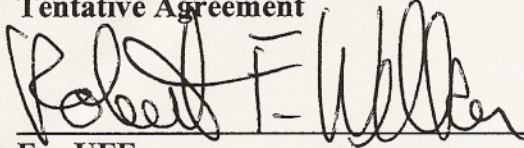
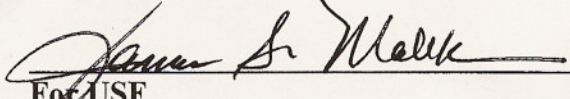


Tentative Agreement


For UFF

1/20/06
Date


For USF

1/20/06
Date

Article 23
Salaries

23.1 Pay Plans. Ranked Faculty (Lecturers, Instructors, Assistant Professors, Associate Professors, Professors, and equivalent Librarian ranks), non-ranked faculty, and in-unit A&P employees:

A. Satisfactory Performance Increases.

The University shall provide all eligible employees of the faculty pay plan a 3.6% increase to their June 30, 2005 base salary from the legislative appropriation, effective August 1, 2005. Eligible employees are those who received a satisfactory or better on the most recent evaluation (faculty must have a "satisfactory" in the majority of assigned FTE), and who had an original hire date prior to July 31, 2005 as reflected in the original letter of offer.

B. National Benchmarking Increases.

The University shall provide a salary pool equal to .9% of the June 30, 2005 in-unit salary base for national benchmarking increases.

(1) Eligibility. Eligible employees are those who received a satisfactory or better (equates to a minimum of a "3" on a 5 point numerical rating system) on the most recent evaluation. For faculty, a rating of "satisfactory" must be obtained in the majority of assigned FTE. Employees who are on visiting appointments, temporary appointments, or who have received notice of non-reappointment or dismissal or who have resigned with an effective date occurring prior to the effective date of the salary increase described herein are not eligible to receive the increase.

(2) Distribution. Increases will be distributed equally to all eligible employees. Each eligible employee will receive .9% to their base salary.

C. Compression/Inversion Increases.

The University shall provide a salary pool equal to .2% of the June 30, 2005 in-unit salary base for compression/inversion increases for distribution to eligible employees.

(1) Eligibility. Employees who have been employed at USF for ten (10) or more years as of July 31, 2005, whose performance over the last five (5) evaluations

averaged "strong" or better (numerical average of 4 or better) and who after all base salary increases have been calculated pursuant to Article 23.1A and 23.1B still fall 20% or more below their national market salary as determined by current OSU, ARL, or other relevant salary market data. Employees who are on visiting appointments, temporary appointments, or who have received notice of non-reappointment or dismissal or who have resigned with an effective date occurring prior to the effective date of the salary increase described herein are not eligible to receive the increase.

(2) Distribution. Based on the employee's distance below his/her national market salary, the employee shall be awarded points as follows:

- i. 20 – 24.99% below = 1 point
- ii. 25 – 29.99% below = 2 points
- iii. 30% or more below = 3 points

The dollar value of the compression/inversion salary pool shall be divided by the total points of all eligible employees to produce a dollar value for each point. Each eligible employee shall receive a base salary increase equal to the employee's points multiplied by the dollar value of each point.

D. Promotions.

All faculty receiving promotions will receive a 9% increase to their June 30, 2004 base salary. In addition, faculty promoted to Assistant Professor/Librarian will receive an additional \$1,500 base increase; faculty promoted to Associate Professor/Librarian will receive an additional \$2,500 base increase; faculty promoted to Professor/Librarian will receive an additional \$3,500 base increase. Promotion increases will be made under the provisions of 23.5.

23.2 Effective Dates. The effective date of the salary increases described in Article 23.1A shall be August 1, 2005. The effective date of the salary increases described in Article 23.1B, 23.1C and 23.1D shall be retroactive to August 7, 2005.

23.3 Contract and Grant Funded Increases. Employees on contracts or grants shall receive salary increases equivalent to similar employees on state funding, provided that such salary increases are permitted by the terms of the contract or grant, the rules of the funding agency, and adequate funds are available for this purpose in the contract or grant.

23.4 Type of Payment for Assigned Duties. Employees shall be paid from salary dollars for all assigned duties up to the established FTE on the position and from OPS dollars for assigned duties in excess of the established FTE on the position. Faculty on 9-month appointments shall be paid during the Summer Terms, if appointed, from salary dollars up to 1.0 FTE if appointed in the home department/unit. Appointments in excess of 1.0 FTE shall be paid from OPS dollars. Employees may be paid from OPS dollars for assignments outside employees' home departments/units and for work on USF-funded internal grant programs.

- 23.5 Salary Adjustments. The University shall retain the authority to make salary adjustments for employees, based on the published guidelines of the University in effect as of August 7, 2004, for promotions, increased duties and responsibilities, extra compensation and verified counteroffers. Also, the University shall retain the authority to enter into financial settlements with employees in the settlement of grievances and lawsuits and other disputes. In addition, the University retains the authority to make salary adjustments and to provide cash bonuses for special achievements and to make salary adjustments for market equity, including compression/inversion, and to develop and implement plans to provide additional base salary or lump sum increases for excellence in research, teaching, service and other assigned duties so long as the total annual expenditure does not exceed 1.3% of the in-unit faculty and A&P 2005-2006 employee salary base. The University shall exercise its authority and expend no less than .3% of said 1.3% to develop and implement plans to provide additional base salary or lump sum increases for excellence in research, teaching, service, and other assigned duties. All other salary adjustments and cash bonuses in excess of the 1.3% shall be subject to negotiation with UFF.
- 23.6 Report to Employees. All employees shall receive notice of their salary increase on the "Appendix E" form prior to the implementation of the salary increases described in this Article. Upon request, an employee shall have the opportunity to consult with the person or committee which makes the initial recommendation for salary increases.
- 23.7 Report to UFF. Written reports shall be provided without cost by USF to UFF indicating all salary adjustments and bonuses made through June 30, 2006 pursuant to Articles 23.1C and 23.5 by amount, nature of adjustment, name, rank, and department or college. The information shall be provided no later than the last business day of February, April, and June of 2006.