

Memorandum of Understanding
Article 23 Salaries

This Memorandum of Understanding is entered into this 21st day of March, 2019, 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 have reached agreement on salary increases for 2018-2019 and 2019-2020;

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

NOW THEREFORE, the parties agree as follows:

1. Effective August 23, 2019, for the 2018-2019 year, the Board of Trustees shall provide a two percent (2%) across-the-board pay increase to each employee who was in an employment relationship with the university on January 11, 2019, and whose most recent annual evaluation, if provided, was *Satisfactory* or above. This increase shall be distributed beginning on the September 13, 2019, pay date.
2. Effective May 10, 2019, for the 2018-2019 year, the Board of Trustees shall provide a one-time bonus of \$2,250 to each employee eligible for the across-the-board pay increase. This bonus shall be distributed on May 10, 2019.
3. Effective September 20, 2019, for the 2019-2020 year, the Board of Trustees shall provide a one and one quarter (1.25%) percent increase to each eligible employee who was in an employment relationship with the university prior to May 7, 2019, who remains in a continual employment relationship at the date of implementation and whose most recent annual evaluation, if provided was *Satisfactory* or above. This increase shall be distributed beginning on the October 11, 2019, pay date.
4. Effective September 20, 2019, for the 2019-2020 year, the Board of Trustees shall provide an additional one and one quarter (1.25%) percent increase to each eligible employee who was in an employment relationship with the University prior to May 7, 2019, who remains in a continual employment relationship at the date of implementation, and whose most recent annual evaluation, if provided, was *Satisfactory* or above. This increase shall be distributed beginning on the October 11, 2019, pay date. This additional increase is contingent upon the university receiving new recurring funding legally available to be expended on faculty salaries in excess

of the prior year's base funding. If insufficient funding is received, this provision shall become void, and the parties shall re-open negotiations.

5. From the date of ratification of this document through August 31, 2020, the University may provide Administrative Discretion Increases up to one and one-half percent (1.5%) of the total salary rate of employees who were in an employment relationship with the University on May 7, 2018. Any Administrative Discretion Increase provided to contract and grant (C&G) employees, any court-ordered or court-approved salary increase, any prevailing wage adjustment for the purpose of qualifying for immigration status, or any salary increase to settle a legitimate, broad-based employment dispute shall not be subject to the terms and limitations of this Section.
 - (a) The University may provide Administrative Discretion Increases for verified written offers of outside employment, special achievements, merit, compression and inversion, equity and market equity considerations, and similar special situations to employees in the bargaining unit.
 - (b) Administrative Discretion Increases for verified written offers of outside employment shall not contribute to the calculation of the salary rate.
 - (c) UFF Notification. At least 14 days prior to the effective date of any such increase, the University shall provide to the UFF a written notification of the increase which states the name of the employee, the rank and discipline of the employee, the amount of the increase, and the reason for the increase.
 - (d) The University's ability to provide Administrative Discretion Increases shall expire August 31, 2020 and shall not become part of the status quo.
6. 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;

UNITED FACULTY OF FLORIDA

UCF BOARD OF TRUSTEES

By:

By: