

There were some questions about salary updates and bargaining and we reach agreement on 2024-2025 Salary yesterday (still bargaining other items) at UWF:

2024-2025

4% base salary + 4% one-time bonus for distinguished

3% base salary + 3% one-time bonus for excellent

2% base salary + 2% one-time bonus for good

2023-2024

2.9% Across the board base salary increase +

4% base salary for distinguished

3% base salary for excellent

2% base salary for good +

Some money for inversion

So over last two negotiations highest merit performers received 10.9% in total not counting PTR/SPE or promotions.

Bargaining Agreement

Faculty colleagues: We are pleased to let you know that today we came to an agreement on the full-book [Collective Bargaining Agreement \(CBA\) for 2024-2027](#)! We will now initiate the ratification process for both the Board of Trustees (BOT) and the members of the bargaining unit.

During the ratification process, we will share details of all the changes we've agreed to make so you can make an informed decision but let us first update you on the two last agreements we came to today:

- We reached agreement on Article 23-Salaries, including a 4% across the board salary increase, a one-time payment of \$1,700, \$400,000 in funds to address compression and inversion, a pool of funds in the amount of 1% of bargaining unit base salaries for merit pay and a path to development of a terminal rank review process. Despite our best efforts, the BOT team would not increase the amount of the one-time payment to be consistent with what they are paying staff and out-of-unit faculty, and we know that salaries still have not kept up with the cost of living locally. At the same time, we believe last year's 5% across-the-board increase coupled with this year's 4% is a significant step in the right direction. The salary adjustments (pending ratification) will be effective Aug. 7, 2024.
- As you know from our update Friday, the BOT team asked the UFF team to agree to verbiage that we believe would waive the rights of Student Success Counselors, and we could not do that. Today, we compromised on verbiage that does not waive anyone's rights, codifies our disagreement on the issue and pledges to continue to negotiate our differences.

Again, we will share details on ALL of the changes to the contract during the ratification process, but in addition to the salary agreements explained above, we are proud of agreements negotiated on: 1) development of a process for instructor to apply to change their position to a professorial position; 2) a provision to require written documentation to automatically be provided if someone is denied promotion; 3) some clarification in the evaluation article; and 4) development of a process to request going up for promotion earlier than the required four years.

The BOT will vote on ratification of the contract at its Aug. 1 special meeting. The UFF team will coordinate a ratification of the bargaining unit during the week of Aug. 5. We will share details with the unit soon but anticipate a vote tally in person on Aug. 9.

Thank you to all the members of the bargaining unit who supported us through this very challenging process.

Best,

Kara

UFF-FGCU Bargaining Chair on behalf of Bargaining Team Members

Stefan Carpenter

Carolynne Gischel

Michelle Leaver

Rachel Tait-Ripperdan

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University of Florida puts \$25 million towards faculty salary raises



University of Florida puts \$25 million towards faculty salary raises

By [WCJB Staff](#)

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GAINESVILLE, Fla. (WCJB) - Officials with the University of Florida announced Monday afternoon that the school's Board of Trustees voted unanimously to use \$25 million in overhead cost savings to

create a merit raise pool for faculty and staff.

The board voted to create a 4% merit raise pool for out-of-unit faculty and a 3.75% merit raise pool for staff, which will become effective Oct. 1. Raises for faculty in unions will need to be bargained. Faculty bonuses will also begin Oct. 1.

UF's Trustees also approved a one-time \$10,000 bonus to faculty who receive an "exceeds expectations" rating in their post-tenure review evaluations.

"It makes a huge difference when our faculty and staff know that we care about their hard work and what they do each day for our university," interim president Kent Fuchs said. "As we look forward to the fall semester, there is a sense of excitement about our work to make sure that we elevate this great university."

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