

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

Wednesday, November 19, 2025
1:30 p.m. - 3:30 p.m.
Via Teams

ATTENDEES

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

UFF Bargaining Team: Robert Cassanello, Christine Kugelman, J. Marla Toyne, Jason Fridrich, Jason Phillips, Lisa Danker Kritzer, Matthew Mosher, Sandra Sousa, Yovanna Pineda and Talat Rahman (ex officio)

Handouts: BOT MOU #3 on Internal Advisory Panels (Article 20)
BOT Proposal #2, Article 20, Grievance Procedure
UFF Handout #3, PowerPoint presentation on Article 23, Salary

1. The minutes from October 29, 2025, were reviewed and no corrections were made.
2. The teams discussed MOU #3 regarding Internal Advisory Panels (Article 20) and agreed to TA the document.
3. The BOT distributed Proposal #2 for Article 20, Grievance Procedure, including integration of MOU on IAPs.
4. The UFF offered a presentation regarding Article 23, Salaries.
5. The University budget status was discussed with guest Rebeca Richards, Vice Provost for Integrated Academic Planning and Resource Allocation.

**Future 2025 and 2026
Collective Bargaining Sessions (Wednesdays 1:30pm-3:30pm via Teams)**

December 10	March 25	June 17
January 21	April 15	July 8
February 11	May 6	July 29
March 4	May 27	