

MOU Preeminent Achievement One Time Payment

This Memorandum of Understanding (“MOU”) is entered into by and between the University of Central Florida Board of Trustees (“BOT”) and the UCF Chapter of the United Faculty of Florida (“UFF”) for the purpose of providing the Bargaining Unit with a one-time payment so as to thank the bargaining unit for the tremendous job they’ve done in assisting UCF achieve the preeminence criteria.

WHEREAS in an email dated September 20, 2025, President Alexander Cartwright announced to the bargaining unit that our “Trajectory to Preeminence [was] Made Possible by You;”

WHEREAS we believe President Cartwright and the Provost wish to reward in-unit faculty with a one-time payment as a thank you for getting UCF to the metrics of preeminent status;

WHEREAS in the same email he committed himself in “Investing in You” by “prioritizing” a one-time payment; however we believe the one-time payment should be the following:

A one-time payment of \$5,000 for employees earning under \$125,000 annually and \$4,500 for employees earning over \$125,000 annually to non-unit employees;

WHEREAS this MOU aims to achieve the goal of thanking all employees for the remarkable job in getting UCF to preeminent status as expressed by President Cartwright and in his actions for out of unit employees in his September 20, 2025 email;

WHEREAS the BOT and UFF will continue to negotiate Article 23 Salary,

WHEREAS this MOU once successfully bargained, signed and later ratified, UCF should make every effort to meet President Cartwright’s distribution deadline by December 19, 2025.

One-time payment for 2025-2026. Effective November 21, 2025 (distributed on pay date December 12, 2025), the university shall provide a one-time payment to each Education and General (E&G) employee who was in a continual, non-OPS employment relationship with the university on May 7, 2025; whose 2024-2025 annual evaluation, if provided, was Satisfactory or above; and who remains employed by the university in an in-unit position at the date of implementation. Those otherwise eligible employees who did not receive an annual evaluation for 2024-2025 will be assigned a Satisfactory rating for the purpose of this payment. If an employee’s position is less than 1.0 FTE, the one-time payment shall be prorated.

For each eligible employee, the one-time payment amount shall be determined using the following table:

Salary (at 1.0 FTE) as of May 7, 2025	One-time Payment
Less than \$125,000	\$5,000
\$125,000 or more	\$4,500

Charles H. Reilly, BOT Representative

Robert Cassanello, UFF Representative

33

34

35