

MEMORANDUM OF UNDERSTANDING

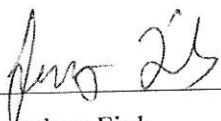
Comes Now, the Board of Trustees of the University of West Florida (BOT) and the United Faculty of Florida at the University of West Florida (UFF) and agree to the following:


Whereas, the BOT and UFF are engaged in collective bargaining for a 2014-2015 contract;


Whereas, the BOT and UFF have reached the instant understanding regarding wages for fiscal year 2015-2016;

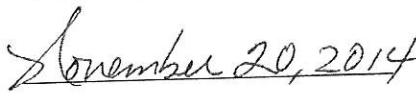
Therefore, the BOT and UFF agree to the following:

1. The BOT agrees that in the event certain conditions are obtained, as defined herein, it will provide a One and Nine-Tenths percent (1.9%) recurring wage increase to the base salary of the faculty members of the UFF-UWF bargaining unit with an effective date of August 8, 2015 for nine-month faculty and an effective date July 1, 2015 for twelve-month faculty.
2. To be eligible for the One and Nine-Tenths percent (1.9%) wage increase all of the following conditions must be met:
 - a. The employee must be continuously employed in faculty pay status from July 1, 2014 until the effective date of the wage increase,
 - b. The University must have received additional Performance Based Funding (above the restoration of the 2014-2015 withheld funds) for the 2015-2016 budget year in an amount equal to or greater than the cost of the wage increase, and
 - c. The employee must not have been issued a notice of non-reappointment or termination prior to the effective date of the wage increase.


Jonathan Fink
Chief Negotiator, UFF


Date


Michael Mattimore
Chief Negotiator, UWF


Date