

ARTICLE 23
SALARIES

23.1 Policy. The parties of this Agreement recognize the importance of providing appropriate compensation as an essential component in the delivery of quality higher education programs and quality scholarship that is recognized nationally and internationally. To that end, the parties are committed to working toward the common goals of the University of Central Florida. This policy statement is not subject to Article 20, Grievance Procedure.

23.2 Competitive Pay Adjustment by Legislative Mandate. Effective October 1, 2006, each eligible employee shall receive a 3.0% increase in the employee’s September 30, 2006 base rate of pay. An employee shall be eligible if the employee was in an employment relationship with the University on June 30, 2006 and meets the requirements of the 2006 appropriations act.

23.3 Promotion Increases.

(a) Promotion salary increases shall be granted in an amount equal to 9.0% of the employee’s previous year’s base salary rate in recognition of promotion to one of the ranks described below:

(1). To Associate in _____, and Assistant University Librarian;

(2). To Associate Professor, Associate Scholar/Scientist/Engineer, and Associate University Librarian; and

(3). To Professor, Scholar/Scientist/Engineer, and University Librarian.

(b) Promotion salary increases shall be effective on August 8, 2006, for promotion during 2006 and August 8, 2007 for promotion during 2007.

23.4 Across the Board Salary Increases. In recognition of the Competitive Pay Adjustment described in Section 23.2, the University shall not provide additional across-the-board increases to employees for the 2006-2007 year.

23.5 Merit Salary Increases. Effective August 8, 2006, the University shall provide merit salary increases to each department/unit equal to one and two-tenths percent (1.2%) of the total base salary of employees in the department/unit, as of May 6, 2006. All employees who are not members of a department/unit shall be grouped together and treated as a department/unit for the purpose of calculating and providing merit salary increases. Merit salary increases shall be provided to eligible employees in each department/unit according to the following criteria and procedures.

(a) Eligibility. Departments with approved standards may participate in merit increase programs. For the 2006-2007 year, an employee is eligible under this Section if he or she received an *Above Satisfactory* or *Outstanding* on his or her most recent annual evaluation and is still employed at the University on the date of BOT ratification.

(b) Distribution. The merit salary increases for eligible employees shall be calculated as a percentage of their base salary. Such increases shall be distributed proportionately to those employees whose most recent annual evaluations are *Above Satisfactory* or *Outstanding* in a ratio of 1.0 for *Above Satisfactory* and 1.7 for *Outstanding*.

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2 23.6 Incentive Award Programs. Incentive Award Programs shall be implemented as set
3 forth in Paragraphs (a) through (c) below, to recognize and promote faculty excellence and
4 productivity that respond to and support the mission of the University of Central Florida. All
5 2006-2007 Incentive Awards shall be made using the procedures, standards, and criteria used
6 for the 2004-2005 Incentive Awards programs, modified only to reflect date changes and the
7 requirements of this section. The president shall give the final approval for awards to the
8 successful employees. Regardless of the contract length (9 months through 12 months),
9 award recipients shall receive a \$5,000 increase to their base salary retroactive to the start of
10 the employee's contract for the academic year in which the award was given.

11 (a) UCF-Teaching Incentive Program. The UCF-Teaching Incentive Program
12 ("UCF-TIP") rewards teaching productivity and excellence. For the 2006-2007 year the
13 University shall award forty (40) new UCF-TIP awards (additional awards may be given as a
14 result of rounding, e.g. a college allocated 5.5 awards would round up to 6 awards) in
15 addition to recycled awards.

16 (b) UCF-Research Incentive Award program. The UCF-Research Incentive
17 Award ("UCF-RIA") program recognizes outstanding research, scholarly, or creative activity
18 that advances the body of knowledge in a particular field. For the 2006-2007 year the
19 University shall award twenty (20) new UCF-RIA awards (additional awards may be given as
20 a result of rounding, e.g. a college allocated 5.5 awards would round up to 6 awards) in
21 addition to recycled awards.

22 (c) Scholarship of Teaching and Learning Program. The Scholarship of Teaching
23 and Learning (SoTL) program recognizes success in research related to the scholarship of
24 teaching and learning. For the 2006-2007 year the University shall award ten (10) new SoTL
25 awards in addition to recycled awards. The existing SoTL Faculty Eligibility Criteria and
26 Award Criteria shall be revised to allow full-time instructors to apply for these awards.

27 (d) Excellence Awards. The University shall implement the merit-based bonuses
28 set forth in Paragraphs (1) through (3) below to recognize and promote faculty excellence and
29 productivity that respond to and support the mission of the University of Central Florida.

30 (1) Trustee Chair Professorship. The UCF Trustee Chair Professorship is
31 a multi-year appointment awarded to faculty with an extraordinary record of accomplishment
32 in the three primary areas of academic endeavor: teaching, research and service. The
33 objective of this appointment is to recognize and celebrate outstanding performance with a
34 title and resources commensurate with accomplishment.

35 a. Award recipients shall receive an annual stipend of \$50,000
36 funded by the University. Up to \$25,000 can be used as a salary supplement. These chairs
37 have a five-year renewable appointment.

38 b. For the 2006-2007 year, the University shall award up to eight
39 (8) Trustee Chair Professorships.

40 c. These awards shall be made according to existing criteria and
41 procedures.

42 (2) Pegasus Professor. The Pegasus Professor award recognizes
43 excellence in the three primary areas of academic endeavor: teaching, research and service.

44 a. Award recipients shall receive a one-time payment of \$5,000
45 from Foundation funds as well as a Pegasus statue.

46 b. For the 2006-2007 year, the University shall award up to two
47 (2) Pegasus Professor awards.

1 c. These awards shall be made according to existing criteria and
2 procedures.

3 (3) Excellence Awards

4 a. Award recipients shall receive a one-time payment of \$2,000.

5 b. For the 2006-2007 year, the University shall award seventeen
6 (17) Excellence in Undergraduate Teaching awards each year, one (1) University Award for
7 Excellence in Undergraduate Teaching, six (6) Excellence in Graduate Teaching awards, one
8 (1) University Award for Excellence in Graduate Teaching, two (2) University Awards for
9 Excellence in Faculty Academic Advising, one (1) University Award for Excellence in
10 Professional Academic Advising, seven (7) Distinguished Researcher awards, one (1)
11 University Distinguished Research award, two (2) University Awards for Excellence in
12 Professional Service, and one (1) Excellence in Librarianship award.

13 c. These awards shall be made according to existing criteria and
14 procedures.

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16 23.7 Administrative Discretion Increases. The University may provide Administrative
17 Increases up to 1.00 percent (1.0%) of the total salary rate of employees who are in an
18 employment relationship with the University on May 6, 2006. Any Administrative Discretion
19 Increase provided to contract and grant (C&G) employees, any court-ordered or court-
20 approved salary increase or any salary increase to settle a legitimate, broad-based
21 employment dispute shall not be subject to the terms and limitations of this Section.

22 (a) The University may provide Administrative Discretion Increases for verified
23 written offers of employment, special achievements, compression and inversion, equity and
24 market equity considerations, and similar special situations, to employees in the bargaining
25 unit

26 (b) UFF Notification. At least 14 days prior to the effective date of any
27 Administrative Discretionary Increase, and no later than August 7, 2007, the University shall
28 provide to the UFF a written notification of the increase which states the name of the
29 employee, the rank and discipline of the employee, the amount of the increase, and the reason
30 for the increase. In addition, on or before October 9 of each year, the University shall
31 provide UFF with a comprehensive list of all Administrative Discretion Increases granted
32 during the previous contract year which states, for each increase, the information required in
33 the individual notifications.

34 (c) The University notification to UFF of an Administrative Discretion Increase
35 shall be provided simultaneously to the employee.

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37 23.8 Salary Increases for Employees Funded by Contracts and Grants.

38 (a) Employees on contracts or grants shall receive salary increases equivalent to
39 similar employees on Education and General funding, provided that such salary increases are
40 permitted by the terms of the contract or grant and adequate funds are available for this
41 purpose in the contract or grant. In the event such salary increases are not permitted by the
42 terms of the contract or grant, or in the event adequate funds are not provided, the president
43 or president's representative shall seek to have the contract or grant modified to permit or
44 fund such increases.

45 (b) Nothing contained herein shall prevent employees whose salaries are funded
46 by grant agencies from being allotted raises higher than those provided in this Agreement,
47 subject to the approval of the dean or unit head and the notice provisions of Section 23.8.

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1 23.9 Report to Employees. All employees shall receive notice of their salary increases
2 prior to implementation.

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4 23.10 Grievability. The only issues to be addressed in a grievance filed pursuant to Article
5 20 alleging violation of this Article are whether there is unlawful discrimination under Article
6 6, or whether there is an arbitrary and capricious application of the provisions of one or more
7 sections of this Article.

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9 23.11 Type of Payment for Assigned Duties.

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

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

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17 23.12 Twelve-Month Payment Option. The parties agree that a twelve-month payment
18 option for 9-month employees shall be offered for 2007-2008 contract year and thereafter.
19 The plan shall allow for employees to select a fixed savings amount to be deducted from each
20 of the nineteen (19) full bi-weekly paychecks received during the Fall and Spring semesters
21 with a change in that amount to account for those paychecks from which double premiums
22 are deducted. The total savings shall be returned to the employee in equal amounts for the
23 five (5) full bi-weekly paychecks received during the Summer semester. The University shall
24 provide an online calculator and assistance as reasonable, taking into account time and
25 resources, to assist the employee in determining a savings amount and fixed reduction
26 amount that will allow the employee's net paychecks to remain approximately level across
27 the 24 pay periods. Pay received for supplemental summer assignments shall be unaffected
28 by this plan.

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30 23.13 Administrative Salary Stipends. A temporary salary increase which is provided to an
31 employee as compensation for performing a specific, titled administrative function shall be
32 permitted under this agreement as an Administrative Salary Stipend. At least 30 days prior to
33 the effective date of any Administrative Salary Stipend, the University shall provide UFF a
34 written notification of the stipend which states the name of the employee, the rank and
35 discipline of the employee, the amount of the stipend, and the reason for the stipend. If all or
36 part of the stipend is later added to the employee's base salary, the amount so converted shall
37 be treated as an Administrative Discretion Increase during the year in which the conversion
38 takes place and shall be subject to Section 23.8.

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