

PROPOSAL

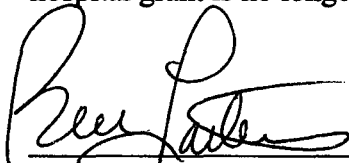
December 13, 2006

PROPOSAL

The Board of Trustees and the United Faculty agree to the following:

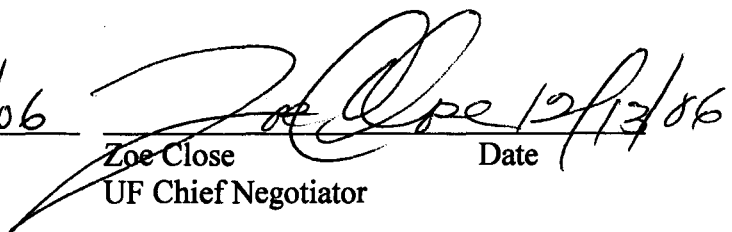
The maximum initial step placement of Step 4 is moved to Step 10 for all faculty under the following conditions:

- a. Initial step assignment beyond Step 4 on the current 10 month and 11 month salary schedules only pertains to full time faculty with a contract hire date on or after 1/16,2007.
- b. For allied health instructors only, two (2) steps on the salary schedule will be credited for every one (1) year of clinical experience, up to a maximum of Step 10.
- c. Any hospital grant that subsidizes nurses' salaries (that is included in the total annual base salary), is not considered a permanent amount of the total annual salary when the hospital grant is no longer in effect.



Dr. Ben Lastimado
Chief Negotiator

12/13/06
Date



Zoe Close
UF Chief Negotiator

Date

