

**Memorandum of Understanding**  
**Salary Adjustments for P.K. Yonge faculty**

The University of Florida Board of Trustees and the United Faculty of Florida at the University of Florida agree, subject to ratification of UFF membership and the UFBOT, to adjust the salaries of faculty members at the P.K. Yonge Developmental Research School according to the following provisions:

- 1) Effective October 1, 2022, there shall be a raise pool of 4% for PKY faculty eligible for merit salary increases as specified in paragraph 7 below;
- 2) Performance adjustments, as specified in Appendix E of the 2021-2024 Collective Bargaining Agreement, shall be included in the 4% raise pool allocation;
- 3) Any remaining funds from the 4% raise pool allocation after the total performance adjustment amounts are determined shall be distributed equally among PKY faculty;
- 4) In addition to the 4% raise pool allocation, PKY faculty shall each receive a one-time \$1000 distribution;
- 5) In addition to the one-time payment in paragraph 4, the sixteen PKY faculty mutually identified by UFF and UFBOT shall receive an additional one-time \$1000 distribution;
- 6) In addition to the one-time payments in paragraphs 4, the three PKY faculty mutually identified by UFF and UFBOT shall receive an additional one-time \$500 distribution;
- 7) To be eligible for merit raise consideration, performance adjustments or a one-time distribution, PKY faculty must have received a 2021-2022 annual evaluation by PKY administration. Faculty must not have: received a notification of non-renewal, layoff, or ending of time-limited appointment; received discipline, in the form of a written reprimand or suspension, during calendar year 2022; been put on a performance improvement plan; or submitted their resignation.

Ryan Fuller 12/6/2022 | 4:25 PM EST  
UFFBOT Representative Date

Maria Jitha 12/17/2022 | 9:39 AM EST  
UFF Representative Date