



Board of Trustees

**Minutes
Board of Trustees
Special Meeting
University of Central Florida
March 17, 2022**

Chair Alex Martins called the Board of Trustees Special Meeting to order at 2:36 p.m.

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

Karen Monteleone, Assistant Vice President for Board Relations, called the roll and determined a quorum was present.

The following board members attended the meeting virtually: Chair Alex Martins, Vice Chair Harold Mills and Trustees Tiffany Altizer, Bill Christy, Jeff Condello, Joseph Conte, Meg Hall, Joseph Harrington, and Caryl McAlpin.

Trustees Danny Gaekwad and John Miklos attended via teleconference.

Trustees Michael Okaty and Beverly Seay were not in attendance.

PUBLIC COMMENT

There were no requests for public comment.

NEW BUSINESS

BOT-1 Collective Bargaining Agreement 2021-2024 between the University of Central Florida Board of Trustees and the United Faculty of Florida (UFF)

Martins called on Youndy Cook, Vice President and General Counsel, to read any disclosures of conflict of interest from the trustees. There were no disclosures.

Martins reminded the Board that the university has three employee unions – the United Faculty of Florida (UFF); American Federation of State, County and Municipal Employees (AFSCME); and the Police Benevolent Association (PBA). He said following the UFF's ratification on March 1, 2022, the collective bargaining agreement for this union is being advanced for the Board's approval.

Martins said that in August, he appointed a subcommittee of the Executive Committee responsible for advising and making recommendations to the Board and the president regarding collective bargaining activities. He said the subcommittee members – Trustee Okaty, who acts as Chair, and Trustees Christy and McAlpin – were individually briefed on this contract.

Martins recognized Sherry Andrews, Associate General Counsel and Associate Provost, who serves as the chief negotiator for the UFF, to address the Board.

Andrews outlined the number of UFF members, contract dates, top issues and the negotiation process, which began on November 18, 2020, noting that this timeframe is not unusual to



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renegotiate an entire contract.

Andrews outlined the salary increases in this year’s agreement:

- 2.5% across-the-board increase for one year, effective February 18, 2022
- 3.5% across-the-board increase for employees making less than \$48,500.
- All in-unit employees will receive a one-time ‘catch-up’ payment in lieu of retroactivity, and an additional one-time payment of \$1,000.

Martins called on members of the Collective Bargaining Subcommittee for comments:

- McAlpin said she was impressed with the process and at her request, Andrews outlined the limitations the university has in regard to Administrative Discretionary Increases (ADI) and how this contract secured ADI with the extra \$1,000 payment.
- McAlpin noted less than 30% of the faculty were dues-paying members of the UFF.
- Christy commended the bargaining team for setting fair expectations and meeting them.

Martins thanked the subcommittee members for their service.

Christy moved to approve BOT-1 with McAlpin providing the second.

The trustees had the following comments:

- Gaekwad requested clarification on funding. Provost Johnson clarified that approximately \$5 million is recurring funds and approximately \$5 million is a one-time payment.
- Gaekwad suggested a provision in case there are significant changes in funding.
- Conte asked for clarification on salary increases. Andrews confirmed that the \$1,000 one-time payment was offered to secure ADI and also confirmed that employees making less than \$48,500 received a 3.5% across-the-board increase. Martins asked if the university had the ability for ADI in the past, and Andrews said the university has not had ADI since the 2018-2021 contract expired in August 2021.

Martins recognized President Alexander Cartwright for remarks. Cartwright said the university has accomplished much in its short history and the university’s rising reputation for academic excellence, research impact and the growing quality of our undergraduate and graduate students is due to the talent, dedication and hard work of faculty. He said to continue on the university’s trajectory, it is important to attract great faculty. Cartwright said he would work with Provost Johnson to find opportunities to show our faculty and staff that they are valued. Cartwright recognized and thanked Andrews for her service to the university.

The motion passed unanimously.

ADJOURNMENT

Martins adjourned the board meeting at 3:02 p.m.

Reviewed by: _____

Date: _____

Alex Martins, Chair UCF Board of Trustees



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Respectfully submitted: _____ Date: _____
Mike Kilbride, Associate Corporate Secretary

DRAFT