The other thing that we have is this 25/11 language and we uh have some people working on it and sharing it back and forth but we don't have a response yet. Okay. Uh we have a few things to go ahead quickly. Good Okay. Umm one of them this quite interesting.

This was the DeSantis statement that came out in the news the university uh free expression statement like you got a so first of all we're one hundred percent supportive of the statement everything is great and we're are are the reason we're bringing into bargaining is that if we think it falls under terms and conditions of employment, specifically run academic freedom a mandatory subjects of bargaining and we think it would be beneficial to incorporate some of the stuff directly into the uh academic freedom article.

Okay. Now there's there's a lot of language in this kind of aspirational language but the going through the two lines that struck me as like the central argument of it is in the second paragraph I think these are the sort of things we can put it directly into the academic freedom language. Individuals are free to express any ideas and opinions they wish even if others may disagree with them or find those ideas and opinions to be offensive or otherwise antithetical to their own world view. Right like that that seems to be this central potentially contractual statement about academic freedom and then the corollary to that is the bottom of the page which says institutions may restrict expression that is unlawful such as true threats or defamation, like the seems to be like the only limiting principle that they're introducing here is uh what you know defamation true true threats and defamation. So essentially something that captures that as a as a statement of free expression.

Okay, Alright we will certainly take this into consideration. Tom did you have anything to add?

No, I think you have stated it well. So, so academic freedom is not open right now Right? It's no it's not. Okay. But but if it's we can both agree to. Moving forward. And it will be open going forward. I think it will. If it's something that's a mandatory subject of the bargain I mean I I think I think it's more actually I'd be interested in your thoughts on this like is this intended from DeSantis as like an aspirational statement. Is it considered contractual?

I know that they ask University President's like sign actual statements and I think we're working on a maybe some policies that relate to that. Yeah we um, I think that was just the first step of having the president sign but it has come up in Cabinet so there has been some discussion. Well there's nothing in the statement that conflicts with the contract so there's nothing to bargain from that perspective.

Yeah, yeah it does say seek our campus community's commitment so I think it's they anticipate a response at a local level.

Covers like a contractual response? It could be yeah.

I mean certainly it's it's it's certainly we we certainly could and should look at our academic freedom language in light of this and if it can be improved as a result of the sentiments in this statement, good.

Great, yeah I work a hundred percent supportive of it. Uh any questions?

The uh last last year when we were looking at salaries.

You all asked for a salary article early because of some budgetary timeline and things like that we weren't sure if that was still the case for this year.

We have a salary article that we can give you that kind of outlines everything.

If if you would prefer that now for budgetary reasons or we can hold off whatever you prefer.

Well certainly all of us in a um delicate time frame because we are unaware of how funding shake out, um but we're I think the sooner that we have some some guidance on what it is that you would like to see happen the better for everybody involved.

So we'd like to have it. Sure.

There's quite a few elements in here, uh in aggregate we certainly believe that they're they're affordable none none are..

It's in in line with what we've discussed previously, uh have been building and working towards.

The uh, do you want me to just walk through the elements?

Sure. Okay so the first one is is this is the also Mike Mattimore trademarked onetime non-recurring, right?

Yes yes, yeah I I I I have that copy written also. Do you have a royalty?

That was right after birthday.

They steal your ideas. Non-recurring wage.

This is exactly the same as last year's updated for the current year. Now last this is where I was referring to you last year.

You said this had to be done by June first two thousand and eighteen because you said there were there were some encumbered funds or something and so that's why we want to bring it in today.

If that's not currently the case is perfectly fine for us to change this. Okay. I don't I don't know if that's the case or not this year so. Uh the the in twenty- five point three, this is this was already agreed to right there's nothing new in this scenario in twenty five point four this is this would be just extending the same cost of living increase structure into twenty twenty one immensely helpful to have that one year ahead had both I would imagine for university planning but also for for faculty in the same structure in this area is going very smoothly the last couple of years without without a hitch.

We have added in twenty five point five and additional that one percent to two two the associate full professors who receive that associate professor increase at nine percent or less few years several years ago we increased associate professor increase from nine percent to thirteen percent and so we the university has has been generous and and allowing and providing some refreshments for those people who have less than a thirteen percent so we captured three percent of the four percent.

This would be just the final fourth percent to bring to make those faculty whole.

Twenty five point six here's here's where it gets a little bit interesting.

Now, previously we've discussed a where my understanding where the teams are on the promotions for instructor for for all non- tenure track faculty with faculty who currently are receiving the multiyear contract structure the position of the team as I understand it previously has been that the university said that they're unwilling to provide promotion uh structures as long as that multi-year contract structure is in place right.

So what we provided here is not reengaging that discussion right like that's uh right now that's that's something that we can look more fully perhaps we'll talk for elsewhere what what we propose though is there's a class of faculty that have been introduced in last three years and these our clinical our assistant clinical professor 's right? The assistant clinical professors and Mike you might not remember a couple of years ago we went through the process of getting specific position codes for them because they were initially hired as I do remember that and then and then we got them set in their own position codes.

They the assistant clinical professor's don't have access to either the multiyear contract structure or promotions right they they they currently have neither right.

So we believe that we could introduce the promotions for the clinical professors and I should say too the only position code that we have right now it's just the assistant clinical professor Mike your position previously was that the university can implement in new work towards a new position codes it doesn't have to go through bargaining.

Yeah. yeah that would be the ranks right so so what we're proposing it is introducing promotion ranks for associate clinical professor adding them to the associate will and then and then just clinical professor this would mirror assistant professor associate professor's right with those same percentage increases um because they don't have access to the multiyear contracts structure right that has been the uh inhibiting component I think for for some of our other faculty. We think that they could be introduced into the structure without having to reengage that that specific debate.

Okay. I I get it.

So, so as opposed to the instructor's lectures to have multiyear contract and research associates and research associates and the ranked faculty who have um yeah promotional opportunities as the assistant clinical professor’s out there. Yeah they're on their own yeah.

Yeah they're caught in between. Uh they uh what is it?

Everybody always asks associate in those are actual titles. Right. Yeah.

Oh yeah they're strange you look at it like what world you know everybody says in what but it's the actual title is associate in.

You truncated something. Yeah I thought it was instructor yeah.

Yeah yeah I think it's uh the uh so the way that the promotion language works.

We think that just by adding in establishing the position codes adding in the classes here to these increases uh the promotion article already you know it essentially includes a waiver to outline you know the university creates those those promotions guidelines at the same way that we create our our tenure promotion guidelines. Got it. So we think we can just simply have those classes in here and then the university can can proceed just as we normally do with our our criteria for promotions.

I understand.

Okay.

Uh and then we've the other things that we've added in this twenty five eleven language that's the language we've previously proposed that's the payment for assigned duties out of salary and or E&G.

Okay.

Right so that's that's what you already have now twenty five point one two this is new language uh something that I don't think other universities are doing this. We currently have of things we hear frequently from faculty is that they would like more merit award opportunities that would relate to base salary.

Our university currently provides through academic affairs awards at the end of the year for that of these are university wide competitive awards for like the faculty teaching award distinguished service award.

Uh and then the student government association award is also given through even though it's awarded by the student government association is presented at academic affairs. Um so this is what we're proposing is that a faculty member receives over the course of their career a combination of three of these annual end of the year awards.

They would be inducted into what's like the hall of fame of awards the student government association. This is modeling what they do if someone wins that SGA award three times they're like in the hall of fame right.

So so this would designate if a faculty member we wins three of those awards over the course of their career they would receive a onetime three thousand dollar increase to base salary and it would be any any combination of those.

And the three awards are? We have...

Or were those just examples?

Those those are just examples. I got it okay.

Those are the primary ones, it's changed a little bit over the years we used to there we used to award a distinguished research awards, uh through academic affairs.

That has changed I think to maybe the university research. Yeah research and sponsored programs.

Yeah right right.

Yeah yeah I do I have always a pleasure the plaque than the money personally.

Okay.

So Mike we didn't define the specific awards we described what they would be like that I got to be like here. Academic affairs et cetera et cetera.

Um and specifically also there's a component to that if a faculty member has received three of these in the past right they would receive they would be retroactively dug into that receive that three thousand dollar increase the financial encumbrance of that from my understanding is very small I think I count maybe five people who would be affected.

Okay.

Retroactively and then lastly and we wanted to mention early on is we already have that departmental merit language in the contractor right?

About how to distribute departmental merit.

Uh this is where it's you know a percentage of overall salaries that go to the department which the department then defines, Mike of course you are very familiar with this from other universities right.

Um so we are proposing a half percent uh for departmental merit this would not be distributed, this will be effective the first pay period of not til March first twenty twenty to give Departments time to go into their bylaws and to uh I I can clarify as per the contract what the merit criteria is, um just touch practically most departments don't have that in their bylaws now. I think they're not aware of the departmental merit contract.

It used to be many many years ago sometimes half of your salary raise would be merit based, and somehow it vanished over the years.

Where this half percent comes from our cost of living increases the last couple of years been based on the consumer price index right and they've been capped at two percent with those last two years I think I think the consumer price index has been like two point one and two point four so is a half percent down right.

And so we're uh that's where we got that half percent from related to the that two percent cap we're a little below the consumer price index.

Okay. So a lot of it we feel like in aggregate in line with what we talked about before.

Okay anybody of any questions about that?

Alright.

Anything else?

Yeah only other item we had this is this is for all of our items for the reopener. This is just our standard, this is just Article three UFF.

Uh previously we supposed to discuss this uh this is strikingly either/or rather than both this is one that previously the university expressed a willingness to address or to accept in this form um you know as you know remember my crew we've run out of runway we're working on a um uh MOU for release time, like right now.

Okay. And we're you know moving into a full book in these sort of things so simply striking that the either the either or statement would make everything into compliance we wouldn't have to rely on that MOU for that.

Okay good. I understand.

Does anybody have any questions about that? Alright.

Well I think I will take all this back and get back to you soon as we possibly can.

Um is there anything else we need to do?

Do we have another day date set? No no date set.

We we we're welcome to kind of accelerate the timeline too a little bit. Yeah okay good we'd like to kinda bring in for a landing as quickly as possible.

We know people have other things to do in the summer.

I'm out of town the week in May of twelfth through the seventeen but any other time is fine by me.

Okay.

I'm sorry the twelfth and the seventeenth is out. Okay. Um right that's what I understand? Yes. The 21st?

Unfortunately I have bargaining at um UCF on the twenty first.

I that's already booked. Um how about is there are we look at the particular day of the week? Anything you know we're basing it on the school.

I have Monday the twentieth.

Okay. I could do Monday.

I have.

I mean we have Cabinet in the morning but other than that. How long will you be tied up? Um that's from ten to noon on Monday.

Um bargain in the afternoon. Can you do it in the afternoon?

Can you do that?

Okay.

What time would you say?

Anytime afternoon.

Do you have a preference?

One O'clock.

Morning.

Okay good.

Uh. The other day I said I was driving to Atlanta I said to my wife I need to eat, because when I get to Atlanta.

I see these people I don't want to be hangry and she said that's a great a word we're you just made that up? I said not I didn't just make that up.

That's a word.

I think it's on an add.

Yeah Yeah don't copyright it. My wife one time used it.

I though that it was poor English and she said no I saw it on TV.

Yeah yeah.

So so I freely admit that I did not invent hangry.

Snickers bar.

And I don't I don't know they just wanna yeah

You lost it on I'm sorry Mike.

Do we want to get a second date on the books a part of the reason I ask is because we can do a pretty quick turnaround like you got. I imagine will be bringing the materials. Yes.

We can give you a quick turn around just a few days. I know that's sometimes harder for you guys.

Well, okay if we do um the twentieth.

I think that was a Monday. Yes?

Well I'm I'm booked the next week

I could do June fourth.

What about about could you do like an overnight on the twentieth and we have stuff for the next day. Well I got UCF bargaining on the twenty first. I have I have I have depositions on the twenty second that I probably could pass on to somebody else. If the twenty second is okay hello this is the wrong I do well as long as soon as he was now but I get accused later. Jeff do you need a caucus?

No. It's not like I have any pull.

I don't know what do you think? Twenty second can you do that?

What time? Umm. That day in the morning works good better for me I don't if it works better for anybody else.

I could do 9. I don't know does that work with with everybody how about you guys?

They get here.

Ten ten ten is good I got I got a..

It will official be ten not ten thirty.

Let's say ten thirty. Ten thirty the twenty. Let's have a relaxed. between breakfast and lunch. You will not be hangry.

Okay thanks everybody.