

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

This Memorandum of Understanding 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 8.2 of the 2024–2027 Collective Bargaining Agreement (Revised August 2025) for the purpose of clarifying the application within the workdays of the Basic Academic-Year Contract.

Article 8.2 in the 2024-2027 CBA (Revised August 2025), as it pertains to the Basic Academic-Year Contract, provides as follows:

The Basic Academic-Year Contract for full-time faculty members is defined as follows: 160 days of class sessions, final examinations, and advisement time, plus a maximum of four (4) administrative days, plus one (1) day for attendance and participation in one Commencement ceremony. The total number of contract days during the Basic Academic-Year Contract (excluding State-approved holidays) shall not exceed 165 days per year.

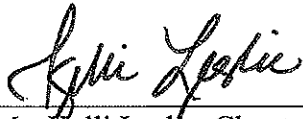
Accordingly, solely for the purpose of the calendar adjustments, the Parties clarify the application of Article 8.2 as follows:

The Basic Academic-Year Contract for full-time faculty members (excluding State and College-approved holidays) shall not exceed 165 days per year. The contract days are defined as follows:

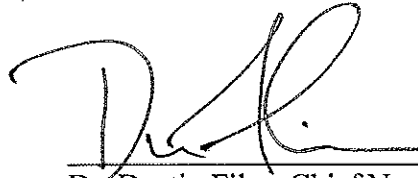
1. 160 workdays (Monday through Friday), which include:
 - a. Thursday and Friday preceding the first day of the Fall semester for class preparation.
 - b. Thursday and Friday preceding the first day of the Spring semester for class preparation.
 - c. Class sessions.
 - d. Advisement time.
 - e. Final examinations during the last week of the part-of-term or semester.
2. Four (4) administrative days:
 - a. One (1) on the Wednesday preceding the first day of the Fall semester.
 - b. One (1) during the Fall semester.
 - c. One (1) on the Wednesday preceding the first day of the Spring semester.
 - d. One (1) during the Spring semester.
3. One (1) day for attendance and participation in one College or Program Commencement ceremony.

For the Fall semester, the Monday, Tuesday, and Wednesday preceding the State-designated Thanksgiving holiday shall be classified as College-approved holidays.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed by their duly authorized representatives on this 18th day of March 2026.



Ms. Kelli Leslie, Chapter President
UFF-Brevard



Dr. Dustin Files, Chief Negotiator
UFF-Brevard



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