

1 ARTICLE 23

2 SALARIES

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.

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.

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

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

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

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

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35 (c) Merit Salary Increases for 2024-2025. Effective November 22, 2024 (distributed on
36 pay date December 13, 2024), each eligible Education and General (E&G) employee shall
37 receive a 3.0% increase to the employee's salary. This increase will be calculated using the
38 employee's total salary as of November 21, 2024. An employee shall be eligible if the
39 employee's 2023-2024 annual evaluation, if provided, was Satisfactory or above; the
40 employee was in a continual, non-OPS employment relationship with the University on May
41 6, 2024; and the employee remains in a continual in-unit employment relationship at the

42 date of implementation. Employees employed in 2023-2024 who meet the qualifications
43 above and who were not evaluated shall be assigned a Satisfactory rating for the purpose
44 of this increase and shall be eligible for the increase.
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47 **23.4 Salary Increases for Employees Funded by Contracts and Grants or** 48 **Auxiliary Accounts.**

49 (a) Employees on contracts or grants shall receive salary increases equivalent to similar
50 employees on Education and General (E&G) funding, provided that such salary increases
51 are permitted by the terms of the contract or grant and adequate funds are available for this
52 purpose in the contract or grant. In the event such salary increases are not permitted by the
53 terms of the contract or grant, or in the event adequate funds are not provided, the
54 University's representative shall seek to have the contract or grant modified to permit or
55 fund such increases.

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

59 (c) Employees funded by auxiliary accounts shall receive salary increases equivalent to
60 similar employees on E&G funding, provided that adequate funds are available in the
61 appropriate auxiliary account.
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63 **23.5 Comprehensive Post Tenure Review Completion: Supplemental Payment**

64 (a) 2023-2024 Academic Year Completion. Effective December 20, 2024 (distributed on
65 pay date January 10, 2025), all tenured employees who were subject to comprehensive
66 post tenure review during the 2023-2024 academic year, who remain employed by the
67 university in a tenured position on the date of implementation, and whose 2023-2024
68 comprehensive post tenure review performance rating was "exceeds expectations" shall
69 receive a one-time payment of \$5,500. Also, effective December 20, 2024 (distributed on
70 pay date January 10, 2025), all tenured employees who were subject to comprehensive
71 post tenure review during the 2023-2024 academic year, who remain employed by the
72 university in a tenured position on the date of implementation, and whose 2023-2024
73 comprehensive post tenure review performance rating was "meets expectations" shall
74 receive a one-time payment of \$2,500.

75 (b) 2024-2025 Academic Year or Subsequent Completion. Effective three weeks before
76 the first pay date in May and distributed on the first pay date in May, all tenured employees
77 who were subject to comprehensive post tenure review during that academic year, who
78 remain employed by the university in a tenured position on the date of implementation, and
79 whose comprehensive post tenure review performance rating was "exceeds expectations"
80 shall receive a one-time payment of \$5,500 on the first pay date in May. Also, effective
81 three weeks before the first pay date in May and distributed on the first pay date in May, all
82 tenured employees who were subject to comprehensive post tenure review during that
83 academic year, who remain employed by the university in a tenured position on the date of
84 implementation, and whose comprehensive post tenure review performance rating was
85 "meets expectations" shall receive a one-time payment of \$2,500 on the first pay date in
86 May. For the 2024-2025 academic year, the effective date of these one-time payments shall
87 be April 11, 2025, and the date of distribution of these one-time payments shall be May 2,
88 2025.
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91 **23.6 Annual Incentive Award Programs.** Incentive Award Programs recognize and
92 promote employee excellence and productivity that respond to and support the mission of
93 the University of Central Florida, including its strategic initiatives and five key goals. The
94 provost or his or her designee shall give final approval for awards to successful 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 after
97 ratification of this document as set forth below. Regardless of contract length (9 months
98 through 12 months), award recipients shall receive a one-time award of \$5,000 as soon as
99 practicable and a \$5,000 increase to their salary effective at the beginning of the
100 succeeding academic year. Employees on visiting and other temporary appointments are
101 not eligible for incentive awards. Employees on non-E&G funding will be eligible for the
102 increase depending on availability of funds. All full-time employees in the appropriate
103 discipline with at least four academic years of continuous, non-OPS service at UCF
104 immediately prior to the current academic year are eligible.

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

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

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

127 (e) Incentive Award Selection.

128 (1) TIPs/RIAs. College or unit committees for the TIP and RIA award programs shall
129 be elected by and from the unit employees. The committees shall equitably represent the
130 departments or units within them. Employees who plan to apply in the current cycle for a
131 particular award shall not be eligible to serve on the committee. A committee chairperson
132 for each incentive award program shall be elected by and from the college/unit committee.
133 The chairperson shall charge the committee that members shall only consider the merits of
134 the application. No additional outside information or discussion of position, e.g., instructor
135 vs. tenure track employee, past awards, current salary, etc., may be considered, nor may
136 additional criteria be used. The committee shall review the award applications and shall
137 submit a ranked list of recommended employees to the dean or dean’s representative. In

138 ranking the applicants, committee members shall only consider the merits of the application.
139 All information available to the committee and all deliberations of the committee, except for
140 the ranked list of recommended employees, are to be held in strict confidence.

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

147 b. In larger colleges or units, subcommittees may be formed from the committee
148 at-large in the interest of efficient evaluation of the incentive award applications. Each
149 subcommittee must include at least three members, and every member of the committee at-
150 large must serve on a subcommittee. The applications to be reviewed shall be equitably
151 partitioned among the subcommittees. The subcommittees shall follow the ranking
152 procedure outlined in (a) above to determine which applications they recommend to the
153 committee at-large. Then the committee at-large shall be convened to review the
154 applications recommended by the subcommittees.

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

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

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

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

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

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

177 i. For purposes of TIP/RIA selection as stated above, "college" shall also
178 include the group of employees whose primary assignment is in the College of
179 Undergraduate Studies, the College of Graduate Studies, an institute, or center. One TIP
180 and one RIA shall be available to the employees grouped together as described here. The
181 college committee shall consist of a member from each of the units represented.

182 j. If an employee is selected to receive both TIP and RIA awards in the same
183 academic year, that employee, say, Employee A, shall be asked to choose to receive either
184 the TIP or RIA award and may be eligible to apply for and receive the other Incentive Award
185 in the next academic year. Employee A's dean shall use the committee rankings to

186 determine which employee should receive the TIP or RIA award that was not chosen by
187 Employee A.

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189 **23.7 Trustee Chair Professor, Pegasus Professor, and Excellence Awards.**

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

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

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

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

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

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

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

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

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

220 (c) Excellence Awards. All full-time employees in the appropriate discipline with at least
221 three academic years of continuous non-visiting, non-OPS service at UCF immediately prior
222 to the current academic year are eligible, except for employees who have received a
223 college or university excellence award in the past three academic years in the category for
224 which they are applying. For some Excellence awards, additional eligibility criteria are
225 specified below. Award recipients shall receive a one-time payment of \$2,000. Each
226 academic year, the University shall award Excellence in Undergraduate Teaching awards,
227 one University Award for Excellence in Undergraduate Teaching, Excellence in Graduate
228 Teaching awards, one University Award for Excellence in Graduate Teaching, one
229 University Award for Excellence in Faculty Academic Advising, Excellence in Research
230 awards, one University Distinguished Research award, one University Award for Excellence
231 in Professional Service, one Excellence in Librarianship award, and one Excellence in
232 Instructional Design award.

233 (1) Excellence in Undergraduate Teaching awards.

- 234 a. Eligibility. Employees must be assigned to teach at least two undergraduate
235 courses in the current academic year and to have taught at least six undergraduate courses
236 over the preceding three academic years.
- 237 b. The criteria for evaluating applicants' files shall include three major
238 categories:
- 239 1. Innovations to improve undergraduate teaching;
 - 240 2. Undergraduate teaching accomplishments/honors;
 - 241 3. Evidence of impact on undergraduate teaching.
- 242 (2) Excellence in Graduate Teaching Awards.
- 243 a. Eligibility. Employees must have contributed significantly to graduate
244 education, including substantial teaching of graduate courses (including thesis and
245 dissertation courses) over the current academic year and the three preceding academic
246 years.
- 247 b. The criteria for evaluating applicants' files shall include three major
248 categories:
- 249 1. Innovations to improve graduate teaching;
 - 250 2. Graduate Teaching Accomplishments/honors;
 - 251 3. Evidence of impact on graduate teaching.
- 252 (3) Excellence in Research Awards
- 253 a. Eligibility. Employees must have an assignment of at least 0.10 FTE in
254 research over each of the three immediately preceding academic years and the current
255 academic year at UCF.
- 256 b. The criteria for evaluating applicants' files shall include three major
257 categories:
- 258 1. Cumulative value and impact of research efforts at UCF within the
259 discipline and to society;
 - 260 2. Recognition of research impact by the individual's peers in the same or in
261 related disciplines;
 - 262 3. Publication/dissemination and presentation of research results.
- 263 (4) Excellence in Faculty Academic Advising.
- 264 a. Eligibility. All employees who currently advise and who have advised
265 undergraduate students over the preceding three academic years are eligible.
- 266 b. The criteria for evaluating applicants' files shall include three major categories:
- 267 1. Evidence of extra effort to improve advising;
 - 268 2. Evidence that students have been sensitively and appropriately informed
269 and guided concerning career choices and academic opportunities;
 - 270 3. Evidence that the nominee serves as a role model in the pursuit of
271 learning.
- 272 (5) University Awards for Excellence in Professional Service.
- 273 a. Eligibility. Employees who are assigned an FTE of at least 0.05 for
274 professional service duties over the current academic year and for each of the three
275 preceding academic years are eligible.
- 276 b. The criteria for evaluating applicants' files shall include three major
277 categories:
- 278 1. Evidence of effectiveness in service to the university by highlighting
279 leadership contributions;
 - 280 2. Evidence of significant accomplishment in professional organizations in
281 the nominee's discipline;

- 282 3. Evidence of recognition for outreach activities, service, and leadership
283 contributions to community organizations.
- 284 (6) Excellence in Librarianship.
- 285 a. Eligibility. Employees who have served at UCF as a librarian on a permanent
286 line for the current academic year and at least the three academic years immediately
287 preceding the current academic year are eligible.
- 288 b. The criteria for evaluating applicant's files shall include two major categories:
289 1. Evidence of extra effort to improve library services and collections;
290 2. Evidence of a sustained period of excellence in the library profession.
- 291 (7) Excellence in Instructional Design.
- 292 a. Eligibility. Must be an instructional designer on a non-visiting, non-OPS 12-
293 month contract at the time of nomination and over the three preceding academic years.
- 294 b. The criteria for evaluating applicant's files shall include two major categories:
295 1. Innovative contributions to UCF and/or the ID field;
296 2. Evidence of outstanding effort to promote quality of online instruction and
297 improve relationships with faculty members at UCF.
- 298 (8) Recommendations for these awards are made by various committees and are
299 ultimately determined by the Provost or designee.

300
301 **23.8 Administrative Discretion Increases.** From the date of ratification of this
302 document, through August 31, 2027, the University may provide Administrative Discretion
303 Increases up to one and one-half percent (1.5%) of the total salary rate of employees who
304 were in an employment relationship with the University on May 6, 2024. Any Administrative
305 Discretion Increase provided to contract and grant (C&G) or auxiliary-funded employees,
306 any court-ordered or court-approved salary increase, any prevailing wage adjustment for
307 the purpose of qualifying for immigration status, verified written offers of outside
308 employment, or any salary increase to settle a legitimate, broad-based employment dispute
309 shall not be subject to the terms and limitations of this Section.

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

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

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

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320 **23.9 Report to Employees.** All employees may access their salary information at any
321 time through the UCF portal.

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323 **23.10 Type of Payment for Assigned Duties.**

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

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

330

331 **23.11 Twelve-Month Payment Option.** The parties agree that a twelve-month payment
332 option for 9-month employees shall be offered each year during an annual open enrollment
333 period from April 1 to June 30. If chosen by the employee, this payment option shall
334 become effective for one academic year starting with the first full pay period beginning after
335 August 8. The plan shall allow for employees to select a fixed savings amount to be
336 deducted from each of the nineteen full bi-weekly paychecks received during the Fall and
337 Spring semesters with a change in that amount to account for those paychecks from which
338 double premiums are deducted. The total savings shall be returned to the employee in
339 equal amounts for the five full bi-weekly paychecks received during the Summer. The
340 University shall provide an online calculator to assist the employee in determining a savings
341 amount and fixed reduction amount that will allow the employee's net paychecks to remain
342 approximately constant. Pay received for supplemental summer assignments shall be
343 unaffected by this plan. This pay plan is subject to tax limitations.

344

345 **23.12 Administrative Salary Stipends.** A temporary salary increase that is provided to
346 an employee as compensation for performing a specific, titled administrative function shall
347 be permitted under this agreement as an Administrative Salary Stipend. Within 45 days of
348 the effective date of any Administrative Salary Stipend, the University shall provide UFF a
349 written notification of the stipend which states the name of the employee, the rank and
350 discipline of the employee, the amount of the stipend, and the reason for the stipend. If all
351 or part of the stipend is later added to the employee's salary, the amount so converted shall
352 be treated as an Administrative Discretion Increase during the year in which the conversion
353 takes place and shall be subject to limitations of that section.

354

355 **23.13 Salary Rate Calculation and Payment.** The biweekly salary rate of employees
356 serving on twelve-month appointments shall be calculated by dividing the salary rate by
357 26.1 pay periods.

358

359 **23.14 Compensation.** UCF will comply with all applicable Federal and State labor and
360 employment laws.