

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 **11.0%** 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, and Associate University Librarian.

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10 (b) Promotion salary increases shall be granted on August 8 following that promotion in
11 an amount equal to **12.0%** of the employee's salary as of August 7 in recognition of
12 promotion to one of the following ranks: ~~Professor~~, Senior Instructor, Senior Lecturer,
13 Scholar/Scientist/Engineer, University Librarian, and Senior Instructional Designer.

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14 (c) Promotion salary increases shall be granted on August 8 following that promotion in
15 an amount equal to 11.0% of the employee's salary as of August 7 in recognition of
16 promotion to Associate Professor.

17 (d) Promotion salary increases shall be granted on August 8 following that promotion in
18 an amount equal to 12.0% of the employee's salary as of August 7 in recognition of
19 promotion to Professor.

20
21 **23.2 Legislatively Mandated Increases.** Any legislatively mandated increases shall be
22 implemented as soon as practicable.

23
24 **23.3 One-Time Payment and Other Salary Increases.**

25 (a) ~~There was no salary increase or one-time payment for 2023-2024 thus this article~~
26 ~~represents salary increases over a period of two academic years 2023-2024 and 2024-~~
27 ~~2025.~~

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28 (ba) One-time payment for ~~2024-2025~~~~2022-2023~~. Effective ~~October 11, 2024~~~~February~~
29 ~~17, 2023~~ (distributed on pay date ~~November 1, 2024~~~~March 10, 2023~~), the university shall
30 provide a one-time payment ~~of \$3,000.00~~ to each Education and General (E&G) employee
31 who was in a continual, non-OPS employment relationship with the university on May ~~6,~~
32 ~~2024~~~~7, 2022~~; whose ~~2023-2024~~~~2021-2022~~ annual evaluation, if provided, was Satisfactory
33 or above; and who remains employed by the university in an in-unit position at the date of
34 implementation. Those otherwise eligible employees employed on or after May 8, 2021,
35 who did not receive an annual evaluation for ~~2023-2024~~~~2021-2022~~ will be assigned a
36 Satisfactory rating for the purpose of this payment. If an employee's position is less than 1.0
37 FTE, the payment shall be prorated.

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38 For each eligible employee, the one-time payment amount shall be determined using
39 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>	<u>\$4,500</u>
<u>\$50,000 to \$99,999.99</u>	<u>\$4,000</u>
<u>\$100,000 to \$149,999.99</u>	<u>\$3,500</u>
<u>\$150,000 or more</u>	<u>\$3,000</u>

42 (c) ~~Merit Across the Board~~ Salary Increases for 2024-2025. Effective ~~October 11,~~
 43 ~~2024 February 17, 2023~~ (distributed on pay date ~~November 1, 2024 March 10, 2023~~), each
 44 eligible Education and General (E&G)-employee shall receive a ~~8.0%~~ increase to the
 45 employee's salary. This increase will be calculated using the employee's ~~total~~ salary as of
 46 ~~May 6, 2024 February 16, 2023~~. An employee shall be eligible if the employee's ~~2023-~~
 47 ~~2024 most recent~~ annual evaluation, if provided, was Satisfactory or above; the employee
 48 was in a continual, non-OPS employment relationship with the University on May ~~6, 2024,~~
 49 ~~2022~~; and the employee remains in a continual in-unit employment relationship at the date
 50 of implementation. Employees employed in ~~2023-2024 2024-2022~~ who meet the
 51 qualifications above and who were not evaluated shall be assigned a Satisfactory rating for
 52 the purpose of this increase and shall be eligible for the increase.

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55 **23.4 Salary Increases for Employees Funded by Contracts and Grants or**
 56 **Auxiliary Accounts.**

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

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

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

71 **23.5 Comprehensive Post Tenure Review Completion: Supplemental Payment**

72 (a) ~~2023-2024 Academic Year Completion. Effective November 22, 2024 (distributed on~~
 73 ~~pay date December 13, 2024), all tenured employees who were subject to comprehensive~~
 74 ~~post tenure review during the 2023-2024 academic year, who remain employed by the~~
 75 ~~university in a tenured position on the date of implementation, and whose 2023-2024~~
 76 ~~comprehensive post tenure review performance rating was "exceeds expectations" shall~~
 77 ~~receive a one-time payment of \$5,500 in base salary. Also, effective November 22, 2024~~
 78 ~~(distributed on pay date December 13, 2024), all tenured employees who were subject to~~
 79 ~~comprehensive post tenure review during the 2023-2024 academic year, who remain~~
 80 ~~employed by the university in a tenured position on the date of implementation, and whose~~
 81 ~~2023-2024 comprehensive post tenure review performance rating was "meets expectations"~~
 82 ~~shall receive a one-time payment of \$2,500 in base salary.~~

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83 (b) ~~2024-2025 Academic Year or Subsequent Completion. Effective three weeks before~~
 84 ~~the first pay date in May and distributed on the first pay date in May, all tenured employees~~
 85 ~~who were subject to comprehensive post tenure review during that academic year, who~~
 86 ~~remain employed by the university in a tenured position on the date of implementation, and~~
 87 ~~whose comprehensive post tenure review performance rating was "exceeds expectations"~~
 88 ~~shall receive a one-time payment of \$5,500 in base salary on the first pay date in May. Also,~~
 89 ~~effective three weeks before the first pay date in May and distributed on the first pay date in~~

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90 May, all tenured employees who were subject to comprehensive post tenure review during
 91 that academic year, who remain employed by the university in a tenured position on the
 92 date of implementation, and whose comprehensive post tenure review performance rating
 93 was “meets expectations” shall receive a one-time payment of \$2,500 in base salary on the
 94 first pay date in May. For the 2024-2025 academic year, the effective date of these one-time
 95 payments shall be April 11, 2025, and the date of distribution of these one-time payments
 96 shall be May 2, 2025.

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 99 **23.6 Annual Incentive Award Programs.** Incentive Award Programs recognize and
 100 promote employee excellence and productivity that respond to and support the mission of
 101 the University of Central Florida, including its strategic initiatives and five key goals. The
 102 provost or his or her designee shall give final approval for awards to successful faculty.

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

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

119 (b) UCF-Research Incentive Award Program. The UCF-Research Incentive Award
 120 (“UCF-RIA”) program recognizes outstanding research, scholarly, or creative activity that
 121 advances the body of knowledge in a particular field, including interdisciplinary research
 122 and collaborations. Each academic year the University shall make available up to fifty-five
 123 UCF-RIA awards to eligible employees. The UCF-RIA award recognizes employee
 124 contributions to UCF’s key goal of achieving international prominence in research and
 125 creative activities.

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

133 (d) Applications for Incentive Awards. Applications shall be completed online. These
 134 awards shall be made according to the criteria or procedures listed on the Faculty
 135 Excellence website. Eligible employees may apply for both TIP and RIA awards in the same
 136 academic year; however, they may only receive one Incentive Award in an academic year.

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137 In the event that an employee is selected for both TIP and RIA awards in the same
138 academic year, the process for finalizing awards selections is provided in 23.6 (e) (1) j.

139 (e) Incentive Award Selection.

140 (1) TIPs/RIAs. College or unit committees for the TIP and RIA award programs shall
141 be elected by and from the unit employees. The committees shall equitably represent the
142 departments or units within them. Employees who plan to apply in the current cycle for a
143 particular award shall not be eligible to serve on the committee. A committee chairperson
144 for each incentive award program shall be elected by and from the college/unit committee.
145 The chairperson shall charge the committee that members shall only consider the merits of
146 the application. No additional outside information or discussion of position, e.g., instructor
147 vs. tenure track employee, past awards, current salary, etc., may be considered, nor may
148 additional criteria be used. The committee shall review the award applications and shall
149 submit a ranked list of recommended employees to the dean or dean's representative. In
150 ranking the applicants, committee members shall only consider the merits of the application.

151 All information available to the committee and all deliberations of the committee, except for
152 the ranked list of recommended employees, are to be held in strict confidence.

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

159 b. In larger colleges or units, subcommittees may be formed from the committee
160 at-large in the interest of efficient evaluation of the incentive award applications. Each
161 subcommittee must include at least three members, and every member of the committee at-
162 large must serve on a subcommittee. The applications to be reviewed shall be equitably
163 partitioned among the subcommittees. The subcommittees shall follow the ranking
164 procedure outlined in (a) above to determine which applications they recommend to the
165 committee at-large. Then the committee at-large shall be convened to review the
166 applications recommended by the subcommittees.

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

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

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

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

179 g. In the case of T eligible applications with tied mean rank remaining, the
180 procedure outlined in (a) above, with T being the highest possible rank, shall be used to
181 break the ties. The ranking process outlined in (a) above shall be used as many times in
182 succession as necessary until all such ties are resolved and a final ranked list is complete.

183 h. The committee chair shall transmit this ranked list to the dean or dean's
184 representative, or unit head who reviews and approves the awards. If the selection
185 committee recommends fewer than the number of awards available or if the dean or unit

186 head does not approve an award from the list submitted by the selection committee, then
187 the award(s) shall be retained in the same college or unit for one additional cycle before it is
188 returned to the overall pool for apportionment.

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

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

200
201 **23.7 Trustee Chair Professor, Pegasus Professor, and Excellence Awards.**

202 The University shall implement the merit-based bonuses set forth below to recognize and
203 promote employee excellence and productivity that respond to and support the mission of
204 the University of Central Florida.

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

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

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

214 (3) The eligibility criteria for an applicant is holding the rank of tenured professor; the
215 applicant must be recognized as a "foremost scholar" in his or her chosen area of expertise,
216 meaning known as a preeminent scholar in his or her discipline; and have a positive impact
217 to other scholars at UCF. Applications will be reviewed by a committee consisting of one
218 Trustee Chair, one Pegasus Professor, the Chair of the Faculty Senate, and the Vice
219 Provost for Faculty Excellence. An employee who holds the rank of full professor shall be
220 appointed by the UCF-UFF Chapter President to serve as an ex officio member of the
221 committee and shall not have a voting role except in the case of breaking any tie votes. The
222 President and Provost or designee will make the final appointment.

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

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

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

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

232 (c) Excellence Awards. All full-time employees in the appropriate discipline with at least
233 three academic years of continuous non-visiting, non-OPS service at UCF immediately prior

234 to the current academic year are eligible, except for employees who have received a
235 college or university excellence award in the past three academic years in the category for
236 which they are applying. For some Excellence awards, additional eligibility criteria are
237 specified below. Award recipients shall receive a one-time payment of \$2,000. Each
238 academic year, the University shall award Excellence in Undergraduate Teaching awards,
239 one University Award for Excellence in Undergraduate Teaching, Excellence in Graduate
240 Teaching awards, one University Award for Excellence in Graduate Teaching, one
241 University Award for Excellence in Faculty Academic Advising, Excellence in Research
242 awards, one University Distinguished Research award, one University Award for Excellence
243 in Professional Service, one Excellence in Librarianship award, and one Excellence in
244 Instructional Design award.

245 (1) Excellence in Undergraduate Teaching awards.

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

249 b. The criteria for evaluating applicants' files shall include three major
250 categories:

- 251 1. Innovations to improve undergraduate teaching;
- 252 2. Undergraduate teaching accomplishments/honors;
- 253 3. Evidence of impact on undergraduate teaching.

254 (2) Excellence in Graduate Teaching Awards.

255 a. Eligibility. Employees must have contributed significantly to graduate
256 education, including substantial teaching of graduate courses (including thesis and
257 dissertation courses) over the current academic year and the three preceding academic
258 years.

259 b. The criteria for evaluating applicants' files shall include three major
260 categories:

- 261 1. Innovations to improve graduate teaching;
- 262 2. Graduate Teaching Accomplishments/honors;
- 263 3. Evidence of impact on graduate teaching.

264 (3) Excellence in Research Awards

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

268 b. The criteria for evaluating applicants' files shall include three major
269 categories.

- 270 1. Cumulative value and impact of research efforts at UCF within the
271 discipline and to society;
- 272 2. Recognition of research impact by the individual's peers in the same or in
273 related disciplines;
- 274 3. Publication/dissemination and presentation of research results.

275 (4) Excellence in Faculty Academic Advising.

276 a. Eligibility. All employees who currently advise and who have advised
277 undergraduate students over the preceding three academic years are eligible.

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

- 279 1. Evidence of extra effort to improve advising;
- 280 2. Evidence that students have been sensitively and appropriately informed
281 and guided concerning career choices and academic opportunities;

282 3. Evidence that the nominee serves as a role model in the pursuit of
283 learning.

284 (5) University Awards for Excellence in Professional Service.

285 a. Eligibility. Employees who are assigned an FTE of at least 0.05 for
286 professional service duties over the current academic year and for each of the three
287 preceding academic years are eligible.

288 b. The criteria for evaluating applicants' files shall include three major
289 categories:

290 1. Evidence of effectiveness in service to the university by highlighting
291 leadership contributions;

292 2. Evidence of significant accomplishment in professional organizations in
293 the nominee's discipline;

294 3. Evidence of recognition for outreach activities, service, and leadership
295 contributions to community organizations.

296 (6) Excellence in Librarianship.

297 a. Eligibility. Employees who have served at UCF as a librarian on a permanent
298 line for the current academic year and at least the three academic years immediately
299 preceding the current academic year are eligible.

300 b. The criteria for evaluating applicant's files shall include two major categories:

301 1. Evidence of extra effort to improve library services and collections;

302 2. Evidence of a sustained period of excellence in the library profession.

303 (7) Excellence in Instructional Design.

304 a. Eligibility. Must be an instructional designer on a non-visiting, non-OPS 12-
305 month contract at the time of nomination and over the three preceding academic years.

306 b. The criteria for evaluating applicant's files shall include two major categories:

307 1. Innovative contributions to UCF and/or the ID field;

308 2. Evidence of outstanding effort to promote quality of online instruction and
309 improve relationships with faculty members at UCF.

310 (8) Recommendations for these awards are made by various committees and are
311 ultimately determined by the Provost or designee.

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313 **23.8 Administrative Discretion Increases.** From the date of ratification of this
314 document, through August 31, 2027, the University may provide Administrative Discretion
315 Increases up to one and one-half percent (1.5%) of the total salary rate of employees who
316 were in an employment relationship with the University on May 6, 2024. Any Administrative
317 Discretion Increase provided to contract and grant (C&G) or auxiliary-funded employees,
318 any court-ordered or court-approved salary increase, any prevailing wage adjustment for
319 the purpose of qualifying for immigration status, verified written offers of outside
320 employment, or any salary increase to settle a legitimate, broad-based employment dispute
321 shall not be subject to the terms and limitations of this Section.

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322 (a) The University may provide Administrative Discretion Increases for special
323 achievements, merit, compression and inversion, equity and market equity considerations,
324 and similar special situations to employees in the bargaining unit.

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

329 (c) The University's ability to provide Administrative Discretion Increases shall expire
330 August 31, 2027, and shall not become part of the status quo.

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332 **23.9 Report to Employees.** All employees may access their salary information at any
333 time through the UCF portal.

334
335 **23.10 Type of Payment for Assigned Duties.**

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

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

342
343 **23.11 Twelve-Month Payment Option.** The parties agree that a twelve-month payment
344 option for 9-month employees shall be offered each year during an annual open enrollment
345 period from April 1 to June 30. If chosen by the employee, this payment option shall
346 become effective for one academic year starting with the first full pay period beginning after
347 August 8. The plan shall allow for employees to select a fixed savings amount to be
348 deducted from each of the nineteen full bi-weekly paychecks received during the Fall and
349 Spring semesters with a change in that amount to account for those paychecks from which
350 double premiums are deducted. The total savings shall be returned to the employee in
351 equal amounts for the five full bi-weekly paychecks received during the Summer. The
352 University shall provide an online calculator to assist the employee in determining a savings
353 amount and fixed reduction amount that will allow the employee's net paychecks to remain
354 approximately constant. Pay received for supplemental summer assignments shall be
355 unaffected by this plan. This pay plan is subject to tax limitations.

356
357 **23.12 Administrative Salary Stipends.** A temporary salary increase that is provided to
358 an employee as compensation for performing a specific, titled administrative function shall
359 be permitted under this agreement as an Administrative Salary Stipend. Within 45 days of
360 the effective date of any Administrative Salary Stipend, the University shall provide UFF a
361 written notification of the stipend which states the name of the employee, the rank and
362 discipline of the employee, the amount of the stipend, and the reason for the stipend. If all
363 or part of the stipend is later added to the employee's salary, the amount so converted shall
364 be treated as an Administrative Discretion Increase during the year in which the conversion
365 takes place and shall be subject to limitations of that section.

366
367 **23.13 Salary Rate Calculation and Payment.** The biweekly salary rate of employees
368 serving on twelve-month appointments shall be calculated by dividing the salary rate by
369 26.1 pay periods.

370
371 **23.14 Compensation.** UCF will comply with all applicable Federal and State labor and
372 employment laws.