



UNIVERSITY OF CENTRAL FLORIDA
 PHYSICIAN LEARNER (MEDICAL RESIDENT / CLINICAL FELLOW)
 APPOINTMENT AND EMPLOYMENT AGREEMENT

On behalf of the University of Central Florida, it is a pleasure to offer you this agreement for physician learner appointment as described in the attached *Supplemental Physician Learner Appointment and Employment Agreement*. This is subject to the Constitution and Laws of the State of Florida, and the applicable rules and regulations of the state and the University. Neither this agreement (including the *Supplemental Physician Learner Appointment and Employment Agreement*), nor any action or commitment taken pursuant to it, is final nor binding upon the parties until, and unless the signature of the University President or representative as approving authority, and the signature of the Employee have been affixed.

Employee Name: Mr. John C Doe
 Job Title/Code: Medical Resident Y[PGY level]
 Employee Class: OPS Medical Resident
 Liability Department: CC10916 Graduate Medical Education Program - COM
 Division: College of Medicine

Salary is based on a twelve (12) month period at the College of Medicine, Graduate Medical Education department. Annual Rate based on 26.1 pay periods. Amount is subject to change prior to employment start date.

Annual Rate: \$65,388.00 ← Please see salary table and list of sites located on the last page
 Employment Term: 06/21/2024 through 06/30/2025 [employment starts on orientation day]

Special Conditions of Employment:

This agreement replaces any previous agreement that covers all or part of this period and supersedes any such previous agreement. Nothing in this appointment shall be deemed to create any right, interest, or expectancy of continued employment beyond that term set forth above. The University reserves the right to terminate this appointment agreement in accordance with Section 7 of the *Supplemental Physician Learner Appointment and Employment Agreement*. An employee may be notified of non-reappointment at any time during the term of this appointment but at a minimum four (4) months prior to the expiration of the term set forth above. Funding is contingent upon the availability of funds. Federal Immigration Laws require this offer to be contingent upon your ability to provide documentation proving United States citizenship or your legal right to work in the United States.

- Employment under this agreement will cease on the date indicated. No further notice of cessation of employment is required.
- Physician Learners are eligible for limited benefits.
- Physician Learners are not eligible for leave payouts.
- Employment Agreement will terminate concurrently with termination of the supplemental agreement.

This agreement must be returned to the approving authority (indicated by the signature below) within 10 days of the Date of Offer.

Signed:

President or Representative

Employee

Offer Date: 05/06/2024

Acceptance Date:

**Supplemental Physician Learner (Resident / Fellow)
Appointment and Employment Agreement for the Academic Year 2024-2025**

This Agreement between the University of Central Florida Board of Trustees ("UCFBOT"), for the benefit of the University of Central Florida College of Medicine ("UCF COM") and the undersigned ("Physician Learner") is entered into for the period as specified on the employment agreement, with **clinical training** beginning on July 1st and ending on June 30th or as noted in your individual contract, based on specialty and training cycle.

UCF COM offers and Resident accepts employment and appointment to the Graduate Medical Education Program, which is sponsored by the UCF/HCA Florida Healthcare GME ("Consortium") and accredited by the Accreditation Council for Graduate Medical Education ("GME Program"), under the following terms and conditions:

1. **CLINICAL DEPARTMENT TRAINING PROGRAM:** [Program]; [Hospital Site]
2. **RESIDENT / FELLOW LEVEL:** Medical Resident Y [PGY Level]
3. **ANNUAL GROSS SALARY:** \$65,388.00
4. **UCF COM RESPONSIBILITIES**

During the term of this Agreement UCF COM shall provide the following:

A. Professional Liability Coverage: Since Physician Learner is an employee of UCF COM, Physician Learner cannot be held personally liable nor named as a party defendant in any action for injury or damage suffered as a result of any negligent act or omission within the course and scope of the Physician Learner's employment, pursuant to Section 768.28 of the Florida Statutes. The exclusive remedy for any injury or damage resulting from any such negligent act or omission is by an action against the University of Central Florida Board of Trustees. The University of Central Florida College of Medicine Self-Insurance Program, a self-insurance program established by the Florida Board of Governors pursuant to Section 1004.24 of the Florida Statutes, provides professional liability protection to the UCFBOT for incidents in which patients suffer bodily injury, personal injury or property damage caused by the negligence of Physician Learner. In light of the benefits of immunity provided by law, Physician Learner, while performing his/her duties must identify himself/herself at all times as UCF COM employee and must wear the UCF COM ID badge at all times while participating in the GME Program. Additional details can be found on the GME Program website (<http://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>). Professional liability coverage for rotations at the Orlando Veterans Administration Medical Center facilities will be provided under the Federal Tort Claims Act.

B. Amenities: GME Program shall also arrange for on-call rooms, and access to food and parking while on rotation.

C. Benefits: UCF COM shall provide (i) the Physician Learner and Physician Learner's eligible dependents with health insurance (including hospital and COBRA coverage) (ii) the Physician Learner with disability insurance benefits and a basic life insurance policy and (iii) Physician Learner access to dental insurance, other supplemental insurance policies and long term disability insurance, Employee Assistance Program, and FICA Alternative Retirement Savings Program. Specific information regarding benefits is available through links on the UCF GME website (<http://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>).

D. Education and Training/Safe Environment: GME Program and rotation sites will provide education and training experiences that meet the Accreditation Council for Graduate Medical Education ("ACGME") and board certification (as appropriate) requirements. GME Program shall provide such other support as shall be necessary to provide a safe and appropriate work and educational environment.

E. Paid vacation: Physician Learner shall be entitled to three (3) weeks (15 working days) of paid vacation in an academic year during PGY1 and 4 weeks (including weekends) of paid vacation in an academic year during PGY2 and subsequent years. Vacation time may be taken subject to the needs of the particular program as determined by the Program Director. No compensation will be received for unused vacation days. For additional information, see the UCF COM/HCA Florida Healthcare GME Leave Policy provided in the policy section on the GME website (<http://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>).

F. Leave of Absence: Leave (which shall include sick leave, bereavement leave, maternity/paternity or family leave) may be taken according to UCF COM/HCA Florida Healthcare GME policy for Leave of Absence, which can be found on the GME Program website (<http://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>).

G. Extension of Training: Any excess leave of absence taken by the Physician Learner may affect the time required to satisfy criteria ("Time of training") for program completion. Time of training required for completion of a particular program will be defined by the GME Program in conjunction with ACGME and specialty board requirements. Physician Learner will be given a timely notice of the effect of leave(s) on the ability of Physician Learner to satisfy requirements for program completion.

H. Work Hours: Physician Learner clinical work hours and on-call schedules will conform to the requirements of the ACGME as well as applicable Florida State regulations. UCF/HCA Florida Healthcare GME Consortium Policies for Physician Learner Supervision and Clinical/Educational Work Hours are available on the GME Program website (<http://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>).

I. Preferences: GME Program will make reasonable accommodations for work hour preferences for faith reasons subject to the needs of the particular program as determined by the Program Director.

J. Board Certification: Information regarding eligibility for specialty board examinations is available through the relevant Program Director, the GME office and at the following link: http://www.abms.org/About_ABMS/member_boards.aspx.

K. Harassment: GME Program does not tolerate sexual and other forms of harassment and incidences of harassment are subject to the UCF Discrimination Grievance Policy available at the following link: <http://www.eeo.ucf.edu/>.

L. Accommodation for Disabilities: GME Program policy regarding Accommodations for Disabilities is available on the GME Program website (<http://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>).

M. Counseling, Medical and Psychological Support Services: For information regarding confidential counseling, medical and psychological support services, consult the GME Program website (<http://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>).

5. PHYSICIAN LEARNER RESPONSIBILITIES

Physician Learner agrees to:

A. Comply with **mandatory pre-placement health clearance prior to starting** the residency/training program, including, without limitation, drug screening and documentation of immunizations performed no earlier than four months prior to the start date as well as on a continuing basis. Physician Learner understands that failure to meet the health clearance requirements before or during employment will result in the withdrawal of any offer or employment or the revocation of the appointment and termination of this Agreement and employment with UCF.

Physician Learner further understands that the obligation to inform UCF COM, through the Program Director, of a physical or mental impairment, which was not previously disclosed to UCF COM, is a continuing obligation during the term of this Agreement.

B. Comply with the credentials verification procedure, including:

1. Demonstrating eligibility for appointment to the GME Program in accordance with UCF/HCA Florida Healthcare GME Consortium Trainee Qualifications and Eligibility Policy (IV.A).

2. Submitting a completed application for appointment to the Graduate Medical Education office on a timely basis.

3. Providing necessary documentation/information as requested by UCF COM to establish the Physician Learners' ability to work on a continuing basis. This may include fingerprinting and background verification (including criminal background checks). Physician Learner understands that the obligation to inform UCF COM of criminal convictions is a continuing obligation during the term of the Agreement

4. Demonstrating that he/she meets the eligibility criteria for a physician-in training or Florida medical license from the Florida Department of Health.

C. This employment offer and the Agreement being contingent upon issuance of a physician-in training or Florida medical license by the Florida Department of Health by July 1 for the academic year, as well as the Physician Learner fulfilling all eligibility requirements under the UCF /HCA Florida Healthcare GME Consortium Trainee Qualifications and Eligibility Policy (IV.A), unless exception is granted by the Program Director and DIO.

D. Participate in residency/training program educational curriculum and clinical care responsibilities as defined by the particular specialty, including (i) regular attendance at mandatory conferences and participation on committees and councils as requested by GME Program or a rotation site, (ii) maintaining required procedure logs, portfolios, and other curricular documentation, and (iii) completing evaluations of faculty, peers, and the specific program.

E. Maintain documentation of accurate and timely clinical work hours as directed by the GME Program.

F. Participate, as requested, in all mandatory training, including, without limitation, training in blood borne and airborne pathogens, risk management and any other educational training requested by OSHA, TJC,

UCF COM or rotation site.

G. Participate in educational programs regarding physician impairment, including substance abuse and sleep deprivation. A copy of the Policy for Impaired Physicians is available on the GME Program website (<http://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>).

H. Practice only within the scope of the Physician Learner's appointment and employment (i.e., provide safe, compassionate and effective patient care commensurate with level of training).

I. Complete medical records and reports in a timely fashion, and consistent with all applicable policies and procedures of GME Program and/or the relevant rotation site.

J. Abide by the established behavior and conduct standards for each rotation site and the UCF COM, as well as GME Program educational and clinical policies and practices, and the policies and procedures of the rotation site (including health clearance requirements.)

K. Maintain a professional and respectful attitude toward all patients, colleagues, and employees at UCF and rotation sites.

L. Comply with GME Program policies regarding moonlighting, including written pre-approval of moonlighting activity by the Program Director. Moreover, the Physician Learner understands that UCF COM does not provide professional liability insurance for external moonlighting rotations and that such coverage shall be the responsibility of the Physician Learner and the Physician Learner shall provide proof of coverage to UCF COM prior to engaging in moonlighting activity. Consortium GME program or rotation site shall not require Physician Learner to sign a noncompetition covenant.

M. Not be under the influence of alcohol or illegal drugs when reporting to work and to submit to random drug and/or alcohol testing as requested by UCF COM and/or rotation site. For additional information, see UCF COM/HCA Florida Healthcare GME Program Policy for Impaired Physicians on the GME Program website (<http://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>).

N. Comply with UCF/HCA Florida Healthcare GME Consortium Policies for Physician Learner Supervision and Clinical/Educational Work Hours and cooperate with any internal as well as external audits of duty hours.

O. Any misrepresentations, falsification of data, or failure to fully disclose or provide requested information or failure to abide by the terms of the Agreement shall be sufficient cause to result in the immediate revocation or denial of appointment and termination of this Agreement.

P. Not to bill or collect from any patient or payors for services provided pursuant to the terms of this Agreement.

Q. General Rules:

The Physician Learner will act in the best interest of the hospital in which Physician Learner receives training and in accordance with its Code of Conduct at all times during Physician Learner's relationship with the Hospital.

The Physician Learner understands that he/she should have no expectation of privacy when using Hospital information systems. The Hospital may log, access, review, and otherwise utilize information stored on or passing through its systems, including email, in order to manage systems and enforce security.

6. CONFIDENTIALITY

A. The Physician Learner understands that the hospital or business entity for which the Physician Learner works, volunteers or provides services (the "Hospital") manages health information as part of its mission to treat patients. Further, Physician Learner understands that the Hospital has a legal and ethical responsibility to safeguard the privacy of all patients and to protect the confidentiality of their patients' health information. Additionally, the Hospital must assure the confidentiality of its human resources, payroll, fiscal, research, internal reporting, strategic planning information, or any information that contains Social Security numbers, health insurance claim numbers, passwords, PINs, encryption keys, credit card or other financial account numbers (collectively, including patient-identifiable health information, "Confidential Information").

B. In the course of his/her employment/assignment at the Hospital, the Physician Learner understands that he/she may come into the possession of this type of Confidential Information. The Physician Learner will access and use this information only when it is necessary to perform Physician Learner's job related duties in accordance with the Hospital's Privacy and Security Policies, which are available on the Hospital intranet (on the Security Page) and the Internet (under Ethics & Compliance). The Physician Learner further understands that he/she must comply with the confidentiality requirements in order to obtain authorization for access to Confidential Information or Hospital systems.

C. Protecting Confidential Information:

The Physician Learner understands that any Confidential Information, regardless of medium (paper, verbal, electronic, image or any other), is not to be disclosed or discussed with anyone outside those supervising, sponsoring or directly related to the learning activity.

The Physician Learner will not disclose or discuss any Confidential Information with others, including friends or family, who do not have a need to know it. Physician Learner will not take media or documents containing Confidential Information out of the Hospital unless specifically authorized to do so as part of his/her job. Case presentation material will be used in accordance with Hospital policies.

The Physician Learner will not publish or disclose any Confidential Information to others using personal email, or to any Internet sites, or through Internet blogs or sites such as Facebook or Twitter. The Physician Learner will only use such communication methods when explicitly authorized to do so in support of Hospital business and within the permitted uses of Confidential Information as governed by regulations such as HIPAA.

The Physician Learner will not in any way divulge, copy, release, sell, loan, alter, or destroy any Confidential Information except as properly authorized. Physician Learner will only reuse or destroy media in accordance with Hospital Information Security Standards and Hospital record retention policy. In the course of treating patients, the Physician Learner may need to orally communicate health information to or about patients. While the Physician Learner understands that the first priority is treating patients, he/she will take reasonable safeguards to protect conversations from unauthorized listeners. Whether at UCF

COM or at the Hospital, such safeguards include, but are not limited to: lowering Physician Learner's voice or using private rooms or areas (not hallways, cafeterias or elevators) where available.

The Physician Learner will not make any unauthorized transmissions, inquiries, modifications, or purging of Confidential Information. Physician Learner will not access data on patients for whom he/she has no responsibilities or a need-to-know the content of the PHI concerning those patients.

The Physician Learner will not transmit Confidential Information outside the Hospital network unless Physician Learner is specifically authorized to do so as part of his/her job responsibilities. If Physician Learner does transmit Confidential Information outside of the Hospital using email or other electronic communication methods, Physician Learner will ensure that the Information is encrypted according to Hospital Information Security Standards.

D. Following Appropriate Access:

The Physician Learner will only access or use systems or devices Physician Learner is officially authorized to access, and will not demonstrate the operation or function of systems or devices to unauthorized individuals.

The Physician Learner will only access software systems to review patient records or Hospital information when Physician Learner has a business need to know. By accessing a patient's record or Hospital information, Physician Learner is affirmatively representing to the Hospital at the time of each access that Physician Learner has the requisite business need to know and the Hospital may rely on that representation in granting such access to the Physician Learner.

E. Using Portable Devices and Removable Media:

The Physician Learner will not copy or store Confidential Information on removable media or portable devices such as laptops, personal digital assistants (PDAs), cell phones, CDs, thumb drives, external hard drives, etc., unless specifically required to do so by his/her job duties and provided the Physician Learner will encrypt the information while it is on the media according to Hospital Information Security Standards.

The Physician Learner understands that any mobile device (Smart phone, PDA, etc.) that synchronizes Hospital data (e.g., Hospital email) may contain Confidential Information and as a result, must be protected. Because of this, the Physician Learner understands and agrees that the Hospital has the right to:

- Require the use of only encryption capable devices.
- Prohibit data synchronization to devices that are not encryption capable or do not support the required security controls.
- Implement encryption and apply other necessary security controls (such as an access PIN and automatic locking) on any mobile device that synchronizes Hospital data regardless of it being a Hospital or personally owned device.
- Remotely "wipe" any synchronized device that: has been lost, stolen or belongs to a terminated Physician Learner.
- Restrict access to any mobile application that poses a security risk to the Hospital network.

F. Access Controls:

The Physician Learner understands that he/she will be assigned a unique identifier (e.g., 3-4 User ID) to track Physician Learner's access and use of Confidential Information and that the identifier is associated with the personal data provided as part of the initial and/or periodic credentialing and/or employment verification processes.

The Physician Learner will:

- Use only his/her officially assigned User-ID and password [and/or token (e.g., SecurID card)].
- Use only approved licensed software.
- Use a device with virus protection software.

The Physician Learner will never:

- Disclose passwords, PINs, or access codes.
- Use tools or techniques to break/exploit security measures.
- Connect unauthorized systems or devices to the Hospital network.

The Physician Learner will practice good workstation security measures such as locking up diskettes when not in use, using screen savers with activated passwords, positioning screens away from public view. The Physician Learner will immediately notify his/her supervising physician, Hospital Information Security Official (FISO), Director of Information Security Operations (DISO), or Hospital or Corporate Client Support Services (CSS) help desk if:

- Physician Learner's password has been seen, disclosed, or otherwise compromised;
- Media with Confidential Information stored on it has been lost or stolen;
- Physician Learner suspects a virus infection on any system;
- Physician Learner is aware of any activity that violates this Confidentiality section or, privacy and security policies; or
- Physician Learner is aware of any other incident that could possibly have any adverse impact on Confidential Information or Hospital systems.

G. The Physician Learner understands that violation of this Confidentiality section may result in disciplinary action, up to and including termination of employment, suspension, and/or loss of privileges to work within the Hospital.

Upon Termination from the Residency/Training Program:

- The Physician Learner agrees that his/her obligations under this Confidentiality section will continue after termination of employment or the relationship ceases with the Hospital.
- The Physician Learner will immediately return any documents or media containing Confidential Information to the Hospital.

The Physician Learner understands that he/she has no ownership interest in any Confidential Information accessed or created by Physician Learner during and in the scope of Physician Learner's relationship with the Hospital. Notwithstanding the foregoing, Physician Learner shall have reasonable access, as permitted by law to such medical records of any patients for whom the Physician Learner is providing or has provided any professional services under this Agreement.

7. TERM, TERMINATION AND CONDITIONS

A. The term of this Agreement shall be for the academic year as stated above. Appointment to subsequent years and promotion shall be dependent upon satisfactory progress and achievement of milestones as

determined by the Clinical Competency Committee (CCC) as described in the Policy regarding Physician Learner Performance, Renewal, Promotion, and Discipline available on the GME Program website (<http://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>).

B. CCC shall evaluate, at least twice a year, the competencies, knowledge, skills, and professional growth of the Physician Learner. The results shall be shared with the Physician Learner.

C. Unsatisfactory evaluation can result in required remedial activities, suspension from duties, nonrenewal of appointment, non-advancement, or immediate termination from the GME Program. Egregious violations may result in immediate dismissal from the GME Program. For additional information, see the Policy regarding Physician Learner Performance, Renewal, Promotion, and Discipline available on the GME Program website (<http://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>).

D. The Physician Learner is encouraged to resolve complaints in accordance with the Policy regarding Physician Learner Complaints and Concerns. Grievances that may significantly threaten a Physician Learner's career development, including those related to non-promotion, non-reappointment, non-renewal, suspension, restriction in privileges, remediation or early termination, are addressed in accordance with the UCF COM/HCA Florida Healthcare GME Program Grievance policy, which is available on the GME Program website (<http://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>).

E. GME program will strive to give Physician Learner at least four (4) months prior written notice in the event of non-renewal of appointment or non-promotion to the next level of training per the Policy regarding Physician Learner Performance, Renewal, Promotion, and Discipline.

F. Neither party shall terminate this Agreement prior to its expiration date without cause unless at least four (4) months written notice is given to the other party. UCF COM may terminate the Agreement for breach of any provision of this Agreement by the Physician Learner unless the Physician Learner cures the breach within thirty (30) days of the receipt of the notice. In addition, notwithstanding anything to the contrary in the Agreement, UCF COM may, in its sole discretion, terminate the Agreement without opportunity to cure, in the event the Physician Learner is criminally convicted, fails to maintain a physician-in-training or Florida medical license issued by the Florida Department of Health, engages in gross and serious violation of expected standards or patient care, fails to abide by the behavioral standards or the applicable regulations of UCF and the Hospitals or it is discovered that Physician Learner was not eligible for appointment per the UCF COM/HCA Florida Healthcare GME Qualifications and Eligibility Policy (IV.A).

G. GME Program shall inform Physician Learners of adverse accreditation action taken by the ACGME within 60 days after the action is taken. In the event the GME Program begins the process of reducing the size or closing one or more of its GME Programs for any reason, the Physician Learner will be informed at as early a date as possible. GME Program will allow the Physician Learner to finish the academic year or assist him/her with enrolling in an accredited program for the remainder of the academic year. For additional information, see the Policy on Program or Institutional Closure or Reduction.

H. Certification of Physician Learner's completion of a particular program shall be contingent upon the Physician Learner having returned all property such as books, equipment, etc., completed documentation for medical and other records, and settled professional and financial obligations.

8. GENERAL PROVISIONS

A. This Agreement shall be construed in accordance with the laws of the State of Florida and venue for any disputes arising from this Agreement shall be in Orlando, Florida.

B. All notices required or permitted to be given pursuant to this Agreement shall be in writing and delivered personally or sent by registered or certified mail, return receipt requested, or by generally recognized, prepaid, overnight air courier services, to the address and individual set forth below. All such notices to either party shall be deemed to have been provided when delivered, if delivered personally, three (3) days after mailed, if sent by registered or certified mail, or the next business day, if sent by generally recognized, prepaid, overnight air courier services.

If to UCF COM:

If to Physician Learner

University of Central Florida

College of Medicine

Attn:

6850 Lake Nona Blvd.

Orlando, FL 32827

(407) 266-1307

With a copy to:

University of Central Florida

College of Medicine

Attn: Shainoor Ladha-Karmali, JD, MBA

Associate General Counsel

Health Sciences Campus at Lake Nona

6850 Lake Nona Blvd.

Orlando, FL 32827

C. The terms set forth in this Agreement constitute all the terms and conditions agreed upon by the parties and no other terms or conditions in the future shall be valid and binding on any party unless reduced to writing and executed by all parties.

D. This Agreement supersedes all prior negotiations, correspondence, conversations, agreements, and understandings concerning the subject matter hereof. Accordingly, the parties agree that no deviation from the terms hereof shall be predicated upon any prior representations, agreements or understandings, whether oral or written.

E. This Agreement is severable such that should any provision of this Agreement be or become invalid or unenforceable, the remaining provisions shall continue to be fully enforceable.

9. PHYSICIAN LEARNER WARRANTY

Physician Learner represents and warrants that he/she (i) is not currently excluded, debarred, or otherwise ineligible to participate in any federal health care programs as defined in 42 U.S.C.Â§ 1320a-7b(f) (the "federal healthcare programs"), (ii) has not been convicted of a criminal offense related to the provision of

healthcare items or services, and (iii) is not, to the best of his/her knowledge, under investigation or otherwise aware of any circumstances which may result in Physician Learner's being excluded from participation in the federal healthcare programs. This shall be an ongoing representation and warranty during the term of this Agreement and Physician Learner shall immediately notify UCF COM and Hospital of any change in the status of the representations and warranty set forth in this section. Notwithstanding any provision of this Agreement to the contrary, any breach of this section 9 shall give UCF COM and rotation site the right to terminate Physician Learner's participation in the GME Program and this Agreement immediately.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day and year written below.

UNIVERSITY OF CENTRAL FLORIDA
BOARD OF TRUSTEES, FOR THE BENEFIT
OF THE COLLEGE OF MEDICINE

PHYSICIAN LEARNER



Print Name: Stephen John Cico, MD, MEd, FACEP, FAAP,
FAAEM

Print Name: Mr. John C Doe

Title: ACGME Designated Institutional Official (DIO)
Associate Dean for Graduate Medical Education (GME)
Professor of Emergency Medicine – Pediatric Emergency
Medicine

Date: 05/06/2024

Date:

UCF /HCA Florida Healthcare GME Policies Acknowledgment Form

I acknowledge that I have been informed regarding the Graduate Medical Education policies. I have read all corresponding Graduate Medical Education policies, as found in this contract, and the list of policies listed below, found in the GME website: <https://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/> to its entirety. I understand that if I have questions, at any time, regarding this Policy, I will consult with my Program Director or GME Director. I agree to abide by the Policy as a condition of my continuing employment as a Physician Learner at the UCF/HCA Florida Healthcare GME Residency/Fellowship Program.

List of policies found in the provided weblink:

<https://med.ucf.edu/academics/graduate-medical-program/gme-policies-2/>

Accommodations for Disabilities in GME Programs Policy
Annual Program and Special Review Policy
Benefits Policy
Best Practices Regarding Counseling and Behavioral Health Policy
Catastrophic/Disaster Event Planning for GME Programs and Trainee Transfers Policy
Familial and Amorous Relationships Policy
Grievance Policy
Health Screening Policy
Impaired Physicians and Substance Use Policy
Leave and Injury Policy
Leave Policy - ACGME Update 2023
Leave Policy - ACGME Update 2023 FAQs
Learning and Work Environment Policy: Safety, Quality, Well-Being
Media, Social Media and Internet Policy
Moonlighting Policy
Non-Competition and Restrictive Covenants Policy
Performance, Renewal, Promotion, and Discipline Policy
Professionalism Policy
Professional Liability Insurance Policy
Program or Institutional Closure and Reduction Policy
Qualifications and Eligibility Policy
Recruitment, Selection and Appointment Policy
Resident Advisory Committee, Physician Learner Complaints and Discrimination Policy
Supervision and Clinical Education Hours Policy
Transitions of Care Policy
Vendor Policy
Well-Being Policy

I acknowledge I have received and read this policy.

Date:

Physician Learner

2024-2025 Additional Contract Information

Salaries per location and PGY level (subject to change)

PGY Level	AY 2024-2025 Pensacola Ft. Walton-Destin Tallahassee	AY 2024-2025 Gainesville Ocala	AY 2024-2025 Osceola Lake Monroe	Programs
PGY1	\$60,792	\$61,104	\$61,686	EM, FM, IM, General Surgery, Neurology, Ortho Surgery, Psychiatry, TY
PGY2	\$62,892	\$63,204	\$63,808	Anesthesiology, Dermatology, PM&R, transferring trainees
PGY3	\$65,056	\$65,388	\$66,012	Podiatry, transferring trainees
PGY4	\$68,259	\$68,612	\$69,257	EMS, Endocrinology, Geriatrics, Hospice & Palliative Care, Rheumatology
PGY5	\$71,296	\$71,649	\$72,336	
PGY6	\$74,457	\$74,832	\$75,539	Surgical Critical Care, Vascular Surgery
PGY7	\$78,139	\$78,534	\$79,262	
PGY8	N/A	N/A	\$83,173	
Post-Training PGY4 Chiefs	\$78,259	\$78,612	\$79,257	Internal Medicine post-training chief residents

Hospital Sites

Location	Site
Fort Walton Beach-Destin	HCA Fort Walton Beach – Destin Hospital
Greater Orlando/Kissimmee	HCA Osceola / Veterans Affairs Medical Center Orlando
Gainesville	HCA North Florida
Ocala	HCA Ocala
Pensacola	HCA West Florida Hospital
Sanford	HCA Lake Monroe
Tallahassee	HCA Capital Hospital