Chair Rhea Law convened the meeting at 8:30 a.m. She welcomed everyone and explained that the Board needed to approve the Collective Bargaining Agreement between USF/BOT and Florida Public Employees, Council 79, AFSCME, AFL-CIO. We want to approve this agreement as soon as possible so that it can go in effect immediately and covered staff can receive their bonuses.

The Chair asked the President to call roll.

President Genshaft called the roll with the following trustees present:

Gene Engle  
Rhea Law  
Greg Morgan  
Debbie Sembler  
Robert Soran  
Sherrill Tomasino  
John Ramil  
Sonja Garcia  
Kiran Patel (joined called after roll)

The Chair called on Sandy Lovins to present the item.

Sandy Lovins gave a recap of the agreement and the proposed article changes.

This is the first contract between USF-BOT and AFSCME. The last contract expired in 2002 between the Board of Regents/SUS and AFSCME, and we’ve been operating under “status quo” since the expiration.

Contract highlights:
• Inclusion of new job titles assigned as a result of the University’s Classification Redesign Project (completed in April, 2007).  
• Inclusion of correct PERC certification numbers assigned after devolution and the expiration of the former contract.  
• Duration of three years, with re-openers in years two and three of up to three Articles (by both sides) and wages.

Chair Law inquired on the efforts made to educate people on conducting satisfactory performance. Sandy Lovins explained that the university implemented a performance management process and has added quarterly performance reviews.
Trustee Engle asked if the $3.5 million would be paid in one lump sum. Sandy Lovins confirmed that it is one-time lump sum bonuses to all eligible staff. Trustee Tomasino inquired whether the amount includes USF part of the taxes. Sandy Lovins stated that the amount doesn’t include the tax percentage.

Having no further questions, Chair Law called for a vote to approve the contract. A motion was made by Trustee Gene Engle and seconded by Trustee Sherrill Tomasino; the motion passed unanimously.

Chair Law thanked Sandy and her team for their work on the agreement.

Chair Law wished the football team success on Thursday’s game. Having no further action items, Chair Law adjourned the meeting at 8:40 a.m.