

University of South Florida  
Board of Trustees Conference Call  
Monday, October 28, 2019  
Minutes

Chair Jordan Zimmerman called the meeting to order at 11:30am. Chair Zimmerman thanked everyone for joining this special call of the Board of Trustees. The Chair celebrated the football team's win against ECU and stated that he was looking forward to the upcoming Board of Governors Trustee Summit hosted at the University of Florida and hoped to see as many trustees there as could make it.

Chair Zimmerman asked Assistant Corporate Secretary Dr. Cindy Visot to call the roll.

**Dr. Visot called roll with the following trustees present:**

Trustee Michael Carrere  
Trustee Britney Deas  
Trustee Stephanie Goforth  
Trustee Michael Griffin  
Trustee Oscar Horton—not in attendance  
Trustee Deanna Michael  
Trustee Harold Mullis  
Trustee Leslie Muma  
Trustee John Ramil  
Trustee Byron Shinn  
Trustee Charles Tokarz  
Trustee Nancy Watkins  
Trustee Jordan Zimmerman

Chair Zimmerman called on Dr. James Garey to present the agenda item.

**FL 101 – Ratify the 2019-2020 CBA between USF Board of Trustees and the United Faculty of Florida**

Dr. Garey, vice provost for labor relations & academic space planning, introduced the United Faculty of Florida tentative agreement on a successor Collective Bargaining Agreement (CBA). He stated that it is a contract extension but would act as a new contract. There are three changes that were made from the existing contract and he listed them as the following:

The new contract would be effective upon ratification by both parties and would expire on December 31, 2020. The majority of the contract remains *status quo* from the prior 2016-2019 CBA. Only the salary article (*Article 23*) was amended along with corresponding technical changes to the duration article (*Article 29*). The parties are satisfied that the tentative agreement is fair, addresses the interests of the faculty and provides stability through the consolidation process.

If ratified by the Board, the new CBA would provide a 1.5% base salary increase to in-unit faculty members who:

1. were rated at least satisfactory on their 2018-2019 performance evaluation; and

2. were employed in an in-unit faculty position as of August 1, 2018.

In addition, the CBA includes new discretionary authority for management to make salary adjustments for the duration of the contract not to exceed .5% of the August 7, 2018 total in-unit faculty salary base plus any unused remaining discretionary expenditure authority from the 2016-2019 CBA.

Dr. Garey stated the cost of this specific agreement will be \$2.3 million to the university in E&G funds and that the pay is not retroactive. Dr. Garey then referred to David Lechner, senior vice president for business and financial strategy, to speak on any other budgetary difference this would make for the university. Mr. Lechner stated that other salary negotiations with staff and University Police are still outstanding.

President Steve Currall stated that USF is aiming to be responsible stewards of their budget and this increase should strengthen the community before consolidation takes place. He also thanked Dr. Garey and General Counsel Gerard Solis for their active work throughout the bargaining process.

Chair Zimmerman thanked Dr. Garey, Mr. Lechner, and President Currall for their contributions and then asked for a motion. Trustee Les Muma made a motion for approval and Trustee Deanna Michael seconded the motion. The Chair then asked if there was any discussion.

Trustee Mike Carrere asked if the 1.5% increase is contingent on PBF being awarded to the university by the state. Mr. Solis responded that for this particular 16-month contract there is no contingency as funding will take place from current sources, but future years can be placed on contingency as has been previously done. Trustee Michael spoke on behalf of faculty and stated they are happy with the outcome and they are thankful for the efforts of the university and UFF.

With no further discussion Chair Zimmerman called for a vote and the motion was approved unanimously. The Chair thanked the Board for joining the call and adjourned at 11:41 am.