

MEMORANDUM OF UNDERSTANDING

The University of Florida Board of Trustees (hereafter, the "Trustees") and the United Faculty of Florida (hereafter, the "UFF") hereby agree to the following Memorandum of Understanding on Salaries.

WHEREAS the Trustees and the UFF are engaged in ongoing collective bargaining negotiations and acknowledge that negotiations for a collective bargaining agreement will not be completed and ratified in a manner that will allow for a timely implementation of wage and salary increases for 2007–2008; and

WHEREAS the Trustees and the UFF agree that it would be in the interest of all parties to administer as much of the 2007–2008 salary package as the parties have agreed to but without waiving other rights to bargain with respect to wages and other terms and conditions of employment;

NOW, THEREFORE, the parties agree as follows:

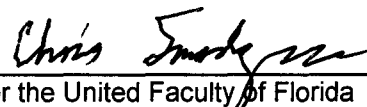
1. The parties shall continue to bargain over salary provisions in an effort to reach a mutually satisfactory agreement on those issues. However, the parties have agreed to the provisions in paragraphs 2 through 6, below, and shall implement those immediately.
2. Non-recurring Wage Increase for 2007–2008. All eligible members of the bargaining unit shall receive a non-recurring single payment of one thousand dollars (\$1,000), from which the applicable taxes and withholdings will be deducted, effective November 1, 2007. To be eligible for this bonus, the bargaining unit member shall have been employed (on either a nine-month academic-year basis or a twelve-month calendar-year basis) on July 1, 2007 and employed on October 31, 2007.
3. Promotion Increases. Members of the bargaining unit who are promoted to the rank of Associate Professor, Clinical Associate Professor, University School Associate Professor, Associate Curator, Senior Lecturer, Associate in _____, Associate Scholar, Associate Scientist, Associate Engineer, Associate University Librarian, Professor, Clinical Professor, University School Professor, Curator, Master Lecturer, Senior Associate in _____, Scholar, Scientist, Engineer, or University Librarian shall receive a recurring promotion salary increase of nine percent (9%) of their previous year's base salary as of June 30, 2007. Twelve (12)-month faculty shall receive the promotion salary increase effective July 1, 2007 and nine-month faculty shall receive the promotion salary increase effective August 16, 2007.
4. Sustained Performance Pay Plan. Salary increases for 2007–2008 determined through the Sustained Performance Pay Plan (SPPP) shall be granted in the amount equal to nine percent (9%) of the faculty member's previous year's base salary as of June 30, 2007. Twelve (12)-month faculty shall receive the SPPP salary increase effective July 1, 2007 and nine-month faculty shall receive the SPPP

Approved:



For the University of Florida
Board of Trustees

Approved:



For the United Faculty of Florida

Date:

September 21, 2007

Date:

September 21, 2007

salary increase effective August 16, 2007.

5. Neither party shall interpret this Memorandum of Understanding as waiving, nor shall 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.

6. Individual wage adjustments may be provided as permitted by the status quo.

7. This Memorandum of Understanding will take effect as of the date signed by the University of Florida Board of Trustees and the United Faculty of Florida.

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

Approved: Chris Johnson
For the United Faculty of Florida

Date: September 21, 2007

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