

Article 23 - Salaries

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

~~A.~~ 2021-2022~~2025~~ Merit Lump Sum Bonus

~~1.~~ The University will provide a pool of funds to each department for a payment of Two Thousand Dollars (\$21,000), 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, 2021~~4~~ and through the date the bonus 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 is paid, and

~~e)~~ Do not fall within Section 23.1D2.

~~B.A.~~ 2022-23 Merit Base~~Base~~ Increases

~~1.~~ The University shall provide a salary pool equal to ~~32.0%~~ 32.0% of the June 30, 2025 in-unit employee salary base to be distributed ~~in the 2025/2026 academic year as follows~~ to all eligible in-unit employees ~~as defined in Section 23.1.B.~~ The University shall provide a pool of funds to each department for increases equal to three and one-half percent (3.5%) of the August 7, 2022, 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. This raise is subject to budgetary constraints.

~~2.~~ The University shall provide a salary pool equal to ~~32.0%~~ 32.0% of the June 30, 2026 in-unit employee salary base to be distributed ~~in the 2026/2027 academic year as follows~~ to all eligible in-unit employees ~~as defined in Section 23.1.B.~~ This raise is subject to budgetary constraints.

~~3.~~ The University shall provide a salary pool equal to ~~2.0%~~ 2.0% of the June 30, 2027 in-unit employee salary base to be distributed to all eligible in-unit employees as defined in Section 23.1.B.

~~Eligible employees are those employees whose most recent performance evaluations are 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. This pool shall be distributed at the department/unit level. The nominal evaluation ratings on the most recent annual evaluation shall be converted to numerical ratings (if ratings are already in numerical form, then those numbers shall be utilized so long as they are consistent with the 5.0 point scale that follows) with "outstanding" = 5.0; "strong to outstanding" = 4.5; "strong" = 4.0; "satisfactory to strong" = 3.5; "satisfactory" = 3.0; "weak to satisfactory" = 2.5; "weak" = 2.0; "unacceptable to weak" = 1.5; and, "unacceptable" = 1.0.~~

Using the most recent annual evaluation, each employee's numerical score in each area of assigned activity (the average of the peer committee's rating, if applicable, and the supervisor's rating) shall be multiplied by the assigned FTE, if applicable, to derive the overall raw score in each area of assignment (for example, an employee receiving a rating of 4.0 in instruction, with a .60 FTE assignment in instruction would have a raw score in this category of 2.4, derived by multiplying 4.00 by .60). Raw scores in each area of assignment are added together to determine the overall raw score for the individual employee. The highest total raw score possible would be 5.0 and the lowest, 1.0. Once the overall raw score has been computed, all those employees with a minimum score of 3.0 would be eligible for general merit pool consideration. In each department/unit, the performance scores shall be added together for all employees who have been determined eligible to participate in the distribution of the general merit pool. The percentage ownership of the department/unit's total performance scores shall be calculated by dividing each employee's performance score by the department/unit's total performance score points.

1. Each eligible employee's salary shall be adjusted to a 9-month, 1.0 FTE rate and multiplied by each employee's performance score. The resulting numbers shall be added together and each employee's percentage ownership of that total shall be calculated by dividing each individual employee's part of that total by the total of the department/unit. The total amount received shall be added to the employee's base salary.

C. 2023-2024 Merit Base Increase

1. The University shall provide a pool of funds to each department for increases equal to two percent (2%) of the August 7, 2023, 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.

D.B. Additional Eligibility Requirements.

1. Eligible employees in Section 23.1.A are those employees who:

a) Are continuously employed as ranked faculty, non-ranked faculty, and in-unit administration employees prior to August 7 of the year in which the increase is paid and must be employed on the date the increase becomes effective;

b) Received a rating of Satisfactory or above on their most recent performance evaluation (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 the past two full academic years from the date of the increase. This pool shall be distributed at the department/unit level. The nominal evaluation ratings on the most recent annual evaluation shall be converted to numerical ratings (if ratings are already in numerical form, then those numbers shall be utilized so long as they are consistent with the 5.0 point scale that follows) with "outstanding" = 5.0; "strong to outstanding" = 4.5; "strong" = 4.0; "satisfactory to strong" = 3.5; "satisfactory" = 3.0; "weak to satisfactory" = 2.5; "weak" = 2.0 "unacceptable to weak" = 1.5; and, "unacceptable" = 1.0.

i. Calculation. Using the most recent annual evaluation, each employee's numerical score in each area of assigned activity (the average of the peer committee's rating, if applicable, and the supervisor's rating) shall be multiplied by the assigned FTE, if applicable, to derive the overall raw score in each area of assignment (for example, an employee receiving a rating of 4.0 in instruction, with a .60 FTE assignment in instruction would have a raw score in this category of 2.4, derived by multiplying 4.0 by .60). Raw scores in each area of assignment are added together to determine the overall raw score for the individual employee. The highest total raw score possible would be 5.0 and the lowest, 1.0. Once the overall raw score has been computed, all those employees with a minimum score of 3.0 would be eligible for general merit pool consideration.

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

d) Do not fall within Section 23.1.B.2.

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, 2022, and August 7, 2023, 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.C. 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, 2022, and September 1, 2023, 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. The merit increases described in Section 23.1B1.A.1 through 3 will be ~~will be effective on August 7, 2025~~ (or as soon as practicable after ratification by the Board of Trustees if later than August 7, 2025); ~~and the merit increase described in Section 23.1B2 will be effective on August 7, 2026; and August 7, 2027, respectively.~~~~

D. Multiple Raises

In instances when employees receive multiple raises/increases in a single year effective on the same date (e.g., merit increases, promotion raises, discretionary raises, compression inversion raises, etc.), each raise will be stacked additively based on the employee's salary as of August 6 of that year prior to that date. Multiple raises/increases will not be cumulative.

F. 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 and 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 the 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 7 in-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.~~

C.B. 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.

~~D.~~

23.5 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.

23.6 Report to UFF.

Written reports shall be provided without cost by USF to the UFF~~F~~ indicating all salary and compensation adjustments and bonuses made on a quarterly basis pursuant to Articles 8.4.D, 23.1.A and 23.4.A. 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.

23.7 Salary Equity Study.

The University will study salary equity and develop a program to address salary equity issues. Program details shall be determined by the University. The Union may request consultation on program details.

23.8 Funding.

A. The increases for 2025-2026, 2026-2027, and 2027-2028 contained in this article are contingent upon no reduction in the University's Performance Based Funding ("PBF") or pre-eminent funding as compared to their respective levels on August 1, 2024. PBF and pre-eminent funding levels will be calculated on August 1 in each year of the contract for the purposes of determining if there was a reduction.

B. In the event of a reduction in PBF or pre-eminent funding, the University shall have the sole discretion to determine whether to proceed with the increases described in this article. In the event the University does not proceed with the increases due to reduction in PBF or pre-eminent funding, the University will notify UFF in writing of its decision ("Notice"). Within thirty (30) days of the University's Notice, the parties will meet to bargain in good faith for an alternate salary article.

C. Increases for tenure and promotion and increases that are committed to prior to the University's Notice are unaffected by same.