

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this 24 day of March, 2014 between the Florida Gulf Coast University Board of Trustees ("FGCU") and United Faculty of Florida – FGCU Chapter ("UFF").

WHEREAS, the UFF is the certified bargaining agent for all in-unit faculty of the Florida Gulf Coast University; and


WHEREAS, the parties' Collective Bargaining Agreement (CBA), at Article 14, provides for the submission and approval of a College's PECAP, and the advancement of its effective date; and

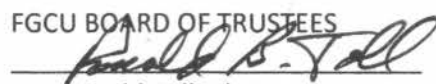
WHEREAS, the College of Arts & Sciences Performance Evaluation Criteria and Process was duly approved by the University President or his representative on February 14, 2014; and

WHEREAS, the parties hereto, pursuant to the authority granted to them in CBA section 14.2 E (3) desire to advance the effective date to the 5th day of May 2014 , upon a finding that such date is in the best interests of the College of Arts and Sciences, the University, and UFF-FGCU chapter.

NOW, THEREFORE, the parties do hereby agree as follows:

1. In consideration of the parties' mutual agreement to make May 5, 2014 the effective date of the CAS PECAP, the parties enter into this Agreement by affixing their signature below.
2. The parties acknowledge and agree that CAS faculty shall be advised of the effective date of the CAS PECAP in a manner agreeable to both parties.
3. The parties acknowledge that the original of this Agreement shall be kept with the original, signed PECAP in accordance with the provision of CBA article 10.3 A (3)c , which provides that "Approved criteria and standards, and revisions thereof, shall be kept on file in the college/unit office."
4. The parties further agree that any revisions to the CBA PECAP shall be made only in accordance with the enabling provisions of the parties' Collective Bargaining Agreement.

UNITED FACULTY OF FLORIDA

 By: Elizabeth Elliott, Ph.D.
 UFF-FGCU Chapter President

FGCU BOARD OF TRUSTEES

 By: Ronald Toll, Ph.D.
 Provost and Vice President for
 Academic Affairs

Date: 3/24/14

Date: 3/24/14