

1 **Reopener 2025-2026 (2024-2027 CBA) February 10, 2026**

2 **Article 23, Salaries UFF 03**

3  
4 **ARTICLE 23**

5 **SALARIES**

6  
7 **23.1 Promotion Increases.**

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

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

19  
20 **23.2 Legislatively Mandated Increases.** Any legislatively mandated increases shall be  
21 implemented as soon as practicable.

22  
23 **23.3 One-Time Payment and Other Salary Increases for 2025-2026.**

24 (a) One-time payment for 2025-2026. Effective April 31, 2026  
25 (distributed on pay date April 24, 2026), the university shall provide a one-time  
26 payment to each Education and General (E&G) employee who was in a continual, non-  
27 OPS employment relationship with the university on May 7, 2025; whose 2024-  
28 2025 annual evaluation, if provided, was Satisfactory or above; and who remains  
29 employed by the university in an in-unit position at the date of implementation. Those  
30 otherwise eligible employees who did not receive an annual evaluation for 2024-2025  
31 will be assigned a Satisfactory rating for the purpose of this payment. If an employee’s  
32 position is less than 1.0 FTE, the one-time payment shall be prorated.  
33 For each eligible employee, the one-time payment amount shall be determined using  
34 the following table:

35

Salary (at 1.0 FTE) as of May 7, 2025		One-time Payment
Less than \$55,000		\$5,000
\$55,000 to \$99,999.99		\$4,500
\$100,000 to \$149,999.99		\$4,000
\$150,000 or more		\$3,500

41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65  
66  
67  
68  
69  
70  
71  
72  
73  
74  
75  
76  
77  
78  
79  
80

(b) Merit Salary Increases for 2025-2026. There are no merit salary increases for 2025-2026.

(c) Contingent Funding Availability for Merit Based Salary

Increase for 2026-2027. An increase of three and one half (3.5%) to an employee’s base salary for 2026-2027 shall be added to any salary increase negotiated in Article 23 2026-2027. This increase will be calculated using the employee’s total salary as of August 27, 2026. An employee shall be eligible if the employee’s 2025-2026 annual evaluation, if provided, was Satisfactory or above; employee was in a continual, non-OPS employment relationship with the University on May 6, 2026; and the employee remains in a continual in-unit employment relationship at the date of implementation. This increase shall not be contingent upon the University’s receiving sufficient new recurring legislative or performance funding to fund the salary increase for the 2026-2027 budget year, rather integrated into the university budget so long as the university is not facing financial exigency.

#### 23.4 One-Time Payments and Salary Increases for Employees Funded by Contracts and Grants or Auxiliary Accounts.

(a) Employees on contracts or grants shall receive one-time payments and salary increases equivalent to similar employees on Education and General (E&G) funding, provided that such one-time payments and 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 one-time payments or salary increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not provided, the University’s representative shall seek to have the contract or grant modified to permit or fund such one-time payments and salary increases.

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

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

#### 23.5 (a) Comprehensive Post Tenure Review Completion: Supplemental Payment

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

81 first pay date in May. Also, effective three weeks before the first pay date in May and  
82 distributed on the first pay date in May, all tenured employees who were subject to  
83 comprehensive post tenure review during that academic year, who remain employed by  
84 the university in a tenured position on the date of implementation, and whose  
85 comprehensive post tenure review performance rating was “meets expectations” shall  
86 receive a one-time payment of \$2,500 on the first pay date in May. For the 2025-2026  
87 academic year, the effective date of these one-time payments shall be April 10, 2026,  
88 and the date of distribution of these one-time payments shall be May 12, 2026.

89  
90 **23.6 Annual Incentive Award Programs.** Incentive Award Programs recognize and  
91 promote employee excellence and productivity that respond to and support the mission  
92 of the University of Central Florida, including its strategic initiatives and five key goals.  
93 The provost or his or her designee shall give final approval for awards to successful  
94 faculty.

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

105  
106 (a) UCF-Teaching Incentive Program. The UCF-Teaching Incentive Program (“UCF-  
107 TIP”) rewards teaching productivity and excellence. Each academic year the University  
108 shall make available up to fifty-five (55) UCF-TIP awards to eligible employees. The UCF-  
109 TIP award recognizes employee contributions to UCF’s key goals of offering the best  
110 undergraduate education available in Florida and achieving international prominence in  
111 key programs of graduate study. Employees applying for TIPs must meet current  
112 eligibility criteria.

113  
114 (b) UCF-Research Incentive Award Program. The UCF-Research Incentive Award  
115 (“UCF-RIA”) program recognizes outstanding research, scholarly, or creative activity that  
116 advances the body of knowledge in a particular field, including interdisciplinary research  
117 and collaborations, as well as using evidence-based methods to research effective  
118 teaching and student learning in higher education (i.e., at the university level). Each  
119 academic year the University shall make available up to sixty (60) UCF-RIA awards to  
120 eligible employees. The UCF-RIA award recognizes employee contributions to UCF’s key

121 goal of achieving international prominence in research and creative activities.

122

123 (c) Applications for Incentive Awards. Applications shall be completed online. These  
124 awards shall be made according to the criteria or procedures listed on the Faculty  
125 Excellence website. Eligible employees may apply for both TIP and RIA awards in the  
126 same academic year; however, they may only receive one Incentive Award in an  
127 academic year. In the event that an employee is selected for both TIP and RIA awards in  
128 the same academic year, the process for finalizing awards selections is provided in  
129 23.6(d)(1)j.

130

131 (d) Incentive Award Selection.

132

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

147

148 a. Each committee member shall review all applications and transmit a  
149 preliminary ranking to the committee chair. Committee members may rank as many  
150 applicants as they deem merit the award, with the highest rank given to the top  
151 candidate (i.e., the highest rank equals the number of applicants, N), the next highest

152

153

154 rank being N-1, and so on. Applications that are not deemed acceptable for an award by  
155 a committee member shall be left unranked in that committee member's rankings.

156

157 b. In larger colleges or units, subcommittees may be formed from the  
158 committee at-large in the interest of efficient evaluation of the incentive award  
159 applications. Each subcommittee must include at least three members, and every  
160 member of the committee at-large must serve on a subcommittee. The applications to

161 be reviewed shall be equitably partitioned among the subcommittees. The  
162 subcommittees shall follow the ranking procedure outlined in (a) above to determine  
163 which applications they recommend to the committee at-large. Then the committee at-  
164 large shall be convened to review the applications recommended by the  
165 subcommittees.

166

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

170

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

173

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

176

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

182

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

187

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

194

195 i. For purposes of RIA selection as stated above, "college" shall also  
196 include the group of employees whose primary assignment is in ~~the College of~~  
197 ~~Undergraduate Studies, the College of Graduate Studies,~~ an institute, or center.  
198 One RIA ~~FIP~~ shall be available to the employees grouped together as described here. The  
199 "college" committee shall consist of a member from each of the units represented.

200

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

207

208 [23.7 Trustee Chair Professor, Pegasus Professor, and Excellence Awards](#). The University  
209 shall implement the merit-based bonuses set forth below to recognize and promote  
210 employee excellence and productivity that respond to and support the mission of the  
211 University of Central Florida.

212

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

218

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

222

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

224

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

235

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

238

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

241

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

243 Commented [CR7]: If there are no additional employees

244 ranked by the college TIP/RIA committee, the released

245 award cannot be reassigned.

246

247 (3) The eligibility criteria is having completed five academic years at the rank of

248 tenured professor at UCF; having achieved excellence in teaching, research and/or

249 creative activity; and demonstrable service and scope of national and international

250 impact. The awards are ultimately determined by the President or designee.

251

252 (c) Excellence Awards. All full-time employees in the appropriate discipline with at

253 least three academic years of continuous non-visiting, non-OPS service at UCF

254 immediately prior to the current academic year are eligible, except for employees who

255 have received a college or university excellence award in the past three academic years

256 in the category for which they are applying. For some Excellence awards, additional

257 eligibility criteria are specified below. Award recipients shall receive a one-time payment

258 of \$2,000. Each academic year, the University shall award Excellence in Undergraduate

259 Teaching awards, one University Award for Excellence in Undergraduate Teaching,

260 Excellence in Graduate Teaching awards, one University Award for Excellence in

261 Graduate Teaching, one University Award for Excellence in Faculty Academic Advising,

262 Excellence in Research awards, one University Distinguished Research award, one

263 University Award for Excellence in Professional Service, one Excellence in Librarianship

264 award, and one Excellence in Instructional Design award.

265

266 (1) Excellence in Undergraduate Teaching awards.

267

268 a. Eligibility. Employees must be assigned to teach at least two

269 undergraduate courses in the current academic year and to have taught at least six

270 undergraduate courses over the preceding three academic years.

271

272 b. The criteria for evaluating applicants' files shall include three major

273 categories:

274 1. Innovations to improve undergraduate teaching;

275 2. Undergraduate teaching accomplishments/honors;

276 3. Evidence of impact on undergraduate teaching.

277 (2) Excellence in Graduate Teaching Awards.

278 a. Eligibility. Employees must have contributed significantly to graduate

279 education, including substantial teaching of graduate courses (including thesis and

280 dissertation courses) over the current academic year and the three preceding academic

281 years.

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

- 284 1. Innovations to improve graduate teaching;
- 285 2. Graduate Teaching Accomplishments/honors;
- 286 3. Evidence of impact on graduate teaching.

287

288 (3) Excellence in Research Awards

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

292 b. The criteria for evaluating applicants' files shall include three major  
293 categories.

- 294 1. Cumulative value and impact of research efforts at UCF within the  
295 discipline and to society;
- 296 2. Recognition of research impact by the individual's peers in the same or  
297 in related disciplines;
- 298 3. Publication/dissemination and presentation of research results.

299

300 (4) Excellence in Faculty Academic Advising.

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

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

- 305 1. Evidence of extra effort to improve advising;
- 306 2. Evidence that students have been sensitively and appropriately  
307 informed and guided concerning career choices and academic opportunities;
- 308 3. Evidence that the nominee serves as a role model in the pursuit of  
309 learning.

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

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

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

- 316 1. Evidence of effectiveness in service to the university by highlighting  
317 leadership contributions;
- 318 2. Evidence of significant accomplishment in professional organizations in  
319 the nominee's discipline;
- 320 3. Evidence of recognition for outreach activities, service, and leadership

321 contributions to community organizations.

322

323 (6) Excellence in Librarianship.

324

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

328

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

- 331 1. Evidence of extra effort to improve library services and collections;
- 332 2. Evidence of a sustained period of excellence in the library profession.

333

334 (7) Excellence in Instructional Design.

335

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

338

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

341

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

343

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

346

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

349

350 [23.8 Administrative Discretion Increases](#). From the date of ratification of this  
351 document, through August 31, 2026, the University may provide Administrative  
352 Discretion Increases up to zero percent (0%) of the total salary rate of  
353 employees who were in an employment relationship with the University on **May 7, 2025**. Any  
354 Administrative Discretion Increase provided to contract and grant (C&G) or

355

356 auxiliary-funded employees, any court-ordered or court-approved salary increase, any  
357 prevailing wage adjustment for the purpose of qualifying for immigration status, verified  
358 written offers of outside employment, or any salary increase to settle a legitimate,  
359 broad-based employment dispute shall not be subject to the terms and limitations of  
360 this Section.

361  
362  
363  
364  
365  
366  
367  
368  
369  
370  
371  
372  
373  
374  
375  
376  
377  
378  
379  
380  
381  
382  
383  
384  
385  
386  
387  
388  
389  
390  
391  
392  
393  
394  
395  
396  
397  
398  
399  
400

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

(b) UFF Notification. Within 45 days of 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 August 31, 2027, and shall not become part of the status quo.

[23.9 Report to Employees.](#) All employees may access their salary information at any time through the UCF portal.

[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 each year during an annual open enrollment period from April 1 to June 30. If chosen by the employee, this payment option shall become effective for one academic year starting with the first full pay period beginning after August 8. The plan shall allow for employees to select a fixed savings amount to be deducted from each of the nineteen 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 full bi-weekly paychecks received during the Summer. The University shall provide an online calculator to assist the employee in determining a savings amount and fixed reduction amount that will allow the employee’s net paychecks to remain approximately constant. Pay received for supplemental summer assignments shall be unaffected by this plan. This pay plan is

401 subject to tax limitations.

402

403 **23.12 Administrative Salary Stipends.** A temporary salary increase that is provided to an  
404 employee as compensation for performing a specific, titled administrative function shall  
405 be permitted under this agreement as an Administrative Salary Stipend. Within 45 days  
406 of the effective date of any Administrative Salary Stipend, the University shall provide  
407 UFF a written notification of the stipend which states the name of the employee, the  
408 rank and discipline of the employee, the amount of the stipend, and the reason for the  
409 stipend. If all or part of the stipend is later added to the employee's salary, the amount  
410 so converted shall be treated as an Administrative Discretion Increase during the year in  
411 which the conversion takes place and shall be subject to limitations of that section.

412

413 **23.13 Salary Rate Calculation and Payment.** The biweekly salary rate of employees  
414 serving on twelve-month appointments shall be calculated by dividing the salary rate by  
415 26.1 pay periods.

416

417 **23.14 Compensation.** UCF will comply with all applicable Federal and State labor and  
418 employment laws.

419

420