

**University of Central Florida
Board of Trustees & United Faculty of Florida
Collective Bargaining Session Minutes**

Wednesday, August 28, 2024
1:00 p.m. – 3:00p.m.
Via Zoom

ATTENDEES

BOT Bargaining Team: Charles Reilly, Craig Novick, and Charlie Piper

UFF Bargaining Team: Talat Rahman, Yovanna Pineda, Dan Eadens, Lisa Danker Kritzer, Michelle Dusseau, and Robert Cassanello

Handouts: UFF handout #9, Palm Beach Post Article (available after meeting)
UFF handout #10 Salary Article Agreement Summary
UFF handout #11 FSU Memo 2023-2024 salary increases
UFF displayed, later provided, handout #12, Figure 5
BOT proposal #3, Article 5, Academic Freedom
BOT proposal #5, Article 16, Letters of Counsel, Disciplinary Action, and Job Abandonment
BOT proposal #2, Article 17, Leaves
BOT proposal #2, Article 24, Benefits
UFF proposal #2, Article 20, Grievance Procedure

1. The minutes from the August 14, 2024 meeting were reviewed; no changes were made.
2. The teams discussed previous proposals for Article 23, Salary, covering AY 2023-24 and 2024-25
3. The UFF team discussed a February 19, 2024 article “Florida schools have the most faculty per student” from the Palm Beach Post, and later provided handout #9 for posting on the website.
4. The UFF team displayed handout #12 labeled “Figure 5: Average Salary of FT Instructional Faculty on 9-month contracts at degree-granting postsecondary institutions by academic rank,” and it was discussed.
5. The UFF team provided handout #10 labeled “Salary Article Agreement Summary (FIU)” and it was discussed.
6. The UFF team provided handout #11 memo from July 17, 2023 regarding 2023-2024 faculty salary increases at FSU and it was discussed.
7. The BOT team provided proposal #3, Article 5; it was discussed, and TA was reached.
8. The BOT team provided proposal #5, Article 16, Letters of Counsel, Disciplinary Action, and Job Abandonment, and it was discussed.
9. The BOT team provided proposal #2, Article 17, Leaves, it was discussed and TA’d after the meeting.
10. The BOT team provided proposal #2, Article 24, Benefits, it was discussed and TA’d after the meeting.
11. The UFF team provided proposal #2, Article 20, Grievance Procedure, and it was discussed.
12. The teams discussed Articles 9 and 10; no proposals were exchanged.

Future Collective Bargaining Sessions (Wednesdays)

September 12, 2024, via Zoom 1-3pm (Thursday)
September 25, 2024, via Zoom 1-3pm
October 9, 2024, via Zoom 1-3pm
October 23, 2024, via Zoom 1-3pm

November 13, 2024, via Zoom 1-3pm
December 4, 2024, via Zoom 1-3pm