

MEMORANDUM OF UNDERSTANDING

Between

HILLSBOROUGH COLLEGE
DISTRICT BOARD OF TRUSTEES

And The

FACULTY UNITED SERVICE ASSOCIATION (FUSA)

This Memorandum of Understanding is entered into by and between Hillsborough College District Board of Trustees and The Faculty United Service Association (FUSA).


In order to honor the intent of a recently negotiated change to the 2025-2028 FUSA contract to allow up to three (3) consecutive years of service accrued at the College while serving as a temporary full-time faculty to be counted towards years of service to be eligible for tenure, FUSA and the Administration have agreed to allow any interested eligible Spring 2026 tenure applicants the ability to submit an Application for Tenure (Continuing Contract) outside of the prescribed calendar.

Except as specifically provided below, the terms and conditions outlined in this MOU shall supersede any other College practice or policy through the Spring 2026 term only. In the event of a conflict, this MOU will govern over the current FUSA Agreement.

Eligible tenure-track faculty have until December 17, 2025 to submit their Application for Tenure (Continuing Contract).

This one-time exception to the contract is from the beginning of Appendix K:

Appendix K: Tenure Timeline

	Appendix K: Tenure Timeline <i>Exception: If a timeline date falls on a holiday, break day, or weekend, the timeline date shall be the immediate business day prior.</i>
TIMELINE	ACTION
October 1	Faculty member submits Application for Tenure (Continuing Contract) and Authorization of Tenure Committee to Review Limited Access File form.
January 10	Faculty member submits portfolio to immediate supervising dean.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed by their duly authorized representatives on this _____ day of _____, 2025.

HILLSBOROUGH COLLEGE

District Board of Trustees

By _____

Dr. Kenneth Atwater
Hillsborough College
College president

UNITED FACULTY OF FLORIDA

Faculty United Service Association

By _____

Sheryl Sippel
UFF/FUSA President

By _____

Mr. Gregory Celestan, Chair
Hillsborough College
District Board of Trustees

Date _____