

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

Wednesday, December 10, 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 Kugelmann, Florence Williams, Jason Fridrich, Jason Phillips, Lisa Danker Kritzer, Matthew Mosher, Nina Orlovskaya, Sandra Sousa, Yovanna Pineda and Talat Rahman (ex officio)

Handouts: UFF Proposal #3, Article 23, Salary

1. The minutes from November 19, 2025, were reviewed and no corrections were made.
2. The teams reviewed BOT Proposal #2 for Article 20, Grievance Procedure, including integration of MOU on IAPs. The teams agreed to TA on this Article.
3. The UFF offered Proposal #3, Article 23, Salaries, and it was discussed.

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

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