



New College of Florida
The Honors College

Special Board of Trustees Meeting
Tuesday, July 22, 2025 from 5:30 p.m. – 6:00 p.m. EST
Sudakoff Conference Center
5845 General Dougher Pl
Sarasota, FL 34243

Virtual viewing link:

<https://www.youtube.com/@NewCollegeofFL>

Meeting Agenda

1. Call to Order

- Roll Call, Establish Quorum, Confirm Public Notice of Meeting

2. Call for Public Comment

3. Student Temporary Housing Purchase Order – University of South Florida Sarasota-Manatee *Christie Fitz-Patrick Vice President, Finance & Administration, Chief of Staff*

- Approve Student Temporary Housing Purchase Order – University of South Florida Sarasota-Manatee

4. Collective Bargaining Agreement *David Brickhouse, Vice President, Legal Affairs*

- Approval of Ratification of Updated Collective Bargaining Agreement between New College of Florida and the United Faculty of Florida
- Approval of Recommendation for Changes to Salary and Benefits for Out-of-Unit Employees

5. New Business

6. Adjournment

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: July 22, 2025

SUBJECT: Approve Student Temporary Housing Purchase Order – University of South Florida Sarasota Manatee Agreement

PROPOSED BOARD ACTION

Authorize the President to enter into agreement with University of South Florida, for the lease of temporary student housing.

BACKGROUND

Due to both the overwhelming demand for on campus housing, and the prudent decision to take certain rooms offline until facility conditions can be addressed, the College is in an oversubscribed situation. This situation was caused by both a surge in enrollment, as well as removing all of the PEI dorms due to safety concerns. The College is renewing an agreement with USF for the upcoming academic year for 140 beds at the cost of \$1,594,970.08, which is over the \$1,000,000 purchasing threshold and requires approval of the full board.

Supporting Documentation: USF Memorandum of Understanding (available upon request)

Facilitator(s)/Presenter(s): Christie Fitz-Patrick, Chief of Staff and Vice President of Finance and Administration/ Almeda Jacks, Vice President of Student Affairs

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: July 22, 2025

SUBJECT: Ratification of Changes to the Collective Bargaining Agreement between New College of Florida and the United Faculty of Florida

PROPOSED BOARD ACTION

Ratification of changes to the current Collective Bargaining Agreement (Agreement) between New College of Florida (NCF) and the United Faculty of Florida (UFF), as recommended by the College's management representatives.

BACKGROUND

Following duly noticed negotiating sessions regarding an update to the current three-year Agreement, NCF's management representatives and the UFF collective bargaining unit representatives have reached tentative agreement on changes to articles in the current Agreement as set forth below and within the attachments provided.

The changes to the Agreement have been ratified by majority vote of the collective bargaining unit members.

Summary of the Changes in the 2024-2027 Collective Bargaining Agreement Between New College of Florida and the United Faculty of Florida

The most important fiscal component of the Agreement involves **Article 23 – Salaries**. Eligible employees will receive a 2.0% increase to base salary (minimum of \$1,000 up to a maximum of \$5,000.00). The recurring wage increase affects 88 employees covered under the UFF collective bargaining agreement and totals approximately \$158,235.49 for the base increase. Taxes and benefits costs add approximately \$46,781.47 for a total all-in cost of \$205,016.96 for Fiscal Year 2025. These changes, if approved by the Board of Trustees, would be effective as of July 7, 2024. Eligible faculty will also receive a one-time retention bonus of up to \$5,000, which totals approximately \$335,000.00 plus \$25,627.50 in FICA for a total all-in cost of \$360,627.50.

For comparison, the previous increase approved last year was 5.0% and was retroactive to the beginning of the academic year.

Proposed language in underline format and deleted language in ~~strike-through~~ format is provided for reference. A summary of the proposed amendments is as follows:

Article 8 - Appointment

Commitment from management to provide faculty contracts by September 30th each academic year.

Article 9 – Assignment of Responsibilities

Additional duties that materially change the employee's workload may be compensated with additional pay as agreed to by the employee and supervisor.

Article 14 – Promotion Procedure

Current language from Appendix F: Tenure and Promotion Guidelines and Appendix I: was moved to Article 14. This includes definition of early promotional considerations; promotional criteria for Assistant Professors and Associate Professors; guidelines for promotion of instructors and assistants; guidelines for promotion in the Writing Program; and guidelines for promotion in the Counseling and Wellness Center.

Article 23 – Salaries

This section sets forth a 2.0% annual percentage base increase (minimum \$1,000 up to a maximum of \$5,000.00) for eligible bargaining unit members with an effective date of July 7, 2024. A retention bonus of \$5,000 will be provided to instructional faculty with BOG code 06. Guidelines for compensation regarding overenrolled courses was set

Article 24 – Administration and Benefits

Reaffirmed the College's commitment to support parents with children.

Appendix F – Guidelines for Tenure and Promotion

Early tenure and promotion consideration was clarified.

Appendix K – Post-Tenure Faculty Review

Process Requirements and Timing and Eligibility were clarified. If an employee receives a performance rating of "exceeds expectations", they will receive a one-time \$1,000 bonus.

Supporting Documentation Included:

Proposed collective bargaining agreement changes between New College of Florida and the United Faculty of Florida for 2024-2027 (REDLINE VERSION).

Facilitators/Presenters:

David Brickhouse, Vice President, Legal Affairs (Chief Negotiator)

Other Members of NCF's Management Bargaining Team:

Robert Zamsky, Associate Provost

Allyce Heflin, Associate Vice President, Budget & Government Relations

Lara Sladick, Director, Human Resources

NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Article 8: Appointment

Current Language

8.3 Employment Contract.

All appointments shall be made on the College employment contract and signed by the President and the employee. The College may enclose informational addenda, except that such addenda may not abridge the employee's rights or benefits provided in this Agreement. All academic year appointments for employees at the College begin the Monday of student orientation week and end on the due date for narrative evaluations of spring semester.

UFF Proposal (05/12/25)

8.3 Employment Contract.

All appointments shall be made on the College employment contract and signed by the President and the employee. The College may enclose informational addenda, except that such addenda may not abridge the employee's rights or benefits provided in this Agreement. All academic year appointments for employees at the College begin the Monday of student orientation week and end on the due date for narrative evaluations of spring semester. Contracts shall be provided to faculty members by September 30th of each academic year.

NCF accepts the UFF Proposal (06/30/25)

 Aron Edidin, UFF Date <u>5/30/25</u>	 David Brickhouse, NCF Date <u>6/30/25</u>
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NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025

Article 9: Assignment of Responsibilities

Current Language

9.2 Annual Assignment

No current language.

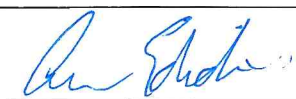
UFF Proposal (03/25/25)

9.2 Annual Assignment

(e) If, during the term covered by the assignment of duties letter, duties are added beyond those detailed in the assignment of duties letter and equivalent duties are not removed from the assignment of duties letter, additional compensation must be agreed upon between the employee and their supervisor. If additional compensation is not agreed to, then the employee may follow the Exclusive Procedure for Resolution of Assignment Disputes in 9.7.

NCF rejects the UFF Proposal and provides a counter (07/02/25)

(e) If, during the term covered by the assignment of duties letter, duties are added beyond those detailed in the assignment of duties letter that materially change the employee's workload and equivalent duties are not removed from the assignment of duties letter, additional compensation must be agreed upon between the employee and their supervisor. If additional compensation is not agreed to, then the employee may follow the Exclusive Procedure for Resolution of Assignment Disputes in 9.7.

 7/2/25
Aron Edidin, UFF Date

 7/02/25
David Brickhouse, NCF Date

NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Article 14: Promotion Procedure

Current Language

Current Language in Appendix F and Appendix I.

UFF Proposal (05/12/25)

14.2 Criteria

(c) Early Promotion Consideration: Decisions on promotion prior to the time recognized as normal should be considered "early decisions"; Early decisions should be identified and justified as such at every review level. Because favorable early decisions require the same level of achievement as regularly timed decisions with less time for achievement, a higher average level of performance is required for a favorable early decision. Further, external reviewers should be advised that the standard of achievement is not relaxed for early decisions.

14.4 College Criteria for Promotion of teaching-and-research faculty

As in the case of tenure, the judgment of readiness for promotion to higher academic rank is based upon a careful evaluation of a candidate's contributions in teaching (or comparable activity appropriate to the unit), research/creative work, and service; and the sections pertinent to evaluation of these factors for the tenure decision apply as well to promotion. Promotion will not be granted unless a determination of the candidate's effectiveness in teaching (or in comparable activity appropriate to the unit) has been made. Promotion also requires collegiality and participation as a citizen of the College, as this is an integral part of faculty performance.

Standards for the ranks of Assistant Professor, Associate Professor, and Professor (or their equivalents) are as follows:

1. Assistant Professor

- a. Promise of continued growth as a teacher, or in comparable activity appropriate for the unit.
- b. Promise of independent and collaborative research/creative work, supported by publications or other appropriate evidence.
- c. Promise of substantive contributions in the area of service.
- d. The doctorate or the highest degree appropriate to the field (or, where appropriate, the equivalent based on professional experience).

2. Associate Professor

- a. Acknowledged record of success in teaching, or other comparable activity appropriate for the unit, including a record of such activities as participation on thesis committees and successful direction of the work of thesis students.
- b. Focused program of independent and collaborative research/creative work, supported by substantial publications or their equivalent. Original or creative work of a professional nature may be considered an equivalent. The record should be sufficient to predict, with a high degree of confidence, continuing productivity in research/creative work throughout the individual's career.

 Aron Edidin, UFF Date <u>7/2/25</u>	 David Brickhouse, NCF Date <u>7/2/25</u>
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NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Article 14: Promotion Procedure

c. Substantive contributions in the area of service.

d. Ordinarily, the rank of Associate Professor is not granted in advance of the tenure judgment.

3. Professor

a. Acknowledged record of success in teaching, or other comparable activity appropriate for the unit, such as a record of participation on thesis committees and successful direction of the work of thesis students.

b. Established record of productive research/creative work of at least national visibility, supported by a record of substantial publications or their equivalent. Original or creative work may be considered an equivalent. The record should predict continuing high productivity in research/creative work throughout the individual's career.

c. Substantive contributions in the area of service.

d. Unmistakable evidence of significant achievement among peers in one's discipline at the national or international level. True distinction is expected in at least one of the areas of teaching (or comparable activity appropriate to the unit); research/creative work; or service. Any recommendation for promotion to the rank of Professor must contain evidence that such distinction has been identified.

e. As a general guideline a faculty member normally would not apply for promotion to rank of Professor without five years of service at the rank of Associate Professor.

14.5 GUIDELINES FOR PROMOTION INSTRUCTORS AND ASSISTANTS

This section presents guidelines for the promotion process of instructors and assistants consistent with the policies and procedures of New College of Florida, the Florida Department of Education, and the Florida Board of Governors.

General Criteria for Promotion

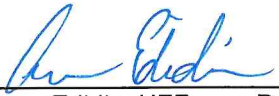
Promotion will only be granted to persons who can demonstrate significant achievements in accomplishing their responsibilities as set out in their assignments of duties.

Requirements for Promotion to Associate Teaching Professor (Instructor 2) or Associate

Normally, completion of at least five years of service (from date of start of employment). See *Prior Service* section below for exceptions.

1. Evidence of professional experience appropriate to the position as manifested by knowledge and professional maturity.

2. Evidence of significant achievements in professional activities, including teaching, service, or research, as applicable to the specific nature of the assignment.

 7/2/25
Aron Edidin, UFF Date

 7/2/25
David Brickhouse, NCF Date

NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Article 14: Promotion Procedure

Requirements for Promotion to Teaching Professor (Instructor 3) or Fellow (Associate 2)

1. Completion of at least five years of service (from date of start of employment) at the rank of Associate Teaching Professor (Instructor 2) or Associate at New College of Florida. See *Prior Service* section below for exceptions.
2. Distinguished fulfillment of the requirements of the lower ranks.
3. Evidence of outstanding achievements in professional activities, including teaching, service, or research, as applicable to the specific nature of the assignment.

Prior Service

Prior service, up to four years at the college or university level, may be applied as credit when seeking promotion at New College. The amount of prior credit to be granted will be determined at the initial appointment contract of the faculty member.

Employees that have served prior to the implementation of this procedure will be considered through an expedited process of promotion with proper evidence of achievement and commensurate experience. This may include consideration through Associate Teaching Professor (Instructor 2)/Associate and Teaching Professor (Instructor 3)/Fellow (Associate 2) requirements with appropriate compensation for each rank.

Promotion procedure

1. Faculty members wishing to be promoted must apply in writing to their Division Chair. This letter should be brief, indicating that the person is applying for promotion to a specific rank.
2. Faculty members wishing to be promoted should submit to the Divisional Promotion Committee:
 - a. A current vita.
 - b. Copy of initial appointment letter if available.
 - c. Copies of annual letters of evaluations from supervisor (since prior promotion process, if any).
 - d. Copies of any materials relevant to teaching, scholarship, research, creative activity, and/or service that the faculty member may deem appropriate and not included in prior promotion process, if any.
 - e. Letters of recommendation (minimum 3). These letters could include colleagues at peer or aspirational peer institutions, teaching faculty, administrators, or staff at NCF, USF-SM or other institutions, and not included in prior promotion process, if any.

Timetable for Promotion Process

August 31: Faculty members eligible for promotion notify (in writing) their Division Chair if they wish to be considered for promotion.

 7/2/25
Aron Edidin, UFF Date

 7/2/25
David Brickhouse, NCF Date

Article 14: Promotion Procedure

September 1: Division Chair appoints a Divisional Promotion Committee if there are to be candidates for promotion that academic year.

October 1: PAC issues a call for letters from faculty and students; these letters are received and shared with candidates by October 21.

October 31: All appropriate materials being submitted by the candidates for promotion must be on file.

November 30: Divisional Promotion Committee reviews all promotion materials of the applicant and vote by secret ballot is taken. A positive majority vote constitutes a recommendation for promotion. The result of the voting and a written narrative explaining the positive or negative recommendation of the committee is sent to the Division Chair.

December 15: The Division Chair reviews all promotion materials and makes a recommendation with a written narrative explaining the decision. Both recommendations (that of the Divisional Promotion Committee and the Division Chair) are sent to the Provost.

Candidates are provided with copies of the narrative explanations as the process proceeds. If there are negative recommendations, candidates are allowed to file rebuttals.

The Provost reviews promotion packet and rebuttals, and makes a final decision.

14.6 GUIDELINES FOR PROMOTION WRITING PROGRAM

This section presents guidelines for the promotion process of Writing Program faculty including instructors, assistant program directors, and program directors, consistent with the policies and procedures of New College of Florida, the Florida Department of Education, and the Florida Board of Governors.

General Criteria for Promotion

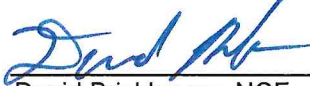
Promotion will only be granted to persons who can demonstrate significant achievements in accomplishing their responsibilities as set out in their assignments of duties.

Requirements for Promotion to Instructor 2, Assistant Program Director 2, or Program Director 2

1. Normally, completion of at least five years of service (from date of start of employment). See *Prior Service* section below for exceptions.
2. Evidence of professional experience appropriate to the position as manifested by knowledge and professional maturity.
3. Evidence of significant achievements in professional activities, including teaching, service, or research, as applicable to the specific nature of the assignment.

Requirements for Promotion to Instructor 3, Assistant Program Director 3, or Program Director 3

1. Completion of at least five years of service (from date of start of employment) at the rank of Instructor 2, Assistant Program Director 2, or Program Director 2 at New College of Florida. See *Prior Service* section below for exceptions.
2. Distinguished fulfillment of the requirements of the lower ranks.

 Aron Edidin, UFF	<u>7/2/25</u> Date	 David Brickhouse, NCF	<u>7/2/25</u> Date
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NCF/UFF Collective Bargaining Proposals & Responses
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3. Evidence of outstanding achievements in professional activities, including teaching, service, or research, as applicable to the specific nature of the assignment.

Prior Service

Prior service, up to four years at the college or university level, may be applied as credit when seeking promotion at New College. The amount of prior credit to be granted will be determined at the initial appointment contract of the faculty member.

Employees that have served prior to the implementation of this procedure will be considered through an expedited process of promotion with proper evidence of achievement and commensurate experience. This may include consideration through Instructor 2/Assistant Program Director 2/Program Director 2, or Instructor 3/Assistant Program Director 3/Program Director 3 requirements, with appropriate compensation for each rank.

Promotion procedure

1. Writing Program faculty wishing to be promoted must apply in writing to the Director of the Writing Program. This letter should be brief, indicating that the person is applying for promotion to a specific rank.

2. Writing Program faculty wishing to be promoted should submit to the Writing Program Promotion Committee:

- a. A current vita.
- b. Copy of initial appointment letter if available.
- c. Copies of annual letters of evaluations from supervisor (since prior promotion process, if any).
- d. Copies of any materials relevant to teaching, scholarship, research, creative activity, and/or service that the faculty member may deem appropriate and not included in prior promotion process, if any.
- e. Letters of recommendation (minimum 3). These letters could include colleagues at peer or aspirational peer institutions, teaching faculty, administrators, or staff at NCF, USF-SM or other institutions, and not included in prior promotion process, if any.

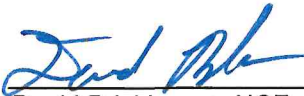
Timetable for Promotion Process

August 31: Writing Program faculty eligible for promotion notify (in writing) the Director of the Writing Resource Center if they wish to be considered for promotion.

September 1: The Director of the Writing Resource Center appoints a Writing Program Promotion Committee if there are to be candidates for promotion that academic year. The promotion committee comprises at least three members with appropriate expertise and may include members of the NCF faculty (including librarians), members of NCF staff, and staff or faculty from other academic institutions. Should the Director be standing for promotion, this committee is appointed by the Provost.

October 1: PAC issues a call for letters from faculty and students; these letters are received and shared with candidates by October 21.

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Aron Edidin, UFF Date

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David Brickhouse, NCF Date

NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Article 14: Promotion Procedure

October 31: All appropriate materials being submitted by the candidates for promotion must be on file.

November 30: The Writing Program Promotion Committee reviews all promotion materials of the applicant and vote by secret ballot is taken. A positive majority vote constitutes a recommendation for promotion. The result of the voting and a written narrative explaining the positive or negative recommendation of the committee is sent to the Director of Writing.

December 15: The Director of Writing reviews all promotion materials and makes a recommendation with a written narrative explaining the decision. Both recommendations (that of the Writing Program Promotion Committee and the Director of Writing) are sent to the Provost.

Candidates are provided with copies of the narrative explanations as the process proceeds. If there are negative recommendations, candidates are allowed to file rebuttals.

The Provost reviews promotion packet and rebuttals, and makes a final decision.

14.7 GUIDELINES FOR PROMOTION COUNSELING AND WELLNESS CENTER

This section presents guidelines for the promotion process of counselors consistent with the policies and procedures of New College of Florida, the Florida Department of Education and the Florida Board of Governors.

The mission of the Counseling and Wellness is to support a thriving student body and facilitate a transformative college experience that connects students with themselves, the community, and the world by providing culturally sensitive, empirically supported, and progressive programming. A holistic wellness philosophy serves as the foundation for all Counseling and Wellness services.

Counselors (the term includes Counselor, Psychologist, Assistant Director, Associate Director, & Program Directors) serve the campus community in multifaceted ways that support the ever-changing demands and stresses of the environment. Counselors provide both intervention and prevention initiatives through therapy and outreach services.

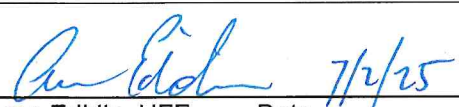
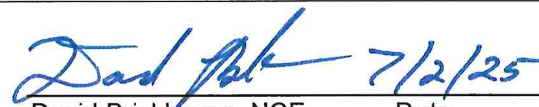
General Criteria for Promotion

Promotion will only be granted to persons who can demonstrate significant achievements in counseling and related activities.

Counseling

Promotion will be granted to counselors based on professional activities and achievements and does not result solely from time in rank. Counselors at every rank will be judged on quality of performance, innovation, enthusiasm, continued growth in their fields, judgment, leadership, originality, ability to work effectively with others, and ability to relate their responsibilities to the more general goals of the counseling and the larger community.

Counselors have a variety of therapeutic assignments, including individual, couples, and group therapy, and other responsibilities, which may include data management, community consultation, and research. This diversity of responsibilities and goals will be recognized in the promotion process. Areas of demonstrated expertise in counseling may include the ability to:

 Aron Edidin, UFF Date 7/2/25	 David Brickhouse, NCF Date 7/2/25
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Article 14: Promotion Procedure

- Provide evidenced-based treatment in individual, couples, and group counseling to the students, faculty, and staff of New College of Florida and the University of South Florida Sarasota-Manatee.
- Maintain timely and compliant psychotherapy notes as per Florida statute, and more generally comply with both ethical standards of their professional degree and the expectations of Florida licensure.
- Provide empirically validated psychoeducation in trainings, workshops, or other outreach.
- Perform other tasks to support the mission of Counseling and Wellness.

Service

This includes service to both the academic community and the external community. Service to the academic community includes serving on committees, subcommittees, task forces, special projects or assignments, programs, workshops, or any type of support relating to the academic community mission.

External community service for counselors may include work for professional organizations, by active participation in the professional and learned societies, in election or appointment to offices or committees in professional organizations, service as chair at conferences, attendance at conferences or workshops, and continuing professional education.

Scholarship

Evaluation of scholarly and professional contributions may include the following. This list is not exclusive.

- Published (preferably peer-reviewed) work in various media.
- Invited presentations and lectures.
- Professional activities demanding expertise (e.g. consultant activities).
- Other forms of publication and presentation.

Maintenance of State Licensure

Counselors must be licensed to be considered for promotion. Counselors at the Counseling and Wellness Center are expected to keep and maintain their license in compliance with their professional organization (social work, psychology, mental health counseling). The requirements for each organization vary slightly but all include completing at least 40 hours of continued education every two years. Two of these credits must be about ethics, two must be about preventing medical errors, and two must be about education on domestic violence.

Promotion to Counselor II/Psychologist II/Assistant Program Director II/Associate Program Director II/Program Director II

1. Normally, completion of at least five years of service while being licensed in the state of Florida (from date of start of employment).
2. Evidence of professional experience appropriate to the position as manifested by knowledge and professional maturity.
3. Evidence of significant achievements in professional activities, in service, publication, or in other important professional endeavors.
4. Demonstrated ability to contribute to the design and execution of effective counseling and wellness programs.

 7/2/25
Aron Edidin, UFF Date

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David Brickhouse, NCF Date

Article 14: Promotion Procedure

5. Evidence of substantive involvement in the community.

Promotion to Counselor III/Psychologist II/Assistant Program Director III/Associate Program Director III/Program Director III

1. Completion of at least five years of service (from date of start of employment) at the rank of Tier II at New College of Florida. See Prior Service section below for exceptions.
2. Distinguished fulfillment of the requirements of the lower ranks.
3. Evidence of outstanding achievements in professional activities, in research and service, or in other important professional endeavors at the regional and national levels.
4. Recognition of outstanding involvement in the community.

Prior Service

Prior service, up to four years at the college or university counselor level, may be applied as credit when seeking promotion at New College. The amount of prior credit to be granted will be determined at the initial appointment contract of the counselor.

Employees that have served prior to the implementation of this procedure may be considered through an expedited process of promotion with proper evidence of achievement and commensurate experience. This may include simultaneous promotion through Tier II and Tier III requirements with appropriate compensation for each rank.

Early Promotion Consideration

Criteria for early promotion are specified in section 14 2(c) above. Early promotion may be sought by a counselor had two or more annual Performance Evaluations, at least one of which was at the current rank, in which s/he far exceeded expectations.

Promotion procedure

1. Counselors wishing to be promoted must apply in writing to their immediate supervisor. This letter should be brief, indicating that the person is applying for promotion to a specific rank.

2. Counselors wishing to be promoted should submit to the NCF Counselor Promotion Committee:

- a. A current vita.
- b. Copy of initial appointment letter if available.
- c. Copies of annual letters of evaluations from supervisor (since prior promotion process, if any).
- d. Copies of annual Peer Review Committee evaluations (if completed, and since prior promotion process, if any).
- e. Copies of any materials relevant to teaching, scholarship, research, creative activity, and/or service that the counselor may deem appropriate and not included in prior promotion process, if any.
- f. Letters of recommendation (minimum 3). These letters could include colleagues at peer or aspirational peer institutions, teaching faculty, administrators, or staff at NCF, USF-SM or other institutions, and not included in prior promotion process, if any.

 7/2/25
Aron Edidin, UFF Date

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David Brickhouse, NCF Date

NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Article 14: Promotion Procedure

Timetable for Promotion Process

August 31: Counselors eligible for promotion notify (in writing) the Director of the Counseling and Wellness Center and their supervisor if they wish to be considered for promotion.

September 1: Director of the Counseling and Wellness Center appoints a Promotion Committee if there are to be candidates for promotion that academic year. The promotion committee comprises at least three members with appropriate expertise and may include members of the NCF faculty (including librarians), members of NCF staff, and counselors, staff, or faculty from other academic institutions. Should the Director be standing for promotion, this committee is appointed by the Vice President for Student Affairs.

October 31: All appropriate materials being submitted by the candidates for promotion must be on file.

November 30: NCF Counseling and Wellness Center Promotion Committee reviews all promotion materials of the applicant and vote by secret ballot is taken. A positive majority vote constitutes a recommendation for promotion. The result of the voting and a written narrative explaining the positive or negative recommendation of the committee is sent to the Director of the Counseling and Wellness Center.

December 15: The Director of the Counseling and Wellness Center reviews all promotion materials and makes a recommendation with a written narrative explaining the decision. Both recommendations (that of the NCF Counseling and Wellness Center Promotion Committee and the Director) are sent to the Vice President for Student Affairs.

Candidates are provided with copies of the narrative explanations as the process proceeds. If there are negative recommendations, candidates are allowed to file rebuttals.

The Vice President for Student Affairs reviews promotion packet and rebuttals, and makes a final decision.

14.8 Notice of Denial

If any employee is denied promotion, the employee shall be notified in writing by the appropriate administrative official, within ten (10) days or as soon as possible thereafter, of that decision. Upon written request by an employee within twenty (20) days of the employee's receipt of such decision, the College shall provide the employee with a written statement of the reasons why the promotion was denied.

- (1) The employee must provide New College with at least seven (7) days advanced notice unless there is an emergency in which case notification is required as soon as is practical. New College will require documentation from a court, the police, an attorney or other agency that the employee is working with before any compensation will be paid.

NCF accepts the UFF Proposal (07/02/25)

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NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Article 14: Promotion Procedure

Current Language

14.3 Procedures

(d) Additional procedures for promotion of teaching-and-research faculty:

(7) Tiered Associate Professor: Three tiers are designated within the rank of Associate Professor. Promotions from Assistant Professor are to Tier 1 Associate Professor. Promotions to Tier 2 and Tier 3 Associate Professor will be considered at the 5 year review of tenured Associate Professors. Candidates for tier promotion must broadly demonstrate strength at the level of Full Professor in one area (teaching, service, or scholarship/creative work) while sustaining Associate –level performance in the other two areas.

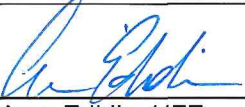
UFF Proposal (04/21/25)

14.3 Procedures

(d) Additional procedures for promotion of teaching-and-research faculty:

(7) Tiered Associate Professor: Three tiers are designated within the rank of Associate Professor. Promotions from Assistant Professor are to Tier 1 Associate Professor. Promotions to Tier 2 and Tier 3 Associate Professor will be considered at the post-tenure reviews ~~5-year-review~~ of tenured Associate Professors. Candidates for tier promotion must broadly demonstrate strength at the level of Full Professor in one area (teaching, service, or scholarship/creative work) while sustaining Associate –level performance in the other two areas.

NCF accepts the UFF Proposal (04/21/25)

 5/12/2025
Aron Edidin, UFF Date

 5/12/25
David Brickhouse, NCF Date

Article 23: Salaries, Base Salary Increase

Current Language

23.1 Employee Pay Plans.

(a) Academic Year 2023-2024

Base Salary Increase.

- (1) Each eligible employee shall receive a 5.0% increase to base salary (up to a maximum of \$5,000.00) effective July 9, 2023, as detailed below. Increases will be reflected no later than in the paycheck on the second full pay period after the Board of Trustees approves the changes the Agreement. Any applicable retroactive pay will be calculated and paid no later than the fourth full pay period after the Board of Trustees approves the changes to the Agreement.
- (2) To receive the base salary increase authorized by this section, the employee must have been an eligible employee before July 1, 2023, and must be continuously employed by the College through the end of the pay period in which the Board of Trustees approves the changes to the Agreement.
- (3) Eligible employees must have received a satisfactory or better annual evaluation for Academic Year 2022-23. A satisfactory evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.
- (4) Any bargaining unit member that during the period July 1, 2023, through June 30, 2024, received an increase due to change in assignment, reclassification, or other employment action is not eligible for the base salary increase.

UFF Proposal (02/24/25)

23.1 Employee Pay Plans.

(a) Academic Year 2023-2024

Base Salary Increase.

- (1) Each eligible employee shall receive a 5.0% increase to base salary (up to a maximum of \$5,000.00) effective July 9, 2023, as detailed below. Increases will be reflected no later than in the paycheck on the second full pay period after the Board of Trustees approves the changes the Agreement. Any applicable retroactive pay will be calculated and paid no later than the fourth full pay period after the Board of Trustees approves the changes to the Agreement.
- (2) To receive the base salary increase authorized by this section, the employee must have been an eligible employee before July 1, 2023, and must be continuously employed by the College through the end of the pay period in which the Board of Trustees approves the changes to the Agreement.
- (3) Eligible employees must have received a satisfactory or better annual evaluation for Academic Year 2022-23. A satisfactory evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.
- (4) Any bargaining unit member that during the period July 1, 2023, through June 30, 2024, received an increase due to change in assignment, reclassification, or other employment action is not eligible for the base salary increase.

	
Aron Edidin, UFF	David Brickhouse, NCF
Date 7/12/25	Date 7/12/25

NCF/UFF Collective Bargaining Proposals & Responses

Fiscal Year 2024-2025

Article 23: Salaries, Base Salary Increase

Academic Year 2024-2025

Base Salary Increase.

(1) Each eligible employee shall receive an 8.65% increase to base salary (up to a maximum of \$8,650.00) effective July 7, 2024, as detailed below. Increases will be implemented by the paycheck dated August 8, 2025. Any applicable retroactive pay will be calculated and paid on the paycheck dated August 8, 2025.

(2) To receive the base salary increase authorized by this section, the employee must have been an eligible employee before July 1, 2024, and must be continuously employed by the College through July 31, 2025.

(3) Eligible employees must have received a satisfactory or better annual evaluation for Academic Year 2023-24. A satisfactory evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

NCF rejects the UFF Proposal and provided a counter (06/30/25)

23.1 Employee Pay Plans.

(a) ~~Academic Year 2023-2024~~ Base Salary Increase.

Academic Year 2023-2024

(1) Each eligible employee shall receive a 5.0% increase to base salary (up to a maximum of \$5,000.00) effective July 9, 2023, as detailed below. Increases will be reflected no later than in the paycheck on the second full pay period after the Board of Trustees approves the changes the Agreement. Any applicable retroactive pay will be calculated and paid no later than the fourth full pay period after the Board of Trustees approves the changes to the Agreement.

(2) To receive the base salary increase authorized by this section, the employee must have been an eligible employee before July 1, 2023, and must be continuously employed by the College through the end of the pay period in which the Board of Trustees approves the changes to the Agreement.

(3) Eligible employees must have received a satisfactory or better annual evaluation for Academic Year 2022-23. A satisfactory evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

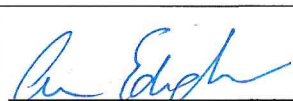
(4) Any bargaining unit member that during the period July 1, 2023, through June 30, 2024, received an increase due to change in assignment, reclassification, or other employment action is not eligible for the base salary increase.

Academic Year 2024-2025

(1) Each eligible employee shall receive a 2.0% increase to base salary (with a minimum of \$1,000 and up to a maximum of \$5,000.00) effective July 7, 2024, as detailed below. Increases will be implemented by the paycheck dated August 8, 2025. Any applicable retroactive pay will be calculated and paid on the paycheck dated August 8, 2025.

(2) To receive the base salary increase authorized by this section, the employee must have been an eligible employee before July 1, 2024, and must be continuously employed by the College through July 31, 2025.

(3) Eligible employees must have received a satisfactory or better annual evaluation for Academic Year


Aron Edidin, UFF Date 7/2/25


David Brickhouse, NCF Date 7/2/25

NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025

Article 23: Salaries, Base Salary Increase

2023-24. A satisfactory evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

UFF rejects the NCF Proposal and provided a counter (06/30/25)

23.1 Employee Pay Plans.

(a) Academic Year 2023-2024

Base Salary Increase.

(1) Each eligible employee shall receive a 3.5% increase to base salary (up to a maximum of \$5,000.00) effective July 9, 2023, as detailed below. Increases will be reflected no later than in the paycheck on the second full pay period after the Board of Trustees approves the changes the Agreement. Any applicable retroactive pay will be calculated and paid no later than the fourth full pay period after the Board of Trustees approves the changes to the Agreement.

(2) To receive the base salary increase authorized by this section, the employee must have been an eligible employee before July 1, 2023, and must be continuously employed by the College through the end of the pay period in which the Board of Trustees approves the changes to the Agreement.

(3) Eligible employees must have received a satisfactory or better annual evaluation for Academic Year 2022-23. A satisfactory evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

(4) Any bargaining unit member that during the period July 1, 2023, through June 30, 2024, received an increase due to change in assignment, reclassification, or other employment action is not eligible for the base salary increase.

Academic Year 2024-2025

Base Salary Increase.

(1) Each eligible employee shall receive an 3.5% increase to base salary (up to a maximum of \$3,500.00) effective July 7, 2024, as detailed below. Increases will be implemented by the paycheck dated August 8, 2025. Any applicable retroactive pay will be calculated and paid on the paycheck dated August 8, 2025.

(2) To receive the base salary increase authorized by this section, the employee must have been an eligible employee before July 1, 2024, and must be continuously employed by the College through July 31, 2025.

(3) Eligible employees must have received a satisfactory or better annual evaluation for Academic Year 2023-24. A satisfactory evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

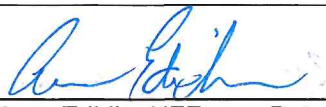
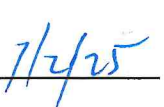
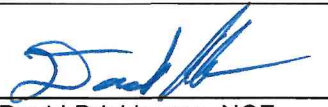
NCF rejects the UFF Proposal and provided a counter (06/30/25)

23.1 Employee Pay Plans.

(a) ~~Academic Year 2023-2024~~ Base Salary Increase.

Academic Year 2023-2024

(1) Each eligible employee shall receive a 5.0% increase to base salary (up to a maximum of \$5,000.00)

			
Aron Edidin, UFF	Date	David Brickhouse, NCF	Date

NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025

Article 23: Salaries, Base Salary Increase

effective July 9, 2023, as detailed below. Increases will be reflected no later than in the paycheck on the second full pay period after the Board of Trustees approves the changes the Agreement. Any applicable retroactive pay will be calculated and paid no later than the fourth full pay period after the Board of Trustees approves the changes to the Agreement.

(2) To receive the base salary increase authorized by this section, the employee must have been an eligible employee before July 1, 2023, and must be continuously employed by the College through the end of the pay period in which the Board of Trustees approves the changes to the Agreement.

(3) Eligible employees must have received a satisfactory or better annual evaluation for Academic Year 2022-23. A satisfactory evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

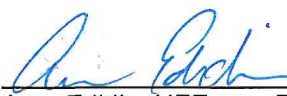
(4) Any bargaining unit member that during the period July 1, 2023, through June 30, 2024, received an increase due to change in assignment, reclassification, or other employment action is not eligible for the base salary increase.

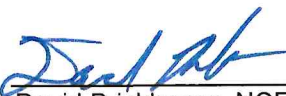
Academic Year 2024-2025

(1) Each eligible employee shall receive a 2.0% increase to base salary (with a minimum of \$1,000 and up to a maximum of \$5,000.00) effective July 7, 2024, as detailed below. Increases will be implemented by the paycheck dated August 8, 2025. Any applicable retroactive pay will be calculated and paid on the paycheck dated August 8, 2025.

(2) To receive the base salary increase authorized by this section, the employee must have been an eligible employee before July 1, 2024, and must be continuously employed by the College through July 31, 2025.

(3) Eligible employees must have received a satisfactory or better annual evaluation for Academic Year 2023-24. A satisfactory evaluation is when a majority of the employee's assigned duties are evaluated as satisfactory or better.

 7/2/25
Aron Edidin, UFF Date

 7/2/25
David Brickhouse, NCF Date

NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Article 23: Salaries

Current Language

No current language.

UFF Proposal (05/12/25)

23.1 Employee Pay Plans.

(c) Overenrolled Courses Assignment Compensation

(1) For course assignments with more than 35 students but less than 50, the faculty member will receive a \$5,000 stipend to be paid throughout the semester per normal payroll timelines.

(2) For course assignments with 50 or more students, the faculty member will receive an \$8,000 stipend to be paid throughout the semester per normal payroll timelines.

NCF accepts the UFF Proposal (06/30/25)

 6/30/25
Aron Edidin, UFF Date

 6/30/25
David Brickhouse, NCF Date

NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Article 23: Salaries, Retention Bonus

Current Language

No current language.

NCF Proposal (07/02/25)

23.1 Employee Pay Plans.

(d) Retention Bonus.

Eligible nine-month instructional faculty (with Board of Governor's job structure code 06) who were employed as of July 1, 2024, and who were continuously employed through May 30, 2025, shall receive a non-recurring, lump sum bonus payment of \$5,000 less any applicable taxes and withholding. This bonus shall not be used to calculate base salary.

If any eligible nine-month instructional faculty member was on assigned research leave, but simultaneously sponsored student contracts, and/or supervised thesis students, and/or performed service to New College, as documented in the FAR system and determined by the Provost, they shall receive a non-recurring, lump sum bonus payment of \$2,500 less any applicable taxes and withholding. This bonus shall not be used to calculate base salary.

If any eligible nine-month instructional faculty member was on Family Medical Leave Act leave and completed a full-time teaching assignment, they shall receive a non-recurring, lump sum bonus payment of \$2,500 less any applicable taxes and withholding. This bonus shall not be used to calculate base salary.

The retention bonus payment will be made on the paycheck dated August 8, 2025.

Eligible nine-month instructional faculty member refers to:

1. Employees who are employed as of July 31, 2025.
2. Without a current performance evaluation on file with a marginal or unsatisfactory rating as of the date of the bonus payment.
3. Employees who have not received a notice of adverse action to terminate employment for cause prior to August 1, 2025.
4. Faculty that were on Leave Without Pay are not eligible.

 7/2/25
Aron Edidin, UFF Date

 7/2/25
David Brickhouse, NCF Date

NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025

Article 24: Administration and Benefits

Current Language

24.10 Child Care Support.

The College is deeply committed to the support of parents with children aged 0-6, and will operate or cause to be operated a child care center by the current provider on or near the campus of the College for the benefit of employees and members of the community at least until June 30, 2025. Thereafter, the College may in its discretion operate or cause to be operated a child care center on or near the campus of the College for the benefit of employees and members of the community.

UFF Proposal (05/09/25)

24.10 Child Care Support

Bargaining unit employees with eligible dependents ages 12 and under will be awarded an annual child care assistance stipend of \$6,000 per child age 0-5 and \$3,000 per child age 6-12. The annual stipend will be paid directly to the employees in two equal installments, one at the beginning of each semester (Fall PR#18 and Spring PR#3).

To claim eligibility for this stipend, employees would be asked to provide documentation in the form of birth certificates of eligible dependents. Only one benefit may be awarded per individual child (i.e., two parents who are both employees may not both claim the stipend for a shared dependent). The threshold between ages 0-5 and 6-12 will be determined according to birthdays cut off by the beginning of the Sarasota School District academic year. (In other words, the parent of a five year old dependent who will start kindergarten in a given academic year will only be eligible for the \$3,000 stipend that year.)

~~The College is deeply committed to the support of parents with children aged 0-6, and will operate or cause to be operated a child care center by the current provider on or near the campus of the College for the benefit of employees and members of the community at least until June 30, 2025. Thereafter, the College may in its discretion operate or cause to be operated a child care center on or near the campus of the College for the benefit of employees and members of the community.~~

NCF rejects the UFF Proposal and provides a counter (07/02/25)

24.10 Child Care Support.

The College is deeply committed to the support of parents with children and will evaluate proposals for benefits in support thereof. ~~aged 0-6, and will operate or cause to be operated a child care center by the current provider on or near the campus of the College for the benefit of employees and members of the community at least until June 30, 2025. Thereafter, the College may in its discretion operate or cause to be operated a child care center on or near the campus of the College for the benefit of employees and members of the community.~~

UFF accepts the NCF Proposal (07/02/25)

 _____ Aron Edidin, UFF Date	 _____ David Brickhouse, NCF Date
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NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Appendix F: Tenure and Promotion Guidelines

Current Language

EARLY TENURE AND PROMOTION CONSIDERATION

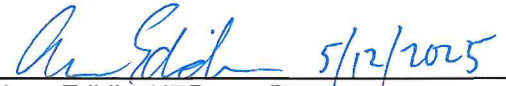
Decisions on tenure and promotion prior to the time recognized as normal should be considered "early decisions." Early decisions should be identified and justified as such at every review level. Truly exceptional performance should be required for a favorable early decision. Further, external reviewers should be advised of the College's expectations for a favorable early decision. As a general guideline a faculty member normally would not apply for promotion to rank of Professor without five years of service at the rank of Associate Professor.

UFF Proposal (04/21/25)

EARLY TENURE AND PROMOTION CONSIDERATION

Decisions on tenure and promotion prior to the time recognized as normal should be considered "early decisions." Early decisions should be identified and justified as such at every review level. Because favorable early decisions require the same level of achievement as regularly timed decisions with less time for achievement, a higher average level of performance is required for a favorable early decision. Truly exceptional performance should be required for a favorable early decision. Further, external reviewers should be advised that the standard of achievement is not relaxed for early decisions. ~~of the College's expectations for a favorable early decision.~~ As a general guideline a faculty member normally would not apply for promotion to rank of Professor without five years of service at the rank of Associate Professor.

NCF accepts the UFF Proposal (04/21/25)

 Aron Edidin, UFF Date	 David Brickhouse, NCF Date
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Appendix K: Post-Tenure Faculty Review, Process Requirements

Current Language

(3) Process Requirements

The following process shall be followed for completion of the post-tenure review.

(a) The faculty member shall provide to the appropriate Division Chair by the published due date:

1. a current curriculum vitae;
2. copies of year-end activity reports written annually (to contain: an updated list of courses and tutorials taught, Independent Study Projects supervised, senior theses supervised, contract advisees, baccalaureate committees served on (with student and AOC), faculty committees served on, and scholarly activities);
3. Assignment of duties letter for each semester;
4. **[Student teaching evaluations;]**
5. Annual letters of evaluation from the Division Chair or other supervisor;
6. Copies of papers and publications clearly identified as in draft, in press, or published, including printouts of any web-based publications;
7. Information about community service not otherwise reported;
8. Syllabi and course descriptions;
9. Contracts, contract certifications, and course evaluations (to be provided in a convenient form by the Registrar's Office);
10. Any other materials relevant to teaching, scholarship, and service that the faculty member may deem appropriate;
11. Any written response or comments the faculty member wishes to provide with regard to any item in the file.

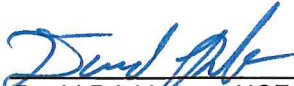
(b) The faculty member may opt to provide a narrative of up to one page per area of assignment highlighting accomplishments and demonstrating performance relative to assigned duties over the previous five years.

(e) The PAC will serve in a consultative role, reviewing the Post-Tenure Review Packets (minus the disciplinary record) and reporting on the strengths and weaknesses of the records. The committee shall not recommend a rating. The purpose of this assessment is to provide the Division Chair with insight regarding whether the faculty member has made contributions during the review period consistent with those expected of a tenured faculty member; provide guidance for continuing and meaningful faculty development, when needed; and recognize faculty members who continue to exceed expectations.

UFF Proposal (04/21/25)

(3) Process Requirements

The following process shall be followed for completion of the post-tenure review.

 Aron Edidin, UFF Date 7/2/25	 David Brickhouse, NCF Date 7/2/25
--	--

NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Appendix K: Post-Tenure Faculty Review, Process Requirements

(a) The faculty member shall provide to the appropriate Division Chair by the published due date:

1. Mandatory

- (a) a current curriculum vitae;
- (b) copies of year-end activity reports written annually (to contain: an updated list of courses and tutorials taught, Independent Study Projects supervised, senior theses supervised, contract advisees, baccalaureate committees served on (with student and AOC), faculty committees served on, and scholarly activities);
- (c) Assignment of duties letter for each semester;
- (d) Student teaching evaluations; ~~{Student teaching evaluations;}~~
- (e) Annual letters of evaluation from the Division Chair or other supervisor;
- (f) Copies of papers and publications clearly identified as in draft, in press, or published, including printouts of any web-based publications;
- (g) Information about community service not otherwise reported;
- (h) Syllabi and course descriptions;
- (i) Contracts, contract certifications, and course evaluations (to be provided in a convenient form by the Registrar's Office).

2. Optional

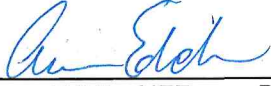
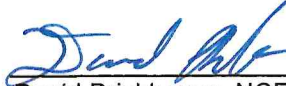
- (a) Copies of letters sent to the PAC. The PAC will issue a timely call for letters from students, faculty, and staff in connection with each review.
- (b) Any other materials relevant to teaching, scholarship, and service that the faculty member may deem appropriate;
- (c) Any written response or comments the faculty member wishes to provide with regard to any item in the file.

(b) The faculty member may opt to provide a concise narrative for each of up to one page per area of assignment highlighting accomplishments and demonstrating performance relative to assigned duties over the previous five years.

(e) The PAC will serve in a consultative role, reviewing the Post-Tenure Review Packets (minus the disciplinary record) and reporting on the strengths and weaknesses of the records. The committee shall not recommend a rating. The purpose of this assessment is to provide the Division Chair with insight regarding whether the faculty member has made contributions during the review period consistent with those expected of a tenured faculty member; provide guidance for continuing and meaningful faculty development, when needed; and recognize faculty members who continue to exceed expectations.

Concurrently with this assessment, the PAC may provide for Associate Professors undergoing review a recommendation to the Chair concerning tiered promotion in accordance with Section 14.3(d)(7) and Appendix K 3(g) of the Collective Bargaining Agreement.

NCF accepts the UFF Proposal (07/02/25)

 Aron Edidin, UFF Date 7/2/25	 David Brickhouse, NCF Date 7/2/25
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NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Appendix K: Post-Tenure Faculty Review, Timing and Eligibility

Current Language

(1) Timing and Eligibility

In the Spring Semester of each year, the schedule and list of eligible faculty will be communicated to the Division Chairs and the faculty cohort for that year (first year excluded), as well as the president of NCUFF.

UFF Proposal (04/21/25)

(1) Timing and Eligibility

After the first year of reviews, in ~~in~~ the Spring Semester of each year, the schedule and list of faculty to be reviewed in the following academic year eligible faculty will be communicated to the Division Chairs and the faculty to be reviewed cohort for that year (first year excluded), as well as the president of NCUFF.

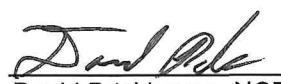
NCF rejects the UFF Proposal and provides a new Proposal (04/21/25)

(1) Timing and Eligibility

Beginning in the Spring of 2026, in ~~in~~ the Spring Semester of each year, the schedule and list of faculty to be reviewed in the following academic year eligible faculty will be communicated to the Division Chairs and the faculty to be reviewed cohort for that year (first year excluded), as well as the president of NCUFF.

UFF accepts the NCF Proposal (04/21/25)

 5/12/2025
Aron Edidin, UFF Date

 5/12/25
David Brickhouse, NCF Date

NCF/UFF Collective Bargaining Proposals & Responses
Fiscal Year 2024-2025
Appendix K: Post-Tenure Faculty Review

Current Language

(4) Outcomes

The following steps will occur after the provost assigns final performance ratings:

(a) For each faculty member who receives a final performance rating of "exceeds expectations" or "meets expectations," the appropriate Division Chair, shall recommend to the provost appropriate recognition and/or compensation in accordance with the faculty member's performance and university regulations and policies. The provost, with guidance and oversight from the university president, shall make the final determination regarding recognition and/or compensation.

UFF Proposal (05/12/25)

(4) Outcomes

The following steps will occur after the provost assigns final performance ratings:

- (a) For each faculty member who receives a final performance rating of "exceeds expectations," a one-time bonus of \$1,000 shall be awarded, and the appropriate Division Chair shall recommend to the provost appropriate recognition. ~~or For each faculty member who receives a final performance rating of~~ "meets expectations," the appropriate Division Chair, shall recommend to the provost appropriate recognition. ~~and/or compensation in accordance with the faculty member's performance and university regulations and policies.~~ The provost, with guidance and oversight from the university president, shall make the final determination regarding recognition ~~and/or compensation.~~

NCF accepts the UFF Proposal (06/30/25)

 6/30/2025
Aron Edidin, UFF Date

 6/30/25
David Brickhouse, NCF Date

NEW COLLEGE OF FLORIDA BOARD OF TRUSTEES

Meeting Date: July 22, 2025

SUBJECT: Recommendation for a Salary Increase for Out-of-Unit Employees of New College of Florida

PROPOSED BOARD ACTION

Approval for a salary increase for Out-of-Unit employees as recommended by the College's management representatives.

BACKGROUND

Management recommends the following change to the salary of Out-of-Unit employees of New College of Florida.

Eligible employees will receive a 2.0% increase to base salary (minimum of \$1,000 up to a maximum of \$5,000.00). The recurring wage increase affects 74 employees who are not covered under any collective bargaining agreement and totals approximately \$74,334.68 for the base increase. Taxes and benefits costs add approximately \$70,006.09 for a total all-in cost of \$144,340.77 for Fiscal Year 2025. This change, if approved by the Board of Trustees, would be effective as of August 3, 2025. Employee must have been hired before July 1, 2024, and must be employed through August 1, 2025, to be eligible for the base salary increase. The minimum amount is prorated based on FTE.

The exclusions for increases include:

- (a) Employees hired on or after July 1, 2024.
- (b) Employees who received a 2% or greater permanent increase to their salary on or after July 1, 2024.

For comparison, the previous increase approved last year was 5.0%.

Facilitators/Presenters:

David Brickhouse, Vice President, Legal Affairs
Christie Fitz-Patrick, Vice President, Finance & Administration, and Chief of Staff