

**April 20, 2026 Special Board Meeting Minutes**

The meeting was called to order by Chair Blake Benson at 3:30 p.m. on April 20, 2026. The meeting was held virtually via Zoom. Proper notice was given according to the law.

MEMBERS PRESENT:        Blake Benson, Chair                    Matt Crocker                    Neelima Parasker  
   Diana Mendoza, Vice Chair        John Dicus                      Kathy Wolfe Moore  
   Pamela Ammar                        Alysia Johnston

**Act on Memorandum of Agreement Between University of Kansas and Its Faculty Union, the United Academics of KU, AFT-AAUP, AFL-CIO**

John Yeary, General Counsel, reviewed the Memorandum of Agreement (MOA) between the University of Kansas and its faculty union, United Academics of KU, following the union’s certification in May 2024 under the Public Employer-Employee Relations Act. General Counsel Yeary explained that the parties engaged in more than 60 bargaining sessions and reached tentative agreement on March 5, 2026, with union membership ratifying the agreement on March 26. The three-year agreement, consisting of 34 articles and several side letters, addresses standard employment matters as well as academic freedom, shared governance, promotion and tenure, post-tenure review, workload, compensation, discipline, grievance procedures, and sabbaticals. General Counsel Yeary noted that the agreement largely codifies existing university practices and aligns with KBOR policy, with limited adjustments to accommodate current budget provisos. Board members asked clarifying questions regarding workload alignment, caregiving provisions, and retiree benefits, and university representatives confirmed consistency with existing policy and practice.

Regent Alysia Johnston moved to approve the memorandum of agreement. Regent Wolfe Moore seconded the motion. The motion carried.

**Adjournment**

Chair Benson adjourned the meeting at 3:44 p.m.

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Blake Flanders, President and CEO

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Blake Benson, Chair