

Memorandum of Understanding Article 23 Salaries

This Memorandum of Understanding is entered into this 22nd day of September, 2008, between the University of Central Florida Board Of Trustees ("Board of Trustees") and the United Faculty of Florida ("UFF").

WHEREAS, the UFF is the certified bargaining agent for a unit of employees of the University of Central Florida;

WHEREAS, the parties are currently engaged in collective bargaining negotiations;

WHEREAS, the parties desire to implement certain salary increases without waiving future rights to bargain with respect to wages and other terms and conditions of employment.

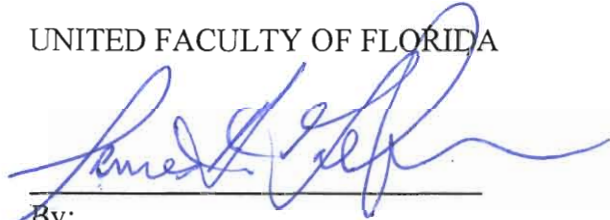
NOW THEREFORE, the parties agree as follows:

1. Effective August 8, 2008, the Board of Trustees shall implement promotion salary increases in an amount equal to 9.0% of the employee's previous year's base salary rate in recognition of promotion during 2007-2008 to Associate in _____, and Assistant University Librarian, Associate Professor, Associate Scholar/Scientist/Engineer, Associate University Librarian, Professor, Scholar/Scientist/Engineer, and University Librarian.
2. Effective October 3, 2008, the Board of Trustees shall provide a one time bonus of \$1,000 to each educational and general (E&G) funded employee who was in an employment relationship with the university on July 1, 2008, whose most recent annual evaluation, if provided, was *Satisfactory* or above, and who remained in the department/unit on the date that this MOU was signed. If the employee's position is less than 1.0 FTE, the bonus shall be prorated. Contract and grant (C&G) and auxiliary funded employees are also eligible, but any bonuses provided in such cases shall be paid from the appropriate contract, grant, or auxiliary revenues.
3. Effective October 3, 2008, the Board of Trustees shall provide to all departments and equivalent units a pool of funds equal to one percent (1.0%) of the E&G salaries, as of September 1, 2008, of all of their E&G funded employees to award merit based pay increases to employees who were in an employment relationship with the university on July 1, 2008, whose most recent evaluation was *Satisfactory* or above, and who remain in the department/unit on the date that this MOU was signed. Merit increases will be distributed proportionately in a ratio of .5 for *Satisfactory*, 1.0 for *Above Satisfactory*, and 1.7 for *Outstanding*. Contract and grant (C&G) and auxiliary funded employees are also eligible, but any increases provided in such cases shall be paid from the appropriate contract, grant, or auxiliary revenues. Employees employed in 2007 and not evaluated shall be provided with an evaluation for that

period and be eligible for a merit increase. An employee who was first employed in 2008 shall not receive a merit increase.


4. Neither party will interpret this Memorandum of Understanding as waiving, nor will this Memorandum of Understanding be in any way deemed to waive, any rights either party may have to bargain with respect to wages and other terms and conditions of employment, except as specifically set forth herein;
5. A joint email announcement of this MOU shall be sent to all in-unit employees stating, "The UCF Board of Trustees and the United Faculty of Florida are pleased to announce that they have agreed to implement promotion raises effective August 8, 2008 for employees promoted in 2007-2008, a \$1,000 one-time employee bonus effective October 3, 2008, and a 1% pool of funds to award merit based pay increases to eligible employees effective October 3, 2008. The parties continue to negotiate on the terms of a new Collective Bargaining Agreement, including evaluations, summer appointment, disciplinary action, and salary issues."

UNITED FACULTY OF FLORIDA


By: _____

Date: 09-22-08

UCF BOARD OF TRUSTEES


By: _____

Date: 9-22-2008