

ARTICLE 23***SALARIES***

23.1 Policy. The parties of this Agreement recognize the importance of providing appropriate compensation as an essential component in the delivery of quality higher education programs and quality scholarship that is recognized nationally and internationally. To that end, the parties are committed to working toward the common goals of the University of Central Florida. This policy statement is not subject to Article 20, Grievance Procedure.

23.2 Promotion Increases.

(a) Promotion salary increases shall be granted in an amount equal to 9.0% of the employee's previous year's base salary rate in recognition of promotion to one of the ranks described below:

(1) To Assistant in _____, and Assistant University Librarian;

(2) To Associate Professor, Associate Instructor, Associate Lecturer, Associate Scholar/Scientist/Engineer, Associate in _____, and Associate University Librarian;

(3) To Professor, Senior Instructor, Senior Lecturer, Scholar/Scientist/Engineer, and University Librarian.

(b) Promotion salary increases shall be effective on August 8 for promotion approved during that year.

23.3 Legislatively Mandated Increases.

(a) Any such increases would be implemented as soon as practicable.

23.4 Other Increases.

(a) Across-the Board Salary Increases. Effective August 8, 2015; August 8, 2016; and August 8, 2017, ~~2014~~, each eligible employee shall receive a ~~three-two and one-half~~ percent (2.53%) increase to the employee's base salary. An employee shall be eligible for a raise, if at the effective date of the raise the ~~employee's~~ most recent annual evaluation, if provided, was Satisfactory or above; the employee was in an employment relationship with the University prior to May 7 the year of the raise, 2014; and the employee remains in an employment relationship at the date of implementation. Employees employed in the academic year prior to the raise 20143 and who were not evaluated shall be provided with an evaluation for that period and shall be eligible for the increase.

(b) Compression, Inversion, and Equity Increases. Effective August 8, 2015, the University shall provide salary increases equal to two and one-half percent (2.5%) of the total base salary of all employees as of May 7, 2015. Increases for individual employees shall be determined using a three-step process.

(1) Within each department or unit, the base salary of all employees on May 7, 2015 shall be regressed versus the following independent variables on that date: rank; time in rank while at UCF; the percentage of annual evaluations in the last X years that were Satisfactory or above; and additional factors mutually agreed upon by the UFF and administration. An employee whose observed salary is less than that expected from the regression equation shall have their salary increased to the expected salary, subject to the availability of funds as described in 23.4(b)(3).

(2) After the salary adjustments in 23.4(b)(1), the median salary of all employees of a given rank within a department or unit shall be compared to the median salary for that discipline and rank at Research Universities, according to the 2015 CUPA-HR Survey. The salary of all employees of a given rank within a department/unit shall be increased by a constant dollar amount until the median salary for that department/unit equals the median salary for that discipline and rank at Research Universities according to the 2015 CUPA-HR Survey, and subject to the availability of funds as described in 23.4(b)(3).

(3) After the salary adjustments in 23.4(b)(2), the salaries of all employees shall be summed and compared to the total base salary of all employees on May 7, 2015. If the percentage difference between the total adjusted base salary and the total prior base salary on May 7, 2015 is two and one-half percent (2.5%) or less, all employees shall receive the salary adjusted as specified in 23.4(b)(1) and 23.4(b)(2). The percentage difference shall be calculated as: [total adjusted salary minus the total prior salary on May 7, 2015] divided by the total prior salary on May 7, 2015. If the percentage difference between the total adjusted base salary and the total prior base salary on May 7, 2015 is more than two and one-half percent (2.5%), each employee shall receive the same proportional increase for compression, inversion, and equity. For example, if the percentage difference is 2.8%, the increase to each employee's adjusted base salary shall be 89.3% of the amount calculated after the procedure described in 23.4(b)(2).

(4) Calculation of Increases. As soon as practicable, the university shall provide the UFF a report detailing the annual salaries of employees as of May 7, 2015 and the amount of pay increase that is due to each employee under this Agreement. The UFF shall verify the amount of each increase due to employees, using the information set out in Article 23.4.

(c) Merit Salary Increases. Effective ~~August 8, 2016; and August 8, 2017~~ August 8, 2014 for the 2014-2015 year, the University shall provide merit salary increases to each department/unit equal to two ~~and one-half~~ percent (2.5%) of the total base salary of employees in the department/unit as of May 7, ~~2014 of that year~~. All employees who are not members of a department/unit shall be grouped together and treated as a department/unit for the purpose of calculating and providing merit salary increases. Merit salary increases shall be provided to eligible employees in each department/unit according to the following criteria and procedures.

(1) Eligibility. Departments with approved standards may participate in merit increase programs. For the ~~2014-2015 year~~ duration of the 2015-2018 CBA, an employee is eligible under this Section if he or she received an *Above Satisfactory* or *Outstanding* on his or her most recent annual evaluation and is still employed at the University on the date of BOT ratification.

(2) Distribution. The merit salary increases for eligible employees shall be calculated as a percentage of their base salary. Such increases shall be distributed proportionately to those employees whose most recent annual evaluations are *Above Satisfactory* or *Outstanding* in a ratio of 1.0 for *Above Satisfactory* and 1.7 for *Outstanding*.

(d) Parity. If, during a year (August 8 through the following August 7) covered by this agreement, the University provides total systematic salary increases to another bargaining unit, to Administrative and Professional employees, or to University Support Personnel System/staff in excess of 5% of the group's salary base, the difference between that group's average raise rate and 5% shall be provided to employees covered by this agreement as an additional across-the-board increase.

23.5 Incentive Award Programs. Incentive Award Programs shall be implemented as set forth in Paragraphs (a) through (c) below, to recognize and promote faculty excellence and productivity that respond to and support the mission of the University of Central Florida. The president shall give the final approval for awards to the successful faculty. Regardless of the contract length (9 months through 12 months), award recipients shall receive a \$5,000 increase to their base salary retroactive to the start of the employment agreement for the academic year in which the award was given. These awards shall be made according to existing criteria and procedures.

(a) UCF-Teaching Incentive Program. The UCF-Teaching Incentive Program ("UCF-TIP") rewards teaching productivity and excellence. Each academic year the University shall award ~~up to forty~~ ~~(40)~~-new UCF-TIP awards (additional awards may be given as a result of rounding, e.g. a college allocated 5.5 awards would round up to 6 awards) in addition to recycled awards.

(b) UCF-Research Incentive Award program. The UCF-Research Incentive Award ("UCF-RIA") program recognizes outstanding research, scholarly, or creative activity that advances the body of knowledge in a particular field. Each academic year the University shall award ~~up to twenty~~ ~~forty~~ ~~(20)~~-new UCF-RIA awards (additional awards may be given as a result of rounding, e.g. a college allocated 5.5 awards would round up to 6 awards) in addition to recycled awards.

(c) Scholarship of Teaching and Learning Program. The Scholarship of Teaching and Learning (SoTL) program recognizes success in research related to the scholarship of teaching and learning. Each academic year the University shall award ~~up to~~ ~~ten~~ (10) new SoTL awards in addition to recycled awards.

23.6 Excellence Awards. The University shall implement the merit-based bonuses set forth below to recognize and promote faculty excellence and productivity that respond to and support the mission of the University of Central Florida.

(a) Trustee Chair Professorship. The UCF Trustee Chair Professorship is a multi-year appointment awarded to faculty with an extraordinary record of accomplishment in the three primary areas of academic endeavor: teaching, research and service. The objective of this appointment is to recognize and celebrate outstanding performance with a title and resources commensurate with accomplishment.

(1) Award recipients shall receive an annual stipend of \$50,000 funded by the University. Up to \$25,000 can be used as a salary supplement. These chairs have a five-year renewable appointment.

(2) Each academic year, the University shall award up to eight (8) Trustee Chair Professorships.

(3) These awards shall be made according to existing criteria and procedures.

(b) Pegasus Professor. The Pegasus Professor award recognizes excellence in the three primary areas of academic endeavor: teaching, research and service.

(1) Award recipients shall receive a one-time payment of \$5,000 from Foundation funds as well as a Pegasus statue.

(2) Each academic year, the University may award Pegasus Professor awards.

(3) These awards shall be made according to existing criteria and procedures.

(c) Excellence Awards

(1) Award recipients shall receive a one-time payment of \$2,000.

(2) Each academic year, the University shall award Excellence in Undergraduate Teaching awards, one (1) University Award for Excellence in Undergraduate Teaching, Excellence in Graduate Teaching awards, one (1) University Award for Excellence in Graduate Teaching, two (2) University Awards for Excellence in Faculty Academic Advising, one (1) University Award for Excellence in Professional Academic Advising, Excellence in Research awards, one (1) University Distinguished Research award, two (2) University Awards for Excellence in Professional Service, and one (1) Excellence in Librarianship award.

(3) These awards shall be made according to existing criteria and procedures.

23.7 Salary Increases for Employees Funded by Contracts and Grants.

(a) Employees on contracts or grants shall receive salary increases equivalent to similar employees on Education and General funding, provided that such salary increases are permitted by the terms of the contract or grant and adequate funds are available for this purpose in the contract or grant. In the event such salary increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not provided, the president or president's representative shall seek to have the contract or grant modified to permit or fund such increases.

(b) Nothing contained herein shall prevent employees whose salaries are funded by grant agencies from being allotted raises higher than those provided in this Agreement if such increases are provided by the granting agency.

23.8 Administrative Discretion Increases. ~~Between On December 24~~August 8, 2015 and August 7, 2016; August 8, 2016 and August 7, 2017; and August 8, 2017 and August 7, 2018, 4, through May 7, 2016, the University may provide Administrative Discretion Increases up to ~~one and one-half~~two percent (21.5%) of the total salary rate of education and general (E&G) employees who were in an employment relationship with the University on ~~the May 7th of the preceding year~~7th of May, 2014. Any Administrative Discretion Increase provided to contract and grant (C&G) employees, any court-ordered or court-approved salary increase, any prevailing wage adjustment for the purpose of qualifying for immigration status, or any salary increase to settle a legitimate, broad-based employment dispute shall not be subject to the terms and limitations of this Section.

(a) The University may provide Administrative Discretion Increases for verified written offers of outside employment, special achievements, compression and inversion, equity and market equity considerations, and similar special situations to employees in the bargaining unit. Administrative Discretionary increases for verified written offers of outside employment shall not contribute to calculation of the 2% of the total salary rate.

(b) UFF Notification. At least 14 days prior to the effective date of any such increase, the University shall provide to the UFF a written notification of the increase which states the name of the employee, the rank and discipline of the employee, the amount of the increase, and the reason for the increase.

(c) The University's ability to provide Administrative Discretion Increases shall expire May 7, 2018~~6~~, and shall not become part of the status quo.

23.9 Report to Employees. All employees shall receive notice of their salary increases prior to implementation.

23.10 Type of Payment for Assigned Duties.

(a) Duties and responsibilities assigned by the University to an employee that do not exceed the available established FTE for the position shall be compensated through the payment of salary, not Other Personal Services (OPS) wages.

(b) Duties and responsibilities assigned by the University to an employee that are in addition to the available established FTE for the position shall be compensated through OPS wages, not salary.

23.11 Twelve-Month Payment Option. The parties agree that a twelve-month payment option for 9-month employees shall be offered. The plan shall allow for employees to select a fixed savings amount to be deducted from each of the nineteen (19) full bi-weekly paychecks received during the Fall and Spring semesters with a change in that amount to account for those paychecks from which double premiums are deducted. The total savings shall be returned to the employee in equal amounts for the five (5) full bi-weekly paychecks received during the Summer semester. The University shall provide an online calculator and assistance as reasonable, taking into account time and resources, to assist the employee in determining a savings amount and fixed reduction amount that will allow the employee's net paychecks to remain approximately

level across the 24 pay periods. Pay received for supplemental summer assignments shall be unaffected by this plan. This pay plan is subject to tax limitations.

23.12 Administrative Salary Stipends. A temporary salary increase which is provided to an employee as compensation for performing a specific, titled administrative function shall be permitted under this agreement as an Administrative Salary Stipend. At least 14 days prior to the effective date of any Administrative Salary Stipend, the University shall provide UFF a written notification of the stipend which states the name of the employee, the rank and discipline of the employee, the amount of the stipend, and the reason for the stipend. If all or part of the stipend is later added to the employee's base salary, the amount so converted shall be treated as an Administrative Discretion Increase during the year in which the conversion takes place and shall be subject to Section 23.8.

23.13 Salary Rate Calculation and Payment. The biweekly salary rate of employees serving on twelve (12) month (calendar year) appointments shall be calculated by dividing the calendar year salary rate by 26.1 pay periods.