

Memorandum of Understanding
Faculty Compensation for the 2021-2022 Academic Year

Section 1. Across-the-Board Increase to Base Compensation

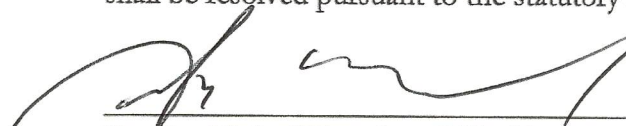
Full-time faculty will receive a 5.5% across the board increase to establish the employee's new base compensation, effective July 24, 2021.

Following the generation of the first payroll with the new base salary rates, the College will issue payment for retroactive pay to compensate for the new base salary rates from July 24, 2021 or the employee's hire date, whichever is later; provided, however, that the faculty member must remain employed by the College as of the date of payment by the College to be entitled to the higher base compensation and the retroactive pay.

The compensation increase set forth in this Memorandum is only effective for base compensation, and shall have no impact on any overload, supplemental, or other compensation earned or paid for the 2021-2022 Academic Year.

Section 2. Compensation Beyond Academic Year 2021-2022

Compensation adjustments, if any, beyond the 2021-2022 Academic Year are subject to negotiation between the parties. The parties agree to continue to negotiate salary issues – including discussing salary schedules, compression issues, workdays and hours, differential pay for critical need areas, and any other relevant related issues – for Academic Year 2022-2023 and beyond; provided that no party shall be compelled to agree to any specific proposal and provided that any impasse in such negotiations shall be resolved pursuant to the statutory impasse procedure.



For the United Faculty of Florida

4-1-2022

Date



For Pasco-Hernando State College

4-1-2022

Date