

## INTERIM AGREEMENT

Article 18 of the collective bargaining agreement between the University Administration and the UFF sets forth the agreed upon criteria and the sole basis for annual performance evaluations. In an effort to better explain how to apply the contractual criteria to the specific departments/disciplines, the parties agreed to delegate the development of such explanations to the various departments through the system of bylaws.

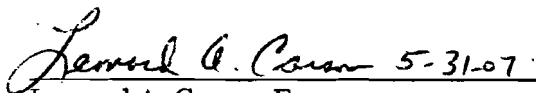
The parties are now engaged in negotiations for the 2007-08 collective bargaining agreement. For various reasons, only four (4) departments (History, Political Science and Public Administration, Public Health, and the Library) have thus far completed the process of producing such evaluation bylaws. Several other departments are at various stages of development.

Accordingly, and in order to provide a satisfactory method for the uniform application of the contractual evaluation criteria, the parties have negotiated the attached Model Performance Evaluation By-law. The parties have also agreed to the following for the purpose of the 2006-07 annual performance evaluation:

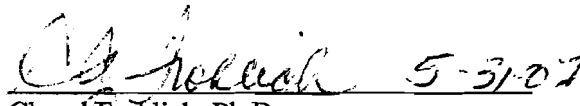
1. The four (4) departments (History, Political Science and Public Administration, Public Health, and the Library) with performance evaluation bylaws approved in accordance with the contractual procedure will use those bylaws for their annual performance evaluations.
2. All remaining departments will use the attached Model Performance Evaluation Bylaw to apply the contractual criteria set forth in Article 18 of the collective bargaining agreement. Performance evaluations must be completed in compliance with Article 18.
3. All departments which have not completed the bylaws adoption process shall continue in such effort, unless the department prefers to continue to use the Model Performance Evaluation Bylaw in lieu of a department specific bylaw.

FOR THE  
UNIVERSITY ADMINISTRATION:

FOR THE  
UNITED FACULTY OF FLORIDA:

 5-31-07

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