exists</b> 15:12		<b>found</b> 19:3, 16	<b>happy</b> 17:21
<b>expect</b> 8:23		<b>full</b> 9:5	<b>hearing</b> 15:1 16:5
<b>explanation</b> 12:8	<b>finally</b> 11:24	<b>fully</b> 8:23 9:19	<b>held</b> 16:6, 10
<b>extra</b> 10:24	<b>finding</b> 15:20	<hr/> <b>G</b> <hr/>	<b>high</b> 14:3
<b>extreme</b> 10:23	<b>fine</b> 8:22	<b>gave</b> 20:15	<b>higher</b> 16:6
<b>extremely</b> 9:8	<b>fiscal</b> 12:5	<b>germane</b> 5:12	<b>highest</b> 14:12

**EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER**

**Meeting on 03/21/2022**

**Index: highlighted..master's**

<b>highlighted</b> 19:13	<b>individual</b> 10:3 14:4	<b>item</b> 3:11 5:17 8:16	<b>litigation</b> 16:3
<b>highly-specific</b> 14:19	<b>information</b> 20:11	_____	<b>load</b> 10:17, 19 11:2
<b>hit</b> 10:9	<b>informed</b> 6:22	<b>Jose</b> 18:15	<b>location</b> 18:14
<b>hour</b> 9:7, 15,21,22, 23	<b>initial</b> 8:24	<b>justification</b> 16:15	<b>logical</b> 4:5
<b>hourly</b> 12:5	<b>institution</b> 14:13	_____	<b>Lordun</b> 3:17
<b>hours</b> 12:3,4	<b>institutional</b> 14:8 17:2	<b>key</b> 8:25	<b>lot</b> 20:2
_____	<b>instructor</b> 13:10 14:5	_____	_____
<b>I</b>	_____	<b>L</b>	<b>M</b>
<b>identified</b> 5:23	<b>instructor's</b> 13:14	<b>lack</b> 14:10	<b>Madam</b> 3:7
<b>impartial</b> 14:24	<b>insure</b> 17:2	<b>language</b> 6:15 12:1 13:9 15:17 16:2 17:1, 19 18:1	<b>made</b> 18:16, 18
<b>important</b> 16:8	<b>intentions</b> 6:10	<b>larger</b> 13:4	<b>main</b> 7:9
<b>include</b> 15:4	<b>interfere</b> 13:24	<b>leave</b> 12:2, 3,4 16:9	<b>maintenance</b> 18:24
<b>includes</b> 14:17	<b>interpretation</b> 14:4	<b>legal</b> 6:2,22	<b>make</b> 4:10 8:6 9:19 10:10 11:17,23 20:1
<b>Including</b> 14:18	<b>intervention</b> 13:7 17:5	<b>legally</b> 13:3 14:7,13 15:8	<b>maker</b> 14:24
<b>increased</b> 10:19	<b>invoking</b> 16:13	<b>level</b> 10:24, 25 11:4	<b>managers</b> 11:7,16
<b>independent</b> 10:18	<b>involuntarily</b> 16:24	<b>limited</b> 14:18	<b>mandatory</b> 3:24
<b>indiscernible</b> 3:24 8:10, 21 14:9 18:9,25 20:17	<b>involved</b> 13:19 17:7	<b>listening</b> 9:1	<b>March</b> 3:1 4:20 7:2
	<b>issue</b> 16:25 17:10		<b>master's</b> 10:12

**EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER**

**Meeting on 03/21/2022**

**Index: maximum..prepare**

<b>maximum</b> 10:20	<b>movement</b> 18:21	<b>occur</b> 5:24	<b>pause</b> 20:8
<b>means</b> 10:1	<b>multiple</b> 16:8	<b>occurred</b> 15:24 16:1	<b>pay</b> 9:6 10:6,16
<b>mediator</b> 10:3	<hr/> <b>N</b> <hr/>	<b>online</b> 3:13, 25 4:3,9	<b>paying</b> 9:23
<b>meeting</b> 3:4 4:13,20 5:14 12:12 17:25	<b>negotiate</b> 6:19	<b>open</b> 6:19 19:8	<b>pending</b> 8:10
<b>meets</b> 16:17	<b>negotiated</b> 9:4	<b>openers</b> 8:10 18:6	<b>people</b> 17:6
<b>MELBOURNE</b> 3:1	<b>negotiating</b> 7:14	<b>opening</b> 3:9 20:23	<b>pertaining</b> 19:2
<b>member</b> 9:11 13:20 16:22	<b>negotiation</b> 19:21	<b>option</b> 11:9, 13,15,16	<b>Phil</b> 3:17
<b>member's</b> 13:20	<b>negotiations</b> 18:20 19:8	<b>options</b> 11:6,13	<b>phonetic</b> 3:17
<b>members</b> 9:9 16:13	<b>newly-ratified</b> 18:17	<b>order</b> 12:14	<b>picture</b> 13:4
<b>mention</b> 8:5	<b>NORRIS</b> 20:16	<b>originally</b> 20:16	<b>piece</b> 7:5
<b>mentioned</b> 19:22	<b>note</b> 19:21	<b>options</b> 11:6,13	<b>place</b> 4:5,13 12:17
<b>merit</b> 14:1	<b>notice</b> 14:19,20	<b>order</b> 12:14	<b>places</b> 3:8
<b>met</b> 6:14	<b>notification</b> 7:11	<b>originally</b> 20:16	<b>point</b> 11:8, 10,14
<b>minimum</b> 10:20	<b>number</b> 10:20	<b>osc</b> 4:9	<b>points</b> 9:1 10:17,19 12:9
<b>minutes</b> 20:7	<b>numbers</b> 12:16	<b>overload</b> 10:6 11:2	<b>policies</b> 16:9
<b>misunderstandi ng</b> 6:1	<hr/> <b>O</b> <hr/>	<hr/> <b>P</b> <hr/>	<b>policy</b> 16:14
<b>models</b> 4:24	<b>objections</b> 7:25	<b>package</b> 9:4	<b>possibility</b> 14:22
<b>move</b> 16:19, 21		<b>paid</b> 12:5	<b>precede</b> 15:19
		<b>paragraphs</b> 12:19	<b>prep</b> 10:24
		<b>part</b> 3:18 4:3,9 14:4 16:12	<b>prepare</b> 17:22

**EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER**

**Meeting on 03/21/2022**

**Index: prepared..salary**

<b>prepared</b> 9:12,19	<b>professional</b> 3:22 4:1,8	<hr/> R <hr/>	<b>removal</b> 14:1
<b>preparing</b> 9:16,22	<b>professionalis</b> m 9:10	<b>raise</b> 9:6	<b>remove</b> 13:11,21 15:11
<b>preponderance</b> 15:25 16:18	<b>program</b> 11:7,16	<b>rank</b> 11:21, 23	<b>removed</b> 15:19
<b>presumption</b> 15:23	<b>progress</b> 14:10	<b>rate</b> 12:6	<b>removing</b> 16:24
<b>previous</b> 18:22 19:5,11	<b>proposal</b> 8:24 12:8	<b>re-open</b> 7:12	<b>replacements</b> 4:11
<b>prior</b> 3:14 4:20 6:14	<b>proposed</b> 12:1 17:19	<b>re-opener</b> 3:4 6:8 7:1	<b>Reporter</b> 3:7
<b>problem</b> 17:14	<b>protocols</b> 17:5	<b>read</b> 6:21 20:7	<b>request</b> 11:21
<b>procedure</b> 14:16	<b>prove</b> 15:25	<b>ready</b> 8:14	<b>required</b> 10:24 15:8 16:14
<b>procedures</b> 12:18 13:5 14:21	<b>provide</b> 16:15,21	<b>reasons</b> 15:3	<b>response</b> 8:23
<b>proceedings</b> 20:9	<b>provided</b> 8:15	<b>receive</b> 11:20	<b>responsibility</b> 17:2
<b>process</b> 4:17,19 5:9,12 13:3 14:6, 9,17,25 15:9,12, 21,22 17:3,12, 16,18	<b>published</b> 14:21	<b>recommendation</b> s 5:4,5	<b>reviewed</b> 5:18,19 17:15
<b>processes</b> 17:8	<b>put</b> 4:7 <b>puts</b> 7:13	<b>redlined</b> 20:24	<b>revisited</b> 13:9
	<hr/> Q <hr/>	<b>refer</b> 19:6	<b>road</b> 7:23
	<b>question</b> 15:10 20:22	<b>release</b> 11:8,10,14	<b>rolled</b> 18:21
	<b>questions</b> 8:3,7 18:8,19 19:10	<b>remaining</b> 10:7 13:22	<hr/> S <hr/>
		<b>remarks</b> 3:9 20:23	<b>salary</b> 9:4
		<b>remember</b> 20:14	

**EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER**

**Meeting on 03/21/2022**

**Index: sanction..Uh-huh**

11:22	17:6	15:7,9,12,	taught 9:18
<b>sanction</b>	<b>specifically</b>	20 16:4,6,	<b>teach</b> 9:12
15:3,18	15:14	24 17:2,16	<b>teaching</b>
<b>screen</b> 8:20	19:23	<b>students</b>	9:17
9:2	<b>spend</b> 9:15,	13:3 15:22	<b>team</b> 7:16,
<b>scrivener</b>	21	<b>students'</b>	18 13:7
5:18,22	<b>spring</b> 3:15	13:24	17:5,7
<b>section</b>	<b>standard</b>	<b>study</b> 10:18	<b>tenets</b> 5:11
16:20	14:8 16:6,	<b>subject</b> 14:3	<b>terms</b> 7:4
20:12,15	18	<b>substitute</b>	12:16 16:3
<b>sell</b> 12:1,3	<b>standing</b>	9:6,9	<b>thing</b> 5:8
<b>separate</b>	3:21 4:14	<b>suggest</b>	6:24 10:5
10:14	<b>stands</b> 18:20	15:17	<b>things</b> 18:11
<b>set</b> 17:6	<b>State</b> 3:6	<b>summary</b> 8:17	19:3,6,9
<b>sharing</b> 4:24	<b>stated</b> 18:23	<b>summer</b> 7:14	20:2
9:2	<b>states</b> 13:18	<b>supervising</b>	<b>throw</b> 10:2
<b>sick</b> 12:2,	<b>statute</b>	16:16	<b>time</b> 7:17
3,4	14:15 16:2	<b>supporting</b>	8:11
<b>significant</b>	<b>step</b> 19:1	16:15	<b>times</b> 6:22
20:1	<b>stipend</b>	<b>suppose</b>	19:22
<b>Simpson</b> 3:17	11:7,10,	19:18	<b>today</b> 8:24
12:21,23	17,18	<b>system</b> 18:13	12:11
17:24	<b>stop</b> 18:14		<b>transcripts</b>
18:3,4,5	<b>strict</b> 14:20	<hr/> T <hr/>	19:20
<b>skip</b> 10:2	<b>striking</b>	<b>table</b> 13:8	<b>triggered</b>
<b>slight</b> 11:17	20:25	19:17,18,	15:15
<b>sort</b> 16:9	<b>student</b>	22	<b>typically</b>
<b>speaking</b>	10:17,19	<b>taking</b> 14:13	15:22
14:13	12:17	19:11	<hr/> U <hr/>
<b>specialists</b>	13:11,12	<b>talks</b> 16:13	<b>Uh-huh</b> 6:4,
10:13	14:5,7,14,	<b>task</b> 4:23	7,12,16
<b>specific</b>	16,25		



7:6,15,24	12:21
20:5,20	wanted 8:2,
undefined	6,8,11,25
16:9	10:14
understand	wanting 6:18
17:15	week 3:14
understanding	weigh 15:2
3:16	window 7:1
United 3:5	witnesses
unsafe 13:23	14:20
unused 12:2	words 13:12
update 4:16	work 9:8
18:16	10:24
updated 20:4	working
updates 3:12	3:12,22,24
updating	4:4,14,23,
18:24	25 5:6
upper 10:24	18:13
	written 6:3,
	6,23 7:10
<hr/> v <hr/>	12:19
verbs 20:3	13:10 14:2
violate	15:1 16:14
17:17	
	<hr/> y <hr/>
violation	year 5:3
13:13	6:9,11
15:24 16:1	10:3 11:9,
visited	11 12:5
11:24	years 10:8
<hr/> w <hr/>	
walk 8:25	