

## **USF Board of Trustees**

Tuesday, September 29, 2020

Microsoft Teams Meeting

Minutes

### **Call to Order**

Trustee Zimmerman called the meeting to order at 1:00 p.m. and welcomed everyone to the meeting. He stated that he is aware several of the trustees have other commitments at 1:30 p.m. so he will keep the meeting moving along.

He then asked Dr. Visot to call roll.

### **The following trustees present:**

Trustee Tim Boaz

Trustee Sandra Callahan

Trustee Michael Carrere

Trustee Stephanie Goforth

Trustee Michael Griffin

Trustee Oscar Horton

Trustee Claire Mitchell

Trustee Leslie Muma

Trustee John Ramil

Trustee Byron Shinn

Trustee Charles Tokarz

Trustee Nancy Watkins

Trustee Jordan Zimmerman

### **New Business – Action Item**

#### **FL 101 – Approval of UFF/GAU Collective Bargaining Agreement**

Chair Zimmerman introduced Liz Gierbolini from General Counsel to present the item.

Ms. Gierbolini shared that the University of South Florida and UFF/GAU reached a tentative agreement to extend the existing CBA for one year, with some minor revisions. The new contract would be effective upon ratification by both parties and would expire on June 30, 2021. She shared that the Board's standard voting requirements apply to ratification per Board of Trustees Operating Procedures, Article II, F-G.

Ms. Gierbolini shared that the proposed contract is for one year and that both parties are satisfied that the tentative agreement is fair and addresses the interests of the graduate assistants, management, students, and USF community as a whole.

She shared that the parties have tentatively agreed to the several provisions in the agreement, outlining them for the Trustees. They are summarized below for convenience:

**Article 23.2.**

Effective August 2020 to August 2021, the University agrees to pay the health insurance premium—up to a maximum annualized amount of \$2,756.00—for each graduate assistant appointed at .25 FTE or greater who elects coverage under the USF Student Health Insurance Plan during said period. This will result in covered graduate assistants having no increase to the current annual premium they pay for this coverage, as the University will be assuming the entire cost of the premium increase for the August 2020 to August 2021 period.

**Article 2.1.**

- (1) Modified language to clarify that academic year and semester appointments will have the same beginning and ending dates as faculty appointments, except when otherwise modified and mutually agreed to by the University and the employee.
- (2) Clarified the required content of offer letters, to include the same protected categories as the UFF agreement. Offer letter will have a statement that reads: “The University of South Florida is an equal opportunity employer. All employment decisions are made without regard to race, color, marital status, sex, religion, national origin, age, disability, sexual orientation, gender identity and expression, genetic information, or veteran’s status.”
- (3) Added section (r) to the article, to clarify that Graduate Assistants are ordinarily “expected to be on campus to perform the majority of their duties (i.e., teaching, proctoring exams, labs, office hours, face to face meetings, etc.) unless otherwise approved in writing by the appropriate supervisor. This provision is intended to make clear that employees cannot unilaterally decide to either move to a location that is geographically distant from the University and expect to continue performing their duties remotely, nor can employees unilaterally decide to change the format of class, office hours, or conferences to an online environment.

**Article 2.5.**

Included job abandonment as a reason for termination and included a definition of job abandonment. The language also modified the dates by which a non-reappointment notice has to be issued each semester.

**Article 8.**

Revised the nondiscrimination language to include the same protected categories as the CBA between the University and UFF.

**Article 17.**

Included a timeframe when the ratified CBA will be available on USF’s website.

**Article 21.**

This article was modified to reflect the new dates when the CBA is in effect.

With no questions or comments, Trustee Zimmerman moved for approve UFF/GAU Collective Bargaining Agreement. Motion was moved and seconded. Motion was approved unanimously.

Trustee Carrere shared that the labor committee learned more about the role of graduate assistants including that master level students receive @12,000 stipend and doctoral students receive @ \$18,000 stipend, and provide @ \$8,000 tuition waiver. He stated that there is a cost to attract quality graduate students and this will provide them with coverage of health insurance.

Chair Zimmerman is pleased with the results and happy that we have very engaged graduate students.

### **FL 102 – Approval of Revised University E&G Carryforward Spending Plan & 2020-21 Fixed Capital Outlay Budget**

Chair Zimmerman introduced the agenda item by reminding the trustees that at their September 8<sup>th</sup> meeting, both the 2020-21 University carryforward spending plan and the 2020-21 Fixed Capital Outlay Budget were approved. Today's agenda provides corrective updates identified and incorporated into the proposed final submissions required by the Board of Governors by October 1<sup>st</sup>.

Resource Management Analyst Nick Setteducato provided an update which highlighted the changes made to the plan and annual capital outlay budget. The overview covered the following:

- Carryforward spending plan changes within three categories - Encumbrances, Restricted Items and Commitments
- Fixed Capital Outlay Budget for Fiscal Year 2020-21
- Fiscal Year 2020-21 Annual Capital Outlay Budget
- Capital Outlay Projects

Chair Zimmerman commented that its his understanding the adjustments made amount to only a net movement between categories of just under 1 million dollars or .5%.

Trustee Mike Griffin reiterated that management and their team will continue to scrutinize any expenses and share with the trustees regularly.

Trustee Byron Shinn made comments maintaining the campus line assignments as we go into consolidation and that the state will continue to budget based on campus identity. This is important for transparency and provides the community the opportunity to see the investments on each campus.

Chair Zimmerman commented on the importance of timing and full transparency. He shared that they will continue to have brief updates.

Mr. Setteducato continued reminded the trustees that they have the prioritized list of capital outlay projects in the portal. He continued by reviewing the changes to the fixed capital outlay projects. He shared they itemized all projects and changes that were previous approved. He reviewed adjustments, CMMB lab buildout and Southeast Chiller Plant (neglected to itemize these and are not included) some adjustments. He reviewed the changes and shared they updated and corrected numbers left off previously.

The Chair clarified that a total of \$3.5 million was added to reflect both \$400,000 of additional E&G allocated to the previously approved USF central plant project as well as \$3.1 million of minor projects the Board previously approved as part of the 2020-21 Carryforward Spending Plan. The board also approved both the CMMB Lab Buildout (\$2 M) and Southeast Chiller Plant projects (\$4.75M), which are now properly itemized on this report.

Since there were no questions by the trustees, the Chair asked for a motion. Trustee Tim Boaz moved for acceptance and it was seconded by Trustee Mike Carrere. The motion was approved unanimously by all in attendance.

Having no further business, Chair Zimmerman adjourned the Board of Trustees meeting.