Docusign Envelope ID: ED8857F7-8E2B-8CC4-82A5-8EBD58D716B3

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

2026 Fall Break Leave and 2026 Winter Break Leave

WHEREAS, The Florida State University Board of Trustees (hereinafter "Board") and the United Faculty of Florida (hereinafter "UFF") agree to implement a leave policy for November and December 2026;

NOW, THEREFORE, it is understood and agreed, as follows:

1. The Board acknowledges the obligation to bargain wages, hours, and other terms and conditions of employment pursuant to Chapter 447, Florida Statutes.

2. With regard to the November 2026 Fall Break, and December 2026 Winter Break, the UFF agrees to the Board implementing the Fall and Winter Breaks for in-unit faculty members as follows:

Wednesday, November 25, 2026	Fall Break Holiday
Thursday, November 26, 2026	University Holiday
Friday, November 27, 2026	University Holiday
Monday, December 21, 2026	Winter Break Holiday
Tuesday, December 22, 2026	Winter Break Holiday
Wednesday, December 23, 2026	Winter Break Holiday
Thursday, December 24, 2026	Winter Break Holiday
Friday, December 25, 2026	University Holiday
Monday, December 28, 2026	Winter Break Holiday
Tuesday, December 29, 2026	Winter Break Holiday
Wednesday, December 30, 2026	Winter Break Holiday
Thursday, December 31, 2026	Winter Break Holiday
Friday, January 1, 2027	University Holiday

3. The University Fall Break and Winter Break holidays are paid holidays. Generally speaking, the University will be closed during this time; however, essential services of the University must continue. Additionally, there may be special circumstances in which a faculty member is required to work, including faculty members who are required to teach joint college courses as normally scheduled. Any 12-month Faculty required by the department head to work during the Fall Break may earn compensatory leave that will be paid out in December unless used, or retained to use by the end of the fiscal year, before the last day of the pay period for the which the compensatory payout occurs. Any 12-month Faculty required by the department head to work during the Winter Break days may earn "Winter Break" compensatory leave to be used by the end of the fiscal year.

4. A primary goal for Winter Break is to optimize our utility management. It is the intent of the University to close down all facilities to the extent possible. Faculty should contact their supervisors, if necessary, regarding access to University facilities and resources required for their critical work and research during this time period. The University will work with faculty

Docusign Envelope ID: ED8857F7-8E2B-8CC4-82A5-8EBD58D716B3

members to provide reasonable facilities accommodations in support of their critical work and research while balancing the University's need for utility management.

5. This agreement regarding the November 2026 Fall Break and December 2026 Winter Break policy, or any prior winter break policy, shall not constitute a precedent with respect to any future break leaves or for the resolution of any other disputes between the parties, nor by entering into this agreement shall the UFF waive or relinquish any right it may have to enforce its contract with respect to any future disputes.

For the Board:

DocuSigned by:
Renisha Gibbs
92F8A6F2F0744A1...
8/26/2026 | 3:04 PM EDT

Renisha Gibbs — Date
Co-Chief Negotiator
FSU-BOT

Signed by:
[signature]
B2F243E3A1844A1...
8/26/2026 | 3:14 PM EDT

Michael Mattimore — Date
Co-Chief Negotiator
FSU-BOT

For the UFF:

Signed by:
Michael Buchler
39E899B59637494...
8/25/2026 | 1:23 PM EDT

Michael Buchler — Date
Co-Chief Negotiator
UFF