

MEMORANDUM OF UNDERSTANDING BETWEEN
THE UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
AND THE UNITED FACULTY OF FLORIDA

WHEREAS, on April 18, 2007 representatives of the United Faculty of Florida (“UFF”) and the Director of the P.K. Yonge signed a Salary Agreement between the P.K. Yonge Developmental Research School Director and the United Faculty of Florida Representatives (“the Agreement”); and

WHEREAS, representatives of UFF and University of Florida Board of Trustees (the “Trustees”) met on April 24, 2007 to discuss implementation of the Agreement;

NOW, THEREFORE, the parties agree that P. K. Yonge faculty members shall receive the following salary increases during the 2006–07 academic year:

1. Except for faculty members hired in the 2006-2007 academic year, P.K. Yonge faculty shall receive a 3% across-the-board raise to their base salary rate as of September 30, 2006 in addition to the 3% already received, for a total increase of 6% to the September 30, 2006 base salary rate of eligible faculty members.
2. Promotion raises of 9.0% shall be awarded to eligible P.K. Yonge faculty members.
3. Increases to a faculty member’s base salary based on a higher degree obtained by the faculty member shall continue to be implemented in accordance with current practice.
4. Faculty members hired prior to the 2006–07 academic year shall receive an additional market-equity increase, as necessary, to raise their base salary rate to a level at least commensurate with that of the 2006–2007 Alachua County School Board Salary Schedule. Faculty members hired during the 2006–07 academic year shall receive a base salary rate at least commensurate with that of the 2006–2007 Alachua County School Board Salary Schedule.
5. Additional increases in amounts agreed to by the BOT and the UFF shall be provided to begin to correct internal salary inequities among P. K. Yonge faculty members.
6. Current salary supplements for additional duties shall remain in place and continue to be paid in manner designated by affected faculty. The parties commit to including a schedule of salary supplements available to P.K. Yonge faculty in any future collective bargaining agreement covering P.K. Yonge faculty.

Approved: Michael Mattinno
For the University of Florida
Board of Trustees

Approved: Chris Smoljan
For the United Faculty of Florida

Date: May 3, 2007

Date: April 30, 2007

7. All salary increases shall be to the faculty member's base salary rate on September 30, 2006 and shall be effective retroactive to October 1, 2006.

8. Salary increases shall be implemented as soon as practicable but no later than May 30, 2007, and shall remain in effect until a salary agreement for the 2007–2008 academic year is reached and becomes effective.

9. The Trustees shall provide to the UFF a report listing each faculty member and the amount of that faculty member's raise by category for the UFF's review and approval prior to input into the payroll system. Such approval shall be either given or denied by UFF within (2) two days of receipt of the report. If denied, mutually satisfactory corrections shall be made prior to input into the payroll system. Should UFF fail to respond within two days, UFF will be deemed to agree to the indicated raises and to have waived the right to challenge implementation of such increases. Attached to this report shall be a copy of the complete Alachua County School Board Schedule of Salaries and a full list of additional duties and salary supplements currently available to P. K. Yonge faculty.

10. All hires for the 2007–2008 academic year shall be paid consistent with the 2006–2007 Alachua County School Board Salary Schedule.

11. The following provisions shall henceforth govern P. K. Yonge salary supplements and the assignment of extra periods:

(a) P. K. Yonge faculty members shall receive salary supplements for the extracurricular activities and in the amounts agreed to by the Trustees and the UFF, under the following conditions:

- (1) The activity has been assigned to the faculty member by the Director;
- (2) Faculty members shall receive a separate salary supplement for each assigned activity;
- (3) Specific salary supplement information on all supplements shall be provided to the P. K. Yonge faculty before the beginning of the academic year; and
- (4) Salary supplements are not to be included in the base salary rate upon which future salary increases are calculated.

(b) Extra Period. When the Director or designee determines that an additional teaching period(s) is needed in a specific course offering, the Director or designee shall post the position and request volunteers. If no in-field faculty member volunteers, the Director or designee may appoint an out-of-field qualified volunteer. Among the factors to be considered in the equitable selection of faculty for such an assignment shall be the following:

Approved: Michael Watterson
For the University of Florida
Board of Trustees

Approved: Chris Frydye
For the United Faculty of Florida

Date: May 3, 2007

Date: April 30, 2007

- (1) areas of certification;
- (2) prior teaching assignments;
- (3) supplemental positions held;
- (4) faculty member's most recent evaluation;
- (5) prior additional teaching period assignments.

Faculty selected to teach an additional period(s) shall receive their regular salary plus a supplement of twenty (20%) percent of the faculty member's daily rate of pay for each additional teaching period.

Approved: Michael Mattiune
For the University of Florida
Board of Trustees

Approved: Chris Fryer
For the United Faculty of Florida

Date: May 3, 2007

Date: April 30, 2007