

Memorandum of Understanding

Regarding 22.3 (C)

The parties hereby agree that the following replaces Article 22.3 (C) as presented in the current (2004 – 2007) Collective Bargaining Agreement.

Eligibility for Sabbaticals.

Faculty shall be eligible for the sabbaticals described in 22.3B (1), (2) and (3) above as follows: full-time tenured employees with at least six (6) years of full-time service and twelve (12) years for the 2/3-pay sabbaticals. An employee may apply for a sabbatical in the sixth year of full time service. An employee who is compensated through a contract or grant may receive a sabbatical only if the contract or grant allows a sabbatical and the employee meets all other eligibility requirements.

Robert F. Walker

For UFF

12-9-05

Date

James A. Malik

For USF

12/9/05

Date