

Executive Committee of the Board of Trustees of Northeastern Illinois University  
**Special Meeting Minutes**

May 8, 2023

A Special Meeting of the Executive Committee of the Board of Trustees of Northeastern Illinois University was convened via video conference on Monday, May 8, 2023. Board Chair, José Rico, called the meeting to order at 1:00 p.m. This meeting was conducted via video conference in accordance with the Governor's Disaster Proclamation and Executive Order 2023-07 issued on April 28, 2023.

**Roll was called and the following Trustee Committee members were present:** Marvin Garcia; J. Todd Phillips; and José Rico

**Other Trustees present:** Betty Fleurimond; Ann Kalayil; and Paula Wolff

**Also present:** Gloria Gibson, President; G. A. Finch, University Counsel; and Natalie Brouwer Potts, Acting Assistant Secretary to the Board

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**Opportunity for Public Comment in Accordance with P.A. 91-0715**

Chair Rico announced the opportunity for public comment. Nine registrations were received and six presentations were made.

1. **Olivia Perlow**, as NEIU community member  
**Topic:** state of the University
2. **Christina Bueno**, Latino/a/x Latin American Studies Program  
**Topic:** discussion of HIS status
3. **Tim Scherman**, as self  
**Topic:** on the interim President search and process
4. **Nancy Matthews**, as NEIU community member  
**Topic:** concerns about the rapid reorganization of colleges at NEIU and the implications for student success
5. **Lauren Meranda**, on behalf of the Art + Design Department  
**Topic:** concerns about the reorganization
6. **Essam Elshafie**, as faculty in the Department of Accounting, Business Law and Finance  
**Topic:** concerns and recommendations in relation to selecting an interim President and the search for a President

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**Motion to Convene in Closed Session**

At 1:20 p.m. Trustee Phillips, seconded by Trustee Garcia, moved to convene in Closed Session pursuant to Sections 2(c)1 and 2(c)2 of the IL Open Meetings Act to discuss personnel and collective bargaining matters.

Discussion: there was no discussion

Roll was called and the vote was as follows:

Garcia: Yes                  Phillips: Yes                  Rico: Yes

The motion carried.

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### **Motion to Reconvene in Open Session**

At 3:00 p.m. Trustee Garcia, seconded by Trustee Phillips, moved to reconvene in Open Session. The motion carried by acclamation.

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### **Action Item: Consideration and Possible Action on the Contract Between the University and University Professionals of Illinois (UPI) Local 4100**

Trustee Garcia, seconded by Trustee Phillips moved pursuant to a recommendation from the President to approve the contract between the University and University Professionals of Illinois (UPI) Local 4100 on the terms presented.

### **Length of Agreement and Wages**

- Four-year agreement, expiring on August 15, 2026.
- Compensation is as follows:
  - **FY 23**
    - 3.25% ATB
    - \$1,000 one-time payment to all UPI represented employees, prorated
  - **FY 24**
    - 2.5% ATB
    - \$500 ATB on the base
  - **FY 25**
    - 3.0% ATB
    - \$65,000 for compression and equity payments
    - Additional 1% to base if the total amount of state appropriations and tuition increases by 5% from 2023 to July 1, 2025.
  - **FY 26**
    - 3.0% ATB
    - \$65,000 for compression and equity payments
    - Additional 1% to base if the total amount of state appropriations and increased tuition increases by 7% from 2023 to July 1, 2025.
- Excellence Awards restarted with \$60,000 set for awards

### **Highlights of Other Agreed Language**

- Office Hours – Guaranteed to have a minimum of 25% of office hours on campus
- Agreement on flexible schedule for remote work
- Professional Development requirements to include DEI focused work
- Pilot Program for one year to address concerns related to Student Advising
- Workload generally remained the same
- Parties came to understanding to continue addressing issues of coordinators
- Came to agreement on definitions of teaching modalities, with latitude to reassess through shared governance process
- Agreement on student teaching advising and supervision

*(Action Item, con't.)*

**Financial Impact**

- The first-year incremental cost is \$2,007,274
- The four-year incremental cost is \$7,630,478

Discussion: Trustees thanked members of all negotiating teams and offered their congratulations.

Roll was called and the vote was as follows:

Garcia: Yes                  Phillips: Yes                  Rico: Yes

The motion carried.

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**Old / New Business**

Chair Rico asked if there was any old or new business. Hearing none, there was no further business.

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**Motion to Adjourn**

At 3:10 p.m. Trustee Garcia, seconded by Trustee Phillips, moved to adjourn. The meeting was adjourned by acclamation.

Respectfully submitted,

José Rico, Board Chair  
Natalie Brouwer Potts, Acting Assistant Board Secretary  
Approved May 8, 2023