

MEMORANDUM OF UNDERSTANDING

WHEREAS the UNF administration and Board of Trustees desires to recognize the efforts of faculty for having “navigated numerous challenges demonstrating strength, courage and resiliency, while continuing to provide our students with exceptional academic opportunities and a vibrant campus experience” (Past-President David Szymanski, 9.16.21).

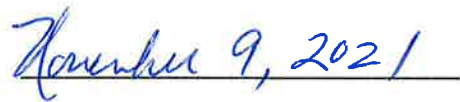
WHEREAS the UNF administration and Board of Trustees previously “set aside funds for a one-time lump sum payment in the amount of \$1,500, less applicable taxes and withholdings, for all budgeted employees (A&P, executive service, faculty, support and police employees) in this fiscal year” (Past-President David Szymanski, 9.16.21).

THEREFORE, the UNF Board of Trustees and the UFF-UNF agree to the following:

- (1) In-unit faculty occupying or hired into an in-unit position as of June 30, 2021 who continue to be employed as of the date the UNF Board of Trustees ratifies this Memorandum of Understanding shall receive a non-recurring one-time payment in the amount of \$1,500, pro-rated per each faculty member’s FTE up to a maximum of 1.0 FTE, subject to applicable taxes and withholdings. Faculty who were on a visiting appointment as of December 2020 and who remain on a visiting appointment at the time of ratification shall also receive this payment. The following faculty members are not eligible for the payment:
 - a. A faculty member who was issued a notice of non-reappointment.
 - b. A faculty member who is on a visiting appointment except as described above.
- (2) Eligible faculty shall receive the payment no later than December 17, 2021, unless ratification does not occur with sufficient time to process the payment by that date.
- (3) UNF and UNF-UFF agree that time is of the essence for this Memorandum of Understanding and will ratify it expeditiously.



UNF-BOT



Date



UNF-UFF

11.9.21

Date