

**MEMORANDUM OF UNDERSTANDING
REGARDING PROGRAM MANAGER COMPENSATION**

Lake-Sumter State College (“Employer”) and the United Faculty of Florida (“Union”), representing the employees in the bargaining unit established in PERC Certification 1948, hereby enter into this Memorandum of Understanding regarding Program Manager compensation. The parties agree as follows:

1. Program Managers will receive the following stipends:

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|----|--|---------|
| a. | Program Manager Base Stipend (9 month): | \$3,250 |
| b. | Program Manager Summer Stipend | \$750 |
| c. | Stipend for supervision of full-time faculty | \$1,000 |
| d. | Stipend for seeking/maintaining external accreditation | \$1,000 |

2. Program Manager stipends will be paid out over six pay periods per semester. These pay periods shall be the pay periods staff are scheduled to be paid their course overload for full semester courses.

3. Program Managers will also receive three credit hours of reassigned time for each fall and spring semester.

4. The annual professional development cap will be increased to \$3,000 for each Program Manager.

5. Program Managers who are contracted to manage more than one program will receive an additional stipend of \$2,000 and an additional three credit hours of reassigned time.

6. The duties and responsibilities of the Program Manager, as may be revised from time to time, will be established by the Employer and made available to each Program Manager in a written position description. The College shall provide written notice to all program managers at least three calendar months ahead of implementing duties and responsibilities. The written notice will describe the changes in duties and the planned date of implementation.

7. Future changes to Program Manager compensation, if any, are subject to any applicable collective bargaining obligations in accordance with Chapter 447 of the Florida Statutes.

8. This memorandum shall become effective with the 2019-2020 Academic Year.

For the United Faculty of Florida,

_____ Date

For Lake-Sumter State College,

_____ Date