

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding ("MOU") is entered into by and between the University of Central Florida Board of Trustees ("UCF") and the UCF Chapter of the United Faculty of Florida ("UFF") for the purpose of correcting an unintended, ambiguous sentence in Article 10 of the 2024-2027 UCF BOT-UFF Collective Bargaining Agreement ("CBA").

WHEREAS UFF is the certified bargaining agent for a unit of employees of the University of Central Florida;

WHEREAS the parties recently concluded collective bargaining negotiations for a 2024-2027 CBA;

WHEREAS the UFF recently conducted a ratification vote and the 2024-2027 CBA, which was ratified by the UFF on October 31, 2024;

WHEREAS the Board of Trustees ratified the 2024-2027 CBA on December 5, 2024;

WHEREAS the 2024-2027 CBA has yet to be printed and distributed in printed form;

WHEREAS the parties agree that the sentence in Article 10.10 of the 2024-2027 CBA as currently ratified: "The evaluation period for research may be longer than one year, if specified, to distinguish between ratings of Conditional and Unsatisfactory in any area of assignment" was intended to read as it was stated in the 2021-2024 CBA: "The evaluation period for research may be longer than one year if specified in the approved Annual Evaluation Standards and Procedures. The evaluation period used to distinguish between ratings of Conditional and Unsatisfactory in any area of assignment may be longer than one year.";

The parties agree to replace the unintended, ambiguous sentence currently in place with the intended language from the 2021-2024 CBA in the printed 2024-2027 CBA.

Signed this 24th day of February, 2025.

**Charles H. Reilly**  
Digitally signed by  
Charles H. Reilly  
Date: 2025.02.24  
11:56:40 -05'00'

Charles H. Reilly, UCF-BOT Representative

**Robert Cassanello**  
Digitally signed by  
Robert Cassanello  
Date: 2025.02.24  
11:32:38 -05'00'

Robert Cassanello, UCF-UFF Representative