

MEMORANDUM OF UNDERSTANDING

Pasco-Hernando State College and the United Faculty of Florida, representing the employees in the bargaining unit established in PERC Certification 1930, hereby enter this Memorandum of Understanding. The parties agree as follows:

1. Salary for current full-time faculty will be in accordance with the attached spreadsheet, to be effective for the 2022-2023 Academic Year, with retroactive pay if ratified after the start of the Academic Year.

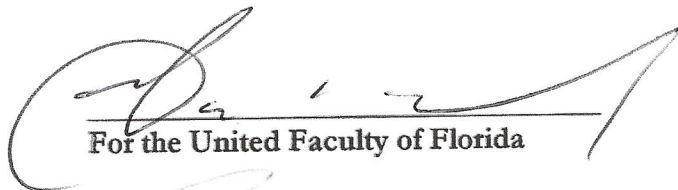
2. Faculty are entitled to sick leave as set forth in Section 1012.865 of the Florida Statutes. Sick leave shall be accrued and used at the same rate (i.e., one day of sick leave is equivalent to 8 hours for purposes of accrual and use).

3. For purposes of awarding prior years of experience for newly hired faculty members, changes made to original salary may only be made once all verification has been completed. Faculty will have until the end of the Spring semester of employment to submit all verification of prior service. After verification is complete, the faculty member will receive retroactive pay for the contract salary.

4. Due to the critical need, the parties agree that the College will pay nursing faculty a stipend of \$10,000 for the 2022-2023 Academic Year, with this amount to be prorated if hired after the start of the Academic Year.

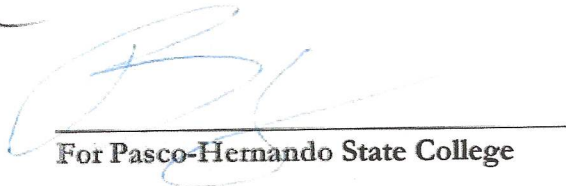
5. The College will implement a small pilot Faculty Mentoring Program for the 2022-2023 and 2023-2024 Academic Years. Three full-time faculty members, one in each Division, will be appointed a faculty mentor. The mentor must agree to a two-year commitment, assuming

satisfactory performance, and will receive a stipend of \$500 for each semester. The College will determine the specific parameters, expected duties, and clear, measurable outcomes for mentors and mentees.



For the United Faculty of Florida

8/23/22
Date



For Pasco-Hernando State College

Aug 23, 2022
Date