

Memorandum of Understanding Article 23 Salaries

This Memorandum of Understanding is entered into this 7th day of December, 2007, 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 ~~faculty and certain non-faculty~~ employees of the University of Central Florida;

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

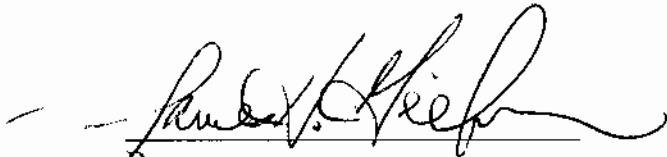
WHEREAS, the parties desire to implement certain faculty award programs without waiving future rights to bargain with respect to wages and other terms and conditions of employment.

NOW THEREFORE, the parties agree as follows:

1. The Board of Trustees will implement the Pegasus Professor and Excellence Awards as described in Article 23.6(d)(2) and 23.6(d)(3) for the 2007-2008 academic year;
2. 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;
3. 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 the Pegasus Professor and Excellence Award programs for 2007-2008. The parties continue to negotiate on the terms of a new Collective Bargaining Agreement, including evaluations, summer appointment, disciplinary action, and 2007-2008 salary issues."

UNITED FACULTY OF FLORIDA

UCF BOARD OF TRUSTEES


By: _____


By: _____

Date: December 7, 2007

Date: December 7, 2007