



USF Board of Trustees

Monday, February 21, 2022
Microsoft Teams Meeting @ 12pm

A G E N D A

Chair Will Weatherford convened the Board of Trustees special meeting. He welcomed everyone and asked Kiara Guzzo to call the roll.

Kiara Guzzo called the Roll:

Trustee Tim Boaz
Trustee Sandy Callahan
Trustee Mike Carrere
Trustee Julia Cunningham
Trustee Rogan Donnelly – Did not participate
Trustee Mike Griffin
Trustee Oscar Horton
Trustee Lauran Monbarren- Did not participate
Trustee Les Muma – Did not participate
Trustee Shilen Patel
Trustee Fred Piccolo
Trustee Melissa Seixas
Trustee Will Weatherford

I. New Business – Action Items

FL 101 – Acceptance of Performance-Based Funding (PBF) and Preeminence Data Integrity Audit & Approval of Data Integrity Certification

Executive Director and Chief Internal Auditor Virginia Kalil Presented.

Pursuant to Florida Statute 1001.706(5)(e) and former Board of Governors Chair Kitson’s letter to University Presidents and University Board of Trustees Chairs dated June 14, 2021, the USF Office of Internal Audit (IA) conducted internal audits of PBF and Preeminence Data Integrity. The primary audit objectives for both audits were to:

- Determine whether the processes and internal controls established by the university ensure the completeness, accuracy, and timeliness of data submissions which support the performance measures.
- Provide an objective basis of support for the President and Board of Trustees Chair to sign the representations included in the Data Integrity Certification.

The Board of Governors requires the acceptance of the audit results and the approval of the Data Integrity Certification by the Board of Trustees, with submittal to the Board of Governors by March 1, 2022.

Chair Weatherford requested a motion to approve which was given by Trustee Callahan and second by Trustee Carrere. FL 101 was approved.

FL 102 - Ratification of MOU between USF and AFSCME

The MOU is a one-year agreement extending the parties' contract through June 30, 2023. It limits the parties' negotiations for the year 2022-23 to the "Wages" article and up to two other articles of the parties' choice.

Summary of the provisions:

A. One-Time Lump Sum Bonus

- USF will provide a pool sufficient to award a two percent (2%) one time, lump-sum, performance-based bonus to eligible employees, based on their current annual base wage.
- The one-time bonuses will not be added to employees' base wage or otherwise constitute a recurring obligation.
- To be eligible for the bonus employees must meet all the eligibility criteria:
 - a. Employee must have been employed by March 13, 2020;
 - b. Employee must be actively employed on the effective date of the bonus;
 - c. Employee must not have an open Performance Improvement Plan (PIP);
 - d. Employee must not have an overall performance rating of "needs improvement" or "unsatisfactory" on most recent evaluation of record; and
 - e. Employee's supervisor must certify that the employee took on new or increased duties or responsibilities associated with responding to, or otherwise ensuring continuity of operations during, the COVID-19 pandemic.

B. 2021-22 Base Increase

- A 1.5% merit base increase to bargaining unit employees who, since on or before July 1, 2021, have been continuously employed by the University in an established position and who are actively employed by the University at the time the merit base increase becomes effective.
- Employee eligibility criteria:
 - a. They do not have an overall rating of “Needs Improvement” on their evaluation of record; and
 - b. They do not have an open Performance Improvement Plan.

C. Tuition Benefit Program

- Section 18.2 of the CBA will be modified to allow eligible full-time bargaining unit employees to elect to transfer their tuition waiver eligibility, for up to six (6) undergraduate credit hours of instruction per term (Fall, Spring, or Summer), to a dependent child, spouse, or domestic partner at USF.
- Program definitions, details, operation, eligibility requirements, and funding levels shall be as determined by USF, and consistent with the requirements of Florida Statutes. The planned effective date would be beginning the Fall 2022 semester.

Trustee Seixas made a comment concerning discussions for the next version of the contract.

Chair Weatherford requested a motion to approve which was given by Trustee Horton and seconded Trustee Seixas. FL 102 was approved.

FL 103 – Ratification of MOU between USF and PBA

Senior Associate General Counsel Craig Dawson presented.

The University of South Florida and the West Central Florida Police Benevolent Association (“PBA”) have reached a tentative agreement on a Memorandum of Understanding (“MOU”) detailing a proposed bonus and dependent tuition waiver program. PBA notified the University on January 26, 2022, that it has ratified the MOU. Ratification by the Board is required for the MOU to go into effect.

The MOU provides for a potential one-time bonus of up to 2 percent of the base annual wage rate of bargaining unit employees who took on new or increased duties or responsibilities associated with responding to, or otherwise ensuring continuity of operations during, the COVID-19 pandemic—as certified by the Chief of Police or designee—provided they meet certain eligibility criteria and are in good standing.

Consistent with pending amendments to USF Regulation 4.0108, which covers out-of-unit employees, the MOU also allows the transfer of an in-unit employee’s tuition waiver eligibility to a spouse, domestic partner, or dependent child for the purpose of enrolling in eligible undergraduate courses. The University will retain discretion regarding program details and operation, eligibility requirements, selection, and funding levels. As such, this provision of the MOU does not entail any financial impact, though the University may adjust funding levels based on level of interest in the program and other factors, as appropriate.

Chair Weatherford requested a motion for approval which was given by Trustee Piccolo and seconded by Trustee Griffin. FL 103 was approved.

Having no further business, Chair Weatherford thanked everyone for participating and adjourned the meeting.