

PREAMBLE

This Agreement is entered into by and between the District Board of Trustees of Seminole State College (hereinafter “Board”, “College”, or “Employer”), and United Faculty of Florida-Seminole State College (hereinafter, “UFF-Seminole” or “UFF-SSC” or “the Union”).

It is the intent of the parties hereto that this Agreement shall assure a collegial working relationship between the College and the Union, provide an orderly means for resolving conflicts and misunderstandings that may arise between the parties hereto, and establish wages, hours, and other terms and conditions of employment.

As a result of a collegial negotiation process, the parties hereby express their desire to be guided by the following principles:

- Act in the best interests of our students while serving the interests of the public consistent with the institutional mission and values.
- Ensure currency, relevancy, and quality of student learning of each instructional entity within the College.
- Provide market competitive salaries, benefits, and incentives to attract, regard, and retain faculty and support educational excellence.
- Elevate employment satisfaction within an environment that fosters creative contributions to learning, innovative practices, and professional growth.

It is anticipated that this Agreement will serve the public interest by insuring that administrators, administrative staff, and members of the bargaining unit will make every reasonable effort to carry forward the College's legitimate activities and functions, by defining the Employer's obligations to UFF-Seminole and members of the bargaining unit in order to avoid disputes due to misunderstandings, and by providing a grievance procedure for the resolution of any claims that the Agreement has been violated.

Both the College and UFF-Seminole recognize the College's mission to provide the highest quality educational services to the community served, and acknowledge their responsibility and contribution toward this objective. They pledge themselves to an institution that is staffed by qualified faculty and they each agree to make every effort to maintain a high level of professional standards of knowledge, integrity, dedication and academic excellence.

The parties concur that these objectives are facilitated by amicable adjustment of matters of mutual interest. The parties recognize that mutual benefits are to be derived from continual improvements in the College, and that participation of faculty in the formulation of policies under which they provide their services is educationally sound.