

Minutes
Board of Trustees Special Teleconference Meeting
University of Central Florida
April 17, 2019

In Chairman Robert Garvy's absence, Trustee John Sprouls called the special teleconference meeting of the Board of Trustees to order at 10:55 a.m.

Sprouls reminded the board that the meeting was covered by the Florida Sunshine Law and that the public and press were invited to attend.

WELCOME

Sprouls welcomed the board members and called on Grant Heston, Associate Corporate Secretary, to call the roll. Heston determined that a quorum was present.

Trustees Joshua Boloña and David Walsh attended the meeting in person. Trustees Kenneth Bradley, Joseph Conte, Danny Gaekwad, John Lord, Beverly Seay, William Self and John Sprouls attended via teleconference.

PUBLIC COMMENT

There were no requests for public comment.

NEW BUSINESS

**CL – 1 Memorandum of Understanding for Salary Increases between the
University of Central Florida Board of Trustees and the United
Faculty of Florida**

Sprouls stated the board had one item of new business, the Memorandum of Understanding for Salary Increases between the University of Central Florida Board of Trustees and the United Faculty of Florida, which was just discussed in the Compensation and Labor Committee meeting. He noted that most of the board listened to the committee discussion that just occurred.

To allow for board discussion, Sprouls asked for a motion and second, provided respectively by Conte and Lord. Sprouls recognized Sherry Andrews, Associate General Counsel and Associate Provost, to briefly outline the agenda item.

Andrews stated that the motion was to approve the Memo of Understanding (MOU) reached with the United Faculty of Florida Union and outlined the following terms:

1. For the 2018-2019 year, a 2 percent across-the-board pay increase, effective September 13, 2019. Andrews noted that faculty did not receive a pay increase in September of 2018 when the rest of the university did.
2. In lieu of retroactivity, a one-time payment of \$2,250 to each employee eligible for the across-the-board pay increase. This bonus will be distributed on May 10, 2019.

3. For the 2019-2020 year, a 1.25 percent increase.
4. For the 2019-2020 year, an additional 1.25 percent increase, contingent upon the university receiving new recurring funding legally available to be expended on faculty salaries.
5. From the date of ratification of this document through August 31, 2020, the university may provide Administrative Discretion Increases up to 1.5 percent of the total salary rate of employees who were in an employment relationship with the university on May 7, 2018.

Highlights of the discussion that followed were:

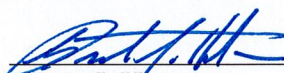
1. Gaekwad asked for clarification on how these increases were accounted for in the budget recognizing there was no tuition increase and we do not have a full budget approved.
 - a. Scott Cole, Vice President and General Counsel, replied that we don't know the amount of state appropriations UCF will receive for the next fiscal year, and that is the reason the additional 1.25 percent increase is contingent on appropriate funding. He said funds for the non-contingent 1.25% increase for the 2018 – 19 fiscal year were set aside before the bargaining session began and are available upon approval of this agreement.
 - b. Elizabeth Dooley, Provost and Vice President for Academic Affairs, added that funds for the non-contingent 1.25 percent increase for the 2019 – 20 fiscal year were identified. Sprouls asked for confirmation of this to be provided in a follow-up note to the trustees.
2. Seay noted that anecdotal data regarding faculty-student engagement was discussed during the Compensation and Labor Committee meeting.
 - a. Sprouls asked the Educational Programs Committee to perform an analytical review and bring the committee's recommendations to the board, noting that these recommendations may inform the university's negotiating team in their future bargaining sessions.

A motion was made by Conte to approve the Memorandum of Understanding for Salary Increases between the University of Central Florida Board of Trustees and the United Faculty of Florida., with a second from Lord. The board approved the item with an opposition from Gaekwad.

ADJOURNMENT

Sprouls adjourned the board meeting at 11:25 a.m.

Respectfully submitted:



Grant J. Heston
Associate Corporate Secretary

Date: 5. 22.19