

## **Memorandum of Understanding Article 23 Salaries**

This Memorandum of Understanding is entered into this \_\_\_\_ 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 \_\_\_\_\_, Assistant University Librarian, Associate Professor, Associate Scholar/Scientist/Engineer, Associate University Librarian, Professor, Scholar/Scientist/Engineer, or University Librarian.
2. Effective October 3, 2008, the Board of Trustees shall provide a one time bonus of \$1,000 to each employee who was in an employment relationship with the university on July 1, 2008 and whose 2007 annual evaluation, if provided, was *Satisfactory* or above. If the employee’s position is less than 1.0 FTE, the bonus shall be prorated.
3. Effective October 3, 2008, the Board of Trustees shall provide a one percent (1%) merit pay increase to each employee who was in an employment relationship with the university on July 1, 2008 and whose 2007 annual evaluation, if provided, was *Satisfactory* or above.
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% merit pay increase 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

UCF BOARD OF TRUSTEES

\_\_\_\_\_  
By:

\_\_\_\_\_  
By:

Date: \_\_\_\_\_

Date: \_\_\_\_\_