

**MEMORANDUM OF AGREEMENT
BETWEEN FLORIDA STATE UNIVERSITY BOARD OF TRUSTEES
AND THE FLORIDA POLICE BENEVOLENT ASSOCIATION**

Thanksgiving 2026 Fall Holiday and Winter Break Leave 2026

WHEREAS, Florida State University Board of Trustees (hereinafter FSU) and the Florida Police Benevolent Association (hereinafter PBA) are parties to a Collective Bargaining Agreement for the Law Enforcement Unit employees, and

WHEREAS, The parties are desirous of implementing a holiday leave policy for Thanksgiving 2026 and Winter Break 2026.

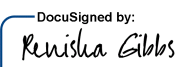
NOW, therefore, the Parties hereby agree as follows:

1. FSU acknowledges the obligation to bargain wages, hours, and terms and conditions of employment pursuant to Chapter 447, Florida Statutes.
2. With regard to the holiday and winter break leave, PBA agrees to FSU implementing the following schedule for covered employees as follows:

2026 Thanksgiving Holiday Schedule	
Wednesday, November 25, 2026	Fall Break Holiday
Thursday, November 26, 2026	University Holiday
Friday, November 27, 2026	University Holiday

2026 Winter Break & Holiday Schedule	
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

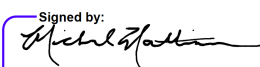
For FSU:

DocuSigned by:

 92F8A6F2F0744A1...
 Renisha Gibbs
 Co-Chief Negotiator
 FSU-BOT

8/25/2026 | 10:59 AM EDT

Date

For PBA:

Signed by:

 B2F243E3A1844A1...
 Michael Mattimore
 Co-Chief Negotiator
 FSU-BOT

8/25/2026 | 10:48 AM EDT

Date


 George Corwine
 Co-Chief Negotiator
 PBA

August 21, 2026
 Date

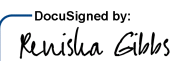

 Erica Hay
 Co-Chief Negotiator
 PBA

8/21/2026
 Date

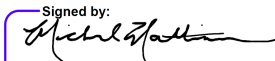
The University will be closed on the days designated above. If an employee is required to work on a fall break holiday, a regular University holiday, or winter break holiday, they will receive up to eight hours per day of straight-time compensatory leave and/or winter break compensatory leave, respectively. Employees who have a work schedule other than Monday through Friday will earn straight time compensatory leave at an equivalent rate for non-traditional workdays during the holiday or winter break week provided they have worked the required number of regular hours for that holiday or winter break week.

3. Compensatory leave earned over the Thanksgiving holiday will be paid out in December 2026 unless retained or used before the last day of the pay period for which the compensatory payout occurs. Employees who are considered essential and required to work during winter break will receive winter break compensatory leave to be used before June 30, 2027. Employees will be required to use the time before June 30, 2027, or lose it. Unlike other compensatory leave, there will be no "cash out" option for winter break compensatory leave.
4. Fall Break Holiday and Winter Break Leave are defined as leave taken during the holiday period without the use of accrued leave, including accrued vacation or sick leave.
5. This Agreement should not constitute precedent for the resolution of any other disputes between the parties, nor by entering into this Agreement shall PBA waive or relinquish any right it may have to enforce its contract or the status quo with respect to any future disputes or controversies.
6. The Parties agree that this Memorandum of Agreement will not set a precedent for future agreements.
7. The Parties agree that the substance of this Memorandum of Agreement is not subject to the grievance procedure and arbitration. Any disputes shall be resolved by consultation.

For FSU:

DocuSigned by:

 92F8A0F2F0744A1...
 Renisha Gibbs
 Co-Chief Negotiator
 FSU-BOT
 8/25/2026 | 10:59 AM EDT
 Date

For PBA:

Signed by:

 B2F243E3A1844A1...
 Michael Mattimore
 Co-Chief Negotiator
 FSU-BOT
 8/25/2026 | 10:48 AM EDT
 Date


 George Corwine
 Co-Chief Negotiator
 PBA
 August 24, 2026
 Date


 Erica Hay
 Co-Chief Negotiator
 PBA
 8/21/2026
 Date