

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into by and between the University of Central Florida (“UCF”) Board of Trustees (“BOT”) and the UCF Chapter of the United Faculty of Florida (“UFF”) for the purpose of providing a merit salary increase to all otherwise eligible Education and General (“E&G”) employees who were in a continuous, non-OPS employment relationship with the university on September 30, 2025, and who remain in a continual in-unit employment relationship with the university in Fall 2026.

WHEREAS UFF is the certified bargaining agent for a unit of employees at UCF;

WHEREAS the parties agreed to a three-percent merit increase for continuing in-unit employees who were in a continuous, non-OPS employment relationship with UCF as of May 7, 2025;

WHEREAS in-unit E&G employees hired between May 8, 2025, and September 30, 2025, would not be eligible for the merit salary increase that became effective on August 14, 2026, and is to be distributed on pay date September 4, 2026; and

WHEREAS the university also wishes to provide a similar increase to in-unit employees who have been in a continuous in-unit employment relationship with UCF since at least September 30, 2025;

The parties agree to amend the 2025-2027 CBA as specified in the following terms:

- CBA 23.3 (c) shall be implemented as specified in the 2025-2027 CBA.
- A new section, CBA 23.3 (d), shall amend Article 23.3 of the 2025-2027 CBA as follows:

(d) Effective October 23, 2026 (and distributed on pay date November 13, 2026), each eligible Education and General (E&G) employee shall receive at least a 3% increase to the employee’s salary. This merit increase will be calculated using the employee’s total salary as of August 13, 2026. An employee shall be eligible if the employee’s 2025-2026 annual evaluation, if provided, was Satisfactory or above; the employee began a continual, non-OPS employment with the university between May 8, 2025, and September 30, 2025; and the employee remains in a continual in-unit employment relationship with the university on October 23, 2026. Employees in 2025-2026 who otherwise meet the qualifications above and who were not evaluated shall be assigned a Satisfactory rating for the purpose of this increase and shall be eligible for the increase.

- This MOU shall remain in effect through the duration of the 2025-2027 CBA.

Representing UCF BOT

Representing UFF-UCF