

TENTATIVE AGREEMENT

The Collective Bargaining Negotiation Teams established by New College of Florida ("New College") and the New College United Faculty of Florida ("UFF") have reached Tentative Agreement for resolution of all issues for the 2007-2008 academic year. The agreements will be implemented only if ratified by the New College Board of Trustees and membership of the UFF.

New College and the UFF have reached Tentative Agreement regarding the following articles of the Collective Bargaining Agreement ratified for the 2006-2007 academic year:

1. The parties agreed to implement the Legislatively authorized \$1,000.00 one time bonus effective November 1, 2007. The parties entered into a Memorandum of Understanding regarding implementation of the bonus and the bonus has been distributed to members of the bargaining unit.
2. The parties agreed upon a revision to Article 17 regarding leave without pay. The edited revision is attached hereto as Exhibit A.
3. The parties agreed upon a revision to Article 17 regarding domestic partner benefits and to a definition of "domestic partners". The edited revision and definition are attached hereto as Exhibit B.
4. The parties agreed upon a revision to Article 28 regarding providing of copies of the Collective Bargaining Agreement by New College to UFF. The edited revision is attached hereto as Exhibit C.
5. The parties agreed upon a salary enhancement package that achieves the non-binding four (4) percent goal set in the 2006-2007 Collective Bargaining Agreement. The package is an "equity" model using the minimum starting salary of members of the faculty as a base with percentage increases for years in service and promotions. The package increases the minimum starting salary for faculty from \$51,500 to \$54,500. Each member of the bargaining unit would receive at least a three (3) percent increase. Members of the unit who are not faculty would receive the average increase. The increases will take effect upon ratification of the Collective Bargaining Agreement and, if the Collective Bargaining Agreement is ratified, will be implemented retroactive to December 1, 2007. The schedule and description of the package is attached hereto as Exhibit D.

For New College of Florida:

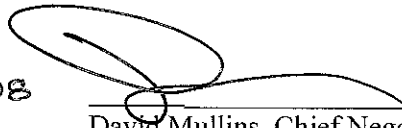


Steve Pfeiffer, Chief Negotiator

Jan. 7, 2008

Date

For UFF:

 1/7/08

David Mullins, Chief Negotiator

Date

EXHIBIT A

**Proposed Revision to Article 17 Allowing College to Pay Full Benefits
During Period of LWOP**

This is a New Paragraph:

17.11

- (f) College Contribution to Employee Benefits During Period of Leave Without Pay.

If an employee is seeking to be placed on leave without pay status in order to pursue academic or community service activities that contribute significantly to the mission of the College by furthering the academic and community service missions of the College, enhancing the College's academic standing, or enhancing the academic standing of the employee, the College shall pay the employer's contribution to the employee's health care insurance during the period of the leave.

EXHIBIT B

Revisions to Paragraph 17.08 (a) (2) b

- b. In the following sections 2, 3, and 4, "immediate family" includes the spouse or domestic partner and the grandparents, parents, brothers, sisters, children, and grandchildren of both the employee and the spouse or domestic partner, dependents living in the household, and others deemed appropriate by the supervisor. Sick leave shall be authorized for the following:

Add the following definition to the Definitions Section as number 12, renumbering subsequent paragraphs.

- 12. "Domestic partners" means two individuals who live together in a long-term relationship of indefinite duration. There must be an exclusive mutual commitment similar to that of marriage, in which the partners agree to be financially responsible for each other's welfare and share financial obligations.

EXHIBIT C

Revisions to Section 28.5

28.5 Copies of this Agreement.

The College agrees to provide a number of copies of the ratified Agreement every year, equal to number of members of the bargaining unit plus ten, to the UFF ~~with 75 copies of the ratified agreement per year~~ for distribution to employees, and to provide a copy to each new employee upon hiring. The cost for printing additional copies of ~~these documents~~ shall be borne equally by the parties. The UFF agrees to distribute copies of ~~theis~~ Agreement to ~~current~~ employees ~~in the unit~~ when ~~theis~~ Agreement is ratified. In addition, the College shall provide ~~a machine-readable~~ an electronic copy of the ~~ratified~~ Agreement and ~~all Supplements~~ to the UFF, and post ~~theis~~ Agreement and ~~all supplements~~ on the College website.

EXHIBIT D

Salary Equity Model

Assistant Professor	Associate Professor	Professor
fixed increment \$300	fixed increment \$300	fixed increment \$300
percent increment 0.35%	percent increment 0.35%	percent increment 0.35%
Yrs in rank Salary	Yrs in rank Salary	Yrs in rank Salary
1 \$54,500	1 \$62,098	1 \$72,294
2 \$54,991	2 \$62,616	2 \$72,807
3 \$55,483	3 \$63,135	3 \$73,362
4 \$55,977	4 \$63,656	4 \$73,919
5 \$56,473	5 \$64,179	5 \$74,477
6 \$56,971	6 \$64,703	6 \$75,038
7 \$57,470	7 \$65,230	7 \$75,601
	8 \$65,758	8 \$76,165
	9 \$66,288	9 \$76,732
	10 \$66,820	10 \$77,300
	11 \$67,354	11 \$77,871
	12 \$67,890	12 \$78,443
	13 \$68,427	13 \$79,018
	14 \$68,967	14 \$79,595
	15 \$69,508	15 \$80,173
	16 \$69,508	16 \$80,754
	17 \$69,508	17 \$81,336
	18 \$69,508	18 \$81,921
	19 \$69,508	19 \$82,508
	20 \$69,508	20 \$83,097
	21 \$69,508	21 \$83,687
	22 \$69,508	22 \$84,280
	23 \$69,508	23 \$84,875
	24 \$69,508	24 \$85,472
	25 \$69,508	25 \$86,072
	26 \$69,508	26 \$86,673
	27 \$69,508	27 \$87,276
	28 \$69,508	28 \$87,882
	29 \$69,508	29 \$88,489
	30 \$69,508	30 \$89,099
		31 \$89,711

increment assumed for years as for promotion associate to before to associate promotion 9.0% 9 9.0%

Definition: Year 1 is the year of hire or promotion to the indicated rank No equity adjustments for years in rank are made for associate professors who have been in rank for more than 15 years

Proposal: An additional Equity Adjustment effective on the date of signing of the agreement or other date to be agreed upon, and prorated for the remainder of the fiscal year, would be calculated using the Equity Model to the left. Every faculty member's salary would be adjusted to equal his/her Equity Model salary, but in no case would the total adjustment to the 8/7/2007 salary be less than 3.00%

Annualized salaries adjusted for the Equity Adjustment are referred to as 2007/8 Final Salaries The average Percentage Adjustment to 8/7/07 Salary for faculty calculated in this way is: 3.93%

Salaries for visiting faculty and non-faculty members of the bargaining unit exclusive of faculty members whose appointments were expected to be of only 1 year duration were calculated by adding a raise of 3.93%