

November 4, 1983

ARTICLE 23

SALARIES

23.1 Salary Table

(a) The annual salary rate of all full-time employees shall correspond to a salary rate contained in the salary table in paragraph (b), below. Part-time employees shall be paid at a salary rate representing a proportion of a step contained in the salary table as determined by their fractional F.T.E. appointment. All salary increases shall be distributed in a manner which results in an employee's salary rate remaining on a salary table step. If an employee's salary rate should for any reason not correspond to a salary rate on the salary table, the employee's salary rate shall be adjusted to the next higher step or half-step.

(b) 1983-84 Salary Table. (The amounts in the salary table have been increased 2.71%. See attached 1983-84 salary table.)

<u>Step #</u>	<u>9-month</u>	<u>12-month</u>	<u>Step #</u>	<u>9-month</u>	<u>12-month</u>	<u>Step #</u>	<u>9-month</u>	<u>12-month</u>
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23.2 Order of Salary Increases. To arrive at a full-time employee's 1983-84 salary rate, (1) begin with the employee's June 30, 1983 salary rate, and add increases in the following order:

- (a) Sex Equity Adjustment based on Sex or Race, F.S. 240.247 (Article 23.4(a));
- (b) General Salary Table Increase (Article 23.3);
- (c) Promotion Increases (Article 23.4(b));
- (d) Discretionary Increases only for faculty, and for developmental research school class codes listed in Article 23.4 (Article 23.4 (c)); and
- (e) Developmental Research School Supplements (Article 23.5).

These supplements are not to be included in the base salary rate upon which future increases are calculated.

23.3 General Salary Table Increase. The salary rate for each half-step in the 1982-83 salary table shall be increased 2.71% for 1983-84, as shown in 23.1(b).

23.4 Discretionary Salary Increases. Within the limitations of the Appropriations Act passed by the 1983 Legislature, funds at an annual rate of 2.29% of the June 30, 1983, salary rate of employees in class codes 9001, 9002, 9003, 9004, 9005, 9006, 9007, 9063, 9064, 9065, 9066, 9067, 9068, 9069, 9070, 9071, 9072, 9115, 9116, 9117, 9118, 9119, 9120, 9121, 9126, 9127, 9128, 9129, 9130, 9144, 9145, 9147, 9148, 9150, 9151, 9152, 9160, 9161, 9162, 9163, 9164, 9165, 9166, 9167, 9168, 9169, 9170, 9172, 9173, 9016, 9017, 9018, 9019, shall be distributed to these employees as follows:

- (a) Salary adjustments required by Section 240.247, Florida Statutes.

- (b) Promotion Increases: Promotion increases shall be granted to full-time employees in the following amounts (proportional increases shall be granted to part-time employees):

To Assistant Professor, Assistant University School Professor, Associate in _____, and Assistant University Librarian -- one salary table step;

To Associate Professor, Associate University School Professor, Research Associate (9166), Associate Curator (9151), Associate Research Scholar/Scientist, Associate Engineer, and Associate University Librarian, -- 1½ salary table steps; and

To Professor, University School Professor, Curator (9150), Research Scholar/Scientist, Engineer, and University Librarian -- 2½ salary table steps.

- (c) Discretionary Increases.

(1) Prior to making allocations of discretionary increases, the appropriate administrator should consider recommendations which may have been made through the collegial system of shared

governance. The administrator retains the right to make the final decision concerning the allocations of such increases.

(2) Complaints with respect to the amount of, and procedures leading to, the allocation of salary increases under Article 23.4(a) and (c) shall not be grievable, except as they pertain to allegations of unlawful discrimination under Article 6.

(d) In distributing the funds available under 23.4(c) (Discretionary Increases) for 1984-85, each university shall ensure that the June 30, 1984 total salary rate of employees in the position classifications listed in 23.15 (Competitive Salary Adjustments) is increased by a percentage amount equal to at least the percentage increase in the June 30, 1984 total employee salary rate represented by the funds in 23.4(c) (Discretionary Increases). The same procedures shall be employed for 1985-86.

(e) Joint Committees on Criteria for Merit pay. The Board of Regents and the United Faculty of Florida are committed to a merit pay system whereby merit salary increases are distributed

based on departmental criteria. The Board and UFF recognize that academic departments traditionally have exhibited great diversity in the bases they employ for recognizing meritorious performance. The Board and UFF agree to establish a joint committee on each campus -- half the members of which shall be chosen by the local UFF chapter and half by the university -- to discuss and recommend to the Board and UFF procedures for the development of departmental criteria for the distribution of salary increases to recognize meritorious performance. Each committee will seek to develop procedures adaptable to departments and disciplines with different practices and traditions. The recommendations will be submitted to the Board and UFF by March 1, 1984.

23.5 Developmental Research School Supplements. Employees in Developmental Research Schools shall receive salary supplements for the approved activities described below, or their equivalents, performed in addition to the regular professional assignment in instruction, research, and service as provided in Article 9.

- (a) A salary supplement of one-half salary table step (i.e., 1.75%) shall be given for the following activities: Department Head, Yearbook Sponsor, Newspaper Sponsor, or equivalent activities.

(b) A salary supplement of one salary table step (i.e., 3.5%) shall be given for the following activities: Cheerleader Sponsor, Coaches of Extramural Competitive Sports, Band Directors, or equivalent activities.

(c) These salary supplements shall continue as long as the duties are performed by the employee.

23.6 Notification Procedures. All salary increases shall be allocated in accordance with the provisions of the notice contained in Appendix F of the Agreement. This notice shall be posted in all departments or other appropriate work locations for at least two weeks prior to the date on which the initial recommendation regarding salary increases is made. Upon request, employees shall be provided the opportunity to consult with the person or committee which makes the initial recommendations regarding salary increases.

23.7 Report to Employees. Each employee shall be sent a report, on the form prescribed in Appendix G, prior to the implementation of the salary increase.

23.8 Report to UFF.

(a) Two reports of the distribution of all salary increases arranged by university, (one alphabetically and one by discipline), identifying the employee and the amount received in each of the categories, shall be made

available to UFF no later than November 15th of each year. A copy of the reports for each university shall be placed in the main library along with the documents prescribed in Article 7.

(b) In addition to the reports described in 23.8(a), no later than two weeks after the ratification of this salary article by both parties, each department or equivalent unit shall furnish the campus UFF chapter with a copy of the distribution of all salary increases for that department or equivalent unit, identifying the employee and the amount received in each of the salary increase categories. A copy of the report shall also be placed on file in the department, available upon request to any employee of the department.

~~23.9~~ The Board shall provide UFF, and post in each university department or equivalent unit, a complete listing of the top quartile goals by rank and HEGIS code for that university.

23.10 Eligibility for Salary Increases. Employees employed on or before January 31, 1983, shall receive salary increases as specified in Articles 23.3 and 23.4. In accordance with the 1983 Appropriations Act, employees employed after January 31, 1983, shall receive only those salary increases which are necessary to maintain their salaries at the next higher salary rate contained in the salary table established in 23.1(b).

23.11 Effective Dates for Salary Increases. In accordance with the 1983 Appropriations Act, all salary increases shall be effective as follows:

(a) For employees in position classifications 9244, 9334, 9380, 9381, 9382, 9383, 9394, 9395, 9396, 9401, 9410, 9419, 9420, 9434, 9435, 9460, 9461, 9462, 9463, 9464, 9475, 9480, 9481, 9482, 9484, 9485, 9486, 9490, 9495, 9016, 9017, 9018, 9019 on October 1, 1983.

(b) For all other employees, on September 1, 1983.

23.12 Nothing contained herein shall prevent the Board from providing salary increases beyond the increases specified above, provided that all such increases shall be in the form of incremental steps or half-steps.

23.13 (a) Nothing contained herein shall prevent employees whose salaries are funded by grant agencies from being allotted raises higher than those provided in this agreement.

(b) Employees on contracts or grants shall receive non-discretionary salary increases equivalent to similar employees on regular funding, provided that such salary increases are permitted by the terms of the contract or grant. In the event such salary increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not available, the Board or its representatives shall seek to have the contract or grant modified to permit such increases.

(c) Employees on contracts or grants shall be eligible for consideration for discretionary salary increases equivalent to similar employees on regular funding, provided that such salary increases are permitted by the terms of the contract or grant and provided further that adequate funds are

available for this purpose in the contract or grant. In the event adequate funds are not available, the Board or its representatives shall seek to have the contract or grant modified to permit such increase.

23.14 The parties shall jointly review the possible effect of the 1983 Legislature's action in CS/SB 1155, amending Section 216.011(1)(v) and (kk) F.S., which requires that the salary rate of positions vacant on June 30, 1983, be reduced to the minimum salary figure for that position. If the parties satisfactorily resolve the issues raised by this new policy, they will establish minimum salaries for employees during the salary reopener for the 1984-85 academic year. The level of the minimum salaries will be negotiated by the parties.

23.15 Competitive Salary Adjustments for 1984-85 and 1985-86

- (a) The Board shall distribute, in addition to other salary increases, the following salary increase funds in the 1984-85 and 1985-86 fiscal years. These salary increase funds are provided to ensure that the salaries of these employees are as competitive in their respective markets as the salaries of other SUS employees are in theirs.
- (b) For developmental research school employees in position classification codes 9016, 9017, 9018, and 9019, salary increase funds in the amount of 7%* of the June 30, 1984 salary rate of these employees shall be provided to ensure that the 1984-85 salaries of these employees are at least

equal to the salaries provided by the county within which each developmental research school is located, based on degree and years of experience on the county's 1983-84 salary schedule. Additional funds shall be provided for equivalent increases for 1985-86, based on the 1984-85 county schedules.

- (c) For employees (including those whose salaries are funded through contracts or grants, as provided in Article 23.13) in the following position classification codes, funds shall be provided in the amount of 8.75% of the June 30, 1984, and 7.00% of the June 30, 1985 salary rate of such employees.

9150, 9151, 9152, 9163, 9164, 9165, 9380, 9381, 9382, 9383, 9395, 9396, 9480, 9481, 9482, 9485, 9486.

- (d) (1) For employees (including those whose salaries are funded through contract or grants, as provided in Article 23.13) in the position classification codes listed below, salary increase funds shall be provided in the amount of % of the June 30, 1984, and % of the June 30, 1985, salary rate of such employees, based on a study acceptable to the parties comparing the current salaries of these employees with their respective markets.

9004, 9005, 9069, 9115, 9119, 9120, 9121, 9126, 9130, 9144, 9145, 9147, 9148, 9160, 9161, 9162, 9166, 9170, 9172, 9173, 9244, 9334, 9394, 9401, 9410, 9419, 9420,

9434, 9435, 9460, 9461, 9462, 9463, 9464, 9475, 9490,
9495.

(2) The salary study for these employees shall be completed, and the amount of the required salary increase funds determined in time to be included in the Governor's salary budget.

(e) The method of distributing these competitive salary adjustments -- discretionary or non-discretionary -- shall be negotiated during the salary reopener for the 1984-85 academic year.

23.16 (a) In reaffirming their commitment to achieving quality higher education and to meeting the State's goal of bringing Florida's state universities into the top quartile of the states, the Board of Regents and United Faculty of Florida shall develop and strongly urge the funding of a program which will bring the average salaries of faculty members within the top quartile of the states.

(b) The program described in paragraph (a) , above, shall be completed in time for consideration by the 1984 Legislature.

*Represents an approximation based on D.R.S. data from FAMU, FSU and UF. Percentage to be revised to include FAU data after Palm Beach County concludes salary schedule negotiations.

1983-84 Salary Table for General Bargaining Unit Employees

Step	9	12	Step	9	12	Step	9	12	Step	9	12
1.0	6474	7911	21.0	12958	15834	41.0	25934	31692	61.0	51911	63435
1.5	6587	8049	21.5	13184	16111	41.5	26389	32247	61.5	52820	64544
2.0	6702	8190	22.0	13415	16393	42.0	26850	32811	62.0	53744	65675
2.5	6820	8334	22.5	13650	16680	42.5	27321	33385	62.5	54685	66822
3.0	6938	8480	23.0	13889	16971	43.0	27798	33970	63.0	55642	67992
3.5	7060	8628	23.5	14132	17269	43.5	28285	34564	63.5	56617	69181
4.0	7184	8778	24.0	14378	17571	44.0	28779	35168	64.0	57607	70391
4.5	7310	8933	24.5	14630	17879	44.5	29283	35784	64.5	58614	71625
5.0	7437	9089	25.0	14887	18192	45.0	29795	36410	65.0	59641	72879
5.5	7568	9248	25.5	15147	18510	45.5	30318	37047	65.5	60683	74153
6.0	7700	9409	26.0	15413	18834	46.0	30848	37696	66.0	61745	75451
6.5	7836	9575	26.5	15682	19163	46.5	31388	38356	66.5	62826	76771
7.0	7972	9741	27.0	15956	19498	47.0	31937	39027	67.0	63926	78115
7.5	8111	9913	27.5	16234	19839	47.5	32495	39709	67.5	65044	79482
8.0	8255	10085	28.0	16519	20186	48.0	33064	40406	68.0	66182	80873
8.5	8398	10262	28.5	16808	20540	48.5	33643	41111	68.5	67341	82288
9.0	8544	10441	29.0	17102	20899	49.0	34231	41832	69.0	68519	83728
9.5	8694	10623	29.5	17401	21265	49.5	34831	42563	69.5	69719	85194
10.0	8846	10809	30.0	17707	21638	50.0	35440	43308	70.0	70939	86685
10.5	9002	10999	30.5	18016	22016	50.5	36060	44066	70.5	72179	88202
11.0	9159	11192	31.0	18332	22401	51.0	36691	44837	71.0	73444	89746
11.5	9318	11388	31.5	18652	22792	51.5	37333	45622	71.5	74729	91317
12.0	9482	11586	32.0	18979	23192	52.0	37987	46420	72.0	76036	92915
12.5	9648	11789	32.5	19312	23598	52.5	38652	47232	72.5	77367	94541
13.0	9817	11997	33.0	19648	24012	53.0	39329	48058	73.0	78720	96195
13.5	9990	12206	33.5	19993	24430	53.5	40017	48900	73.5	80098	97878
14.0	10163	12420	34.0	20343	24858	54.0	40716	49756	74.0	81499	99591
14.5	10342	12637	34.5	20699	25293	54.5	41429	50626			
15.0	10522	12858	35.0	21061	25736	55.0	42154	51511			
15.5	10705	13082	35.5	21429	26187	55.5	42893	52414			
16.0	10893	13311	36.0	21804	26644	56.0	43644	53331			
16.5	11085	13545	36.5	22185	27111	56.5	44407	54264			
17.0	11279	13783	37.0	22574	27585	57.0	45183	55214			
17.5	11475	14023	37.5	22969	28069	57.5	45974	56180			
18.0	11675	14268	38.0	23372	28560	58.0	46779	57163			
18.5	11880	14518	38.5	23779	29059	58.5	47597	58165			
19.0	12088	14773	39.0	24196	29568	59.0	48431	59183			
19.5	12301	15030	39.5	24619	30085	59.5	49278	60217			
20.0	12515	15294	40.0	25051	30612	60.0	50140	61272			
20.5	12734	15561	40.5	25489	31148	60.5	51018	62344			

*Salary steps continued to the extent necessary to accommodate the salaries of all employees.

October 5, 1983

Page 1

APPENDIX F
SALARY INCREASES 1983-84

I. In accordance with the action of the 1983 Legislature, and the 1983-84 negotiated agreement between the Board of Regents and United Faculty of Florida, salary increases for 1983-84 shall be provided in the following manner:

- A. Promotions. Promotional increases shall be granted to full-time employees in the following amounts: (proportional increases shall be provided part-time employees).

To Assistant Professor, Assistant University School Professor, Associate in _____, and Assistant University Librarian — one salary table step;

To Associate Professor, Associate University School Professor, Research Associate (9166), Associate Curator (9151), Associate Research Acholar/Scientist, Associate Engineer, and Associate University Librarian — one and one-half salary table steps;

To Professor, University School Professor, Curator (9150), Research Scholar/Scientist, Engineer, and University Librarian — two and one-half salary table steps.

- B. Statutorily Required Equity Increases. Salary increases granted to correct salary inequities based upon sex or race in accordance with Section 240.247, Florida Statutes.
- C. Discretionary Increases.
- D. General Salary Table Increases. The salary rate of all eligible employees, as contained in the salary table, shall be increased by 2.71%.
- E. Developmental Research School Supplements. Employees in the Developmental Research Schools shall receive salary supplements for the approved activities described below, or their equivalents, performed in addition to the regular professional assignment in instruction, research, and service. These salary supplements shall continue only as long as the duties are performed and are not included in the base salary rate upon which future increases are calculated.

For the following activities: Department Head, Yearbook Sponsor, Newspaper Sponsor, or equivalent activities — one-half salary table step (1.75%).

For the following activities: Cheerleader Sponsor, Coaches of Extramural Competitive Sports, Band Directors, or equivalent activities -- one salary table step (3.5%).

II. Order of Salary Increases.

- A. Adjustment for inequity based on sex or race (paragraph I.B.).
- B. General salary table increase (paragraph I.D.).
- C. Promotion increases (paragraph I.A.).
- D. Discretionary increases (paragraph I.C.).
- E. Developmental Research School Supplements (paragraph I.E.) These supplements are not included in the base salary rate upon which future increases are calculated.

III. Eligibility for Increases.

- A. General Bargaining Unit Employees employed after January 31, 1983, are eligible to receive only those increases necessary to maintain their salaries at the next higher salary rate contained in the 1983-84 salary table established in paragraph I.D. Additionally, Developmental Research School Employees are eligible to receive salary supplements described in paragraph I.E.
- B. General Bargaining Unit employees employed on or before January 31, 1983, are eligible to receive salary increases as follows:
 - 1. Employees in the Faculty pay plan - those increases provided for in paragraphs I.A., B., C., and D.
 - 2. Employees in the Administrative and Professional pay plan - those increases provided for in paragraphs I.B., and D.
 - 3. Developmental Research School employees - those increases provided for in paragraphs I.A., B., C., D., and E.
 - 4. Librarians - those increases provided for in paragraphs I.A., B., and D.

IV. Effective Dates for Increases.

- A. For employees in the Faculty pay plan, on September 1, 1983.
- B. For employees in the Administrative & Professional pay plan, on October 1, 1983.

V. The person(s) making the initial recommendation for this area is (are):

Name(s):

Office(s):

If you wish to consult with the person(s) regarding the recommendation for salary increases, please contact him or her prior to: _____

(Date)

All employees have the right to consult with the person(s) making the initial recommendation regarding salary increases. All employees will be notified prior to the effective date of the salary increase of the amount of increase and the categories in which the salary increase is distributed.

THIS NOTICE MUST BE POSTED AT LEAST TWO WEEKS PRIOR TO THE DATE ON WHICH THE INITIAL RECOMMENDATION REGARDING SALARY INCREASES IS MADE.

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APPENDIX G
SALARY INCREASE NOTIFICATION
1983-84

Date:

Name:

In accordance with the action of the 1983 Legislature, and the 1983-84 negotiated agreement between the Board of Regents and United Faculty of Florida, your salary increase is:

Current (82-83) Salary	\$ _____
Statutorily Required Equity Adjustment:	\$ _____
General Salary Table Increase:	\$ _____
Discretionary Increase:	\$ _____
Promotion from _____ to _____:	\$ _____
Developmental Research School Supplement:	\$ _____
1983-84 Salary	\$ _____

The recommendation for your salary increase was prepared by:

You may request a conference to discuss this increase.

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