

**ARTICLE 23 [2016-2017]***[supersedes earlier versions, including 2015-2018]***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 listed 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) No legislatively mandated increases were provided in 2015.

**23.4 Other Increases.**

(a) **Across-the Board Salary Increases.** Effective January 15, 2016, each eligible employee shall receive a one percent increase to the employee's base salary. The increase will be calculated using the employee's salary as of January 14, 2016. An employee shall be eligible if 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, 2015; and the employee remains in an employment relationship at the date of implementation. Employees employed in 2014 that meet the above qualifications and were not evaluated shall be provided with an evaluation for that period and shall be eligible for the increase.

(b) **One-time payment.** In addition to the across-the-board increases taking effect on January 15, 2016, all employees eligible for that increase shall receive a one-time payment of \$1375 on January 15, 2016 or as soon as practicable thereafter.

(c) **Merit Salary Increases.** Effective January 15, 2016 for the 2015-2016 year, the University shall provide merit salary increases to each department/unit equal to two percent (2%) of the total base salary of employees in the department/unit as of August 14, 2015. 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 who are in an employment relationship with the University prior to May 7, 2015; who remain in an in-unit employment relationship at the date of implementation; and meet the following criteria and procedures.

(1) **Eligibility.** Departments with approved standards may participate in merit increase programs. For the 2015-2016 year, 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 in unit 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

51 most recent annual evaluations are *Above Satisfactory* or *Outstanding* in a ratio of 1.0 for *Above Satisfactory*  
52 and 1.7 for *Outstanding*.

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54 **23.5 Incentive Award Programs.** Incentive Award Programs shall be implemented as set forth in  
55 Paragraphs (a) through (c) below, to recognize and promote faculty excellence and productivity that respond  
56 to and support the mission of the University of Central Florida. The president shall give the final approval for  
57 awards to the successful faculty. Regardless of the contract length (9 months through 12 months), award  
58 recipients shall receive a \$5,000 increase to their base salary retroactive to the start of the employment  
59 agreement for the academic year in which the award was given. These awards shall be made according to  
60 existing criteria and procedures.

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

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

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

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74 **23.6 Excellence Awards.** The University shall implement the merit-based bonuses set forth below to  
75 recognize and promote faculty excellence and productivity that respond to and support the mission of the  
76 University of Central Florida.

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

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

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

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

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

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

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

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

92 (c) Excellence Awards

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

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

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

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103 **23.7 Salary Increases for Employees Funded by Contracts and Grants.**

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

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

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114 **23.8 Administrative Discretion Increases.** On May 8, 2016 through August 31, 2016, the University  
115 may provide Administrative Discretion Increases up to one and one-half percent (1.5%) of the total salary  
116 rate of Education and General (E&G) employees who were in an employment relationship with the  
117 University on May, 7, 2015. Any Administrative Discretion Increase provided to contract and grant (C&G)  
118 employees, any court-ordered or court-approved salary increase, any prevailing wage adjustment for the  
119 purpose of qualifying for immigration status, or any salary increase to settle a legitimate, broad-based  
120 employment dispute shall not be subject to the terms and limitations of this Section.

121 (a) The University may provide Administrative Discretion Increases for verified written offers of  
122 outside employment, special achievements, exceptional merit, compression and inversion, equity and market  
123 equity considerations, and similar special situations to employees in the bargaining unit.

124 (b) Administrative Discretionary Increases for verified written offers of outside employment shall not  
125 contribute to the calculation of the total salary rate.

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

130 (d) The University's ability to provide Administrative Discretion Increases shall expire August  
131 31, 2016, and shall not become part of the status quo.

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133 **23.9 Report to Employees.** All employees shall receive notice of their salary increases prior to  
134 implementation.

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136 **23.10 Type of Payment for Assigned Duties.**

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

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

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143 **23.11 Twelve-Month Payment Option.** The parties agree that a twelve-month payment option for 9-month  
144 employees shall be offered each year during an annual open enrollment period from April 1 to June 30. If  
145 chosen by the employee, this payment option shall become effective for one year starting with the first full  
146 pay period beginning after August 8. The plan shall allow for employees to select a fixed savings amount to  
147 be deducted from each of the nineteen (19) full bi-weekly paychecks received during the Fall and Spring  
148 semesters with a change in that amount to account for those paychecks from which double premiums are  
149 deducted. The total savings shall be returned to the employee in equal amounts for the five (5) full bi-weekly  
150 paychecks received during the Summer semester. The University shall provide an online calculator and  
151 assistance as reasonable, taking into account time and resources, to assist the employee in determining a  
152 savings amount and fixed reduction amount that will allow the employee's net paychecks to remain

153 approximately level across the 24 pay periods. Pay received for supplemental summer assignments shall be  
154 unaffected by this plan. This pay plan is subject to tax limitations.  
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156 **23.12 Administrative Salary Stipends.** A temporary salary increase which is provided to an employee as  
157 compensation for performing a specific, titled administrative function shall be permitted under this  
158 agreement as an Administrative Salary Stipend. At least 14 days prior to the effective date of any  
159 Administrative Salary Stipend, the University shall provide UFF a written notification of the stipend which  
160 states the name of the employee, the rank and discipline of the employee, the amount of the stipend, and the  
161 reason for the stipend. If all or part of the stipend is later added to the employee's base salary, the amount so  
162 converted shall be treated as an Administrative Discretion Increase during the year in which the conversion  
163 takes place and shall be subject to Section 23.8.  
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165 **23.13 Salary Rate Calculation and Payment.** The biweekly salary rate of employees serving on twelve  
166 (12) month (calendar year) appointments shall be calculated by dividing the calendar year salary rate by 26.1  
167 pay periods.