

Summary of Proposed 2026-2027 CBA Changes

Article 11: Salaries

Summary of Proposed Changes:

- Citing clause I.E (Sufficient Funds), the administration withdrew from clauses I.C and D: Salary increases and Merit Pay.
- The article secures a one-time **bonus of \$6,500** for all in-unit faculty.
- To be eligible, faculty must be employed prior to January 1st, 2026, must not be in receipt of a notice of non-reappointment, and must have received a Satisfactory (2) or better on their 2025-26 Annual Evaluation.
- While it does not constitute a raise to base salaries, this is the **largest bonus** ever negotiated by UFF-FIU, and as such it offers substantial financial relief to faculty facing wage erosion. This bonus also recognizes the work faculty have done to make FIU the top university in the state for the fourth year in a row.
- The revised article also creates a new **Publication/Creative Works Completion Award**. These awards total up to \$5,000 and cover expenses related to publication for faculty who cannot cover those costs with grants or contracts. Examples of such expenses include indexing, copy-editing, licensing, permissions, mastering, open access fees, the creation of figures or maps, etc.
- Salary Equity Adjustments, Research Enhancement Awards, and Salary Minimums remain in effect and will continue to be applied this year.

BOT-UFF Policy 2: Assignment of Responsibilities

Shared Interest(s): To fairly compensate 9-month faculty who are asked to work off-contract during the summer to meet state-mandated syllabus publication deadlines.

Summary of Proposed Changes:

- New compensation of **\$700** per course was added for faculty assigned substantive work preparing syllabi while off-contract during the summer.
- This is the **first** form of off-contract compensation that UFF-FIU has been able to secure in the Collective Bargaining Agreement and thus represents an important win for faculty.
- This compensation does not apply to thesis/dissertation supervision, directed individual studies, supervised research/teaching, or the supervision of interns.
- Faculty should make the case why this work is substantive to their chairs and obtain written permission before beginning this off-contract work.

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BOT-UFF Policy 3: Employee Performance Evaluation

Shared Interest(s): To clarify language around dispute processes and classroom visitation.

Summary of Proposed Changes:

- Revised language around Supervisory Observation of Synchronous Classes, clarifying that if a faculty member declines a supervisor's classroom visit (as is their right), they must suggest an alternative date within two weeks.
- Language was eliminated that referenced an "Expedited" NIRD (Neutral, Internal Resolution of Disputes) process related to Annual Evaluations that does not exist.

BOT-UFF Policy 5: Disciplinary File

Shared Interest(s): To establish the contents, use, access, and maintenance of faculty employee Disciplinary Files, and to create a separate Employee Review Processes File for disciplinary processes in cases where employees are found to bear no responsibility.

Summary of Proposed Changes:

- This is a completely new policy.
- The policy outlines what documents can be entered into the disciplinary file, and who can access it.
- The policy also limits the use of the disciplinary file to Disciplinary and Job Abandonment actions, post-tenure review decisions (as required by the Board of Governor's Policy), and Merit award decisions.
- For disciplinary processes that do **not** result in discipline, this policy also creates a separate Employee Review Processes File that cannot be used in any decision-making processes. This file exists for record-keeping purposes only. This separation protects faculty from being impacted later by disciplinary processes where they are found not responsible.

BOT-UFF Policy 6:

Shared Interest(s): To establish the categories of employment records that employees have a right of access.

Summary of Proposed Changes:

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- This is a completely new policy.
- The policy outlines the employee records that faculty members have a right to access and requires that these records be both reasonably accessible and securely stored.
- These records include appointment letters, records of compensation, employee leaves, annual assignments and evaluations, promotion and tenure decisions, and a number of other documents: See the article language for a full enumeration.
- Note that this article is separate from the BOT-UFF Policy on Access to Official Personnel Records, which will remain in force. ‘Personnel records’ are by law subject to Sunshine information requests, and the records in this policy are enumerated separately to ensure that their confidential status outside of the bounds of sunshine requests is maintained.

BOT-UFF Policy 10: Leaves

Shared Interest(s): To provide greater flexibility and clearer guidelines around the start of paid parental leave.

Summary of Proposed Changes:

- Language around the start date of paid parental leave was changed to allow greater flexibility for 9- and 12-month faculty, who previously had separate restrictions on when parental leave could begin.
- The start date of paid parental leave is now determined by mutual agreement between faculty and their supervisor.
- If paid parental leave covers only part of a semester, supervisors must work with faculty to determine an appropriate assignment to cover the remainder of the semester.
- The policy has also been expanded to include a section on “Study Leaves and Retraining Assignments,” relocated with only minor modifications from the BOT-UFF Policy on Professional Development Awards and Sabbaticals.

BOT-UFF Policy 15: Professional Development Awards and Sabbaticals

Shared Interest(s): To clarify the language of the article to reflect the fact that Professional Development and Sabbaticals are a particular form of assignment, rather than a leave.

Summary of Proposed Changes:

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- The language of the article was clarified to highlight that Professional Development and Sabbaticals are not leaves but rather a form of release from teaching and service and should be accounted for as such in annual assignment, evaluation, and promotion processes.
- The name of 'Professional Development Leave' was changed to 'Professional Development Award' to reflect this fact.
- Eligibility for sabbaticals was clarified to designate "tenured" employees as eligible. This clarification ensures that in an environment where post-tenure review is increasingly important, sabbaticals are awarded to faculty who obtain tenure and remain at the university.
- A section on "Other Study Leave and Retraining" that did not relate explicitly to sabbaticals or professional development awards was relocated to the BOT-UFF Policy on Leaves.