

**Memorandum of Understanding
Article 23 Salaries**

This Memorandum of Understanding is entered into this 29th day of October, 2019, between the University of Central Florida Board of Trustees ("Board of Trustees") and the University of Central Florida Chapter of 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 agreed to a salary increase for the 2019-2020 year that consisted of a 1.25% across-the-board pay increase to each eligible employee who was in an employment relationship with the university prior to May 7, 2019, who remained in a continual employment relationship at the date of implementation and whose most recent annual evaluation, if provided was *Satisfactory* or above. This increase was distributed beginning on the October 11, 2019, pay date;

WHEREAS, the parties agreed to an additional salary increase for the 2019-2020 year that consisted of a 1.25% across-the-board increase to each eligible employee who was in an employment relationship with the University prior to May 7, 2019, who remained in a continual employment relationship at the date of implementation, and whose most recent annual evaluation, if provided, was *Satisfactory* or above. This increase would have been distributed beginning on the October 11, 2019, pay date. This additional increase was contingent upon the University's receiving sufficient new recurring legislative or performance funding to fund the salary increase for the 2019-2020 budget year. For base increases, the annual funding must be from new recurring funds able to be expended on faculty salaries in excess of the prior year's base funding.;

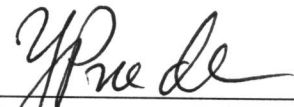
WHEREAS, the parties desire to resolve and conclude all wage issues for the 2019-2020 year.

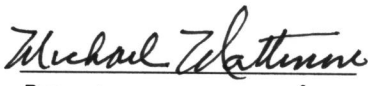
NOW THEREFORE, the parties agree as follows:

1. Effective upon ratification of this document, the Board of Trustees shall provide a \$1000 one-time payment to each eligible employee who was in a continual 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 evaluation, if provided, was *Satisfactory* or above. This one-time payment will be distributed on the November 22, 2019, pay date.
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 other terms and conditions of employment, except as specifically set forth herein;
3. The parties agree that by signing this MOU, the parties have concluded all wage issues for the 2019-2020 year, and waive any rights to grieve the provisions herein.

UNITED FACULTY OF FLORIDA

UCF BOARD OF TRUSTEES


By: Giovanna Pineda
Chief Negotiator
10/29/19


By: Michael Mattimore
Chief Negotiator
October 29, 2019