

MEMORANDUM OF AGREEMENT

This memorandum of agreement (MOA) is entered into this 16th day of November, 2017 between the Florida Gulf Coast University Board of Trustees ("FGCU") and the United Faculty of Florida - FGCU Chapter ("UFF").

Whereas, the UFF is the certified bargaining agent for all in-unit faculty of the Florida Gulf Coast University;

and

Whereas, consistent with the bargaining efforts engaged in between FGCU and UFF and the resulting terms, the parties desire to provide the salary increases for promoted faculty from the 16-17 academic year promotion process.

Now, therefore the parties agree as follows:

- 1) Promotion-related raises will be paid effective 8/7/2017 to faculty who were approved by the President for promotion in rank effective AY 2017-2018.
- 2) Barring unforeseen circumstances, the above referenced raises will be paid as soon as practical, but no later than 12/22/17.
- 3) Bargaining related to other raises will continue according to CBA guidelines.
- 4) This Memorandum of Agreement is non-precedent setting with regard to implementing a section of an article prior to ratification of the Collective Bargaining Agreement by both parties.

Effective upon acceptance of this MOA by the FGCU and UFF, the University will notify all in-unit faculty who will receive promotion-related raises.

UNITED FACULTY OF FLORIDA

Morgan T. Paine
By: Morgan T. Paine, MFA
UFF-FGCU Chapter Co-President

Date: November 17, 2017

Win Everham
By: Win Everham, PhD
UFF-FGCU Chapter Co-President

Date: 11/17/2017

FGCU BOARD OF TRUSTEES

Robert Gregerson
Robert Gregerson, PhD
Acting Provost

Date: 11/17/2017