

Orange Park



Palatka



St. Augustine



UNITED FACULTY OF
FLORIDA AT
ST. JOHNS RIVER STATE
COLLEGE

COLLECTIVE
BARGAINING TEAM
PRESENTATION

FIRST SESSION WITH
SJRSC BOARD OF
TRUSTEES

Nov 1, 2019

**Orange Park
Campus**

INTRODUCTIONS

- Name, discipline, campus, role on team
- If not an SJR employee:
Name, role on team
- Introduce team members not present

1. UFF presentation

- Questions/reactions from BOT

2. SJR STATE BOT presentation

- Questions/reactions from UFF

3. Scheduling

4. Any other business?

PROPOSED AGENDA
FOR TODAY



VISION

TO BE A LEADER IN
STUDENT-CENTERED EDUCATION
THAT INSPIRES AND TRANSFORMS
LIVES AND COMMUNITIES



VALUES

ACADEMIC EXCELLENCE - THE COLLEGE PROMOTES ACADEMIC RIGOR AND EXCEPTIONAL PERFORMANCE THROUGH AN ENGAGED LEARNING ENVIRONMENT; HIGH EXPECTATIONS FOR STUDENTS, FACULTY AND STAFF; AND A FOCUS ON CONTINUOUS IMPROVEMENT AND ACHIEVEMENT.

INTEGRITY - THE COLLEGE PROMOTES A CULTURE OF HONESTY, FAIRNESS, MUTUAL RESPECT AND ETHICAL CONDUCT.



UNITED FACULTY OF FLORIDA

**ACADEMIC EXCELLENCE
FACULTY VOICE
ACADEMIC FREEDOM**

FOUNDED IN 1968

31 SELF-GOVERNED CHAPTERS
* UFF-SJR STATE IS THE NEWEST

REPRESENTING 20,000+ FACULTY
AT:

- * ALL 12 PUBLIC UNIVERSITIES,
- * 14 STATE COLLEGES,
- * SAINT LEO UNIVERSITY, &
- * 10,000+ GRAD EMPLOYEES AT 4 PUBLIC UNIVERSITIES.

UFF ADVOCATES FOR STUDENT
SUCCESS THROUGH INCREASED
STUDENT AND FACULTY VOICE
ON CAMPUS AND INCREASED
PUBLIC FUNDING FOR HIGHER
EDUCATION.

POLICY DRIVEN. NON-PARTISAN.



Academic Excellence



Collective Bargaining



Political Action



Higher Education

* FLORIDA EDUCATION ASSOCIATION

(145,000 MEMBERS, FOUNDED 1886)

* SEVERAL EDUCATION UNION LOCALS IN THE AREA: DUVAL, CLAY, ST JOHNS, & PUTNAM

* NATIONAL EDUCATION ASSOCIATION

(3 MILLION MEMBERS)

* AMERICAN FEDERATION OF TEACHERS

(1.5 MILLION MEMBERS) &

* AFL-CIO

(57 MILLION MEMBERS, 56 AFFILIATE UNIONS).



Academic Excellence



Collective Bargaining



Political Action



Higher Education

UNITED FACULTY OF FLORIDA “PURPOSES”

SECTION 1. TO BRING TOGETHER REGULAR, FULL-TIME FACULTY AT SJR STATE INTO RELATIONS OF MUTUAL ASSISTANCE AND COOPERATION IN ORDER TO OBTAIN RIGHTS AND PRIVILEGES TO WHICH THEY ARE ENTITLED.

SECTION 2. TO REPRESENT SAID FACULTY IN COLLECTIVE BARGAINING.

SECTION 3. TO RETAIN HIGH-QUALITY, DEDICATED FACULTY AT SJR STATE.

SECTION 4. TO ACHIEVE AND SAFEGUARD DUE PROCESS AND ACADEMIC FREEDOM.

SECTION 5. TO PROMOTE ACADEMIC EXCELLENCE IN FLORIDA'S INSTITUTIONS OF HIGHER EDUCATION.

SECTION 6. TO STRENGTHEN THE WELL-BEING OF THE PEOPLE OF FLORIDA THROUGH TEACHING AND COMMUNITY SERVICE.

SECTION 7. TO PROMOTE SHARED GOVERNANCE, HONESTY, AND TRANSPARENCY BETWEEN THE FACULTY AND ADMINISTRATION OF SJR STATE, IN ORDER TO BETTER SERVE THE COLLEGE'S STUDENTS.

SECTION 8. TO PROMOTE DEMOCRATIZATION OF FLORIDA COLLEGES AND UNIVERSITIES TO BETTER SERVE STUDENTS AND CITIZENS.

HOW WE DEVELOPED FACULTY POSITIONS AND PRIORITIES

- Hundreds of one-on-one faculty-to-faculty conversations:
 - What would you most like to see improved?
 - What would make you more successful in the classroom/lab/library/advising?
- UFF founding meeting
- Campus Town Hall Meetings
- Research
- Survey to Bargaining Unit

COLLECTIVE BARGAINING SURVEY RESULTS

(as of 10/4/19)

Priorities of Responding Faculty (40% response rate)

(#1 ranked most important, # 10 least important)

Top three:

1. COLA (institute automatic cost of living adjustments tied to inflation)
2. Reinstate step system for pay increases)
3. Existing healthcare coverage – maintain it

Priorities of Responding Faculty (40% response rate)

(#1 ranked most important, # 10 least important)

Varied (but in order):

4. Increase Overload pay

5. Academic freedom / autonomy

6. Office Hour flexibility (more flexibility, incl virtual ofc hrs)

7. Input into what you teach (incl trade system for night classes)

8. More classroom resources &/or administrative support

9. Family leave

10. Professional Development (more opportunities)

What should be the **minimum starting salary** for an instructor?

average of respondents: **\$45,150**

Sampling of non-numerical answers re compensation:

- “At or above other local colleges w/similar cost of living.”
- “Same as a K-12 teacher.”
- “On par with what's consistent in FL.”
- “A living wage to afford to live in St. Johns County.”
- “In the past, your starting level was based on time teaching &/or relevant experience in the field. **Each year you taught here you moved up one step. Raises were added on to the step. This has been eliminated** for the past 10 years or so.” Bring it back.

Compensation concerns in order of frequency:

Low pay (esp. for my education & experience, insufficient to pay bills)

Underpaid compared to most other colleges (our extremely talented & hardworking faculty at bottom of list of FL colleges re: salaries.)

Want increase in pay (should be on par w/what is consistent in FL)

No Salary Increases (frustrated)

Step system: bring it back.

(Change current system where new faculty w/more outside years of exprnc have higher salary than current SJR faculty w/more yrs total exprnc; Step system should not be frozen after point of hire)

COLA: want annual cost of living adjustment (independent of raises)

Want Regular increases in salary

Disparity between admin & faculty salaries should be reduced

Compensation cont'd

Need to teach overloads to survive financially (shouldn't be that way)

Financial insecurity: worried abt my future financial security

Athletic salaries: no one in athletic dept. should make more \$ than a professor (even if f-t director & coach) -- \$50,000 max (b-ball coach makes \$100,000/year & there are several directors/coordinators)

Athletic dept. costs: less \$ should be spent on athletics (too many staff with overlapping duties)

Workplace Culture

List three things about working at St. Johns that you value and wish to continue; rank them in order of importance 1-3 (1 being most important).

Sampling:

1. Collegiality / Great Co-workers / Work environment:

teamwork (culture of helping others, not competing w/other faculty, collaboration w/my dept.), congenial, community, camaraderie, friendly & welcoming environment, cohesive dept., stimulating environment, working w/colleagues who truly care about educating our stdts).

2. Autonomy &/or academic freedom, relative coursework/academic freedom, not micromanaged, freedom to teach classes w/little administrative involvement, freedom to teach in different ways (even if using a standard list of topics), working independently

3. Schedule Flexibility, faculty input into scheduling &/or picking my classes, flexibility in scheduling office hours, good working hours, good class schedules

4. Health benefits (paid by employer, affordable, don't want it to change for the worse, PPO) Benefits package, great/good benefits, Retirement / FRS opportunities

5. Helping students: rewarding work, ability to make a difference, love teaching, helping stdts meet their goals, empowering stdts, enriching stdts, student success. I care about / appreciate / like my students variety of students with different backgrounds & needs, etc.

COMPENSATION

WHAT IS THE TOTAL COST OF UFF COMPENSATION PROPOSAL?

- **Approximately \$900K**
- **About 2% of total operating cost**

FACULTY ARE YOUR PARTNERS IN COST REDUCTION

- **Lean/Six Sigma – “Process improvement is everyone’s responsibility.”**
- **Cost reduction requires a team effort, we have experts here who will help for free who care about the college**
- **Process mapping, value stream engineering, SPC, etc.**

ENROLLMENT INCREASE

- **An increase in FTE of only 2% would pay for the requested salary increases**
- **Enrollment has remained stagnant despite increases in the tri-county college population**
- **More aggressive promotional programs will yield results**

WHY PAY FACULTY MORE?

- **To meet market conditions and avoid teacher shortages**
- **The supply of college instructors is expected to decrease**
- **Many college instructors are projected to retire over the next decade**

WHY PAY FACULTY MORE?

Current salaries are below market according to BLS, Payscale, Salary.com

SJRState ranks in the bottom 10% in faculty compensation

A sudden exodus of faculty due to competitors or retirement may trigger a crisis leading to increased costs

WHY PAY FACULTY MORE? – BECAUSE IT’S THE RIGHT THING TO DO!

- **“Do not muzzle the ox as it is treading grain” – Deuteronomy 25:4**
- **“The wages you failed to pay your workers are crying out against you” – James 5:4**
- **Without fair compensation, the College cannot succeed in its stated vision and values.**
- **The College can afford it. It is about making long-term educational excellence a priority.**

OUR 1ST COLLECTIVE BARGAINING AGREEMENT DRAFT

Section 2. Base Salary Schedule
The base salary schedule for the duration of this collective bargaining agreement

Salary Schedule - 9 Month Contract
2020-2021

Step	Level I	Level II	Level III
1	\$40,280	\$36,040	\$33,000
2	\$41,086	\$36,761	\$33,746
3	\$41,907	\$37,496	\$34,511
4	\$42,745	\$38,246	\$35,280
5	\$43,600	\$39,011	\$36,069
6	\$44,472	\$39,791	\$36,871
7	\$45,362	\$40,587	\$37,686
8	\$46,269	\$41,399	\$38,514
9	\$47,194	\$42,227	\$39,356
10	\$48,138	\$43,071	\$40,212
11	\$49,101	\$43,933	\$41,082
12	\$50,083	\$44,811	\$41,966
13	\$51,085	\$45,707	\$42,864
14	\$52,106	\$46,622	\$43,786
15	\$53,146	\$47,554	\$44,732
16	\$54,205	\$48,505	\$45,702
17	\$55,283	\$49,475	\$46,696
	\$56,381	\$50,465	\$47,714
	\$57,498	\$51,474	\$48,756
	\$58,635	\$52,503	\$49,822
	\$59,791	\$53,554	\$50,914
	\$60,966	\$54,625	\$52,032
	\$62,160	\$55,717	\$53,176
	\$63,373	\$56,831	\$54,346
	\$64,605	\$57,968	\$55,542
	\$65,856	\$59,127	\$56,764
	\$67,126	\$60,310	\$58,002
	\$68,415	\$61,516	\$59,266
	\$69,723	\$62,747	\$60,556
	\$71,050	\$64,001	\$61,872
	\$72,406	\$65,281	\$63,214
	\$73,791	\$66,587	\$64,582
	\$75,205	\$67,919	\$66,000
	\$76,648	\$69,277	\$67,478
	\$78,120	\$70,663	\$69,016
	\$79,621	\$72,076	\$70,624
	\$81,151	\$73,518	\$72,302
	\$82,710	\$74,988	\$74,050
	\$84,298	\$76,488	\$75,868
	\$85,915	\$78,017	\$77,756

Article XVI. Appendix C Continuing Contract Performance and Portfolio Screening Rubric

ST. JOHNS RIVER STATE COLLEGE

FACULTY MEMBER: _____
DEPARTMENT: _____
COMMITTEE MEMBER NAME: _____
DATE: _____

CONTINUING CONTRACT PERFORMANCE & PORTFOLIO SCREENING RUBRIC

To be eligible for Continuing Contract, all required portfolio components must be added below 2.

3- Exemplary: _____
_____ submitted by the instructor are of excellent quality and evaluation
_____ instructor to excel without regular, close classroom
_____ observations of _____

UFF Proposal #1

Collective Bargaining Agreement

between the
St. Johns River State College Board of Trustees
& the
United Faculty of Florida

November 1, 2019

ST. JOHNS RIVER STATE COLLEGE

UFF UNITED FACULTY OF FLORIDA

January 1, 2020 - January 1, 2023

CBA #1