

ARTICLE 25

SALARIES

Amended and Ratified on May 16, 2024 DATE

25.1 Faculty Pay Plan Legislative Increases or Non-Recurring Wage Increases.

Eligible Faculty Members will receive any salary increases or non-recurring wage increases appropriated for that purpose by the Florida Legislature in accordance with the guidelines set by the Legislature.

25.2 Promotion Increases.

Promotion increases will be granted to Faculty pursuant to Article 15 (Promotion Procedure).

- (a) Promotion increases will be granted in an amount equal to thirteen percent (13%) of the Faculty Member's previous year's base salary rate in recognition of promotion to Senior Instructor, Senior Lecturer, Senior Research Associate, Assistant University Librarian, or Associate in.

~~(1) Beginning in the 2024-2025 Academic Year, eligible Faculty shall be able to put forward a file for promotion consideration to the ranks for Senior Instructor, Senior Lecturer, or Senior Research Associate for a 2025-2026 roll-out schedule.~~

- (b) Promotion increases will be granted in an amount equal to thirteen percent (13%) of the Faculty Member's previous Academic Year's base salary rate in recognition of promotion to Associate Professor of Clinical Practice, Associate Professor, Associate University Librarian, Associate Research Scholar/Scientist/Engineer.
- (c) Promotion increases will be granted in an amount equal to thirteen percent (13%) of the Faculty Member's previous Academic Year's base salary rate in recognition of promotion to Professor of Clinical Practice, Professor, University Librarian, Research Scholar/Scientist/Engineer.

25.3 Contract and Grant Funded Increases or Non-Recurring Wage Increases.

- (a) Faculty on contracts or grants will receive salary increases or non-recurring wage increases equivalent to similar Faculty on regular funding, provided that such salary increases or non-recurring wage 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 salary increases or non-recurring wage increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not provided, the President or representative will seek to have the contract or grant modified to permit such increases or non-recurring wage increases.
- (b) Nothing contained herein will prevent the Faculty Members whose salaries are funded by grant agencies from being allotted raises higher than those provided in this Agreement.

25.4 Administration Discretionary Increases.

The University retains the authority to provide salary increases, adjustments, or non-recurring wage increases beyond the increases specified above, for market equity considerations, including verified counteroffers and compression/inversion; increased duties and responsibilities; special achievements; litigation/settlements; and similar special situations. In the event the University develops procedures for distributing increases under this section, a copy will be provided to the UFF. The UFF will have an opportunity to discuss the procedures in consultation with the

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President or representative, pursuant to Article 2 (Consultation), prior to their implementation. At the end of the Academic Year, the UFF will be provided with a report of all salary increases granted under this section during the Academic Year.

25.5 Salary Rate Calculation and Payment.

The biweekly salary rate of Faculty serving on twelve (12) month (calendar year) appointments will be calculated by dividing their calendar year salary rate by 26.1 pay periods.

25.6 Grievability.

The only issues to be addressed in a Grievance filed pursuant to Article 22 (Grievance Procedure and Arbitration) alleging violation of this Article are whether there is unlawful discrimination under Article 6 (Nondiscrimination), or whether there is an arbitrary and capricious application of the provisions of one (1) or more sections of this Article.

25.7 Type of Payment for Assigned Duties.

- (a) Duties and responsibilities assigned by the University to a Faculty Member that do not exceed the available established FTE for the position shall be compensated through the payment of salary, not OPS.
- (b) Duties and responsibilities assigned by the University to a Faculty Member which are in addition to the available established FTE for the position will be compensated through Other Personal Services (OPS), not salary.

25.8 ~~2024~~–~~2025~~ Wages

- (a) Merit-based recurring increase. Faculty who are employed as of August 8, 2022~~3~~, and who are continuously employed through August 8, 2024 (“Effective Date”) and who received a rating of Distinguished-Exceeds on the completed 22~~3~~-23~~4~~ performance evaluation will receive a 4% recurring merit increase to the base salary. Faculty who are employed as of August 8, 2022~~3~~, and who are continuously employed through the Effective Date and who received a rating of Excellent-Meets on the completed 22~~3~~-23~~4~~ performance evaluation will receive a 3% recurring merit increase to base salary. Faculty who are employed as of August 8, 2022, and who are continuously employed through the Effective Date and who received a rating of Good on the completed 22-23 performance evaluation will receive a 2% recurring merit increase to base salary. This recurring merit increase will be effective September 14, 2025 (“Effective Date”). Eligible faculty will need to be continuously employed through the Effective Date. For 9-monthThe percentage increase will be applied to the Faculty’s base salary at the end of the 23-24 Academic Year (May 6, 2024) will be used to calculate this recurring increase as the Effective Date and will exclude administrative supplements and pay for temporary duties. For 12-month Faculty base salary on August 7, 2024, will be used to calculate this recurring increase and will exclude administrative supplements and pay for temporary duties. This recurring merit increase to base salary will be effective August 8, 2024. Faculty who have received a notice of non-reappointment, termination, or separation with advance notice prior to the Effective Date will not be eligible. For the purpose of the merit-based recurring increase, the 22~~3~~-23~~4~~ performance evaluation rating will be the Dean’s overall rating.

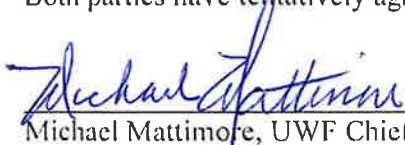
~~25.9 One-time Salary Adjustment for Instructors, Lecturers, and Research Associates.~~

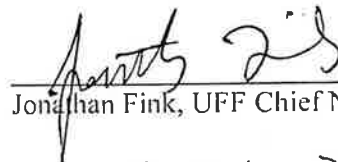
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- (a) ~~The University will provide, effective August 8, 2024, a \$1,000 recurring base salary increase to eligible in-unit Instructors, Lecturers, and Research Associates.~~
- (b) ~~To be eligible for the increase, Instructors, Lecturers, and Research Associates must:~~
- ~~(1) Have at least three consecutive years' experience as an in-unit Instructor, Lecturer, or Research Associate;~~
 - ~~(2) As of August 8, 2023, have been employed under a "multiyear appointment," as defined in Article 9.4(f)(3)(a) of the 2020-2023 CBA;~~
 - ~~(3) Have not been issued a notice of non-reappointment or termination or tendered a resignation prior to the effective date of this increase; and~~
 - ~~(4)(1) Have not received an increase for a multiyear contract in the amount of \$1,000 on December 10, 2023.~~

Both parties have tentatively agreed to Article 25, Salaries:


Michael Mattimore, UWF Chief Negotiator
February 21, 2025



Jonathan Fink, UFF Chief Negotiator
2-21-25

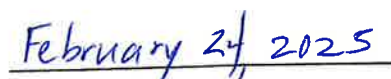
Date: February 21, 2025

MEMORANDUM OF UNDERSTANDING

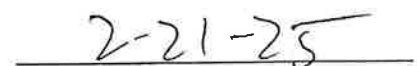
Come Now The University of West Florida Board of Trustees (UWF-BOT) and the United Faculty of Florida Chapter at the University of West Florida (UFF-UWF) and agree to the following:

1. The parties agree not to open additional articles for negotiation during the 2025-2026 "reopener" CBA negotiations.
2. The parties agree to a tentative agreement on Article 26: Benefits with no changes from the previously ratified "reopener" agreement.
3. UFF-UWF waives the right to the negotiation of the terms and conditions of any non-recurring, one-time wage action for the 2025-2026 "reopener" Collective Bargaining Agreement so long as any one-time merit-based wage action distributed to out-of-unit faculty (prior to the ratification of the 2026-2029 "Full-Book" Collective Bargaining Agreement) is provided to in-unit faculty inclusively, simultaneously, and under the same timeline and eligibility requirements. This memorandum does not obligate the University to distribute a one-time wage action to out-of-unit faculty prior to the ratification of the 2026-2029 "Full-Book" collective Bargaining Agreement.
4. Because of the growth of UWF and the hiring of a substantial number of new in-unit faculty members, UFF-UWF and the UWF-BOT agree to consider and review in good faith the potential application of recurring funds to address salary compression and inversion during the negotiation of the 2026-2029 "Full-Book" Collective Bargaining Agreement. This memorandum does not obligate the University to direct funds to address compression and inversion.


Chief Negotiator – UWF BOT


Date


Chief Negotiator – UFF UWF


Date