

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

Wednesday, March 31, 2026
12:30 p.m. - 2:30 p.m.
Via Teams

ATTENDEES

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

UFF Bargaining Team: Talat Rahman, Christine Kugelmann, Florence Williams, Jason Phillips, Lisa Danker Kritzer, J. Marla Toyne, Matthew Mosher, Pamela Thomas, Sandra Sousa, and Yovanna Pineda

Handouts: none

1. The minutes from March 23, 2026, were reviewed and an adjustment was made to address a fire alarm that had abruptly ended the March 11, 2026 meeting.
2. The UFF recapped their package proposal UFF 05 (2025-2027), Article 23, Salaries, for 2025-27 with Articles 3, 10, 12 at status quo from the previous session and that proposal was discussed.
3. The BOT responded with a package that included status quo for Article 3 and some provisions addressed in Articles 10 and 12 from previous bargaining sessions, and these changes were discussed.
4. The parties came to tentative agreement on all remaining open Articles (3, 10, 12, and 23), which means that Articles 8, 19, 20, 32, and an MOU regarding Article 20 will also be prepared for a ratification vote.
5. The parties discussed ratification timelines and concurred that best efforts should be made to implement raises once ratification was completed, even if agreed-upon deadlines were to require adjustments.