MEMORANDUM OF AGREEMENT
BETWEEN
THE FLORIDA STATE UNIVERSITY BOARD OF TRUSTEES
AND
THE UNITED FACULTY OF FLORIDA – FACULTY UNIT

Parental Leave

WHEREAS, the Florida State University Board of Trustees ("Board") and the United Faculty of Florida ("UFF") seek to enhance recruitment efforts and retain faculty; and

WHEREAS, the Board and the UFF seek to provide a parental leave benefit in a fiscally responsible manner,

NOW, THEREFORE, the Board and the UFF agree to the following:

1. No more than once during the career of a faculty member at the University, he or she shall be granted, upon request, a paid parental leave not to exceed six (6) months when the faculty member becomes a biological parent or a child is placed in the faculty member's home per adoption. Paid parental leave will not be granted to two individuals for one birth or adoption. This benefit applies only to faculty members who are paid by E&G Salary.

2. A faculty member who utilizes this benefit shall have the total number of hours used deducted from his or her sick, and/or annual leave balance if applicable, upon separation from the University. A faculty member whose sick and/or annual leave balance is insufficient to cover this leave shall not be responsible for repayment of the parental leave. A faculty member eligible for a leave payout upon separation shall have parental leave deducted from his or her gross total accrued leave balance using sick leave first prior to calculation of the leave payout.

3. The faculty member must return to University employment for at least one (1) academic year following participation in the program. Agreements to the contrary must be reduced to writing prior to participation. Return of salary received during the program shall be required in those instances where neither of the above is satisfied.

4. Paid leave shall not be granted that relieves the faculty member of both teaching and service assignments for more than one semester. This memorandum does not prohibit deans or chairs from modifying duty assignments before and after the paid leave.

5. This memorandum of understanding shall become effective July 1, 2006, subject to its subsequent ratification by both parties. It shall be in effect for births and adoption placements occurring on or before June 30, 2008. At that time utilization rates and program costs during the time period in which this memorandum is in effect will be assessed. Also at that time, this leave benefit will no longer be available to new participants until the parties reach agreement on new terms through the collective bargaining process.

For FSU-BOT:

Joyce A. Ingram 6/23/06
Joyce A. Ingram Date
Chief Negotiator
The Florida State University
Board of Trustees

For the UFF:

23 June 2006
Theodore P. Baker Date
Chief Negotiator
The United Faculty of Florida
Florida State University Chapter