

**MEMORANDUM OF UNDERSTANDING BETWEEN
EASTERN FLORIDA STATE COLLEGE
AND
THE UNITED FACULTY OF FLORIDA**

This Memorandum of Understanding ("MOU") is entered into by and between the Eastern Florida State College District Board of Trustees (EFSC-BOT) and the Brevard Chapter of the United Faculty of Florida (UFF-Brevard). This MOU supplements Article 10 (Professional Development), Article 11 (Tenure), and Appendix J, *Faculty Professional Development and Advancement* (formerly Appendix H), of the 2024-2027 Collective Bargaining Agreement (Revised August 2026) for the limited purpose of clarifying the implementation of the revised Appendix J.

The Parties mutually agreed to revise Appendix H by removing the Professional Activity Classifications previously identified as:

- Commitment to the College (CC)
- Commitment to the Profession (CP)
- Commitment to the Community (CM)

The Parties further agree that the removal of these classifications eliminates any requirement that professional development activities be completed within multiple categories.

Accordingly, effective with the Fall 2026 academic term and upon ratification of the 2024-2027 Collective Bargaining Agreement (Revised August 2026):

1. Faculty members satisfying the requirements for Maintenance of Continuing Contract (MCC) under Article 10 shall no longer be required to complete activities from two or more Professional Activity Classifications. Faculty may satisfy MCC requirements by completing the required number of qualifying activities identified in Appendix J, without regard to any former classification category.
2. Non-tenured faculty seeking tenure under Article 11 shall no longer be required to demonstrate participation in activities from multiple Professional Activity Classifications. Professional development activities submitted in support of tenure shall be evaluated based upon the criteria and requirements contained in the Collective Bargaining Agreement and the applicable appendix, without regard to any former classification category. The point value assigned to each activity shall be determined using the version of the Faculty Professional Development and Advancement Appendix that was in effect at the time the activity was completed.

3. Any reference in Articles 10, 11, Appendix J, College forms, guidance documents, or administrative procedures requiring activities from specific Professional Activity Classifications shall be considered inoperative for the duration of this Agreement.

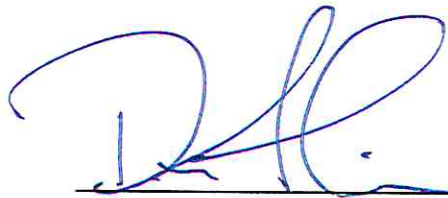
The Parties agree that this Memorandum is intended solely to clarify the implementation of the revised Appendix J and shall not otherwise modify the number of professional development activities required for Maintenance of Continuing Contract, tenure eligibility, promotion in pay grade, or any other provision of the Collective Bargaining Agreement.

This Memorandum shall remain in effect through the expiration of the current Collective Bargaining Agreement unless modified, extended, or incorporated into a successor agreement by mutual written agreement of the Parties.

IN WITNESS WHEREOF, the Parties have caused this Memorandum of Understanding to be executed by their duly authorized representatives on this 28th day of July 2026.



Ms. Kelli Leslie, Chapter President
UFF-Brevard



Dr. Dustin Files, Chief Negotiator
UFF-Brevard



Dr. Phil Simpson, VP, Academics & Student Affairs
EFSC-CLO