

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

Wednesday, October 8, 2025
1:30 p.m. - 3:30 p.m.
Via Teams

ATTENDEES

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

UFF Bargaining Team: Robert Cassanello, Christine Kulgelmann, Florence Williams, Jason Fridrich, Jason Phillips, Marla Toyne, Matthew Mosher, Michelle Dusseau, Nina Orovskaya, Pamela Thomas, Sandra Sousa, and Yovanna Pineda

Handouts: UFF Proposal #2, MOU regarding Internal Advisory Panel
UFF Proposal #1, MOU Preeminent Achievement One Time Payment
UFF Proposal #2, Article 23, Salaries

1. The minutes from September 17, 2025, were reviewed and no corrections were made.
2. The UFF presented Proposal #2, MOU regarding Internal Advisory Panel, and it was discussed.
3. The UFF presented Proposal #1, MOU regarding Preeminent Achievement One Time Payment, and it was discussed.
4. The UFF presented Proposal #2, Article 23, Salaries, and it was discussed.

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

October 29
November 19

December 10