

Article 23 - Salaries

23.1 Pay Plan. Ranked Faculty (Lecturers, Instructors, Assistant Professors, Associate Professors, Professors, and equivalent Librarian ranks); non-ranked faculty; and in-unit Administration employees:

A. ~~2024-2025~~ Merit ~~Lump Sum Bonus~~ Base Increase

1. The University shall provide a pool of funds to each department for increases equal to five percent (5%) of the August 7, 2024, in-unit employee salary base to be distributed as set forth in Section 23.1E to all eligible in-unit employees as defined in Section 23.1A2(b) through (c), and in Section 23.1D.

The merit increase will be applied after all other raises (e.g., promotional raises, out-of-cycle raises; previously promised raises, etc.) have been factored into an employee's base pay.

The merit base increases as described will be effective upon ratification and will be retractive to the pay period that began on August 7, 2024. Employees will receive a lump sum payment no later than six weeks after ratification by the Board of Trustees.

~~1. The University will provide a pool of funds to each department for a payment of Two-Thousand Dollars (\$2,000), which will be distributed on the date described in Section 23.1E as a one-time lump-sum performance based bonus payment to each eligible employee as defined in Section 23.1A2 and 23.1D2. Such bonus payment shall not be added to the base.~~

2. Eligible employees in Section 23.1A1 are those employees who meet the following criteria:

- a) Are continuously employed as ranked faculty, non-ranked faculty, and in-unit administration employees prior to August 7, 2024 and through the date ~~the bonus~~ the merit increase is paid; and
- b) Have received a satisfactory and above (a minimum score on the most recent annual evaluation of at least 3.0 on a 5.0 point numerical rating scale). New hires with no evaluation are excluded from this pool as are employees with no evaluation on file within

two academic years of full ratification. This pool shall be distributed at the department level.

c) ~~Do not have any active performance improvement plans on records;~~

d) Are actively employed on the date the ~~bonus-merit increase~~ is paid, and

e) Do not fall within Section 23.1D2.

B. ~~2022-23~~2025-2026 Merit Base Increase

1. The University shall provide a pool of funds to each department for increases equal to ~~three and one-half~~five percent (~~3.5~~5%) of the August 7, 202~~52~~6, in-unit employee salary base to be distributed as set forth in Section 23.1E to all eligible in-unit employees as defined in Section 23.1A2(b) through (c), and in Section 23.1D.

The merit increase will be applied after all other raises (e.g., promotional raises, out-of-cycle raises; previously promised raises, etc.) have been factored into an employee's base pay.

C. ~~2023-2024~~2026-2027 Merit Base Increase

1. The University shall provide a pool of funds to each department for increases equal to ~~two-five~~five percent (~~52~~5%) of the August 7, 202~~63~~6, in-unit employee salary base to be distributed to all eligible in-unit employees as defined in Section 23.1A2 (b) through (c), and in Section 23.1D.

The merit increase will be applied after all other raises (e.g., promotional raises, out-of-cycle raises; previously promised raises, etc.) have been factored into an employee's base pay.

D. Additional Eligibility Requirements.

1. To be eligible for the merit base increases set forth in Sections 23.1B1, and 23.1C1 employees must also have been continuously employed from on or before, August 7, 202~~4~~², ~~and~~ August 7, 202⁵, ~~and August 7, 2026~~³, respectively, and must be employed on the date the increase is paid.

2. 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 merit one-time lump sum bonus and merit base salary increases described in this Article are not eligible to receive the bonus and increases described in this Article.

E. Effective Dates.

The effective dates of the merit one-time lump sum bonus and merit base wage increases described in Sections 23.1A1, 23.1B1 and 23.1C1 shall be as soon as practicable, but no later than six (6) weeks after ratification by the Board of Trustees, and with respect to the merit base increases, no later than September 1, 202~~5~~², and September 1, 202~~6~~³, respectively. The Board of Trustees will vote on ratification of this contract as soon as practicable, but no later than three (3) weeks after UFF ratifies it.

23.2 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.

23.3 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. Employees 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.

23.4 Salary Adjustments.

A. The University shall retain the authority to make salary adjustments for employees for extra compensation and verified counteroffers and to make salary adjustments for market equity, including compression/inversion. Also, the University shall retain the authority to enter into financial settlements with employees in the settlement of grievances and lawsuits and other disputes. There is no total annual limit on the expenditures in the cases listed above. In addition, the University retains the authority to make salary adjustments and to provide cash bonuses for special achievements 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 expenditures do not exceed 1.0% of the August 7in-unit employee salary base of the year adjustments are made. In addition, any remaining discretionary expenditure authority based on the prior in-unit salary base shall be added to the 1.0% discretionary base described above.

B. A pool of funds for AY 2024-2025 in the amount of \$500,000.00 shall be distributed as base salary increases to address the compression and/or inversion of in-unit employee salaries. The University will identify individual bargaining unit members who are compressed and/or inverted and determine a methodology to disperse the funds to address compression and inversion in a fair and equitable manner. The University will complete the analysis and share a report with all members of the bargaining unit explaining the allocation methodology no later than March 2025. The funds will be dispersed no later

than six weeks after the contract has been ratified by the Board of Trustees, with the base salaries of in-unit employees retroactively adjusted as of August 7, 2024.

For AY 2025-2026 and AY 2026-2027, a pool of funds in the amount of \$500,000 each year shall be distributed as base salary increases to address the compression and/or inversion of in-unit employee salaries. The University will identify individual bargaining unit members who are compressed and/or inverted and determine a methodology to disperse the funds to address compression and inversion in a fair and equitable manner. The University will complete the analysis and share a report with all members of the bargaining unit explaining the allocation methodology no later than January 31, 2026, for AY 2025-2026 and January 31, 2027, for AY 2026-2027. For AY 2025-2026, the funds will be dispersed no later than January 31, 2026, with the base salaries of in-unit employees adjusted as of August 7, 2025. For AY 2026-2027, the funds will be dispersed no later than January 31, 2027, with the base salaries of in-unit employees adjusted as of August 7, 2026.

BC. Employees in the College of Nursing who are participants in any practice plan or group developed by the College will be eligible to receive bonuses or additional types of extra compensation paid entirely from clinical revenue. Payments made from clinical revenue are not subject to any caps outlined in this Agreement.

23.5-Post-Tenure Review. Faculty subject to post-tenure review shall receive the following increases or bonuses:

(a) Full Professors who receive a Post-Tenure Review ranking of “Exceeds Expectations” shall receive an increase of five percent (5%) to their base salary.

(b) Full Professors who receive a Post-Tenure Review ranking of “Meets Expectations” shall receive an increase of three percent (3%) to their base salary.

(c) Associate Professors who receive a Post-Tenure Review ranking of “Exceeds Expectations” shall receive an increase of five percent (5%) to their base salary.

(d) Associate Professors who receive a Post-Tenure Review ranking “Meets Expectations” shall receive an increase of three percent (3%) to their base salary.

(e) These Post-Tenure Review awards shall be implemented with an effective date of August 7th of the year in which employees are notified of the outcome of their PTR.

Disclaimer: The UFF USF Chapter reserves the right to litigate PTR.

23.65 Report to Employees.

All employees shall receive notice of their salary increases through their University email account prior to the implementation of the salary increases described in this Article. Upon written request, an employee shall have the opportunity to consult with the person or committee which makes the initial and final recommendation for salary increases.

23.76 Report to UFF.

Written reports shall be provided without cost by USF to the UFF indicating all salary and compensation adjustments and bonuses made on a quarterly basis pursuant to Articles 8.4D, 23.1A1, 23.1B1, 23.1C1, ~~and~~ 23.4A, ~~and~~ 23.5 by amount, nature of adjustment, name, rank department and college. The information shall be provided no later than sixty (60) business days following the close of a quarter.