



Governance Committee
September 14, 2023
FIU, Modesto A. Maidique Campus, Tamiami Hall, Multipurpose Room

MINUTES

1. Call to Order and Chair's Remarks

The Florida International University Board of Trustees' Governance Committee meeting was called to order by Board Chair Roger Tovar at 12:17 PM on Thursday, September 14, 2023.

General Counsel Carlos B. Castillo conducted roll call of the Governance Committee members and verified a quorum. Present were Trustees Roger Tovar, *Board Chair*; Carlos A. Duarte, *Board Vice Chair*; Francis A. Hondal; and Chanel T. Rowe (*Zoom*).

Trustees Natasha Lowell and Marc D. Sarnoff were excused.

The following Board members were also in attendance: Trustees Cesar L. Alvarez, Noël C. Barengo, Dean C. Colson, Alan Gonzalez, Gene Prescott, and Alexander P. Sutton.

2. Approval of Minutes

Board Chair Tovar asked if there were any additions or corrections to the minutes of the Governance Committee meeting held on June 15, 2023. Hearing none, a motion was made and unanimously passed to approve the minutes of the Governance Committee meeting held on June 15, 2023.

3. Action Item

Ratification of the Reopener to the 2021-2024 Florida International University Board of Trustees and the United Faculty of Florida-FIU Collective Bargaining Agreement

Provost and Executive Vice President Elizabeth M. Bejar presented the reopener to the 2021-2024 Florida International University Board of Trustees (BOT) and the United Faculty of Florida (UFF)-FIU Collective Bargaining Agreement for Committee review. Provost Bejar indicated that representatives of the BOT and UFF-FIU have engaged in collective bargaining and reached an agreement on the reopener to the 2021-2024 BOT-UFF Collective Bargaining Agreement. She added that based on said reopener, the parties have agreed, pending BOT ratification, on the following salary increases and one-time non-recurring payments: effective August 12, 2023, for the academic year 2023-2024, all eligible employees who were employed prior to January 1, 2023, and who are continuously employed through August 12, 2023, and are not in receipt of a notice of termination or non-reappointment shall receive an increase to their nine-month base salary of five percent (5%) or \$5,000.00, whichever is greater, or an increase to their 12-month base salary of five percent (5%) or \$6,692.31, whichever is greater, and a one-time, nonrecurring inflationary relief payment of \$3,000.00. Provost Bejar noted that said salary increase and non-recurring inflationary

relief payment will be paid the first full pay period following the ratification by both parties. She pointed out that the UFF-FIU ratified the wage reopener by unanimous vote. Provost Bejar commented that the proposed change to the Employee Performance Evaluation Policy, was amended to include that “The teaching evaluation may not be based primarily on student sources when additional sources have been made available to the evaluator(s).” She remarked that language was also added to Appendix A to clarify position classifications and scrivener’s errors pertaining to order of items and other language were also corrected.

A motion was made and unanimously passed that the FIU Board of Trustees Governance Committee recommend that the FIU Board of Trustees (BOT) ratify the reopener to the 2021-2024 Collective Bargaining Agreement between the BOT and the United Faculty of Florida (UFF-FIU).

4. New Business

No new business was raised.

5. Concluding Remarks and Adjournment

With no other business, Board Chair Roger Tovar adjourned the meeting of the Florida International University Board of Trustees Governance Committee on Thursday, September 14, 2023 at 12:21 PM.