

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

Wednesday, March 4, 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 Phillips, Lisa Danker Kritzer, J. Marla Toyne, Matthew Mosher, Michelle Dusseau, Pamela Thomas, Sandra Sousa, Yovanna Pineda

Handouts: UFF Handout #8, a compilation of salary-related documents
BOT #1 (2026-27), Article 10, Employee Performance Evaluation
UFF Proposal #1 (2026-27), Article 3, UFF Privileges (SQ)
UFF Proposal #1 (2026-27), Article 12, Non-reappointment

1. The minutes from February 11, 2026, were reviewed and no corrections were made.
2. Article 23, Salaries, for 2025-26 was discussed.
3. The UFF presented Handout #8, a compilation of salary-related documents including a handout from Rebeca Richards, Vice Provost for Integrated Academic Planning and Chief of Operations for Academic Affairs, provided to respond to questions about UCF's budget, a document called "UFF-FSU Negotiated Potential and Actual FSU Faculty Salaries 2012-2023," A February 24, 2026 document from UFF-UWF summarizing salary offers for 2022-2027, and a summary from UFF-UWF detailing "Recent Bargaining Gains" from 2014-2026 printed on 1/19/2026.
4. The BOT proposed BOT #1 (2026-27), Article 10, Employee Performance Evaluation, and it was discussed.
5. The UFF proposed UFF #1 (2026-27), Article 12, Non-reappointment, and it was discussed.
6. The UFF mentioned Article 3, UFF Privileges, may be acceptable with no changes from status quo.
7. The teams tentatively agreed to an additional bargaining session scheduled for 1:30-3pm on March 11, 2026.

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

March 11
March 25
April 15

May 6
May 27
June 17

July 8
July 29

