

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

Wednesday, February 11, 2026
1:30 p.m. - 3:30 p.m.
Via Teams

ATTENDEES

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

UFF Bargaining Team: Talat Rahman, Florence Williams, Jason Fridrich, Jason Phillips, Lisa Danker Kritzer, J. Marla Toyne, Matthew Mosher, Michelle Dusseau, Nina Orlovskaya, Pamela Thomas, Sandra Sousa, Yovanna Pineda

Handouts: UFF Proposal #4 (2025-26 and 2026-27), Article 23, Salaries
UFF Handout #7 “2025-2026 University of Florida Salary Increase Program”
BOT Proposal #1 (2026-27), Article 3, UFF Privileges
BOT Proposal #1 (2026-27), Article 12, Non-reappointment

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1. The minutes from January 21, 2026, were reviewed and no corrections were made.
 2. The UFF presented proposal #4 (2025-26 and 2026-27), Article 23, Salaries, and it was discussed.
 3. The UFF presented handout #7, “2025-2026 University of Florida Salary Increase Program.”
 4. The teams agreed that per Article 30 of the current CBA, Articles 3, UFF Privileges; 10, Employee Performance Evaluation; and 12, Non-reappointment, as well as Article 23, Salaries for 2026-27 were now open for negotiation.
 5. The BOT proposed BOT #1 (2026-27), Article 3, UFF Privileges, with no changes from status quo.
 6. The BOT proposed BOT #1 (2026-27), Article 12, Non-reappointment, and it was discussed.

Future Sessions 2026

Collective Bargaining Sessions (Wednesdays 1:30pm-3:30pm via Teams)

March 4
March 25
April 15

May 6
May 27
June 17

July 8
July 29