

8.4DC. Summer Appointments Policy.

1. Available supplemental summer appointments shall be offered equitably and as appropriate to qualified employees, not later than five weeks prior to the beginning of the appointment, if practicable, in accordance with written criteria. The criteria shall be made available in each department/unit.

~~2. Supplemental summer appointments shall be made in accordance with Section 1012.945, Florida Statutes ("the Twelve Hour Law").~~

~~3. Compensation. Faculty teaching during any of the summer terms shall be compensated in the same ratio of salary to assigned FTE compensation received during the regular academic year, but not to exceed \$12,000. For example, if a faculty member were assigned a three contact hour summer course that constituted .25 FTE of the faculty member's time if taught during a semester in the regular academic year and that faculty member's nine-month salary was \$60,000, then the summer compensation for teaching that course would be \$7,500 (quarter of the semester salary of \$30,000 or 12.5% of \$60,000 but not to exceed \$12,000). If a class is enrollment dependent and the minimum enrollment is not achieved, the Faculty scheduled to teach the class may negotiate with the Chair for compensation based on the enrollment but not for less than 10% of the salary. An enrollment dependent class that does not achieve minimum enrollment is otherwise subject to cancellation.~~

~~4. The \$12,000 limit continued in C.3 shall expire on August 6, 2009. All other provisions of C.3 remain in effect.~~

2. Student enrollment caps for a summer school course shall be no greater than 115% of the cap for the same course offered during the prior academic year.

3. FTE assignment. Summer School FTE for a standard lecture, on-line, or laboratory course is computed at .0833 for every credit hour as listed in the applicable University catalog, regardless of the session in which the course is taught.

4a. Summer School Compensation. Faculty teaching during any of the summer terms shall be compensated in the same ratio of salary to assigned FTE compensation received during the regular academic year, capped for summer at the level of \$12,000 for each three-hour course. Compensation and compensation limits shall be scaled proportionately to fixed credit-hours as listed in the applicable University catalog. (Examples: A supplemental summer teaching assignment for a 1-credit-hour class is capped at \$4,000; for a 3-credit-hour class, \$12,000; for a 4-credit-hour class, \$16,000.) The compensation cap contained in E.4a shall take effect for summer 2011 and expire on August 6, 2013 and shall not continue as status quo. All other provisions of E.4a remain in effect.

4b. Compensation for Theses and Dissertation Hours Supervision. Summer school compensation shall be paid to faculty who are instructors of record for students enrolled for masters theses or doctoral dissertation hours. Regardless of the credit hours associated with the students' enrollment, compensation is computed at a rate of \$250 per student, to a maximum of \$2,500. Faculty may allow more students to enroll, but compensation is capped at \$2,500. The stated cap applies regardless of the number of

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sections of the same numbered course for which the faculty member is the instructor of record. However, the cap applies separately for masters theses or doctoral dissertation hours (e.g., a faculty member could receive \$5,000 for supervising 10 masters theses and 10 doctoral dissertations during the summer). FTE for such courses is computed at a rate of 0.025 FTE per student enrolled, up to a maximum of 0.25 FTE per section.

4c. Independent Study and Directed Reading Courses. During the summer session, a supplemental summer appointment is not available for a course with either "independent study" or "directed reading" in the title.

4d. A non-grant supplemental summer research assignment shall not exceed three contact hours. Specific contractual agreements as part of offers of employment shall be exempt from this limit if signed by the University and the new employee.

3.4 Released Time.

A. The University agrees to provide a total of ~~six (6)~~ five (5) units of released time in both the Fall and Spring semester to full-time employees designated by the UFF for the purpose of carrying out the UFF's obligations in representing employees and administering this Agreement. Beyond the release units described above or in any prior settlement between the parties, the UFF-USF shall have the right to purchase released time during the academic year at the rate of \$2,500 per unit of released time. The UFF may designate employees to receive released time during the academic year, subject to the following conditions:

(1). No more than one (1) employee per fifteen (15) employees per department/unit may be granted released time at any one time, nor may any employee be granted more than a two (2) unit reduction in a single semester.

(2). The UFF shall provide the University with a list of designees for the academic year no later than May 1 of the preceding academic year. The designees shall serve for one (1) academic year. Substitutions for the spring semester may be made upon written notification submitted by the UFF to the University no later than October 15.

B. A "unit" of released time shall consist of a reduction in teaching load of one (1) course per Fall or Spring semester for instructional employees or, for non-teaching employees, a reduction in workload of ten (10) hours per week. Two (2) units shall consist of a reduction in teaching load of two (2) courses per Fall or Spring semester for instructional employees or, for non-teaching employees, a reduction in workload of twenty (20) hours per week.

C. Released time shall be used for conducting UFF business at the University or State level, and shall not be used for lobbying or other political representation. Leave for lobbying or other political representation may be purchased by the UFF pursuant to Section 3.

D. Upon the failure of the UFF to provide a list of designees by the specified deadlines, the University may refuse to honor any of the released time requests which were submitted late. Substitutions submitted after the October 15 deadline shall be allowed at the discretion of the University.

E. An employee who has been granted released time for either or both semesters during four (4) consecutive academic years shall not again be eligible for released time until two (2) academic years have elapsed following the end of the fourth academic year in which such released time was granted.

F. Employees on released time shall be eligible for salary increases on the same basis as other employees, but their released time activities shall not be evaluated nor taken into consideration by the University in making personnel decisions.

G. Employees on released time shall retain all rights and responsibilities as employees but shall not be considered representatives of the University or USF Board

for any activities undertaken on behalf of the UFF. The UFF agrees to hold the University and USF Board harmless for any claims arising from such activities, including the cost of defending against such claims.

H. Summer. The UFF may designate three (3) employees to receive a thirteen week .25 FTE summer released time assignment however, no more than one employee per 15 employees per department/unit be designated to receive such released time, and at least one such employee must be a twelve-month employee. The UFF shall provide the University with a list of the designees no later than April 7th of the academic year proceeding the summer term. All other provisions contained in Article 3.4 above, except 3.4A and 3.4B above, shall apply to summer released time.

I. Collective Bargaining Released Time. The University will provide an additional three (3) units of released time during the semester prior to expiration of this contract for a bargaining team representing UFF for the purposes of engaging in collective bargaining of the next contract. No individual may receive more than 1 unit of released time pursuant to this section (I).