

1 **ARTICLE 23**
2 **SALARIES**

3
4 **23.1 Promotion Increases.**

5 (a) Promotion salary increases shall be granted on August 8 following that promotion in
6 an amount equal to 9.0% of the employee's salary as of August 7 in recognition of
7 promotion to one of the following ranks: Associate Professor, Associate Instructor,
8 Associate Lecturer, Associate Scholar/Scientist/Engineer, Associate in _____, Associate
9 Instructional Designer, Associate Instructional Specialist, and Associate University
10 Librarian.

Commented [CR1]: Expected update from PERC.

11 (b) Promotion salary increases shall be granted on August 8 following that promotion in
12 an amount equal to 10.0% of the employee's salary as of August 7 in recognition of
13 promotion to one of the following ranks: Professor, Senior Instructor, Senior Lecturer,
14 Scholar/Scientist/Engineer, University Librarian, Senior Research Associate, Senior
15 Instructional Specialist, and Senior Instructional Designer.

Commented [CR2]: Expected update from PERC.

16
17 **23.2 Legislatively Mandated Increases.** Any legislatively mandated increases shall be
18 implemented as soon as practicable.

19
20 **23.3 One-Time Payment and Other Salary Increases.**

21 (a) ~~There was no salary increase or one-time payment for 2023-2024.~~

22 (ba) One-time payment for ~~2024-2025~~~~2022-2023~~. Effective ~~November 22, 2024~~~~February~~
23 ~~17, 2023~~ (distributed on pay date ~~December 13, 2024~~~~March 10, 2023~~), the university shall
24 provide a one-time payment of ~~\$3,000.00~~ to each Education and General (E&G) employee
25 who was in a continual, non-OPS employment relationship with the university on May ~~6,~~
26 ~~2024~~~~7, 2022~~; whose ~~2023-2024~~~~2021-2022~~ annual evaluation, if provided, was Satisfactory
27 or above; and who remains employed by the university in an in-unit position at the date of
28 implementation. Those otherwise eligible employees employed on or after May 8, 2021,
29 who did not receive an annual evaluation for ~~2023-2024~~~~2021-2022~~ will be assigned a
30 Satisfactory rating for the purpose of this payment. If an employee's position is less than 1.0
31 FTE, the payment shall be prorated.

Commented [CR3]: Implementation on this date requires prompt resolution on A23 and remaining articles not yet TA'd.

Commented [CP4R3]: To meet this timeline, a TA on all Articles would likely be required by ~Sept 6.

Commented [CR5R3]: 9/5/24: Payout on 11/1/24 no longer possible; new target implementation date is 11/22/24 for payout on 12/13/24.

32 For each eligible employee, the one-time payment amount shall be determined using
33 the following table:

<u>Salary (at 1.0 FTE) as of May 6, 2024</u>	<u>One-time Payment</u>
<u>Less than \$50,000</u>	\$6,500
<u>\$50,000 to \$99,999.99</u>	\$6,000
<u>\$100,000 to \$149,999.99</u>	\$5,500
<u>\$150,000 or more</u>	\$5,000

Commented [CR6]: Largest OTP amounts are proposed for employees with most modest salaries.

Commented [CR7R6]: 9/5/24: OTP increased by \$130 per pay period delay in implementation of increases.

Commented [CR8R6]: 10/2/24: OTP increased by \$1,610.

34
35
36 (cb) ~~Merit Across the Board~~ Salary Increases for 2024-2025. Effective ~~November 22,~~
37 ~~2024~~~~February 17, 2023~~ (distributed on pay date ~~December 13, 2024~~~~March 10, 2023~~), each
38 eligible Education and General (E&G) employee shall receive a ~~3.04-0%~~ increase to the
39 employee's salary. This increase will be calculated using the employee's total salary as of
40 ~~May 6~~~~November 21~~~~October 10, 2024~~~~February 16, 2023~~. An employee shall be eligible if the
41 employee's ~~2023-2024~~~~most recent~~ annual evaluation, if provided, was Satisfactory or

Commented [CR9]: See earlier note.

Commented [CR10R9]: 9/5/24: Payout on 11/1/24 no longer possible; new target implementation date is 11/22/24 for payout on 12/13/24.

Commented [CR11]: Per practice, increase is based on salary as of the day before implementation.

42 above; the employee was in a continual, non-OPS employment relationship with the
43 University on May 6, ~~2024~~2022; and the employee remains in a continual in-unit
44 employment relationship at the date of implementation. Employees employed in ~~2023-~~
45 ~~2024~~2021-2022 who meet the qualifications above and who were not evaluated shall be
46 assigned a Satisfactory rating for the purpose of this increase and shall be eligible for the
47 increase.

48 ~~(c) Merit Salary Increases. Effective March 17, 2023 (distributed on pay date April 7,~~
49 ~~2023), the University shall provide merit salary increases to each department/unit equal to~~
50 ~~2.0% of the total salary of E&G employees in the department/unit as of February 16, 2023.~~
51 ~~All E&G employees who are not members of a department/unit shall be grouped together~~
52 ~~and treated as a department/unit for the purpose of calculating and providing merit salary~~
53 ~~increases. Merit salary increases shall be provided to eligible E&G employees in each~~
54 ~~department/unit who were in a continual, non-OPS employment relationship with the~~
55 ~~University on May 7, 2022; who remain in a continual in-unit employment relationship at the~~
56 ~~date of implementation; and meet the following criteria and procedures.~~

57 ~~— (1) Eligibility. For the 2022-2023 academic year, an employee is eligible under this~~
58 ~~section if they received an overall Above Satisfactory or Outstanding on their most recent~~
59 ~~annual evaluation and are still employed in unit at the University on the date of~~
60 ~~implementation.~~

61 ~~— (2) Distribution. The merit salary increases for eligible employees shall be calculated~~
62 ~~as a percentage of their salary as of February 16, 2023. Such increases shall be distributed~~
63 ~~proportionately to those eligible employees whose most recent annual evaluations are~~
64 ~~Above Satisfactory or Outstanding in a ratio of 1.0 for Above Satisfactory and 1.5 for~~
65 ~~Outstanding.~~

67 **23.4 Salary Increases for Employees Funded by Contracts and Grants or**
68 **Auxiliary Accounts.**

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

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

79 (c) Employees funded by auxiliary accounts shall receive salary increases equivalent to
80 similar employees on E&G funding, provided that adequate funds are available in the
81 appropriate auxiliary account.

83 **23.5 Comprehensive Post Tenure Review Completion: Supplemental Payment**

84 (a) ~~2023-2024 Academic Year Completion. Effective November 22~~December 20, 2024
85 ~~(distributed on pay date December 13, 2024~~January 10, 2025), all tenured employees who
86 ~~were subject to comprehensive post tenure review during the 2023-2024 academic year,~~
87 ~~who remain employed by the university in a tenured position on the date of implementation,~~
88 ~~and whose 2023-2024 comprehensive post tenure review performance rating was "exceeds~~
89 ~~expectations" shall receive a one-time payment of \$5,500. Also, effective November~~

Commented [CR12]: Proposing OTPs to tenured employees whose PTR outcome is "exceeds expectations" (\$5,500) or "meets expectations" (\$2,500). UCF wishes to recognize sustained accomplishment by tenured faculty.

~~December 20, 2024 (distributed on pay date January 10, 2025 December 13, 2024), all tenured employees who were subject to comprehensive post tenure review during the 2023-2024 academic year, who remain employed by the university in a tenured position on the date of implementation, and whose 2023-2024 comprehensive post tenure review performance rating was "meets expectations" shall receive a one-time payment of \$2,500.~~

~~(b) 2024-2025 Academic Year or Subsequent Completion. Effective three weeks before the first pay date in May and distributed on the first pay date in May, all tenured employees who were subject to comprehensive post tenure review during that academic year, who remain employed by the university in a tenured position on the date of implementation, and whose comprehensive post tenure review performance rating was "exceeds expectations" shall receive a one-time payment of \$5,500 on the first pay date in May. Also, effective three weeks before the first pay date in May and distributed on the first pay date in May, all tenured employees who were subject to comprehensive post tenure review during that academic year, who remain employed by the university in a tenured position on the date of implementation, and whose comprehensive post tenure review performance rating was "meets expectations" shall receive a one-time payment of \$2,500 on the first pay date in May. For the 2024-2025 academic year, the effective date of these one-time payments shall be April 11, 2025, and the date of distribution of these one-time payments shall be May 2, 2025.~~

23.65 Annual Incentive Award Programs. Incentive Award Programs recognize and promote employee excellence and productivity that respond to and support the mission of the University of Central Florida, including its strategic initiatives and five key goals. The provost or his or her designee shall give final approval for awards to successful faculty.

Each academic year, the University shall make available to eligible employees 115 Incentive Awards. The awards shall be distributed to awardees in the next award cycle after ratification of this document as set forth below. Regardless of contract length (9 months through 12 months), award recipients shall receive a one-time award of \$5,000 as soon as practicable and a \$5,000 increase to their salary effective at the beginning of the succeeding academic year. Employees on visiting and other temporary appointments are not eligible for incentive awards. Employees on non-E&G funding will be eligible for the increase depending on availability of funds. All full-time employees in the appropriate discipline with at least four academic years of continuous, non-OPS service at UCF immediately prior to the current academic year are eligible.

(a) UCF-Teaching Incentive Program. The UCF-Teaching Incentive Program ("UCF-TIP") rewards teaching productivity and excellence. Each academic year the University shall make available up to fifty-five (55) UCF-TIP awards to eligible employees. The UCF-TIP award recognizes employee contributions to UCF's key goals of offering the best undergraduate education available in Florida and achieving international prominence in key programs of graduate study. Employees applying for TIPs must meet current eligibility ~~productivity~~ criteria.

(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, including interdisciplinary research and collaborations, as well as using evidence-based methods to research effective teaching and student learning in higher education (i.e., at the university level). Each academic year the University shall make available up to sixty (60) UCF-RIA awards to eligible employees.

Commented [CR13]: Proposing maintenance of 115 Incentive Awards.

Commented [CR14]: BOT proposes maintaining 55 TIPs.

Commented [CR15]: Maintains awards even if SCH information is not readily available to FE.

Commented [CR16]: SoTLs are consolidated with RIAs. Next subsection is stricken.

Commented [CR17]: BOT proposes 60 RIAs.

138 The UCF-RIA award recognizes employee contributions to UCF's key goal of achieving
139 international prominence in research and creative activities.

~~140 (c) Scholarship of Teaching and Learning Awards (SoTLs). SoTLs recognize discovery,
141 reflection, and using evidence-based methods to research effective teaching and student
142 learning in higher education (i.e., at the university level). SoTL goes beyond teaching based
143 on evidence for specific teaching and learning practices. While the implementation of SoTL
144 outcomes may result in teaching excellence and increased teaching effectiveness, this
145 award recognizes scholarly efforts beyond teaching excellence. The University shall make
146 available up to five SoTL awards.~~

147 (cd) Applications for Incentive Awards. Applications shall be completed online. These
148 awards shall be made according to the criteria or procedures listed on the Faculty
149 Excellence website. Eligible employees may apply for both TIP and RIA awards in the same
150 academic year; however, they may only receive one Incentive Award in an academic year.
151 In the event that an employee is selected for both TIP and RIA awards in the same
152 academic year, the process for finalizing awards selections is provided in 23.6 (e) (1) j.

153 (e) Incentive Award Selection.

154 (1) TIPs/RIAs. College or unit committees for the TIP and RIA award programs shall
155 be elected by and from the unit employees. The committees shall equitably represent the
156 departments or units within them. Employees who plan to apply in the current cycle for a
157 particular award shall not be eligible to serve on the committee. A committee chairperson
158 for each incentive award program shall be elected by and from the college/unit committee.
159 The chairperson shall charge the committee that members shall only consider the merits of
160 the application. No additional outside information or discussion of position, e.g., instructor
161 vs. tenure track employee, past awards, current salary, etc., may be considered, nor may
162 additional criteria be used. The committee shall review the award applications and shall
163 submit a ranked list of recommended employees to the dean or dean's representative. In
164 ranking the applicants, committee members shall only consider the merits of the application.
165 All information available to the committee and all deliberations of the committee, except for
166 the ranked list of recommended employees, are to be held in strict confidence.

167 a. Each committee member shall review all applications and transmit a
168 preliminary ranking to the committee chair. Committee members may rank as many
169 applicants as they deem merit the award, with the highest rank given to the top candidate
170 (i.e., the highest rank equals the number of applicants, N), the next highest rank being N-1,
171 and so on. Applications that are not deemed acceptable for an award by a committee
172 member shall be left unranked in that committee member's rankings.

173 b. In larger colleges or units, subcommittees may be formed from the committee
174 at-large in the interest of efficient evaluation of the incentive award applications. Each
175 subcommittee must include at least three members, and every member of the committee at-
176 large must serve on a subcommittee. The applications to be reviewed shall be equitably
177 partitioned among the subcommittees. The subcommittees shall follow the ranking
178 procedure outlined in (a) above to determine which applications they recommend to the
179 committee at-large. Then the committee at-large shall be convened to review the
180 applications recommended by the subcommittees.

181 c. The committee chair shall convene the committee (at-large) and review their
182 initial rankings. Discussion shall be limited to information contained in the application and
183 may focus on applicants with few or dispersed rankings.

184 d. Following this discussion, the committee shall use a secret ballot to rank
185 candidates' applications using the procedure outlined in (a) above.

Commented [CR18]: For added clarity.

186 e. A majority of voting committee members present must rank an application for
187 that employee to be eligible for an incentive award.

188 f. The application with the highest mean rank (i.e., the sum of the applicant's
189 rankings divided by the number of committee members present) shall have the highest
190 priority for an incentive award, the application with the next highest mean rank the next
191 highest priority, and so on, until all applications who received rankings by a majority of
192 committee members present are ranked in order.

193 g. In the case of T eligible applications with tied mean rank remaining for the
194 final T-1 or fewer available award(s), the procedure outlined in (a) above, with T being the
195 highest possible rank, shall be used to break the ties. The ranking process outlined in (a)
196 above shall be used as many times in succession as necessary until all such ties are
197 resolved and a final ranked list is complete.

198 h. The committee chair shall transmit this ranked list to the dean or dean's
199 representative, or unit head who reviews and approves the awards. If the selection
200 committee recommends awards fewer than the number of awards available or if the dean or
201 unit head does not approve an award from the list submitted by the selection committee,
202 then the award(s) shall be retained in the same college or unit for one additional cycle
203 before it is returned to the overall pool for apportionment.

204 i. For purposes of TIP/RIA selection as stated above, "college" shall also
205 include the group of employees whose primary assignment is in the College of
206 Undergraduate Studies, the College of Graduate Studies, an institute, or center. One Two
207 TIPs and onetwo RIAs shall be available to the employees grouped together as described
208 here. The college committee shall consist of a member from each of the units represented.

209 j. If an employee is selected to receive both TIP and RIA awards in the same
210 academic year, that employee, say, Employee A, shall be asked to choose to receive either
211 the TIP or RIA award and may be eligible to apply for and receive the other Incentive Award
212 in the next academic year. Employee A's dean shall use the committee rankings to
213 determine which employee should receive the TIP or RIA award that was not chosen by
214 Employee A.

215 **23.76 Trustee Chair Professor, Pegasus Professor, and Excellence Awards.**

216 The University shall implement the merit-based bonuses set forth below to recognize and
217 promote employee excellence and productivity that respond to and support the mission of
218 the University of Central Florida.
219

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

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

228 (2) Each academic year, the University may award Trustee Chair Professorships.

229 (3) The eligibility criteria for an applicant is holding the rank of tenured professor; the
230 applicant must be recognized as a "foremost scholar" in his or her chosen area of expertise,
231 meaning known as a preeminent scholar in his or her discipline; and have a positive impact
232 to other scholars at UCF. Applications will be reviewed by a committee consisting of one
233 Trustee Chair, one Pegasus Professor, the Chair of the Faculty Senate, and the Vice

Commented [CR19]: The work of the committee is to rank applications rather than the applicants who submit them.

Commented [CR20]: For clarity.

Commented [CR21]: What if an employee applies for and is selected for both a TIP and RIA in the same academic year? This process can resolve the awards selections in a timely way.

Commented [CR22]: More complete and accurate section heading.

234 Provost for Faculty Excellence. An employee who holds the rank of full professor shall be
235 appointed by the UCF-UFF Chapter President to serve as an ex officio member of the
236 committee and shall not have a voting role except in the case of breaking any tie votes. The
237 President and Provost or designee will make the final appointment.

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

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

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

243 (3) The eligibility criteria is having completed five academic years at the rank of
244 tenured professor at UCF; having achieved excellence in teaching, research and/or creative
245 activity; and demonstrable service and scope of national and international impact. The
246 awards are ultimately determined by the President or designee.

247 (c) Excellence Awards. All full-time employees in the appropriate discipline with at least
248 three academic years of continuous non-visiting, non-OPS service at UCF immediately prior
249 to the current academic year are eligible, except for employees who have received a
250 college or university excellence award in the past three academic years in the category for
251 which they are applying. For some Excellence awards, additional eligibility criteria are
252 specified below. Award recipients shall receive a one-time payment of \$2,000. Each
253 academic year, the University shall award Excellence in Undergraduate Teaching awards,
254 one University Award for Excellence in Undergraduate Teaching, Excellence in Graduate
255 Teaching awards, one University Award for Excellence in Graduate Teaching, one
256 University Award for Excellence in Faculty Academic Advising, Excellence in Research
257 awards, one University Distinguished Research award, one University Award for Excellence
258 in Professional Service, one Excellence in Librarianship award, and one Excellence in
259 Instructional Design award.

260 (1) Excellence in Undergraduate Teaching awards.

261 a. Eligibility. Employees must be assigned to teach at least two undergraduate
262 courses in the current academic year and to have taught at least six undergraduate courses
263 over the preceding three academic years.

264 b. The criteria for evaluating applicants' files shall include three major
265 categories:

- 266 1. Innovations to improve undergraduate teaching;
- 267 2. Undergraduate teaching accomplishments/honors;
- 268 3. Evidence of impact on undergraduate teaching.

269 (2) Excellence in Graduate Teaching Awards.

270 a. Eligibility. Employees must have contributed significantly to graduate
271 education, including substantial teaching of graduate courses (including thesis and
272 dissertation courses) over the current academic year and the three preceding academic
273 years.

274 b. The criteria for evaluating applicants' files shall include three major
275 categories:

- 276 1. Innovations to improve graduate teaching;
- 277 2. Graduate Teaching Accomplishments/honors;
- 278 3. Evidence of impact on graduate teaching.

279 (3) Excellence in Research Awards

280 a. Eligibility. Employees must have an assignment of at least 0.10 FTE in
281 research over each of the three immediately preceding academic years and the current
282 academic year at UCF.

283 b. The criteria for evaluating applicants' files shall include three major
 284 categories.
 285 1. Cumulative value and impact of research efforts at UCF within the
 286 discipline and to society;
 287 2. Recognition of research impact by the individual's peers in the same or in
 288 related disciplines;
 289 3. Publication/dissemination and presentation of research results.
 290 (4) Excellence in Faculty Academic Advising.
 291 a. Eligibility. All employees who currently advise and who have advised
 292 undergraduate students over the preceding three academic years are eligible.
 293 b. The criteria for evaluating applicants' files shall include three major categories:
 294 1. Evidence of extra effort to improve advising;
 295 2. Evidence that students have been sensitively and appropriately informed
 296 and guided concerning career choices and academic opportunities;
 297 3. Evidence that the nominee serves as a role model in the pursuit of
 298 learning.
 299 (5) University Awards for Excellence in Professional Service.
 300 a. Eligibility. Employees who are assigned an FTE of at least 0.05 for
 301 professional service duties over the current academic year and for each of the three
 302 preceding academic years are eligible.
 303 b. The criteria for evaluating applicants' files shall include three major
 304 categories:
 305 1. Evidence of effectiveness in service to the university by highlighting
 306 leadership contributions;
 307 2. Evidence of significant accomplishment in professional organizations in
 308 the nominee's discipline;
 309 3. Evidence of recognition for outreach activities, service, and leadership
 310 contributions to community organizations.
 311 (6) Excellence in Librarianship.
 312 a. Eligibility. Employees who have served at UCF as a librarian on a permanent
 313 line for the current academic year and at least the three academic years immediately
 314 preceding the current academic year are eligible.
 315 b. The criteria for evaluating applicant's files shall include two major categories:
 316 1. Evidence of extra effort to improve library services and collections;
 317 2. Evidence of a sustained period of excellence in the library profession.
 318 (7) Excellence in Instructional Design.
 319 a. Eligibility. Must be an instructional designer on a non-visiting, non-OPS 12-
 320 month contract at the time of nomination and over the three preceding academic years.
 321 b. The criteria for evaluating applicant's files shall include two major categories:
 322 1. Innovative contributions to UCF and/or the ID field;
 323 2. Evidence of outstanding effort to promote quality of online instruction and
 324 improve relationships with faculty members at UCF.
 325 (8) Recommendations for these awards are made by various committees and are
 326 ultimately determined by ~~the Provost~~President or designee.

327
 328 **23.87 Administrative Discretion Increases.** From the date of ratification of this
 329 document, through August 31, ~~2027~~2024, the University may provide Administrative
 330 Discretion Increases up to one and one-half percent (1.5%) of the total salary rate of

- Commented [CR23]:** Final approval for incentive awards rests with the Provost/designee.
- Commented [CR24]:** UFF has expressed concern about employees leaving UCF for other institutions. It seems UFF and UCF agree that ADIs are important for retaining employees.
- Commented [CR25R24]:** "Status quo" language for ADIs largely restored.

§31 employees who were in an employment relationship with the University on May 67,
 §32 ~~2024~~2024. Any Administrative Discretion Increase provided to contract and grant (C&G) or
 §33 auxiliary-funded employees, any court-ordered or court-approved salary increase, any
 §34 prevailing wage adjustment for the purpose of qualifying for immigration status, verified
 §35 written offers of outside employment, or any salary increase to settle a legitimate, broad-
 §36 based employment dispute shall not be subject to the terms and limitations of this Section.

Commented [CR26]: Added clarity about distinction between counteroffers and other ADIs.

§37 (a) The University may provide Administrative Discretion Increases for ~~verified written~~
 §38 ~~offers of outside employment~~, special achievements, merit, compression and inversion,
 §39 equity and market equity considerations, and similar special situations to employees in the
 §40 bargaining unit.

§41 ~~(b) Administrative Discretionary Increases for verified written offers of outside~~
 §42 ~~employment shall not be subject to the one and one-half percent (1.5%) salary rate~~
 §43 ~~limitation.~~

§44 (b) UFF Notification. Within 45 days of the effective date of any such increase, the
 §45 University shall provide to the UFF a written notification of the increase which states the
 §46 name of the employee, the rank and discipline of the employee, the amount of the increase,
 §47 and the reason for the increase.

§48 (c) The University’s ability to provide Administrative Discretion Increases shall expire
 §49 August 31, ~~2027~~2024, and shall not become part of the status quo.

§51 **23.98 Report to Employees.** All employees may access their salary information at any
 §52 time through the UCF portal.

§54 **23.109 Type of Payment for Assigned Duties.**

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

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

§62 **23.1140 Twelve-Month Payment Option.** The parties agree that a twelve-month
 §63 payment option for 9-month employees shall be offered each year during an annual open
 §64 enrollment period from April 1 to June 30. If chosen by the employee, this payment option
 §65 shall become effective for one academic year starting with the first full pay period beginning
 §66 after August 8. The plan shall allow for employees to select a fixed savings amount to be
 §67 deducted from each of the nineteen full bi-weekly paychecks received during the Fall and
 §68 Spring semesters with a change in that amount to account for those paychecks from which
 §69 double premiums are deducted. The total savings shall be returned to the employee in
 §70 equal amounts for the five full bi-weekly paychecks received during the Summer. The
 §71 University shall provide an online calculator to assist the employee in determining a savings
 §72 amount and fixed reduction amount that will allow the employee’s net paychecks to remain
 §73 approximately constant. Pay received for supplemental summer assignments shall be
 §74 unaffected by this plan. This pay plan is subject to tax limitations.

§76 **23.1244 Administrative Salary Stipends.** A temporary salary increase that is provided
 §77 to an employee as compensation for performing a specific, titled administrative function
 §78 shall be permitted under this agreement as an Administrative Salary Stipend. Within 45

379 days of the effective date of any Administrative Salary Stipend, the University shall provide
380 UFF a written notification of the stipend which states the name of the employee, the rank
381 and discipline of the employee, the amount of the stipend, and the reason for the stipend. If
382 all or part of the stipend is later added to the employee's salary, the amount so converted
383 shall be treated as an Administrative Discretion Increase during the year in which the
384 conversion takes place and shall be subject to limitations of that section.
385

386 **23.1342 Salary Rate Calculation and Payment.** The biweekly salary rate of employees
387 serving on twelve-month appointments shall be calculated by dividing the salary rate by
388 26.1 pay periods.
389

390 **23.14 Compensation.** UCF will comply with all applicable Federal and State labor and
391 employment laws.