

MEMORANDUM OF UNDERSTANDING

WHEREAS the University of North Florida Board of Trustees (hereafter, the “Board”) and the United Faculty of Florida (hereafter, the “UFF”) are engaged in collective bargaining negotiations covering wages, hours, and others terms and conditions of employment for members of the General Faculty bargaining unit; and

WHEREAS The Board and the UFF acknowledge progress in these negotiations but recognize that negotiations for a Collective Bargaining Agreement will not likely be completed prior to the date both parties desire the promotion increases to be effective; and

WHEREAS, the Board and the UFF agree that it would be in the interest of the University of North Florida to implement promotion increases for the 2004–2005 academic year (AY), without delay;

NOW, THEREFORE, the Board and the UFF agree to the following:

1. In recognition of promotion to one of the ranks described below, promotion increases shall be distributed as follows:

Assistant Professor
Associate Professor
Professor
Assistant University Librarian
Associate University Librarian
University Librarian.

A. First, the salary rate on August 9, 2004 shall be increased by two and one-half percent (2.5%).

B. Second, the salary rate, as adjusted in Section A above, shall be increased by ten percent (10.0%).

2. This MOU is a good faith resolution that developed during the course of collective bargaining negotiations and, as such, is intended to be without precedent or prejudice to either the Board or the UFF. Neither the Board nor the UFF shall interpret this Memorandum as waiving, nor shall it in any way be deemed to waive, any rights either party may have to bargain with respect to wages or other terms and conditions of employment.

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

Bruce Fortado
Chief Negotiator
United Faculty of Florida

Leonard A. Carson
Chief Negotiator
UNF Board of Trustees