

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. Contingent on the state budget passing and PHSC receiving the currently anticipated state funding, the parties agree as follows:

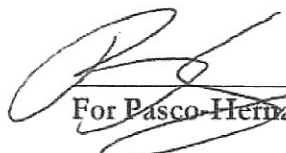
1. For Academic Year 2023-2024, full-time faculty will receive a 5% increase to their current salary. Faculty who began after January 1, 2023 will receive a 2.5% increase.
2. In September 2023, full-time faculty will receive a one-time 2% non-recurring payment.
3. Beginning with Academic Year 2023-2024, the rates applicable to course development will be increased by 10% for each level.
4. If the College receives additional funding, the College may, at its discretion, elect to continue to pay nursing faculty up to a \$10,000 stipend for Academic Year 2023-2024 for purposes of recruitment and retention. If paid, this amount will be prorated for faculty hired after the start of the academic year.
5. With the exception of the course development increases, the compensation increases and one-time payment set forth in this Memorandum are only effective for base compensation, and shall have no impact on any overload, supplemental, or other compensation earned or paid for the 2023-2024 Academic Year.
6. Beginning in the Fall 2023 Semester, a joint committee will be formed with representatives from faculty and administration for purposes of reviewing and analyzing compensation, load, contract expectations, or other relevant related issues. Any future changes to compensation will be subject to collective bargaining requirements. Half of the committee will be appointed by the administration and half of the committee will be appointed by the union. The committee will meet at least three times in the Fall 2023 semester and will produce a report of their suggestions by March 29, 2024.
7. In the event the state budget is rejected or the College does not receive the currently anticipated funding from the budget, the parties will meet to negotiate compensation for Academic Year 2023-2024.



For the United Faculty of Florida

6/6/2023

Date



For Pasco-Hernando State College

June 5, 2023

Date