

**MEMORANDUM OF AGREEMENT**

This memorandum of agreement (MOA) is entered into this 17 day of December, 2019 between the Florida Gulf Coast University Board of Trustees ("BOT") and the United Faculty of Florida - FGCU Chapter ("UFF").

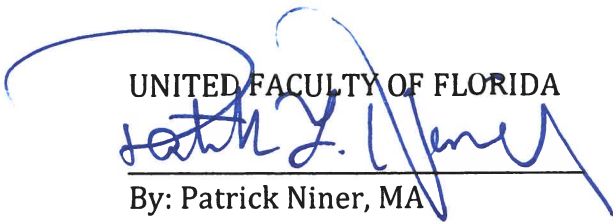
Whereas, the UFF is the certified bargaining agent for all in-unit faculty of the Florida Gulf Coast University.

The parties agree to suspend the two-Article per party limit for the 2019-2020 reopener. This allows the flexibility to continue discussion(s) on the following topics:

- Deadlines for completion of a compression and inversion study, a diversity bias study of salaries and promotions, and a market study of faculty compensation
- Automatic minimum base salary increases tied to cost of living increases
- Merit-based salary increases for highest ranked faculty
- Recurring professional development funding
- Paid family leave

This MOA does not obligate the parties to reach an agreement on any of these topics during 2019-2020 bargaining.

UNITED FACULTY OF FLORIDA

  
By: Patrick Niner, MA  
UFF-FGCU Chapter Co-President

Date: 12/4/19

  
By: Scott Michael, PhD  
UFF-FGCU Co-President

Date: 12/4/19

FGCU BOARD OF TRUSTEES

  
Tony A. Barringer, EdD  
Associate Provost

Date: 12/4/19